

4M BUILDING SOLUTIONS ONE OF THE HEALTHIEST COMPANIES IN AMERICA

We all know about the impact health has on our lives; a healthy lifestyle has a positive effect on our bodies, minds, overall happiness, and wellbeing. 4M Building Solutions' President and CEO, Tim Murch, always says "if you don't have your health, you don't have anything". Tim leads wellness throughout his daily life and pours into the corporate culture of 4M through our WellnessPath™ Program with the implementation of Interactive Health. The impact of this program was recognized by Interactive Health recently when they awarded 4M Building Solutions as one of the Healthiest Companies in America!

"These winners are a perfect example of how health outcomes can be improved throughout America," said Cathy Kenworthy, president and CEO of Interactive Health. "Working with our company and utilizing preventive care programs are about much more than just losing weight or quitting smoking, they are a catalyst to transform the way people look at health, well-being, and their lives overall. Healthiest Companies in America winners exemplify the long-term positive effects comprehensive wellness programs can have on the health status of large populations. Our work is done exclusively through our people...it's personal to us."

Being honored as one of the Healthiest Companies in America recognizes 4M's commitment to Team Member health through a supportive corporate culture of well-being, where everyone is encouraged to take an active role in their health. Our WellnessPath™ Program provides numerous tools and resources to an improved lifestyle through a customized web portal for each Team Member. By participating in our WellnessPath™ Program, Team Members have access to meal plans, food logs, workout plans, a personal trainer and nutrition specialist, as well as yearly biometric screening and flu shots. Participation in the WellnessPath™ Program also results in savings on monthly benefits when a goal is met. Another vital part of this WellnessPath™ program is the company-wide recognition of healthy initiatives by our Team Members. All of this is done as a commitment to our Team Members, helping them to achieve their goals one step at a time.

The implementation of Interactive Health as part of our WellnessPath™ program has deeply influenced the lives of our Team Members. We are eternally grateful for this recognition and owe it all to the uplifting and supportive company culture, as well as the dedication of our Team Members to a healthy lifestyle. It is truly a one-of-a-kind award. We will continue to encourage healthy behaviors and hopefully change a few more lives for the better.



Karina Villasenor, VP of HR, and **Beth Crain**, Human Resources Administrator/Recruiter, accept the certificate for leading the Interactive Health program at 4M.

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Differentiates 4M?

2014 Annual Award Winners

Every year we gather to congratulate superior Team Members that go above and beyond the call of duty to service our customers. After all, 4M is only as good as its Team Members, we just so happen to be lucky enough to have some of the absolute best! Congratulations to all of the World Class winners!

Dan Cline, EVP, accepts the Safest Region of the Year Award from **Tom Covilli**, VP of Safety & Risk Management

Tim Murch, President, presents **Dan Cline**, EVP, with the Division of the Year Award

TEAM MEMBER OF THE YEAR

Telesa Smith

ALBERT E. WILSON, III REGION OF THE YEAR AWARD

Jeff Wells; MO/KS/OK

Runner-Up - Steve Gray; NC/MO/IL

PERFECT 100% ACCOUNT RETENTION

Tom Conway; MO/IL/IA

Marc DiMarzo; N. Florida

Jeff Wells; MO/KS/OK

Lacey Brown; TX

Steve Gray; NC/MO/IL

Scott Hadley; KY/GA

DIVISION OF THE YEAR AWARD

Dan Cline and the Mid-South Division

CORPORATE ACCOUNT MANAGER OF THE YEAR AWARD

Bud Brooks

Runners-Up - Javier Rumbo, Igor Maksimovic, Tamara Todd

Dave Mclay, Dovie Minella, Victor Delgado, Skip Gillespie

MITCHELL M. MURCH, SR 110% AWARD WINNER

Dennis Aherin, Springfield Clinic

SAFEST REGION/DISTRICT OF THE YEAR AWARD

Brian Houser; Kansas City District 40

Runner-Up - Jeff Wells; MO/KS/OK, Greg Russell-Indiana

SAFEST REGION OF THE YEAR

Mid-South Division

Tim Murch, President, poses for a picture with Team Member of the Year Award Winner, **Telesa Smith**



Tim Murch, President, presented the Mitchell M. Murch Sr. 110% Award Winner, **Dennis Aherin** and Team Member of the Year Award Winner, **Telesa Smith**, and took them, their Managers, and Customers out for a special celebration for their outstanding achievements.

1st Picture: From L to R-**Tim Murch**, President, **Dennis Aherin**, Account Manager, **Josh Hendricks**, Vice President/General Manager, **Marilyn Ferrel**, Customer Service Manager, and **Tom Conway**, Regional Manager

2nd Picture: From L to R-**Larry Hunkins**, Customer Partner, **Tim Murch**, President, **Telesa Smith**, Team Member of the Year, and **Lynn Miller**, Account Manager

DIAMOND SAFETY AWARDS

Northrop Grumman

Citrix

**JLL-Highland Oaks
(Duke Realty)**

Pearson

Caterpillar

Valero-Three Rivers

Boston Scientific

Covance-Greenfield

Covance-West Indianapolis

**Rolls Royce-Indianapolis
(Meridian Bldg)**

**Westside Business Park
(DST Output)**

USDA Beacon-Building

Summit Technology

Lillibridge-Kansas City

Garmin

Logan Aluminum

FedEX-CAC

Pierre Laclede I & II (PLC)

Graybar Centerpoint

575 Maryville Center

Magellan Health

BJC (Clayton - CAB)

Westport Plaza

BJC-COH

St. Louis Place

Ameren-GOB

Metropolitan Square

IAA

Mitsubishi

Country Financial

Kellwood

**Visitation Academy of
St. Louis**

Safety National

St. Louis Union Station

Ameren-Sioux

Ameren-Labadie

Ameren-Rush Island

DuPont (Solae Building)

Barat Academy

Whitfield School

The Meridian

John Deere (Ottumwa)

Three Rivers College

Lillibridge-Decatur

Lammert Building

727 Craig Road Building

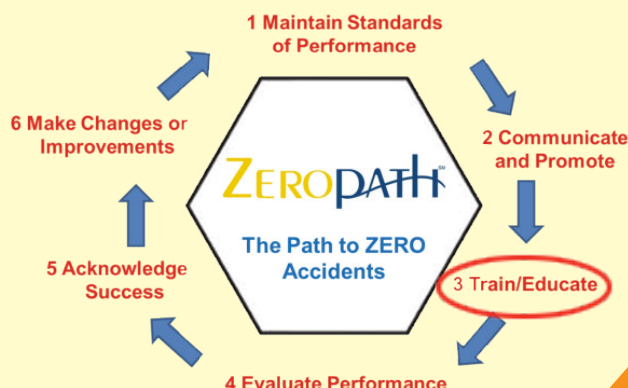
Olive Corporate Center

ZEROPATH™ STEP #3: TRAIN AND EDUCATE

SCM DESIGNATION

4M Building Solutions has a new look in 2015 with a rebranded company logo and name. What has not changed are our core values and commitment to safety each and every day. For the past 16 months, we have promoted our safety vision, mission and values. Step #3 (below) in our path to zero accidents and a proactive safety culture is all about making sure our Team Members have a fundamental understanding of the safety expectations and responsibilities at 4M. We firmly believe that this training needs to start with supervisors and managers. That is why we established the SafePath™ Certified Manager (SCM) program. SCM Certification involves in-person training from the 4M Safety Department and an annual on-line refresher with examination.

Below is the list of 147 currently employed managers and supervisors that have achieved the prestigious SCM status under this program and proudly use the SCM designation behind their name:



Aaron Dennis
Agustin Robledo
Ahmo Ibrahimovic
Amanda Adams
Amanda Webb
Amy Runion
April Berry
Ben White
Bessie Henry
Brian Awalt
Brian Houser
Bud Brooks
Candise Murray
Carl Hosick
Carrie Warford
Charlotte Romero
Clarence Barnett
Claudia Gomez
Clyde Lofton
Cory Morgan
Cory Murphy
Dan Cline Sr.
Dan Soland
Dana Wilkens
Darren Harris
Dave Burge
Dave McLay
David Bonilla
David Juitt
Dawn Summers
Debra Killian
Dennis Aherin
Derrick Deloach
Derrick Johnson
Donald Moore
Doug LaGant
Dovie Minella
Dulce Estrada

Edin Martinez
Edward Wilson
Ella Halilovic
Emmie Townsend
Eva Casillas
Fernando Cardona
Francis Brock
Gary Gernentz
Gloria Guzman
Greg Cook
Greg Russell
Gustavo Jaramillo
Gwendolyn McGee
Harold Sadler
Horacio Gudino
Igor Maksimovic
Immanuel Tate
Irene Garcia
Ivon Celedon
Jake Ricks
James Clay
James L. Johnson
James Price
Janie Jones
Jason Agnes
Javier Rumbo
Jeannie Thomas
Jeff Wells
Jennifer Hunter
Jerome Wilson
Jessica Sheridan
Jimmie Walker
Joanne Tucker
John Banegas
John Brownlee
Jon Goodson
Jose Correa
Kennel Barksdale

Kerry Fulton
Kimberly Stevenson
Lacey Brown
Lamar Burgess
Larry Fletcher
Layton Hartley
Lazaro Gomez
Lilly Banegas
Lori Reeves
Lowanda Kimble
Luis Otero
Luz Londono
Lynn Miller
Marc DiMarzo
Marilyn Ferrell
Marilyn Radetic
Maritza Novoa
Marvin Frye
Mary Saenz
Melissa Jones
Melvin Bethany
Michael McCray
Michelle McMurray
Miguel Miloslavich
Nancy Garcia
Nelson Irizaray
Nenad Timarac
Nimsi Garcia
Nina Ricks
Ophelia Fails
Oscar Garcia
Paul Gatica
Richard Sidener
Robert Gonzalez
Rohn Albertson
Rosalia Gonzalez
Roscoe Allen
Ruby Sanders

Sally Halilovic
Samantha Kidwell
Scott Hadley
Shenice Strawder
Skip (Herbert) Gillespie
Stacy Harden
Stephanie Jones
Steve Gray
Steve Griffin
Tamara Todd
Tarik Kavazovik
Telesa Smith
Terry Miller
Thelma Lampley Murrell
Theresa Wilde
Thomas Celaya
Todd Jackson
Todd Mansfield
Tom Conway
Tony Frazier
Tony King
Tracy Wilde
Tresa Wilson
Tyler Halton
Uriel Saenz
Victor Delgado
Victor Reyes
Virginia Smith
Wendy Herrington
William Moses
William Whyte
Ylber Azizi
Yolanda Dishmeyer

SAFETY BINGO WINNERS

Winners potentially receive anywhere from \$50.00 up to \$8,000.00 per game!

Cindy Wilburn
Arturo Vega
Cortez Robinson
Joran Pineda
Alfonso Duarte
Erick Gueits
Stacy Harden
Michael Pegram
Diego Boyzo
Odessa Banks
Cory Murphy

TOTAL WINNINGS:
\$4,650.00

Congratulations to all of the above SCM managers or supervisors and thank you for your consistent safety focus and for making safety a core value!

CUSTOMER COMPLIMENTS

The following are a few of the compliments received since the last newsletter from customers who took the time to share their positive experiences of outstanding service with us.

Curtrena Turner-Ameren GOB “**Stacey Hardin** does a great job with the bathrooms. The bathrooms are used frequently and it reflects well on Ameren that they are so clean and fresh. Plus Stacey is always pleasant and greets everyone with a smile.”

Chelsey Renfro-UMB Bank “**Berlin Gutierrez** and **Shawn King** do a great job and we appreciate them keeping our branch in order.”

Jennifer Soldat-BJC Health Care “I lost \$15 at my desk and **Theresa Robison** found it and left it for me and checked with me the following day to make sure I found it. I appreciate her honesty and looking out for me.”

Raymond Rosso-Valero “**Antonio Garcia** has reported found cash two days in a row and has notified and worked with the Security Team to log it. Good job.”

Thomas Ramirez-Caterpillar “We receive outstanding service from **Eva Gomez**, she is truly one of the best. She goes above and beyond her duties, always has a smile on her face and is willing to do whatever is asked of her. Thanks to her the area is always presentable.”

Derek Barnett-Beacon Drive “**Brian Sisel** is fantastically thorough, incredibly professional, and very personable. His work ethic and dedication are truly exceptional and, as Brian’s unparalleled quality of service is a direct representation of 4M, your organization is to be commended. Thank you very much for staffing Brian at our location; we look forward to his daily visits and are most lucky to have him here.”

Brian Culhane-ILFB “One of our employees had a medical issue and 911 was called. The reaction and response from the cleaning crew was pretty impressive when they asked if they could help. They held doors and the elevator so the paramedics could get inside quickly and assisted in holding them again when they left. This reaction shaved several minutes off of the response time by the paramedics, had this been more of an emergent situation this quick response would have made a big difference. After the paramedics left then cleaning crew went right to work cleaning up the area.”

Kerry Dixon-NetJets Inc “**Danlashea Martin** is always very pleasant to be around and talk to, she is doing an exceptional job.”

Patti Mazzacone “**Candise Murray** and her Team are doing a great job. Candise always checks to make sure things are running smoothly. She is a gem.”

Shelley Hagelgans-State Farm “I want to praise **Brittney Lewis** for all that she does. She does an awesome job keeping up the ladies rest room. I am very thankful for her.”

Dick Frederick-Baycare “We had an emergency water leak and the Housekeeping crew was very helpful by immediately plunging the toilet and mopping up the worst of the water.”

Carolyn Best-DTZ “**Lamar George** has been receiving a lot of compliments for his hard work in cleaning up the stairwell after the dust and debris from the extinguisher created a mess. Lamar did a great job getting them back clean the way they should be.”

Amanda Whitman-Baycare “I want to praise **Kimberly Stevenson** for her service and professionalism. I am impressed with her efforts and willingness to go above and beyond.”

Andy Arrick-DTZ “**Lamar George** and his Team have been working hard and I am thankful.”

Bill Proscia-Caterpillar “**Gloria Guzman** does a wonderful job taking care of the Building 1 Lobby area. The floors in the common and very high traffic areas are immaculate, which takes a lot of diligent work. That work helps us put our best foot forward.”

Liane Todd-Springfield Clinic “**Connie Hunter** is utterly fantastic! We love her. She deep cleans the children’s play tables, and checks and cleans our chairs. She cleans off the reception counter and the receptionists think she’s great, too.”

Tammy Lewis-Springfield Clinic “I appreciate how quickly you respond to our needs. It is always a pleasure working with you.”

Dana Parnes-Valero “**Rachel Rodriguez** is a gem! She always has a smile on her face and appears to be happy in her work. Great attitude plus professionalism = a customer pleaser!”

4M WELCOMES OUR NEW CUSTOMER PARTNERS

Thank you for recognizing the value, solutions and peace of mind that 4M provides.

SWBC
Morpho Trust
Sprint World Headquarters Campus
Premier Charter School
Laclede Gas Headquarters
PGT Industries
Celebration Medical Building
Carpenters Union Hall

INDUSTRY NEWS AND EVENTS

The 4M Marketing and Sales Team have been busy participating in several events hosted by IFMA, BOMA, and IREM across our markets. These events are not only a lot of fun, but allow us to strengthen relationships with our clients and form new relationships with prospects, all while establishing our new 4M Building Solutions brand. Our marketing team: Maggie Stamm, Alyssa Bradley, and Emily Sarvies worked successfully with the Sales Team on numerous event booths and golf holes. The events attended recently were the IFMA Golf Tournament in St. Louis, the BOMA/IFMA/IREM 2015 Industry Expo in St. Louis, and the BOMA Expo in both Indianapolis and Kansas City. We truly enjoy showing our support to these organizations, all our customers and prospects.



Pictured left to right: **Mike Wilcox** from the Sales Team, VP/General Manager **Josh Hendricks**, **Alyssa Bradley** of the Marketing Team, and **Chris Wieman** from the Sales Team at the BOMA/IFMA/IREM Industry Expo in May.



4M is pleased to announce the addition of Judy Botz to the Team as Chief Financial Officer. Judy comes to 4M Building Solutions with nine years of industry experience and is a licensed CPA. Judy and her husband, Wayne, and her daughter, Carolyn, live in St. Louis and she enjoys spending her free time working on her house that was built in 1899 and attending her daughter's varsity soccer games. Welcome to the 4M Team and Family Judy!

WHAT DIFFERENTIATES 4M BUILDING SOLUTIONS?

by Greg Russell



Every company has their own unique "elevator speech" as to what separates themselves from everyone else within their industry, but 4M Building Solutions truly has unique qualities that distinguishes themselves from everyone else. It first starts with an owner who is dedicated and passionate about his business and everyone who works for him. It is one thing to be passionate, but Tim Murch truly displays a passion, each and every day he comes to work, that is infectious throughout the entire company. He has very high expectations for his company, and with the help of his Management Team, has established very clear goals that have set this company up for success both short-term and long-term.

The second thing that separates 4M from its competition are the Team Members who work at the accounts. I have never seen more dedicated and selfless Team Members represent a company with an attitude and determination to satisfy their customers each and every day. In our business, you have to be consistent with the service you provide to the customer, and it is with this high level of consistency, along with a commitment for constant and continuous improvement, that 4M Building Solutions enjoys such a high Team Member retention rate. I have been with 4M Building Solutions for four years now, and I have never enjoyed working at a company more because I know that I can always depend on getting the necessary support from those above and below me, no matter what the situation or seemingly difficult task at hand - you are never left on an island because you know that your Team is there to always support you which exemplifies our corporate value of 360° Teamwork.

One last distinguishing quality that sets 4M apart from its competition is our ability to listen to the customer and adapt to their needs. Our customers come to us all the time asking for help with cost saving initiatives, cleaning solutions, and a variety of other issues requiring our assistance, and we always come through for them. One of the best examples of our ability to listen and provide an effective solution for one of our customers was about three years ago when one of our biggest customers came to us with the need to cut costs without dramatically impacting quality. We helped them to implement an effective "Centralized Trash" program, in addition to reducing scope frequencies that provided a cost savings over a two year period in excess of \$1 million dollars. I am very proud to be part of an organization that truly is the very best in its industry.

THANKS TO OUR TEAM MEMBERS WHO GO ABOVE AND BEYOND!

4M Management nominates Team Members who have performed above and beyond for clients and who exemplify a commitment to "World Class Building Solutions" as well as reward Team Members with various bonus incentives of \$25 and \$50!



Gary Gernentz is the Account Manager at IAA. He has been a part of our 4M Team since 1995 and has been a part of IAA for the past 27 years. In January of this year Gary was promoted to our Account Manager and has been doing an outstanding job. He is a great team player and always goes out of his way for our Customers and Team. In his spare time Gary enjoys camping and spending time with his family.



Christopher Martin is a Team member at Danforth Center and he has never been absent or late. He fills in whenever needed for call offs and weekend events. He is a customer pleaser and works well with his Team Members.



Jeannie Thomas continually displays the 360 degree team work that 4M prides itself on. She works tireless hours, even with a bad knee, and always gets the work done no matter what the situation. Our customers at Boston Scientific tell us frequently just how much they appreciate her and everything she does for them as Account Manager.



Beverly Grayson is a Team Member at Covance Greenfield and has a constant willingness to go above and beyond on a daily basis. Beverly has perfect attendance and comes to work every day with a positive attitude.

4M RECEIVES AWARD OF ACHIEVEMENTS FOR ST. LOUIS GREEN BUSINESS CHALLENGE



In 2014 4M Building Solutions' Green Team participated in the St. Louis Green Business Challenge – a joint program of the St. Louis Regional Chamber and the Missouri Botanical Garden. This challenge assists companies, institutions, and governments in adopting sustainable business practices that can help grow our region's green economy, reduce environmental impact and improve bottom lines. In addition to our industry-leading sustainability cleaning practices, the Green Team put on an event, "Clark Clean Up" to pick up the trash on the streets surrounding our headquarters in Saint Louis. These sustainability initiatives were recognized by the St. Louis Regional Chamber and 4M was given an Award of Achievement - Apprentice Level! We recognize that by being a "green" company we are not only saving our environment, but also improving our financial importance and engaging our workforce. We are excited about this honor and look forward to helping to set the standard in sustainability practices in the future.

4M TEAM MEMBER RECOGNITION

Finding and recognizing Team Members doing things right is a huge part of our culture.

WORLD CLASS TEAM MEMBERS RECRUITING WORLD CLASS TEAM MEMBERS

The following have been paid for recruiting new 4M Team Members. Ask how you can get paid a bonus for your referrals.

\$1000.00

Maggie Stamm

\$500.00

Ciang Vung

\$200.00

Malaivanh Phongkhamdy

Jennifer Hunter

Carla Hoffman

\$100.00

John McGregor

Randy Smith

Erica Villegas

James Bass

Britney Bryant

Bernabe Ramirez

Juan Baez

Isabel Villafranca

Joran Urrutia Pineda

Marla Ewald

Iranti Carpio

Joseph Lian

Devin Harris

Flora Howard

Brett Bratsch

Joseph Logan

**TOTAL
RECRUITMENT
BONUSES:
\$3,700.00**

GOOD WORKS WINNERS \$\$

4M receives recognition from clients and supervisors hundreds of times each quarter praising our Team Members. Team Members are issued a "Good Works" ticket each time they are recognized. At the end of the month, a drawing is held and Team Members receive a cash prize!

Jake Ricks

Virginia Smith

William Hamm

Tiffany Coleman

Jennifer Hunter

Patricia Adams

Chris Scarber

James Price

Virginia Smith

Christina Flores

Pat Wings

Ruth Hernandez

Chris Martin

Dion Woodard

Karson Rodgers

Brenda Attebery

Corey Morgan

Samuel Beach

Theresa Wilde

Nicole Rigley

Barbara Dozier

Marilyn Radetic

John Brownlee

Carone Martin

Larry Euell

Alonzo Hancock

Marilyn Radetic

John Brownlee

Barbara Dozier

Nicole Rigley

Carone Martin

Alonzo Hancock

Larry Euell

Belkis Ceballos

Carmen Pachon

Crystal Richardson

Lavona Masterson

Lourdes Garcia

Haron Townsend

Francisco Gutierrez

Felix Guaquinchay

Loretha Charles

David Henson

Thomas McCampbell

April Gonzalez

NEW MANAGEMENT TEAM MEMBERS

Congratulations to the following new Management Team Members and welcome to the 4M Family!

Susana Ward
Account Manager

Chris Henzel
Account Manager

Judy Botz
Chief Financial Officer

Ronald Walton
Account Manager

Jeremy Radley
Account Manager

Wendell Malone
Area Manager

Paul Getson
Area Manager

Maria Giron
Account Manager

Gary Buggs
Account Manager

4M PROMOTIONS

Congratulations to the following Team Members on their recent promotion!

Brandon Williams
Account Manager

Aaron Dennis
Account Manager

4M ANNIVERSARIES

Congratulations and thank you for your many years of dedicated service for our customers!

15 Years

Alvin Dyson

10 Years

Marilyn Muniz

Janie Jones

5 Years

Lamar Burgess

Angel Castillo

Mirna Villatoro

Giselly Fiffe

Juan Cubero

Whitney Mitchell

Amy Bell

Norma Luevano

Mercedes Cuello

Damaso Gutierrez

Mary Harris

Miriam Morales

Bethel Moalusi

Adrian Jones

Alishea Bell

Vanessa Jones

Bryan Mixon

Gisela Frausto

Ester Melendez

Martinez

Rodney Wynn

Shonna Sanders

Michael McCray

Aththatage Upul

NATIONAL WEAR RED DAY

February 6th, 2015 the American Heart Association sponsored "The Heart Truth" National Wear Red Day which raises funds and awareness for heart disease in women. Each year, on the first Friday in February, millions of women and men come together to wear red, take action, and commit to fighting this deadly disease. 2015 marks the third year that 4M has supported the fight against Heart Disease by wearing red. Below are Team Members in our Corporate and Regional Offices who show their commitment to fighting heart disease.



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4M Mission: To provide world-class, innovative Building Solutions to world-class partners with energy, enthusiasm and excitement by Team Members who share in the success of 4M.