



ONE SOURCE FOR ALL
MDAVIS

INDUSTRIAL CONSTRUCTION,
FABRICATION AND MAINTENANCE



GROWING A HIGH-QUALITY TEAM

*Scott Dolor,
Vice President of Operations*

The growing demand for skilled tradesmen and women is not breaking news. Competition for talent has only grown as more companies expand their footprint and grab up new talent. We can no longer rely on passive methods of bringing in new team members. This increased demand has given rise to new avenues that may have been overlooked in the past. Today's job market brought about an approach to recruitment that showcases the many benefits of a construction career, and expands relationships with strategic recruiting partners.

At M. Davis & Sons, we are always on the move to attract and retain talented people. Our plan to attract people to work in the skilled trades is to give them a glimpse of a "day in the life" of an M. Davis employee. We show them:

- **The pay scale in skilled trades is very competitive.** Spending your first years in an apprenticeship will not only get you to a very competitive pay scale but will also give you lifelong skills and Journeyman papers to back those skills. These skills and Journeyman papers stay with you for life. They are the building blocks to becoming a master craftsman and can lead to many leadership roles.
- **Your work matters.** We want our employees and recruits to know that while you can't drive by one of our customer's facilities and see the electric that M. Davis installed in the plant, the steel and equipment that we set, or the welding that is holding the process pipe together, our skilled tradespeople do the work that is keeping the sites and their respective processes running, thus keeping products on shelves.
- **We are ready to talk about the future.** At M. Davis, we encourage our employees to talk to leadership about the future. We encourage our managers to work with employees to develop their unique paths to success. At M. Davis, the employee is empowered to be as successful as they wish to be by creating a growth path and working hard to accomplish goals.

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M. Davis is adding to recruiting and training efforts by adding new relationships and programs, such as the following:

- **DoD SkillBridge Program.** The U.S. Department of Defense SkillBridge Program is an effective way to recruit personnel directly from the military. Although not formally trained in the trades, veterans have learned hard work and various training through their years of service. Now, we are ready to help them begin in the skilled trades and find success using the skills learned while serving our country.
- **Our Pre-Apprenticeship Program** helps a new employee come onboard for the first six months to experience a trade of their choice before enrollment in the apprenticeship program. Doing this provides time and experience with the team and offers the new hire a chance to get hands-on experience so they can make a good career choice.
- **Vocational and Technical Schools.** For decades, M. Davis & Sons has been an integral part of vocational and technical high schools around Delaware, Maryland, and New Jersey. We provide in-school demonstrations or bus students directly to our shop for a tour of our operations. Many of our team members teach night school and maintain relationships with local schools. M. Davis consistently donates new and leftover materials and equipment to local schools to keep the students supplied with what they need to learn their trades. Relationships need to be built early in young people's lives so they know that M. Davis is part of making their community successful. Before COVID, the Delaware governor had begun an annual event for middle school students to introduce that generation to careers in construction. Because of the closing of in-person events, we missed a year or two of contact with students, but we are ready to jump back into in-person career fairs such as the Thaddeus Stevens College career fair that we attended in March. In 2022, we have expanded our reach by connecting and forming a relationship with the Chester County Technical College High School.
- **Defined Training.** At M. Davis, we know that team members who seek training and education are on the path to a long, successful, and rewarding career. We offer in-house training and M. Davis-funded apprenticeship programs through the State of Delaware to new employees who come with no experience. If they bring a willingness to learn, we offer multiple avenues to improve their skills, which builds their knowledge and careers. From education reimbursement to in-house training and the apprenticeship programs, we help our employees take advantage of resources that are free of charge to them.

All these pieces put together mean that we can continue to grow our team with highly qualified and skilled tradespeople. This allows M. Davis to continue completing exciting, high-quality projects that have a big impact on the communities we live in. ■

NATIONAL CONSTRUCTION AWARD PRESENTED TO M. DAVIS & SONS!

Mechanical Project for United Cocoa Processors



On March 16, 2022, Todd Moran, Vice President of Risk Management, and Butch Garton, Foreman, were presented with the ABC National Excellence in Construction Pyramid Award at the National Convention in San Antonio, Texas.

The National Excellence in Construction Awards celebrate the best in merit shop construction. These awards honor the most outstanding construction projects and contractors of the year and remarkable achievements in leadership, safety, innovation and inclusion, diversity, and equity.

The award-winning project, named “Project Ripcord Second Cocoa Bean Grinding Line,” was mechanical work performed at United Cocoa Processors (UCP) in Newark, Delaware. M. Davis & Sons worked in partnership with UCP, MacIntosh Engineering, and the Buhler Group.

The project began in August 2020 and was completed by May 2021. The renovation project included the fabrication and installation of structural support steel platforms; installation of major equipment; assembly and install of silos, elevators, and conveyors; installation of dust collectors, fans, and ductwork; and tie-in of all major equipment to existing piping services. **An extremely important aspect of the project was the use of specialized and innovative rigging techniques.** Thanks to our Foreman, Butch Garton, and Operations Manager, John Sorantino, for their collaboration to train and supervise every lift and move of equipment.



The project team prevailed against weather delays, COVID challenges, and custom fabrication needs for piping and ductwork. With zero incidents and zero accidents, our team successfully completed the work at UCP while other areas of the manufacturing facility were still able to maintain production.

We are thrilled to win a National Excellence in Construction Award! ■

M. DAVIS & SONS NAMED WARRIOR-FRIENDLY BUSINESS BY JOINT MILITARY AFFAIRS COMMITTEE

On February 23, 2022, The Joint Military Affairs Committee, in partnership with the Delaware State Chamber of Commerce and the New Castle County Chamber of Commerce, presented M. Davis with the Warrior Friendly Business Award. M. Davis President John C. Gooden accepted the award on behalf of M. Davis. This award recognizes businesses that support service members and veterans through workplace initiatives.

M. Davis has 23 veterans on staff as full-time employees and is a participant in the U.S. Department of Defense SkillBridge Program. In this program, the company looks to recruit from all branches of the military. M. Davis uses a “Pre-Apprenticeship Program” that allows members of the military to work for up to six months in one or more trades in a Helper capacity to gain exposure to that trade. Once they complete the program, they may be offered a full-time position and enrollment in the State Apprenticeship Program. In-house craft training and management training are also made available to those in that capacity. ■



CELEBRATING OUR TEAM



Brandon Jamison, Project Manager

M. Davis is excited to announce the promotion of Brandon Jamison to Project Manager. Brandon joined M. Davis & Sons in 2017 as a Mechanical Project Coordinator and has steadily taken on more responsibility for the successful completion of mechanical projects. In this role, Brandon will lead project teams and continue to provide our customers with innovative project solutions.

“Brandon has been an enthusiastic and dependable contributor to many mechanical projects for several years,” said John Gooden. Brandon earned his associate’s degree from Delaware Technical Community College.



Russell Lloyd, Project Manager

Russell Lloyd, who joined M. Davis in 2012 as an electrical project coordinator, has been promoted to Project Manager. Russ has built up the M. Davis electrical presence at various oil and gas sites as well as in energy markets. He is a seasoned veteran of electrical projects and brings more than 30 years of knowledge to the role.

“Russ’s dedication to M. Davis is commendable, and I’m happy to promote him to a position for which he is more than qualified,” said Scott Dolor, Vice President of Operations. ■

CUSTOMER TESTIMONIAL

“I wanted to inform you of what great and exceptional work that your crew has done at Stepan’s Fieldsboro facility. Your foreman is very professional and extremely helpful in getting our projects finished on time and making sure things are wrapped up correctly. As the Construction Manager here, they have and are continuously making my job easier.”

—Gary Rodriques, Mechanical Designer/Construction Manager, Albanese Solutions. ■

JOHN GOODEN PRESENTED WITH NCCVTSD LEGACY AWARD



On January 24, 2022, the New Castle County Vocational-Technical School District (NCCVTSD) presented John Gooden with the NCCVTSD Legacy Award. This award recognizes stakeholders who have made a significant impact on our school community and created a legacy that helps the district maintain and expand its footprint of influence in the greater community. One third of M. Davis's total workforce is made up of NCCVT alumni, apprentices, and co-op students. The partnership between M. Davis and NCCVT goes back more than 30 years.

John serves on Delcastle's Diversity, Equity, and Inclusion Advisory Board, and other members from M. Davis serve on the Advisory Boards of several career areas. Ten of the M. Davis employees currently work in the Adult Education Division as instructors or substitutes.

M. Davis is committed to vocational and technical education and apprenticeships. ■

YEAR-END SAFETY STATS



We are pleased to announce that work hours for 2021 topped out at 881,134!

Our total case incident rate for the year of 2021 was 0.91.

We had zero lost workday cases.

Safety is truly part of our culture. ■

ENGINEERING SERVICES

Ready for Design Help?



Engineers Week (February 20–26) was dedicated to ensuring a diverse and well-educated future engineering workforce by increasing the understanding of and interest in engineering and technology careers.

The M. Davis Engineering Group has more than 70 years of combined experience. Our Engineering Group is ready to help you with design and collaboration.

Led by Sean Boston, the Engineering Group stands ready to work with you on intricate details, footprints, and the sequence of operations and logistics.

The pain point between a concept and finished model can be easily remedied when you partner with M. Davis.

As a team of experts in their field, they provide rigorous mathematical assessment and complex 3D modeling in a broad range of industry-standard design software packages.

Contact our Sales Team today at sales@mdavisinc.com to get started! ■

THE GROUP IS PROFICIENT IN

- Commercial and Industrial HVAC Design and Documentation
- Complex Manufacturing Design and Documentation
- Modular Skid Design and Fabrication
- Building Systems Engineering/MEP
- Stainless Steel Design and Fabrication
- Autonomous Intelligent Vehicle (AIV) Robotic Programming
- Process Controls Programming and System Design
- ASME Section VIII Div. 1 Pressure Vessel Design and Fabrication
- Electrical Engineering Design and Documentation
- RO System Design and Documentation
- Motion Control Design, Documentation and Programming
- TriHederal, Beijer, Anybus Integration Engineering

IMPACTING OUR COMMUNITY

In 2021, M. Davis & Sons donated more than \$80,000 to local nonprofit organizations! ■



NEW YEAR NEW BUILDING NEW STATE

In December 2021, M. Davis purchased a new office and fabrication space in Kennett Square, Pennsylvania. Many of our managers, engineers, project administration, and leadership, will move to the new location in late 2022.

The new fabrication facility will provide an additional 80,000+ square feet for pipe fabrication and nonferrous metal fabrication.

Follow us on our social media platforms for updates! ■



Ready to learn more about our services and capabilities?

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