

WINTER 2011

J&F Construction & Development, Inc.

GENERAL CONTRACTORS | DESIGN BUILD | BUILD/LEASE



COMMERCIAL | INDUSTRIAL | RETAIL | INSTITUTIONAL
RELIGIOUS | MEDICAL | RENOVATIONS

2nd Generation Family Company Grows Again

Covert Manufacturing is a second-generation family business located in Galion, Ohio. From the founding of Covert, by Don Covert Sr. and his wife Rodella in 1967, they have grown in size and capabilities while never losing sight of the importance of customer service and top quality.

Covert operates two divisions, each serving different markets, covering more than 345,000 square feet and employing over 250 associates on



three shifts. Covert generates over \$40 million in sales per year, making it Galion's largest industrial employer. Covert has received many preferred vendor awards from major companies, most recently being named 2009 Supplier of the Year by John Deere Power Systems Worldwide.

The Production Machining Division specializes in machining large, complex steel, cast iron and aluminum castings and forgings. Covert emphasizes efficiency and speed with little or no scrap. As a full-service enterprise, Covert can purchase, heat treat, paint, machine, inspect, assemble and package components and send them directly to the customer's assembly line without further inspection or delay.

The Pattern, Mold and Tooling Solutions Division at Covert has its roots in making foundry patterns; the precision and attention to detailed learned from that experience allowed diversification into compression mold making and the "design and build" of complex robotic, computer-integrated assembly fixtures for high production and automotive manufacturing customers.

Current markets being served by Covert include agricultural components; diesel engine components,

including pistons, manifolds and many others; on and off highway vehicle components; variant of articles for military uses and automotive interior tooling. Covert attains an ISO-9001 certification and also boasts the ISO-17025 Third Party Inspection Registry, which certifies the accuracy and precision of their processes, procedures and products. All this makes Covert a superior choice.

Currently, J&F Construction Inc. has under construction for the Covert family a new 45,000 sq ft manufacturing / associate service facility. This new facility consists of (2) overhead bridge cranes, new loading dock facilities, a new maintenance area, installed machine bases for new manufacturing equipment for which installation of the first (4) machines is being completed at this time, and an associate service facility including a dining area and locker rooms.



"I did my first project for Don Covert at his original site on Parsons Avenue in 1984," stated Jim Mayes. "We did numerous projects over the years for Don from total renovation of

his offices, both interior and exterior, in the 90's to several smaller additions and numerous interior machine bases and equipment foundations." Jim added, "The Covert family is a very unique group of folks. They are very family-oriented and not only a major asset to the local economy, but certainly set the example for giving back and supporting the local community. We thoroughly enjoy our working relationship with the Covert family as they have certainly been a vital part of our growth over our years in business."

BUILDING FOR TOMORROW... TODAY!

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Red Velvet Cupcakes

"Little versions of classic red velvet cake!"

Ingredients

1/2 cup butter	1 1/2 tsp baking soda
1 1/2 cups white sugar	1 tbsp distilled white vinegar
2 eggs	2 cups all-purpose flour
1 cup buttermilk	1 tsp salt
1 fl oz red food coloring	1/3 cup unsweetened cocoa powder
1 tsp vanilla	



Cooking Instructions

1. Preheat oven to 350 degrees F (175 degrees C). Grease two 12 cup muffin pans or line with 20 paper baking cups.
2. In a large bowl, beat the butter and sugar with an electric mixer until light and fluffy. Mix in the eggs, buttermilk, red food coloring and vanilla. Stir in the baking soda and vinegar. Combine the flour, cocoa powder and salt; stir into the batter just until blended. Spoon the batter into the prepared cups, dividing evenly.
3. Bake in the preheated oven until the tops spring back when lightly pressed, 20 to 25 minutes. Cool in the pan set over a wire rack. When cool, arrange the cupcakes on a serving platter and frost with desired frosting.

Prep Time: 30 min Ready In: 50 min Servings: 20

A little safety goes a long way!

What is OSHA?

In 1970, the Occupational Safety and Health Administration (OSHA) was founded to provide protection for the American worker.

OSHA compliance is following regulations to help protect workers. To minimize the number of accidents occurring within the various areas of the construction industry, OSHA has safety regulations specifically for the industry.

To verify safety training, workers receive a Certificate showing that they have taken and successfully completed the OSHA training course that is specific to his/her job.

Common safety equipment on a residential construction site:

Hard Hats – Workers wear hard hats where there is a potential for objects falling from above, bumps to their heads from fixed objects, or accidental head contact with electrical hazards.

Safety Shoes/Boots – Construction workers should wear work shoes or boots with slip-resistant and puncture-resistant soles. Safety-toed footwear is worn to prevent crushed toes when working around heavy equipment or falling objects.

Safety glasses – Safety glasses are worn anytime work operations can cause foreign objects getting into the eye such as during welding, cutting, grinding, nailing (or when working with concrete and/or harmful chemicals or when exposed to flying particles).

Fall protection – Aerial lifts or elevated platforms provide safer elevated working surfaces; erect guardrail systems with toeboards and warning lines or install control line systems to protect workers near the edges of floors and roofs; or safety net systems or personal fall arrest systems (body harnesses).



It pays to be safe.

Contractor Tip

Transform Your Business, Transform You First

It's so easy to point the finger elsewhere, but the truth of the matter is, transformation in your business always starts with the Leadership. Rarely do I hear owners and senior managers take complete responsibility for how their staff performs. It's very reasonable to say that how another behaves is beyond your control yet, at some point in our life we have all experienced the lift and empowerment that comes from great leadership. Consider two ideas: "As you lead so they will follow," and "People do what they are inspired to do."

Forget the power points and spreadsheets. Nothing motivates someone faster than a leader being honest, authentic, and connecting with the emotionally.

Gregory Neil Associates (GNA)

Ohio Day-Trips

Franklin Park Conservatory

ORCHID FOREST

OPENING JANUARY 15, 2011

Say adios to Ohio weather, and hello to the warmth and beauty of the tropical surroundings of Franklin Park Conservatory's plant collection. Whether it's a stroll through The Orchid Forest, a family fun activity, or a new class or program, you'll make a little winter escape. Beat the winter blues by learning something new! Nurture your creative side, warm up with a new recipe, or try out your green thumb with our many class offerings. Spice up your humdrum work week with a Thursday night visit to Cocktails at the Conservatory. Meet friends or colleagues, and reserve a table for a larger group.

Address

1777 East Broad Street
Columbus, OH 43203

Phone Number

(614) 645-8733

Hours

Daily 10 a.m. - 5 p.m.
Wednesdays 10 a.m. - 8 p.m.

Admission

\$11 adults
\$9 seniors and students with valid ID
\$6 children 3-17, under age 2 FREE
Group Rates available
Free Parking

This Month In History: March

March 1, 1961 - President John F. Kennedy established the Peace Corps, an organization sending young American volunteers to developing countries to assist with health care, education and other basic human needs.

March 4, 1933 - Newly elected President Franklin D. Roosevelt took office and delivered his first inaugural address attempting to restore public confidence during the Great Depression, stating, "Let me assert my firm belief that the only thing we have to fear is fear itself..."

March 12, 1888 - The Great Blizzard of '88 struck the northeastern U.S. The storm lasted 36 hours with snowfall totaling over 40 inches in New York City where over 400 persons died from the surprise storm.

March 18, 1974 - The five-month-old Arab oil embargo against the U.S. was lifted. The embargo was in retaliation for American support of Israel during the Yom Kipper War of 1973. In the U.S., the resulting embargo had caused long lines at gas stations as prices soared 300% amid shortages and a government ban on Sunday gas sales.

March 19, 2003 - The U.S. launched an attack against Iraq to topple dictator Saddam Hussein from power. The attack commenced with aerial strikes against military sites, followed the next day by an invasion of southern Iraq by U.S. and British ground troops. The troops made rapid progress northward and conquered the country's capital, Baghdad, just 21 days later, ending the rule of Saddam.

March 24, 1989 - One of the largest oil spills in U.S. history occurred as the oil tanker *Exxon Valdez* ran aground in Prince William Sound off Alaska, resulting in 11 million gallons of oil leaking into the natural habitat over a stretch of 45 miles.

March 30, 1981 - Newly elected President Ronald Reagan was shot in the chest while walking toward his limousine in Washington, D.C., following a speech inside a hotel. The president was then rushed into surgery to remove a 22-caliber bullet from his left lung. "I should have ducked," Reagan joked. Three others were also hit including Reagan's Press Secretary, James Brady, who was shot in the forehead but survived.

What's New?

J&F Construction Inc. recently added a "Plan Room" to their website at www.jfconstruction.com.

The Plan Room will enable our subcontractors and material suppliers to access drawings and provide bids for projects more expeditiously than the manual method. This will in turn provide J&F Construction with the resources needed to provide our clients quicker bids for their anticipated projects and make our office more environmentally friendly.



What is Green Building?

Green buildings are sited, designed, constructed, and operated to enhance the well-being of their occupants and support a healthy community and natural environment.

In practical terms, green building is a "whole-systems" approach to building that includes:

- * Using sun and site to the building's advantage for natural heating, cooling, and daylighting
- * Landscaping with native, drought-resistant plants and water-efficient practices
- * Building quality, durable structures
- * Reducing and recycling construction and demolition waste
- * Insulating well and ventilating appropriately
- * Incorporating durable, salvaged, recycled, and sustainably harvested materials
- * Using healthy products and building practices
- * Using energy-efficient and water-saving appliances, fixtures and technologies



When implemented holistically, these strategies serve to preserve our environment for future generations by conserving natural resources and protecting air and water quality. They provide benefits for us today by increasing comfort and well-being and helping to maintain healthy air quality. Finally, green building strategies are good for everyone's pocketbook by reducing maintenance and replacement requirements, reducing utility bills and lowering the cost of home ownership, and increasing property and resale values.

Energy Efficiency Examples:

- * Passive solar heating, overhangs on south windows, deciduous trees on west and south
- * Upgraded insulation, SIPs, advanced air infiltration reduction practices (air sealing), Low-E double-pane windows
- * Compact fluorescent lighting, low energy-using major appliances
- * High-efficiency furnace or zoned, hydronic radiant heat; Tankless water heater
- * Whole house fan, solar attic fan
- * Solar water heating, photovoltaic system (solar panels), wind turbines

Employee Spotlight

At their recent Christmas party, J&F Construction Inc. honored two long-time associates as they retired from full-time employment with J&F Construction. Sherm Jarvis and Chet Johnston both started within a few months of each other in 1986, giving almost 25 years of service to our company. Jim said, "Neither Sherm nor Chet were "spring chickens" when they started working with us, but certainly could keep up with any of the younger guys work pace. Both Chet and Sherm were very dependable, worked many long hours and always excelled at what they were asked to do. They both were great examples for the younger guys in their work ethics and their working relationships with fellow Associates."



Chet Johnston enjoys travelling and seeing the countryside. Thus, we gave Chet an all-expense paid trip to Arizona to spend Christmas with his daughter for the first time in many years. While there, Chet had the opportunity to see many sights in Arizona and the surrounding area. He visited Hoover Dam, a trip to Las Vegas, Tombstone, Arizona, and many other tourist attractions. Chet still works part time a few hours each day to keep him active at the ripe young age of 77 years young.

Sherm Jarvis, your normal homebody and an avid outdoorsman and bow hunter, received complete new bow hunting equipment and apparel inclusive of his dream high-tech Mathews bow and accessories. He also received Real Tree / Scent Lock hunting clothes from head-to-toe and all the accessories that an outdoorsman would need to harvest that once-in-a-lifetime trophy. Sherm also continues to work part time as needed and to give Ada, his wife, a little relief.



What's Happening... Projects Under Construction and Recently Completed

**Next Generation
Films, Inc.**
*Equipment Tower
Additions*
Lexington, Ohio

Milliron Autoparts
Distribution Facility
Mansfield, Ohio

Farmers State Bank
Renovations / Addition
Ashland, Ohio

**Pioneer Career &
Technology Center**
Multi-Phase Renovation
Shelby, Ohio

Schilling Graphics
Building Addition
Galion, Ohio

**Diamond Hill
Cathedral**
Living Bible Museum
Mansfield, Ohio

PR Machine Works
Mezzanine Addition
Mansfield, Ohio

Akbar Properties LLC
*Retail Plaza /
Urgent Care*
Tiffin, Ohio

MagniFI
*Incenta Federal
Credit Union*
Engelfield, Ohio

**St. Paul United
Methodist Church**
Center for Life – Phase I
Galion, Ohio

Covert Manufacturing Inc
Manufacturing / Office Facility Addition
Galion, Ohio

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