



In The Gutter



December 2nd, 2024



Atta Boys From November

Congrats to our October winner - Gordon!

Blake, Tim & Stanley - Phillips Job

Kris & Nolan - Holland Job

Mark, Eli & Mason - Rund Job

Blake & Tim - Zmijewski Job

Blake, Tim, Chad, Tiff & Veronica -
Sharrow Job

Jason J & Adam - Kutil Job

Michael & Damon - Heim Job

Reminders

Always upload completed pictures for every job..

We are now in GRAY season until Tiffany announces other wise!

Dress for the cold! Bring layers! You can warm up in the trucks, but the trucks SHOULD NOT be running all day.

Birthdays and Anniversaries

12/3 - Happy Birthday Kris!

12/18 - Happy Birthday Tim!

Thank you for everyone who joined us for the Thanksgiving Potluck! Please join us for our Christmas Potluck on 12/18. Kids and significant others are welcome! We will have some fun, food, and of course decorate something Christmas-y! Food to be provided by the Sunshine Committee! Bring your own beer but we will have pops and water. Some days around the holidays coming up that we will let you take off without requiring use of PTO. The week of Christmas (12/23, 12/26, & 12/27) are the dates for December. You MUST submit your request in 2 weeks prior to the date you need off.



Safety Meeting Recap

Steamers

Low Pressure Steaming

Keep the psi between 250 - 400 psi.

Temperature should be between 230 - 320 degrees Fahrenheit.

You will need -

- Power
- Water



Stages of Operation

1. Set up (get machine ready, ladder up, boards over all windows & doors, etc)
2. Ice Removal
3. Clean up (make sure all paths are clear from snow and debris from the roof.
4. Note time steaming started and ended in notes in Jobber along with pictures from the job.

Foreman Meeting will be held 12/10!



Safety Meeting will be held 12/17. Breakfast to be included.



Do's and Don'ts



DO make sure Armour Guard doesn't have any gaps, has end caps on, and fits how it should. Gaps in AG installation is not acceptable as it comes with a "no clog" guarantee.

DON'T discuss prices with customers unless given by the estimator / office.

DO submit suggestions to the suggestion box (please use this as you are supposed to and not for jokes)

HR Corner

Gray Season

Start time 7AM

Monday-Thursday schedule

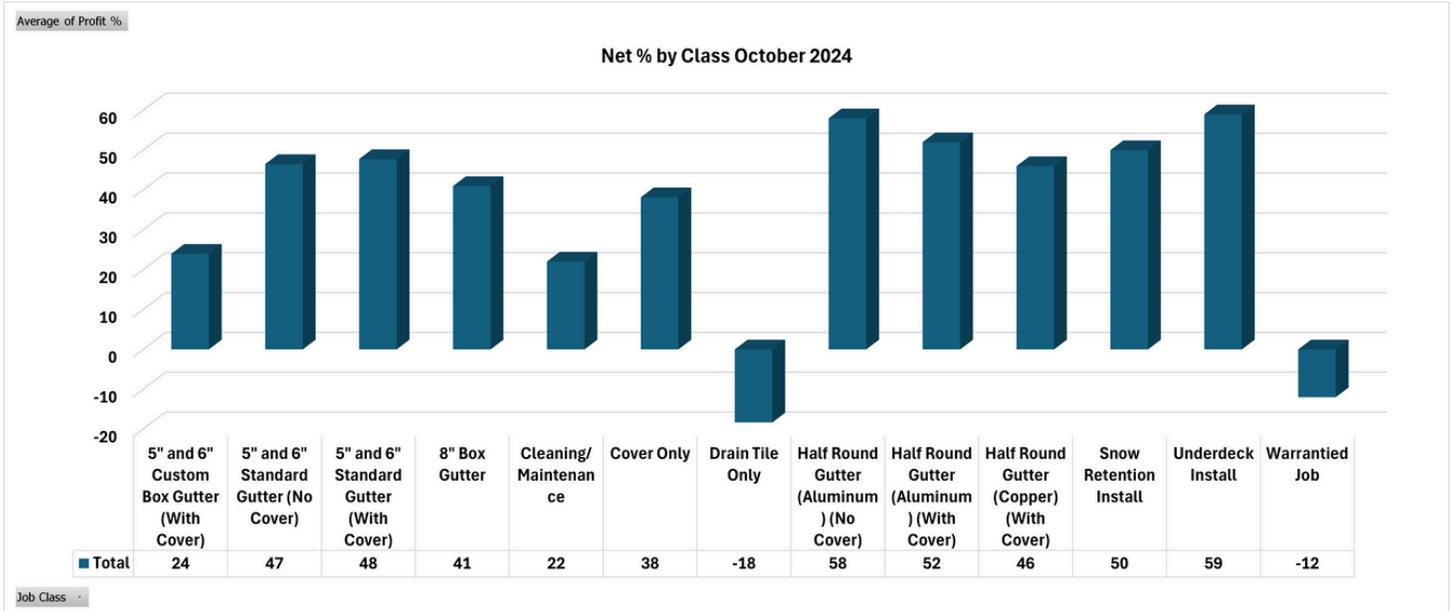
Time off needs to be submitted by 12PM the day prior (if you need a Monday off - it needs to be requested by the Friday before), PTO does not need to be used.

No weekends (Depending on emergent situations.)





Lets Talk Numbers



Our goal net percentage as a company is 55% - no matter the job. As seen in the graph below - it shows where each job class sits in the net percentage. Time management is very important for each job!

Mental Health Corner

Coping with Grief During the Holidays



The holiday season is approaching, and for some individuals it may be a painful and lonely time, where others' joys or the remembered joys of past seasons serve only to deepen the shadows of grief. If you or someone you know is grieving a loss during this holiday season, please know that you are not alone.

[Click here for the full article.](#)

