

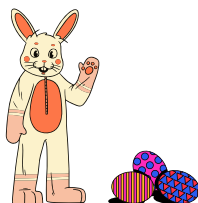
In The Gutter



April 4th, 2025



Thank you everyone that joined us for the annual company party! Congratulations to Chris Roeser for earning the Gutterman of the Year! We appreciate everyone's hard work in 2024 and can't wait to see all the great things 2025 busy season has in store!



Atta Boys from March

Congrats to our February winner
- Mason!

Gordon & Blake - Gray Job
Tim & Jason J - Dibble Job

Reminders

WE ARE BACK IN RED SEASON!

Red season - Monday through Friday
7am - 5pm (or the job is complete). If
you have a cash advance - you are
required to work Saturday's until the
debt is paid back in full.

Birthdays and Anniversaries

4/1 - Thank you for 12 years of service Chad!
4/4 - Thank you for 3 years of service Jesse!
4/11 - Happy Birthday Chris!
4/14 - Thank you for 13 years of service
Mark!
4/15 - Thank you for a year of service Steven
Fitzek!
4/19 - Thank you for 15 Years of service
Jason Ball!
4/19 - Happy heavenly Birthday Matt!
4/23 - Happy Birthday Steve Ball!
4/29 - Thank you for a year of service Adam!



Safety Meeting Recap

Cuts and Lacerations



How do laceration injuries happen?

- Many jobsite injuries can be prevented if employees follow safety protocols and stay alert.
- Lacerations are external cuts or tears that open wounds in the skin, resulting in bleeding. Severe lacerations may lead to severed fingers or badly wounded hands, and deep cuts into arteries or veins can have catastrophic results.
- Common mistakes that lead to laceration injuries on the jobsite include:
 - Using the wrong tools for the task
 - Dull blades
 - Poor lighting
 - Clutter and debris near the site
 - Missing or broken safeguards
 - Failure to wear PPE

Proper and safe use of tools

Tools and machinery should be properly maintained and all safeguards should be repaired or replaced if damaged. Ensure the installed engineering controls are used and sharp components, as well as moving parts, are well guarded at all times.

- Stop using dull blades/tools
- Stabilize materials being cut
- Use proper PPE
- Store sharp objects properly

When a laceration happens, stop the bleeding as soon as possible. This may require a clean bandage on the wound with pressure applied directly. If no clean bandage or gauze is available, use any cloth material you can find. Your primary concern at that moment is to stop the bleeding. Once bleeding has stopped, if it is a minor, superficial wound, clean it with antiseptic and bandage it accordingly. If the wound is deeper or more serious, you will need to visit a physician to receive treatment like sutures, staples, or specialized glue and tape to keep the wound closed. For deeper cuts and wounds that won't stop bleeding even with applied pressure, keep calm and keep applying pressure to the wound. If the bleeding continues without slowing, maintain pressure on the wound and contact EMS for further help.

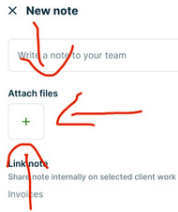
Foreman meeting on
04/16



Safety meeting on
04/24



Do's and Don'ts



DO upload pictures to every job!! Along with a list of materials used/installed.



DO make sure drain tile is buried deep enough!

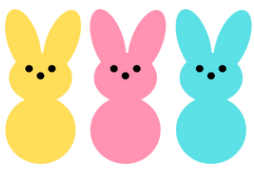
DO make sure to stamp, seed and clean up the yard after installing drain tile.

HR Corner

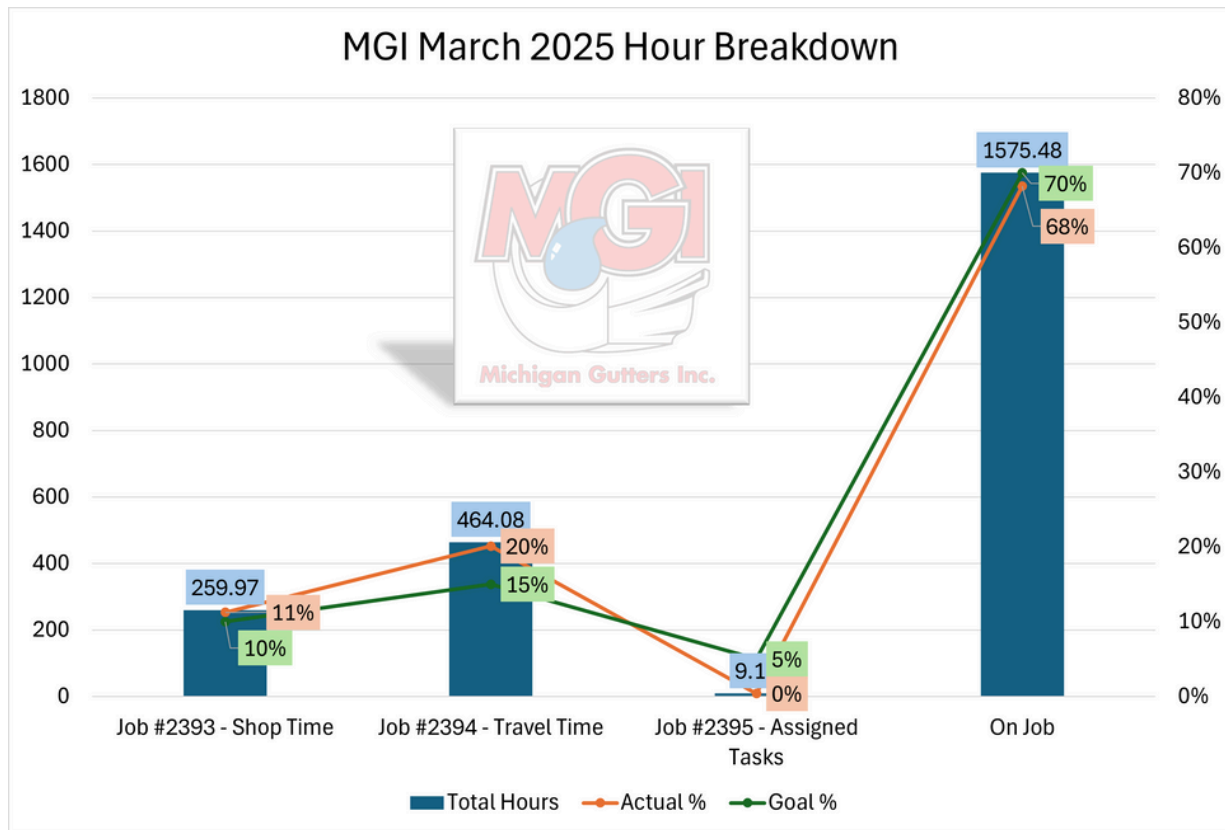
Changes to PTO & new ESTA time

The accounting firm went in and ran “zero” payroll that should reflect the new sick/esta time and vacation time, you can view this paystub that shows zero paid for the new PTO time. Last payday there was your normal paystub with the new PTO and any additions or subtractions from that pay period. Please be patient with this process as there may be more changes as we make this transition! Review the documents at the end of the newsletter for more information!





Let's Talk Numbers



Mental Health Corner

Whether your pet is furry, scaly, spiky, feathery, pocket-sized or oversized, they have a remarkably positive effect on the health and well-being of children in the home—providing joy and companionship, learning how to develop healthy relationships, developing responsibility, bringing families together, and understanding grief and loss. Learn about the remarkable mental health benefits that family pets offer, especially for kids!

[Learn more about the remarkable benefits of pets](#)



Summary of changes to ESTA & PTO :



● Those that were already Pre-Loaded vacation

- You will have the exact same PTO total, but the amount of sick and vacation is different in order to meet the ESTA requirements
- Your sick time will be the pro-rated 63 hours for the year and the rest will go to vacation
- Reminder that Esta/Sick time does not carryover, so I recommend using it when you are taking off for the covered reasons
- You are allowed to use Esta for vacation time, but there is a double verification process in order to confirm you are foregoing the Esta time for vacation
- There will not be any more PTO added this year

● Those that were previously accruing vacation

- You will now be pre-loaded all your ESTA/Sick time and vacation time at the beginning of the year
- For this year your vacation was pre-loaded as of 2/21 at a pro-rated amount of hours
- In short at the end of the year you will have similar if not more PTO than you once did, but it is separated between ESTA/Sick and vacation differently and you get it all at once
- If you had existing sick time this will be used toward these hours to reach the required 72 hours for the year
- If you did use your sick time you will now have the pro-rated 63 hours of required

● ESTA/Sick time

- If you had more than 32 hours those hours will be added to your vacation time because they were earned before the sick time that was already provided this year
- All your current vacation will also carry over
- Esta/Sick time will not carryover to next year
- Esta/Sick time cannot be cashed out or utilized without an absence
- There will not be any more PTO added this year



● Those that previously did not have PTO (sales)

- Still will not receive PTO and fall under the exemptions of ESTA

Please review your hours and feel free to reach out with any questions, there are a lot of moving parts to make this happen and we want to make sure everything is done correctly for you!

If you have any questions - reach out to Joe for further information.

Explanation and new calculations								
Past Accrual Based Employees							<i>accrual</i>	
	At the start of each year						<i>based on 2080 hours</i>	
Years of Service	New Sick	New Vaca	New Total	<i>Prorate d Amt</i>	Years of Service	Old Sick	Old Vacation	Old Total
0-2 Years	72	0	72	0	0-2 Years	32	39.94	71.94
3 years	72	20	92	17.2	3 years	32	59.9	91.9
5 years	72	40	112	34.4	5 years	32	79.66	111.66
Salaried with Pre-Negotiated Vacation Time								
Current	Old Sick	Old Vaca	New Total		New	New Sick	New Vaca	New Total
Salaried 80 hours of Vaca	32	80	112		Salaried/ Hourly 80 hours of Vaca	72	40	112
Salaried 120 hours of Vaca	32	120	152		Salaried/Hourly 120 hours of Vaca	72	80	152
Commissioned Sales (not eligible)	0	0	0		Commissioned Sales (not eligible)	0	0	0