



# F & G pipeline

F&G Mechanical Corporation  
Meadowlands Fire Protection Corporation



## From The Presidents' Desks

**T**his past May I had the opportunity to participate in a Peer Group Meeting with a number of other EMCOR Presidents at Pace Mechanical in Detroit Michigan. Most of EMCOR's major mechanical operations were represented at the meeting.

For two days we discussed many aspects our businesses including estimating, project management, purchasing, shop fabrication and along with a myriad of other topics. It was very interesting to note that almost all the companies represented performed the

same services, (HVAC, Plumbing and Fire Protection work), as we do for many of our clients. Our host, Kevin Cody of Pace Mechanical runs one of the best shops in the Detroit area and has recently completed the Comerica Park Baseball Stadium, the New Northwest Airline Terminal at Detroit International Airport and The General Motors Milford Building. I came away from the meeting with many good ideas that we plan to implement here at F&G/MFP. None more important than re-vamping and renovating our HVAC and Plumbing fabri-

cation shops to increase capacity and efficiency. I think the most important part of meeting was getting to meet the other operators from around the country, the exchange of ideas and the ability to network with other EMCOR companies on a national level.

*Sal Fichera*



*Sal Fichera ~ President*

**N**early a year has passed since the tragic events of September 11th and the economic impact continues to be felt by all sectors of the economy, including construction. Jersey City has been the state's fastest growing

commercial real estate market for the past four years. Today, however, large blocks of office space remain vacant. Presumably, this is due to down sizing by many companies in the financial services sector, many of whom are subletting space.

The region also faces intense competition from New York City, who is doing everything possible to retain as well as recruit companies to lower Manhattan. The city is offering grants, tax credits and abatements, which all significantly reduce the cost of

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*Butch Giardina ~ President*





## Employee News

### **W**ho's New???

F&G/MFP would like to welcome the following new employees who joined the F&G/MFP team since January 2002.

**Jeffrey Petro**

IT Manager 1/2/02

**John Waligroski**

Service Supervisor 4/29/02

**Jason Sitanggang**

Help Desk Technician 5/2/02

**Susan Russell**

Billing Coordinator/Admin. 5/28/02

North Jersey Maximum's new additions are:

**Kevin Bailey**

Accounting Manager 4/24/02

## Employee Recognition

**E**ugene Hughes goes above and beyond his duties as Director of Financial Reporting. He is a team player in every aspect of the Accounting and Operations departments.

Always willing to help, guide and teach those around him.

A consummate professional, he strives to complete all projects in a

timely fashion.

Eugene is a very understanding and caring manager whom everyone in his department and the company respects and admires. His ultimate goal is the well being of F&G and strives for perfection in everything that he touches.



*Andrea Papa*

*Eugene Hughes ~ Director of Financial Reporting*

## From the Presidents' desks continued...

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leasing space in Manhattan.

While the long-term outlook for the water-front area is very bullish, the near term will be choppy until some of the existing space is absorbed.

It is evident that the economy has been contracting for the last 24 months. Going forward, this will lead to opportunities in the residential market, healthcare, biotech, pharma-

ceutical and institutional building types. In addition, it is estimated that 90% of the nation's commercial buildings were built before 1985 and there should be significant opportunities to redevelop these existing assets.

As a company, we will have to remain diligent and aggressive in order to compete in these trying times.

*Butch Giardina*



## Employee News

### **C**omputer News

As part of our transition into the Emcor family, we successfully migrated our communications system from Novell GroupWise to Lotus Notes. This change will bring us closer to all of the other sixty Emcor Companies. Notes is the building block for Emcor's entire IT infrastructure and provides the operating Companies with much more than just email and calendars. We are looking forward to tapping into the power of Lotus Notes.

Want to go mobile? Take a look at one of the fastest growing areas of computing, the PDA. PDA stands for

Personal Digital Assistant, and they come in many shapes and sizes. When PDA's were introduced they were little more than pocket calculators with built in calendars and operated totally independently of the PC. Now PDA's run their own versions of Microsoft Windows and operate almost exactly as your PC does. Information can be passed from your desktop or laptop to the PDA without even using any wires and emails, documents and spreadsheets can be viewed, modified and then pushed back to the PC. There's even enough room for a few songs with the built in media player! The promise of high speed wireless internet access, although still some time

away, will certainly have the biggest impact on these devices. Imagine being able to access the Corporate network from anywhere at anytime. Until then, those using PDAs to access the internet have to settle for what the cellular telephone network can provide.

*Jeff Petro*



*Jeff Petro ~ IT Manager*

### **F**rom the CFO...

At F&G/MFP You Make a Difference! F&G's leadership feels that collectively we are running a good shop. Our team has recently made many positive changes and improvements. We all realize that to stay competitive in this marketplace we all must do our part to save money, cut waste, work smarter, voice our opinions, share our respective work/life experiences and actively participate in the management of our respective work areas. Your supervisor is your Coach, he/she

is there to help you with your assignments and listen to your thoughts and ideas. Remember that Coaches are human too, we don't have all of the answers and we require both positive and negative feedback regarding our performance, so talk to your boss. Communication with your Coach is the easiest way to resolve either a difference of opinion, dispute and/or misunderstanding.

It does not matter what your Job Title is! Each of us are IMPORTANT and CONTRIBUTE TO THE FINANCIAL HEALTH of F&G/MFP every

day! We must embrace this thought as our motto otherwise we will lose our competitive edge, then lose our profitability and then our employees. We have witnessed good shops turn into bad shops because members of the Senior Management, Operations, Field Management and Accounting Teams became complacent when they realized that they had become a, "BIG COMPANY WITH LOTS OF REVENUE". Those Management Teams lost sight of the six basic steps that all employees of a large

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## Major Projects Awarded

### Mizuho Harborside Plaza 10, Jersey City, NJ

Shimizu America of Construction  
 Tenant Fit-up Project  
 H.V.A.C, Plumbing & Fire Protection work

### The Marbella, Jersey City, NJ

AJD Construction  
 40 Story 413 Unit High Rise  
 Apartment Building  
 Plumbing work

### Forest Labs Harborside Plaza 5 Office Building, Jersey City, NJ

American Construction  
 Tenant Fit-up Project  
 H.V.A.C., Plumbing & Fire Protection work

### Instinet Harborside Plaza 5 Office Building, Jersey City, NJ

J.L.S. Construction  
 Tenant Fit-up work  
 H.V.A.C. & Plumbing work

### Waterfront Corporate Center Phase II, Hoboken, NJ

S.J.P. Properties  
 Pavarini Construction  
 13 Story Office Building  
 Plumbing & Fire Protection work



### Bank of New York, Secaucus, NJ

Carlson Implementation Associates, Inc.  
 Printing Facility Upgrade  
 H.V.A.C. work

### Hyatt Regency, New Brunswick, NJ

Carlson Implementation Associates, Inc.  
 Data Center Upgrade  
 H.V.A.C. work

**"If opportunity  
 doesn't knock,  
 build a door."**

*Unknown*

From the CFO continued from page 5... Mechanical Contractor MUST successfully perform each day to maintain the respect and loyalty of its Clients and generate Net Operating Income:

- Step 1: Estimate new work correctly,
- Step 2: Bid the new work at a price that allows us to achieve a reasonable profit,
- Step 3: Build the work as efficiently (Control Labor) and as least costly (Control Subcontractor + Material Costs) as possible,
- Step 4: Job Cost and Bill the work correctly and timely,
- Step 5: Collect what you bill as

quickly as possible! (Cash Flow Management),  
 Step 6: Accurately prepare and communicate the Financial results of Operations ASAP.

On March 1, 2002 EMCOR Group, Inc. acquired F&G/MFP and North Jersey Mechanical Corp. from Comfort Systems USA. EMCOR is a very profitable and well-managed \$4.5 Billion Electrical/Mechanical International Contractor. This now makes us part of a "BIG COMPANY WITH LOTS OF REVENUE". However, my experiences to date with EMCOR's Management team indicate that they use our six-step business model to manage the

other 60 Contractors that they own. Therefore, I feel that this new partnership will continue to generate positive results because of the 'hands on' leadership style employed by our respective Senior Management Teams and dedicated staffs.

Everyone, keep up the Good Work. Thank you. *Steven Dressler*



*Steve Dressler ~ CFO*

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## From The Editor

**C**ontributions or information submitted would be greatly appreciated to add highlights for the upcoming Winter edition. Please fill out the enclosed "Suggestions Form" and return to Susan Giannone or fax your suggestions to (201) 770-2571.

I would like to give special thanks to the following individuals for their assistance and help submitting information for this issue.

Michele Mackenzie, Butch Giardina, Sal Fichera, Donna DiPietro, Julie Kalebota, Jeff Petro, Steven Dressler and Andrea Papa.

*Susan Giannone*



*Susan Giannone ~ Human Resources Assistant*



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