

COMMON GROUND

OCTOBER 2022

INTERDEPENDABILITY

Great people know great people

The pandemic took millions of workers out of the job market. It is no secret that companies across the board are having difficulty filling positions and RLG is no exception.

In recent months, three positions have been filled through internal referrals:

- RLG Human Resources Operations Supervisor **Kendallyn Jacobs** referred RLI Administrative Assistant **Mackenzie Kontak**.
- Executive Vice President for Business Development **Scott Libbe** referred new RLI Business Development Specialist **Shannon Deppen**.
- RLI Project Manager **Felix Jagodzinski** referred new Accounts Receivable Clerk **Toni Eckhart**.

Commit to the success of others
- the Building Success
Together Roadmap

“Our RLG associates are the best and their networks are far reaching,” said RLG Human Resources Director **Gail Ritchie**.

“We’re growing and internal referrals are a great way to find great people.”

HR depends on associates to refer qualified candidates because current associates know if job candidates will fit in with RLG’s culture and have the skill set to be successful. “That’s why referrals work,” Ritchie said.

In most cases, RLG Human Resources tries to interview anyone referred by a current associate.

Jacobs said associates can refer job

Interdependability:

Making the choice to work together and be the person others can count on to accomplish something even greater than what could be achieved working independently.

candidates to the open positions page on the RLG website -- <https://rlgbuilds.com/careers/available-positions> -- where they can upload a current resume and let HR know who referred them. Associates should also alert HR that they have referred a candidate.



One of the most effective ways to reach job candidates is through social media such as associates’ LinkedIn or Facebook accounts. Share posts with your networks and make RLG a stronger company by referring qualified people.

IDEA LAB

Consider different hard hats

RLI Project Manager **Annette Stuller** submitted an idea on considering upgrading our current hard hats.



She recommends listening to this NPR report -- <https://n.pr/3fznc8Y> -- on new hard hat designs to keep our field team safer.

What do YOU think? Get in on the conversation by logging in to the Idea Lab through the Viima link on the GEM or RLI intranet home pages.

No Viima account? Contact **Jennifer LaCourse** at jennifer.lacourse@rlgbuilds.com. There are no limits, parameters or end dates. Every idea has value!



CO-OPS GET A DEMO

Drone, walk-through at worksite

Perrysburg -- Co-ops gained a better understanding of RLG’s capabilities and of the construction industry in general following a drone demonstration and a walk-through at the future ProMedica Medical Office Building worksite.

From left: **Russell Volk, Michael McGee, Amanda Kukunis, Olivia Gibbons, Mark Hughes and Nick Almroth**.

THANKS FOR THE LEADS!

3rd Quarter Winners:
Tim Greenlese, GEM
Brian Neal, RLI

Every associate who reports a new business lead is entered into a drawing for \$100 in GEM and RLI merchandise.

The next drawing is in January for leads generated in October, November and December.

New Lead : **Jim Cannon**

Report your leads to:
RLI - Shannon Deppen, ext. 3005,
Shannon.Deppen@rlgbuilds.com

GEM - Elizabeth Hancock, ext.2603,
Elizabeth.Hancock@rlgbuilds.com

RUDOLPH LIBBE INC
GEM INC
GEM ENERGY
LEHMAN DAMAN
RUDOLPH LIBBE PROPERTIES

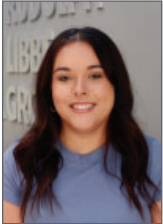


WELCOME TO RLG!

Randall Reynolds
Accounting Clerk
GEM Inc.
Walbridge



Paige Falk
Receptionist
GEM Inc.
Walbridge



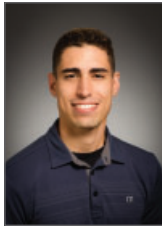
Austin Knisely
Help Desk Technician
Information Technology
RLG
Walbridge



Jansen Deas
Network Administrator
Information Technology
RLG
Walbridge



Luis Moreno
Business Development
Manager
GEM Service
Northeast Ohio Office



Andy Lorenz
Business Development
Manager
RLI
Walbridge



Shannon Deppen
Business Development
Specialist
RLI
Walbridge



FALL CO-OP

Amanda Kukunis
Marketing
RLG
Walbridge



NEW WORK

Lordstown -- GEM will install new piping, pumps and chillers on an existing chilled water system for M&M Industries.

GEM will provide engineering for modifications to the existing chilled water system and install isolation valves during an outage at the facility, which manufactures plastic pails.

Work started in September and is expected to end Dec. 1.

The team: Civil Group Leader **Austin Bischoff**; Project Manager **Mike Beetler**; Project Manager **Mark Tomasek**.

Findlay -- GEM will install three new boilers on the 11th floor of the Marathon Oil building.

GEM is the lead mechanical contractor and will also perform electrical and iron work; RLI will perform scaffolding work.

The most challenging part of the work – which is expected to last until the end of the year – will be getting the boilers through a small hatch on the 11th floor.

The team: Mechanical Project Manager **Lucas Fackler**; Electrical Project Manager **Chris Burton**; Structural Project Manager **Jacob Butler** and RLI Special Accounts Manager **Nick Calmes**.

Toledo -- RLI will self-perform masonry and concrete work as part of the Mercy Health - St. Vincent Medical Center parking garage demolition and surface lot restoration project.

The work started in August and is expected to be completed in June 2023.

The team: **Rob Wissolik**, project manager; **Brandon Boehm**, estimator; **Don Brighton**, masonry superintendent.

Toledo – GEM will perform the mechanical, electrical and plumbing work for the first building of NorthPoint Development's three-building Toledo Trade Center.

GEM will be the subcontractor to RLI on Phase 1 of the project, a 284,000-square-



HELP FROM ABOVE

Monclova -- GEM Service Group technicians couldn't have picked a nicer fall day to install five rooftop HVAC units at Redemption Church on Salisbury Road.

Some work on controls will also be performed. The church also recently signed a service contract with GEM.

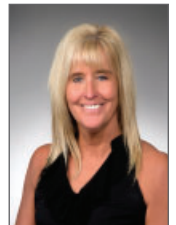
foot building that will eventually hold five tenants.

The work on Building 1 started earlier this month and is expected to be completed by June.

The team: **Anne-Marie Weimer**, electrical project manager; **Stephanie Andrews**, mechanical project manager; **Matt Werner**, electrical foreman; **Bob Turner**, mechanical foreman.

PROMOTIONS

Darlene McCabe
Payroll Director
RLG



Brian Hinde
Manager- Electrical
GEM Service Group
Walbridge

