



A Commitment to Quality. A Legacy of Excellence.

“I had the true privilege of working with Larry when I started as a Project Manager and he was a Foreman in the Field. Over the course of the past 30 years he has not only proven himself as a man who can deliver quality work, he is also a highly respected and a recognized leader in the construction industry. He has always been an exceptional model of strong leadership and now retires as one of our trusted Vice Presidents. Larry has had a tremendous impact on both the success and culture of Welch and Rushe and I am immensely honored that he spent most of his career with our company.”

-David Welch, President and Owner

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Larry’s Retirement

We further discuss Larry’s well-deserved retirement on Page 2

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Recognition

We say the biggest Thank You to everyone who continued to work on Pages 3 and 5

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National Safety Month

Social distancing hasn’t been the only change in safety. See what else has been implemented on Page 4

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Changes and Trends

Welch and Rushe had to adapt quickly for the quarantine period. See what we changed on Page 5

Larry Graves: The Man. The Myth. The Legend

Bittersweet Retirement

As we know by now, Larry Graves has retired. We'd like to think that he's going to spend the rest of his days relaxing by the pool, sipping margaritas, but we all know that's not Larry. He is a legend in the industry, a title he has earned through a lifetime of hard work and dedication. He has always gone above and beyond while taking the time to show others how to do things the right way. He brings out the best in others while also having a knack for discovering talent at both Welch and Rushe and the Plumbers Union Local 5. Larry is responsible for hiring some of the great Plumbers and Fitters in the company. "Larry was the one that promoted me to Foreman. I wouldn't be where I am today if it weren't for him," Rob Tuscano, Project Manager.

He has been a mentor to everyone in the company who wears a hard hat to work, as well as most of the people in the office. That includes David Welch, who first worked with Larry when David first came into the office as a project manager in 1990. "It has been a true honor to work with Larry over the last 30 years and we have all learned a tremendous amount from him. He has not only been an incredible employee of Welch and Rushe he has been a true friend."

The picture of Larry in the fountain is a great representation of his work ethic. Something wasn't working and he didn't hesitate. He jumped in and did what had to be done. What most people don't know is that the picture was taken in the middle of December during freezing temperatures.



Everyone's favorite fountain photo!

Thank you, Larry, for everything you've done for Welch and Rushe and all its employees and I personally want to thank you for everything you've done for me. Have a great retirement.

- Robbie Abell, Steamfitter Journeyman Foreman

He has been an integral part in building Welch and Rushe up to where it is today and helped set us up for success moving forward. No matter how big or how small, Larry would work until the job's done. It's now up to us to continue the standards he has set. It won't be easy, but we don't have any excuses, he has already shown us it can be done.

Be sure to watch our video tribute to Larry on our Facebook page!

Happy Retirement, Larry!

Employee of the Quarter

Josh Graves

*Outside Superintendent
Started March 2000*

During the nation-wide shut down, Josh has gone above and beyond with his duties, coming in everyday to make sure our field was safe and following new protocols.

"We are excited to see Josh bring the same energy and dedication he has brought to individual projects over the years to our entire field labor force."

-David Welch, CEO

To Our Essential Teams: Thank You

A Note of Thanks to our Welch and Rushe teams

Construction Team*

George Abell, Jr.
Chase Alderman
Joshua Antwi
Blake Bailey
William Baker
Alan Der
Doug Dixon
Logan Erb
Peter Finn
Darren Flerlage
Gregory E. Foard

Christopher Friedrich
Nick Gardiner
Jordan Gimler
Joseph Gray
Greg Gurney
Nicholas Hamilton
DJ Hawkins
Jeffrey Henline Jr.
Donald Holtzclaw
Sherman Jefferson

Craig Jordan
David P. Judy
Dwayne M. King
Harry King
Joseph Klapac
James Kokoszka
Joseph "Todd" Lawrence
Damian Lebow
Wesley Leonard
Winifred Majki
Phillip Marcey
Brandon Mattox
Jack R. McVeigh III
Donte Morgan
Charles Mudd
Denis Murray
Shane Nealis
Michael D. O'Brien
Jeremy O'Neill
John O'Neill
Vidal Orellana
Jason Reid
Brian Rollins
Paul Roth
Anthony W. Safewright
Travis Sapp
Henry Shepherd
Shawn Sims
Joshua Stup

J.C. Talbert
Michael A. Taylor
Michael "Ryan" Terrell
John Tobin
John L. Toth
Jason M. Vallandingham
David Walsh
Brandon Welch
Jermaine Wills
Bryan K. Wilmoth
Jeffrey Wink
David Wood

Kevin Barbee, Sr.
Kevin Barbee, Jr.
Jeremy D. Beall
Matt Berry
Brandon Boekhout
Andrew Bowling
David Bowling
Greg Bright
Christopher Brooks
Brian Burnett
Matthew Cartney
Ron Chapman
Justin Clark
George Darnall
William D. Daughtry
Donald L. Delap



Crane at SSA

Service Technicians*

Zack Bailey	Chris Johnson
JC Bruce	Mike McMullen
Nelson Burriss	Teri Potts
Ed Clements	Branden Ohler
Jon Critchfield	Anthony Rednagle
Dan Frey	Steven Smith
Edwin Fuentes	Melanie Spence
Chuck Garrison	Conor Zell
Mike Heamstead	

We are incredibly proud of the critical work our essential workers did during the height of the COVID-19 pandemic.

Between March 18th and May 4th, Welch and Rushe identified critical job functions from ALL departments of the company were building with an even greater purpose. They were courageously stepping out of their homes, driving on eerily less congested roads, and showing up to work environments with new health and safety precautions. Their efforts to stay the course during uncertainty helped the company maintain all contractual obligations to customers, helped to keep payroll moving, and helped to continue seeking new business opportunities.

Collectively, the contributions and physical presence from our service department, construction, fabrication, and office personnel immediately became the only face of the company to the public, and they all did it well!

THANK YOU, Welch and Rushe Essential Teams. Your efforts have helped us continue meeting the mechanical needs of all building occupants, and your sacrifices are appreciated.

Continued on Page 5*

June is National Safety Month

Implementing New Safety Standards

June is National Safety Month. We wanted to take the time to address the most important thing in the world, safety. It is a term that gets thrown around a lot. It's a department, a line item on a spreadsheet, and something we print on our hard hats. Sometimes it can feel like a nuisance. It can slow us down and tasks can be harder, but we do it because it works. According to OSHA's website, since the passage of the OSHA Act, the rate of reported serious workplace injuries and illnesses has declined from 11 per 100 workers in 1972 to 3.6 per 100 workers in 2009¹.

In the construction industry there are numerous areas to focus on for safety. For this article we're going to look at the dangers of distracted driving and the role of ergonomics in preventing injuries.

In the last few years, we've become more dependent on mobile technology. Now, most people with company vehicles have both a cell phone and an iPad. The service department has transitioned from paper tickets to electronic. Foremen use Procore for their RFI's, submittals, and drawings. It's easy to want to look at one of these devices while driving. It's important to plan your next route and input the address into your GPS before you leave your last location. D.C. has banned the use of hand-held phones while driving, so you also have the added risk of getting a ticket². Other possible distractions include eating, texting, dialing the phone, and checking e-mail. D.C. is unique in that there are often public protests. Drivers must stay extra vigilant to keep both the people in the vehicles and the people walking the streets safe.

Safety Stats:

- **In the United States, distracted driving causes 9 deaths and more than 1,000 injuries in a single day.**
- **33% of all worker injuries is caused by MSD, according to a 2013 study held by the Bureau of Labor Statistics (BLS).**
- **The United States leads the world in confirmed COVID-19 cases with 1,811,277⁵. With that, both Maryland and Virginia are in the top 15 states with the most COVID-19 cases and Prince George's County has the most confirmed cases in MD with 15,353⁶.**

If you primarily work on a computer for a living, from home or in the office, you often spend a lot of your day sitting and typing. Since we spend so much time in the same position, injuries can occur. Ergonomics is the prevention of Musculoskeletal Disorders (MSDs) in the workplace. Examples of MSDs include Carpal Tunnel Syndrome, Tendinitis, rotator cuff injuries, Epicondylitis, muscle strains and low back injuries³.

The Mayo Clinic offers some simple solutions. Choose a chair that supports your spinal curves. Adjust the height of your chair so that your feet rest flat on the floor or on a footrest and your thighs are parallel to the floor. Adjust armrests so your arms gently rest on them with your shoulders relaxed. Place your mouse within easy reach and on the same surface as your keyboard. While typing or using your mouse, keep your wrists straight, your upper arms close to your body, and your hands at or slightly below the level of your elbows. If your desk is too high, consider installing a keyboard tray under your

desk. Place the monitor directly in front of you, about an arm's length away. The top of the screen should be at or slightly below eye level. Following these simple techniques now can help you avoid a painful injury later⁴.

Safety has always been, and will always be, our number one priority. We are always looking for new ways to ensure everyone stays healthy. You are our greatest resource, so if you have any ideas that could help, e-mail our Safety Manager, Jerry Calder, at jcalder@welchandrush.com. Maintaining safe practices takes patience and understanding, but it is something we all should strive for because there is nothing in this world more important.

Sources:

¹ <https://www.osha.gov/osha40/timeline.html>

² https://www.cdc.gov/motorvehiclesafety/distracted_driving/index.html

³ <https://www.osha.gov/SLTC/ergonomics>

⁴ <https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/office-ergonomics/art-20046169>

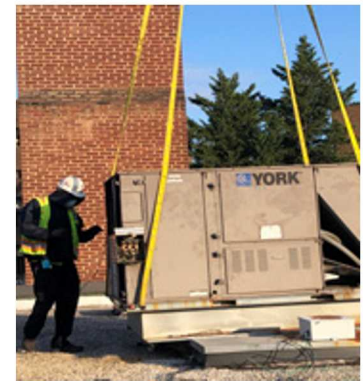


Continued from Page 3

Office Personnel Team*

Christina Anderson	Sarah Koch
Bob Callow	Mary Munoz
Tom Cressman	Melissa O'Neill
Jamie Friedrich	Teri Potts
Tommy Godbold	Melanie Spence
Josh Graves	David Welch

thank
-you-



VA Hospital RTU replacement

* All listed employees were asked to continue to work during the nationwide shut down on altered schedules.

Changes and Trends in the Industry

Welch and Rushe Adapting During COVID

A few months ago, Coronavirus triggered a domino effect in our day-to-day lives. Almost overnight, everything had to change to a new-normal, which has affected how Welch and Rushe does business. We have adapted to the new normal and, hopefully, for the better.

Welch and Rushe has been looking into techniques to keep our customers and ourselves healthy. We are currently upgrading some of our customers to MERV 13 filters, which are more expensive, but do a better job of filtering pollutants, bacterial and viral carriers than lower numbered MERV rated filters. MERV 13 rating is designed for commercial applications and recommended in our field to help improve the indoor air quality in a work environment. The cost is more than the normally used filters and the higher rated filters must be changed equally as often. Along with better air filters, we're also looking into UV lighting bars, which are already known to damage or kill living microorganisms. It hasn't been officially proven that it will kill the COVID-19 Virus yet, however, UV lights can give us peace of mind knowing they are protecting from other viruses like the common flu. With these changes in mind, there is one thing that is irreplaceable: the workforce behind the installation.

“It is not the strongest of the species that survives, nor the most intelligent; it is the one most adaptable to change.”

-Charles Darwin

Our Plumbers and Steamfitters' health and safety have been one of our top priorities. The MSCA has made several best practices recommendations for the safety of everyone, customers, and field employees alike. Some of them include¹:

- Update emergency contact lists for all employees
- Customers should be required to provide notification if they have knowledge of anyone in the facility or residence who either have or have been exposed to COVID-19
- Stock technicians's trucks with disinfectant soap and water for handwashing
- Spray disinfectant for all tools across the board – prohibit tool sharing
- Stay in constant communications with your teams
- Ensure all techs and plumbers have the proper PPE, now including a continuous use of face masks
- Find alternative forms of egress to mechanical systems, avoiding as much contact with customers and other employees as possible

Everyone is nervous about change, especially change brought about by something huge like a pandemic. However, change is necessary, not only for the growth of a company, but for the health and safety for everyone. If a company – any company – is not willing to change, to adapt to new technologies and change with the latest forms of communications and tools, they will not be able to stay in business. Welch and Rushe continues to change with current trends in the industry. Some of the adjustments we underwent during the pandemic are being considered as permanent changes.

Welch and Rushe is ready to face these changes with an open mind, making sure we will be around for another 50 years.

Source:

¹ <https://www.mcaa.org/wp-content/uploads/2020/04/HVACR-PLUMBING-BEST-PRACTICES.pdf>

Customer Feedback for Our Service Team

Welch and Rushe Shines During COVID

The past few months have been a challenge for the whole company. Throughout, everyone has stepped up in order to keep up the quality service Welch and Rushe is known for, and it hasn't gone unnoticed. Below are some recent comments customers have sent in to Rob Tuscano and our Service Team.

Hi Rob,

Thank you for attending the site visit yesterday to provide pricing for a Service Contract.

During my initial visit to the property, I met Anthony Rednagle of your organization and his knowledge, helpfulness, and professionalism in familiarizing our team with the building equipment was impressive. As mentioned yesterday, we would appreciate having him as our technician when we set up service.

Best regards,

Dawn Hewitt

Hi Rob,

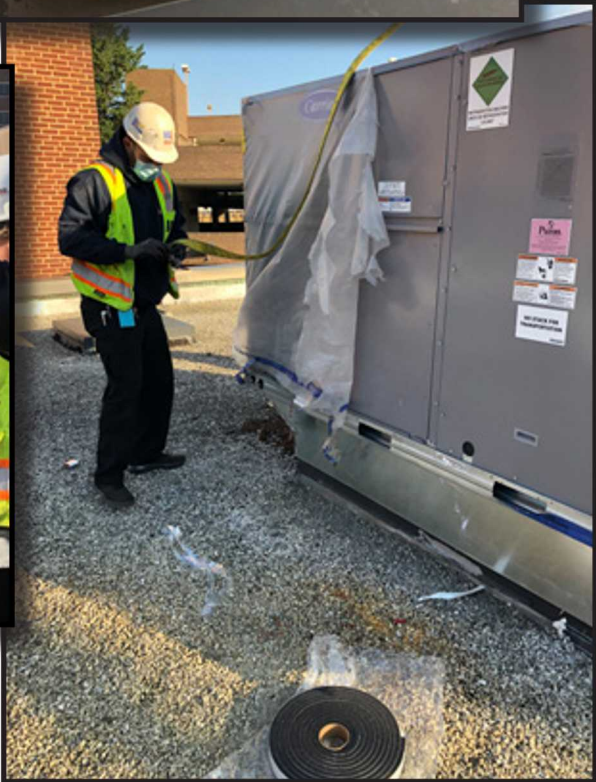
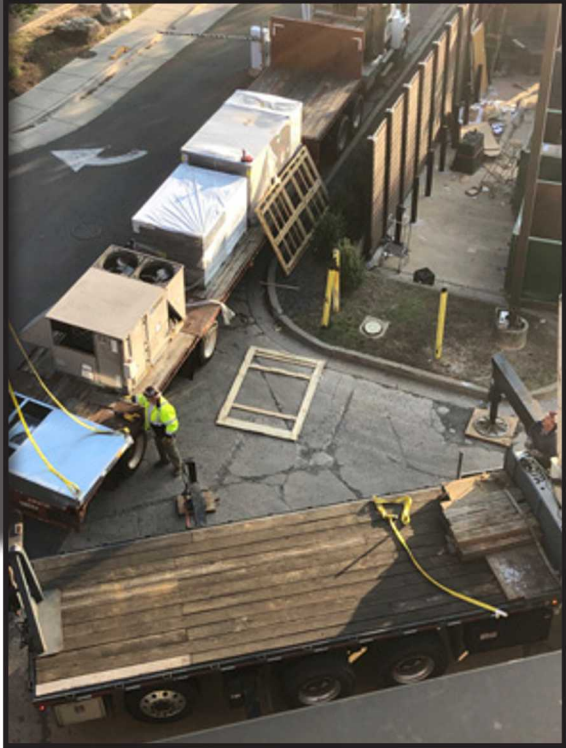
Thanks for a great job, I do appreciate all of your hard work and cooperation as we dealt with the Covid-19 Pandemic. Thank you for following our protocols and cleaning up well after each weekend repair.

Santiago and the team are on the home stretch with tile repairs and it looks great. Again, thanks for a TEAM effort to bring this project home before the scheduled completion date and on on budget.

Everett Griggs
Project Manager
G-W Management Services, LLC

RTU Replacement at the VA Hospital

Working Together



Field Employee Shout Out

David Walsh

Plumber

Started April 2002

“Dave has completed many projects at Welch and Rushe. He is always a great team player and just a phone call away. Thanks, Dave for tackling any project and always bringing great workmanship to the job site.”

-Josh Graves, Outside Superintendent

Milestones

Happy 5 Year Work-iversary

Nic Gagnon, Estimator

Happy 10 Year Work-iversary

Pam Liberatore, Office Manager

Brian Rollins, Steamfitter Journeyman

Happy 20 Year Work-iversary

Eddie Martin, Senior Project Manager

Our New Warehouse Manager

As many of us know, Tommy Godbold has been promoted to Purchasing Manager. The last few weeks, he's been bouncing between his new role and teaching his replacement.



Mike Cool joined us as the new Warehouse Manager in early June. Coming from a shipping warehouse in Pennsylvania, not only is he starting a new job, he's planning his wedding with Katie Zell, sister to Conor Zell (3rd year steamfitter).

Mike says everyone he's met so far have all been very welcoming and he's grateful and excited to work with his new, positive coworkers.

Andrew Talbert Promoted!

Take some time to 'meet' our new Project Manager

Andrew Talbert has been here as an Assistant Project Manager for almost four years, and has recently been promoted to Project Manager!

He's worked on many different projects such as the MD 355 crossing and Stratford Middle School. Now, he begins his project manager career with the CVC Exhibition Hall at the US Capital.

Andrew says he likes to work with multiple departments and is excited to work together with the field. Satisfying the customer by staying within budget and time is, to Andrew, one of the ways he can be a great project manager.

Above all else, he wants to be successful in his new role and to add value to the company. Not to mention all the new and exciting projects Welch and Ruse will start to receive!

