

Building Dreams

ART COMPETITION

Congratulations to Eric Graham's 8 year old daughter, Bailey, for winning the "Building Dreams" art competition.

The Building Dreams art competition is a summer art contest for all Glass Inc. employees' children and grandchildren under the age of 12. The participants were encouraged to create works of anything their imagination could dream. Bailey's piece was chosen as the best representation of the theme "building dreams."



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Letter from the President

I hope you all enjoyed our first-ever company newsletter in March! If you have any comments or suggestions on how we could improve or enhance the letter, please send Kristen your ideas. After all, this was created for your enjoyment and to keep you informed of what's happening in our company. We want your feedback and pictures. If any of you have old pictures, please send them in.

Over the last few weeks I've had the pleasure of seeing a lot of you at the crawfish boils at each location, and I appreciate everyone who helped put them on. I know a lot of you have been working long hours, and I appreciate all who took time to attend. If you weren't able to make it, you really missed some good eating! My fingers are still sore!!

On a company note, we are beginning a really busy stretch, with Foley Holdings, MS Arts and Entertainment Experience, St Jude, Thirty One Condo, and the Century Tower projects all starting at about the same time. I want to thank you in advance for all the long hours that will be put in to keep these jobs on track. Other major projects that are in the finishing stages and have gone well include Vista Del Mar, Phoenix Gulf Shores, School of Medicine, ERDC, Neshoba High School, and Singing River Hospital. Thanks to all the guys and gals who made these projects a success! Keep up the good work!

The first quarter of this year has ended a little ahead of last year, and the forecast for the rest of the year looks good. We are currently budgeting or negotiating projects on the Alabama, Florida, and Mississippi coast; New Orleans; Memphis; Jackson; Tuscaloosa; and Nashville. By all accounts it looks like we are entering a busy few years in construction! Great for the glass business!

I hope you enjoy this issue and look forward to your feedback.

Under Construction

Foley Holdings – Foley, AL

Foley Holdings is 44,000 SF of retail, dining, and entertainment space with an additional 110,000 SF opening in 2018. It will include a 14-acre lake surrounded by extensive landscaping, a 150-room Marriott TownPlace Suites, a 90,000 SF indoor events center, and an extensive amusement park with 21 rides, including a breathtaking roller coaster.

Thirty One Condo – Destin, FL

This is a 4, story 32-unit condo complex. We are installing Kawneer impact-rated curtain wall, storefront, and sliding doors. The glazing is a gray-tinted impact-rated glass. We will also be installing frameless heavy glass shower doors and mirrors in all bathrooms. There are also Airfoil sunshade and louver systems on the exterior of the building.

St. Jude ALSAC – Memphis, TN

St Jude ALSAC is a new 10-story fundraising tower that connects to the existing Tamer Rashid Building (ALSAC Headquarters) on campus. The project consist of 50,000 SF of EFCO curtain wall and Viracon glass at the exterior. The project also includes interior heavy glass office fronts, Raco frames, sliding transaction windows, sound control windows, Mullion Mates, writeable glass walls, and T Glass closure strips. The project is located in Memphis, TN. The project is for a high-profile client and should lead to a lot of future opportunities on the St. Jude campus and in the surrounding Memphis market.

Century Tower – Monroe, LA

Five-story office/retail building in Monroe, LA, featuring storefront and curtain wall products manufactured by YKK. Glazed with 1" gray-tinted insulated glass with Solarban 60 low-e coating. Contractor is the Lemoine Company.



MS ARTS AND ENTERTAINMENT EXPERIENCE – MERIDIAN

MS Arts and Entertainment Experience – Meridian, MS

The MS Arts and Entertainment Experience, better known as the MAEEX, is located in Meridian, MS, just a few blocks from the home office. The project consists of EFCO acoustical curtain wall, structural glass wall, heavy glass doors, sound control windows and doors, and fire-rated curtain wall, making it the largest commercial glass project ever in the city of Meridian. The project is very important for the state of Mississippi and very high profile, being located in Meridian. It truly will be a showcase for our neighbors to see the type of work that we perform all around the Southeastern United States.

Projects under Contract

Moyer Ford – Foley, AL. Comfort Inn & Suites – Gulf Shores, AL. Golden Moon Pool Renovation – Philadelphia, MS. Citizens National Bank – Meridian, MS. CTE Renovations JD Campus – Gulfport, MS. Madison Ridgeland Academy – Madison, MS. Gulf State Park Interpretive Center – Gulf Shores, AL. Capital Orthopedic – Jackson, MS.

Future Jobs out for Bid

Caribe on the Beach – Orange Beach, AL; Abaco Condo – Orange Beach, AL; St. Jude Research Tower – Memphis, TN; Kiva Beach Condo – Gulf Shores, AL; UMMC Children's Hospital Expansion and Renovation – Jackson, MS; Island View – Gulfport, MS; Virgin Hotel – Nashville, TN.

Safety Awards

2015 \$500 Michael Guillotte, \$250 Leon Thomas, \$100 Tony James, \$100 Bob Hood, \$50 Nate Matthews
2016 \$500 Jerry Cumberland, \$250 James Presley, \$100 John Elmore, \$100 Jason Bledsoe, \$50 Henry Eldridge



ASA Luncheon

Glass Inc. sponsored an ASA prospective members luncheon on May 11 at Harvest Grill.





Blast from the Past

Employee Birthdays

MERIDIAN

APRIL
03 James Presley
10 Victoria Alexander
13 William Covington
15 Jerry Cumberland

MAY
07 Henry Eldridge
09 James Miles
21 Kim Hodgins
23 Michael Harwell
30 Johnny Cumberland

GULFPORT

APRIL
08 Michael Guillotte

JUNE
23 Brandon Cooper
25 Bob Hood

FOLEY

APRIL
25 Hugh Wiggins

Milestones

1 YEAR
Sherie Dover
Murphy Culpepper
Saul Herrera

3 YEARS
Jamie Harrell
Josh Bowers
John Brasher
James Presley
Santiago Martinez
Antonio Ortega

4 YEARS
Ron Markham
5 YEARS
Stephen Dyess
6 YEARS
Justin Smith

8 YEARS
Michael Guillotte
Buddy Pickard
10 YEARS
Henry Eldridge
John Elmore
James Miles
Jerry Cumberland

12 YEARS
Jay Thomas
13 YEARS
Tony James
Adam Brumbelow

16 YEARS
Leon Thomas
Albert Combs

Bill Yates

- Tell me about your first time meeting Robert when he was a young contract manager at Binswanger Glass in Meridian.**
I met Robert during his first week at Binswanger. The previous manager of Binswanger put his crew on someone else's job instead of mine, and, when I asked the man why, he said, "Because they yelled at me the loudest." So when Robert started, I came in his office yelling that we needed his crew on our job, and he got a crew there.
- Robert has considered Yates his biggest customer for the last 33 years. What is it about Robert and the Glass Inc. team that has made this possible?**
Robert has had a relationship with Yates from previous companies and then with Glass Inc. for over 30 years. The reason is pretty simple: whatever the Yates needs have been as far as glass work is concerned, when Robert and his team have known about it, they have responded and delivered on what they promised they would do.
- Robert says that you are the first and only contractor to ask him if he was making money on your jobs. That meant a lot to him because it showed him that you care. Can you elaborate on that?**
Let me just say that all of the leaders at Yates care about our team members and we want them to be successful, and, of course, for them to be successful and stay in business, they have to make a profit. If everyone on the project is successful, then we will have a really good project and a very satisfied client. And that's what it's all about.
- Robert loves the fact that you take the time to call him about the "petty" stuff, because it gives y'all a chance to catch up. Can you tell me about your and Robert's relationship and how it has grown throughout the years?**
What Robert realized from the very beginning and still realizes now is that, when I call him about a situation, then that situation is important to me, and he decides then that it will be important to him. Each time he helps to solve a problem that I have, it just makes our relationship stronger.
- Yates is the primary reason that Glass Inc. has been able to work on so many out-of-state projects. Robert has always felt that Glass Inc. could travel and work on any Yates job due to a comfort level between the two companies. Robert has always said that our growth as a glass company is directly attributable to the opportunities Yates has given us. Can you elaborate on that?**
I understand the comfort level, because a lot our work as we have gone out of state has been for repeat clients and people who we have a comfort level with as well. Once you know that someone is going to be fair with you, it is easier to try and figure out how to solve problems and go into areas that you maybe wouldn't have been. As Yates has grown there have been several subcontractors who have expanded and grown with us, and Glass Inc. has been one of those.
- Tell me about your overall experience with Glass Inc. throughout the years.**
Being a great part of a team on many Yates projects, my favorite project has been Turquoise. How could you not be overcome by the glasswork at Turquoise?
- How has Glass Inc. contributed to the success of your company?**
They have always been ready to be a part of the solution. It's that simple.
- What would be your advice to the next generation of Smiths in the glass business?**
I think you need to be like your dad. This is what I think about him: I think he treats every project, small or large, like it's the most important project he has ever had, and I think he has done that with Yates since the first day we met.

Advice for Robert from Bill...

"I judge myself based on how much better the next generation is than me. If William is better than me, then I have been hugely successful; if he is not, I feel like I have failed." I tell that to all the leaders of Yates. The next generation, whether they are family or not, needs to be better than the generation that's running the company right now. And if you can judge yourself based on how good of a coach you are, how good of a mentor you are, and how good of a leader you are that you make the next generation better, well then, the company will continue to grow and be stronger."



FEATURED

Billy Jones

"Jugg & Jugghead"

Known as Jugg and Jugghead. Born in Meridian, MS. I met Robert shortly after graduating college. I worked with him at Binswanger, where he then became my boss. Dale, Mitchell and I all worked for Robert at Binswanger. We then transferred to Southeast Glass Company and then to MS Paint and Glass. When Robert was fired, I said, "When you get ready to open up your own business, you just let me know and I will come to work for you." And he said he would be in contact. Two weeks prior to July 4, 1999, we all had a meeting and then we put in our two week's notice at MS Paint. July 4 was our first paid holiday. Worked in the Meridian office for 8 years and then for Robert. When Robert decided to open up the Gulfport office, he asked me to move there and work. I was running the office, serving as glazing superintendent and doing anything else Robert needed me to do. Beau Rivage was the first project I worked on when I moved to the coast. We worked on several other builds down there, and then the economy got bad. Robert hired Ogi Clayton to be the City Service salesman during that time to help me out. Robert is the one man who has respected me my whole life, and I have respected him. I hope to retire when does. I plan to be here until he is. I have been married to Joy for 23 years, and together we have one daughter, Tori. I have two older children, Darrell and Daphne. I love to play golf, even though I am not very good. I love to bow hunt and fish. I have high hopes that the company continues to prosper once Robert decides to back down.

FEATURED

Dale Minchew

Born and raised in Meridian. I have been married to Teresa for 35 years and have 2 kids, Matt and Jana. I started working with Robert at Binswanger and then Southeast and Mississippi Paint and Glass as an installer and glazer. I saw that there was no future at MS Paint and Glass so I decided to get on board with Robert when he started Glass Inc. I've been a superintendent for around 15 years now. Robert is a good guy to work for and would do anything in the world for you. My hobbies include playing with my grandkids: Carsyn, Lynlee, Madden, and Ann Mabry. And that's me in a nutshell.

FEATURED

Mitchell Moffett

"Moffett"

Born and raised in Meridian. I am married to Teresa Moffett. I have two daughters, Brandi and Laura, and a stepdaughter named Telea. I have three grandkids, Nola, Ryland, and Allie. I went into the glass business in 1979 at Binswanger, working at the front desk. I worked in the office for about a year as a receptionist and did shop drawings for the contract department. I moved into the field where I worked in the shop, drove delivery trucks, and worked with the contract department for a couple of years before I went into full-time contract. About 2 years after I had been at Binswanger, Robert came on board as contract manager. In 1989 Robert and I moved to MS Paint and Glass. I was a superintendent and worked in the field for a few years before I became full-time superintendent. When Robert and I both got there they only had 2 trucks and 2 guys. Binswanger closed a year after Robert and I moved to MS Paint and Glass. It was only a residential glass company until we came on board and started working with major contractors, like Yates Construction. However, Van Construction was the first contractor we worked with.

My first project memory at MS Paint and Glass was Temple Beth Israel, where Robert and I actually did the glass installation from start to finish. The crosswalk at Riley Hospital was the first major project we took on at MS Paint and Glass. Robert was dismissed from his duties at MS Paint and Glass in December of 1998. July 4th of 1999, Dale, Joe, Buddy, Billy, Beverly, Kay, and I went to work for Glass Incorporated. Through the ups and downs of the construction business, we have sustained and continued to grow to where we are now. My favorite project we have ever done in the past 17 years has been Century Link headquarters in Monroe, LA, due to how unique the glass technology was. My least favorite project we have done is one we are still working on, Branch Medical in Gulfport, MS. It has been my least favorite because we started it in 2013 and are still to this day working on it. There are a bunch of damn Yankees running that job. Robert is not only my boss but a personal friend, and I plan on being here until he decides to step back. We've had lots of good times together (most of it we can't print) and have been through a lot in the 35 years we have known each other. We plan on having plenty more good times together. In my spare time I enjoy hunting and fishing, and I am a fan of dirt track racing.



ROBERT SMITH, BILLY JONES, DALE MINCHEW & MITCHELL MOFFETT



Birth Announcements



Eric Graham's daughter
KYLEIGH LOUANN GRAHAM
December 27, 2016 | Gulfport

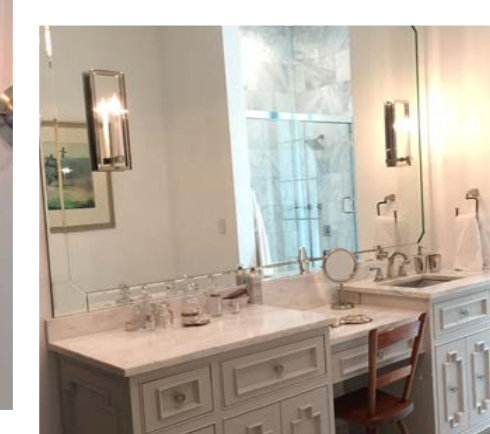
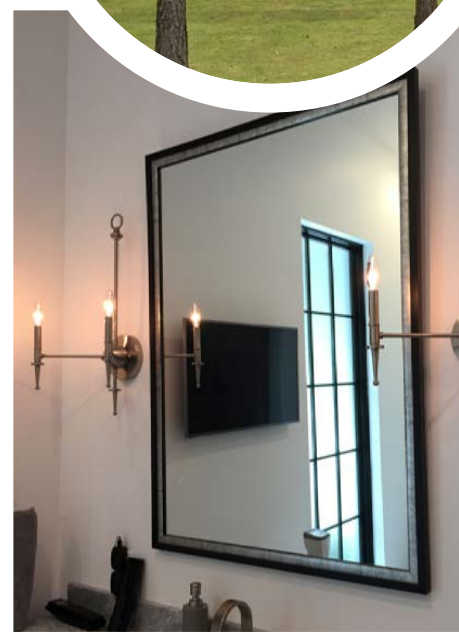
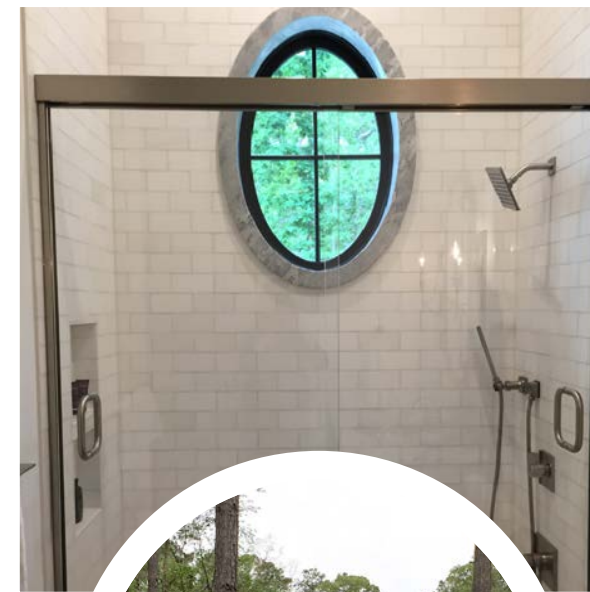


Mason and Jordin Tabb's daughter
CHARLI KATE TABB
June 5, 2017 | Meridian



A Thank You to Beverly from Sarah

Since 2014, Glass Inc. has played a huge role in my personal success. I remember when I was in my initial interview with Mrs. Beverly. I was incredibly nervous at first, but once I was able to sit down and speak with her, I realized that this was going to be a great place to work. Beverly wanted to know all about my goals and ambitions (even outside of the company). At the time, I was in school at Mississippi State University working toward my bachelor's degree in psychology. I divulged to Beverly that I would eventually pursue a master's degree, and after receiving my counseling license, I would work in the mental health field. She has always been so supportive of my education and goals even though I will eventually leave. Glass Inc. as a whole has been very supportive during the last 3 years. On May 5, 2017, I will receive my bachelor's in psychology from MSU, and I plan on beginning the master's program in the fall. Although I will still work with Glass Inc. for the next year or so, I wanted to share with everyone just how appreciative I am for everything the company has done to contribute to my success. Mrs. Beverly has especially catered to my needs throughout semesters when I needed accommodations. She has trained me on several aspects of the corporate office operations, and I know these tools will one day be useful as a therapist (especially if I choose to start my own practice). Therefore, I am presenting Mrs. Beverly Smith with a certificate of appreciation stating that she has played a selfless role in my success as a student. I truly appreciate all of the support given to me by Glass Inc., and I am excited to have had the opportunity to work with each of you.



“It took an orchestra of many talents to pull this vision together and have the wonderful results that we've had in our home. It's not just a home, it's a beautiful home, and we owe a lot of that to Glass Incorporated and their very fine staff. We thank them.”
- Mrs. Rebecca Combs Dulaney



Glass Inc. Crawfish Boils

June 13, 2017

GLASS INC.
210 GRAND AVENUE
MERIDIAN, MS 39301

TO ALL EMPLOYEES,

We are pleased to announce Transamerica Retirement Solutions and MS Associated General Contractors as our new **Glass Inc. 401(k) Retirement Plan** Provider.

Saving for retirement is an important foundation for your financial success, and MS AGC along with Transamerica are strong partners in helping us provide the tools and resources you need to succeed to and through retirement.

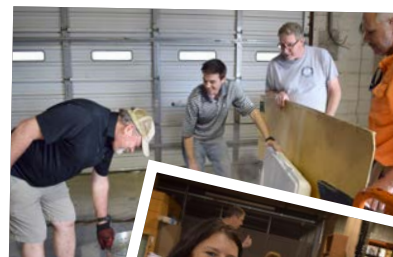
We are also proud to announce that Pinnacle Trust, www.pintrust.com, is our financial advisory, participant education, and support team.

The plan will go into effect 8/1/2017, with participant contributions starting with the first pay period after 8/1/2017. This plan is a Safe Harbor plan open to anyone who has completed 1 year of service with Glass Inc. This plan will be using the Safe Harbor Basic match — 100% match on the first 3% of deferred compensation plus a 50% match on deferrals between 3% and 5% (4% total).

You will be receiving further communication in the coming weeks regarding upcoming enrollment and education meetings to be held in the month of July.

Best regards,


ROBERT SMITH



FOLEY



GULFPORT

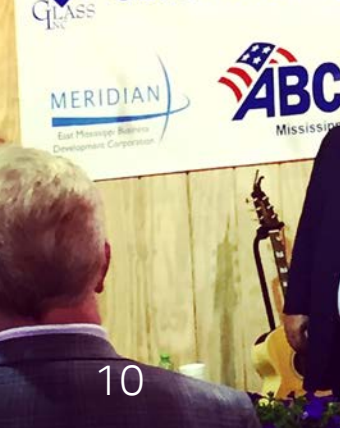
MERIDIAN

EMBDC Business After Hours

Glass Inc. sponsored The Max, Junior Auxiliary, ABC of MS, and EMBDC Business After Hours on March 23.



GLASS INC. W



"I Chose to Look the Other Way"

I could have saved a life that day, but I chose to look the other way.
It wasn't that I didn't care, I had the time, and I was there.

But I didn't want to seem a fool, or argue over a safety rule.
I knew he'd done the job before, if I called it wrong, he might get sore.

The chances didn't seem that bad, I've done the same, he knew I had.
So I shook my head and walked on by, he knew the risks as well as I.

He took the chance, I closed an eye, and with that act, I let him die.
I could have saved a life that day, but I chose to look the other way.

Now every time I see his wife, I'll know, I should have saved his life.
That guilt is something I must bear, but it isn't something you need share.

**If you see a risk that others take, that puts their health or life at stake.
The question asked, or thing you say could help them live another day.**

If you see a risk and walk away, then hope you never have to say,
I could have saved a life that day, but I chose to look the other way!

Which way do YOU choose to look???

Roger Evans, CSP, Safety & PSM Manager of GE Plastics



Mr. B.
R.I.P., We will miss you!
June 23, 2017



Member
of the Month



Glass Inc.

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Thoughts and suggestions are welcome. Please submit comments to kristenmc@glassincorporated.net.