



Mechanical & Building Solutions

"Truly Exceptional Client Service"

"The Pipeline"

News and Events at Harrell-Fish Inc.

Save The Date

Ribbon Cutting/30th Anniversary Date Set!

We want everyone to mark their calendars now for our Ribbon Cutting and 30th Anniversary Celebration! The festivities will be on Thursday, April 30th beginning at 4:00 pm at the HFI Corporate Campus. Watch this newsletter, your email and/or US Postal Mail for invitations.



Mechanical & Building Solutions

*Please join us
at our 30th Anniversary &
Ribbon Cutting Ceremony for
Corporate Campus Expansion*

Thursday, April 30th

4:00-7:00 p.m. at Harrell-Fish Inc.

Complimentary Appetizers and Drinks Available

RSVP to Alice McAuley
amcauley@harrell-fish.com
By Friday, April 24th.

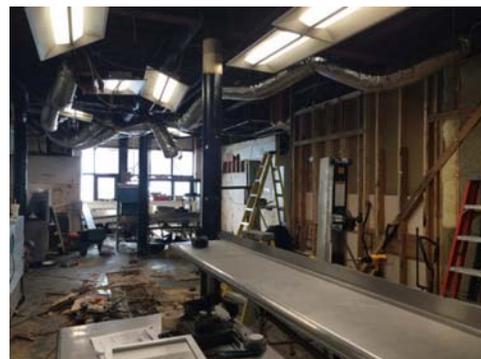
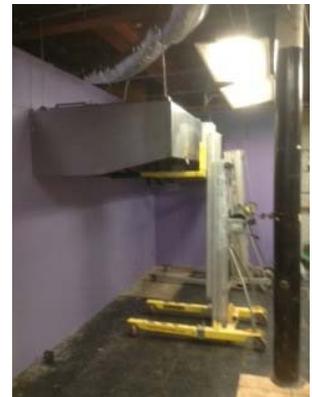


Truly Exceptional Client Service

Industrial

Uptown Cafe Gets A New Kitchen

During the recent "Spring Break" time period in Bloomington, The Uptown Cafe's Michael Cassady did the unthinkable and closed down all services to complete a HUGE renovation of the kitchen. When talking to Michael he indicated that they had renovated/updated the front of the house months ago and the kitchen was definitely in need.



The entire kitchen was gutted and replaced with a new prep line, appliances and flow. HFI Account Manager Mike Gavin was the project manager for the renovation which included Strauser Construction, Woods Electric & Poynter Sheet Metal. There were multiple late nights and early mornings in order to get such a huge renovation

We are busy putting the final touches on Building 2 and are looking forward to our 30th Anniversary Celebration!

Upcoming Retirement

As of April 1 we will say good-bye to Shop Manager Jim Carter.



Jim joined HFI on March 22, 1994 and was promoted to Shop Manager, a position he held up until his retirement. Jim also served on the HFI Advisory Board. Jim was a carpenter by trade and his work can be seen in our offices and all over the HFI campus.

Jim was the "father" of Franky Friday where every couple of weeks throughout the spring, summer, & fall we pull out the grill and cook up some hot dogs. It's time to come together as a team for lunch and celebrate. In his honor this Friday, April 3rd we will be celebrating Jim's retirement. If you are in the area, we invite you to come by and send Jim off with your wishes as well. Lunch will be at 11:30 am in the HFI Office Training Room.

We wish Jim all the best in his retirement. He will always be a member of the HFI Family.

Ivy Tech Pledge



Harrell-Fish Mechanical & Building Solutions has pledged \$50,000 to be paid over 10 years.

For our gift, the new plaza outside the building will be named in our honor. "We believe that Ivy Tech plays a vital role in developing students and helping them find a career. Several of our employees have studied

completed in 11 days.



Multiple guests were disappointed when they arrived at Uptown for a meal and found a note on the door saying they were closed for 2 weeks! Cassidy said he hated disappointing his clients, but it was needed and "this kitchen is a chef's dream. As a chef, I can tell you this was something that was long overdue and I am looking forward to being in there now. I couldn't be more thrilled with the work HFI has done and the coordination of contractors has been awesome."



The restaurant re-opened for dinner on Friday evening, March 27th.

HFI Gives Back in 2015

Steve Dawson Becomes MCAA President

Indiana contractor brings entrepreneurial spirit and track record of success.

Steve Dawson became President of the Mechanical Contractors Association of America (MCAA) at the close of the association's Annual Convention on March 12. The event was held in Wailea, Maui, Hawaii.

Mr. Dawson is the President of Harrell-Fish Inc., a mechanical contracting and service firm specializing in the construction, industrial, commercial, food service, residential, and energy industries. HFI performs and excels in all areas including plan and spec work, design/build, full 24-hour emergency service, maintenance, and construction management.

Mr. Dawson joined Harrell-Fish after graduating from

at Ivy Tech and HFI sits on several Ivy Tech boards. We are happy to support the college as it is making a huge impact in Indiana and with young people that are so vital to our communities." - Steve Dawson, HFI President.

Safety Spotlight

"Safety is Our Culture" isn't just a cliché, it's a mantra we hope each HFI employee will subscribe to everyday, in every aspect.

The HFI Safety Incentive Program is based on being incident free. On a monthly basis it includes the following as we achieve an incident free status for the month.

1. "Safety" awards with all employees receiving items for each month we are incident free. February's award is a blue quarter zip fleece and are being distributed soon. We are always looking for suggestions for additional safety awards. Please submit your ideas to Michelle Vincel (mvincel@harrellfish.com).
2. A drawing for two \$150 awards.
3. The same number of spots are entered into a drawing at the end of the year at the annual meeting where more cash is awarded.

In 2015, to date, it has been 251 days since the last incident and we have 4,752 days (13 years, 0 month, 1 Week) since we had a day lost to an injury. This is a **new record** for days not lost to injury. **Quite an achievement!** Always keep safety top of mind and we will continue to watch this number rise.

As of April 1st our EMR changed from .71 to .68! This is "something to be incredibly proud of, and to shout out for all to know," says HFI President Steve Dawson. He is incredibly proud of the efforts we have all made to keep everyone safe in all we do.

The winners for the February Safety Awards are Tom Hudson and Jacobi Hillenburg. Congrats to everyone in staying safe for another month!

We hope 2015 will be the year we have **ZERO** injuries and are able to have an incident free year. Keep safety top of mind everyone. There is nothing more important to us than the safety of our family of workers. Please keep that in mind in all you do while on the job or at home.

Purdue University's Mechanical Engineering program in 1991. A few years later in 1998, he purchased the company at the age of 28. Mr. Dawson's leadership philosophy-to treat employees and clients the way he would like to be treated-has paid off with a very successful track record since that time. In fact, under his leadership, HFI has ended every year with a profit as revenues have climbed to over \$43 million annually. Seeking ways to ensure continued success, Mr. Dawson got involved in the MCA of Southern Indiana to stay on top of state and local issues as HFI grew. His involvement there continued to expand and recently included a term as that association's Chairman of the Board.

Local involvement led to national exposure to many MCAA task forces. A dedicated member of the MCAA Education Committee for several years, Mr. Dawson has seen firsthand the value of education to any company's continued success.

The insights Mr. Dawson has gained from MCAA's prestigious Advanced Leadership Institute, the Institute for Project Management and Advanced IPM and his attendance at MCAA National Education Initiative events, MCAA's Annual Convention and the Mid-Year Conference go to work every day in honing his leadership. Extending his company philosophy to his work with MCAA, he has also taken the time to give back, sharing his expertise as a speaker at the MCAA Annual Convention and the Mid-Year Conference.

On a personal note, Mr. Dawson enjoys spending time with his two boys, Ben (age 18), and Ty (age 14). He has coached youth football, basketball and baseball for over 13 years, is an avid fisherman and an accomplished artist, and enjoys all things outdoors.

Mr. Dawson lives just outside of Bloomington, Indiana, on his Sagamore Farm Estate with his two boys, Michelle Vincel and her daughter Anna, Walter the cat, and Linus the yellow lab.

The Mechanical Contractors Association of America, Inc. (MCAA) serves the unique needs of approximately 2,800 firms involved in heating, air conditioning, refrigeration, plumbing, piping, and mechanical service. We do this by providing our members with high-quality educational materials and programs to help them attain the highest level of managerial and technical expertise. MCAA includes the Mechanical Service Contractors of America, the Plumbing Contractors of America, the Manufacturer/Supplier Council, the Mechanical Contracting Education and Research Foundation and the National Certified Pipe Welding Bureau.

Social Media

You can find us on Facebook at
www.facebook.com/HarrellFishInc.



On Twitter at @HarrellFishInc.



You can also see our pictures on Instagram now. Look for us at

Employee Spotlight

Brandt Lawyer Wins Foster McCarl Jr. Memorial Scholarship at MCAA.

harrellfishinc.

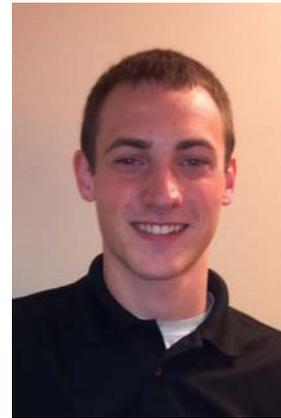
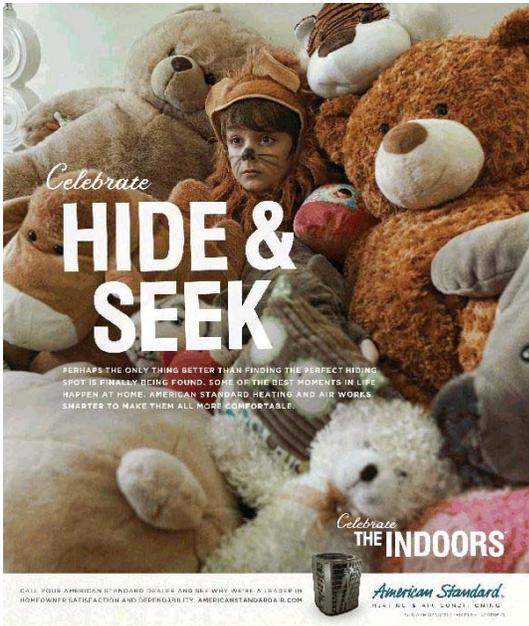


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Residential

HFI & NASCAR

HFI began running our first television commercial during the NASCAR races. The first spots aired during the Daytona 500. Watch for our American Standard "Hide & Seek" commercial and let us know what you think. We are excited to expand our marketing efforts and move into this media. Where else do you see our ads?



Brandt L. Lawyer, a junior at Purdue University and associate president of the MCA of Indiana Student Chapter at Purdue University, is the winner of the 2015 Foster McCarl, Jr. Memorial Scholarship. Brandt received the \$2,500 scholarship during the Annual Student Chapter Luncheon & Meeting in Maui, HI on March 11.

Brandt has interned with Harrell-Fish, Inc. and has accepted an offer for a full-time position after he graduates. He continues to work for HFI part-time while at school, preparing estimates online or developing detail drawings for installations. Because of his internship experience, Brandt is a strong believer that once students work as an intern for a mechanical contractor, they will "find their true path in life."

In addition to his leadership position with the MCAA student chapter, Brandt is also treasurer for the Sigma Lambda Chi club, an international construction honors club. He is leading efforts for department-wide service project in which MCAA student chapter member participate.

HFI Employees Celebrate!

Join Our Mailing List!

Contact Us:

2010 Vernal Pike (Physical Address)
P.O. Box 1998 (Mailing Address)
Bloomington, IN 47402-1998

24 Hour Telephone Line:

812-339-2579

www.harrell-fish.com

email: info@harrell-fish.com



April

- 1st - Danny Key
- 4th - Mike Hupp
- 9th - Kyle Lindsey
- 13th - Ryan Utnage
- 20th - Brady Wever
- 23rd - Evan Wheeler
- 26th - Gerry Lunsford
- 28th - Regina Adams; Tabitha Cook;
Josh Tolbert
- 29th - Mike Varner

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Harrell-Fish | PO Box 1998 | Bloomington | IN | 47402