



In The Gutter

February 4th, 2025



Atta Boys from January

Congrats to our December winner - Jason J!

None):

Reminders

Please RSVP for the Annual Party
by 2/21!

Valentine's day is coming up! Don't forget to pick up a gift for your special someone!

Birthdays and Anniversaries

Thank you for the year
of service Damon!

Please take a look in your email for the invite for the MGI Annual Company Party and RSVP by 2/21! The party will be held on 03/07 at the Traverse City Comedy Club. Doors will open at 6pm, with dinner at 6:30pm and a show to follow. We hope to see you all there! Reach out to Tiffany if you have not received the invite.

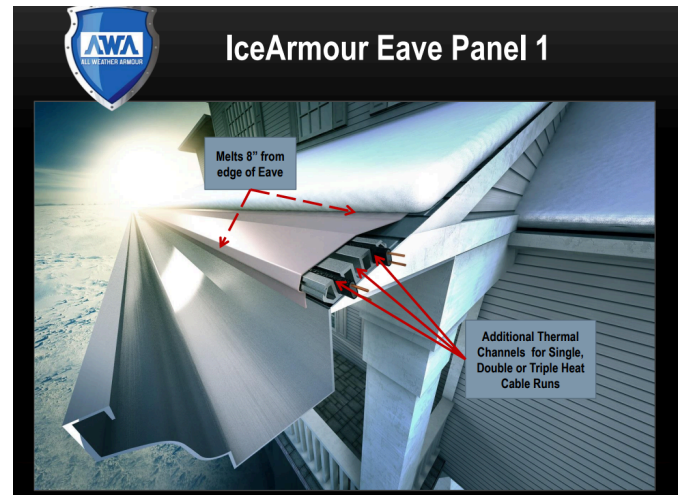
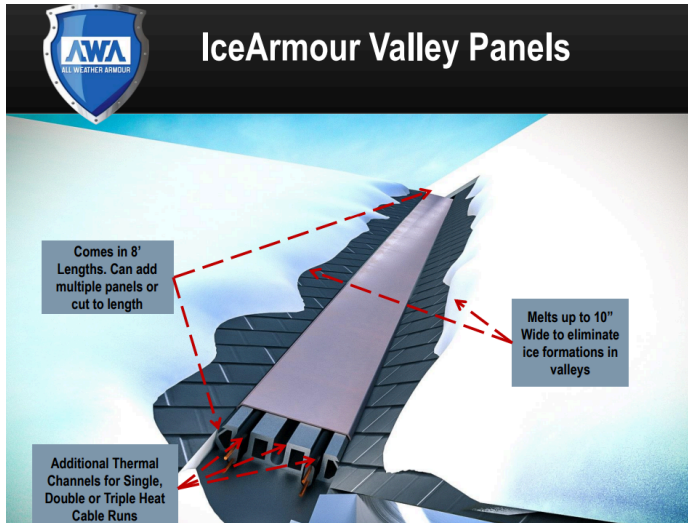




Safety Meeting Recap



Installing Eave Panels, Valley Panels, & IceArmour

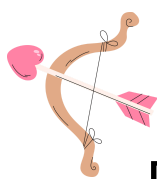


Heat Trace Megger Testing Video

Foreman meeting
will be held on
02/11.

Safety Meeting will
be held on 02/20 on
Slips & Trips.





Do's and Don'ts



DON'T forget to remove snow from the ground before placing your downspout extension to make sure it makes it to ground level and isn't floating once the snow melts.

DO upload pictures & notes for EVERY job! We have had to return to a few jobs just for pictures. Please make sure you are ☒ uploading these into jobber for every job to avoid return trips!

× New note

Write a note to your team

Attach files

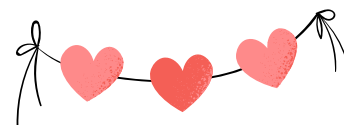


Link note

Share note internally on selected client work

Invoices

HR Corner



Cash Advance Policy Update

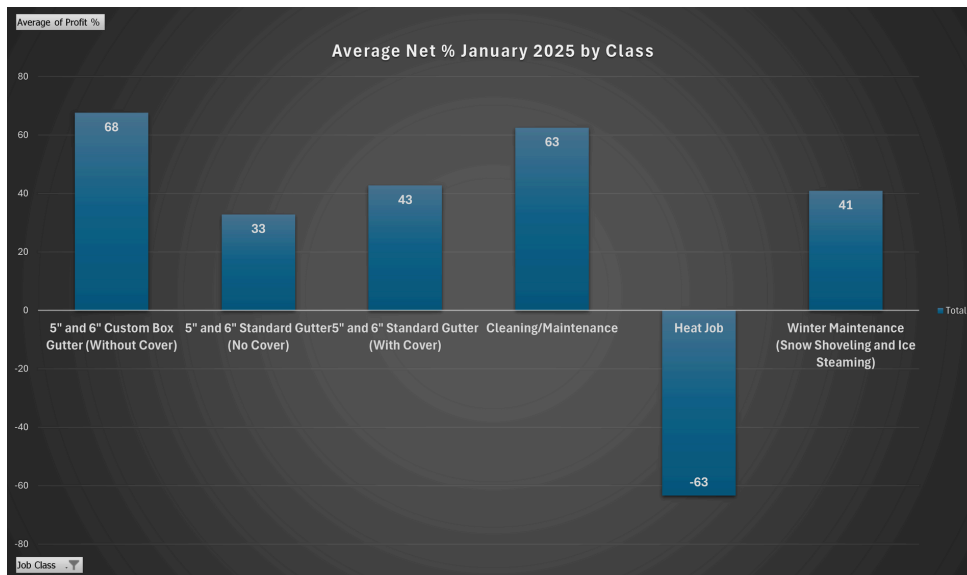
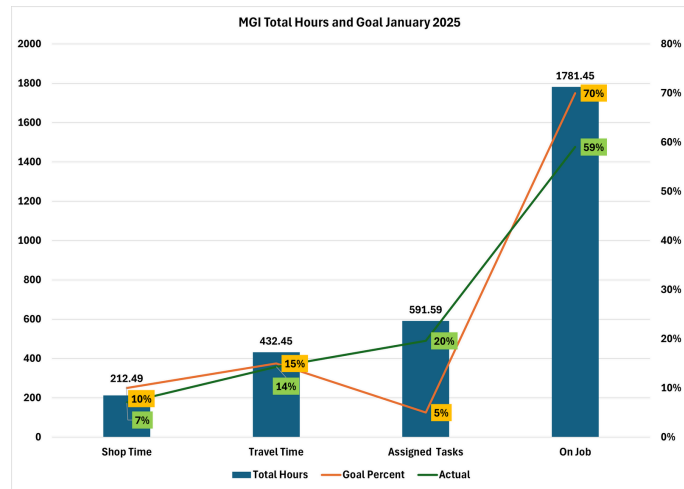
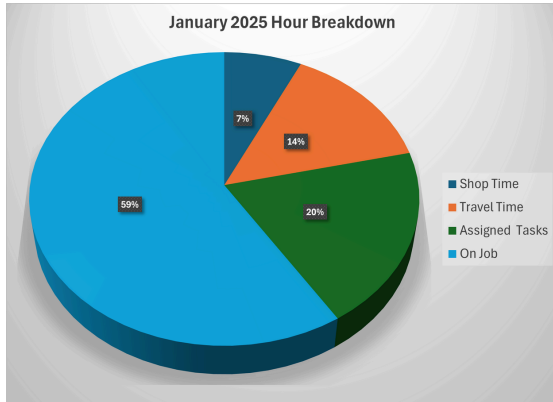
The complete amount will be deducted from your next pay cycle and paid in full. If the employee requests the deduction for the advance to be deducted through multiple pay periods, this must have prior approval from the CEO. The employee must be in good standing with the company and will be scheduled and expected to work Saturday shifts while in Red Season until their balance is at zero. If not in Red Season while Saturday shifts are available, the Saturdays will be tracked, and the employee will be responsible for working the shifts once the company reverts to Red Season. Any employee that is on probation for attendance or any behavior issue is not eligible for a cash advance. See the last page for the full policy.

Tool & Clothing Allowance Policy:

Any employee that is on probation for attendance or any behavior issue is not eligible to utilize these allowances.



Let's Talk Numbers



Mental Health Corner

Healthy Relationships Make Us Healthier

Celebrate all of your relationships! Whether it's a sweetie, a sister or a BFF, the quality of our relationships helps us cope better with stress, feel better about life, and live longer!

Therapist Jean Holthaus offers seven tips to improve all of your relationships.

[Read more about it here](#)



Cash Advance Policy

Michigan Gutters values their employees and is happy to offer financial assistance in times of need. Cash advances must be submitted via the Michigan Gutters Inc employee website (michiangutters.net) prior to money being dispersed. The complete amount will be deducted from your next pay cycle and paid in full. If the employee requests the deduction for the advance to be deducted through multiple pay periods, this must have prior approval from the CEO. The employee must be in good standing with the company and will be required to work Saturday shifts until the advance is paid in full. If not in Red Season while Saturday shifts are available, the Saturdays will be tracked, and the employee will be responsible for working the shifts once the company reverts to Red Season. Any remaining balance will be deducted from the employees last paycheck at the time of termination or resignation. If the cash advance is greater than the employee's last paycheck the employee is responsible for paying the company back in full by the following pay period. If a balance remains after the next pay period cycle the remaining balance will be turned over to the collection process with interest accruing at 10% until the loan is paid off in full. If the company is presented with a garnishment request from a creditor the employee is not eligible for any type of advance until the garnishment is paid off. Any employee that is on probation for attendance or any behavior issue is not eligible for a cash advance.