



NEWSLETTER

2020 – 4th Quarter

Upcoming Events

No events at this time.

Anniversaries

10 Years –

- Justin DeMuyneck
- Josh Dexter
- David Fogle
- Keith Gerks
- Jim Wischhusen

20 Years –

- Larry Dooley
- Troy Green

25 Years –

- Dan Fisher

30 Years –

- Susan Reynolds



- TEAM WORK
- INNOVATION
- QUALITY
- CUSTOMER SERVICE
- INTEGRITY
- SAFETY

SPOTLIGHT | BREWING EQUIPMENT

Crawford Brewing Equipment received a lot of request for quotes throughout the 4th quarter. We continue to refine our advertising focus and have recently shifted to some print and small engagements with brewers' guilds in surrounding states. Google continues to be the most effective advertising medium for us.

We are still working on what will truly be a showcase for us in Hillsboro, IL at the Historic Red Rooster Brewwerks and Distilling. We just completed installation of the grain handling equipment which included craning in two hopper bottom tanks that we had color matched to the customer's building. They look great! We also designed a high-tech milling and weighing system with touchscreen controls, so the user can input recipes. The star of the show is a revolutionary new kind of grain mill that has never been installed in a brewery or distillery before. The "VersaMill" actually makes some of its own electricity and automatically adjusts the gap between the rollers, and can change their gear ratio. Until now, a brewery and distillery would require a roller mill and a hammer mill, but this unit does it all. This plant is slated to become operational around May.

We are putting the finishing touches on 13 brewing and distilling tanks for Rolling Hills Casino in Corning, California. This project shipped in mid-January. Our next projects are NerdSpeak Brewery in Bettendorf, and a 175-barrel yeast brink for Anheuser Busch in St. Louis. This large tank will be field-fabricated from six pieces. Anheuser Busch has already contacted us about additional work in the St. Louis and Jacksonville, FL breweries. We are providing Green Tree Brewery in LeClaire with a special charcoal filtration system for their seltzer business, which is picking up. This special filter strips color and flavor from the base seltzer. They will add a variety of fruit flavors afterwards.

We are working on quotations for large projects in Florida, Toronto, Illinois, and Iowa. We expect 2021 to be a great year!





CRAWFORD NORTH

Crawford North has been busy adding personnel and office space to our location. The current office space was getting to be a bit crowded, so we are adding a second floor to our office, giving us room to spread out.

We welcome Dan McNamer as a Plumbing Estimator/Project Manager. Dan has been in the trades for quite a few years, and will increase our workload and grow our division.

Our workload has been steady throughout the pandemic. We look forward to a busy and profitable 2021.

FABRICATION AND SEABERG

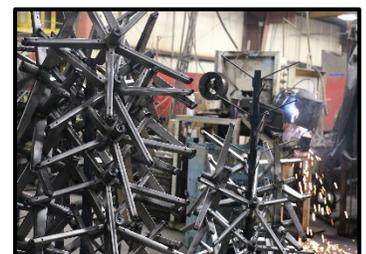
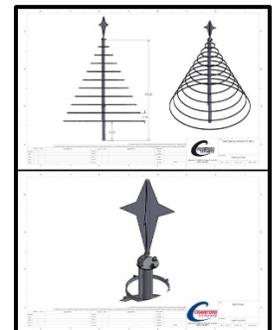
The Fabrication Division hit a \$10M year in sales. With the year being an overall struggle due to COVID, we reduced our rates in an effort to be more competitive, and it proved positive. A significant effort on behalf of Joe Tischer and his crew needs to be recognized for their efforts at 3M. This was the single largest contributor to the Fabrication Division revenue in 2020.

The 4th quarter posed more challenges than normal. Novelis scaled back their shutdown projects. Shutdowns will now be shorter durations, twice a year. Most projects that were placed on hold, due to financial reasons, are now being brought back in 2021. CAEM Telescoping Ducting slated for 2020 was pushed to 2021. These projects are getting closer to becoming orders.

We are hopeful with these previously postponed projects now coming back, and our increased sales efforts, we will have a more solid 2021. We are implementing more of a sales effort with initiatives for each estimator to bring in five new accounts in 2021. This will broaden our diversification in the market. With the purchase of Seaberg Industries we are also hopeful of sharing resources that will benefit both divisions within established and new accounts.

With acquisition of Seaberg Industries, we have experienced a multitude of positive opportunities with regard to existing customers and new customers. Our focus in the first few months was studying operations, processes and getting to know everyone better. Our goal was to position the company overall for how we envision our new path for growth. We have implemented a few changes in personnel, promoting some of the team, and brought on Tim Pratt as the General Manager of Seaberg Industries. With Tim coming on board and the realignment of team leaders including Rick Pendergast, Ken Gramling and Dan Kuhn, we're very confident with our team being able to tackle anything thrown at us. Not to forget some of the original team leaders such as Eric Heeren, and his team, all of these guys are truly talented!

Mark Gray came on board as the new CFO of Seaberg, promoting Kari Ballegeer, Devan Weber, Nick Richards and Shane Schillinger with new responsibilities. We are positioning everyone for a very successful future with the company. We excited to see what happens over this new year for everyone involved!



MONOXIVENT FRP



The fourth quarter of 2020 ended much as the entire year went, at full steam. With total sales north of \$2M, FRP Solutions ended 2020 with one of the best performing years on record, in terms of volume. More importantly, FRP scored the highest record overall margin for the Division, which is a testament to the hard work of Craig Czarnetzki and Sam Stelzner. Doing the simple things well has paid off in big ways, keep it going!



In November, Ian Frink and Jim Wischhusen visited Appalachian Plastics, Inc. in Glade Spring, VA. This is where FRP Solutions sources the majority of all FRP products. Many topics were covered including plans for secession, new equipment purchases and long-term growth. Coincidentally, while visiting the facility, a Source Capture exhaust rail system was sold to API for removing fumes from their flag pole winders. Talk about cross selling!



The last shipment for the Lancer Sports Stadium in Windsor, Ontario was installed. This recreation center featured UnderDuct in both single wall and double wall R-6 construction. This underground pool duct system contained round UnderDuct sizes up to 48" diameter and a total of 58 register boots.

Other projects include Norwalk Maritime Aquarium. This FRP exhaust duct system is serving the newly built seal exhibition center. Also, on the list is the last shipment of products for the Marcy Gulch WWTP in Denver, CO. Sold by Monoxivent's Representative CFM, Inc., this project helped to make CFM the number one Representative for FRP in 2020.

As we move forward in 2021, FRP Solutions has many new projects in the works. Although still hampered by the ongoing pandemic, FRP Solutions is constantly looking for new ways to innovate and streamline the sales of FRP. We can't wait to see what 2021 will bring!

PLUMBING

Plumbing made a solid push with projects through the end of 2020 with eyes on 2021. Work has remained fairly steady overall and is primed to get "back to normal" with what looks to be a very busy spring and summer.

Service and Remodel continue to be very busy with many ongoing projects and a steady flow of work.

Upcoming and ongoing projects for Commercial/Industrial include: Century Woods, two large multifamily projects in Muscatine, Lincoln Homes, Steam Boat Landing, Frito Lay, RIHA Duplex, Multiple USPS projects, TBK, Bass Street Chop House, Zion Lutheran Church, multiple Exelon plant projects, RIIS projects, City of Rock Island water meter replacement projects, Macomb Middle School, NWBT, Hungry Hobo, Davenport Training Center, Easton Valley, Washington Jr High, GTI Rock Island, GTI Oglesby, Clinton Sugar Creek treatment plant, Aledo apartment complex, Illinois State campus renovation, Hauberg Estate carriage house and multiple new home builds.



HVAC SERVICE

Crawford's Field service technicians have truly stepped up, as they always do, to ensure our customer's systems are in tip top condition, and to provide valuable solutions when customers do experience failures in these brutal outdoor temps. The Techs truly deserve a round of applause as they have worked long, cold days, nights and weekends in extreme conditions. They work hard to put Crawford Company first in HVAC service. Thank you for your continued effort and dedication!



We would like to welcome Casey Marshall to the HVAC service team as an additional Service Coordinator. Casey comes to us with approximately 3.5 years of industry experience and is already become an extremely valuable asset to the Crawford Team! Welcome aboard, Casey!

The HVAC Service Division has continued its busy winter season. So far, in the first quarter of 2021, HVAC Service has opened 1,016 tickets and counting. This is a slightly higher than our usual average. Major focusses in the upcoming quarter are to fine tune and analyze our PM Services programs, and to ensure we maximize the life expectancy of customer's equipment. We will also work on efficiency and productivity within the division. We expect things will continue to grow.



Upcoming projects include the addition of roof mounted exhaust fans, electrical install, and digital control system for the equipment addition at Sears Seating Co. Davenport. This is phase #1 of a possible 3 phase upgrade to the facility. This was a team effort, as we were able to secure the electrical and control installation with Art-O-Lite, along with the mechanical equipment installation. We are also happy to announce the renewal of the 3 Year preventative maintenance service contract for Sears Manufacturing. Sears has played a major role in the growth of the service division. We appreciate the confidence and partnership Sears has shown Crawford.

Replacement project highlights include approx. 150 iWave Air Purifiers for Vera French, 2 units at A-L-L Equipment in Moline, Hansaloy Corporation, City of DeWitt water treatment facility, University of Iowa Clinic Bettendorf, Bettendorf Middle School, Iowa Army National Guard, Chic Fil A Cedar Rapids and Ossian Inc. Walcott

Larger service contract highlights include Miracle Tools of America, MA Ford, 17 suites for Old Town Mall "Ruhl Commercial", Sears Manufacturing, Muscatine Community Services Bldg. and many smaller contracts.

ELECTRICAL

We have picked work at Sear Manufacturing, Black Hawk College and Easton Valley High School. We are wrapping up at the Davenport Downtown Library and Silvis Public Works and Fire Station.

Washington Jr High is starting back up so we will have more work there. This project was dormant over the winter. Due to the manufacturer's delays we are starting to get generators in for installation. The delays have been 3 to 4 months after ordered.

The service has picked up a bit. We are not overwhelmed but has increased.



COMMERCIAL HVAC



Commercial HVAC experienced a slow 4th quarter, but there are still several ongoing projects. These projects include GTI Oglesby, Century Woods, First United Methodist Church Monmouth, John Deere PDC RTU replacement, USPS Decatur and several small jobs. New projects include Easton Valley Schools, Bridgepoint and Clinton Water Treatment Plant. There is also 10,000 hours in back log.



The bid calendar is full with some good opportunities out there including several John Deere projects and school projects.

MONOXIVENT SOURCE CAPTURE

Monoxivent booked and shipped solid fourth quarter sales resulting in the second-best year in the company's history. A big thanks goes out to the whole Monoxivent team as well as our partners at Crawford Company for making this possible. Also playing a big part in our 2020 success were our dedicated representatives located throughout the United States and Canada. Our number one representative for 2020 was Rist and Associates located in Des Moines, IA.



With a record year also came solid profitability. By closely controlling costs, keeping extraneous expenses to a minimum, and maintaining profitability on the majority of our jobs, we were able to show a respectable net profit for the year.



Earlier in the year, we kicked off our Revit drawing online library. The original offering focused on all drawings done in the 2020 version of the program. While the response was very positive, we did get requests for drawings that were done in earlier versions of Revit. So, we added a complete library of drawings done in the 2016 version. This will allow us to provide drawings to engineers, architects and contractors that are using an older version of Revit.

Monoxivent has partnered with dphilms to develop a virtual training program that we can provide to our representatives. This will allow us to continue with our annual rep training albeit virtually. We are hoping through a combination of prerecorded product videos and live training, we can closely duplicate an experience that replicates in person training. The virtual training will be held in May.



We have seen some price increases from a few of our vendors. We will be reviewing how these increases impact our pricing structure and raise prices where appropriate. It has always been our philosophy to only raise prices on items that truly require it, versus a price increase across the board.

RESIDENTIAL HVAC

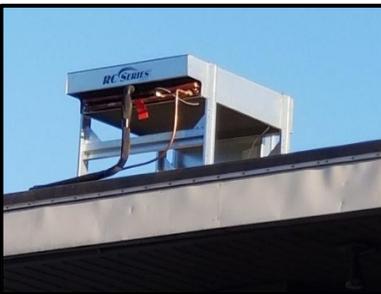


As we finish the challenging year of 2020, we want to offer a huge thank you to the entire Residential HVAC team. There were many challenges in 2020, but our employees responded with their usual professionalism and great effort. Similar to the 3rd quarter in 2020, sales were inconsistent due to milder weather and some of the lingering uncertainties with the pandemic. However, Residential HVAC was able to maintain sales levels only slightly below 2019, which is very encouraging as we look forward to increased sales in 2021.

One of the reasons for our optimism for increase sales volume, is the addition of Andrew Snyder, our new Residential HVAC Estimator. Andrew's official start date was in January 2021, but he showed great initiative and enthusiasm by taking part in several training classes prior to his official start date.



As the Covid 19 pandemic worsened, we saw a renewed interest in indoor air quality from our customers. We were able to provide a number of solutions that included the iWave Air Purifier and the Bryant Electronic Air Cleaner with Capture and Kill technology. These products have proven to be 99% effective on viruses, including Covid 19. They have been instrumental in allowing us to give our customers peace of mind and protection for their families with this proven technology.



Once again, our installers answered the call admirably during the initial cold snap and completed several good-sized projects for the numerous rental units that we service in the Quad Cities. We would like to tip our hats to them, and of course, our world class office personnel that keep things running smoothly, and provide our customers with the outstanding service that they've come to know and expect from Crawford Company.

PRE-CONSTRUCTION CORNER

In order to accommodate our need for document storage for drawings and specifications and also for bidding purposes during the preconstruction phase, Crawford has acquired and rolled out Procore. Using Procore allows all users assigned to a project the ability to access all project documents. This includes HVAC, plumbing, electrical and design. Everyone has access to all documents and will also receive any addenda or clarifications at the same time. As well, we have begun using the Preconstruction module to send out bid invitations to our subs and suppliers.



We also began utilizing Insight for searching out new opportunities in Iowa and Illinois. A report is automatically generated and sent to us each Monday with our 500-mile radius and search parameters.

We continue to meet every other Monday for the Coordination Meeting to maintain open communication between the divisions. Reports are reviewed regarding what projects the three divisions are bidding, currently under construction and tracking our wins and losses.



We are looking toward a winning 2021!

JIM MERTEN RETIREMENT

Seaberg Industries honored long-time employee Jim Merten for his years of service during a reception yesterday. Merten, who started with the company in 1985, has worked at Seaberg for 35 years as Controller. Fellow coworkers and past coworkers joined in recognizing Merten.

Merten was responsible for accounting and employee fringe benefit administration. His thoughtful and steadfast nature served him well during his time at Seaberg Industries. Merten worked hard to organize the finances and accounting systems for better clarity and flexibility.



SAFETY EMPLOYEE OF THE MONTH

Crawford Company's Safety Committee recognizes **Tim Arp** as the December Safety Award recipient. Tim has taken initiative to follow through with companywide safety audit action items. Tim is Crawford's Mechanic and has been with the company for two years.



Alex Deitrich recognized as the January Safety Award recipient. Alex is always very vigilant and safe in the shop. Recently he handled the installation of the Red Rooster project. It was a very difficult job that he performed with zero issues. Alex did a great job directing the workers, and kept the jobsite and everyone safe. Alex is the Brewing Equipment Production Floor Supervisor and has been with the company for seven years.



Cory Sampica (Seaberg Industries) and **Darrell Kutsch** (Crawford North) recognized as the February Safety Award recipients. Cory Sampica has been very diligent during audits from office employees. He makes sure to remind office employees to wear the appropriate PPE when on the shop floor. Cory makes sure to use his PPE every day, and practices all safety requirements. Cory is a machinist and has been with Seaberg for 17 years.



Darrell Kutsch has also been very diligent, watching for slip/trip/fall hazards and goes out of his way to prevent them. Darrell makes sure that walkways and work areas are clean and free of cords and leads, as well as dust and debris that could cause injuries. He takes it upon himself to fix or remove damaged cords or equipment when not in order. Darrell is always a good example of wearing all necessary PPE and encourages those in the shop to do the same. Darrell is a journeyman sheet metal worker in the field and shop and has been with Crawford North for 8 years.

HIGH FIVE AWARD

Crawford Company is starting something new, the HIGH 5 AWARD! Our first High 5 award recipient is **Beau Caras**. Beau was nominated by Mary Kilburg. Beau took the time to assist Mary with removing snow and ice from her vehicle when she was leaving work. Beau's thoughtfulness was greatly appreciated by Mary. Along with recognition, Beau received a gift card for going above and beyond for a fellow employee.



HUMAN RESOURCES

Tim Pratt has been named General Manager at Seaberg Industries, a division of Crawford Company. Tim will work out of the Davenport, IA, location and will focus on overall management at Seaberg. He will work closely with engineering, production, purchasing, and accounting within the organization.

Andrew Snyder has joined Crawford Company as Residential HVAC Estimator/Project Manager.

Dan McNamer has joined Crawford North as Plumbing Estimator/Project Manager.

Casey Marshall has joined Crawford Company as HVAC Service Coordinator in the Service Division.

Brad Beyer has joined Crawford Company as Estimator/Project Manager in the Fabrication Division.

Continue to Do Your Part to Slow Spread of COVID-19

By now, you've probably adjusted to life during the COVID pandemic. Staying away from large gatherings and wearing a mask in public is the new normal.

You're following the guidelines and getting used to the new norms. But now isn't the time to let your guard down. The pandemic requires that we remain vigilant in our everyday lives. Businesses and employers also play a key role in preventing the spread of COVID. Please help continue to do your part at work by wearing a face mask, social distancing, and disinfecting work areas. By now, we should have a goal, that if one employee test positive, no other employees are exposed due to everyone following the CDC's best practices and the well-known guidelines.

The Centers for Disease Control and Prevention (CDC) recommends wearing a mask when you're in public and when around people you don't live with, especially if you're in a place where social distancing is difficult. In the workplace, a facemask should now be part of your basic PPE just the same as gloves, ear protection, and glasses.

By continuing to take action and staying informed, you can help stop the spread of the coronavirus.

New Safety First Logo for Crawford Company and Seaberg!

