

MESSENGER Winter 2023



ONE SOURCE FOR ALL
MDAVIS

INDUSTRIAL CONSTRUCTION, FABRICATION AND MAINTENANCE

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Training Our Team to be Best-in-Class

How we create the quality workmanship you know and rely on

FACT: Construction built this country, every tower, every bridge, every facility, every stadium. These were built by ironworkers, welders, electricians, plumbers and many more trades.

FACT: The craft trades are in demand. The need to recruit, train and retain employees has never been greater.

Like many other industries the construction industry is experiencing a workforce shortage. According to Associated Builders and Contractors (ABC) the construction industry will need approximately 546,000 additional workers to keep up with the demand of the industry in 2023.

<https://www.abc.org/News-Media/News-Releases/entryid/19777/construction-workforce-shortage-tops-half-a-million-in-2023-says-abc>

Construction has not slowed down and it is expected that the demand for more skilled tradespeople will continue to grow. Careers in construction provide communities with good jobs and opportunities for growth. M. Davis & Sons has been providing careers and opportunities in construction for over 150 years, but the shortage of people will continue to be a challenge for years to come.

How do we face this challenge to recruit and retain people in the construction trades? We invest in them!

M. Davis & Sons has a history of investing in people. Our in-house Welding classes are just one example of how M. Davis team members can take their skill to a new level. Our new shop in Kennett Square boasts eight welding booths in a private space, just for training and practicing the art of welding. In-house certified welding educators hold classes twice a week for our team members.



Todd Moran, VP of Risk Management

In addition to various in-house training, we take pride in our ability to assist each M. Davis team member with craft apprenticeships that set them up for success in their respective trade. For certain types of work, we also rely on training modules through NCCER (National Center for Construction Education and Research). Lastly, I would be remiss if I did not touch on the need for everyone to be trained in Safety. We train so people can avoid obstacles and work safely, every day. We are constantly working to sustain a highly competent team that our customers have come to rely on.

We are excited to be a leader in the construction industry for employee training and development. With nearly 100 team members enrolled in the State of Delaware apprenticeship program, we look to help each team member reach their graduation and gain Journeyman status that is a pinnacle in his or her career.

Investing in people with training means that their knowledge and efficiencies are passed on to the customer. Our tradespeople can step into a project and be ready to go from day one.

Mentoring, co-ops, internships, apprenticeship programs, leadership training and more all play into how M. Davis provides long-term sustainable careers in the construction industry. ■

Work With M. Davis

National Diversity Award presented to M. Davis

M. Davis & Sons received a National Inclusion, Diversity and Equity Excellence Award from Associated Builders and Contractors. The presentation was held on March 16, 2023, at the ABC Convention in Orlando, FL.

The National IDE Excellence Awards recognize ABC members that display exemplary IDE leadership in their company, workforce, supply chain and community with best-in-class recruitment policies, retention practices and training, and mentoring programs.

A panel of construction professionals reviewed submission responses and selected the winning companies that excelled in advancing inclusion, diversity and equity in the industry and workforce.



Elaine Buonopane
Marketing Supervisor

“Advancing inclusion, diversity and equity in construction benefits all of us” stated Christina MacMillan, VP Strategic Development and Supplier Diversity Manager of M. Davis & Sons.

Past award recipients include companies such as Hensel Phelps, United Rentals, to name a few.

As a certified woman owned business for more than a decade, M. Davis & Sons has worked to increase the diversity in suppliers and vendors. As a matter of fact, M. Davis & Sons increased the diversity spend in 2022 to reach \$7.3 million.

M. Davis & Sons’ participation in the SkillBridge program through the United States Department of Defense which allows a military member to work for six months at a participating company, such as M. Davis, and maintain their military status and pay. M. Davis developed an internal program called “Pre-Apprenticeship Program” to allow them to work for up to six months as a helper to gain exposure to many trades. This program is another way we support the Diversity, Inclusion and Equity areas for recruitment and retention.

M. Davis & Sons women in leadership participate in various organizations such as WBENC, WBEC East, NAWIC and ABC Delaware’s Diversity Committee to drive relationships with other diverse businesses and women owned companies. ■



Christina MacMillan (VP of Strategic Development)
receives IDE Award from ABC National

Meet Karl Segner, M. Davis's Electrical Safety

Expert



Karl Segner
M. Davis Electrical Safety Expert



While you may not recognize the name, you soon will! Our Electrical Safety Expert, Karl Segner, was recognized as a Subject Matter Expert (SME) by the National Center for Construction Education and Research (NCCER) in 2022.

Subject Matter Experts have been an essential part of developing and maintaining the strong, industry-recognized curriculum, testing and program resources. M. Davis relies on NCCER for training and performance verifications of our team members.

Karl has provided the M. Davis Electrical Team with the knowledge and expert perspective to keep our electricians working safely. In 2022, Karl participated in a NCCER subject matter expert committee of 15 other SME's from all over the United States, that have worked to craft and write electrical education for the organization. Karl has been an electrical trade instructor for 25 years. Well Done, Karl! ■

Welcome Back to the Team, Vinny D'Occhio!

Meet Vinny D'Occhio! Vinny joined our team originally right after he graduated from the University of Delaware as a mechanical engineer. He worked with us for four years, and everyone that worked with him knew he would do great things!

While Vinny was in college, he enlisted with the Delaware Air National Guard. He worked with them one weekend a month at the base in New Castle, Delaware, as a maintenance mechanic on the C-130 aircraft.

After he completed his degree, he had the opportunity to get a commission and get a promotion. He knew he wanted to fly. The two positions for the C-130 are Navigator and Pilot. First, Vinny had to complete Officer Training School and after a grueling nine weeks in Alabama, he did just that. Then he was off to Florida for flight school for one year.

Upon completion of flight school, he spent six months in Little Rock, AR for the specific training he needed on the C-130. Vinny returned to Delaware to the Air National Guard for an additional ten months of training to become fully qualified on the aircraft.

We are excited to welcome Vinny back to the M. Davis team! While he still works for the Air National Guard, he does so as an officer. Great Job to Vinny! Thank you for your service! ■



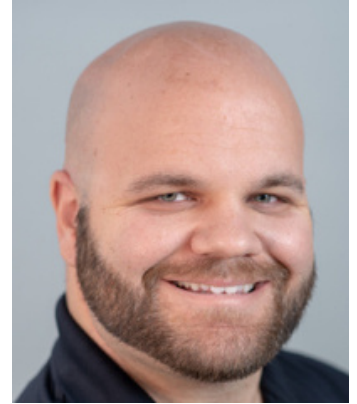
Vinny D'Occhio, Project Engineer

Kennett Square Fabrication Shop Is Busier Than Ever!

Over 100,000 square feet of fabrication space with M. Davis!

2022 was an exciting year for M. Davis. In September, we moved into a new, larger facility at 227 Daylesford Court, Kennett Square, PA.

We get a lot of questions about why we elected to move here. The answer is simple: the building provided the right amount of square footage to house our Pipe Fabrication, ASME and Stainless-Steel Fabrication areas under one roof, and we could relocate our management team, executive team, and other administrative staff to the second floor of the building. Bringing these separate locations under one roof helps to control costs and provide production efficiency.



Vinnie Rozell, Project Manager



But we did not leave our Delaware home. We are firmly rooted in Newark, Delaware, with our Modular Construction Shop and Power Distribution manufacturing site located inside the Delaware Industrial Park.

The Kennett Square Shop equipment includes state-of-the-art equipment such as the Messer plasma cutting table, the Watts CNC Pipe Cutting equipment, and a Laser cutting machine. Overhead cranes from 3, 5, and 10 tons are available to expedite the movement of materials from one end of the shop to the other.

The new shop is so large we can bring the work via truck into the shop, send the fabrication through the workflow and weld bays (did I mention there are 10 of them), through to hydro testing areas, and then through the exit door (again via truck). The new workflows save time and money, which flows back to our customers. Schedule a tour with us! ■



I'd Like A Tour Please

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WBENC National Conference "Momentum"

M. Davis & Sons Co-Chaired Conference with DuPont, Bristol Myers Squibb, EY & Others!



Peggy Del Fabbro, CEO

The Women's Business Enterprise National Council (WBENC) is the largest 3rd party certifier of women-owned businesses in the United States. M. Davis & Sons has been certified as a women-owned business (or WBE) since 2009 and have great value in the certification. We have become involved regionally via the Women's Business Enterprise Center East (or WBEC East) and nationally at WBENC.

Each year WBENC hosts a national conference bringing representatives from its constituent base of WBEs and corporate members. In 2023, the WBENC National Conference was held March 20-23, 2023, in Nashville. The conference featured robust programming and networking events. M. Davis was one of eight co-chairs that include four corporations and four WBEs. Corporate co-chairs are Bristol Myers Squibb, DuPont, EY, and Nissan. WBE co-chairs are ActOne Group, Ampcus, CSS Building Services, and M. Davis & Sons.

The value that M. Davis finds in our certification is a 360-degree view. Our WBENC certification expands our company's visibility with existing and potential customers. WBENC has over 500 corporate members and many existing M. Davis customers. We can develop our relationships with these customers through the WBENC network. Several years ago, while attending a WBENC national event, I met a corporate representative from Diageo. In turn, she was looking for diverse suppliers in construction, and just days later, we were looking at projects on-site. Five years later, we are still working with them as a direct result of the relationship that was started that day.

In addition, we have had our Supplier Diversity program since 2014, and we continue to grow that program as part of our ESG initiatives. Our supplier diversity program allows us to grow stronger as a company and in our community. We established this program to support healthy competition and a level playing field for all potential and existing suppliers in our supply chain. We have many key WBE suppliers who help us, for example, with our ESG initiatives and directly on projects. I'd like to recognize the Fehlig Group, a key consultant with ESG, and the Mathers Construction Team for their work on FDA-regulated facilities. These suppliers bring creativity and expertise to the table in addition to their WBENC certification.

The theme for this year's WBENC National Conference is Momentum, and I feel that through our involvement in the conference, we will continue to build momentum for the years to come. ■



Left to Right: Elaine Buonopane (Marketing Supervisor), John Gooden (President & COO), and Christina MacMillan (VP of Strategic Development)

M. Davis Community Service Impact 2022

M. Davis & Sons is always reaching out to help communities!

M. Davis & Sons is always reaching out to our neighbors in every community we touch!

- Leukemia Lymphoma Society “Light the Night” Walk
- Stockings for Soldiers
- Meals on Wheels
- First Responder’s Day
- Dogfish Dash
- Girls in STEM with Cecil County Public Schools
- NAWIC Block Kids
- Andrew McDonough B+ Foundation



What are we doing in 2023?

- Attack Addiction 5K Run/Walk
- Brandywine Valley SPCA Walk for Paws
- American Heart Association Heart Walk in October 2023
- And so much more!

Dollars donated in 2022: Over \$60,000



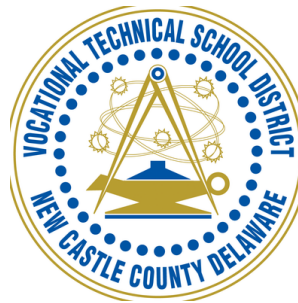
American
Heart
Association.



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Where can you find M. Davis & Sons?

We serve the business community through participation on boards and committees in every community we touch!



M. Davis Mission Statement

Transforming the way the world views

The industrial construction and fabrication industry

By providing unparalleled craftsmanship and

A safe, sustainable environment that allows

Our Team to have fulfilling careers.

Shout Out from Our Customer

"The M. Davis crew did an amazing job last week with the installation in Virginia. The level of efficiency {by the crew} allowed us to spend plenty of time pressure and leak testing our work. I was very impressed and look forward to working with this crew again."

- Sean Bryant





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