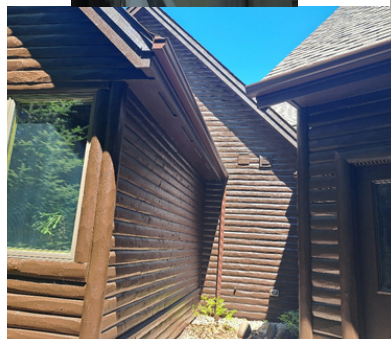




# In The Gutter

July 1st, 2024



## Atta Boys from June

Congrats to our May winner - Michael!

Nick & Steven - Schoenith Job

Kris & Adam - McDonald Job

Kris & Adam - Davis Job

## Reminders

We are closed on Thursday July 4th, but we are OPEN Friday July 5th. You will not get paid for the holiday if you call in the day before OR the day after a holiday. Joe sent out a reminder on 6/21.

Happy July! As we continue in Red season, remember you must have PTO available to take time off. You can bank over time hours to collect PTO if you are planning a vacation. If you have any questions - get with Joe and he can help!

You guys have been doing great with Jobber! Keep up the great work! Some things we have noticed - Tiffany is having to fix times for some people way too often. In the morning when you leave the shop, you should be clocked into your first job of the day. When you wrap up that job, you will clock into the next job right before you leave.



## Birthdays & Anniversaries

7/1 - Happy Birthday Max!

7/2 - Thank you for 5 years of service Chris!

7/3 - Happy Birthday Jay Ball!

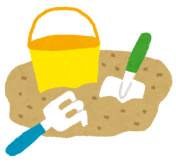
7/6 - Thank you for 4 years of service Mitch!

7/12 - Happy Birthday Ronda!

7/16 - Thank you for 11 years of service Eli!

7/19 - Thank you for 5 years of service Craig!

7/26 - Happy Birthday Jason J!



# Safety Meeting Recap



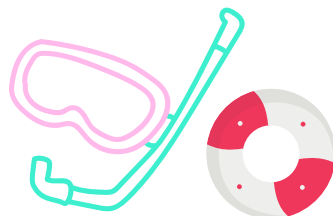
## Hydration & Heat Illness

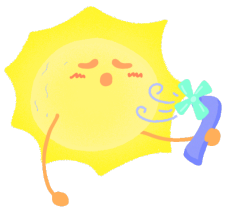
- Being hydrated when you start work makes it easier to stay hydrated through the day.
- If you are dehydrated when you start work, you may not be able to drink enough to catch up with your body's need for water.
- Drink before feeling thirsty. By the time you feel thirsty, you are already behind in fluid replacement. Dehydration is a primary contributor to heat exhaustion.
- Your work performance may suffer when you are dehydrated, even if you don't notice.
- When working in the heat, drink 1 cup (8 ounces) of water every 15–20 minutes.
- This translates to  $\frac{3}{4}$ –1 quart (24–32 ounces) per hour.
- Drinking at shorter intervals is more effective than drinking large amounts infrequently.
- Do not drink more than 48 oz (1½ quarts) per hour! Drinking too much water or other fluids (sports drinks, energy drinks, etc.) can cause a medical emergency because the concentration of salt in the blood becomes too low. Most people need several hours to drink enough fluids to replace what they have lost through sweat. The sooner you get started, the less strain you place on your body from dehydration.
- Hydrating after work is even more important if you work in the heat on a regular basis. Chronic dehydration increases the risk for a number of medical conditions, such as kidney stones.

Heat Illness	What to Look For	What to Do
Heat Cramps are muscle spasms caused by a large loss of salt and water in the body.	Heavy sweating with muscle pain or spasms	<ul style="list-style-type: none"><li>• Move to a cool place.</li><li>• Drink water or a sports drink.</li><li>• Get medical help right away if:<ul style="list-style-type: none"><li>- Cramps last longer than 1 hour</li><li>- Person affected has heart problems</li></ul></li></ul>
Heat Exhaustion is severe and may require emergency medical treatment.	<ul style="list-style-type: none"><li>• Heavy sweating</li><li>• Cold, pale and clammy skin</li><li>• Fast, weak pulse</li><li>• Nausea or vomiting</li><li>• Muscle cramps</li><li>• Tiredness or weakness</li><li>• Dizziness-Headache-Passing out</li></ul>	<ul style="list-style-type: none"><li>• Move to a cool place.</li><li>• Loosen tight clothing.</li><li>• Cool the body using wet cloths, misting, fanning or a cool bath.</li><li>• Sip water slowly.</li><li>• Get medical help right away if:<ul style="list-style-type: none"><li>- Vomiting occurs</li><li>- Symptoms last longer than 1 hour or get worse</li><li>- Confusion develops</li></ul></li></ul>
Heat Stroke is deadly and requires immediate emergency treatment.	<ul style="list-style-type: none"><li>• High body temperature (104°F or higher)</li><li>• Hot, red, dry or damp skin</li><li>• Fast, strong pulse</li><li>• Headache-Dizziness</li><li>• Nausea-Confusion-Passing out</li></ul>	<p>Call 911 right away, then:</p> <ul style="list-style-type: none"><li>• Move to a cool place</li><li>• Cool the body using wet cloths, misting, fanning or a cool bath</li><li>• Do NOT give the person anything to drink</li></ul>

Foreman Meeting  
will be on 7/9.

Safety Meeting to  
be held on 7/23 -  
we will grill out  
after work.





# Do's and Don'ts



DON'T install armour guard like this... enough said.



Don't forget to check for ticks - they are bad this season!

DO add pictures to ALL (service and installs) your jobs when complete.

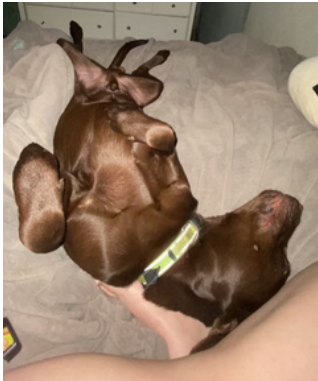




# Get To Know The Crew



This month's  
spotlight is on  
Henry! 📡



Henry was born in Arkansas and moved up to Michigan in August. He has 2 brothers and a sister. When he is not working, he enjoys spending time working on his truck, fishing, and hunting. He also has two dogs, Rocket and Sid! Thank you for all your hard work Henry!





# Let's Talk Numbers

**56% CONVERSION  
RATE**

**IN THE LAST 30  
DAYS**

**349  
ESTIMATES  
SENT THIS  
MONTH**

**197 ESTIMATES  
APPROVED THIS  
MONTH**

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## Mental Health Corner

Summer can be a lot of fun for kids, but it also can be overwhelming for parents. Pine Rest therapist Jean Holthaus joined WZZM's Catherine Behrendt to talk about what kids and parents need during summer break and a few tips to help everyone in the family have a great summer.

[Listen to the interview with Jean Holthaus here](#)

[Summer Survival Tips for Parents](#)

