



Soave
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Diversification

Metal recyclers in Detroit; greenhouses in Ontario. Luxury high rises in Florida and high-end automotive dealerships in Kansas City. From the outside, an uninformed observer might view Soave Enterprises' diversification as a potentially risky strategy. I contend just the opposite; diversification actually makes us more stable.

The far-ranging nature of our organization provides Soave Enterprises with an additional layer of protection against the ups and downs of individual industries' economic

cycles. We have proven repeatedly that spreading our efforts and investments across a variety of markets is sound business judgment. It's the corporate application of the old adage, "Don't put all your eggs in one basket."

The consequences of the "one basket" strategy are grave. Remember Blockbuster? Radio Shack? They failed to diversify their offerings in a timely manner and weren't open to new possibilities. However, one thriving California-based enterprise went from Apple Computer to Apple, Inc. to broaden its horizons. It seems to be working out well.

Diversification is about exploring new markets, building new products and pursuing new opportunities. We accomplish these goals with vigor, but just as importantly, our leadership team has also created a culture at Soave Enterprises that gives our companies common ground despite obvious differences.

Soave employees are bonded by a "get the job done" philosophy that carries us to the finish line. Plus, our team members, no matter what region or market segment, possess a customer service mindset. We hold our clients' needs as a priority. And importantly, across all companies, Soave employees live up to an expectation of helpfulness and capability. We hire the best and it shows.

As we wrap up another year and look forward to the joy of the holidays, I can't help but compare our company to a big family – so many different personalities who bring their own gifts and personal strengths to benefit the whole.

May you and yours have a wonderful holiday season and a happy New Year!

Engineering Solutions for a Competitive Edge

The ability to react quickly is a nurtured skill at the Soave family of companies. At both SLC Recycling in Warren, Michigan and Ferrous Processing and Trading's (FPT) Tennessee-based operations, the Engineering and Maintenance Department moved with precision and haste to enhance the companies' performance.

Investing \$1 million in updated technology, SLC Recycling recently replaced its 40-year old non-ferrous baler with a state-of-the-art Harris HRB Centurion baler. The new baler densifies aluminum into large bundles for cost effective shipping and more efficient melting than loose aluminum.



"Removal of the old baler and installation of the new machine took only two weeks with the combined efforts of FPT's Engineering and Maintenance Departments and the Ohio Baler Company," Vice President Tony Levin pointed out. "As project manager, Don Lyons with FPT Engineering and Maintenance was instrumental in facilitating the tear out and installation."

Equipped with newest generation of operating controls and diagnostic systems, the new high speed machine has quadrupled production capacity from 5,000 lbs

to 20,000 lbs per hour and reduces downtime due to mechanical failures. The baler is used primarily for baling aluminum clips, but is also capable of processing other non-ferrous metals.

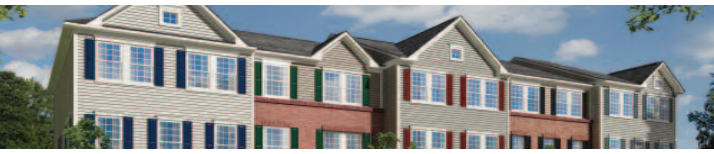
In a separate instance across the country, a large FPT customer was confronted with a serious separation issue earlier this year – the cross contamination of steel and aluminum scrap. During the baling process, ferrous scrap was being introduced into the nonferrous (non-magnetic) metal stream. Or, in layman's terms, steel scrap from the production line was being mixed with the non-magnetic aluminum scrap generated on the same line.

This accumulated scrap is typically sold to a third party and produces a significant revenue stream for the parts stamper. A less than pure product results in a large price reduction for the scrap and possibly a complete halt to the sales. FPT's Executive Vice President Tony Benacquisto estimates that losing the sale of 800,000 pounds of scrap each month could cost the client \$200,000 every 30 days. With great determination, the FPT Maintenance and Engineering group headed up by Dennis Garlough once again dove in and developed a solution.

"The first indication we had of the problem was a 1:30 a.m. email on a Saturday leading into a plant shutdown week," observed Bill Sulak, FPT Regional Director. "Quick thinking, solid teamwork and lightning fast implementation saved the day. Our engineering team met at 8 a.m. the next day to devise a plan. Within 30 days, Dennis and his team designed, tested, fabricated and installed a custom-designed separation system from scratch," notes Sulak. "Just remarkable."

Benacquisto further explains, "The integrated separation system of conveyers and magnets eliminates the contamination problem. Importantly, our team action and immediate fix of the problem exceeded customer expectations." With the automotive industry transitioning to more and more aluminum usage, contamination with steel scrap will become a more frequent issue – and the FPT system is the first of its kind. "We do not believe that there is another scrap company with the same capabilities," details Sulak. "We are ready, willing and able to develop customized solutions for other automakers."





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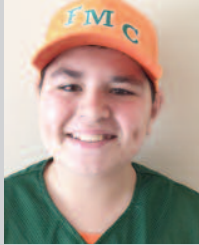
SPECTRUM

WAY TO GO!

Special achievements deserve special recognition. Hats off to the following!

- Manchester United fan **Nicolas Yono**, son of Soave's Vice President of Corporate Finance **Brian Yono**, was named Player of the Week by his long-time Canton, Michigan soccer organization, the Celtics. Yono's coach cited his "obvious ability and potential within the game" as a reason for singling the teen out for this honor. Beginning in January, the younger Yono will also join the invitation only Olympic Development Program training pool.

- The Miami, Florida Little League recently named 11-year-old **Anthony Salvo**, son of FPT's District Manager **Frank Salvo**, as player of the week. Anthony pitches for the Kendall All Stars 12U team and has a remarkable .645 batting average. Way to go #11!



- Academic superstar and high school junior **Alexis Vermiglio**, granddaughter of Premier Steel's **Betty Michalski**, qualified to concurrently attend high school and college beginning this fall. When she graduates in 2017, Vermiglio will only have one additional year of classes at Macomb Community College to complete her associate's degree.

- Emmanuelle Frowner**, a senior at Livonia's Clarenceville High School, is west coast bound next fall to continue his education. The son of MPS Group Staff Accountant



Dawn Frowner was accepted to the prestigious American Musical Dramatic Arts College in Los Angeles after a rigorous audition process. Held this summer in Detroit, the auditions required 200 hopefuls to act, sing and play the piano. Emmanelle was one of five Michigan students selected.

- At a Court of Honor on August 6, 2015, **Ian Walczak**, son of MPS Group Project Manager **Cindy Walczak**, was awarded the rank of Eagle Scout.



Living up to the Boy Scout slogan of "Do a Good Turn Daily," Walczak's service project included leading a team of volunteers in the historic Spicer Barn renovation at Farmington Hills' Heritage Park. As a result of the project, the Spicer Barn is now available for public use and tours.

- Four boys in Willis, Texas recently participated in a valuable lesson about organizational process and community activism – and got a renovated basketball court. Thirteen-year-old twins **Evan** and **Jeremy Harper**, sons of MPS Group Regional Manager **Heather Cataldo**, approached their homeowners' association board requesting an upgrade to the neighborhood basketball court. With faded paint, ripped nets and broken backboard, it was in rough shape. The boys made their case to the Board, who unanimously approved the proposal. "We love it!" said Jeremy. "Other surrounding neighborhood kids are in awe of our court."



FPT in TN

With a welcome by the local Chamber of Commerce and an article in a local newspaper, Ferrous Processing and Trading (FPT) received a warm reception from Shelbyville, Tennessee for its newest outpost. The metals recycling giant, based in Detroit, Michigan, recently launched a six-acre yard and 15,000 square foot metal shop in the strategically located town.

Located between Nashville and Chattanooga, the Shelbyville facility is the company's first yard and processing facility in Tennessee. FPT's Franklin, Tennessee location hosts an office for overseeing the company's Southeastern US operations.

"The facility allows us to do a better job servicing clients in the region," details FPT Regional Director Bill Sulak. "Nissan is a significant customer for us. The automaker produces approximately 600,000 vehicles from its 5 million square foot manufacturing and assembly plant in Smyrna, TN and operates a power train assembly plant in Decherd, TN. The closer proximity of our yard allows FPT to nurture and continue growing this important relationship."

The entire operation – from initial concept through opening – was achieved with a remarkable turnaround. "Exceptional teamwork brought the Shelbyville facility to fruition with only a three month timeline," says Sulak. "We first put the idea on the drawing board in mid-January and by mid-April we were opening our doors to the public. I'm grateful to the entire FPT team that helped us move so quickly."



The yard employs seven full time and one part-time employees. "We intend to be an active part of this vibrant community – environmentally, socially and fiscally – and thank them for the hospitality they have extended to us. As with our other locations, we will also make it a priority to work closely with local law enforcement," explains Sulak.

With its proximity to several automotive suppliers in the southern region, the new yard will bring enhanced operational and logistical efficiencies. Sulak also predicts more direct control over products and quality, as well as the ability to localize critical accounting functions.

"Because we're physically closer and the on-site staff is only tasked with coordinating the efforts of the Tennessee facility, overall response time will become even more efficient," he explains. "Most importantly, as the manufacturing base continues to grow in this region, our own footprint is now equipped to grow with it."

Big Dreams Played Out at the "Big House"

Tossing around a football is fun way to spend an afternoon. Throwing that pigskin on the University of Michigan's field is a tell-your-friends-and-neighbors about it type of day. This remarkable experience at the "Big House" will be a favorite one to recount for years to come by a group of Ferrous Processing and Trading (FPT) employees. The "outside-the-box" team building exercise allowed FPT's operations and commercial groups to spend time together, nurture relationships and identify areas for improvement.

A long-time relationship between Danny Wild, FPT's automotive scrap expert, and former Michigan Head Coach Lloyd Carr set the wheels in motion for the memory-making day. A few decades ago, Coach Carr was Wild's high school teacher. The two have remained in touch through Carr's involvement

with the Downriver Hall of Fame Football Camp. The volunteer-run camp encourages an appreciation for the game of football with children 8 to 13. As a proud member of the Downriver community, FPT supports this nonprofit group with annual donations.

The August 11th event started with a tour of the new stadium expansion, including the press box, radio and television booths, the replay booth and the new suites and enclosed seating areas. The 14 team members were able to view the team setting for the U of M football players – the locker room.

"The highlight of the day may have been the stroll down the famous tunnel and onto the field where the group threw a few footballs around on the Michigan turf," Wild explains with a smile.





Separate, Sort & Recycle

Sometimes surpassing a customer's expectations involves providing them with excellent, responsive service that leaves everyone qualitatively pleased with the ongoing relationship. At other times, it's a quantifiable leapfrogging over the client's stated measurable goals. MPS Group's work at Ford Motor Company's Flat Rock Assembly Plant (FRAP) solidly fell into the latter category.

"Last year, Ford set reduction of total waste goals for their plants at between 8-9%," noted Keith Koskela, MPS Group's Total Waste Manager for FRAP. "With a new system in place, we have achieved a 22.8% annual reduction in landfill volume for the Flat Rock facility."

The MPS team at Flat Rock has implemented an innovative parts destruction program to record these singular results. "Simply put, we work with each Ford department to isolate what we gather, separate and sort," explains Koskela. "Two MPS Group technicians go through the gondola baskets sent to us by the Ford Quality Control people by hand and sort the recyclables by type."

MPS's role at the facility is to destroy rejected production parts so they can't be inadvertently reused or potentially sold on the black market. "We receive everything from headliners to transmissions and seat belts," said Koskela.

Once the parts are sorted according to their different material streams, MPS Group distributes each faction to the appropriate recycler. Recovered plastic, paper, glass, wood and synthetic materials head to one facility and the high density automotive plastic is sent to another. "Putting in the extra step of separating the parts has dramatically reduced the landfill waste generated by the plant," Koskela detailed. "It's a model for other programs."



Leading the (Cycling) Pack

Sporting colorful matching gear and bountiful enthusiasm, the Soave Automotive Cycling Team assumed the honorary lead off position in this year's Sunflower 2 Roses Family Bicycle Ride. The 14-person team earned the #1 spot by successfully defending their role as the August 2015 event's top fundraising group.

Proceeds will help fund the Sunflowers 2 Roses nonprofit organization and are used in the ongoing fight against cancer and to promote the core values of family, fitness and fun.

With 430 registered riders, the community-wide event featured something for everyone. Participants could choose distances from 4 to 72 miles long. Most of Team Soave, led by "Captain" Kevin Killilea, opted for a 34 mile course. Post ride refreshments for participants of all ages and live music rounded out the day's festivities.

"Team Soave once again distinguished themselves on the course and behind the scenes," notes Soave Automotive Group's Marketing Director Robert Hellweg. "As with everything they do, our team gave it their all. They collectively donated more than \$18,000 – more than half the event's proceeds. We tip hats to their efforts on behalf of cancer survivors across Kansas City."





SPECTRUM

So Long, Summer!

Summer may have wrapped up, but the joyful memories still linger for Brambleton residents. “Two annual traditions marked the warm weather days for our fun-loving families,” said Kim Adams, Brambleton’s Director of Marketing.

Fido, Rover and Spot had the last laugh and the last splash after Labor Day. At the end of the swimming season and before the pools are drained for winter, families are invited to bring their dogs to the pool for one last swim. “The happy puppies showed us exactly how to dog paddle,” laughed Adams.

Earlier in the summer, the community’s intrepid outdoorsmen, women and children pitched a tent for the Neighborhood Campout. With hotdogs and s’mores on the menu, happy campers enjoyed a portable rock climbing wall, fishing and fellowship with their neighbors.



Building Dignity and Belonging

“Everyone deserves to be a part of their community,” says Kirk Jude Goddard, Vice President of Habilitation Services for the non-profit JVS. “Our organization’s goal is to make sure our clients develop a sense of belonging.” For several years, JVS has partnered with SLC Recycling, the Warren, MI-based hub of Ferrous Processing and Trading’s non-ferrous operations to employ people with physical and mental disabilities who might not otherwise be able to hold jobs. JVS clients are paid to disassemble computers at a pace that is appropriate for their abilities.

From its Southfield, Michigan offices, JVS helps people from all walks of life meet daily challenges affecting their self-sufficiency through counseling, training and support services. Their mission supports the steadfast belief that the best way to help people is to make it possible for them to help themselves. At 26 years old, adults with disabilities age out of Michigan’s special education system and JVS’s programs helps them find employment.



The ongoing SLC program was initiated through a connection with MPS Group’s Roger Bushnell. “Roger and the SLC team, led by Tony Levin, helped establish this wonderful partnership, personally ensuring the JVS clients had tools they needed to begin,” explains Goddard. “His donation allowed for the purchasing of electronic screwdrivers for the team to be properly equipped and get started.”

Each Tuesday, JVS sends a vehicle to the SLC facility to gather and transport the computers slated to be recycled to the non-profit’s office. The program employs up to ten individuals at a time.

“While the individuals who work on the computers receive a paycheck for the work they do, they also receive the satisfaction and pride of being productive,” notes Goddard. “They are just like every other adult who is out in the working world.”

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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FPT and MPS Group Volunteers Lend a Hand

Putting their well-developed executive skills to good use, Leadership Academy participants from FPT and MPS Group, along with the companies’ senior management, spent an October afternoon packing food boxes for families in need. The group volunteered for Canton, Michigan-based Open Door Ministry’s food bank preparing weekly deliveries to local residents who need assistance to achieve a nutritious balanced diet.

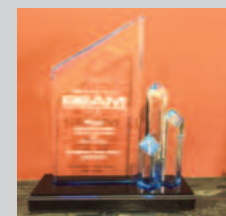
“Last year alone, Open Door served 71,331 people the equivalent of 855,972 meals,” said Marcia Moss, Soave’s Director of Human Resources. “We’re honored to assist with the outstanding program.”



Brambleton Awards

All eyes are on Brambleton this fall with several notable awards under its belt. The master-planned community in northern Virginia continues to reap the benefit of an unparalleled professional staff, an involved community and innovative leadership.

On September 15th, the Institute of Real Estate Management presented Brambleton Town Center the esteemed BEAM (Building Excellence and Achievement in Management) Award for best community involvement, tenant relations and technology innovation excellence. “Congratulations



go to Meryl Bisaga, Steve Schulte, Jenny Wheaton, Stephanie Lee and Francis Steinfield for helping make this happen,” noted Kim Adams, the community’s Director of Marketing.

Next, *Posh Seven*, a Loudoun County lifestyle magazine, asked readers to vote for their favorite merchants, with results in the September issue. Voters nominated many Brambleton’s businesses as the best in their respective industries – as well as Brambleton itself – which was awarded as the Best Community in Loudoun. In addition, nine tenants, from builders and breweries to dentists and gyms, were recognized as being tops in their fields.

Saving the most prestigious for last, Loudoun County recognized Brambleton for its adherence to “Best Practices in Environmental Protection.”

“Community residents have seen lots of dirt moving lately. The Land Development department has been busy coordinating new underpasses, the Creighton Road expansion, a new elementary school and prepping the site around a Dairy Barn,” explained Adams. “Through all of this work, the commitment to full environmental compliance has never wavered. We would like to recognize Ric Spencer, Jeannie Kimble, Michael Hughes and Steve Schulte for their outstanding efforts managing site contractors and making sure everyone adheres to the numerous federal, state and local regulations.