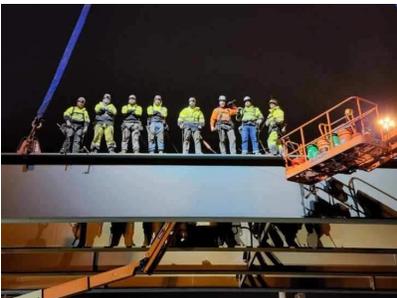




# FOUNDATION STEEL

## *2021 In Review & A Look Ahead*

THE OFFICIAL NEWSLETTER OF FOUNDATION STEEL



### *Partnering Together For The Success Of The Project*

#### **2021**

Dayton Office relocated to Dayton Shop - moving from rented space of 3k sq ft to 66k sq ft on 6.2 acres.

Toledo attained 9 acres next to the existing Toledo location for future development due to our growth.

**Awards:**  
 Foundation Steel's Structural Division was #38 for Square Footage.  
 #31 for Tonnage  
 in the 2021 Top Metal Builders Report.

2021 Top Workplace

#### **2022**

We would like to welcome Jeff Fryman as our Senior Safety Director.

**Awards:**  
 Foundation Steel's Structural Division was #10 for Square Footage.  
 #8 for Tonnage  
 in the 2022 Top Metal Builders Report.

2022 Metal Building of the Year for the Arbogast Performing Arts Center in Troy Ohio.

2022 Top Workplace

# Foundation Steel Newsletter



Over the last few years, Foundation Steel has grown exponentially and with it, the need for better communication tools continues to be the focus of much of the technology updates we have made. The most recent of these upgrades, is Procore, a job management software used to help with communication between office and field in a user friendly format. In just a few months of use, this tool has managed to increase efficiency and accuracy in timesheet reporting and payment procedures, and we are looking forward to implementing several other tools within this program. The power of these tools, however, can only be maximized with the engagement of the users itself. Feedback from end users can help alleviate headaches and create efficiencies for everyone involved in the process and is something that we greatly value. Thank you to everyone's input and suggestions (and even complaints!) that have impacted the rollout and betterment of this tool so far!



## Coops Corner

2021 proved to be a successful year for growth of the division. We added another region in Detroit and expanded our size in all other regions. The division continues to acquire trucks and equipment to accommodate the growth. The division is really starting to gel and we are able to leverage other region's customer bases for additional work and work types. For the rest of 2022 we will focus on strengthening our infrastructure and logistics within our current markets and ensuring we refine our processes.

Everyone reading this should take pride in making the division what it is today. We have a great reputation for quality and safety on all our projects. We couldn't do it without all of you and your efforts. Let's all make 2022 our best year ever!

### Coops 2022 Look Ahead

#### Toledo

Strong backlog through Winter 2022  
Purchasing additional welders and truck swaps for aged vehicles

#### Detroit

Picking up in the Summer for 2022 Backlog starting to pile up for the end of the year into 2023  
Continued acquisition of equipment to support growth

#### Dayton

Outfitting of New Dayton Shop to support steel fabrication  
Summer is strong 2022, Strong backlog through Fall

#### Columbus

Steady Growth and firm backlog through Nov 2022  
Continued acquisition of equipment to support growth



## Danny's Domain

This is going to be an exciting year! The reputation that YOU have built is earning us work in every region. I'm excited to meet the challenge of this summer with you. I would not choose any other team! We are going to have to be smart about how we work in order to meet the deadlines put in front of us. My ask of you is that if you see ANY ways in which we can be more efficient that you say something to me or to our leadership. Our team has done a great job evaluating means and methods, and we have purchased additional tools that make a tremendous impact. There is a GREAT announcement coming regarding a leap forward in efficiency. I can't wait to share it with you soon. As always, I appreciate you and love working together!

# Foundation Steel Newsletter

## Doug's Digest

Due to this being our inaugural issue of our newsletter I thought that I would start my inaugural column by covering some general items that I think can make us a better team. For future issues I will focus on singular specific topics.

As you know, I am the General Counsel at Foundation Steel. As General Counsel, I wear many hats.

In business a "General Counsel" is someone that is involved in assisting others in identifying the legal issues in all departments of the company. The General Counsel works with the various departments to resolve, solve, minimize and avoid problems. The key terms to the previous description are "assists" and "works with," meaning my job is to help you with your problems. If you have any issues with anything and you want to run it by me or get my opinion please stop by my office, call or email me. I want to help. It may be the wording in a contract or P.O., a slow paying customer, a traffic ticket or any other scenario - please consult with me and we can try to solve the issue together.

Another suggestion I have is take a little extra time and protect yourself and the company by making sure you do the things that protect you and the company. These things include getting important promises, agreements, changes in writing. It could be as simple as a two-sentence email, but get it in writing so that you don't have bigger headaches later. Also, get me involved in helping you as soon as possible. This may reduce problems down the road. Lastly, if you have a CDL (or even if you don't) and you get a traffic ticket or are involved in a traffic accident, contact me immediately and I will try to get you the best outcome possible. The company understands that if you lose your driving privileges it could impact your ability to do your job. The company needs you - so let me help.

The one single take away from today's column is please feel free to contact me with any and all issues because I am willing to try my best to help you or find someone who will. My email address is dougjd@foundationsteel.net and my cell phone number is 419-250-3684. I look forward to helping you in the future.

## Mike's Musings



### It's about Relationships

Great business is built upon the foundation of relationships.

Whether it is with our coworkers or business partners, relationships require communication and interaction.

These relationships take effort, work, and time to build. As we cultivate these relationships, we must remember we are developing an integral part of doing business as we proceed forward.

Keep in mind, as a relationship is built, it is a give and take.... meaning we must understand that we may have to give a little, in order to get something back.

That is where communication and interaction come into play. Remember to speak with people on your jobsites. A tactful interaction with a project manager or a site supervisor may lead to future work or a potential lead on their next project. The strength of a relationship depends upon great communication.

**Albert Einstein once said, "I speak to everyone in the same way, whether he is the garbage man or the president of the university."**

## Shop Talk



Friendly reminder to help us keep our equipment maintenance up to date. Our shop crew is here to help so keep in touch to keep our gear/equipment running smoothly.



## Fryman's Safety

As we head into summer, let's remember to stay hydrated and take breaks in the shade when possible. Keep an eye out on your co-workers for any signs of heat stress.

## Let's Connect



# Foundation Steel Newsletter

## Charlotte's Heart-to-Heart

I'm so excited we're starting this Newsletter after years of saying, "We should do a Newsletter" and many other statements like that. Sometimes it takes time and well, now is the time! YOU are very important to me and to Foundation Steel. Those that know me, know that I am highly motivated by love and want the best for you all. I probably also have the reputation of not mincing words. I speak what's on my heart because I respect you. Today, I want to talk about family. Everyone's familial experience is different. I'll bet some grew up in awesome supportive families and others grew up in hell, and many in-between. I hope the things we discuss here will go beyond Foundation Steel and help each of us to make positive changes in our current relationships and families!

That brings me to the purpose of this "blog." I want Foundation Steel to be a healthy family where each person is supported and respected. We'll talk about what that looks like and how it plays out a little here and in issues to come. The difference between the family you grew up in and a business family is permanence. In a business, there are occasions where people will come and go, although my goal is for everyone to stay and thrive! Unfortunately, sometimes we will need to ask someone to go in order to protect the integrity of the business. You have my commitment that we will do everything in our power to create lasting employment relationships, but we will also protect you and Foundation Steel's reputation by making sure our employees are operating according to our Mission Statement and Tag Line and parting ways when it isn't working out.

Our "family" has a purpose. This issue contains our purpose as defined by our Mission Statement and Tag Line. Please read them because we should ALL work together to be in line with those. In order to succeed in our purpose, we need to respect one another, that means listening, encouraging, and training... We also need to weave quality and safety in to everything we do, at all times. We need to do the right thing even when NO ONE is looking. We need to work as partners with each other, the Owners, Contractors, and other trades with whom we work. We need to work hard and at our quickest pace, so the company is profitable. Profit is important and I'm not ashamed to mention it. Every company needs to be profitable to ensure job security for all, to have funds to invest in more and better equipment, and to give back to employees in various ways.

There's my motivation. Now you know. In upcoming issues I'll cover topics that will help us in practical ways to put in to practice the behaviors that will help us with our goals and help us to be a healthy family. Many of us don't have good experience and haven't had that modeled for us. We're in this together! I kind of left you hanging with no real direction, so I'll leave you with this.

### **Treat others the way you'd want to be treated.**

If you don't want to be talked to like you're an idiot or worthless, talk to others with respect and courtesy.

If you don't like people talking negatively about you, talk positively about others and respectfully walk away from gossip; don't listen!

If you don't like being made fun of, build others up with your words and actions!

If you wouldn't want someone you hired ripping you off or doing a bad job for you, work hard and do a great job every day!

If you don't like being ridiculed and shamed for your mistakes, help others solve problems rather than beating them down.

I am thankful for you! I am excited about who we are, where we are, and where we're headed! In the next issue I'll discuss effective leadership.

*Charlotte*

## MISSION STATEMENT

FOUNDATION STEEL'S MISSION IS TO BE THE MOST RELIABLE AND DISTINGUISHED STRUCTURAL AND REINFORCING STEEL COMPANY IN THE MARKET. TO ACCOMPLISH THIS WE FOCUS ON MAKING THE CONTRACTOR SUCCESSFUL ON EACH PROJECT WITH WHICH WE PARTNER BY WEAVING SAFETY AND QUALITY INTO EVERYTHING WE DO, PROVIDING DESIGN ASSISTANCE, PROJECT SYSTEMS, FORESIGHT, TIMELY COMMUNICATION AND EXPERIENCED, WELL EQUIPPED FOREMEN AND TRADESMEN/WOMEN.

OUR REWARD IS TO BE THE MOST PREFERRED AND SOUGHT OUT SUB-CONTRACTOR AND TO BE THE CONTRACTOR THE BEST TRADESMEN/WOMEN WANT TO WORK FOR. AT FOUNDATION WE REGARD OUR EMPLOYEES AS THE HEARTBEAT OF OUR ORGANIZATION AND OUR MOST IMPORTANT ASSET. WE CHERISH THEM AND DEVOTE OURSELVES, TIME AND MONEY TO ENSURE OUR EMPLOYEES ARE RESPECTED, TRAINED, MENTORED, CHALLENGED, PROFESSIONAL, EQUIPPED AND APPRECIATED.