

# OUR PEOPLE TAKE PRIDE IN THEIR WORK

## EMPLOYEES OF THE MONTH



At Shapiro & Duncan, we want our employees to take pride in what they do. Learning a skill and being able to implement it effectively is valued within the company. Foreman, James Crawford is a clear example of someone who has shown great pride in his work by helping the company grow. He has demonstrated his ability to trouble shoot, coordinate and install just about every system needed on the Intelligence Community Campus project in Bethesda, MD (ICC-B). His attention to detail and dedication has maximized Shapiro & Duncan's efficiency, becoming a very integral part of the company's success. His exceptional work with the installation of the roof mounted equipment such as the solar package, RTU's, Gas pipe and equipment supports as well as setting the equipment in the Central Utility Plant is recognized.

**JULY 2015**



Recently, our engineering department has had an influx of Design Build work. CAD Coordinator, Joshua Gardner had been called upon from our VDC team in Landover, MD to help assist with the additional workload. His ability to take on the challenge and manage his time between both our Rockville and Landover offices to help our Engineering department is very much appreciated. Joshua strives to be the best; is highly motivated; and effectively utilizes technology. These key characteristics have greatly assisted getting our two largest Design-Build projects, WMATA Andrews Federal Center Bus Garage and MWA Dulles Corridor Metrorail Project Shop & Yard, with 100% construction documents. In addition, he has helped implement our VDC database of pipe, valves and fitting into the Engineering work flow, which will ultimately lead to a seamless transition between Engineering and Construction.

**AUGUST 2015**



Our Safety Director, Roberto Morejon is recognized for his outstanding performance in customer service and for his work in our community. An employee reported an incident to our safety department in which a vehicle backed into his company truck and dented the rear side fender. Roberto orchestrated all of the repairs to the truck and it was completed while the employee was on vacation, so there was no down time. He even personally picked up the truck from the employee's home and delivered the truck off hours.

In addition, to showing care and concern for his co-workers, Roberto carries that same attitude in our community. He has teamed up with Identity, a community-based organization located in Montgomery County, MD that serves Latino youth and their families. Roberto serves as their Outreach and Engagement Coordinator. Their mission is to provide programs based on a positive youth development model to increase self-esteem, conflict resolution skills and self-efficacy levels.

**SEPTEMBER 2015**

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OCTOBER 2015

Leadman, Ricardo Vasquez was recognized for his excellent handling and understanding of blueprints and layout. He helped his team make their production goals on our ICC-B Centrum and Erskine Hall projects. In addition, he has leadership qualities, a positive attitude and a great sense of humor, which are all important to the success of any team. He continues to perform to the highest standard.



NOVEMBER 2015

Plumber, Freddie MacFarland is recognized this month for his performance in running the domestic water system in one of the buildings for our Congressional Towers project. He brings a lot to the table with the amount of knowledge and experience he has of our industry. Freddie's skills help motivate and lead his team to reach their true potential. His ability to empower others makes him a great leader and resource.



DECEMBER 2015

This month Leadman, Brian Palmer celebrated his 20th year with Shapiro & Duncan. He is a dedicated employee who is committed to meeting production goals. He recently added on to our processes to hanger installations which increased his team's productivity by 1 ½ times. We have now made it part of our hanger fabrication standard in our VDC and FAB Departments.



JANUARY 2016

Jose Montano starting his career with Shapiro & Duncan nine years ago working in our Warehouse in Landover, MD. After learning more about the industry, he made a career change. Now, an HVAC apprentice in our Special Projects department, Jose was recently recognized for his lean thinking on a College Park project. He came up with an alternative way to retrofit VAV dampers that we were installing. This alternative saved time of reworking existing ductwork when installing the dampers. By making this lean improvement, we were able to install seven dampers in one day, compared to the old one or two complete in a day. The owners were also pleased with the end product.