

The Filter

A Cary Services, Inc. Newsletter

Facility & Product Temperature Management | Proactive Budget Control & Preventive Maintenance Specialists

Winter 2017

New Team Member

Jose Medina Joins the Cary Team

We are pleased to announce that Jose Medina joined Cary Services in February as Service Manager for the Abilene area.



Jose has an interesting story: he was born and grew up in Ecuador. There, he attended technical school and served in the Ecuador navy as an aircraft mechanic. During this time, he was assigned for training at

Lackland Air Force Base in San Antonio, where he fell in love with Texas. In 2003, once he completed his military duties, he decided to make Texas his home.

Jose received his technical training at a young age and received some additional training in electrical systems and instrumentation while in the navy. Since 2003, he has been using his skills primarily in the large hotel industry—both as a technician and as a manager. His desire to enter the service industry is what led him to Cary Services. Since the large hotels have just about everything in the way of HVAC and refrigeration, he was able to hit the ground running when he joined Cary Services in February.

Jose and his wife, Silvia, have 4 children: Diego, 14; Daniel, 10; Diogo, 2; and Adela, 10 months. They really like living in Abilene and in their spare time, enjoy spending time doing family activities.

The Surging Prices of R-22 Refrigerant

Once again we are seeing a surge in the price of R-22 refrigerant. Over the past couple of months, the price of this refrigerant has risen 39%!

Background

As a reminder, more than 20 years ago, the Environmental Protection Agency (EPA) ordered the phase-out of R-22 as a result of an international treaty to protect the ozone layer. It was understood that R-22 refrigerant contained ozone depleting substances. As part of the agreement, production of HVAC equipment pre-charged with R-22 was ended in 2010, and production of the refrigerant itself was reduced by 75%. As of 2015, R-22 production has dropped by 90% and by the year 2020, it will no longer be produced at all. Because production is limited and supply is limited, the price is climbing rapidly.

Moving Forward

What does this mean to the building owner or manager? Be aware you may need to plan for capital expenditures to upgrade older systems with R-22 to newer systems which use more environmentally friendly refrigerant such as R-410A. The good news is these newer systems are much more energy efficient, which help reduce your energy usage, and subsequently save you money. To be fair, there are alternatives to R-22 refrigerant which a system can be converted to as well. Please give us a call if you want to discuss options.

Until then, we hope you will count on Cary Services to monitor your equipment and watch for any refrigerant leaks. With regularly scheduled preventive maintenance, these leaks can be found early and, hopefully, be corrected. There are those times where a leak is simply not able to be cost-effectively repaired and the decision will need to be made to replace the system.

Please give us a call if you concerns about this topic.



Contact Us Toll Free 24/7 | 888-229-1757

Abilene | 325-695-7283 | Mark Cary, Chairman/CEO | Tony Cary, VP of Field Operations | Jerry Eichhorst, General Manager

D.F.W. & North Texas Region | 817-596-9877 | Frankie Moeller, General Manager

Houston | 281-219-1900 | Kevin Dean, General Manager

Big Spring – Midland & Odessa | 432-264-7919 | 432-617-0173 | Richard Brandner, Service Manager

San Angelo | 325-944-2580 | Jerry Eichhorst, General Manager

Visit us online at www.caryservices.com

Create A Spirit Of Innovation On Your Team

Sparking innovation in a team or organization depends on a number of factors. Concentrate on these to get the most from everyone's creativity:

Individual factors

- **Challenge.** Bored people don't come up with great ideas. Look for tough problems to solve or difficult projects to accomplish—as long as they're not too overwhelming.
- **Autonomy.** Allow as much freedom as possible to get things done. People are more creative when they can make their own choices.
- **Recognition.** Make sure to praise good ideas when you hear them. Even if they don't work out, you'll reinforce people's innovative spirit.

Team factors

- **Debate.** Encourage open discussion. Don't let meetings turn into arguments, but do make sure everyone feels free to explore ideas honestly.
- **Support.** Team members should help each other develop their ideas. The more support people feel, the more eager they'll be to make suggestions.
- **Collaboration.** Ideas may come from individuals, but they usually require a group effort to bring to life. Establish common goals so everyone feels a stake in coming up with the best ideas and making them work.



Take Action When Co-workers Ignore Rules

A safe workplace benefits everyone, but sometimes people don't want to follow the rules set down for their own safety. Follow this advice for bringing them around to a better frame of mind:

- **Focus on the benefits.** No matter what these contrarians do or say, don't argue or attack their opinions. Instead, continue to point out all the positive benefits of a safe workplace.
- **Channel their resistance.** Concentrate on understanding their position rather than defending your own. Ask them to explain their point of view, and listen with an open mind to their objections and suggestions.
- **Discuss the options.** Talk with the contrarians and explore the potential consequences—and benefits—of their perspectives and ideas. Ask questions and listen closely. You may learn something, or they may come to understand that their point of view isn't valid.
- **Be willing to change your approach.** The people doing the work may have a better understanding of what's safe and unsafe than you do. Be flexible enough to incorporate their expertise and judgment into your plans.

Tiny Robots May Save Your Life

The newest medical robots look and move like bacteria, and they can deliver medications to specific locations within the human body and perform intricate surgeries like clearing clogged arteries.

According to the *Science Daily* website, a team of scientists is working to develop a selection of biological robots that are soft, flexible, and move through bodies under the control of an electromagnetic field. Once they reach their destination, they're heated to change shape, mimicking—for example—the bacterium that causes African trypanosomiasis, or sleeping sickness. Although still in development, these microrobots could revolutionize the way patients are treated in the not-so-distant future.

Millennials Worry About Debt

Millennials aren't the carefree kids you might think they are. A FICO survey found that they're concerned about debt—with good reason. According to FICO's online survey of approximately 1,000 Americans over the age of 17, a whopping 32% of millennials owe \$20,000 or more in student loans, and 45% owe at least \$7,000 on car loans.

In all, 37% of millennials ages 25-34 say they're concerned about their level of debt, and 33% would like assistance in managing their debt. For example, 65% would like to receive an email alert when their student loan payments are overdue by less than 90 days, and 35% want to be notified by app when their mortgage payments are less than 90 days late (but they'd prefer a phone call if their payments are more than 90 days overdue).

SPEED BUMP

Dave Coverly



Learn This One Crucial Success Factor

The single biggest predictor of success isn't brains, money, or willpower—although all those can help. No, according to entrepreneur and author Michael Simmons, it's the kind of network you have.

Most people live their lives in a closed network of familiar family members, friends, and professional colleagues. But those with an open network—one in which they connect people in different, seemingly unrelated groups—tend to be more creative, knowledgeable and successful. They're exposed to new ideas more often, avoid relying on the same assumptions, and are better able to combine ideas from different areas in interesting and successful ways.

If you want to be more successful, open your network—and your mind.

Use Teamwork When You Hire

Hiring is too important a task to leave to a single person. Try taking a team approach: For each position, form a team of 5 or 6 people—an HR person, the manager to whom the new hire will report, one or two peers, and even one or two other managers and their direct reports. As a group, the team can interview and evaluate job candidates and gain a better perspective than one person can.



Your Fish May Know What You Look Like

Dogs and primates can recognize human faces, but can fish? Apparently so. Scientists at the University of Oxford and Australia's University of Queensland have discovered that the archerfish can be trained to differentiate between faces with a high degree of accuracy, even though they don't have the type of brain other animals use for visual recognition.

As reported on the *Reuters* website, scientists chose the archerfish for their experiment because of its ability to shoot a jet of water from its mouth, usually to hunt down insects above the water's surface. They introduced the images of two human faces and trained the fish to shoot water at a specific one. In later tests, the fish were able to recognize a learned human face from 44 new ones and hit their original target 81% of the time—even when the color and shape of the head were changed.

Because fish have no neocortex in their brains, and presumably no evolutionary need to recognize and distinguish between humans, the discovery is unexpected—and interesting to scientists studying brains of all kinds.



What is the record for the greatest snowfall in a single month measured in the U.S.?

Weather or Not

- 1) Which is colder?
 - a) The North Pole
 - b) The South Pole
- 2) Which U.S. location sees the most amount of sunshine annually?
 - a) San Diego, California
 - b) St. Petersburg, Florida
 - c) Yuma, Arizona
 - d) Albuquerque, New Mexico
- 3) What is a haboob?
 - a) a type of cloud
 - b) a strong dust storm
 - c) a measurement of rainfall
 - d) a type of hailstone
- 4) What is the record for the greatest snowfall in a single month measured in the United States?
 - a) 619 inches
 - b) 212 inches
 - c) 390 inches
 - d) 128 inches
- 5) What is the world record for the most rainfall in a single day?
 - a) 54.1 inches
 - b) 73.6 inches
 - c) 19.7 inches
 - d) 88.9 inches

Answers: 1) b: The South Pole is considerably colder with an average temperature 35 degrees lower than The North Pole; 2) c; 3) b; 4) d: January 1911 in Tamarack, California; 5) b: It occurred in 1952 on Cilaos La Reunion, a small island off the coast of Madagascar.

Did You Know? . . .

We offer 24-hour/7-day-a-week services, with our trained, professional service technicians. Give us a call locally or toll-free. We're ready to help!

To contact our Centralized Service Dispatch, call toll-free: 888-229-1757

Abilene: 325-695-7283

Mark Cary, Chairman/CEO

Tony Cary, V.P. of Field Operations

Jerry Eichhorst, General Manager

D.F.W. & North Texas Region: 817-596-9877

Frankie Moeller, General Manager

Houston: 281-219-1900

Kevin Dean, General Manager

Big Spring–Midland & Odessa:

432-264-7919 | 432-617-0173

Richard Brandner, Service Manager

San Angelo: 325-944-2580

Jerry Eichhorst, General Manager

Visit us today online at www.caryservices.com

Cary Services is the proud recipient of the Better Business Bureau Torch Award (2005) for Marketplace Ethics



New Year's Greetings from Cary Services

As we look back at 2016, we are grateful for so many things: the opportunity to work with our team of professionals, our many business partners and our valued clients who have made our success possible.

At Cary Services, we hope you and all of your coworkers, family, and friends have a happy new year filled with joy and prosperity.

We offer our heartfelt thanks for allowing us to be a part of it.

Happy New Year!

We're doing our part. This newsletter is printed on environmentally-friendly paper—50% recycled, using 25% post-consumer waste, and is composed of a mixture of fibers from certified forests, post-consumer recycling processes and fibers from other controlled sources.



Facility ◊ Product Temperature Management
Proactive Budget Control ◊ Preventative Maintenance Specialists

P.O. Box 5101

Abilene, Texas 79608

Texas License #TACLA010407C