

Michigan
Gutters, Inc



In The Gutter

September 5th, 2023



As temperatures start to fluctuate, remember to bring layers and dry clothes. With Northern Michigan's ever changing weather - it is always smart to pack extra clothes and socks. Check the weather in the morning and bring rain gear if you think you are going to need it. It is still important to stay hydrated too. Take the extra time before you leave your house and make sure you have everything you are going to need for the day. Then, take the time to double check you have everything you need before you leave the shop. Having to return to the shop (or have Jesse bring you things) affects your jobs profitability - therefore will affect your numbers. An exception to this is if a client adds on to the job while you are on site and you need extra material to complete the job. **SATURDAY BONUS INCENTIVE! We are bringing back the bonus incentives for Saturdays starting 8/28 and ending on 12/16. See page 6 for all related details.**



Atta Boys from August

Congratulations to our July winner -

Steven!

Blake & Nathaniel - Howell Job

Eli, Mason, Mitch & Kadin - Cowart Job

Michael, Kris, & Nathaniel - Daly Job

Roger - Slancik Estimate

Bryce & Michael - Frick Job

Kris - Sleder Job

Blake, Nick & Steven - Schaefer Job

Kyle - Arguello Estimate

Kyle - Tornnga Estimate

Reminders

You **MUST** be signed up for the Ramsey Smart Dollar program if you want / request a cash advance. Advances will **NOT** be given if you are not enrolled in this program.

PLEASE clock out of the shop each morning **AND** leave detailed notes about each job in t-sheets.

Birthdays & Anniversaries

9/1 - Happy Birthday Roger!

9/9 - Happy Birthday Mitch!

9/19 - Happy Birthday Mason!

9/21 - Thank you for 4 years of service Michael!



Safety Meeting Recap

Working Safely with Electricity



Electrocution accounted for about 8% of construction worker deaths in 2021.

Generators are commonly used as a replacement source of electricity when electrical power is lost or not available. Carbon monoxide is a colorless, odorless gas produced during the operation of gasoline powered generators. When inhaled, the gas reduces your ability to transport oxygen.

- DO NOT operate a generator indoors. Generators should be placed outdoors in a location where the exhaust gases cannot enter a home or building. Good ventilation is key to operating a generator safely.
- Turn off generators and let them cool prior to refueling.

Overhead and buried power lines are especially hazardous because they carry dangerously high voltage. Fatal electrocution is the main risk, but burns and falls are also hazards.

- Look for overhead power lines and buried power line indicators.
- Stay at least 10 feet away from overhead power lines and assume they are energized.
- De-energize and ground lines when working near them. • Use non-conductive wood near power lines.

Worn extension cords can expose the wires within, or loosen the connections on the plug end. Extension cords that are not 3-wire type, not designed for hard-usage, or that have been modified are not as durable. These conditions can increase the risk of electric shock.

- Do not modify cords or use them incorrectly.
- Use factory-assembled cord sets and extension cords that are 3-wire type.
- Remove cords from receptacles by pulling on the plugs, not the cords.
- Visually inspect all electrical equipment before use. Remove from service any equipment with frayed cords, missing ground prongs, cracked tool casings, etc

Links to OSHA Publications used for safety meeting:

OSHA: Controlling Electrical Hazards

<https://www.osha.gov/sites/default/files/publications/osha3075.pdf>

<https://www.osha.gov/sites/default/files/publications/OSHA3942.pdf>

Foreman Meeting will be on the morning of 9/12.

Safety Meeting will be held on 9/19 regarding personal fall protection systems. **Breakfast to be provided!**

Me on August 31 vs Me on September 1





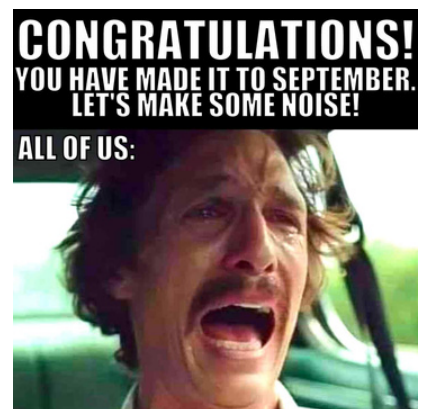
Do's and Don'ts



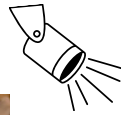
DO: Always make sure to take your time and make sure caulk is spread over the end caps/miters evenly and thick enough it won't cause leaks. There will be times where we will have to go out to repair a leak from caulk not drying correctly - but it should not be as often as we are currently are. Taking your time to double check these things during the install can save you from a service call down the road!

DO: You **MUST** take thorough notes on service calls. If you are using ANY material - note it in the service call WIB **AND** the footage/pieces you used in the main WIB. You also have to take **before and after pictures** during all service calls of the areas that were worked on. These can either be put in the drive or emailed to Joe with the job name.

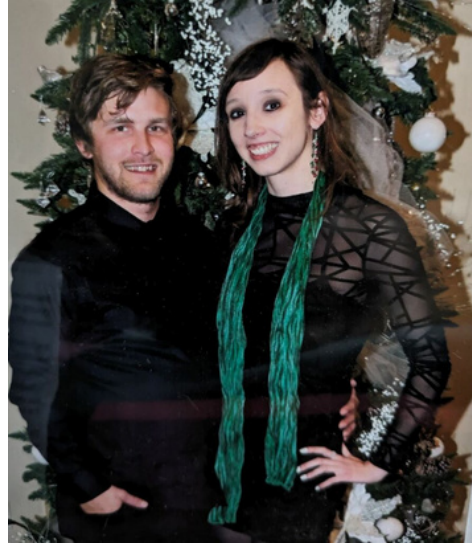
DON'T: If you are at a warrantied service call - do not do any work (even if the customers asks) that would be billable without communicating with the office for a quote.



Get to Know the Crew



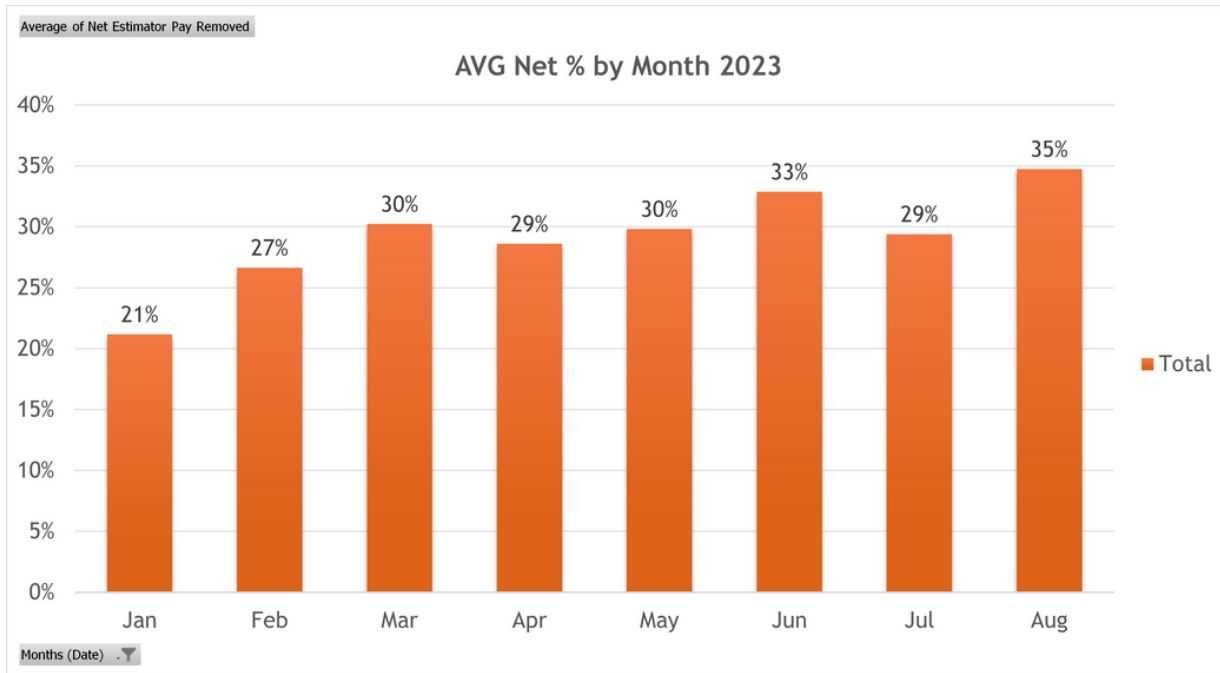
This month's
spot light is on
Mitch!



Mitch was born and raised in Traverse City and is 30 years old. He has 3 cute kiddos names Roxy, Monroe, and Felix. Along with a dog, Silas and kitty cat named Luna. Mitch has been with MGI for 3 years now! When he isn't busy hanging gutters - he enjoys hanging out with his girlfriend Kat, goofing around on his 8 string guitar, disc golfing, and cooking some delicious food - specifically pasta.



Lets Talk Numbers!



Above shows the average net percentage of profit for each month of this year. As you can see we have been improving our numbers. Communication between customers, estimators, installers, and office is key to keeping this percentage up.

Aug-23	
Class	AVG Net %
101	37%
102	38%
105	42%
106	26%
108	28%
200	55%
300	39%
700	24%
800	20%
1000	31%
Total AVG	35%

The chart on the left shows net percentage of profit based off each job class. Use the chart on the right to identify what number corresponds with the class of job. For example - 101 means a standard k style install with no cover.

- 101 - Standard Gutter System
- 102 - Cleaning
- 103 - Repairs
- 105 - Standard Gutter w/Protection
- 106 - Gutter Protection
- 107 - Ice Steaming
- 108 - Service Call
- 110 - Standard Gutter w/Heat
- 200 - 8" Gutter
- 300 - Specialty Gutter AL
- 301 - Specialty Gutter AL with protection
- 302 - Specialty Gutter AL with Heat
- 400 - Specialty Gutter Copper
- 401 - Specialty Gutter Copper with protection
- 402 - Specialty Gutter Copper with heat
- 500 - Heat Systems
- 600 - Snow Retention System
- 700 - Underdeck
- 800 - Drain Tile
- 1000 - Gaylord



We will be running another Saturday bonus incentive program this fall. Please see the details below.



Already in place:

\$2 an hour shift premium if scheduled jobs are complete or an 8 hour shift is worked.
Can "bank" Saturday hours so more vacation time is available.

To be eligible:

Can not accrue more than 2 attendance points during this time period.
Must complete all scheduled jobs or work an 8 hour shift.

Incentive will run every Saturday from August 26th- December 16th (17 weeks)

Work 17 of the 17 Saturday's and meet eligibility requirements : \$2,000.00
Work 15 of the 17 Saturday's and meet eligibility requirements : \$1,500.00
Work 12 of the 17 Saturday's and meet eligibility requirements : \$1,200.00
Work 9 of the 17 Saturday's and meet eligibility requirements : \$800.00
Work 6 of the 17 Saturday's and meet eligibility requirements : \$500.00
Work 3 of the 17 Saturday's and meet eligibility requirements : \$250.00

** bonus will be paid out after the 17 weeks have been completed.

Mental Health Corner

On top of our EAP benefits, Pine Rest also has a TON of free resources, along with support groups and community classes. I will be adding some information from their website to the newsletter each month.

Anger is a natural human experience, and sometimes there are valid reasons to get mad, like feeling hurt by something someone said or did, or experiencing frustration over a situation at work or home. But uncontrolled anger can be problematic for your personal relationships and for your health. Fortunately, there are tools you can learn to help you keep your anger in check.

7 Strategies for Controlling Your Anger

Understanding Anger

Whether your child is starting classes at a new school or is just headed back to the classroom, there can be a lot of anxiety...both for kids and for parents. Pine Rest experts offer tips for the back-to-school season.

Tips to Ease Your Child's Back-To-School Anxiety

Expert Advice for School-Related Concerns

Link to the latest Pine Rest newsletter can be found [Here](#)