

# JENNINGS-DILL, INC.

MAY 2023, ISSUE 7

## ALWAYS LEARNING



### MED GAS CERTIFICATION

Plumbers that install Medical Gas in health care facilities are HEROES. They must understand and carefully follow hundreds of codes in a broad range of health care settings where gases such as Medical Air, Oxygen, or Nitrous Oxide are used to save lives. On January 17, 2023, Joe Campbell, Trevor Chambers, Cole Sanders, and Mike Sanders attended a three-day Medical Gas Training in Charlotte, NC, where they earned their Medical Gas Certification.

Mike Sanders, Plumbing Field Manager, reflected that being Med Gas Certified “pays dividends in the long run as JD will be able to pursue more work in the medical field. Everyone that has been invited to this training should recognize the opportunity, responsibility, and the blessing of being able to provide such a meaningful service to our community.”

### TRAIN THE TRAINER

Scissor lifts, fork lifts, lulls, booms! Operating heavy equipment in the field is a must to get jobs done, but to run this equipment safely requires skill, precision, and practice.

From March 13- March 16, Josh Brigman, Piping Foreman, and Daniel Leslie, Sheet Metal Foreman, attended a 40 hour *Train the Trainer* seminar which certified them to teach employees to run heavy equipment such as scissor lifts, boom lifts, fork lifts, and lulls.

To obtain these training credentials, Brigman and Leslie successfully passed a written and a hands-on test. Having two certified trainers on staff aligns with Jennings-Dill's commitment to safety on the job site, ensuring that our employees have the most up-to-date heavy equipment skills.



# THANKFUL FOR OUR OFFICE SUPPORT STAFF

Office Support Staff Day, April 25, 2023



**Mindi Steele:** For 16 years, Mindi has been our JD receptionist, the first encounter by those that enter or call the office; her welcoming smile and confident voice continue to put customers and visitors at ease. In her spare time, Mindi enjoys being active and being with family. Thank you, Mindi!

**Jim McNeill:** Jim has been with JD since 2012 in the role of Estimator, carefully examining factors that influence the costs of a project and then preparing estimates. In addition, he is often the first person at the office each morning, unlocking the door and starting the coffee. In his spare time, Jim helps others through the Open Door Christian Center. Thank you, Jim!



**Anthony Lopez:** Anthony joined the company in 2016 in the role of Estimator. He explains that his 3 top responsibilities are handling workload, meeting deadlines, and winning projects. In his spare time, Anthony serves at L'Incanto restaurant in Greer, coaches his six-year-old daughter's baseball team, and hangs out with his two sons. Thank you, Anthony!



**Christine Kendel:** Christine onboarded in 2017 as Payroll Coordinator, making sure that people are paid properly each week. This job requires meticulous record keeping, accurate and thorough processes, and strict timelines. In addition, Christine serves as a benefits liaison and keeps up with certifications, trainings, and immunizations for our field employees. In her spare time, she enjoys hanging out with her husband, son, daughter-in-law, grandson, and her dogs. Thank you, Christine!

**Christina Locklear:** Christina joined JD in 2020 as Service Coordinator, organizing work orders and managing billings and accounts receivable. Christina is versatile and assists in any aspect of the business. In her spare moments, she enjoys spending time with her children, and she is excited to celebrate her son's graduation from TR High school at the end of May. Thank you, Christina!

**Michael Jones:** Michael joined JD in 2021 as Ops Assistant discovering processes for managing consumables, equipment, and Airgas cylinders. To accomplish this, he establishes good relationships with vendors, Field Managers, and Foremen. When he is not at JD, Michael enjoys time with his wife most of which is spent trying to keep up with their energetic three-year-old, Xander. Thank you Michael!

**Nancy Dowling:** Nancy joined JD in 2022, sharing the Receptionist duties as well as serving as Office Assistant. Like Mindi, Nancy provides the first impression of JD by being courteous and helpful. In addition, Nancy helps with tasks such as Samsara and Asset Tiger. In her spare time, Nancy is an avid seamstress. Currently, she and her husband are adjusting to life in Greenville, SC after moving here from Arizona in 2021. Thank you, Nancy.!



# GROWTH PATHS

## JD's First Growth Path Graduates

In March of 2022, Jennings-Dill began a Field Employee Growth Path Program that allows individuals to assess where they are in their trade, to create goals for advancement, and to reassess at six-month increments. Field Managers and Foremen handpick employees who have shown initiative and dedication to their trade to participate in this program.

By the time the third Growth Path Meeting is held, employees have worked their way through their goals by practicing in the field as well as additional support through Continuing Education classes held at JD.

Growth Path 3 requires workers to complete written and hands-on assessments which are evaluated by their Field Manager.

Once the final scores are tabulated, the individual self-assesses again and actually sees the gains made within the year.

So what happens next? Employees begin the process all over, continuing to advance on the Growth Path.

Our first graduates Joe Campbell, Josh Rider, Dylan Sanders, and Dom Sawidzial, all from the Plumbing Division, finished their Growth Path 3s in March of 2023.



*Josh Rider, Dylan Sanders, Dom Sawidzial, Joe Campbell*

Soon, employees from the Piping and Sheet Metal Divisions will complete their year with Growth Path 3 evaluations.

The JD Growth Path Program sets Jennings-Dill apart from our competitors, supports our valued field employees, and builds our reputation as a "Destination Employer."

## Employee Spotlight: Josh Rider

An easy-going Easley native, Josh Rider began his journey at JD in the fall of 2021, never really dreaming that he would land in the Plumbing trade.



Raised by a single father who taught him responsibility at a young age, Josh has experienced a variety of careers in his 35 years such as managing his own tree business, working in a family-owned carpentry business, and spending 13 years at a Timing Belt & Manufacturing Company.

When that company closed, Josh became a forklift operator for a business that makes parts for BMW. This required Josh to work 7 days a week on 2nd shift giving him no time to spend with the lights of his life, his wife, Kayla, and young daughter, Kaydence.

Josh was looking for a secure future and a place that honors family. Hearing about JD through his brother-in-law, Josh was originally hired in Sheet Metal. Since that time, Josh has moved to Plumbing and has quickly developed in this trade.

At JD, Josh thrives in the challenges that each day brings. He also appreciates the investment the company is making in him, particularly through the Continuing Education and Growth Path Programs. In fact, Josh is a part of JD history by being the first employee to complete a yearly Growth Path round.

Most importantly, JD's focus on creating a "business of families" by providing manageable work hours has given Josh time with his wife and daughter and opportunities to enjoy hobbies such as hiking, snowboarding, rock climbing, and gardening.



# IN THE LOOP

## JENNINGS-DILL IN THE COMMUNITY



Career Fair at Arclabs, Piedmont.



Delivering a tool kit to a Work Based Learner



Plumbers: Donaldson Career Center

Career Day at Greenville Middle Academy

## JOSH BRIGMAN RECEIVES SAFETY TRUCK



## JD 75TH ANNIVERSARY DINNER DROP-IN, 4.20.23



## COMPLETE SURVEY LINKED IN EMAIL/KRONOS TO WIN GIFTCARD.