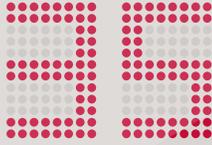


HALFTIME



PROFILE

YEARS



EST. 1982



HOMEBASE



POSITION

GENERAL

MANAGER

## Steve Morgan

*Todd: How many years have you been here?*

Steve: 35 and a half.

*Todd: Why do you think you've stayed with MI Windows and Doors all these years?*

Steve: I think for the opportunity. It's like a second family, really. It was close to home, and nobody ever told me I couldn't do it, so I just kept on doing it.

*Todd: How many different titles have you held since you've been here?*

Steve: You want the history?

*Todd: Sure.*

Steve: Well, when I first started working here, I was cutting glass, by hand, one piece at a time. And I did that for about two or three years and then when Jeff Paradise was the supervisor, we started making replacement windows, and he said, 'I need an assistant supervisor. Do you want to be an assistant?' and I said yeah. And then that went for a couple years, and they promoted him

to be in charge of all the vinyl windows, and he said, 'Do you want to be the supervisor?' I said, 'Yeah.' So then I was a supervisor. And then we started talk about building the Gratz plant over here. That was in 1993, '94, when we started building the plant. We moved into it in 1995. I was the plant manager there till 2010. And then they asked me if I wanted to switch things up a little bit, and I was the director of quality and process improvement for a couple of years until Hegin's exploded with a lot of replacement window growth. And then they asked me if I'd go up there and be the GM. I've been up here now for almost four years.

*Todd: What have the challenges been like at Hegin's as opposed to what you dealt with at Gratz?*

Steve: The replacement window business is altogether different from new construction because that window is going right into somebody's home and usually Suzy Homemaker

is standing there watching somebody put it in, installing it. But with new construction, it's altogether different. When people buy a house, they're probably not buying a house for the windows. And they always have cleaning crews come in for new construction homes to clean everything, all the drywall dirt, all the dirt period from construction, and they have someone going over them and cleaning them. Most people buying a new house don't pay close attention to a window. It's altogether different with replacement windows. So you're held to a much higher standard. That is the biggest challenge.

*Todd: How do you think you've contributed to MI's success through the years?*

Steve: I think I've been a good leader, and I was able to attract talent. Because last time I checked, I don't make any windows. I haven't made a window for thirty-some years, but I have a lot of people that are very good.

*Todd: How has the company changed since you started here?*

Steve: Oh my. Can I just say a lot? It was altogether different when Pete DeSoto was here every day. It's just different. I'll just say a lot.

*Todd: If you had to guess in your 35 and a half years here, how many people have you worked with directly in your time at MI?*

Steve: My word. Thousands. It was one thing that when I was doing the director of quality and process improvement, I had good relationships with everybody, with engineering and sales and manufacturing plants. That's what made that work for me, that I could form those relationships, and that's what makes it tick.

*Todd: Where all have you traveled to through your work with MI?*

Steve: I spent quite a bit of time in Texas when they were at Carrollton, when it was still GA, General Aluminum. I got around to some of the other plants when we had one in Georgia and North Carolina, Tennessee. I've been around to most of them.

*Todd: What was your most memorable day or moment during your tenure here at MI?*

Steve: Well, I'll never forget moving into this plant when it was built. I'll never forget that. We did it in three weekends. We had to move equipment out of two buildings down in Elizabethtown. We stopped making windows on a Friday afternoon, and Monday morning, we're making windows. And we did that three weekends in a row and didn't skip a beat.

*Todd: Sounds like quite the operation. How many people were involved in moving the equipment and all of that?*

Steve: Hundreds.

*Todd: Did you have a set role with that move?*

Steve: I was the plant manager, so we laid it out what we were going to move first. And then we laid it out in the plant, measured everything off. We didn't have an industrial engineer. We had tape measures and common sense. And we moved it.

*Todd: What is your proudest accomplishment here at MI?*

Steve: I think the last couple of years at Hegin. It was quite the challenge when I got moved up here, the changes that had to take place. I had to literally sit down every soul in that plant and talk

to them and tell them where we need to be. So that was a challenge.

*Todd: How do you think the fenestration industry has changed since you started at MI?*

Steve: The energy codes is what changed it, that we have to keep making lower numbers. That's probably one of the biggest changes. And vinyl is vinyl yet, that's still the same, and glass is glass, but the spacer systems that you have to use to meet the energy codes, that has changed. So the biggest change is to meet those energy codes.

*Todd: MI is one of the largest if not the largest employers here in the valley. What does MI mean to the communities around this region?*

Steve: I think it means most of the people's livelihoods. Because there's small stores, small hardware stores, gas stations, whatever, and if you ever watch this at 9 o'clock up front here, it's like a parade going up to the local gas station or to the grocery store. If it wouldn't be for MI, there wouldn't be a gas station there. I don't know if there would be a little store there, maybe there would. I think it probably means more than what they realize.

*Todd: Can you talk about how you first came to MI? How you first applied for the job?*

Steve: Well, back in those days, you didn't get a job at MI unless you knew someone who worked at MI. First you had to know somebody. My brother-in-law worked at MI. All three of

my brothers-in-law did at one point. I had been working for an electrician, and we didn't have work. This was back in the early 80s. My brother-in-law called me and said, 'Are you still interested in a job?' And I said, 'Yeah.' And then he said, 'Well, stop in, and see Sam.' At the end of the day, I was working part-time down the road, so I didn't get up in the valley until like 4 o'clock in the afternoon. One guy is sitting there waiting for me, Sam, and I said, 'Could I at least see maybe what I would be doing?' Because we had just started making a window. Before that it was screens, storm doors, storm windows, that was it. That was all they made. So we go to the back building, he can't even open the door, he couldn't even show me, and he said, 'Well, you interested?' I said, 'Yes, I'm interested, I'll take the job.' I didn't even know what I was going to be doing. And that's how I got hired. That was it. But you had to know somebody, and I did.