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Commending MPS Group's Eco-Consciousness

Being "green" is its own reward, but being recognized provides a nice bonus. Farmington Hills-based MPS Group works side-by-side with its clients to continuously find ecologically sensitive approaches to its environmental services. At two different General Motors work sites, MPS Group team members played major roles in assisting their clients earn prestigious awards.



In May, Amy Mirelez, Environmental Project Manager of the company's Industrial Services, helped GM's Flint Processing Center take home the Best of the Best at the "People Make Quality Happen Team Awards." MPS Group had provided both the

equipment and operators to move the Preventative Maintenance Program for Paint Phosphate Process from an expensive, semi-annual cleaning utilizing hazardous chemicals to a much safer, less expensive process that uses high pressure water instead.

Later in the summer, the on-site team working at GM's Fort Wayne Assembly plant (GMFWA) was celebrated for its successful efforts to reduce client's waste volume. The eco-conscious facility received an Excellence in Recycling Awards from the local county government.

"The Allen County Solid Waste Management District believes one way to encourage waste reduction and recycling is to acknowledge, support and honor those businesses and organizations that set a good example for others," explains MPS Resource Manager Tracy Clark. "Each year, the district hosts the Excellence in Recycling Awards Lunch to recognize organizations in Allen County that make a real effort to reduce, recycle and reuse in their workplace."



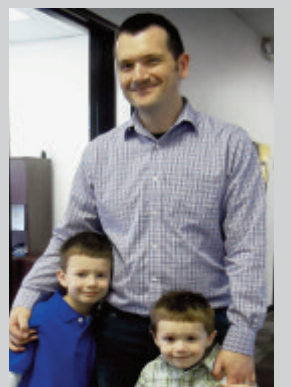
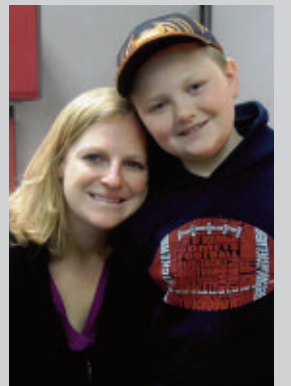
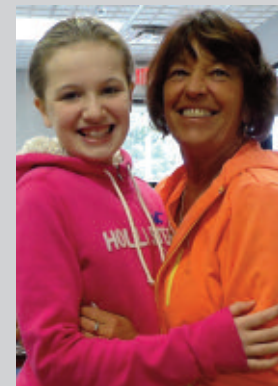
MPS Group plays an active role in sending the waste water treatment plant sludge to cement manufacturer Buzzi, in Greencastle, Indiana, where it is worked into the concrete mixture and sold back to a local concrete dealer in Fort Wayne, Indiana. That concrete was then used to build curbs for the parking lot and a new "squeak and rattle" track at GMFWA.

Employees Participate in "Bring Your Child to Work"

On April 25th, many employees at MPS Group's Farmington Hills office embraced the theme, "Work in Progress" and participated in "Bring Your Child to Work" day. The nationwide event is held annually to strengthen the connection between education and work and relationships between parents and their children.



Those participating included: (clockwise from top left) Mary Rush and her granddaughter Ciara, Nichole Hesselgrave and her son Max, Stephanie Cameron and her daughter Taylor, and Bill Smedley with sons Joel and Nathan.



Have an Idea for a Story?

If you have information to share with co-workers across the Soave family of companies, please contact the site reporter at your location. A complete listing of reporters is available on-line at: www.soave.com

Soave Spectrum publishes articles focusing on the professional and personal successes of Soave team members. Photographs to accompany story ideas are appreciated and greatly enhance the information provided. Story ideas include: updates or changes in business activities, accomplishments by employees and their family members, employee appointments and events, or awards received. Thank you for your help in making our newsletter an important employee link across our diverse company.



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Moving Forward

For 16 days this fall, our federal government halted its non-essential services, including closing gates on national parks, locking the Smithsonian doors, impeding VA disability claims and halting FDA food inspections. This impasse of politicians robbed the U.S. economy of a projected \$24 billion and reduced the country's 4th quarter growth. It also served as an excellent example of how not to conduct business.

Across the varied Soave portfolio of companies, we encourage a nimble response to changing market conditions and opportunities. Gridlock, as experienced by the federal government, has no place at our conference tables or our work sites. At Soave Enterprises, our goal is to foster an atmosphere where identifying solutions and making decisions are rewarded. Our team members find a way to proceed with business instead of grinding to a standstill.

Sometimes surmounting hurdles requires compromise; frequently, innovation is the key to success. But moving forward and finding solutions always requires communication and respect.

Examples of Soave team members applying these positive attributes abound on the pages of this newsletter and beyond. Learn about MPS Group's use of a remarkable technology to remove flammable tanks at a decommissioned plant. Great Northern Hydroponics recently accepted its third award for innovation excellence for groundbreaking software. Our residential developments at Brambleton and Moraya Bay continue to receive accolades for their exciting designs from industry peers.

As the year draws to a close, and the federal government has resumed full operations, I hope that the lessons of this most recent crisis will remind employees across the Soave companies to find effective problem-solving strategies when faced with a challenge. Stopping in our tracks will not get us where we want to go.

Wishing you and your families a joyful holiday season and a bountiful new year!

Going, Going... Almost Gone!

Award-winning Moraya Bay Nears Sold Out Status

The uninterrupted views of the Gulf of Mexico are almost sold out at Moraya Bay, the Soave Real Estate development in North Naples, Florida. The exclusive beachfront tower, featuring 72 luxury residences, is nearly 90% sold with 2013 sales exceeding \$60 million.



No wonder, considering its performance at the 23rd Annual Sand Dollar Awards, presented by the Sales & Marketing Council of the Collier Building Industry Association. The high rise scooped up seven awards at the September 28 event, held at Naples' Waldorf Astoria. For the third year in a row, Moraya Bay was recognized with multiple awards for: Best Kitchen, Best Use of Custom Wood, Best Specialty Feature, and Best Interior Clubhouse. In the advertising and marketing category, the Soave development received honors for Best Overall Campaign and Best Newspaper Advertisement. Salesperson Lori Pheasant (*on left*) received top honors for sales over \$1 million and the office won for most Volume of Sales.

"Potential buyers have responded to the beauty of Moraya Bay's thoughtful design. Expert planning and attention to detail have transformed this property into an artistic masterpiece," notes Inga Wilson (*on right*), Moraya Bay's VP Sales & Marketing.

The rebound of the local housing market has also contributed to the development's strong marketability. "By three important economic measures – employment, permits and home prices – the Naples housing market is definitely picking up. According to the latest National Association of Home Builders/First American Improving Market Index, our metropolitan area is among the nation's improving housing markets," Wilson continues.

Whatever the combination of elements that brought them to Moraya Bay, residents of the stunning tower will be enjoying the fiery sunsets and smooth waters of south Florida's coastline for years to come.



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WAY TO GO!

Special achievements deserve special recognition. Hats off to the following for a job well done!

- Years of dance class have been rewarded for **Alexis Vermiglio**, granddaughter of Premier Steel's **Betty Michalski**. The freshman at Clinton Valley's Chippewa Valley High School was selected for the prestigious varsity dancing team for the 2013-13 school year.



Michalski notes that, "She's been dancing since she was 3 and now it has paid off. We're very proud of her!"

- Jeremy** (left) and **Evan Harper**, twin sons of MPS Group Regional Manager **Heather Cataldo**, placed 1st and 2nd out of 106 students for the 5th Grade Accelerated Reader (AR) Program at Meador Elementary School in Willis, Texas. Jeremy earned 363 points for the year and Evan 293.



- Doing the right thing was the course of action for **Taylor Receveur**, son of Ferrous Processing & Trading – Ft. Myers' employee **Mark Receveur**. The 9-year-old dialed 911 to alert the Lee County EMT's to a diabetic emergency his grandmother was experiencing. "That call saved my mother's life," recalled Mark.



For his heroic efforts, Taylor received a "Do the Right Thing" accommodation from the Lee County sheriff. This award is given to outstanding youths in the Lee County area in recognition for being a role model of courage and integrity for his peers to follow. Taylor also received a letter of accommodation from United States Senator Marco Rubio for his quick actions.



Cutting Edge Skills

At the rate of 13 inches per minute, MPS Group employees Ed Maki and Jeff Loos sliced through ¾" thick steel tanks. Remarkably, their tool of choice was water -- blasting at a rate of 40,000 psi.

Last April, MPS Group was contracted by ArcelorMittal, a multinational integrated steel and mining company, to participate in the demolition of four 80-foot tall tanks at a decommissioned coal plant in Pittsburgh, Pennsylvania. "Flammable materials were previously stored in the tank," explained MPS Group's Director of Operations Bobby Greenwood. "So using standard cutting torch technology was not an option."

The project required substantial investment in new equipment to accomplish the unusual commission. "We now have another tool to expand the company's roster of available skills," noted COO Darrin Stafford. "It's not an experimental technology, but it is extraordinary and only possessed by a few companies because the situations when it is demanded are narrowly defined."

Each dismantled tank was constructed of three layers, or jackets, of steel which had to be cut separately in manageable ten-foot sections. To safely complete this complicated and technical procedure, a cat track was clamped around the tanks parallel the ground. A fine nozzle, blasting ultra-high pressurized water mixed with an abrasive grit, rotated around the circular track etching through the steel until the section could be lifted off cleanly by an awaiting crane and lowered to the ground.

"It took our team a day and a half to safely disassemble each tank," said Greenwood. "We're already enthusiastically planning our next demolition project for the same company that involves a 30 inch cyanide gas line." "We're proud of our team for planning and executing this highly difficult task in such a professional manner," added Stafford.

Brambleton Shines at Local Awards Show

Just as new residents keep noticing that Brambleton is a special community, so do the housing professionals. Brambleton was once again honored by the Northern Virginia Building Industry and won the coveted Community of the Year award at their annual Great American Living Awards (GALA) show. 2013 marks the eighth time Brambleton received this award.

"To win a GALA is considered the 'Best of the Best,'" shares Kim Adams, the development's marketing director. "I believe it's clear why Brambleton has repeatedly received this esteemed honor. The development thrives on the established relationships and connections between its residents, Town Center tenants, schools and home builders. Our sense of community is a signature trait that sets us apart from the competition. And importantly, Brambleton is designed to attract homebuyers wanting more than just a neighborhood, but a place to call home with friends, family and a close knit community surrounding them."

Additional GALA awards included Best Print Advertising and Best Website for a Master Planned Community, and numerous members of Brambleton's builder community were honored for their outstanding sales achievements.



Members of the Brambleton Marketing Team pictured along with the GALA host, Brett Tutor, and Brambleton's COO, Bill Fox.



Pawsitively Brambleton Dog Calendar Returns for a 2nd Year

After a successful inaugural launch of the 2013 Pawsitively Brambleton Dog Calendar, the Brambleton Group has once again "gone to the dogs!" Next year's calendar features a new pack of Brambletonian's favorite pooches. Calendar proceeds will once again benefit Friends of Homeless Animals (FOHA), a local no-kill shelter which focuses on the rescue and placement of homeless dogs and cats.

The development's marketing department was delighted to be able to schedule the calendar's photo shoot in conjunction with the visiting Virginia Is For Lover's "LOVE" artwork. "This cover shot sums up how Brambletonians feel about their furry friends!" said Creative Marketing Designer Lauren Malik.



Innovations Developed by Great Northern Hydroponics Honored – Once Again

Growing the highest quality tomatoes requires water, sunlight, and in the 21st century, up-to-the-minute software. A newly developed system connects multiple databases – from accounting programs to inventory tracking systems and crop management programs – and allows access to all of the information through a single interface. The Ontario-based greenhouse partnered with Hortimax, a specialist in greenhouse software, to create "CombiView."

The software is a dashboard system that provides Great Northern team members, from greenhouse technicians to financial clerks, instant access to real-time data customized to their specific needs. "The result is increased productivity and improved traceability," noted Quality Systems Manager Kimberley Krosiak.

At an October 16 ceremony, CombiView garnered Great Northern's third regional win in the Premier's Award for Agri-Food Innovation Excellence program. "Previous wins were in recognition of our cogeneration facility in 2009 and our lighted facility in 2011," explained Krosiak.



Teresa Piruzza (M.P.P. Windsor West) presents award to Quality Systems Manager Kimberley Krosiak and Quality Assistant Mackenzie Higgins.

The government initiative encourages the development of rural communities, farms, food processors and food organizations by adding value to existing products, creating new jobs and driving economic growth. The program has attracted more than 1,000 applications highlighting on-farm innovations since inception in 2007.

Great Northern received a plaque and a \$5,000 award at the 2013 Windsor regional event. "At the ceremony I was sure to thank the Province of Ontario for their continued support and recognition," said Great Northern President and General Manager Guido van het Hof.



A quick check of Brambleton's Facebook page will uncover the amazing array of activities hosted by the community each month. Popping up with great frequency are running-focused events.

"Brambleton is becoming known by the 'running community' as we host so many charity 5K and 10K runs," notes Brambleton's Director of Marketing Kim Adams. "Our most recent, the inaugural Lace Up for Learning 5k & Mascot Mini Mile, was a huge success."

More than 600 people laced up to support their local schools on a crisp November morning at the Brambleton Town Center. This family-oriented "fun-racing" event included a USATF certified 5k course and a kids' fun run. Designed to encourage a healthy lifestyle and engage local communities in support of schools, the event exceeded expectations for a first-year event. A strong turnout and generous support from the business community raised \$8,350 to benefit Brambleton's schools.

An additional \$6,250 was raised for an educational trust fund to benefit the children of long-time Brambleton resident Alex Lamme who passed away suddenly in April. The entire event was dedicated to his memory and participants donned blue "In Memory Of" shirts. Legacy Elementary of Ashburn, Virginia won the Alex Lamme Memorial Spirit Award for providing the most volunteer support and registered participants and received a \$500 bonus as well as a trophy to keep until next year's event.

The event was organized by Families in Training, a local small business. "I look forward to growing this event in the coming years," said event organizer, Ashley Campolattaro, owner of Families in Training.

Soave Automotive Cycles for a Cause

Pouring rain didn't deter the 20 members of Team Soave from participating in the 11th Annual Sunflowers to Roses Bike Tour on Sunday, August 4. The event, which weaves through miles of southwest Johnson County, Kansas, calls attention to the cause of helping fight cancer and promoting core values of family, fitness, and fun. A percentage of money raised is earmarked for cancer research and cancer survivors in the Kansas City area.

Associates from Aristocrat Motors and Mercedes-Benz of Kansas City, lead by Soave Automotives CEO/Vice-President Kevin Killilea and following the Mercedes-Benz E550 pace car, got a soggy start at 7:30 a.m., but by mile 13 lightning halted the event for all 200 participants. Despite the shortened tour, the participants were able to embrace the charity event's motto, "Join the fight. Enjoy the ride." and reach its fundraising goals. Team Soave was able to match its 2012 record setting donation of \$3,500. Overall, the charity event zeroed in on its \$15,000 target for this year's ride. The non-profit organization will funnel these dollars to cancer-related programs including The Lance Armstrong Foundation, Cancer Action, Children's Mercy Hospital Survive and Thrive Program and other educational programs – while promoting cycling as a safe recreational family activity.

