



THE PRIMER

NILES INDUSTRIAL COATINGS Q4 NEWSLETTER



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ISSUE SEVENTEEN

Project High

Interior Protection Project at Automotive Plant

In Lake Orion, the Niles crew worked on the IP (Interior Protection) project. The crew hung reinforced plastic under areas where the roofers were going to be tearing off and replacing. The plastic was put in place to catch any debris and rain that came through, protecting the workers and the vehicles. After the roofers had finished, the crew carefully removed the plastic and all debris.

Congratulations to Tina Tower and her crew for receiving the Project of the Year recognition award at the Fall Retreat!

- Patrick White
- Melissa Huntoon
- Heather Hart
- Paco Chavarria
- Randy Croley
- Craig Green
- Tyler Lonsway
- Jeff Rodden
- Brandon Bowen



light



Annual Fall R

Annual Fall Retreat at M1 Concourse



This year the Annual Fall Retreat was hosted at M1 Concourse in Pontiac, MI. The morning began with a company update from Ryan Niles and the introduction of Retired Navy Rear Admiral, Scott Jerabek. Scott was a keynote speaker who focused on leadership in the workplace.

Following Scott's keynote, recognition awards were given to those who are proving their leadership and are showing potential within the Niles family. Congratulations to everyone who received an award!

The afternoon training was instructed by Brian Dwyer, who represented the Field Management Institute. Brian facilitated on margin erosion, change orders, and project budgets. At the end of the course, each group did a team activity where they had to build a 20in. tower out of spaghetti and tape that could hold a water balloon up.

After the learning session, everybody had the chance to go on a thrill ride around the track with a professional driver followed by dinner and a casino night. The garage was transformed into a casino with real gambling tables and chips. Chips were turned in for a raffle for a TV, portable power bank, and a portable bluetooth speaker. It was safe to say that everyone enjoyed it and had a smile going all night!

Retreat



VR Lift Simulator provided by United Rentals



Participants listening to keynote speaker



Team members building spaghetti tower



Fun at the craps table during Casino night



Award for Ethocal Alkali Room



Roofing Awards given out for leadership

Annual Girls Day Out

All of the ladies in the Office went on their annual Girl's Day Out at the beginning of October at the Bavarian Inn Lodge. Crystal Castle was so nice and put together a vision board activity for everyone as well as homemade gift bags! This was a great team building experience for everyone, as well as getting to know each other better. Following the activity, the ladies headed over to Serendipity Spa for a relaxing afternoon. Thank you Crystal for such a fun activity!





PLEASE JOIN US FOR THE ANNUAL NILES

Christmas Party

DECEMBER 8, 2019

THE GREAT HALL
5121 BAY CITY ROAD
MIDLAND, MI

11:30 AM - 3:30 PM

Santa Claus is Coming to Town! As something special from The Niles Family, please purchase a gift for your child(ren) to have at the party. December 5th is the last day to bring your wrapped AND tagged gifts with receipts for your kids in to the Fenton or Midland office. You will be reimbursed up to \$15 per child for the gifts purchased.

This year we will have Hollie Vitale from Vitale Photography at the party to take family photos, Santa photos and candid shots! Please refer to the invitation for details. Don't forget to put your email on the RSVP so photos can be sent to you.

**Please send all RSVP's in by November 22, 2019 - allisonrobbins@nilesindustrial.com*

**NILES
FOUNDATION
PARTNERS WITH
MIDLAND
HABITAT FOR
HUMANITY!**



Midland County
Habitat
for Humanity®



We are looking for a group of volunteers to join us for either a morning, afternoon, or all day shift of helping build a home for someone unable to on their own. Please write your name on the sign up sheet if you are interested in volunteering.

Please contact Lauren Dunigan at laurendunigan@nilesindustrial.com for more information or questions.



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.

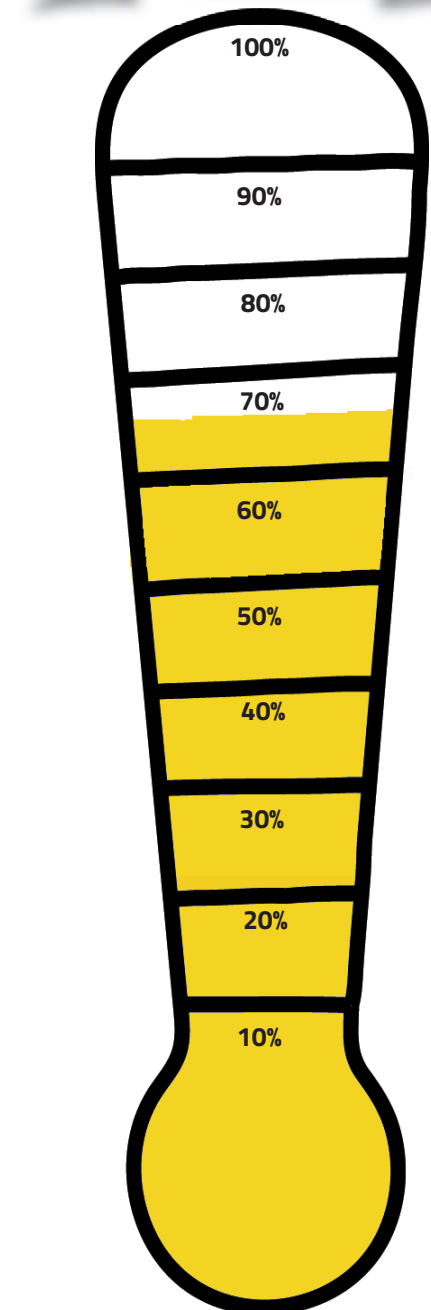
In 2019, the Niles Foundation has made donations for:

- 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
or call 810-714-5936!

GOAL:

\$50,000



CONGRATULATIONS CLASS OF 2019!



Congratulations to Jeff Signer's son, Beau, who graduated from Kearsley High School in the Spring. Beau plans to follow in his brother's footsteps and join the Navy. Sending best wishes in all of your future endeavors, Beau!



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 or text: 810-714-5937

Tip of the Day!

Don't Let Envy Be Part of Your Team's Culture

Nothing good comes of envy. If employees are resentful about what they feel they deserve or what others have, morale and well-being will suffer. Leaders can combat envy by building a culture of goodwill ("I'm grateful for what I have, and happy about your success") rather than one of comparison ("I deserve what you have"). Start by setting an example. Let your team see you supporting your peers and cheering their accomplishments. Show employees that you value genuine camaraderie, and encourage them to measure themselves by their own achievements rather than by others'. It's also useful to discuss how people can combat feelings of envy (and even how you've managed envy in the past). For example, employees may benefit from talking with a friend or mentor to dissect what they're feeling and regain perspective. They should also try to avoid unhealthy comparisons and the distorted perspectives that come with them. A culture in which people want each other to succeed is one that can bring out the best in everyone.

**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
Dave Murphy 989-402-7094
Lacey Duus 989-589-7316
Austin Popour 989-293-8844

Mark Sutton 810-287-3174
Tim Gustavison 810-252-2139
Lewis Studer 989-326-1080
Igor Tarducci 248-229-4467

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

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

Thank you!

CTH
CARE. TRUST. HELP.

NIC Family,

I wanted to tell you all how proud I am of each of you. Your growth personally and professionally has been amazing over the past few years. I feel so honored to be able to Lead and Coach each of you.

Your sense of family, and looking out for each other is to be admired. I am thankful of how everyone truly embodies our CTH Values. Thanks again for committing to growth, taking care of each other and your desire to be the best.

Ryan Niles