

JENNINGS-DILL, INC.

February 2023

The Dill Family, celebrating the 75th Anniversary of the company on February 21, 2022.



Wrapping-up our 75th From Super Supply Company to Jennings-Dill, Inc.

In 1925, long before John Jennings and Jack Dill, Sr. met and envisioned the concept of a business partnership, Greenville was gaining a reputation as a destination for families and businesses.

While World War II slowed growth for a while, by the mid-1940s, Greenville was expanding once again. On February 21, 1947, capitalizing on a pioneer spirit to provide commercial air conditioning, refrigeration, and ice machines for the Greenville market, John Jennings and Jack Dill, Sr. opened Super Supply Company. The business, so named because of its location, 1833 Super Highway, later known as Wade Hampton Boulevard, occupied the space that is currently Richard's Tailor Shop across from Bob Jones University. In its first year, with ten employees, the company did approximately \$60,000



in volume. Shortly thereafter, Super Supply became a distributor for York Corporation as well as a dealer for C.V. Hill & Co. for commercial grocery store refrigeration equipment.

Unfortunately, on December 23, 1959, the original office on Super Highway, along with all records, drawings, equipment, and many employees' Christmas gifts, was completely destroyed by fire. Following this event, Mr. Jennings and Mr. Dill purchased property at 50 Grand

Avenue and built a new 8000 square foot office and warehouse. The company occupied this building in June 1961.

Super Supply Company building at 50 Grand Avenue, 1961

In 1965, John Jennings and Jack Dill, Sr. changed the company's name to Jennings-Dill Mechanical Contractors. This name-change not only reflected that the office was no longer located on the Super Highway, but also recognized the demand for qualified Mechanical Contractors in the expanding market of the Southeast. Perhaps most importantly, the new name confirmed that the Jennings and the Dill families were in this business for the long-haul.

After John Jennings' passing in February of 1977, Jack Dill, Sr. successfully led the company until January of 1984, at which time Jack Dill, Jr. took the helm as president. For thirty-two years, Dill, Jr., with his professional knowledge and experience, tirelessly and effectively guided Jennings-Dill to an outstanding reputation. Today, Jack Dill, Jr. continues to serve as CEO of the business while his son-in-law Bruce Henson serves as President and his grandson Tyler Henson holds the position of General Manager.

While the location of the company changed one more time in April 1987, moving across the street to the current address of 33 Grand Avenue, the family-business emphasis of Jennings-Dill, Inc. has and will continue to endure.

Jennings-Dill prefers to focus on our "Business of Families." One way we do this is through the annual picnic. For our 75th anniversary, the company celebrated at Flying Rabbit Adventures, riding the ropes, biking the pump track, and enjoying fellowship and good food from Home Team Barbecue.



Sign reflects the renaming of the company to Jennings-Dill, Inc. in 1965.

Each day, Jennings-Dill strives to be a *Destination Employer* by providing safe working conditions, competitive pay, high-quality insurance packages, matching 401K plans, and a Continuing Education program for our field employees.

We are excited about the future and look forward to new challenges and opportunities as we march confidently towards our 100th Anniversary in 2047.

Employees
& their
families
enjoy the
2022
Company
Picnic.



Training our Field: Performance Coaching

Communication is key, and Jennings-Dill is committed to making sure our employees are receiving the feedback and support they need to be successful in the field.

Marks Sahms teaches Foremen 3 about Performance Coaching.

As a *Destination Employer*, we are always evaluating, striving to continue doing what we do well and seeking ways that we can improve our interactions.

For the past few months, Jennings-Dill Field Managers Mark Sahms, Carl Watkins, and Mike Sanders along with Operations Manager Daniel Moody have attended Performance Coaching training.

With the guidance of Leslie Hayes of The Hayes Approach, our Field Managers participated in an interactive, collaborative workshop which focused on fine-tuning a Performance Coaching model to specifically meet the needs of our Jennings-Dill field employees. Once the Field Managers agreed on the content and method of delivery, class was ready to begin!!

On December 8, 2022, all three Field Managers as well as our Operations Manager led a Performance Coaching session with a starting group of Foremen. In attendance were Cole Sanders, Plumbing Foreman; Logan Gillespie, Piping Foreman; and Mark Penninger and Josh Jones, Sheet Metal Foremen.

Our Field Managers and Foremen discovered the importance of giving specific examples and encouraging progress. This concept was demonstrated when the Foremen attempted to **clearly** explain to their Field Managers how to make a Peanut Butter and Jelly Sandwich. It became obvious that this assignment was not as easy as it sounded. Instead of just saying "Open the bread," participants learned that instructions need to be broken down into basic steps such as "Untwist the twist-

tie. With your right and left hand, separate the plastic wrap." As a result, the Foremen realized that what seems like an easy task and second nature to them may be a skill that a new worker is tackling for the first time.

Field Managers Carl Watkins and Mike Sanders learning how to make a PBJ from their Foremen.

Throughout the next months, more of our Foremen will be trained using the Jennings-Dill Performance Coaching model. The goal is to provide detailed directions and regular, on-the-job feedback to assist employees as they improve their abilities. Being intentional about our conversations will not only increase productivity in the field but will also strengthen our relationships as we continue to enhance our reputation as a *Destination Employer*.



Work Based Learners: Bringing the Future to Jennings-Dill

You may have seen them in the field, shop, or the office: young, enthusiastic, and eager-to-learn high school students from our area who are trying their hand at a trade they have studied at a local career center.

For several years, we have partnered with area career centers to provide valuable training and mentorship as these young people jumpstart their vocations. While 2020 and 2021 saw a slow-down in WBLs, the pace has picked back up for 2022-2023.

What needs to happen before a WBL can join the Jennings-Dill team?



Enoree Career Center WBL Ian W. began his co-op experience with JD in Dec. 2022.



RD Anderson's Alexis C. and Austin S. completed their WBL co-op in December 2022.

1. Jennings-Dill completes the necessary on-boarding paperwork with the partnering schools.
2. A group from JD visits Career Centers for a tour and an opportunity to meet the students. This school year, JD visited the following:
 - a. Bonds Career Center; Greer, SC
 - b. Donaldson Career Center; Greenville, SC
 - c. Enoree Career Center; Greenville SC
 - d. Master Skills Center; Spartanburg, SC
 - e. RD Anderson Applied Tech Center; Moore, SC
3. During the tour, our team talks to teachers and students about job descriptions and the benefits of working at Jennings-Dill.
4. After the visits, Work Based Learning Coordinators and trade-specific teachers from each school select interested students who have strong teacher recommendations as well as solid grades and attendance records.
5. Before students can be hired, they must provide a resume as well as participate in a company interview with a Field Manager/Foreman, Operations Manager, and the Exec. Administrative Manager.
6. If candidates do well with the resume and interview, they receive a job offer as a Helper in one of our divisions.
7. Prior to beginning their co-ops, students are welcomed and on-boarded with the company; they are also required to complete Safety and Tools Training.
8. WBLs are then placed with a buddy and a Foreman who guide them through their journey.
9. Supervisors evaluate WBLs at least twice during their time with the company.

Partnering alongside our schools allows Jennings-Dill a chance to pour into these young people, giving back to the community and discovering new talents who may one day permanently join our Business of Families.

Keep your eyes open for these WBLs, especially as we head towards the busy summer months.

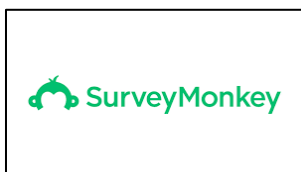
Announcements



Newsletters Published Quarterly

- Next Newsletter, May 2023

Survey Monkey Quiz



- Answer all questions correctly by February 6, 2023, and your name will be entered in a prize drawing for a Gift Card.
- Linked [HERE](#)