

MDAVIS

MD 15 YEARS

CRAFTSMANSHIP ▪ CHARACTER ▪ COMMITMENT

MESSENGER

Summer 2020



A Message From our Executive Committee

Featuring our CEO, Peggy Del Fabbro

At this time, we are already several months into the COVID-19 pandemic, which has completely shifted how we, along with other businesses, perform day-to-day operations. I am sure I am not alone in trying to look back and assess how we have been handling this crisis thus far. What are the many lessons learned? What policies and procedures are worth keeping moving forward?

A lot of changes and guidelines have had to be made and implemented, and I am sure we are not the only business consistently reviewing our decisions to make sure we have made the right choices for our workforce. Many of our customers have been considered essential businesses since day one and, luckily, so has M. Davis in servicing those facilities. While we are all grateful for continued opportunities to work, the tremendous disruption and ever-changing business landscape that we find ourselves in has been a tumultuous, winding road to navigate. It has taken a tremendous effort by our management team to stay ahead and be as proactive as we can. The relationships we have and that trust that our customers consistently place in our team members day in and day out enable us to provide best-in-class construction services even in the current challenging environment.

I have come to realize that lessons learned from previous recessions have been invaluable, especially when coupled with existing downturn planning. We are lucky to have had a Pandemic Policy in place from one of the rougher flu seasons a couple of years ago. Every existing plan and policy has served as a launch pad for many of the actions that we are taking to ensure the health of our team and stability of our company.

I am very grateful that safety has always been a core value at M. Davis. The importance we place on safety helps us keep our M. Davis team members protected and ensures the safety of our customers and their jobsites more than ever before. We continue adjusting to comply with CDC guidelines and reinforcing our commitment to safety. I could not imagine having to start from scratch to develop a robust safety program in today's environment.

In order to look ahead to the future, we must make certain changes to accommodate the "new normal." M. Davis is fortunate to have shop capabilities that enable us to deliver solutions to our customers that can be fabricated within our shop rather than on the jobsite. By utilizing our offsite fabrication capabilities, where appropriate, we can minimize the time we spend at customer facilities, which will ensure the safety of our customer's team and our own. Our ability to pre-fabricate and perform modular construction will be a big advantage to our customers and to our team as jobsite requirements and restrictions are laid out clearly. I look for more innovation in the modular construction arena in the years to come, and I am sure this pandemic will lead to some of these innovations.

The next 150 years of our company's history are certainly starting differently than we expected, with one of the greatest challenges that we will ever face. Our ongoing dedication to providing craftsmanship, character, and commitment have helped us weather storms in the past 150 years, and with ingenuity and discipline, I am confident in our ability to endure the current situation and position ourselves for the future. ■

Knowledge Management

By Scott Dolor, Electrical Project Manager

Hewlett-Packard and Texas Instruments have often been quoted with saying "If we only knew what we know . . ." in terms of preexisting knowledge within their companies. They, along with many others, face this dilemma when attempting knowledge transfer, or the transfer of best practices across multiple departments.

Knowledge is defined as "the fact or condition of knowing something with familiarity gained through experience or association" by Merriam-Webster. *Knowledge sharing* is an activity through which knowledge (information, skills, or expertise) is exchanged among colleagues, friends, families, or organizations. Within organizations, knowledge is continuously being created, and companies must ensure that this new knowledge is also continuously being shared.

The chaotic and frantic pace of the contracting business inadvertently contributes to a lack of communication, and the competitiveness and chaos of specialty contracting create silo thinking and knowledge hoarding, which are real challenges in our industry. M. Davis avoids these by keeping open lines of communication with our team and our customers. It is imperative that we find innovative ways to encourage communication, and our methods for fostering open communication span from conversations at the coffee pot to our standard operating procedures.

We are consistently engaged in keeping our teams involved, with offsite meetings that span from company financial updates to guest speakers discussing varied topics. We also publish an internal newsletter; all team members can submit an article about a key learning—or just give a "shout out" to a fellow teammate who exceeded expectations or made a great safety catch. Our teams and customers are used to seeing e-mails that contain everything from invitations to lunches and sporting events to updates on our COVID-19 policies.

Capturing knowledge and communication is even more difficult in today's restricted interpersonal environment. We have all been adapting to making platforms such as Teams, Zoom, and Skype a normal part of our workday so we can stay in touch. These electronic meetings can make us forget to stay true to our methods of documenting key learnings and project progress, but as we adapt to new technology, we must not forget that our success is rooted in strong knowledge transfer. Job logs, e-mails, and change management are the foundations of recording what we learn and staying in touch with what others are doing. Without this documentation, knowledge is lost, and valuable time is spent searching or relearning what has already been learned. Everyone must have access to information at all times. This empowers employees to become experts armed with more than just the basics.

Preservation is the key to passing on knowledge, and we preserve this knowledge through talking, training, and documenting. Without preservation, we would quickly lose knowledge when people move on or retire. Our teams have become adept at collaborating on the jobsite and having toolbox talks to share safety points and trade knowledge. They document not only test results and project changes but their key learnings as well. M. Davis has dedicated extensive time to training, not only in trade updates, but also in the latest communication technologies.

Training has become a large part of our culture, from yearly OSHA training and refresher welding classes to National Electrical Code classes for our electricians and customers alike. M. Davis is dedicated to passing on knowledge, with every person having access to every level of the company. It is not uncommon to stop for a cup of coffee and discuss the details of your most recent project with John Gooden (President) or Peggy DelFabbro (CEO). This access to every level of the company is not limited to those who work in the main office at 19 Germay Drive but is open to all field personnel and customers as well.

As M. Davis grows into the future with our culture of sharing, capturing, and preserving knowledge, we face the fact that things are changing rapidly and will always continue to. Our people and customers will always remain our focus. Understanding the benefits of sharing their knowledge, learning from them, and keeping them informed will help us grow together for many years to come. ■

Did You Know?

*M. Davis offers
ASME Code Repairs!*

*By Heath Kroll, Code
Shop Manager*

M. Davis holds a National Board R stamp, which is used for making repairs and alterations to pressure-retaining components. The components are generally built to American Society of Mechanical Engineers (ASME) code and include boilers, boiler piping, and pressure vessels. We also hold an ASME U stamp for fabricating pressure vessels and an S stamp for fabricating boilers and boiler parts.

Heath Kroll, our code shop manager, oversees this division and is responsible for our quality system and making sure all work involving these stamps is done in compliance with jurisdictional regulations. He is the main contact for our third-party authorized inspector, who works with him to approve all code work performed by M. Davis. This approval includes reviewing welding certifications, nondestructive testing certifications and performance, material specifications, fit-ups and weld quality, preheat and post-weld heat treatments, and pressure testing.

R stamp repairs and alterations are a large part of our business, with over 100 performed per year. Examples range from routine heating/cooling jacket leak weld repairs, to boiler tube sections, to replacing heads and shell sections on pressure vessels. We weld virtually all types of materials, including carbon steels, stainless steels, alloy chromes such as P91, Duplex stainless, Hastelloy, Inconel, and more. We have ASME-qualified welding procedures in shield metal, gas tungsten, flux-cored, and gas metal arc welding processes.

Our ASME Code Shop also has the capability to polish repair areas to meet bioprocessing equipment requirements and critical service where an ultrafine Ra is required. Our tradespeople are trained and equipped to perform confined space entries and do so routinely.



We also have design capabilities to perform alterations, which could include adding large nozzles, changing construction materials, or adding load-inducing components such as platforms. Our shops can fabricate the replacement components, and our field crews perform the welding to install right on our customer's site. We transport pressure vessels, heat exchangers, and components to our facilities to perform the repairs, then transport them back to the site, ready for use.

We also perform rerates of existing pressure vessels and heat exchangers when customer desires to increase the pressure rating or operating temperature of their equipment. Our crews will inspect the item to assess its current condition and calculate the desired design conditions. If acceptable, we perform the required pressure test, attach the rerate nameplate, and register as applicable with the jurisdiction and the National Board.

M. Davis & Sons supports our customers by repairing and modifying their existing equipment (pressure vessels, boilers, and heat exchangers) to get them back into production, helping them avoid purchasing costly new equipment. Our crews are available 24/7 and can staff projects with multiple shifts around the clock to get clients back online as quickly and painlessly as possible. ■

Meet the Team of M. Davis



Mechanical

Sam Guida, Project Coordinator

Sam Guida is a project coordinator and a licensed plumber. Sam has been working at M. Davis & Sons for 15 years, beginning as a pipe fitter and working his way up to his current role as a project coordinator, where he is responsible for all phases of a project, such as planning, scheduling, administration, and coordination of all support facilities. He is also responsible for estimating material and labor costs for all projects, material and equipment requisition, and coordinating the scope of work and timing for different resources. Sam keeps an eye on project budget and is always looking for efficiencies to make M. Davis more competitive while simultaneously helping our customers. He is a graduate of PHCC Plumbing School and has completed ONLC's Microsoft Project training as well as World Class Training Institute's 35-hour PMP certification prep.



VTi Power Distribution Equipment and Panel Shop

Christina Schulz, Project Coordinator

Christina Schulz works as a project coordinator while also handling a number of administrative tasks. She graduated with her associate's degree in computer-aided drafting and design from Delaware Technical Community College in 2005 and has been working for M. Davis & Sons ever since. She began her work doing mechanical drawings and, in 2009, transitioned to our panel shop to assist with CAD drawings. She has moved into the project coordinator role but also handles work orders, scheduling, materials ordering, work-in-progress meetings, and scheduling shipments for delivery. Christina works with the project manager to expedite and track projects on the VTi manufacturing floor and in the control panel shop.



Our CEO Peggy Delfabbro with 2 of her dogs

M. Davis in the Community

Staying Connected Virtually

Although we have been practicing social distancing and working from home, M. Davis & Sons has still been showing our support for our local communities. While some scheduled events did not take place in person, we were thrilled to participate in virtual experiences to stand behind causes we feel deeply about. On April 4, the Placers Crush Your Run 5k would have been held, with all money raised being donated to Preston's March for Energy, which provides adaptive bikes to children with disabilities, giving them a means of physical exercise and fun.

The plan for the Crush Your Run 5k was to distribute 20 adaptive bikes to children in need, but due to the COVID-19 pandemic, the run did not take place. However, Preston's March for Energy still plans to deliver bikes to children. On May 2 and 3, the first round of bikes were delivered to the families' homes, and participants could follow along via Facebook Live.

M. Davis & Sons' donation bike will be delivered sometime in June, and we are eager to follow along with its delivery via Facebook!



M. Davis & Sons also participated in the Brandywine Valley SPCA (BVSPCA) Virtual Walk 4 Paws on April 25. Founded in 1929, the BVSPCA seeks to end animal suffering while involving the community in the welfare and well-being of animals. The BVSPCA hosts adoption events and offers boarding services, a food pantry, low-cost veterinary care, and many other services for animals. The Walk 4 Paws normally takes place at West Goshen Community Park in West Chester but pivoted this year to a virtual platform. Although participants could not walk together with their animals, they rallied together virtually and actually exceed their donation goal, raising \$124,770.00, more than \$9,000.00 over their original goal of \$115,000.00. "We were so happy to support Brandywine Valley SPCA's Walk for Paws on 4/25/20. The event had to pivot to a virtual format, but with great Social Media coverage was able to EXCEED their original event goals. BVSPCA provides low-cost veterinary care and pet food pantries at all of its facilities in addition to rescue and adoption services. I am very happy to donate my time and participate on the BVSPCA Delaware Advisory Board," states our CEO, Peggy DelFabbro. M. Davis & Sons is proud to show our support for these and other community organizations, and we look forward to sponsoring future events. ■

M. Davis & Sons 150 Years in Business

Fun Facts From Our History!

M. Davis & Sons formally created our Safety program in 1974, the same year we were incorporated in the state of Delaware.

Marcellus Davis, Sr. (son of founder Edward Davis) married Regina Hartmann in 1906. Regina's family were the Hartmanns of the Hartmann & Fehrenbach Brewery in Wilmington, Delaware. The Hartmann family was German, and our CEO Peggy DelFabbro remembers German being spoken in her home as a child. Hartmann & Fehrenbach Brewery was started in the late 1800s, and was famous for its lager beer, although it did also bottle and ship porter as well. M. Davis acquired work within the brewery beginning in 1914, mostly consisting of copper repairs.



Hartmann Fehrenbach Brewery Bottle

The brewery ultimately shut down during the Prohibition era, with virtually all buildings eventually being demolished. Galluccio's Pizza on Lovering Avenue in Wilmington occupies the last remaining building.

Ready to learn more about our services and capabilities?

*Get in touch with us: **1-800-91-DAVIS***

sales@mdavisinc.com



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