



THE PRIMER

NILES INDUSTRIAL COATINGS Q2 NEWSLETTER

SEE PROJECT HIGHLIGHT - LAS VEGAS RAIDERS STADIUM PROJECT

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SPRING PICNIC



Safety

UPCOMING SAFETY TRAININGS:

June 2019 – Smith Driving School

July 2019 – First Aid, CPR, AED

August 2019 – Supervisor

Competent Person Certification

September 2019 – Hazardous Communications

NILES INDUSTRIAL COATINGS HAS BEEN RECOGNIZED WITH THE FOLLOWING COMPANY SAFETY AWARDS FOR 2018:



2018 Thomas J. Reynolds Award for construction safety and health from The Association of Union Constructors (TAUC)

This prestigious safety award recognizes the outstanding achievements of Niles Industrial Coatings to minimize the number of work site accidents, injuries and illnesses to their employees. One of the safety metrics used was our DART rate for 2018 was 0.85 which is greater than 25% below the Bureau of Labor Statistics (BLS) national average of 1.8.

2018 Honorable Mention Safety Achievement Award in the 200,000 – 499,999 Hours-Worked categories from The Construction Association of Michigan (CAM)

Throughout 2018 Niles employees were able to work the full year while maintaining a safe and healthful worksite. This is truly noteworthy in the construction industry where dynamic hazards shift as work is completed.

One of the safety metrics used was our injury and illness rates combined with our low EMR qualified us for an Honorable Mention distinction.

Top 3 Finalist for the 2018 CREST (Contractors Recognizing Excellence in Safety Training) award from the FCA International

Niles is a finalist in the more than 150,000 hours for industrial coating trade.

Award evaluation is a combination of our metric data through our EMR and our OSHA Form 300 log, question and answer narrative summaries of what makes the Niles Family successful as it pertains to the overall safety program through the support of the union, and then submitted photographic evidence of our Niles Family in action embracing our C.T.H. values.

ADDITIONAL SAFETY FACTS TO BE PROUD OF:

196,982
MAN HOURS OSHA FREE

6/5/18 - 3/31/19



INTRODUCTION OF STAC TRAINING TRACKING SOFTWARE

Niles is on-boarding cutting edge technology in storage and remote-access of employee craft and safety training with STAC Enterprises.

This cloud-based infrastructure will allow remote access through new employee training cards via a QR-barcode to view and/or print certificates. This platform will also be able to send out reminder emails when training is set to expire to both the employee as well as management. This technology will help drive future training needs and ease access issues for being able to re-print or give to client site-supervisors proof of training upon request.

If you have training, craft or safety, that hasn't been submitted to the safety department please do so that it may get scanned and uploaded into the STAC database.

EXAMPLE:



Safety Trainings & Certifications

Scott Avendt
VP of Operations



Scott Avendt
VP of Operations



*This card is property of
Niles Industrial Coatings,
LLC. For more information
or to contact us, please
visit nilesindustrial.com
or call 810-593-7000.*

Project Highlight



RAIDERS STADIUM **Las Vegas, NV**

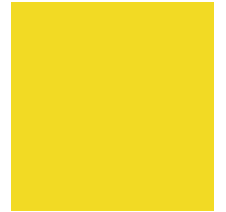
(also pictured on front cover)

Niles Industrial Coatings has the contract to clean and touch up the structural steel at the Raiders Stadium. Work is mainly being completed out of manlifts up to 185 feet tall.

The local union uses the dispatch process and has been able to support manpower for this project.

Leaders: Scott Cross & Tyrel Boeke

Watch live updates @
<https://www.raiders.com/lasvegas/live-stadium-camera>



CURRENT & UPCOMING PROJECTS ACROSS THE UNITED STATES



- BLOOMINGTON AND NORMAL WATER - ILLINOIS
- BOLDT CONSTRUCTION - OKLAHOMA
- BUCKEYE - INDIANA
- BURNS MCDONNELL - CALIFORNIA
- CB&I, INC. - NORTH CAROLINA
- DTE ENERGY - MICHIGAN
- ENERFAB INC. - OHIO
- GENERAL CONSTRUCTORS - IOWA
- IDEAL CONTRACTING - MICHIGAN
- MARATHON - LOUISIANA
- MARATHON - TENNESSEE
- MERRILL IRON & STEEL, INC. - NEVADA
- MICHELS CORPORATION - WISCONSIN
- SNELSON COMPANIES - WASHINGTON
- THREE RIVERS CORPORATION - MICHIGAN
- TROTTER GENERAL CONTRACTING - ILLINOIS

Roofing

Introduction of Niles' New Division: Roofing



Niles Roofing Division will focus on restoring existing roofs: BUR, EPDM, PVC, TPO, METAL, and MOD BIT Secondary Containments. The system used for this is spray applied (a 80mill system) that involves zero tear off of old materials and no disruption to the facility. There is no VOC or abrasive material with the product used. It's an instant spray that sprays 80% cured while it hits the roof. The product can be installed with slip resistant granules, which keeps it UV stable. It can also be applied with a white elastomeric coating. It can cool the inside of a facility by 10 degrees less in the summer time and by 20 degrees on the roof. What is even better is the ability to waterproof everything, which includes the walls, mechanical, HVAC, and windows.

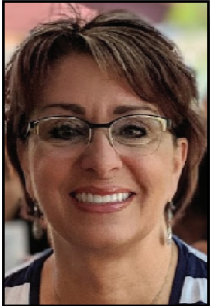
**A 10 man crew is able to install up to
20,000 square feet per day!**

Welcome to the Niles Family: Fenton Office!



Jeff Sheldon is a *Shop Support Worker* who began in April of 2016. Jeff is in charge of loading the trucks for outgoing jobs as well as checking all of equipment before and after each job. When the equipment returns, he tests and then cleans it to ensure it is ready to go for the next job. He has a painting background of 13+ years and was also a chef in Maine. He still enjoys cooking at home along with many outdoor activities such as gardening and growing many different plants. He has provided many of the plants here in the office!

Contact Info: 248-897-5653



Barb Zilio is the *Software Program & Special Projects Manager* who began in September of 2018. She works on custom software and program management as well as on any special projects. She has a background in automotive program management, custom survey software, and reporting. She was previously a customer service director for a large company. Not a lot of people know that she used to be a licensed Massage Therapist for 10 years in Ohio. Barb is married to a fellow Niles Family member, Mark Zilio. She enjoys gardening, spending time with family and traveling. She has been to many places including England and Cancun, Mexico, and has a goal of going to Hawaii.

Contact info: barbzilio@nilesindustrial.com or 810-714-5935



Jennifer Tisdall is the *Payroll Clerk*, aka "Payroll Rock Star". She began in October of 2018 and manages the payroll for the field team members. This involves checking time cards, and reviewing and handling all of their expenses. She has a degree in Interior Design and has been doing design for 14+ years, still designing for family and friends today. Her favorite design style is rustic farmhouse. When she is not working she likes spending time with her 2 kids, Kyle and Ryan. She also has a dog named Bandit and has a goal to one day rescue older dogs from shelters to give them a nice home to live out the rest of their lives in.

Contact info: jennifertisdall@nilesindustrial.com or 810-714-5912



Chad Christensen is the *Special Projects Manager* who began in December of 2018. He coordinates efforts to obtain SSPC for QP1 and QP2 quality control certifications. He also leads PM and Sales huddle meetings. Chad has a background in construction and is a multi-traded contractor. He enjoys spending time with his wife and 3 boys and is a soccer dad, traveling to games most weekends.

Contact info: chadchristensen@nilesindustrial.com or (810) 714-5928



Mark Sutton is the *Fenton Shop Manager* who began in April 2019. He is in charge of overseeing all of the shop and equipment and those who handles the supplies within the shop. Mark also prepares all of the equipment for shipping and does the maintenance for them. He has 35 years of experience in the industry and is a mechanic by trade. When he is not working, he is an avid snowmobiler and enjoys having his family over, which include his 10 grandkids who are 9 months old through 20 years old.

Contact info: marksutton@nilesindustrial.com or 810-287-3174





Tim Gustavison is the *Shop Lead Technician* who began in May 2019. He does maintenance and repairs on all of the equipment in Fenton, MI. When he is not at work, he enjoys riding his motorcycle and doing outdoor activities such as camping, fishing, and hunting. He also enjoys spending time with his daughter, son and daughter-in-law. Tim is the Regional Coordinator for Region 10 doing charity work and many different benefits.

Contact Info: timgustavison@nilesindustrial.com or 810-252-2139



Mike Steiner is the new *CDL Driver* who began in May 2019. Mike works in the shop in Fenton, MI as well as driving trucks to take materials and equipments to jobsites. He has experience in driving 18-wheelers and tow trucks. He has worked for 2 different truck schools in his career as well as construction. When he is not working, Mike likes to go camping, fishing, hunting and relaxing when he gets the chance.

Contact Info: 810-322-7711



Ashley Flores is the *Human Resources Intern* who began in May 2019. She works along side of Crystal, Valerie, Jennifer and Jordan with new-hires, payroll, onboarding, safety compliances, interviews, resumes and some training as well. She works on these on a daily basis while maintaining an organized system. She has a Bachelor's degree in Human Resource Development from Oakland University. When she is not at work she enjoys kayaking, spending time at the park with her dog, seeing friends & family, and traveling. She hopes to one day take a trip abroad.

Contact Info: ashleyflores@nilesindustrial.com or 248-891-2822



Judy Lubowicki is the *Contract Administrator* who began in May 2019. She handles the accounts receivables focused on Dow and Marathon as well as working on contract reviews. She has a background in accounting and training, and was previously an administrative assistant. She and her husband enjoy spending time on the lake and she has a few sisters in the area, one of them being her identical twin. Judy also has a pet frog named Swimmy, who is 32 years old!

Contact Info: judithlubowicki@nilesindustrial.com or 810-714-5934



Allison Robbins is the *Marketing Assistant* who began in May 2019. She works with Lauren on events, marketing materials, meetings, presentations, social media, photography and other occasions on a daily basis. She has a Bachelor's degree in Marketing from Oakland University and previous experience in marketing from a dental office. When she is not working she loves spending time with her dogs and going to the hockey rink to watch her boyfriend or family members play.

Contact Info: allisonrobbins@nilesindustrial.com or 810-714-5937

***A warm welcome to all our new field team members as well!
Welcome to the Niles Family!***

Niles Foundation

Consider Donating or Submitting a Referral!

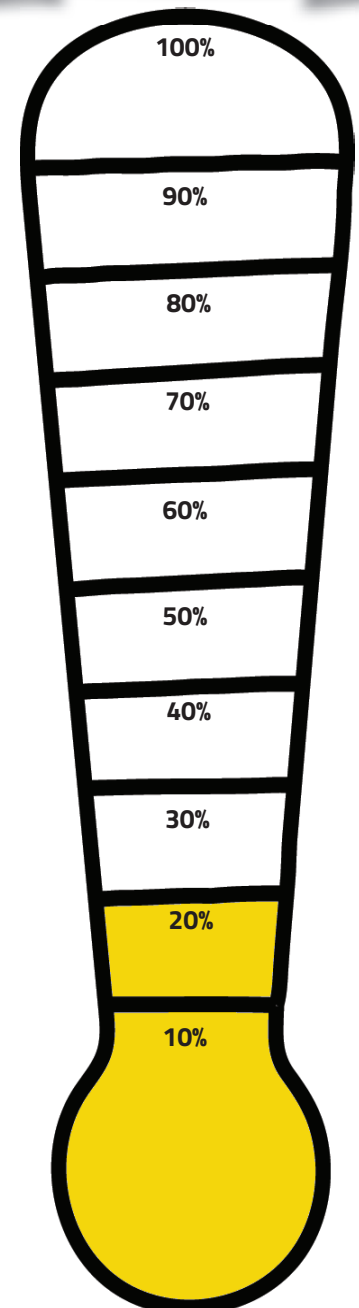
Wishes cannot happen on their own! The Niles Foundation Wish Program is only able to help Niles employees, family, and friends with your help! We rely on team member donations, no matter how big or small. Please consider donating today!

We rely on referrals from you! They allow us to reach more people who are in need and grant them a wish that could change their life! If you have anyone in mind, please do not hesitate to refer them to the Niles Foundation Wish Program.

Email info@nilesfoundation.com
or call 810-714-5936!

GOAL:

\$50,000





You're Invited to the Annual

SPRING PICNIC

JUNE 6, 2019 / 11:30 AM

See you at

**Tittabawassee Park
9200 Midland Road
Freeland, MI 48623**

**THE NILES FOUNDATION WILL BE HOSTING A THEMED GIFT BASKET RAFFLE!
PLEASE BRING CASH IF YOU WOULD LIKE TO PARTICIPATE.**

Remember Your Resources

If you have any questions, please reach out to the appropriate person below:

SAFETY CONTACTS

Gino Soave	810-691-1956
Jeremy Hurd	989-574-7384
Jim Florey	989-448-1801
Jordan Bush	810-224-1317
Dave Murphy	989-402-7094
Lacey Duus	989-589-7316

Mark Sutton	810-287-3174
Tim Gustavison	810-252-2139
Lewis Studer	989-3261080

NACE QUESTIONS

Tony Schlaud	989-620-5675
Jason Derus	989-448-1722

OPERATIONS CONTACTS

Angella Latsch	810-228-1767
Jim Ray	810-287-0649
Ryan Hiuser	810-516-0550
Craig Brooks	810-533-5421
Gerry Tower	810-656-0504

PAYROLL / MARKETING CONTACTS

Valerie Disch	810-714-5912
Jodie Schlaud	989-737-1380
Jennifer Tisdall	810-714-5918
Lauren Dunigan	810-714-5936
Allison Robbins	810-714-5337





201 S. ALLOY DRIVE STE A
FENTON, MI 48430

LETTER FROM THE PRESIDENT

Senior Management Retreat



Team,

This past Mother's Day weekend, the Niles Senior Management Team locked ourselves up for 2 days to discuss our company strategy, strengths and weaknesses, purpose, core values, mission statement, and so much more! We were able to more deeply define each item.

We are very excited to gather all the ideas we came up with to share with our Niles Family! Please be on the lookout for a Special Edition Newsletter highlighting all of these items. We can't wait to share them with you!

Ryan Niles