



## New Year, New State!

We have partnered with FL Crane and Sons on the Oak Grove Racing and Gaming Facility in Kentucky—our first-ever project in Kentucky!

We are installing our windows into their prefabricated wall panels at their office in Ocean Springs. We look forward to many more prefab projects with our new partners!



### In Memory of Lynn Combest

January 31, 1962-February 11, 2020

On February 11 of this year, Glass Inc. lost our longtime dear friend Lynn Combest to cancer. She was the wife of Jack Combest, our Meridian service manager. Lynn was instrumental in helping Glass Inc. from the beginning by creating our website, TV and radio commercials, videos, banners and advertising at all locations. She also took the majority of the pictures of our company over the past 20 years. In other words, she created our company image! Lynn was very good at what she did and was loved by all who knew her! She will forever be missed! Friends and family have established the Lynn Bruner Combest Memorial Scholarship at Meridian Community College. If you would like to contribute, please contact the MCC Foundation at **601.484.8688** or [meridiancc.edu/give](http://meridiancc.edu/give).

  Glass Incorporated

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# Letter from the President



Anybody tired of rain yet? I thought last year was the wettest year ever, but so far this year, our region is ahead of last year in rainfall. The Weather Channel says we are 400% above the norm! Wow!

However, despite the rain we are off to a strong start this year with January 2020 being the best January ever! This is largely due to the continued work on the St. Jude Research Center, Cook Convention Center, Four Seasons, Westgate Condo, Oak Grove Gaming Facility, Phoenix Orange Beach II and at least 20 other projects that are starting at the time of this letter. There's nothing better than a fast start to a new year! Thanks to all of you who are making it happen on these projects! In addition to this ongoing work, we have also recently signed Long Beach High School, Mississippi Children's Museum – Meridian, Gulf Place Condos, Community Bank Corporate and Biloxi Offices, as well as a number of projects scattered throughout Mississippi, Alabama, Florida and Tennessee that will keep us busy for some time. We are also working on multiple large projects that could help us finish strong this year and continue on into next year. Thanks again for all the hard work that continues to make our company one of the top glazing companies in the Southeast.

This year we are implementing two new programs: Employee of the Quarter/Year and Branch of the Year Safety Award. You will find the first Employee of the Quarter in this newsletter, and Kristen will be sending out the criteria for Branch of the Year Safety Award shortly. We are also working on a new online training program from Glazing and Industrial Technologies that will be for the newest person to the most experienced glass person—whether you are in project management/estimating or installing in the field. We will have more information on this at a later date.

As always, your safety is our top priority, and it comes before production. We can never be too busy to forget about safety! "Safety does not happen by accident."

Robert

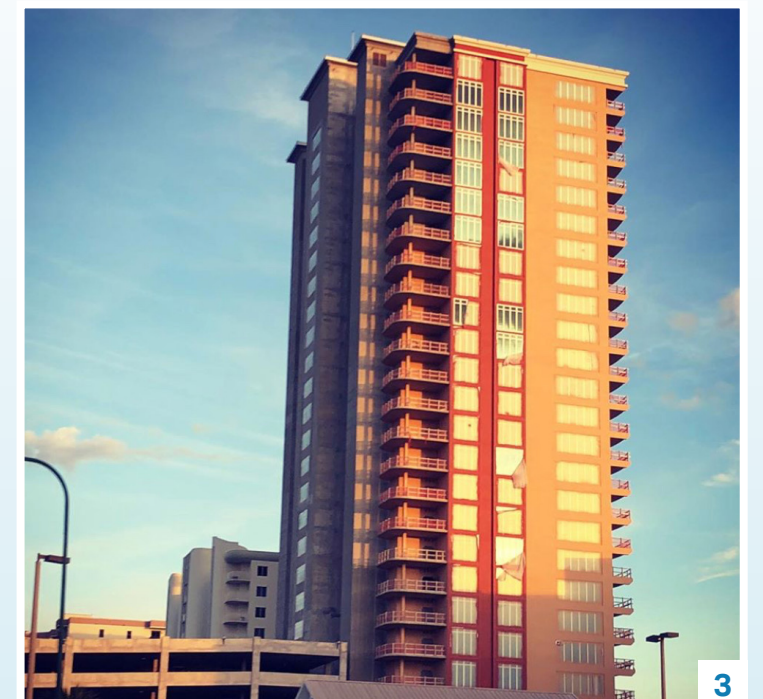
## Safety Spotlight

Shout-out to our Memphis crew at both St. Jude Research Tower and Cook Convention Center!



## Under Construction

- 1 Oak Grove Racing and Gaming Facility
- 2 Pascagoula Performing Arts
- 3 Phoenix Orange Beach II
- 4 Mississippi Children's Museum – Meridian
- 5 Community Bank of Biloxi





## On the **Horizon**

**GULF PLACE**  
Gulf Shores, AL



## Employee Birthdays

**MERIDIAN**

**JANUARY**

- 07 Pat Jenkins
- 09 Justin Smith
- 19 Sherie Dover
- 20 Kristen Smith
- 28 Christy Moffett

**FEBRUARY**

- 09 Jamie Harrell
- 19 Dale Minchew

**MARCH**

- 11 Dalton Yarbrough
- 22 Stephen Dyess

**GULFPORT**

**JANUARY**

- 06 Guadalupe Perez
- 18 Dylan Ladner

**FEBRUARY**

- 08 Paul McKeown
- 13 Wendie Marler
- 25 Mandon Toncrey

**MARCH**

- 16 Josh Smith

**FOLEY**

**FEBRUARY**

- 21 Adam Brumbelow

**MARCH**

- 03 Rush Slaton
- 04 Robert Williams
- 07 Janet Crabtree
- 31 Joshua Bowers

## Milestones

**1 YEAR**

- Lana Chandler
- Rush Slaton
- Dakota Walker

**2 YEARS**

- Carla Manley
- Guadalupe Perez

**3 YEARS**

- Michael Harwell
- Keith Smith
- Kristen Smith

**13 YEARS**

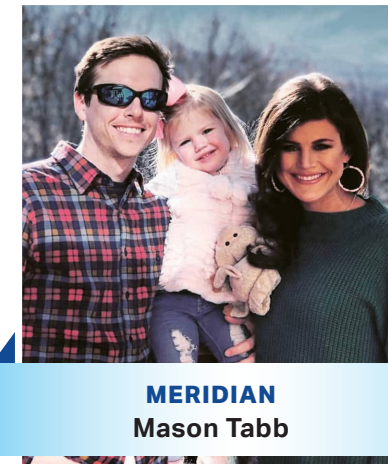
- Jack Rush

**16 YEARS**

- Daniel Fogel



The purpose of the Employee of the Quarter Program is to recognize employees who have served Glass Inc. in an exceptional manner by exemplifying outstanding service through their work and exhibiting a positive and supportive attitude. This year we have decided to highlight an employee each quarter at each branch, nominated by his or her coworkers, who is deserving of this recognition. At the end of the year an Employee of the Year will be selected from the winners of each quarter. CONGRATS to our winners!



**MERIDIAN**  
Mason Tabb



**FOLEY**  
Justin McMullan



**GULFPORT**  
Sean Guillotte

**MERIDIAN – Mason Tabb** has been selected as the first Employee of the Quarter for the Meridian office! Mason is well deserving of this award, as he is very hardworking and is eager to learn, always has a positive attitude, and very helpful to others. Mason has been with Glass Inc. for a little over four years and has grown so much as a PM/Estimator. Congrats—we are proud of you, Mason!

Here is what some of your nominators said about you: *“Always has a great attitude!” “One of the nicest people in the building.” “Mason is the bomb!”*

**FOLEY – Justin McMullan** has been selected as the first Employee of the Quarter for the Foley office. Justin is well deserving of this award, as he is a hard worker, works well with others, and strives to get the job done right! Justin has been with Glass Inc. for three years and has grown so much and continues to grow each day. Congrats—we are proud of you, Justin!

Here is what some of your nominators said about you: *“Great customer service skills.” “Hard worker!”*

**GULFPORT – Sean Guillotte** has been selected as the first Employee of the Quarter for the Gulfport office. Sean is well deserving of this award, as he is very hard working, always on time, enjoyable to be around, and always willing to train others! Sean has been with Glass Inc. for a little over four years and we have enjoyed watching his hard work pay off. Congrats—we are proud of you, Sean!

Here is what some of your nominators said about you: *“Consistent attitude.” “Hard worker!” “Gives 110%.” “Always willing to help others.”*

*Featured*  
**Justin  
 McMullan**



*Justin enjoys working with his hands because there is a sense of pride that comes with building something.*

Justin was born in 1981 and raised in Meridian, MS. He grew up playing baseball, which was his first love. He attended Southeast Lauderdale High School, where he played baseball. He also played at EMCC for one year and one year at West Alabama. While Justin was at EMCC he hung out with now-coworker Stephen Dyess a lot because his roommate and Stephen were good buddies.

Justin started working in construction after college at M & S Construction. He was mainly doing sheetrock work, which he was not crazy about. He decided he didn't want to be in construction after that, so he went and worked at the Navy Base for about 10 years as a heavy machinery operator.

Justin met his wife, Tamera, in 2009. Together they have three girls; Kinsley, Kaylen, and Miley Kate. Justin and his family moved to Pensacola in June of 2016 because of a job opportunity his wife had. Justin decided to get back into the construction world and has been with Glass Inc. for almost four years, working in the Foley office as a contract installer. He enjoys working with his hands because there is a sense of pride that comes with building something.

Justin's most recent favorite job was Campbell Courthouse because Yates served the entire job site prime rib! In his spare time, Justin enjoys playing golf and traveling with his daughters. He also likes playing softball and volleyball. Justin was also chosen as Employee of the Quarter for the Foley Branch! Congrats, Justin!



*Featured*  
**Jay  
 Thomas**

*“ Being able to say we did that just gives you a sense of pride. ”*

Jay was born in West Texas, as his dad was working out in the oil fields when he was born. He was raised in Meridian and went to school at Clarkdale and then MCC. All of his family is from Meridian. After MCC Jay went to work at St. Louis Blowpipe and T.H. Webb, which is now known as Structural Steel. He started out welding and then went to fitting and then operated the biggest press break in the Southeast. He then worked for 10 years in the Lauderdale County School systems as a mechanic at the bus garage for his best friend's dad. He worked

there until he got married. He ended up at Jellnec Construction where he was the head mechanic and over all of the fleets. He decided to go into the construction business for himself in Meridian with his cousin, but decided to move that business up to Detroit through some connections they had. Jay decided to come back down south because he missed his family and had an opportunity to work with Triple R Logging.

Jay has three children and two grandchildren. They are his life and his reason. Jay has been with Glass Inc. for 15 years.

Jay started as a helper for Dale on the Turquoise Place. Jay finished out tower 1 and tower 2, where he completed the feature wall in the elevator shaft. Turquoise and Century Link have been Jay's two favorite projects so far. Jay moved up to running a crew of about 30 men after his first year of working with Glass Inc.

Jay's favorite part about his job is seeing the finished product. "Being able to say we did that just gives you a sense of pride," says Jay. In his spare time Jay enjoys being able to hunt, fish, garden, and, most of all, play with his grandkids. He also says that he is blessed to live next to his mother and father, who are 75 and 80 and both still in great health. Right now that is the biggest blessing he has. Just a few weeks back, Jay's dad helped him build a fence at 80 years old! "All of my abilities to learn and catch on to things quickly come from him. He worked me hard as a kid and I am forever grateful for that," says Jay. Jay is also grateful to be able to do what he does and to have great people to work with!



# In the Spotlight



## Best of Foley 2020

Foley was awarded the best shower doors and enclosures of 2020! CONGRATS!

## US Glass Magazine Feature

We were so excited and humbled to have been featured in the *US Glass* magazine in January! You can check out that article at [usglassmag.com](http://usglassmag.com) or by scanning the barcode below.



**USGlass Magazine**  
February 3 •

On July 5, 1999, Robert Smith and six others who had previously worked together in the commercial and residential glass industry banded together to form Glass Inc. in Meridian, Miss. It started out as a \$5 million glass company and has since grown to a \$30 million company over the past 20 years.



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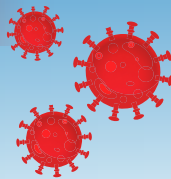


## Couple of Subs

Kristen and her fiancé, Cody, started a construction podcast called *Couple of Subs*, in efforts to bridge the gap in communication in our industry. Be sure to check out the first five episodes and SUBSCRIBE on your favorite podcast app or on their website at [coupleofsubs.com](http://coupleofsubs.com). You can also find them on Facebook, Instagram, and Twitter: [@coupleofsubs](https://www.instagram.com/coupleofsubs). YouTube channel coming soon!

## COVID-19 TIPS

We know during this uncertain time in our world it is important to practice safe hygiene and limit the spread of germs. Here are some ways you can stay safe during COVID-19:



- Wash your hands for at least 20 seconds.
- Avoid touching your face with unwashed hands.
- Cover your cough and sneeze.
- Don't surround yourself with others if you're sick.
- Practice social distancing.

## Kids Coloring Contest

Don't forget to have your kids and grandkids, K-12, illustrate how they've spent their time away from school! **Due by April 1.** The winner will be featured on our social media pages as well as on the cover of this year's second issue of our 2020 newsletter!



**Glass Inc.**

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Thoughts and suggestions are welcome. Please submit comments to [ksmith@glassincorporated.net](mailto:ksmith@glassincorporated.net)