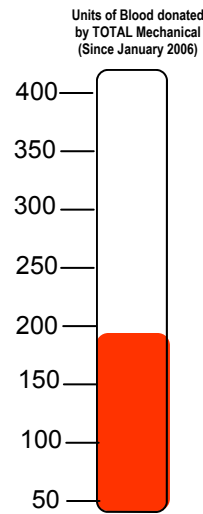


## 193 UNITS & COUNTING

The Blood Center of Wisconsin and Total Mechanical have teamed up for the 7th successful Blood Drive. The "blood bus" was once again in our parking lot for the convenience of donors. This July we donated 23 units of blood which has the potential to affect up to 80 lives in our community. See the "bloodometer" for a grand total of units of blood Total Mechanical friends and family have donated! Watch for details on our next blood drive January 15, 2009. Please remember that friends and family are welcome. Thanks!



## TOTAL RECOGNIZED FOR SUPPORT OF THE GUARD AND RESERVES

On August 21, 2008, Total Mechanical was awarded a "Patriot Award", a Department of Defense Certificate of Appreciation, for Total's support of the National Guard and Reserve. Total was nominated by SFC Kevin Brehmer, who, in August of 2007 returned from Guard duty in Iraq. The Employer Support of the Guard and Reserve (ESGR) presents this award to employers who support the employment laws protecting the rights of workers serving in the Reserve component. Total has long demonstrated a deep and genuine appreciation for individuals serving our country through the armed forces. Thank you Kevin, for your contribution, and for recognizing Total's commitment.



Left to Right:: Mike Smith, SFC Kevin Brehmer, Dennis Braun

### ANNOUNCEMENTS

#### WELCOME NEW TOTAL MECHANICAL EMPLOYEES

Dustin Quinn	Kevin Lawonn	Juan Macias
Matthew Shilts	Matthew Keaton	Jeremiah Mader
Jonathan Wolf	Jerome Wirtz	Gary Nance Jr.
Philip Sherwin	Frank Frazier	Ronald Statema
Nicholas Remer	Ryan Caldwell	Steven Wittlieff
David Madsen	Daniel Sheehan	Brian Behrendt
Terry Eastburn	Jason Beren	Timothy Braund
Jack Schuller	Leslie Fry	Randal Grisham
Joshua Ellestad	Lee Sohns	Michael Macaluso
Jason Steffen	David Uhrig	Steven Bonaparte
Kim Sauer	Kurt Droese	Christopher Theroux
Jeff Hall	Kurt Frodermann	Thomas Danowski
Michael Baars	Michael Ketchum	Matthew Mc Guire
David Wilber	Timothy Schimke	Wilbur Simonsen Jr.
Dennis Count	Timothy Stern	

#### FUTURE TOTAL

#### MECHANICAL EMPLOYEES

Avery Lehmkuhl  
Born to Melissa and Aaron  
on July 1st

Alannah Nicole Gabor  
Born to Brian and Nicole  
On June 30th.

### EVENTS

#### 2009 Employee

#### Appreciation Party

Just a reminder that the Total Mechanical Employee Appreciation Party will be, Saturday April 18, 2009. Please start thinking about who you would like to nominate for the Quality Awards. The party will be held at the Country Springs Hotel again this year.

Please contact Katie with any announcements you would like to share at 262.522.7167 or [kzellner@total-mechanical.com](mailto:kzellner@total-mechanical.com)

# The Pipeline.

TOTAL Mechanical, Inc. / Fall ISSUE / October 2008

## FROM THE PRESIDENT:

As we prepare to close out 2008, it is time once again for all of us to focus on the initiatives that will take us through another successful year and beyond. Before we move forward, however, it's useful to reflect on our past initiatives in order to verify that we not only talk the talk, but we actually walk the walk. Whether you are an outsider looking in, or are an insider with a front row seat, it's easy to see the positive impact that our initiatives have had on our company over the past 20 years. We're definitely not the same company we once were. As a matter of fact, it's hard to recognize us from what we looked like just one year ago. I sense a feeling of genuine rejuvenation and pride amongst all of our employees and would go so far as to say that we are experiencing positive momentum. Momentum alone is a very important part of a winning strategy. Here at Total Mechanical, it's no different. We need to continue to foster the momentum that comes from our successes and accomplishments while we prepare ourselves for challenging times ahead.

It's no secret that our Nation is facing significant economic challenges that have, and will continue to affect each of us individually, and affect Total Mechanical in general. It would be easy to give in to the gloom and doom rhetoric and prepare to blame the economy for any potential failures. You know that is not my style; and I know that is not your style. In every economic downturn, there are examples of companies that find ways to not only "weather the storm", but to thrive. Although the economy will adjust our playing field, the same core principles that built this company, teamwork and ingenuity, will guide it through this uncertain period, just as it has so many times before. We will do our best to take full advantage of the opportunities that exist in this situation. We will leverage our strengths against our competition's

weaknesses. We don't have to solve the world's problems to successfully navigate an economic downturn. We just have to be better than the "other guys". Now that shouldn't be too difficult for a company with our abilities. Total Mechanical has many, many competitive advantages. We employ many of the industry's most talented and trusted individuals; we have an exceptional reputation; we provide a complete integrated package of mechanical services and pre-coordinate those services for our customers; we've equipped ourselves with the latest in tools and technology and we've spent years diversifying our offerings.

To be successful in this highly competitive market, we will need to fully exploit these advantages as we continue to identify new opportunities. In 2009, I will challenge our entire organization to focus on non-customary services that we can offer both our existing customers and those customers who have yet to be identified. Each of you will be expected to cross sell and promote our capabilities on a broad spectrum. This objective should be attainable through the use of our new brand and marketing materials as well as the unlimited synergy that has accompanied all of our acquisitions. The evolution of Total Mechanical has been a well conceived and implemented strategy that I am convinced will deliver the means to "weather this storm".

It never ceases to amaze me how much we can accomplish as a team. And what a team we have. Thanks to all of you for your continued commitment to excellence.

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### SAVE THE DATE:

- **Sheet Metal Apprentice Banquet on October 30, 2008**
- **Management Team Strategic Planning on November 6, 7 and 8**
- **Next Foreman Training Session on November 18, 2008**
- **TOTAL Mechanical's Employee Appreciation Party on Saturday, April 18, 2009.**

## TOTAL PRODUCTIVITY:

### The Park Lafayette Condo Project

If you take a drive along Milwaukee's lakefront, you'll notice the Park Lafayette Condo project taking shape. What you won't be able to tell from a drive by, however, are the exceptional examples of productivity improvement that were either developed or effectively utilized by this project team. Over the past couple of years, tremendous strides have been made in developing our planning, drawing, fabrication and remote communication capabilities, and this project team fully exploited each of them.

**3D Modeling.** Originally, the Park Lafayette team did not think that the project warranted 3D modeling, but were willing to give it a try. They learned first hand the benefits of "virtually" building key portions of the project before investing an hour of field labor: conflicts are found and corrected before they actually occur, design decisions are finalized before we start building systems, product is sent to the field with virtually no waste. Bill Schoof, lead foreman on the project, found that 3D modeling "promotes organization and puts Total in the driver's seat" on the site. Craig Niermann, steamfitter foreman on the project, "didn't expect it to be so darn useful".

**Prefabrication.** The mechanical room on the 21<sup>st</sup> floor of the south tower became available the last week of August. Heat is needed by mid-October.

That gave the Park Lafayette team 6 weeks to build the mechanical room for two 21 story buildings. That could only be done with a substantial amount of preplanning and prefabrication. The mechanical room was literally put together in Total's shop and loaded onto 4 large skids which were lifted directly into the 21<sup>st</sup> floor penthouse.

**Foreman Communication.** Effective, efficient communication continues to be one of our biggest challenges. The Park Lafayette team equipped it's lead foreman with a laptop. It quickly became one of Bill's most useful tools. Documents are transferred instantaneously, communications are saved and logged, answers are available much more quickly.

**Trimble Laser Positioner.** The construction techniques used at Park made measuring much more difficult than usual, and there was virtually no allowance for errors. Total invested in a laser positioner, the "Trimble", a tool that can, given a plan and any 2 reference points, locate positions perfectly. Brian Gabor used the Trimble to lay out sleeves in a fraction of the time usually taken, with no errors. The team is now using the tool to place equipment and hangars. According to this team, the Trimble makes all other measuring techniques obsolete.

**Physical Modeling.** Rather than take any chances with what was expected to be a very tight fit, the Park team built a "mock up" of the heat pump that would be used in each actual condo closet. It was time very well spent. Decisions about connections and positioning were predetermined and multiple problems and rework avoided.

**Vendor Integration.** The Park team put one of our vendors to work by having them provide, and then restock, a closet with many of the supplies that would be needed. Miscellaneous supplies have been conveniently available to the crew throughout this project.

The Park Lafayette team, led by senior project manager John Perse, is providing us with some great examples of creativity, open-mindedness, determination, execution and teamwork. This team not only had the good ideas, they saw them through. This exceptional work is being recognized by others. On Thursday, October 23rd, Bill Schoof received Hunzinger's Q3 award for his experienced, proactive leadership and commitment to excellence on this project. Congratulations Bill! And thank you to both the Park field team and our exceptional shop teams for exemplifying the attitudes and behaviors that will take this Company to the next level.



One of four skids lifted to the 21st floor penthouse.

## FINANCIAL MARKET UPDATE

(By Matt Demet of Johnson Trust)

As we enter for 2008's final quarter, the economic concerns that have defined the year so far seem to be determined to stick around, but a couple of important trend changes took place in mid-July that may signal hope on the horizon.

Make no mistake; we're acutely aware of the equity market's decline for the year, but we are also starting to see some of the long-term ingredients needed for a turnaround. The upward pressure on interest rates and inflation seems to have cooled rather significantly. This is in no small part due to the economic slowdown that now seems to be spreading within our own country as well as other economies worldwide. A severe slowdown would not be good for financial markets, but a slowdown that cools inflation without too much damage would be helpful.

As we witness the historic government intervention being used to ease the troubles of large

financial institutions, we can't help but think we are living through an unusual time in history. Clearly, the sooner things begin to stabilize the better.

### What should you do in the meantime?

Diversification is always a good idea, but being diversified within a proper asset allocation that matches your own personal tolerance for risk when the market is volatile and chaotic is particularly important. Of course, concentration in any one risky fund is also something that can get us into trouble. Often in rising markets we believe our tolerance for risk is rather high, but as we see our account balances headed downward we begin to second guess ourselves. Don't think for a moment that you are alone with this anxiety—it is human nature. Although it is important that your stress level is manageable in both good and bad times, that doesn't mean you should be severely adjusting your allocation whenever the markets rally or drop.

In fact, making significant adjustments (Other than normal rebalancing) in reaction to portfolio performance may lead you to do exactly the wrong thing at the wrong time (sell low and buy high).

In closing, a number of large institutions are still wrestling with the implications of holding troubled mortgages on their balance sheets. Although some of the bad mortgage storm clouds have parted, more are in the forecast.

We continue to caution that poor lending practices at some institutions took years to develop and are not likely to be resolved quickly. We do believe that as new financial lending standards are set, the economy will reap long-term benefits. In the meantime, we fully appreciate the negative impact current conditions are inflicting on investors. Be assured that we will continue to monitor the unfolding situation.

## Total Loser

Interested in shedding a few pounds? Total has a creative way to help support and motivate our office employees to do just that. Round two of Total's "biggest loser" contest is now underway. This weight loss cooperative kicked off on September 18th and is expected to run through next March. Prizes will be awarded at various points throughout the program to teams and individuals who are the most successful in terms of percentage weight loss. Early winners include Sandy Pozek and Deb Hespe, who each received a \$25 gas gift card for losing the greatest percentage of weight by the first "weigh in". Leading in the team competition is the team of Dave Madsen and Mike Scheffner. Good luck to everyone. Please remember, however, to manage your weight loss responsibly. It is always advisable to consult with a doctor before undergoing any weight loss or exercise program.

### TIPS~

1. Schedule a regular time throughout the week for physical activity.
2. Spend as much time outdoors as possible.
3. Keep fresh fruit and vegetables washed, cut-up, chilled and readily available for post-exercise snacking.

## TOTAL MECHANICAL'S 3RD ANNUAL EMPLOYEE GOLF OUTING

The weather was sunny and warm, the course was perfect, the food delicious, and the golf was . . . well, let's just say everyone seemed to have a great time. 85 Total Mechanical employees enjoyed each other's company and a great round of golf Sunday, July 13<sup>th</sup> at the Ironwood Golf Course in Sussex. It was a good day for the ladies. Belinda Olson won the putting contest and Amanda Braun joined Jon Friske, Brian Hoernke and Dave Heather on the winning team. Keep your eyes open for details of next year's outing. You don't want to miss it!



First place winner's left to right: Brian Hoernke, Jon Friske, Dave Heather, Amanda Braun, Dennis Braun

## TOTAL SUSTAINABILITY

### LEED Retro-Commissioning

Total Mechanical has recently finished the retro-commissioning of the mechanical systems at the Quad Graphics facility located in Sussex. This is a 1.7 million square foot multi-use facility with over 130 HVAC systems. The retro-commissioning process followed the guidelines of the LEED for Existing Buildings rating system. Upon completion, this will be the largest LEED for Existing Buildings project in the entire state. Mike Scheffner sold the job, Ryan Monday performed the commissioning and Dave Hubka wrote the commissioning report. Congratulations to all for a job very well done!

### LEED Accredited Professionals

The number of LEED Accredited Professionals (LEED APs) employed by Total Mechanical continues to grow. As of September, Mike Scheffner became the 4<sup>th</sup> (joining Dave Hubka, Jason Beren and Tim Plennes) to pass the LEED AP exam. Mike not only passed, he achieved the highest score so far.

### LEED Projects

Total Mechanical is currently involved in 10 LEED projects. HVAC, Plumbing, Electrical, Building Automation, Residential, Service, Commissioning and Energy Simulation Modeling are the services being provided by Total on these projects.

### LEED Education

Total Mechanical provides LEED AP exam prep training for all three exam tracks (New Construction, Existing Buildings and Commercial Interiors). Total currently has 11 LEED AP exam prep seminars scheduled for this fall and 8 scheduled for 2009.

### Total's Green Initiatives

Total itself got a little more "green" in August by adding 2 car pool parking spots. These highly coveted spots are available to employees who share rides to work.