



# THE PRIMER

NILES INDUSTRIAL COATINGS Q1 NEWSLETTER

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ISSUE FOURTEEN

# SAFETY SPOTLIGHT: Leadership Conference



## *Preventing an Active Shooter: Preparedness is the New Normal*

Niles Safety Director, Gino Soave, attended and presented at the EHS Today Safety Leadership Conference late last year. "Think and survive: This session, presented by experts in the fields of law enforcement and Homeland Security, provides safety leaders with the tactics they need to respond to all types of workplace violence and active shooter situations. The speakers will offer insights into how organizations should train their employees for an active shooter event. Preparedness is the new normal."

During this presentation, Soave presented the following:

- Workplace violence awareness
- Recognizing gunfire.
- Surviving an active shooter event.
- Barricading and hand-to-hand fighting.
- Response to injury.

*If you would like to learn more about this topic, please contact Gino by email or phone:*

*ginosoave@nilesindustrial.com  
810.691.1956*



# NILES FUN FACTS:

NIC EMPLOYEES DROVE

**450,000**

MILES IN 2018.



## New Equipment Bought in 2018:

- Wiwa Plural Pump
- Wiwa VynalEster pump
- Duel Nozzle Vapor Blaster
- Gritt Blaster/recycler
- Mobil Blast Trailers
- "The Blaster" automated tank blasting machine
- 400 cfm compressors

NIC HAS WORKED IN  
**TWENTY  
EIGHT** STATES!



24,902 MILES AROUND  
THE EQUATOR

WE HAVE "DRIVEN"  
AROUND THE EARTH  
**18 TIMES!**



NIC HAD

**216**

EMPLOYEES IN 2018.

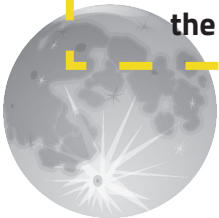
NIC'S FLEET INCLUDES

**103** VEHICLES!



**238,900 MILES TO THE MOON**

We have "driven" to  
the moon and back!



NIC PURCHASED OVER

**\$411,000**

WORTH OF EQUIPMENT IN 2018



# Project Highlight



## **Air Force Base Warner Robins, GA**

*(also pictured on front cover)*

### **500,000 Gallon Elevated Water Tank:**

- Interior reline
- Exterior SP6 / Epoxy / Urethane
- Full Eagle TEPE Containment System



## CURRENT & UPCOMING PROJECTS ACROSS THE UNITED STATES



- BUCKEYE - INDIANA
- BUCKEYE - OHIO
- CATERPILLAR - ILLINOIS
- DOW CHEMICAL - MICHIGAN
- DUKE ENERGY - NORTH CAROLINA
- ENERFAB - OHIO
- GM - KANSAS
- GM - OHIO
- GM - TENNESSEE
- LAX AIRPORT - CALIFORNIA
- MARATHON - MICHIGAN
- MARATHON - TENNESSEE
- MICHELS CORPORATION - OHIO
- RAIDERS STADIUM - NEVADA
- US STEEL - MICHIGAN
- WARNER ROBINS AIR FORCE BASE - GEORGIA



# Getting Better at Something Requires Commitment

**If You Want to Get Better at Something, Ask Yourself These Two Questions**



We all want to get better at something. Maybe you'd like to be a more inspiring leader, be more productive, or take more risks. But ask yourself two questions. First, do you really want to do better? Presumably the answer is "yes," but if you're looking to improve because, say, your boss wants you to, be honest about that. Change will happen only if you're committed to it. Second, are you willing to feel the discomfort of trying things that don't work right away? Learning anything new is inherently uncomfortable, so be prepared to feel a little awkward. You will make mistakes. You may feel embarrassed or ashamed, especially if you are used to succeeding. But if you remain committed through all of that, you will get better.

**If You Want to Get Better at Something, Ask Yourself These Two Questions:**

1. Do you want to do better?
2. Are you willing to feel the discomfort of putting in more effort and trying new things that will feel weird and different and won't work right away?

You will not get better if 1) you don't want to and 2) you aren't willing to feel the discomfort of doing things differently.

*\*borrowed from Harvard Business Review, 2019.*

# EMPLOYEE SPOTLIGHT: JIM WOLFE

It is with great pride that we announce that Jim Wolfe has accepted a position as a Project Manager with Niles Industrial Coatings. Jim was hired as a Superintendent and has been running work for Dave Gore and Mike Case. He has completed projects involving fireproofing, blasting with grit, slag, and garnet, and also some very challenging painting projects. Jim has proven to be a team player who has the best interests of the company in mind. He is competent, reliable, and willing to go the extra mile. As part of his superintendent roll, he was able to interact with customers and helped complete field take offs on projects we were bidding. He proved to be confident and capable when helping with these tasks.

NIC was in need of a Project Manager based in Midland to support our growth in that region. Several candidates were interviewed, however Jim stood out as the best fit for the opportunity. For the first year in his new role, Jim will be paired with Mike Bierlein who will be his mentor and assist in his training. Jim will learn to bid several types of projects and will help support business with Key Customers and new customers in Mid- and Northern Michigan.

Our NILES-Isms state that we 'Organize to Grow' and that it is best to 'Bring every Brain into the Game'. We try to look inside the company and promote from within anytime we can. Promoting Jim Wolfe to roll of Project Manager was perfect example of 'Getting the right people on the bus – and then finding the best seat for them'. We look forward to seeing what Jim will accomplish in the next few years with Niles. Please take a moment to congratulate Jim on his new opportunity.



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## UPCOMING 2019 SAFETY TRAININGS:

### ***March***

Lead Awareness for All Employees  
Blasting Safety  
Annual Spring Training

### ***April***

Supervisor Competent Person Certification

### ***May***

Powered Industrial Truck National Certification  
(forklift, grade-all, rough terrain)

### ***June***

Hazardous Communications

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# Niles Foundation

## YEAR IN REVIEW 2018

Over the past year, our family has endured a lot of hardships: house fires, car accidents, unexpected deaths, and many other things. As we are saddened by these hardships, we remain grateful for all the monetary donations we have and continue to receive from the Niles Family.

In 2018, we we raised:

**\$30,323.14**

and we donated:

**\$12,400.00**

Thank you to everyone who has supported the foundation this past year. We look forward to making a larger impact with our Niles family and in the community in 2019!

● <b>JANUARY 2018</b>
EMPLOYEE HOUSE FIRE AND MEDICAL COSTS
● <b>APRIL 2018</b>
FAMILY MEDICAL COSTS
● <b>APRIL 2018</b>
EMPLOYEE FUNERAL COSTS
● <b>JUNE 2018</b>
FAMILY FUNERAL COSTS
● <b>AUGUST 2018</b>
FAMILY FUNERAL COSTS
● <b>DECEMBER 2018</b>
EMPLOYEE MONETARY ASSISTANCE
● <b>DECEMBER 2018</b>
ADOPT-A-FAMILY (FLINT AND MIDLAND)
● <b>JANUARY 2019</b>
FAMILY FUNERAL COSTS





# 2018 TRAINING & EVENT HIGHLIGHTS



Getting our morning stretch in at the Annual Spring Training in Fenton, MI



Annual Spring Picnic in Freeland, MI



Office Ladies Day Out in Frankenmuth, MI



Project of the Year Awards at the NIC Fall Retreat in Gaylord, MI



Morning safety talk at Pheasant Hunt in Ubly, MI



Santa singing Christmas Carols at the Niles Christmas Party in Midland, MI



# KNOW SOMEONE IN NEED?

**LET THE NILES FOUNDATION KNOW!**

THE NILES FOUNDATION IS LOOKING TO HELP THOSE WHO NEED HELP IN THEIR COMMUNITY, AT HOME OR IN NEED OF A MONETARY DONATION.

THE FOUNDATION OFFERS VOLUNTEER LABOR AND DONATED MATERIALS TO COMMUNITIES, SHELTERS, AND HOMES IN NEED OF EXTRA LOVE AND CARE.

PLEASE SUBMIT AN INQUIRY FORM IF YOU KNOW OF ANYONE IN NEED!

[www.nilesindustrial.com/foundation.html](http://www.nilesindustrial.com/foundation.html) // [info@nilesfoundation.org](mailto:info@nilesfoundation.org)

The Niles Foundation is a 501(c)(3) Non-Profit Organization



# Remember Your Resources

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

## EMERGENCY 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

Ryan Hiuser	810-516-0550
Craig Brooks	810-533-5421
Gerry Tower	810-656-0504

## NACE QUESTIONS

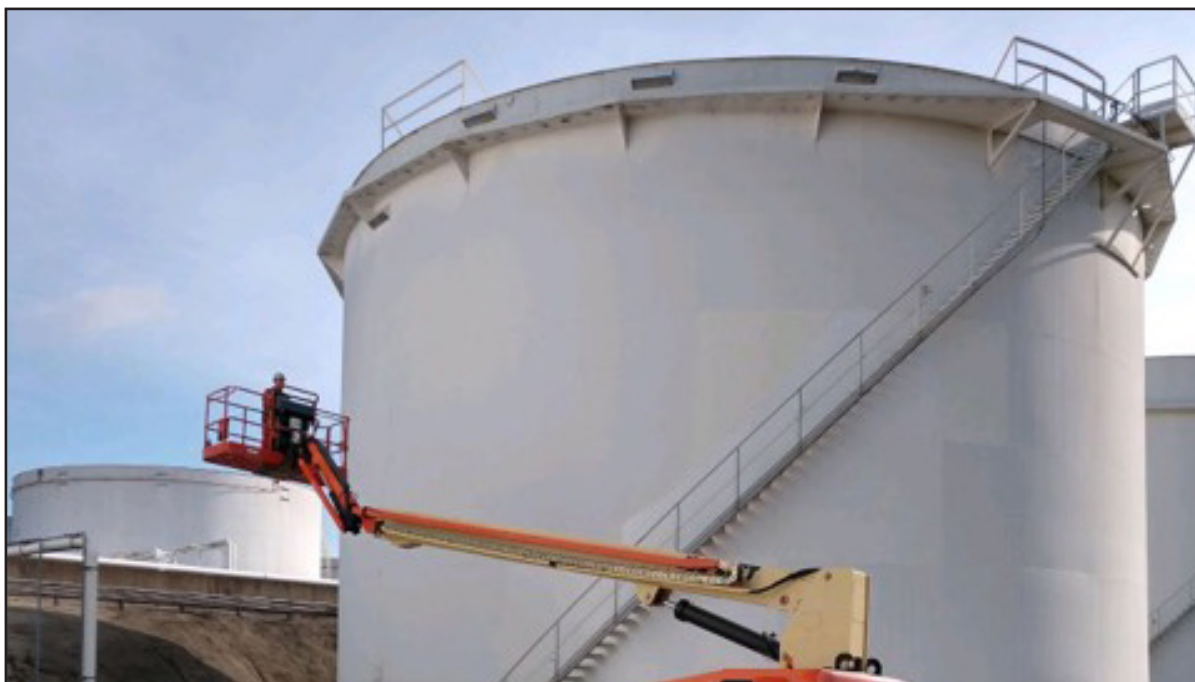
Tony Schlaud	989-620-5675
Jason Derus	989-448-1722

## ADDITIONAL RESOURCES

Scott Avendt	810-614-4017
Angella Latsch	810-228-1767
Jim Ray	810-287-0649
Craig Reynolds	810-624-4895

## OFFICE STAFF

Valerie Disch	810-714-5912
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Lauren Dunigan	810-714-5936







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## LETTER FROM THE PRESIDENT

*Tip of the Week Emails*

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

Team,

As we are always looking to better ourselves here at Niles, we have decided to send out weekly tips via email that we hope will not only help you at work but also at home. The weekly tips also may include company updates and other announcements. I hope you take a few minutes each week to read through the tips. If you have any questions or comments on them, please do not hesitate to reach out to me or one of your supervisors!

Remember, we are better today than we were 6 months ago, and in 6 months, we will be better than we are today.

*Ryan Niles*