



SPECTRUM



Inspiration

In the five plus decades since founding this company, I've learned that leadership isn't correlated to how large your office is or the title on your business card. Leadership springs forth from encouraging people and inspiring them. It comes from spreading your passion to others.

The people of Soave Enterprises understand

this principle. We see many of you motivating others and opening them up to new possibilities through your actions. Our newsletter is filled with stories of inspiration.

Inside, learn about our new head chef at my favorite restaurant, The Hill. He worked his way up to this esteemed position after beginning as the establishment's prep cook years ago. Hard work and an innate talent have taken him far. Congratulations to you, Sherard Nunn – I look forward to sampling your Seafood Newburg.

Our office recently hosted tomorrow's leaders for Take Your Child to Work Day. I was privileged to spend time with these young ladies and gentlemen who gathered to learn more about what their parents do each day after they drive away from home. Their eagerness to learn impressed me as much as their futures excite me. Thank you to everyone who helped organize this inspiring event.

Looking beyond the office, many of you also apply your substantial gifts after work hours to community-benefitting efforts. We've featured two such team members for their oversized dedication to causes that touch their hearts. You can read about their efforts on the back page.

As we begin to enjoy the summer season and all of its activities, I want to thank you for being role models. Please know that your hard work and dedication are noticed and appreciated by others!

Preserving Our Automotive Heritage

Earlier this year, Josh Biner, MPS Group Lead Resource Manager and guitar-building hobbyist, discovered a beautiful piece of reclaimed wood on a work site that was slated for demolition. Working at the General Motors Fort Wayne Assembly plant, Biner made plans to save the maple laminate benchtop that he knew could have a "second life." Pulled from the plant's former training school, he stored the benchtop under lock and key to ensure its preservation.



A couple of weeks later, Biner (*shown at left*) learned from his plant manager about Wallace Detroit Guitars' project to celebrate 100 years of General Motors with guitars made of old wood culled from truck factories. He quickly raised his hand to alert plant management of his recent perfect find.

"We were the first plant to find wood suitable for the project," said Biner. "When the call came down from the Plant Manager, I knew the material that I found would make an excellent reclaim project to build guitar bodies. The piece had a lot of character with scarring and holes from benchtop vices."

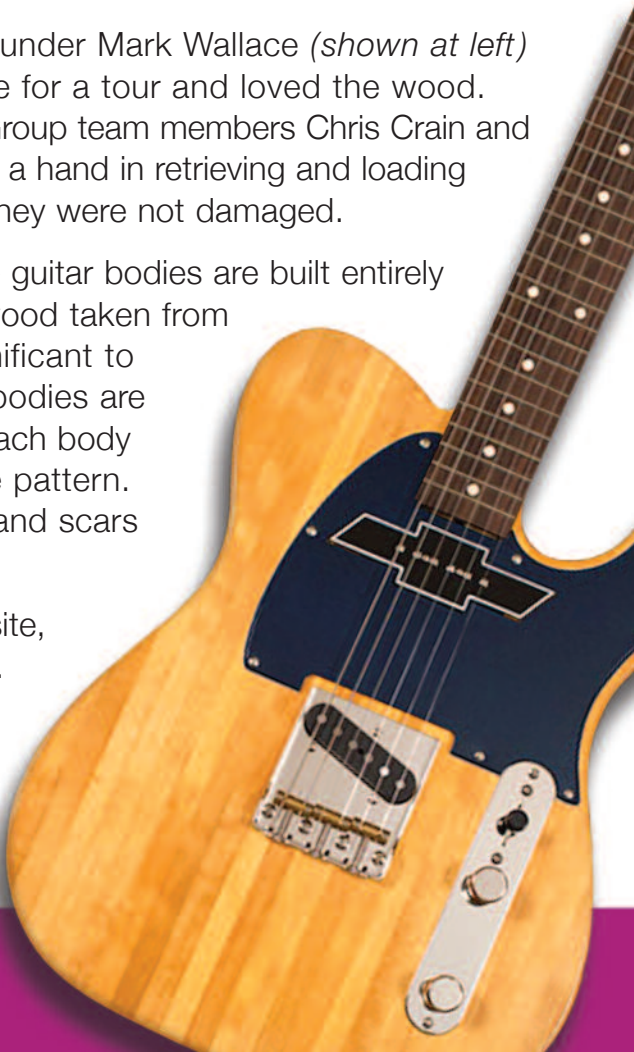


Wallace Detroit Guitars founder Mark Wallace (*shown at left*) visited the Fort Wayne site for a tour and loved the wood. Biner credits fellow MPS Group team members Chris Crain and Lawrence Figgs for having a hand in retrieving and loading the benchtops, ensuring they were not damaged.

Founded in 2014, Wallace guitar bodies are built entirely from ethically reclaimed wood taken from abandoned buildings significant to Detroit history. Biner details that "the guitar bodies are cut on a CNC router and finished by hand. Each body is completely unique in its color and laminate pattern. Wherever possible, historic stains, nail holes and scars are left in the wood to showcase its history."

The finished guitar is now for sale on the website, www.wallacedetroitguitars.com, for \$3,800.

For local coverage of the story and Biner's role in the guitar's completion, please visit: www.youtube.com/watch?v=CHvgASz_BSA





Seave
ENTERPRISES

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WAY TO GO!

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

● On January 27, one day before her 71st birthday, and recently retired after 22 years, Administrative Assistant to the Soave Legal Department, **Suzanne Wallace** took a polar plunge into Michigan's Houghton Lake as part of the "Tip Up Town" celebration.

As one of more than 100 dippers, she was far from alone braving the 40°, cloudy, blustery day. However, she was the oldest and her fellow participants acknowledged the milestone with a round of "Happy Birthday." When asked the inevitable question, Wallace responded: "Would I ever do it again, NO! Once is enough."

● Recent U.S. Air Force enlistee **Raya Brackins**, daughter of **Yvonne Malone** of FPT Cleveland, is from a military family. Her mother served in the Navy as a commander; her father served in the Marines. She also has cousins and uncles in each branch. "It's in my blood," she states matter-of-factly.



A 2016 graduate of Cleveland Central Catholic, the Summa Cum Laude scholar is the first recipient of her alma mater's Trailblazer Award. For the past two years, she studied Criminal Justice at Bowling Green University, earning an Associates degree before enlisting.

Raya is not sure she wants to make the military her career. She is considering becoming an FBI agent. "Serving in the military is a good way to reach that goal," Raya says.

● **Ian Whistler**, son of MPS Group's **Michelle Whistler**, was accepted into Western Michigan University's Department of Theatre in Design and Technical Production. The interview/selection process is rigorous, with 18 students accepted out of a average of 125 applicants. Ian starts at WMU in the fall of 2018.



● **Stuart Simms**, Director of Foundry & Industrial operations at FPT Cleveland, is the patriarch of an accomplished family. His daughters and step-daughter have excelled in their fields:

– Attorney **Kimberly Simms** was elected to the California Cannabis Industry Association's Board of Directors.

– Dr. **Lindsey Green-Simms** was awarded full tenure at American University in Washington DC.

– **Alexandra Simms**, a second-year doctoral candidate at the University of Maryland, was selected for the school's prestigious joint PharmD/MS program.

– **Carly Simms David** received her accreditation as a certified Human Resources Director (PHR).

– **Ashley Waxman** will receive her Masters from DePaul University, Chicago in Guidance Counseling in June 2018.

Joining us for the Summer

Please welcome our summer interns:

Jonathan Sadocha, attends Grand Valley State University, majoring in Information Systems – interning with the Soave IT Department.

Hannah Gehlhausen, attends Michigan Technological University, majoring in Finance – interning with the Soave Accounting Department.



For nearly 25 years, Take Our Daughters and Sons to Work Day has been inspiring children to dream big. On April 26, 2018, Soave Enterprises eagerly participated in the national event by inviting employees' children into our offices.

Fourteen young people took their seats in the conference room for a 9:00 a.m. board meeting. Alongside breakfast, they listened to presentations from several departments including IT, HR, Real Estate and Ferrous Processing & Trading Company.

President and CEO Anthony Soave enjoyed time with the children during their pizza lunch at corporate headquarters, followed by a tour of Premier Steel (now known as Koil Metals). They rounded out the busy day by celebrating April birthdays at our monthly birthday party.

"Thanks to HR Generalist Maria Perez who organized a great time by all," said HR Manager Kristan Williams. "It was an honor to showcase our unique and diverse workplace to the future generation."

Bon Appetit!

The Hill Under New Command



Nestled into the charming boutiques of Grosse Pointe Farms, Michigan is The Hill Seafood and Chop House, an award-winning restaurant and neighborhood institution. This local gem that serves up

classic American fare and premium ingredients is also part of Soave Enterprises' portfolio.

The restaurant has recently named Sherard Nunn as its new Head Chef and Kitchen Manager. He has been with the restaurant since 2000 and was one of the original staff at the Hill Seafood and Chop House. He started out working as a prep cook.



Through the years, Nunn has perfected numerous dishes and was part of teams that achieved awards including "Restaurant of the Year" and "Best Burger in the Midwest." Known by customers and staff for his infectious smile, the creative chef is also respected for his delicious specials. Each week, The Hill delivers both a chop and a seafood special known as "The Chop of the Week" and the "Fish Feature." Nunn's unique dishes have included a bacon-wrapped filet and Seafood Newburg.

Soave Enterprises team members are always welcomed at The Hill Seafood and Chop House with a 20% employee discount.



Premier Steel Rebrands to "Koil"

Premier Steel, a Soave Enterprises-owned steel service center of prime flat-rolled steel, has rebranded, changing its name to Koil Metals. The new brand, which launched May 1, is a significant step in the company's growth strategy as it looks to triple its revenue and double staff within the next five years.

"As we look to differentiate ourselves in the industry, we wanted to start at the core of our business and develop a new market presence," said Fred Bause, president of Koil Metals. "We are excited to build on our 20 years of success as we continue to provide optimal service to our customers as Koil Metals."

In addition to the new name, Koil has launched a new website at www.koilmetals.com. The development of the new site reflects Koil's growth strategy and its commitment to its diverse clientele. The company services industry-leading clients in automotive manufacturing (including OEMs), tier one and tier two suppliers, as well as builders and other non-automotive concerns. Koil offers a full line of prime flat-rolled steel, in-house processing, cut-to-length, and more.

Koil Metals is an affiliate of Ferrous Processing & Trading Co. which is one of the largest scrap metal recycling companies in the U.S., and by utilizing their combined resources, Koil can provide their customers with the highest quality products and services.



A Love Match

Kalea Bay Hosts Tennis Exhibition

Kalea Bay, Soave’s luxury residential community in North Naples, Florida, hosted its first Tennis Pro exhibition match in April. The community’s in-house professionals, Nestor Nunez, Martina Frantova and Pablo Tellez, engaged in friendly competition in front of an audience of residents and guests.

One special guest who traveled in from Michigan was courtside for the inaugural event. Soave Enterprises Chairman Anthony Soave attended the match, played on one of the development’s four courts. Mr. Soave joined residents at the on-site Tiki Bar for dinner following the exhibition.



“Our residents love to come out and watch our Pro Team play,” noted Stephen Jones, Regional General Manager of The Club at Kalea Bay. “Although just a friendly exhibition match for our members, it is enjoyed by all in attendance and reinforces our feeling of community at Kalea Bay.”

Nunez is originally from Bogota, Colombia and played for Florida Gulf Coast University 2002-2004. Frantova, a native of Bratislava, Slovakia, was a college athlete at North Carolina State University. Also from Colombia, Tellez won the 2017 National Championship at the University of West Florida.

Upping our Environmental Game

While Earth Day celebrations have come and gone for 2018, the environmental improvements recently installed at two Ferrous Processing & Trading (FPT) facilities are in place for the long-term advantage of their communities. Inspired by evolving regulatory requirements, maintenance upgrades and good stewardship, both the Zalev Brothers facility in Windsor, Ontario and the Pontiac, Michigan yard have benefited from new processes.

In Canada, the storm water collection system at the Zalev yard was replaced with an innovative treatment process. The new technology consists of limestone-lined aeration and sediment basins, including a forebay, and a Granular Activated Carbon (GAC) filtration bed. The filtration bed was derived via a treatment study performed on the site storm runoff which determined the elements necessary to treat to meet site and regulatory objectives.

“With the stormwater treatment system, the site is able to discharge into the city storm sewer system,” said Rachael Gualtieri, General Manager, FPT-Zalev Operation. “The improvements also allowed us to upgrade overall site drainage.”

In Pontiac, current best practices were put in place by replacing three older retention ponds with two new engineered clay-lined ponds, discharging into the city storm sewer system. This upgrade lead to further site enhancements to support it. Water lines and electrical service lines had to be relocated to accommodate the increased size of the ponds and pump stations installed to handle the discharge. Monitoring of discharge has begun on both sites by consulting engineering firms. FPT Pontiac reports to the Michigan Department of Environmental Quality and Zalev provides its findings to the Ontario Ministry of the Environment and Climate Change.



Finding the “Art” in Parts

Parts Galore, the Soave Enterprises auto salvage yard, is responsible for a ’63 Corvair and a ’71 Dart being parked upon Cranbrook Academy of Art’s beautifully manicured grounds. For three weeks this spring, the vintage autos were on loan to one of the graduate student artists at the prestigious Bloomfield Hills, Michigan school.



“In mid-March, we received an email via our website from Cranbrook student Vanessa Vireut requesting the temporary donation of two cars for her final thesis project,” explained Josh Miller, General Manager of Parts Galore. “We have an ongoing commitment to supporting our community, so I contacted her immediately to get more details.”

Vireut’s project was part of the 2018 Graduate Degree Exhibition, showcasing the work of architects, artists, and designers who are shaping the future of art and design. The exhibition features pieces that are the culmination of two years studio work from over 70 graduates.

“The school was worried about the cars’ weight, so we needed automobiles with engines and transmissions removed,” detailed Miller. “Vanessa toured our grounds twice to find exactly the ‘right’ cars to achieve the feeling and look she wanted.” Vireut, who was disappointed in her experience at other salvage yards before finding Parts Galore, noted “Josh was an excellent collaborator and we brainstormed together. He was the car part, I was the art part. I had a distinct silhouette in mind; Josh helped me greatly narrow down the search.”



Vireut was seeking an epic, masculine piece of art as an homage to her mechanic father. The two cars were draped in custom-made bandannas, made with all-weather fabric donated by the Sunbrella company.

“To me the bandanna is a symbol that represents the heart and soul of my community,” the artist explained about her economically challenged background. “This sculpture is about the distance and barriers between the art world and various communities. I like the contrast of the cars and the setting. Of course, the Parts Galore cars were great models – the best mannequins possible that brought my vision to life.”



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Brambleton Voted Best Residential Community

Soave Enterprises’ master-planned community, Brambleton, is thrilled to have been voted “Best Residential Community” in the Washington D.C. metro suburbs by *Posh Seven Magazine* in their “Best of Suburbia 2018” poll. Posh Seven is a top lifestyle publication for women in the region.

“We are honored to be recognized by Posh Seven readers and our loyal customers as one of the most sought-after residential communities in the Northern Virginia area,” said Kim Adams, Director of Marketing at Brambleton. “Today, buyers are looking for a modern take on the traditional suburb — and a new “surban” lifestyle is emerging. By mixing urban and suburban living, our residents experience countless parks, trails, and a vibrant Town Center filled with shops, restaurants, events, and entertainment all within walking distance of their homes!”

Why did Brambleton receive this recognition? The reasons are as plentiful as the activities and continuous developments within the community.

Brambleton Library

The landscape of the Brambleton Town Center is rapidly changing as the new Loudoun County Public Library takes shape! Great progress is being made on the striking four-story structure of brick, stone and glass scheduled to open this fall.

The 40,000-sq. ft. library will be on the first two levels of the building located in the Brambleton Town Center and offers multiple meeting and community rooms for library programs and public use. Sponsors have provided community access to 3D printers, laser cutters, a recording studio and other creative technologies. The Teen Center will have a video gaming room and DiscoverWalls will provide colorful and comfortable nooks for customers to curl up with a good book.

Marketplace

Brambleton’s new EatLoCo Marketplace launched on Sunday, April 1 with live music, food trucks, guest chefs and even Easter bunnies and chicks. This weekly marketplace offers family-friendly entertainment and local shopping.

“We found a need in Loudoun County for a place farmers can set up markets and sell their produce,” said Dan Hine, the market’s project director. Hine said his main goal is to keep farmers in the county. “There used to be over 400 Loudoun County farmers, now we’re under 30, so we’re trying to help farmers as much as we can,” he said.

Mixing urban and suburban, EatLoCo Brambleton Marketplace strikes a purposeful balance between a place to enjoy entertainment and also stock up on farm fresh produce. Live music, rotating food trucks, guest chefs, wineries and breweries are just a few of the programs the Marketplace will offer throughout the year.

Volunteer Heroes at Soave

Our team members share the common thread of passion for their work. That same devoted spirit often applies to off-duty hours as well. We applaud all of you who give time to community causes, helping to make your neighborhood and world a better place. Here are two great examples of those who reach beyond themselves.

Doug Kee

Rail Logistics at Ferrous Processing & Trading

For ten years, Doug Kee has volunteered with Marion Medical Mission, www.mmmwater.org, which assists poor communities in rural Africa with accessing clean water.

“We have much to be thankful for in wealthy countries like the US and Canada, where clean water is generally taken for granted. In Africa, unclean water is a major source of disease and even infant mortality,” explains Kee. “Honestly, until I heard about Marion Medical Mission, I never even thought about the fact that millions of people around the globe do not have access to reliable, safe drinking water. I am grateful to leadership and my co-workers at FPT who help me arrange leaves of absence and cover my duties while I am in Africa. With news last year about the water crisis in Flint, we are all much more aware of the issue of safe drinking water. Remember, ‘water is life!’”

Mindy Rashbaum

Tennis and Pickleball instructor at Kalea Bay



A transfer to Naples, Florida from Long Island, New York, Mindy left her former career as a surgical technologist to pursue a career in tennis. This passion for sport led to the founding of the 501c3 non-profit, Tropical Wheelchair Sports, www.tropicalwheelchairsports.org, providing wheelchair athletes a place to play and compete.

“I traded in the operating room for the tennis court,” laughs Rashburn. “Tropical Wheelchair Sports is dedicated to providing wheelchair tennis and pickleball in a friendly environment, striving to raise awareness of adaptive sports. For most of us, it’s hard to imagine life without sports. Feeling the thrill of competition, the camaraderie with others, and the pure joy of movement are some of the best parts of the human experience.”

Kalea Bay Welcomes First Residents

After great anticipation, Kalea Bay welcomed its first residents into their new homes in early 2018. Residents are already enjoying the building’s rooftop amenities, including a rooftop pool, plush conversation areas, the sky lounge, and an open-air fitness center.

With Tower 100 at the luxury high-rise community in North Naples, Florida sold out, the main sales focus has shifted to the community’s Tower 200. Like its predecessor, the second tower is also 22-stories with 120 homes.

“Residents will revel in gulf views, open floor plans and a private elevator leading directly into their residence,” said Inga Lodge, Vice President of Sales & Marketing for Kalea Bay. “Our floor plans have an open ‘lifestyle design’ that blends the kitchen seamlessly into the living and dining rooms, perfect for the way people live today.

The completion of the main amenity area at Kalea Bay coincided with the completion of the community’s first residential tower and has quickly become the social and recreational centerpiece of the community.

“The 88,000-square-foot main amenity area is located on the north side of the large lake at the community’s



entrance,” stated Lodge. “Not only is it a dramatic sight as residents and visitors drive into the community, but it’s now the envy of every community in the Naples area.”

The clubhouse features three pools, including a resort pool, an adults-only pool and a children’s pool, plus an expansive pool deck, an open-air bar, an indoor/outdoor restaurant, a fitness center, a bistro and a lakeside fire pit.

Adjacent to the clubhouse is the tennis pavilion, as well as pickleball courts. Guest suites that can accommodate overnight guests and family members are also located nearby. Residents have a shuttle service that originates from the clubhouse and takes them to the beach.

In short, Lodge notes, “This is what living in Florida is supposed to be.”



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Have an Idea for a Story?

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