

In The Gutter February 2022

What a great start to the year, we have installations scheduled through the end of March! With that being said, we continue to look for reliable hard-working employees to join our team! If you know of any potential candidates, please have them contact the office to fill out an application.

-In HR News-

-On 1-1-22 all full-time employees had \$300.00 added to their tool allowance.

-As we continue to stay busy throughout the winter, we have added a new "Black Season". This allows for employees to take time off even if they do not have vacation time accrued. Requesting this time off still needs to be done with the same regulations as "Red Season" which is by the Sunday of the week prior or 8 days prior to that week of work. Click the link below to view the 2022-time off request date deadlines and pay day information.

https://docs.google.com/spreadsheets/d/1wjtfFn6-CXd96TynlNlq_Sb9PRrFLOReGsQR1ocVIU/edit#gid=0

-Birthday's and Anniversary's-

Chuck Russell 8 Years of Service (2-3-22)

Bryce Vandemark Birthday (2-19-22) (28)

-Safety/Training Article-

We are approaching steaming season. During the transition between winter and spring customers start to experience leaks from ice dams that form. Please click the link to review our steaming procedures and protocols. There will be a formal training/review of steaming procedures on Monday 2-21-22.

https://www.michigangutters.net/media/uploads/Employee/ice_steaming_shoveling_process.pdf

Atta Boy's January 2022

Albrecht Job: Blake/Zach G/Nuno

McCraven Job: Stanley/Michael

Barnes Job: Blake/Kris H/Zach G/Cruz Dimas

Sedlacek Job: Eli/Mitch

Schorer Job: Chris R/Matt/Mitch

December Drawing Winner: Cruz Dimas (Pace Job)

January Drawing Winner: Blake Fitzek (Albrecht Job)

-Do's and Don'ts-

For this month's "Do's and Don'ts" we will cover proper handling of Copper Material and proper handling of tools and equipment. Our copper material is very expensive, and the cost is continuing to rise. It is imperative that copper material is not handled with bare hands. Oils on your hands create smudges and stains on the copper material. Please be sure to always wear gloves while handling copper material. The picture below is from a recent job, the copper material was handled without gloves leaving the copper smudged and stained. These runs of gutter will need to be replaced at no cost which will diminish the profitability of the job.



There are many variables associated with scheduling and our ability to get on a job site to complete a job. It is imperative that all installation technicians bring all of their tools back to the shop from their job site EVERYDAY! This allows us to shift scheduling and job assignments seamlessly when necessary. The efficiency of a workday is compromised if a technician must return to a job site to retrieve his tools to work at a different location. It should never be assumed that you will return to a job site from the day prior.

Meet a Gutter Guy/Gal

For this section we will start at the top with Owner/CEO Steve Ball. Steve is a native of Roscommon MI. After high school he attended Lake Superior State University where he studied Fire Science graduating in 2002. After graduating he began working with the Traverse City Fire Department. While working Steve then pursued his master's degree in Disaster Management and Homeland Security from Penn State University. Steve has also earned his MBA from Davenport University. Steve has climbed to the rank of Captain with the Traverse City Fire Department.

While working as a firefighter Steve began to work with the previous owner of Michigan Gutters Inc. After working hanging gutters for a few years Steve purchased the company in 2008. Since his purchase of the company, it has grown exponentially. Steve is an avid entrepreneur/businessman involved with many business ventures including Michigan Gutters Inc, Precise Door Company, The Northport Inn, and Integrity Property Holdings amongst others.

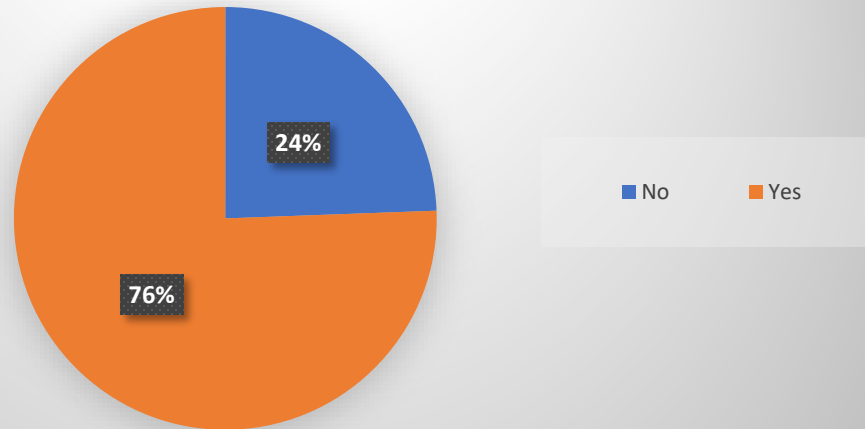
Steve has been married to his wife Carrie for 19 years. He has three children Alexis 15, Kylee 13, and Xander 11. When Steve manages to find some free time, he enjoys the outdoors hunting and fishing, spending time with his family, and rooting on his favorite sports teams from Detroit and the University of Michigan.



[Last Month's WIB Numbers, click here.](#)

Would add a summary of the production of how things were and then attach the wib reports. Would add a clickable link.

January 2022 Wib completion %



Installer	Number of completed jobs	# of Jobs Over 45%
105	4	1
110	8	3
113	6	3
116	6	2
155	11	2
163	15	3
169	8	0
170	12	2
174	9	1
179	24	11
180	19	3
184	6	2
190	14	3
192	13	3
188	20	9
193	15	6
196	12	2
197	20	6

January 2022 Average Net %

