



# In The Gutter



October 3rd, 2025



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|--|
| Section Header   |
| REQUIRED FOR ALL HEAT JOBS   |
| Megger Test Reading Before Install (Enter each line length and Reading)                |
|  |
| Megger Test Reading After Install Before Power Up (Enter each line length and Reading) |
|  |

## Atta Boys From September

Congrats to our August winner - Jason !!

None :(

## Reminders

Always reach out to the estimator for a change order price for additional material needed on a job.

TAKE PICTURES OF EACH JOB AND  
UPLOAD TO JOBBER!

## Birthdays & Anniversaries

10/9 - Happy Birthday Eli!

10/10 - Thank you for 11 years of  
service Roger!

10/13 - Thank you for 8 years of  
service Heather!

10/25 - Happy Birthday Stanley!

10/31 - Happy Birthday Steven Flinn!

Happy October! For all heat jobs moving forward - you will need to fill out the Megger Test in the Job complete form. If not completed, you will be sent back to the job to test and fill out the form.

Remember to bring extra clothes (and to take them home at the end of the day!) for the lovely everchanging Northern Michigan weather.





# Safety Meeting Recap

Installing / Splicing Heat Line



## Megger Testing

## Splice & Kit Install Video

Foreman Meeting  
to be held on 10/7

Safety Meeting to  
be held on 10/21







# Install Pictures from September







# Do's and Don'ts



**DO walk around and clean up before you leave the job. Once again we have received complaints about scrap metal, screws, etc being left behind at house.**

DO take pictures at every job - even repairs!

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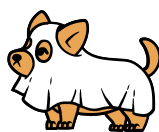
## Mental Health Corner

### **Mental Health at Work**

### **World Mental Health Day is October 10**

Depression touches everyone in the workplace. Affecting nearly one in ten adults each year, depression is one of the top reasons for lost productivity, sick days taken and disability leave. Unaddressed depression in the workplace can contribute to lower profits and morale as well as increased mistakes and accidents.

[Read More Here](#)





# Let's Talk Numbers



## Moved to the last page



### HR Corner

#### INSTALLER COMMISSION & YOUR DRAW ACCOUNT



Draw Request form

INSTALLER COMMISSION =

- Bigger checks when it's busy
- Smaller checks when it's slow
- Opportunity to earn more over the year

#### WHY SAVE?

- Work slows down sometimes. If you spend it all in busy weeks, you could feel the pinch later.
- Budgets and equalizes pay when it varies throughout the year

DRAW ACCOUNT = YOUR PAYCHECK SAFETY NET

- Pick your minimum take-home pay or a certain amount each pay
  - Extra earnings go into your draw account
- In slow weeks, use your draw to supplement your check (if there's money in it)
  - Withdraw anytime when Ronda or Carrie are in the office

NOT A LOAN. CAN'T GO NEGATIVE. YOUR MONEY – SAVED FOR YOU.

Submit Draw Request Form To add money or take money out of your draw account!  
Please note this is different than an Employee advance which is money that is loaned to an employee!



# Let's Talk Numbers

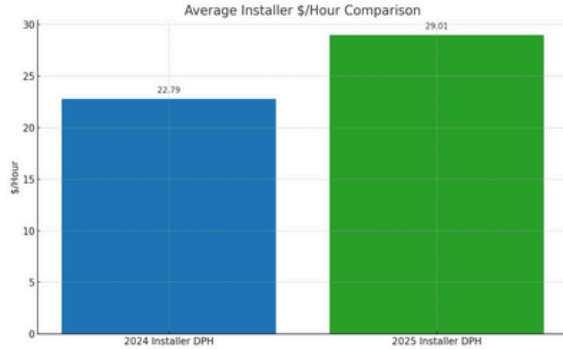
## Installer Pay & Efficiency Update: 2024 vs 2025



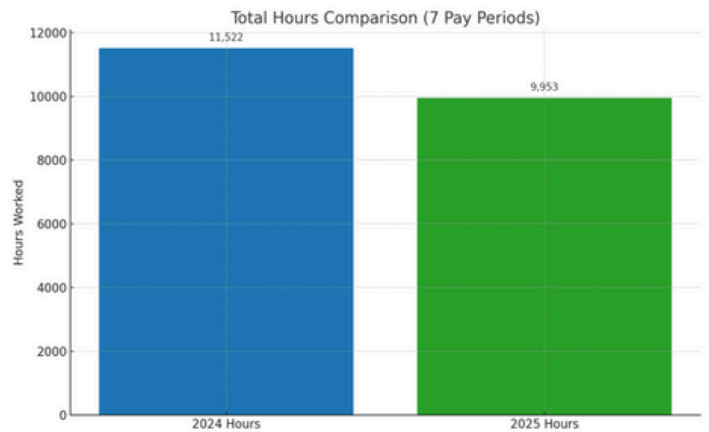
In 2025, we switched to a percentage-based pay model. The results show it's **working**—as a team, installers are earning more per hour, working fewer hours, and helping the company grow. This is proof that when the company wins, **you win too**.

### Team Highlights:

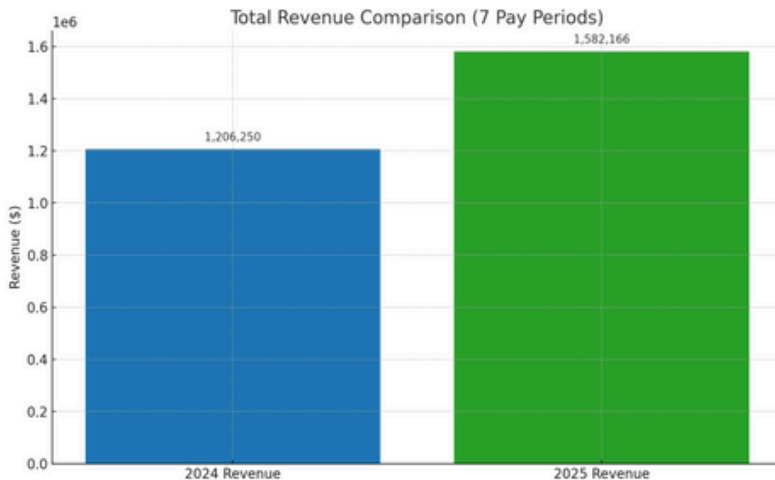
- Average hourly pay increased from **\$22.79** in 2024 to **\$29.01** in 2025 (+27%).
- The company paid out **10% more in wages** to installers overall.
- As a team, we worked **1,500 fewer hours** but generated more revenue.
- Together, we made **31% more revenue** with less time on the job—an awesome achievement!!



Installer \$/Hour Growth (+27%)



Total Hours Worked (Down 14%)



Total Revenue Growth (+31%)

### What this means for you:

Not everyone saw the same increase right away, but the system is built to reward effort and efficiency. The proof is here: **more money per hour, less hours worked, and more opportunity overall.**



The time is right to push and make the most of this system—your skill and speed directly impact your pay, and the company's growth creates more opportunity for everyone. Thank you for the hard work, adaptability, and teamwork. 2025 has shown us that this pay model is a win-win—for installers and for the company. Let's keep building on this momentum while the time is right!