

MDAVIS

MD 15 YEARS

CRAFTSMANSHIP ▪ CHARACTER ▪ COMMITMENT

Fall 2020



A Message From Our Executive Committee

*Featuring Our President,
John Gooden*

Before a virtual meeting starts, there is always small talk and chatter among participants. Invariably, somebody always asks, "How's business?" Especially now, this is a tough question to answer for many reasons. I immediately start to wonder how everyone else's businesses are doing, with some booming and others struggling due to the COVID-19 pandemic.

This conversation can quickly take many turns, with people sometimes becoming defensive, bringing up politics, or being hesitant to disclose details about their business. As the election gets closer, the conversations are becoming more animated—some of the emotion stems from the current national climate, and some from Biden being home grown and running the DNC just miles from our main office. Unfortunately, I expect this anxiety and uncertainty to continue for the foreseeable future. Despite all of this, I will try to answer the question, "How's business?"

The short answer is that we are staying cautiously optimistic. We are grateful that our backlog has been rebuilt and multiple projects are tracking to run well into 2021. Obviously, our caution around workload stems from COVID-19 as we continue to see rules change and vary across states and customers. Change has proven to be the constant during this crisis, and it is something that our team is excellent at managing. I think this is one of the main reasons for our recovery and position in the market today.

Another pivotal factor is our market diversity. When we came out of the financial recession, we made a concerted effort to expand our market base. The positive results of these efforts can be seen in our backlog today. We continue to work in chemicals and in oil and gas, with assorted industrial applications. This type of work has always been and will always be core to us, our bread and butter.

Additionally, in the last 10 years, we have also grown in the pharmaceuticals, food and beverage, water, and power industries. For the most part, these are considered essential, and most stayed open and functional during COVID-19. Many also invested to increase production as the demand for their products grew during the COVID-19 pandemic. We have been privileged to help with hand sanitizers, facility conversions, and PPE production lines, and we are just getting started on a pharmaceutical facility being built to support ongoing COVID-19 efforts.

In the spirit of continued market diversity, we have begun venturing into renewables. We see the many pledges being made to be carbon free and recognize that these companies, maybe yours, will still have to obtain power, just in a different form. We have formed partnerships in academia as well as industry to learn as much as we can and become part of the solution for issues like carbon-free energy, clean water, and pharmaceutical production.

The last but certainly most important factor of our continued endurance is our team of best-in-class tradespeople. The success of the M. Davis philosophy of hiring talented people, training them, taking care of them, and keeping them happy for a career has never been more evident than now. I knew we had a great team before COVID-19, but that belief has become cast iron after the last six months. It is thanks to our team that we can remain cautiously optimistic.

Stay well. ■

Lab Construction

A “One Source for All” Offering

As many pharmaceutical companies know, the construction of laboratories and research facilities requires the utmost precision and attention to detail. Little room is left for error when designing and assembling spaces that house state-of-the-art equipment for research and development. M. Davis & Sons provides our customers with a unique opportunity because we can partner from design through successful completion of facility renovation and/or construction. Because our tradespeople are trained in safe work practices and cGMP, we offer a distinctly skilled workforce that is adept at working at sites requiring increased attentiveness.

M. Davis & Sons is a “One Source for All” service provider, and this is what sets us apart. The convenience of procuring a range of trades from a single source rather than obtaining pricing from multiple subcontractors saves our customers time and money. Our tradespeople work seamlessly together across teams, keeping your project moving forward on time and on budget.



Onsite services:

MEP capabilities

- Clean rooms—ISO class 1–6
- Biosafety labs—BSL 1–3
- Miscellaneous metals
- Ductwork and pipe
- Conduit and wire
- Controls

Sanitary process systems

- WFI
- Clean steam
- CIP and SIP
- RO and DI
- Aseptic product lines

One Source for All services:

- Fabrication and manufacturing
- Pipe fabrication
- Duct fabrication
- Modular process skids
- Fully customizable line of power distribution equipment

Engineering

- In-house professional engineer
- 2D and 3D modeling and design for HVAC (commercial and industrial), modular skids, stainless steel, power distribution systems, ASME section VIII Div. 1 and 2 pressure vessels, plant process automation, electrical, RO systems, and motion controls
- Certified Wonderware, Trihedral, Beijer, and Anybus integration engineering ■

Did You Know?

M. Davis & Sons Offers Instrumentation and Calibration Services!

M. Davis & Sons has a qualified team of ISA-certified technicians to help our customers maintain the utmost instrument and process accuracy. Upholding our longstanding reputation for innovation and technology, our technicians have a wide range of experience that comes from extensive training and work in many types of manufacturing facilities across different industries. Routine training on the latest safety standards and adherence to safety regulations set by OSHA, NFPA 70E, and site-specific regulatory bodies contribute to our technicians being the safest in the industry. Our specialists also undergo rigorous training through our own in-house Safety Program, which includes weekly Toolbox meetings and monthly safety training sessions.

We offer onsite calibrations and troubleshooting, mail-in calibrations, short- and long-term staff supplementation, new installations, commissioning and decommissioning, modifications to existing systems, consultation, thermal imaging, and equipment qualification and documentation, among other services. Our technicians are available to travel to your site, or, to minimize disruption to your operations, they will bring your equipment back to our shop for service. Whether you choose on or offsite services, our team is always equipped to provide best-in-class service to fit your needs. ■



150 Years With M. Davis

Part V: Industrial Work Paves the Way for a New Future

After completing a few successful projects for Exton Paper at the Route 30 location in Exton, Pennsylvania, M. Davis became their resident contractor and completed a variety of industrial projects. This shift toward industrial work became a pivotal turning point in the company's history, with Pete and Charles providing the quality work and attention to schedule and detail that industry craved.

The success of projects at Exton Paper led to many opportunities, most notably a job for Northwest Paper Corporation in La Verne, California. Worth \$28,000, this trip was the first of two for Pete, who was to fabricate and install a hood around a Yankee Dryer used to remove excess moisture from pulp before it was converted into paper. Because of Pete's background doing similar work for Doeskin Paper and Exton Paper, the team easily completed the project, measuring and sketching the job on the first trip and overseeing the install on the second trip. Paper mill work allowed Pete and Charles to break into the industrial space, providing them with experience and a few good references for procuring future work.

By 1979, M. Davis had moved all operations to Lancaster Pike in Wilmington, Delaware. The new facility featured a two-story office, along with a large shop and yard with multiple storage sheds for their equipment. Assuming this facility would be enough to suit their needs, the company settled in. As it turned out, M. Davis continued to expand and profit, acquiring more shops as they went along.

At this time, the main client of M. Davis was Luria Brothers, a scrap processor. M. Davis serviced their breakdown and maintenance business. Work with the DuPont company was also growing substantially at all sites in the Wilmington area. Pete and Charles soon realized that to keep up with their growing volume of work, an additional facility was needed. ■



Charles Davis



Pete Davis

Diversity Alliance for Science

A Deeper Look at Value in the Mentorship Program

Diversity Alliance for Science, or DA4S, strives to attract and develop small and diverse businesses, pushing inclusive procurement practices in organizations in the life sciences and health care industries. DA4S currently has more than 350 members, including small and/or diverse suppliers, life science corporations, academic institutions, and government entities.

Apart from the annual conferences they offer on the East and West Coasts, DA4S also invites members to participate in their yearly mentorship program. The mentorship program kicks off in June, and supplier members apply to be matched with a mentor from a life science corporation for a year. Once a supplier is accepted and receives a mentor match, the mentor and mentee set goals for the year, meet regularly, and foster a mutual interest in learning and growing together during the program and in the future.

In June 2019, our CEO, Peggy DeFabbro, was selected for the DA4S mentorship program after a formal application process. She was paired with Anna Hakobyan, Supplier Diversity Manager for AstraZeneca, and Alvin Ruiz, Global Category Lead for Engineering Procurement at AstraZeneca. Anna brought Alvin in because his engineering background paired well with the offerings of M. Davis & Sons, and Anna facilitated introductions based on Alvin's recommendations. The program kicked off with a mentee-specific private session at the DA4S annual East Coast conference, where expectations were clearly defined and goals for the program were discussed, with the opportunity to provide feedback at the program's end.

An important aspect of the mentorship is that the mentees set the tone of the partnership and dictate the path taken. Peggy got to set up meetings at the frequency she felt she needed, and Alvin and Anna pulled in multiple team members at AstraZeneca to help achieve the goals that were set forth. "We learned we already do a lot right in terms of always striving toward continuous improvement, and through my mentorship with AstraZeneca, I really got to focus on our structure here at M. Davis & Sons and how to support our volume as we continue to grow," states Peggy.

A formal meeting was held every few months, on calls between meetings, Peggy introduced other M. Davis team members who provided their views on potential room for growth and areas that could be improved. Alvin scheduled calls specifically to discuss the new M. Davis & Sons Engineering Group, meeting Sean Boston, our Engineering Group Manager. "It was really beneficial for us to hear from a large corporation because it helped us identify the needs of these large companies in terms of engineering, while also helping us identify our gaps and room for growth," says Sean. Peggy also felt that DA4S worked to constantly improve the program, providing mentees and mentors with support calls where they could provide real-time feedback on their experiences.

Toward the last few months of the 2019 mentorship program, a big shift took place. With COVID-19 sweeping across the nation and the world, conferences were canceled, companies shut down job sites, and many Americans were laid off with no clear picture of the future. Peggy credits her mentorship with Anna, Alvin, and the AstraZeneca team for helping M. Davis weather the storm of COVID-19 calmly and efficiently.

"One of the topics we had already been focusing on was change management, and we placed great emphasis on quick decision making and analyzing data from our previous experiences with having to make decisions on the fly. I think getting feedback from the AstraZeneca team on the policies and procedures we already had in place really helped with our speed of recovery throughout this pandemic," Peggy recalls.

When Peggy reached out at the beginning of the pandemic, the team was quick to respond, asking how they could best support M. Davis & Sons. Anna and Alvin introduced Peggy to Paula Ribeiro, Procurement Manager for HR Services at AstraZeneca, and Peggy brought in members of the HR team at M. Davis & Sons. Paula provided vital ideas around maintaining employee engagement in a virtual atmosphere, and new ideas, such as weekly team member videos from Peggy and an HR newsletter, were implemented. The mentorship provided what Peggy says are "invaluable lessons" for her and the M. Davis Executive Committee throughout COVID-19.

Diversity Alliance for Science (DA4S) strives to continuously provide a uniquely different experience for their members and to cultivate relationships and opportunities for suppliers. The mentorship program is an incredible chance for a supplier to gain feedback from a large life sciences corporation. Peggy was able to choose goals that were strategic and challenging, and the AstraZeneca team provided support and ensured that achieving the goals would, in turn, make M. Davis & Sons stronger.

Peggy concludes, "The information and assistance I received through the DA4S mentorship program and from Anna, Alvin, and their team were lessons I have taken back to the M. Davis Executive Committee and will continue to reference and build upon for years down the road. M. Davis & Sons certainly benefited from my participation in this program, and I look forward to the ways in which these lessons and the relationship we formed with the AstraZeneca team will help us grow and change for years to come." ■



Throwback!

M. Davis and the Dogfish Dash

M. Davis & Sons was sad to learn that the 15th annual Dogfish Dash 8k in Milford, Delaware, has been canceled. The dash was set to take place on September 27 beginning at the Dogfish Head Craft Brewery, with all proceeds donated to The Nature Conservancy. Since its inception 15 years ago, the Dash has raised just under \$1 million dollars for The Nature Conservancy. M. Davis & Sons have been supporting Dogfish Head Brewery for more than a decade, and we proudly support the Dogfish Dash every year by sending a team of runners and walkers, as well as setting up a sponsorship booth.

We were very eager to celebrate Dogfish Head's 25th anniversary this year alongside our 150th anniversary. However, we look forward to sending a team for the 2021 Dogfish Dash and showing our support in every way we can! ■



DogFish Dash 2014



DogFish Dash 2015

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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