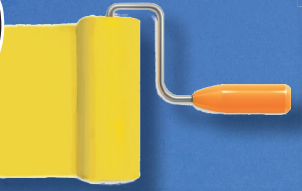




# THE PRIMER



NILES INDUSTRIAL COATINGS Q3 NEWSLETTER

## *In this issue:*

### **SAFETY**

- > Collaborating for Safety
- > Safety Leadership Conference

### **PROJECT HIGHLIGHTS**

- > Marathon jobs around the country

### **CULTURE**

- > Event Overview
- > Upcoming Events
- > Niles Family Graduates
- > Niles Foundation



# Safety Speaking Engagements:

## *Active Shooter Awareness & Workplace Violence*



Our Safety Director, Gino Soave, has presented at three conferences across the U.S on 'Active Shooter Awareness Training and Work Place Violence'. He provided information on what workplace violence is. It is defined as any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It is critical that all workers know the policies in place.

- Construction Association of Michigan Annual Safety Conference - Louisville, KY
- EHS Today Magazines Annual Safety Leadership Conference - Denton, TX
- National Utilities Annual Safety Conference and Expo - Auburn Hills, MI

*Contact Gino to learn more about workplace violence and procedures.*



# ***COLLABORATING FOR SAFETY!***

**What:** Niles and Dow ES&S held a training together on the different rescue methods for CSE and fall scenarios.

**Why:** Collaborating in field trainings can help to enhance the response and communication levels in a real emergency situations.

**Outcome:** Niles Confined Space Entry Attendants had experienced the full rescue process. They had experienced getting rescued, how to effectively communicate in an emergency situation and how they can contribute to helping. The Dow ES&S team was able to also practice and showcase their capabilities, equipment, and develop a good rapport with Niles.



# Project Highlight



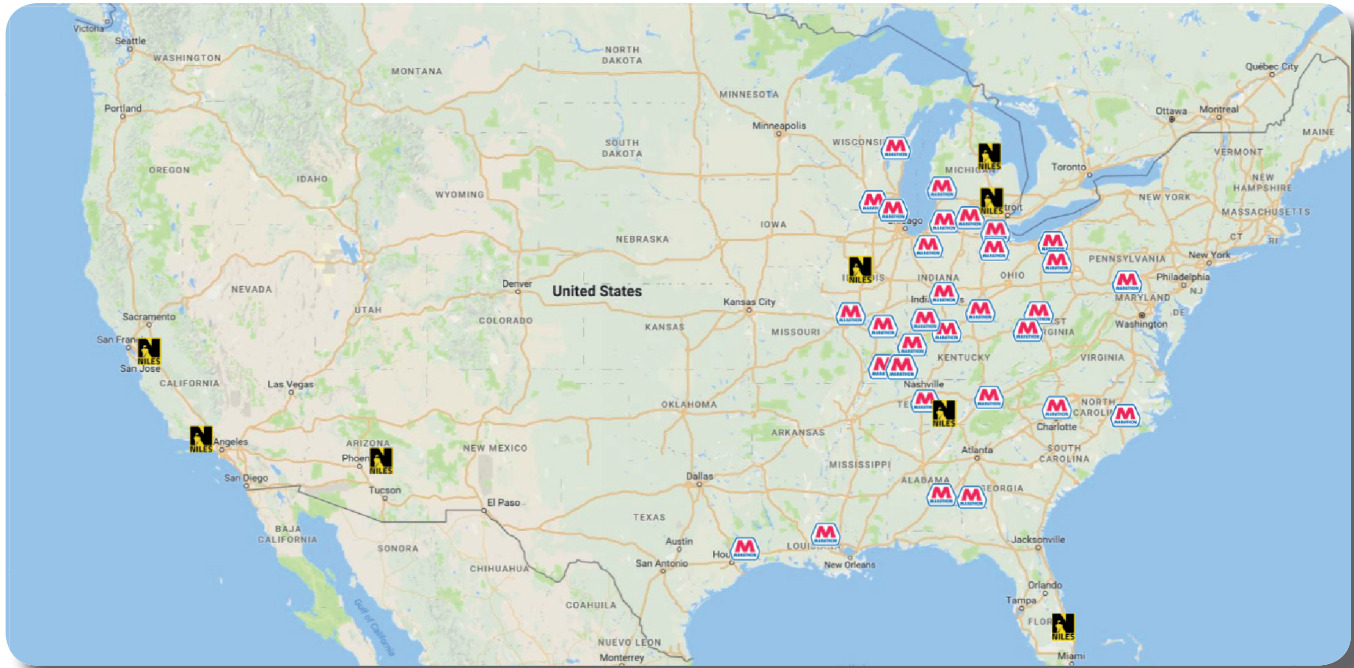
## **MARATHON TANK LINER** **Jackson, Louisiana**

*(also pictured on front cover)*

*Niles used an automated  
Faster Blast on the interior  
of this tank and applied a  
25 mil 100% solid liner.*



# CURRENT MARATHON PROJECTS ACROSS THE UNITED STATES



- BORDEAUX, TENNESSEE - TOUCH-UP PROJECT
- FINDLAY, OH - AIPOPT HANGAR PAINT
- FLOREFFE, PENNSYLVANIA - EXTERIOR BLAST / PRIME
- HARTFORD, ILLINOIS - TANK LINING
- INDIANAPOLIS, INDIANA - TOUCH-UP PROJECT
- JACKSON, LOUISIANA - WASHING, BLAST / COAT, AND INTERIOR LINING OF 3 TANKS
- KNOXVILLE, TN - EXTERIOR BLAST / PRIME
- KUTTAWA, KENTUCKY - FACILITY EXTERIOR BLAST / PRIME
- LOUISVILLE, KENTUCKY - FACILITY EXTERIOR BLAST / PRIME
- MARTINSVILLE, ILLINOIS - TANK LINING
- MONTGOMERY, ALABAMA - TOUCH-UP PROJECT
- MT. PROSPECT, IL - TOUCH-UP
- MUSKEGON, MICHIGAN - EXTERIOR BLAST / PRIME
- NASHVILLE, TENNESSEE - TOUCH-UP PROJECT
- NILES, MICHIGAN - PIPE PAINTING
- NORTH BEND, OHIO - FACILITY EXTERIOR BLAST / PRIME
- OREGON, OHIO - TOUCH - UP PROJECT
- PASADENA, TX - TOUCH-UP
- ROCKFORD, ILLINOIS - TANK LINING AND EXTERIOR BLAST COAT
- SELMA, NORTH CAROLINA - TOUCH-UP PROJECT
- ST ELMO, ILLINOIS - TANK LINING
- WELLSVILLE, OHIO - FACILITY EXTERIOR BLAST / PRIME



# EVENT OVERVIEW



**ANNUAL NILES SPRING PICNIC**

On June 6, we filled the Tittabawassee Park for a day filled with friends and fun. We had three Leadership Checklist winners this year, Chad Masserant, Tim Vincent, and Chad Brooks. We are very proud of the Niles Team and all their hardwork. The Niles Foundation raffled off family-themed gift baskets and was able to raise funds for their purpose.



**BLASTING TRAINING**

Both Blast One and Sandblasting Training were centered around maintenance, diagnosing, and repairing of sandblast pots and the new technology with them. Ben from Blast One is a vendor of ours and was going over best practices in maintenance and repair of electronic control valves and switches and how damage to switches occur. He had the team completely rebuild a pot to go over the best ways of setting up for blasting and what parts need to be inspected and cleaned before and after each use. Bill from Schmidt, a manufacturer in the industry, was showing the team the new TeraValves that Schmidt released. Our team dissected and rebuilt a valve, installed it on a pot, pressurized and fired up blasting with the new valves.



**OPERATIONS OUTING**

We recently hosted our Operations Outing at the M1 Concourse in Pontiac. This was a very productive and we are so pleased the the high level of participation and commitment from our team. The participants were able to discuss operational issues and create action items in hopes of bettering the company!





# UPCOMING EVENTS



## OFFICE GIRLS DAY OUT

FRIDAY, OCTOBER 4TH  
FRANKENMUTH, MI



## FALL RETREAT

FRIDAY, NOVEMBER 1ST  
PONTIAC, MI



## ANNUAL CHRISTMAS PARTY

SUNDAY, DECEMBER 8TH  
MIDLAND, MI

*\*Please look out for invitations 1 month prior to the occurring event.  
If you have any questions please feel free to contact:*

Lauren Dunigan: [laurendunigan@nilesindustrial.com](mailto:laurendunigan@nilesindustrial.com)  
Allison Robbins: [allisonrobbins@nilesindustrial.com](mailto:allisonrobbins@nilesindustrial.com)



# *congratulations* **CLASS OF 2019!**



Congratulations to Angella Latsch's son, Brady, for graduating high school this year! Brady graduated from Kearsley High School. He has plans to attend Delta College this fall.



Congratulations to Kayla, daughter of Melissa Huntoon and Jeremy Hanuscak on her graduation! Kayla graduated from Durand High School and is currently employed. She is looking into classes for Social Science at Baker College.



As your child graduates high school, Niles would like to help support them as they move on to college or a trade school program. If your child is graduating soon, please let us know!

**Please send us the following information so we can send your child a gift from Niles:**

Name, Name of High School Graduating From, College or Trade School they plan to attend,  
Mailing Address for gift, A photo of the graduate (Optional)

email: [allisonrobbins@nilesindustrial.com](mailto:allisonrobbins@nilesindustrial.com) or text: 810-714-5937



# 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.

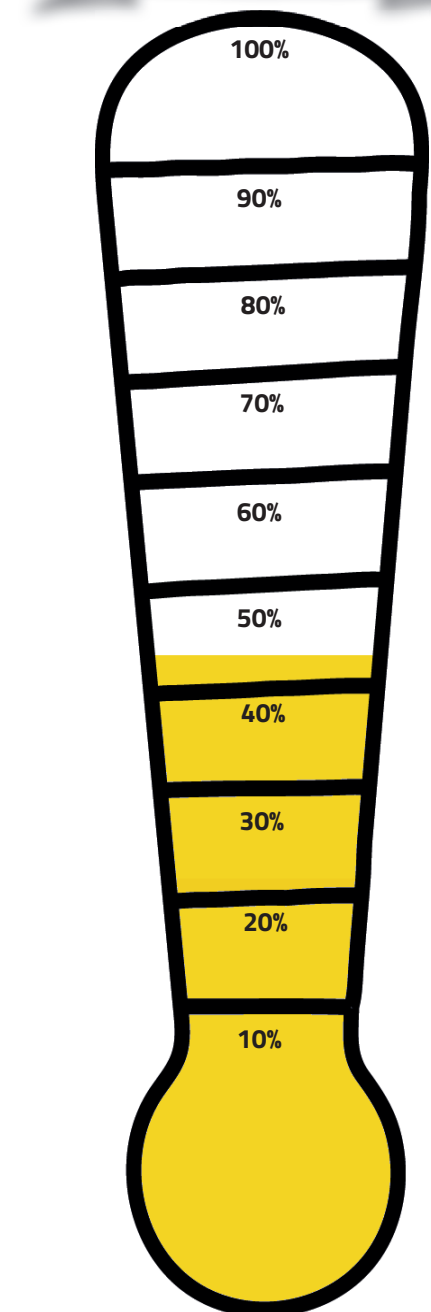
In 2019, the Niles Foundation has made donations for:

- Funeral Costs
- Support Dog Fees
- Project Solomon
- BJE Angel Delivery at Mott Hospital
- Employee Assistance
- Donation of labor and supplies for football facility

Email [info@nilesfoundation.com](mailto:info@nilesfoundation.com)  
or call 810-714-5936!

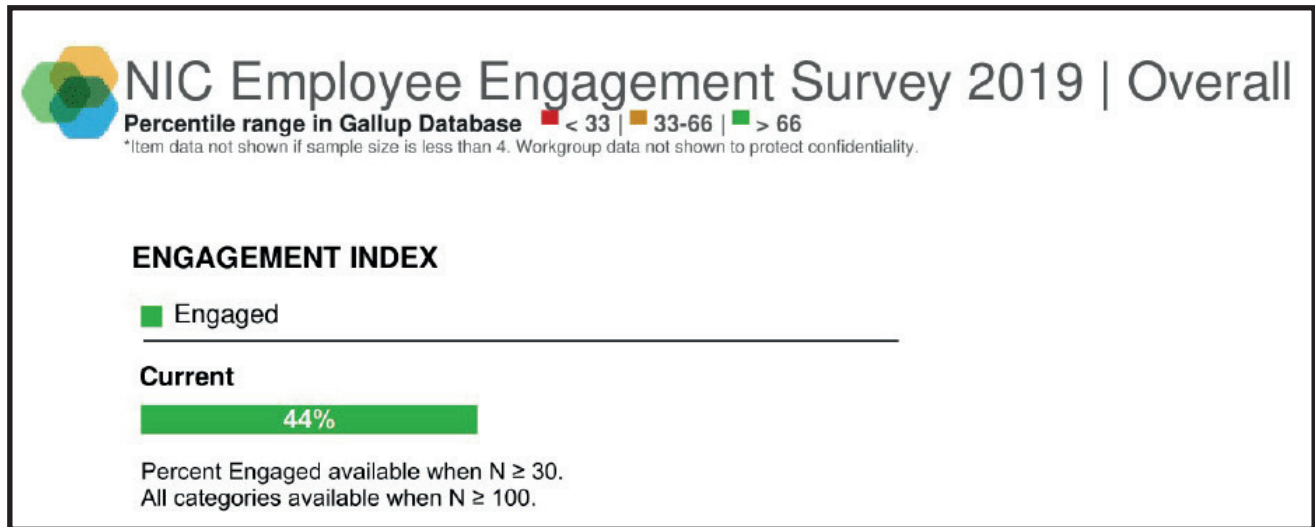
**GOAL:**

**\$50,000**



# GALLUP POLL SURVEY RESULTS FROM SPRING TRAINING

At the Spring Training this past March, we conducted the Gallup Q12 survey with all those in attendance as well as the office personnel. The Q12 survey reveals where we're doing well and where we can improve engagement within teams and across the organization. Engaged employees are those who work with passion and feel a profound connection to their company. They drive innovation and move the organization forward. We hope to use the results to empower managers, improve productivity and create a stronger, more engaged workplace.



## Tip of the Day!

### *Staying On Top Of Things At Home*

When you and your partner both have demanding careers, staying on top of things at home is a struggle. That's why you have to be strategic about who does what. Make a list of household responsibilities, everything from unloading the dishwasher to picking up your kids after school. Next, categorize each item on the list as "loathe," "don't mind," or "enjoy." Then assign tasks based on each person's preferences. Divvying up the work this way can ease tensions and make sure both partners are contributing equally. If there are certain items that both of you loathe, outsourcing can be a helpful option. It's also a good idea to have weekly or monthly check-ins to compare schedules, ask for support, and shift responsibilities as needed. For example, if you know you'll need to work late for a few days, your partner will have to pick up the kids. Just make sure to return the favor when your partner needs it.

\*This tip is borrowed from Harvard Business Review, Management Tip of the Day



# 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	989-326-1080

## 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	810-714-5937





201 S. ALLOY DRIVE STE A  
FENTON, MI 48430

## LETTER FROM THE PRESIDENT

*State of the Company*

**CTH**  
**CARE. TRUST. HELP.**

Team,

As we continue to grow as a company, I feel that it is very important to keep everyone in the loop with what is going on with the company, where we have been, and where we plan on going. At retreats and events, I often discuss these topics with you, however as we grow it is getting harder to communicate with each and every team member.

Each quarter I plan on having a State of the Company address at the Dow and Fenton offices as well as record this address to send out to each team member via email. Please watch out for the meetings and videos quarterly and feel free to reach out with any questions regarding these topics!

*Ryan Niles*