



# October Newsletter

### Our Vision

"MSD will be the first choice for commercial HVAC/R, Plumbing, and Service in the Dayton, Cincinnati and Columbus markets.

### Our Mission

"MSD's Mission is to provide the highest quality commercial open shop for HVAC/R, Plumbing and Service in the greater Dayton area.

### **Quote of the Month:**

"Worry weighs a person down; an encouraging word cheers a person up."

**Check it Out!**

[www.msportal.com](http://www.msportal.com)



## Employee Focus: Tami Herman



The employee focus for the month of October is one of MSD's newest team members in the HR Department, our Talent Acquisition Tami Herman.

Tami has been in this field for about 15 years. She loves helping people, and placing the right person to fill a job opening.

Tami attended Beavercreek High school, and went to Wright State University to get her PHR Certification. She loves decorating her house, boating, walking, and zumba. Tami enjoys listening to country music, as well as rock n roll. She loves the fall time because of the cool, crisp weather, and all the festivals that go on.

## Anniversaries

Lester Oda	October 2 1989
Vicki Johnson	October 1 2007
Jackie Tangeman	October 6 2008
James Heffelfinger	October 8 2013
Dennis Garber	October 28 2013

## Birthdays

Rusty Wintrow	03
Lauren Stewart	04
Ray Layne	08
Matt Haney	09
Ben McKay	15
James Heffelfinger	15
Shelly Winkler	16
Michael Williams	19
Michael D'Amico	23
David Lowery	26
Eric Lauvray	26
Claude Thomason	30

## Save the Date!

Holiday Party  
December 19th, 2014



### Response Required!

DATE: Thursday, October 30<sup>th</sup>

TIME: 7:00am – 8:30am

LOCATION: Small Conference Room



# HR Corner



## Attention:

When smoking please go to the appropriate area, and not in front of the building or loading dock. Thank you.

## Job Posting!

### MSD

- ◆ 1 Journeyman Plumber
- ◆ 1 CAD Designer
- ◆ 1 Sales/ Business Development
- ◆ 1 HVAC/R Commercial Chiller/ Boilers EPA (Dayton and Cincy)
- ◆ 1 HVAC Installer/ Journeyman-special projects- Dayton
- ◆ 1 HVAC apprentice
- ◆ 1 A/R Specialist- part time ( 2 days a week)
- ◆ 1 truck driver ( CDL A ) helpful but not necessary

If you know anyone that is seeking employment in the following fields listed please have them come into the office and complete an application between the hours of 7am—4:30pm. Thank you. (Please keep the Employee Referral Program in mind!)

If you have any questions please contact Tami Herman at 937-254-3235 Ext 266 or [therman@msdinc.net](mailto:therman@msdinc.net)



## Email Addresses!

All MSD employees now have a company email address. If they have any questions about their email account they may contact Shelly at Ext. 250 or [swinkler@msdinc.net](mailto:swinkler@msdinc.net)

**Note:** Moving forward all direct deposit notifications will be sent to your company email account (vs. your personal email account).

## New Hires!

### MSD would like to welcome all of our

#### Newest Employees:

- ◆ Bryan Faul—Sheetmetal
- ◆ Matt Oswald—Service Plumbing
- ◆ Thomas Schroll—Plumbing

## Breast Cancer Awareness!

With October slowly approaching us, that means it's almost time for BREAST CANCER AWARENESS.. Right now we have some awesome raffles: (BB Riverboat, TV, Movie & Dinner, Keurig 2.0, 50/50) going on to help raise money for [Breast Cancer Awareness](#), if you would like to purchase a ticket or tickets please see Miranda Hopwood.

-- Sign Up sheet for the walk is located by the copier, *Field/RSM Employees:* if you would like to sign up/ or purchase a shirt just notify Miranda Hopwood! If you're not wanting to walk, you are still able to buy a t-shirt which some of the proceeds will be going to breast cancer awareness.

*Any questions please contact Miranda Hopwood at 937-254-3235 EXT 221 , or email [mhopwood@msdinc.net](mailto:mhopwood@msdinc.net)*

With Deepest

*Sympathy*

MSD would like to express their condolences to  
**Tony Whittington**  
for the loss of his Daughter.

With Deepest

*Sympathy*

MSD would like to express their condolences to  
**Rita Smith**  
for the loss of her Brother.

With Deepest

*Sympathy*

MSD would like to express their condolences to  
**Steve Kastle**  
for the loss of his Mother.

# HR Corner

## Exciting Changes to MSD!

MSD takes great pride in the employees that have given so much over the years. That is why it is so exciting to have the opportunity to promote from within our organization. MSD is currently expanding and restructuring. Therefore, we would like to share with you the following changes:

Scott Barker – Special Projects Manager

Howard Weinert – Construction Superintendent

Jennifer Herndon - Assistant Project Manager

*Congratulation and Continued Success from MSD*



## Baby News!



Congrats to Christina Holt & her Husband on their newest addition to their family, Alex Holt was born Sunday, September 21st at 8pm he was 9lbs 6oz, 21.75 inches!

## Charitable Donations!

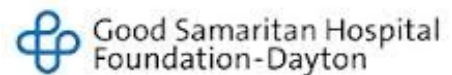
*Pelotonia Charity*



*Wegerzyn Garden Foundation*



*Samaritan Homeless Clinic and Mothers Empowered Program*



*Greene County Public Library*



*MGA Salute Military Golf Association*



# 30th Anniversary!





MSD is pleased to announce our new “Safety Rewards “program. Here is how it works:

**Nominations:**

**Who-** Any team member can nominate any team member (including oneself) for “Safety Team Member of the Month.”

**For What-** Anything that is “above and beyond” our normal safety requirements.

Ex. Safety suggestions, voluntary participation in audits and/or training, investigations, hazard recognition and abatement, near miss reporting, leading classes, etc...

**How-** 1) Paper form, available in the file folder at the front desk, returned to the Safety Manager

2) Portal form submitted online.

**Selection:**

All nominations will be presented anonymously to the safety committee, which meets the last Wednesday of each month. The committee will select the winner based on the reported actions. That person will be named “Safety Team Member of the Month.”

Other Possible Categories:

- ◆ Co-Safety Team Member of the Month
- ◆ Honorable Mention
- ◆ Top Nominator

**Rewards:**

The winner of each applicable category will receive a comparable prize. Ex. gift card, basket, package, cash, etc... The winner will be recognized and picture published in the newsletter and on the portal. The winner will also be nominated for “Safety Team Member of the Year.”

**Safety Team Member of the Year:**

Each “Safety Team Member of the Month” will automatically be nominated for “Safety Team Member of the Year”. The Safety Committee will convene for a special session in December to determine the winner, to be announced at the Christmas party.

“Safety Team Member of the Year” will receive:

- ◆ A prize commensurate with their accomplishment.
- ◆ Recognition in the newsletter and on the portal.
- ◆ A Nomination for ABC National’s “Safety Employee of the Year.”

Dinner at ABC’s “Excellence In Construction” banquet. (usually in April)



## Fall Driving Safety Tips

As weather and road conditions change with the season, following fall driving safety tips will help keep you safe as you enjoy the cool crisp air and the beautiful colors of the autumn leaves.

### The Dangers of Leaves on the Roads

When leaves accumulate on the roadway and become wet, they can get extremely slippery, making the driving conditions similar to driving on ice. If the temperature drops below freezing, the wet leaves will freeze and turn into dangerous icy leaves on the roadway. Besides reducing the car's traction, causing skidding and the possibility of losing control of the vehicle, leaves often cover the painted road markings, making it difficult to know the locations of the lanes. Slow down if you are driving on a road covered with leaves, especially when driving around turns. Allow yourself plenty of room to stop in an emergency. Keep a greater distance between you and the car in front of you. Leaves make it difficult to see potholes and bumps in the road. A pile of leaves raked to the side of the road is an inviting place to a child. Children enjoy jumping into the leaf piles or burrowing down into them and hiding. Never drive through a leaf pile. Use caution going around turns and where children are playing. Keep your windshield leaf free to avoid wet leaves getting stuck under the windshield wiper blades. In order to avoid the possibility of a fire hazard from the exhaust system or catalytic converter, never park your vehicle over a pile of leaves.

### Changing Weather Conditions

In many areas, autumn is a damp, wet season. There are many rainy or foggy days and nights. As the temperatures drop, frost often coats the ground at night. When driving in fog, set your headlight to low beam. This setting aims the beam of light down toward the roadway. In the fall as temperatures drop, frost often forms on the roadway, causing hazardous driving conditions. Drive slowly a break gently at overpasses and bridges as these areas frost over more quickly than other roadway surfaces. Be aware of areas where black ice forms on the roadway.

### Adjust for Fewer Hours of Daylight

In the [fall](#) there are fewer hours of daylight. In the earlier darkness it is common to see children outside playing or riding their bicycles. People are walking their dogs, jogging or taking late afternoon or evening walks. In the fading light of dusk it is more difficult to see the children and pedestrians. Watch out for children at their bus stops in the morning and as they return home in the afternoon. [Halloween](#) is a fun fall holiday. Take special care where children are out trick or treating. They may be wearing masks or costumes that limit their visibility. Always drive defensively.

### Vehicle Maintenance

Keep your headlights cleaned and in proper working order, making sure they are [aligned](#). Replace your windshield wiper blades if they show any signs of wear. Keep an emergency car safety kit in your vehicle.

### Additional Fall Safety Driving Tips:

Always keep a pair of sunglasses in your vehicle. Fall sunrises and sunsets can be very brilliant. The bright sun often creates a large amount of glare, making it difficult to see other vehicles, the roadway or the road's shoulder. Wearing sunglasses during these times reduces the danger. If you live in an area where there are deer, they are more apt to run into the roadway especially at dawn and dusk since the fall is an active breeding time. If you see a deer cross the roadway, proceed very slowly as they often travel in groups.

# Halloween Tips & Tricks!



Kids look forward to Halloween for many reasons. They like the dressing up in costumes but the mostly they like it for the candy and treats! Who wouldn't? Even some adults still like to go out trick or treating. It makes them feel young and happy again. While this section sticks mainly to guidelines for kids, they are just as useful for adults.

Some parents like to take first dibs on some of the candy that the kids have picked up during the night. It's their reward for taking them around from house to house! We suggest that you watch the candy intake when you all get home, too much at one time can lead to stomach aches and indigestion. That includes mom and dad as well!

Make your child's Halloween a memorable holiday and they'll have good memories that last a lifetime! If you are taking your kids out for the night, dress up as well. Mom and dad should get into Halloween as much as the kids do!

Trick or Treating should be one of the great adventures of Halloween for kids! They can get dressed in scary costumes and go door to door, begging "Tricks or Treats!" from neighbors or at the local mall. Lots of small towns have a Halloween Safe Night at the community center or school so kids can Trick-or-Treat safely but going door to door is the stuff of childhood memories! It should be a fun time, without trouble and pain, so following some easy tips can keep your child safe every Halloween.

- Children should always go out trick or treating accompanied by a responsible adult. If you have a group of kids going, the parents should choose two or three of them to go along and keep an eye on things.
- Some towns set a curfew for trick or treating which makes it easier for townfolk to know who's coming to their door. Make sure and stick to the curfew times and stick to subdivisions and areas with a lot of homes so your kids can get in as much trick or treating as possible in a few hours' time.
- Plan a safe route so parents know where their older kids will be at all times. Set a time for their return home. Make sure that your child is old enough and responsible enough to go out by themselves. Make sure that they have a cell phone.
- Let your children know not to cut through back alleys and fields if they are out alone. Make sure they know to stay in populated areas and not to go off the beaten track. Let them know to stay in well lit areas with lots of people around. Explain to them why it can be dangerous for kids not to do this. If they are going out alone, they are old enough to know what can happen to them in a bad situation and how to stop it from happening.
- Instruct your children not to eat any treats until they bring them home to be examined by you. This way you can check for any problem candy and get the pick of the best stuff!
- Instruct your child to never go into the home of a stranger or get into their car. Explain why this is not a good idea and what to do if someone approaches them and tries to talk to them.
- Make sure your child carries a flashlight, glow stick or has reflective tape on their costume to make them more visible to cars.
- Let them know that they should stay together as a group if going out to Trick or Treat without an adult.



# Fall Treats!

## Pumpkin Spice Puppy Chow!

### Ingredients:

- 13.5 oz box (about 7-8 cups) Cinnamon Chex cereal, or Rice Chex
- 12 ounces orange candy melts or pure white chocolate
- 3 teaspoons ground cinnamon, divided
- 1/2 teaspoon ground nutmeg\*
- 1/2 teaspoon ground cloves\*
- 1/4 teaspoon allspice\*
- 1 cup confectioners' sugar
- 1-2 cups mallow crème pumpkins\*



Directions: **1.)** Pour the cereal into a large bowl. Set aside. **2.)** In 20 second increments, melt the candy melts or white chocolate in a medium microwave-safe bowl. Stir after each increment until melted and completely smooth. Stir in 2 teaspoons of cinnamon, the nutmeg, cloves, and allspice until combined. Pour mixture over cereal and toss gently to coat each square. Be gentle, the squares break easily. **3.)** Pour the confectioners' sugar and 1 teaspoon of cinnamon into a large zippered-top bag. Add the coated cereal and shake until each piece is coated. Pour back into a large bowl and discard excess confectioners' sugar. Toss in the mallowcreme pumpkins. Use 1 - 2 cups, whatever amount you prefer. Cover and store puppy chow for up to 2 weeks. **4.)** Instead of nutmeg, cloves, and allspice - you may use 1.5 teaspoons of pumpkin pie spice. **5.)** Instead of mallow crème pumpkins, try adding 1 cup of Pumpkin Spice M&Ms or Candy Corn M&Ms, 1 cup of Pumpkin Spice Hershey's Kisses, 1 cup of cinnamon chips, 1/2 cup of orange sprinkles, or even 1 cup of salty pumpkin seeds (which will cut the sweetness of the snack mix).

## Caramel Apples!



### **Step 1. Assemble the ingredients.**

Here are the simple ingredients you need for making the caramel: either Caramel Bits or wrapped caramel candies. The caramel bits are the easiest, because you don't have to unwrap them like the candies. But, the candies are easy, too. Unwrap each piece, and you're ready to go. The only other ingredient is water.

Gather whatever goodies you'd like for covering your caramel apples. Ex: nuts, chopped almonds, pecans, walnuts, and peanuts.

Candies: chopped Snickers, mini M&Ms (the big ones fall off), sprinkles, toffee bits, mini marshmallows, and crushed Oreos. These all need to be chopped fairly small. It is hard to keep bigger pieces from sliding down or falling off the caramel.

### **Step 2. Prepare the apples.**

You need firm, crisp apples. If possible, buy apples that aren't waxed. The wax will keep the caramel from sticking. If yours are waxed, wash them with baking soda or give them a quick dunk in boiling water to melt the wax off. Dry them thoroughly and remove the stems. Insert a stick into the stem end--about 3/4 of an inch so that they are in there firmly. You can pierce the apple with a knife first to make the sticks go in more easily. Refrigerate the apples. This will make the caramel harden faster.

### **Step 3. Melt caramel in the microwave.**

Add water to the caramel bits (or candies if you're using them). 2 tablespoons of water per bag of caramel bits or candies. Zap it in the microwave for approx. 3 minutes. Stir after each minute, and stop heating it as soon as it's all melted.

### **Step 4. Dip the apples in caramel.**

You can spoon some of the caramel on, too. Lift the apple out of the caramel and let the excess drip off. The caramel will continue to drip down, and will pool on the pan some as it hardens. So, scrape some off of the bottom now to keep too much caramel from building up at the bottom.

### **Step 5. Roll the apples in toppings.**

Roll the apples in chopped nuts, candies, or cookies. Use your hand to press the goodies in and help them stay in place. Place the apples on waxed paper or aluminum foil that's been greased or coated with cooking spray. As some of the caramel drifts down and pools on the bottom, it will take these toppings with it. So, you may need to go back and gently pull the toppings back up and pat them back into the caramel..





*Kids Corner!*

HAPPY HALLOWEEN

