

JENNINGS-DILL, INC.

November 2022

Mike Alewine, A Thanksgiving Reflection

Mike Alewine, center, shakes hands with JD President Bruce Henson at the 75th Anniversary celebration on February 21, 2022.



“Make Mike Proud!” - a refrain that repeats in the minds of those who worked with Mike Alewine.

A devoted employee of Jennings-Dill, Inc., from 1990-2020, Mike rose to the position of Sheet Metal Superintendent. In recognition of his 30 years of uncompromising dedication to his job, especially safety, the company named its annual safety award “The Mike Alewine Safety Award.” The logo is applied to the annual “Safety Truck” granted each year to a deserving company employee as a reminder of Mike’s contributions to Jennings-Dill.

Mike Alewine participated in Jennings-Dill’s 75th anniversary celebration on February 21, 2022, surrounded by coworkers who loved and respected him. Less than two weeks later, March 6, 2022, Mike passed away after battling liver cancer for over a year.

As we approach this time of Thanksgiving, Mark Penninger and Josh Jones reflect on the influence that Mike had not only on their lives, but on the culture he helped shape at Jennings-Dill.

Eighteen years ago, Mark Penninger began his journey to his current position as Sheet Metal Foreman under Alewine’s strong example of what a Foreman should be. As Mark fondly remembers, “Working with Mike, I started expecting better out of myself. He pushed me to who I am.” Mark confesses that it wasn’t always easy to follow Mike. “We butted heads,” Mark recalls. However, Mike saw Mark’s potential and never wanted him to settle for less.

When asked to give three words which best described Mike Alewine, Penninger did not hesitate with his response.

1. **Serious:** Mark, with a laugh, remembers that you had to get to know Mike first before he would “crack a smile.” If he did “crack a smile, you knew you had ‘Made Mike Proud’ because a job had been completed well.”
2. **Stoic:** According to Mark, there was no middle ground with Mike. He never compromised his principals. Mike would often say, “We are here to work,” and he expected an honest day’s work for an honest day’s pay.
3. **Loyal:** “He always had our backs,” Mark recollects. Mike had a tight bond with his guys. Even after his diagnosis, Mike often called Mark to check-in and see how he was.

Similarly, thirteen years ago, Josh Jones began his journey to his current position of Sheet Metal Foreman under Alewine’s strong example of what a Foreman should be. “There is a daily occurrence of Mike Alewine in the air,” Josh shares. On rough days when he needs some “Mike” inspiration, Josh takes a moment in his truck, which happens to be the 2021 Safety Truck awarded to Josh for his own commitment to safety, and refers to Mike’s obituary, which he keeps in the visor. “I gain strength in seeing Mike’s face,” Josh reveals.

When asked to give three words which best described Mike Alewine, Jones, like Penninger, had a ready response.

1. **Company Man:** “Watching Mike gave me the keys for success,” says Josh. Mike was an example to follow because his expectations were above and beyond; seeing his dedication to the company and to his guys molded Josh into the Foreman he became.
2. **Fair:** “If Mike was giving you a hard time, you deserved it,” Josh declares. “Mike was ornery,” he continues, “if you were a minute late, he would give you down the road.”



3. **Dedication:** Yes, Mike was a dedicated “company man”, but he was also dedicated to his family. This was especially apparent towards the end of Mike’s life when he began telling Josh more about his wife and children.

Mike Alewine lives on at Jennings-Dill through Mark Penninger, Josh Jones, and all of us who continue to “Make Mike Proud” by being a “business of families” who focus on a culture of safety, respect, and opportunities for growth.

Josh Brigman: 2022 Mike Alewine Safety Award Winner



Everyone had a blast at the October 15, JD Company Picnic held at *Flying Rabbit Adventures* and catered by *Home Team Barbeque*, but Josh Brigman may have enjoyed the event more than anyone there. After the last raffle prize was granted, Josh, a Piping Foreman, was presented the 2022 Mike Alewine Safety Award. This honor includes the privilege of driving a Jennings-Dill Safety Truck, which will be ready for Josh sometime in January of 2023.

On December 27, 2022, Brigman will have been with Jennings-Dill, Inc. for eleven years. Why has Josh stayed so long? Josh explains, “I love what I do, the company, and the people I work with.”

When questioned about how he promotes safety in the workplace, Josh remarks that he looks at “all aspects of safety” and that before making a decision, he asks others to analyze the situation to see if there could be a “safer way.” Vice President of Operations Andy Locklair says that Josh commands a “stringent safety culture” and that he always wants to be in “on the ground level” of safety decisions.

Josh has been married for fifteen years to his wife Cierra, and they have twin seven-year-old boys, Langston and Logan. In his spare time, Josh hangs out with his family and friends, and during the fall months, loves to watch Clemson Football!



At the JD Company Picnic, Josh Brigman, center, receives the 2022 Mike Alewine Safety Award, with Andy Locklair, VP of Operations, and Bruce Henson, President.

Training our Field: Continuing Education at Jennings-Dill, Inc.



Mike Sanders, Plumbing Field Manager, trains employees on Plumbing Code

As a Destination Employer, Jennings-Dill prides itself on investing in our staff. One way we do this is by training our valued field employees.

The Tuesday after Labor Day, September 6, 2022, began our first full year of JD Continuing Education classes. September through May, at least two trainings will be held each month alternating between the plumbing, piping, and sheet metal divisions. Taught by our Field Managers, Foremen, and Project Managers, the trainings equip our employees with practical knowledge and hands-on experiences that supplement the one-on-one guidance that happens daily in the field.

So far, our knowledgeable staff have conducted the following trainings:

- *Plumbing Codebook: Chapters 2 & 9*
 - Lead Teacher: Mike Sanders, Plumbing Field Manager
 - Assisted by Josh Stewart, Director of Pre-Construction
- *Thread Pipe on Cube*
 - Lead Teacher: Josh Brigman, Piping Foreman
 - Assisted by Carl Watkins, Piping Field Manager
- *Reading Blueprints*
 - Lead Teacher: Mark Penninger, Sheet Metal Foreman
 - Assisted by Mark Sahms, Sheet Metal Field Manager



Josh Brigman, Piping Foreman, trains employees on Thread Pipe on Cube.

After each training, participants complete a class evaluation sheet. Many attendees state that they enjoyed the “interaction,” got their “questions answered,” valued the “open discussion,” and benefitted from the “in-depth” explanations.



Mark Penninger, Sheet Metal Foreman, instructs employees on how to read blueprints.

Training our employees with the skills they need to be successful in their careers goes hand in hand with Jennings-Dill’s continued focus on being supportive, empowering, and a “destination employer.”

Announcements



Thanksgiving:

- *Thursday, November 24, 2022, is a company holiday.*



Newsletters Published Quarterly

- *Newsletters will be published quarterly*
 - *May*
 - *August*
 - *November*
 - *February*



Survey Monkey Quiz

- *Linked [HERE](#)*
 - *Answer all questions correctly by November 7, 2022, and your name will be entered in a prize drawing for a Gift Card.*