



NEWSLETTER

2019 – 1st Quarter



TEAM WORK

INNOVATION

QUALITY

CUSTOMER SERVICE

INTEGRITY

Upcoming Events

Crawford Hoedown –
May 3rd (6:00 PM)
Watch Tower Lodge

Vera French Mental Health
Awareness Night and QC
River Bandits Game –
May 9th (6:35 PM)
Modern Woodmen Park

Anniversaries

5 Years –

Dean Gasper
Josh Bull
Alex Deitrich
Tom Reeg

10 Years –

Sam Stelzner

SPOTLIGHT | SERVICE & RESIDENTIAL HVAC

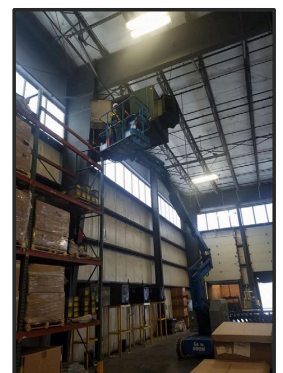
Service and Residential HVAC were recognized for their commitment to excellence with a spot in the coveted 2019 Circle of Champions by Bryant Heating and Cooling Systems.

The Division welcomed Joe Buser to the team as Estimator. Buser brings a wealth of knowledge and support with his field experience, and will be a great asset to the team.

The first quarter of 2019 has seen a 35% increase in commercial service calls vs. first quarter 2018. Residential service calls have increased by 22% and preventative maintenance agreement hours have also increased by 50%. Commercial service replacement projects have increased by 43%. Residential project sales have seen an increase of 47%. Opportunities continue to come in daily and are increasing across the board from past years.

Service HVAC continues to add and renew larger scale customers, which has brought replacement opportunities with them. Some of the contributors include TBK Banks, Eastern Iowa Community College, Aleris, Sears Manufacturing, MA Ford, Miracle Tools, John Deere and Bettendorf School District.

Focus for the upcoming quarter will be additional specialized training for technicians, the introduction of new dispatching software, an upgrade to current S2K software “Vision”, and continual growth through preventative maintenance agreements and project sales.

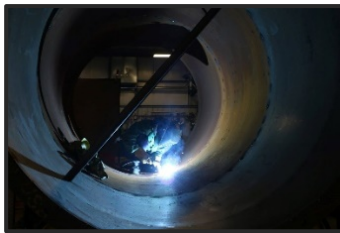
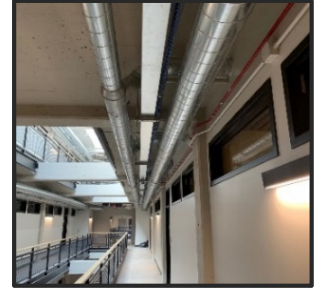


COMMERCIAL HVAC

Commercial HVAC looks to be busy in 2019. Commercial HVAC has approximately 20,000 man hours on the books with many more possible.

Notable projects finishing up include Gordon Van Tine, UPH Moline CT Addition, UPH Bettendorf Cath Lab and Moline HS Bartlett Center. Ongoing or upcoming projects include McHenry HS, Costco (Loves Park), Augustana College, Mark Twain Elementary, Holiday Inn (Cedar Falls), Guardian Glass, Kinsington and Community First Credit Union.

Crawford's HVAC backlog looks solid through the summer. The company will be adding manpower and looking to fill positions with Sheet Metal Journeymen and Foremen. Interested applicants (external or internal) should contact Crawford's HR Dept.



FABRICATION

The Fabrication Division recognized Mike Hanna during a recent retirement luncheon. Mike served the company as Quality Control Manager from 2012-2019.

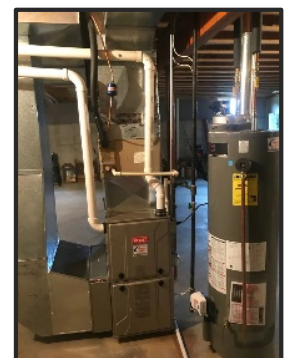
The shop and field have been very busy with a variety of work. This includes custom 70' exhaust emission stacks; 28 exhaust emissions systems for a key customer; custom experimental work consisting of laser cutting, forming, welding, and heat treating; a successful Melter re-build at Alaris; and a variety of process and safety enhancement projects at two Lyondell-Basell plants.

CRAWFORD NORTH

Crawford North now has 12,000-sq. ft. of facility space on Hwy. 20 in Dubuque. The Division has continued to grow within its' Fabrication and Mechanical market segments.

North's Fabrication Division is staying busy in the weld shop. Work was done on embeds that got poured into a concrete foundation for a machining center. The embeds carry metal chips and coolant away from the machine. The Fabrication team also recently completed some custom Test Booths for a key customer. The booths were 100% designed and built by Crawford.

Work has increased for the HVAC and Plumbing side of the business. Crawford North recently participated in the Tri-State Home Show and exhibited at the Mississippi River Museum/Ruhl and Ruhl Event. Crawford North has been promoting the Bryant brand with support from Habegger Corp.



BREWING EQUIPMENT

Crawford Brewing Equipment recently returned from Denver and the 2019 Craft Brewers Conference. At the CBC Crawford showcased the 15 and 7 barrel brewhouses along with the newest product “OTTO” the automated keg washer.

Brew currently has five projects happening at 31st Avenue, with two more coming to production in May. The Brew team will be manufacturing ten automatic keg washers to have available for customers.

New marketing campaigns are also being developed to give Crawford Brewing Equipment a broader reach in the brewing industry. Brew is also pursuing other markets to competitively manufacture stainless equipment. This will help Brew to grow as a division.



PLUMBING

Plumbing service and remodel continues to expand and grow customer base with a consistent steady workload. Several large investments in equipment have been made late 2018/early 2019 to further Crawford’s offer in these areas. Two additional large drain machines, one tow behind jetter, two additional drain cameras with located capability, and several more PEX tools are just a few of these items.



Light commercial/new construction are coming out of a rough winter with summer on everyone’s mind! Projects are already starting to get rolling for spring/summer with the jobs on the books making for a busy summer. Upcoming work consists of several large school projects, VRF fit out, large hotel, several apartment complexes and various others.

Industrial piping/plumbing also continues to grow customer base with several projects in process and several more slated to start this summer. Plumbing has made investments in welders, hot taps, and other various equipment to support growth.



Site work/services is an area of work comprising of repair/replacements of water and sewer services and has grown significantly in the last 6 months. Plumbing has added several large customers and municipalities which feed projects into our schedule. Crawford is also looking at options to add another piece of excavation equipment and replacement for our current dump truck in 2019.

Other items of note for end of 2018 and start of 2019 are relocation of plumbing shop/inventory. Tool tracking and check in/repair procedure has improved. And another deliver driver was added to the team.

MONOXIVENT FRP

FRP Solutions, by Monoxivent, has shown strong and consistent sales for the first quarter of 2019 along with a healthy back-log of purchase orders pending and in submittal. This has also resulted in an increase in visits with Engineers and Contractors to provide presentations. Most noteworthy were recent trips made to an Engineering Symposium in Minneapolis with an audience of 120 and a trip to Carson City, NV and Sacramento, CA.

Monoxivent will host a training session for Source Capture and FRP May 14th and 15th. There will be a demonstration of performing wet lay-up field connections for FRP during the morning of Wednesday, May 15th, anyone interested in listening in is more than welcome to attend. The FRP Division will also be attending a June Product Showcase event at Mile High Station in Denver, CO where “everything FRP” will be on display.

FRP Solutions has teamed up with the Quad City Manufacturing Laboratory to produce a unique 3D printed display highlighting FRP in a simulated buried HVAC application. This knockdown marketing diorama will be used in upcoming presentations.

At the Greenbuild 2018 show in Chicago, IL, FRP Solutions was recognized for the second year in a row for having a “Best in Show” Green Exhibitor booth.



MONOXIVENT SOURCE CAPTURE

Earlier this year, Monoxivent attended the AHR Expo in Atlanta, GA. The expo has 45,000 attendees from across the globe and is a focus for the HVAC industry. Monoxivent also hosted a hospitality suite for 100 sales representatives.

In May, Monoxivent will host a Spring Product Training Session on May 14-15. The session will be attended by over 20 individuals from the US and Canada. The training will be in the Monoxivent shop space, with tours throughout the facility.

Monoxivent is reorganizing our area of the shop in order to better utilize space. This will not only allow for more efficiency within our space, but it also frees up space to be designated as Crawford storage/overflow. This project is going to start soon with the majority of the work being done over a weekend. We want to have this project complete by early May. During this transitional time please limit the amount of stuff moved in to the area to prevent slowing the project. Guidelines will be shared about use of the re-organized space. The final result will prove more efficient for all.

Monoxivent is in the process of building a nice hose reel job for Air Tech Inc. (AL). The job is for Damson Honda, which is part of the Jerry Damson Automotive Group with dealerships located throughout Alabama. The job consists of 42 spring operated hose reels and tailpipe adaptors as well as the associated exhaust fans. There is also a CO monitoring system included to monitor carbon monoxide levels in certain areas of the shop.

HUMAN RESOURCES

Moves:

Casey Willenborg – Casey came to Crawford North in October, 2018 part time to help where needed. In February, 2019 she made the move to be Crawford North's full-time Administrative Assistant.

Joe Buser came to Crawford in September, 2006. In April, 2019 he made the move from the field to be a Residential/Commercial Estimator.

Good luck to both Casey and Joe in their new endeavors!

Retirements:

Mike Hanna came to Crawford in February, 2012. He retired as Crawford's Quality Control Manager in February, 2019. We hope you are enjoying retirement Mike!

New for 1st Quarter 2019:

Beginning in January, non-union employees were able to see their benefit time balances on their paycheck stubs. If you have any questions regarding your benefit time, please see either Amy or Janette. They are happy to help.

Just around the corner:

Open Enrollment – Insurance open enrollment for eligible non-union employees will be happening in May with an effective date of June 1, 2019. Please be on the lookout for more information soon on exact dates, etc.

Employee Handbooks – A revised version of the Employee Handbook is nearing completion and should be available in May.

Warm Weather Finally – Warm weather for some of us means open toed shoes. Please remember that for safety's sake, it's closed toed shoes only in the shop.

PLANNING

Crawford finalized the 2019 Strategic Business plan. The plan was based on planning sessions, employee input, and was compiled by management. The plan focuses on improved communication, improved profitability, streamlining processes, and work force development. In addition specific strategies were identified by division.