

Safety Compassion Quality
Dedication Integrity



As your "Contractor of Choice", the MDI team provides safe, creative, and quality Construction services from concept through occupancy.

QUARTERLY NEWSLETTER

We Build Your Future

2010

Volume 12 Issue No. 1

January 2010

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45 YEARS OF CONSTRUCTION EXCELLENCE Years: 1994 - 2009 (Part 4)

From 1994 to 2009, there have been even bigger changes.

In the mid 90's Bob is only in Irving 2 to 3 days a week and Frank took over role as President, Tracy is Vice President and general field superintendent over all jobs and Randy Hubbard is Vice President doing estimating and project management.

David Richie joined MDI in 1996 followed by George Hearn in 1998 and Tommy Carter in 1999.

A new accounting system, ComputerEase was purchased in 2000 along with additional computers and a network was set up to link our Home office and remote offices. At this time internet and e-mail were becoming more prevalent and MDI is doing its best to stay on the cutting edge of the latest technology.

A poor hiring decision in 2001 brought Robin back into the office full time. At the time, we thought this was the worst thing that could have happened. However, it just might have been one of the best things that could have happened to MDI. With this event, we were able to see where some mistakes had been made and began a healing process that would lead to some much needed improvements.

To help with those improvements, Jim Sullivan and Dee Cotten joined us in 2002. With Tommy as a full time estimator, we were able to really start bringing in some work. In 2002 school work was becoming more available and Irving and Dallas Independent School Districts became good clients. Though DISD had some stringent requirements, we looked at this as a learning experience and were able to improve our safety program. With these improvements, MDI won 1st place in the AGC national Safety awards for 2007 after winning 2nd place for 2005 and 2006.

2004 brought us many more valued team members; Arturo Noriega, Julio Alva, Jerry Simsik and Daniel Oropeza. Lee Watters joined us in 2005.

Beginning in 2005 we hired Samantha Shaw, a corporate Trainer, and began what we call Company Retreats where we bring many team members together and discuss our plan for the future. We talk about what is working and how we can improve on it and what is not working and come up with plans to fix it. Through the retreat, we began to define departments, Accounting, Project Management, Estimating, Safety and so on.

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PRESIDENT'S MESSAGE

Randy Hubbard

Happy New Year! I hope everyone enjoyed the Holidays.

Even though it is a new calendar year, MDI is moving into the 2nd quarter of its fiscal year. The holidays were great and now it is time to get back to work.

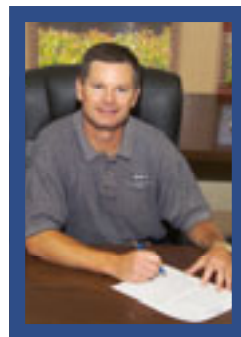
The Estimating Department has been bidding and will continue to bid at least one project per week. As of the Christmas break, MDI is in the running for three different school packages. We are not the low bidder on any but we have a chance to out rank the other contractors on two Fort Worth ISD proposals and one Dallas ISD proposal.

It is predicted that 2010 will continue to be a difficult year for the construction industry. With this in mind, we at MDI must make the most of the work we get and outperform our industry peers. A superb job can and will lead to repeat business. That is one component of being successful. I want to thank everyone for making progress again this past year however, all departments and personnel will need to continue to tighten their belts and become more efficient. **We must start projects, hit the ground running, and continue this through the closeout/punch-out phase.** This is something that we continue to struggle with. Ultimately, our goal is to deliver a quality project to the owner on schedule and in budget while maintaining profitability. This requires involvement from everyone, all MDI employees and subcontractors. It is necessary that everyone continues to put forth their best effort and we will weather this downturn and look forward to "better" economic days.

In an effort to work "smarter not harder", we will be evaluating, reviewing, and discussing individual tasks in the office. We will be determining each task's importance, if it is necessary and importance of the task to others. Doing business today requires a lot of time-consuming paperwork. All of us are required to do more work with less time and resources. If you see a way to do something more efficiently, let me know so we can work together for the benefit of all.

Keep that positive attitude and thank you for being a part of the change and helping me make changes at MDI for the better and remember,

EVERYONE holds EVERYBODY accountable, Personal Excellence!



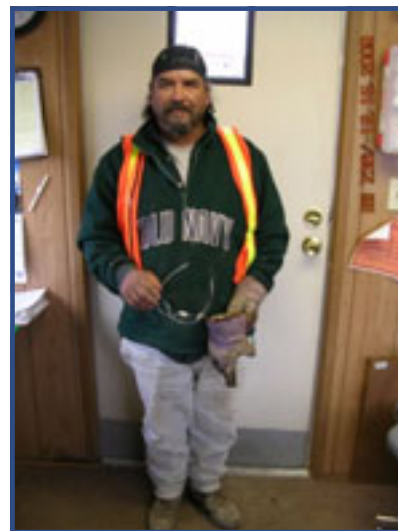
EMPLOYEE PROFILE

Armando Romero was born October 27, 1957, in Brawley, California, grew up in Fresno, California and has 9 brothers and 2 sisters. He likes to cook, shop, and go to the park with his kids.

Armando's and his wife, Maria, have 2 children at home - Sandra who is 10 years old and Anna who is 9 years old.

His start in construction began when his cousin got him a job at Houston & Sons Concrete when he was 15 years old and he worked there for 6 years. He is a Certified Equipment Operator.

MDI is very pleased to have Armando on their T.E.A.M.



PROJECT UPDATES

GEP Foundation (GEP2)

4200 Power Lane
Greenville, TX 7150

**Project Managers, Jim Sullivan/Rob Hubbard
Superintendent, Jerry Simsik**

**Foundation 80% complete. Finish
in mid January.**



PROJECT UPDATES

Greenville Engine Plant (GEP)

4200 Power Lane
Greenville, TX 75402

**Project Managers, Jim Sullivan/ Rob Hubbard
Superintendent, Jerry Simsik**

**Steel erection complete. Starting
wall and roof panels.**



Fleischmann's

6311 Industrial Blvd.
Greenville, TX 75402

**Project Managers, Jim Sullivan/Rob Hubbard
Superintendent, Julio Alva**

Project to start January 2010



News from Robin

45 YEARS OF CONSTRUCTION EXCELLENCE

Years: 1994—2009

Continued from Page 1

Another problem we identified at our first retreat was the fact that we had completely outgrown our facility in Irving – something we thought could never happen 19 years earlier. We began the search for some land to build something bigger and better that would hopefully last a lifetime.

Construction began on our new facility in October 2006 and we moved to our new location, 1225 Lakeshore Drive in Coppell on March 16, 2007. In January 2008, Randy Hubbard took over the role of President and Frank Pieschel is now Vice President in charge of Marketing, Tracy Skelton is Vice President over Field operations and Safety, and Robin Hubbard is Corporate Secretary and handles Account Receivables and Human Resource duties.

Just think about all the changes that we have seen since 1964.

In 1964, the average price of a new home was \$13,000.00; in 2009 it was over \$200,000.00. A gallon of gas was .30 cents in 1964 but can now range from \$2.50 to 3.50 in a week's time. A new car is at least \$20,000.00 now but was only \$3,500.00 in 1964. And you can no longer mail a letter for .05 cents; it now costs a whopping .44 cents.

We can call each other from our cars. Phones don't have to have a cord. Checks are printed in the blink of an eye. You unlock a door with the swipe of a plastic card. We communicate in writing within seconds via the computer and can look up all kinds of information on the internet. We rarely have to go to the bank because everything is done electronically now. And the day of the handshake deal is long gone, everything has to be in writing and there is a lot more paperwork.

2009 brought many changes to the entire industry. The recession has made private work almost non-existent and more companies are bidding projects making competition very tough. Though we have lost some employees due to the work slowdown, we have been able to add a few new people to help us see things thru. Jerry McDaniel has joined Tommy as an additional estimator and Shelly Orr is their assistant. Rob Hubbard came on board as a Project Manager (and superintendent when needed). Armando Romero and Rafael Quintana have joined the field team as much needed members.

It takes a strong foundation to build something that will last over 45 years. It has not always been easy and it is often not much fun. There have been a few disagreements but many more laughs. We are currently in the worst recession the country has seen in many years. However, as MDI moves into 2010, we will continue to make improvements and stay on the cutting edge of technology so that we can celebrate another 45 years in the construction industry.

Celebrations

Birthdays First Quarter

Tommy Carter - January 6; Dee Cotton - January 26; Randy Hubbard - February 8; Daniel Oropeza - February 13; Robin Hubbard - March 12.

Anniversaries First Quarter

Armando Romero - January 19, 1 year; Jim Sullivan - February 21, 8 years



We would like to hear from you!

- ◆ We apologize if we missed anyone or an event.
- ◆ Please notify Kay Fox with your exciting news.
- ◆ If you have any ideas, stories or suggestions for our MDI Newsletter, please let us know.

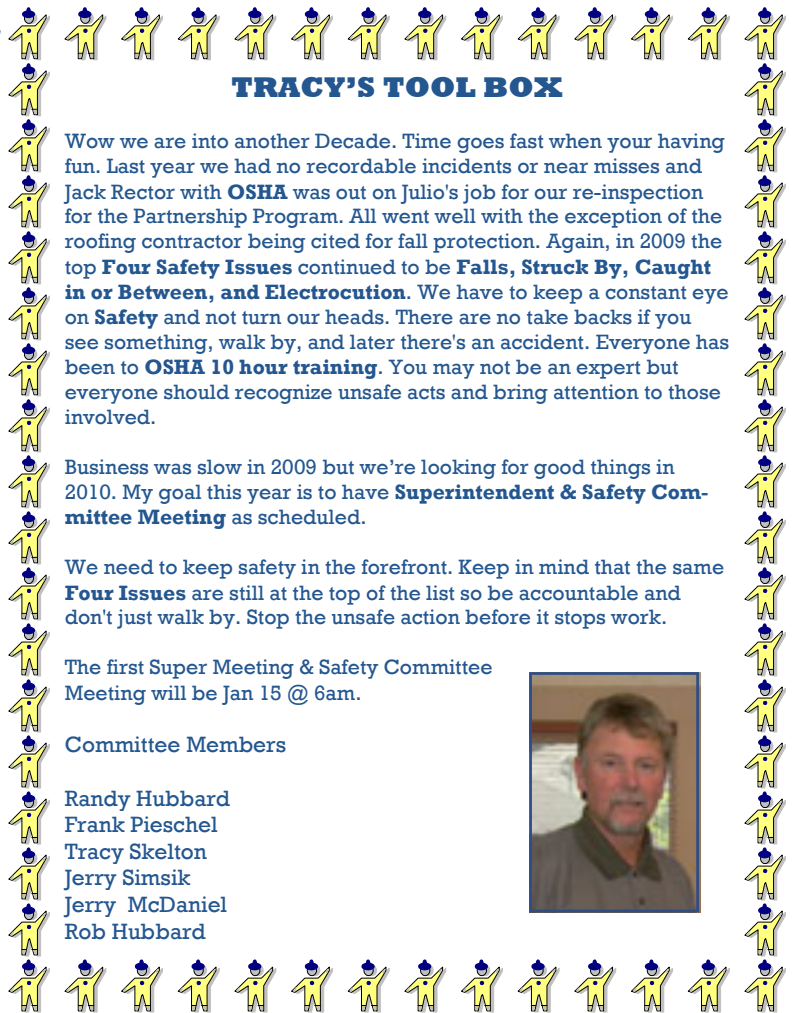
MDI Vision
We Build Your Future

MDI Mission
As your "Contractor of Choice," the MDI team provides safe, creative, and quality construction services from concept through occupancy.

MDI Values
*Safety
Compassion
Quality
Dedication
Integrity*

Remember

- ◇ Always practice safety!
- ◇ Keep tools and equipment locked up when not in use.
- ◇ Tell others about the great happenings at MDI. They may want to work here also.
- ◇ Remember, keep eyes and ears open for possible new leads.
- ◇ Don't forget to wear your I.D. badge.
- ◇ Be part of the **MDI T.E.A.M.**



TRACY'S TOOL BOX

Wow we are into another Decade. Time goes fast when your having fun. Last year we had no recordable incidents or near misses and Jack Rector with **OSHA** was out on Julio's job for our re-inspection for the Partnership Program. All went well with the exception of the roofing contractor being cited for fall protection. Again, in 2009 the top **Four Safety Issues** continued to be **Falls, Struck By, Caught in or Between, and Electrocutation**. We have to keep a constant eye on **Safety** and not turn our heads. There are no take backs if you see something, walk by, and later there's an accident. Everyone has been to **OSHA 10 hour training**. You may not be an expert but everyone should recognize unsafe acts and bring attention to those involved.

Business was slow in 2009 but we're looking for good things in 2010. My goal this year is to have **Superintendent & Safety Committee Meeting** as scheduled.

We need to keep safety in the forefront. Keep in mind that the same **Four Issues** are still at the top of the list so be accountable and don't just walk by. Stop the unsafe action before it stops work.

The first Super Meeting & Safety Committee Meeting will be Jan 15 @ 6am.

Committee Members

- Randy Hubbard
- Frank Pieschel
- Tracy Skelton
- Jerry Simsik
- Jerry McDaniel
- Rob Hubbard



QUOTES OF THE MONTH

- ◆ A good listener is not only popular everywhere, but after a while he gets to know something." **Wilson Mizner**
- ◆ "It's never too late to be who you might have been." **George Eliot**
- ◆ "I've always tried to go a step past wherever people expected me to end up." **Beverly Sills**
- ◆ "Flexible people never get bent out of shape!" **Author Unknown**
- ◆ A brand for a company is like a reputation for a person. You earn reputation by trying to do hard things well." **Jeff Bezos founder and CEO of Amazon.com**



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