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Giving

With the holidays upon us once again, those of you who have been a part of the Soave family for a while understand that “giving” isn’t something we practice just this time of year...we encourage it all year round. This issue of our newsletter shows a few recent examples.

Having read and watched news of the devastating California wildfires, I take pride in two ways in which

we were able to help the Detroit Fire Department (DFD). In July, we donated a high volume foam trailer that allows firefighters to battle large scale fires from a safe distance. And over recent months, Strong Steel volunteered to provide scrap vehicles and a safe training area in its yard, where DFD firefighters can get hands-on experience using crucial lifesaving equipment.

The Soave Real Estate Group in Naples, FL and our corporate office in Detroit, MI gave the gift of life when they both hosted a blood drive in September. Nine members of each staff gave a unit of blood.

In Naples, The Club at Kalea Bay upped its safety game with 11 staff members becoming CPR/AED-certified (Cardiopulmonary resuscitation/ Automated External Defibrillator) to make sure that a certified responder would always be nearby in case an emergency arises involving one of its members, their families or friends.

Last July, we also proved we could be there for each other in times of need. When a water pipe burst at the headquarters of Soave and Ferrous Processing & Trading Co., 30 employees quickly sprang to action, greatly mitigating water damage and assisting their fellow colleagues in cleaning up and moving staff to temporary offices.

As we end 2018 and look forward to a promising new year, I want to say how proud and thankful I am to work with such a fine group of people.

Happy Holidays and best wishes in 2019!

FPT Helps Detroit Fire Department Fight Fires from a Safe Distance

This past spring, Ferrous Processing and Trading Company (FPT) donated a specialty piece of equipment to the Detroit Fire Department that will allow firefighters to fight large scale flammable liquid and material fires from a safe distance.

The Chief Technologies Foam Trailer includes two, 265-gallon “totes,” which are mounted on the trailer. Previously, firefighters carried foam in five-gallon cans, which empty every two minutes. The large totes on the foam trailer allow for a much longer duration, supplying fire-smothering foam to battle raging chemical fires, high explosive industrial fires, tanker accidents and building fires.

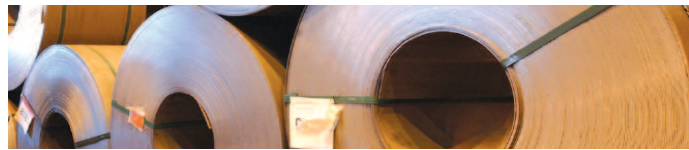
Plus, the special high-volume nozzles can be operated remotely from a safe distance, greatly reducing the chance of injury and exposure for firefighters and allowing a more accurate and faster method of extinguishing flames by a foam agent. The tanks carry an EPA-approved, biodegradable foam concentrate, which is easily treated in sewage treatment plants. When the first 265-gallon tank is empty, a second one becomes active, allowing firefighters to refill the empty tank.



The idea for FPT’s donation originated in January 2018 after a fire occurred in its own scrapyard. Company leaders realized that chemical fires require specialized equipment, which would have allowed for a much safer and faster response.

“We have so much respect for the work these firefighters do each and every day,” noted Anthony Soave. “The Detroit Fire Department has been a great partner to us and we wanted to show our support for the brave men and women of the department. This new piece of equipment will help prevent injuries and save property. We believe this is a worthy cause and were happy to make the contribution.”





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WAY TO GO!

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

- **Maddox** and **Maxxim**, sons of Great Northern Hydroponics Distribution/Sales Manager **Annie Bernardes** and Operations Manager **Dean Bernardes**, are filling up their trophy cases with soccer awards.



Maddox, 8, helped the Canada Nationals 09 Boys Black Team win the 2018 Pacesetters Soccer Invitational Ohio Champs Boys Division title. The win also earned them tickets as VIP guests at a Columbus Crew Major League Soccer game.



Older brother Maxxim, 10, plays on the Macomb Nationals 08 Boys Black Team, which captured the 2018 Michigan Junior State Cup championship this summer.

- **Melanie Teper**, granddaughter of Soave Executive Vice President **Yale Levin**, won a silver medal in the Junior B category as part of Team USA at the 2018 World Pole Sport Championships in Ft. Lauderdale, FL. Her performance also positions her with a No. 2 ranking among the best Junior B pole sport athletes in the world. Melanie earned her spot on Team USA in September at the USPSF Nationals, where she also earned a silver medal.



- On August 24th at Chicago's Wrigley Field, SSG (P) **Justin Banner**, son of FPT's Genesee Recycling General Manager **John Banner**, was honored on the field. He has served two tours of duty in Iraq, and was chosen from



among the many military personnel on hand for the Cubs "Home & Away" military salute day. Justin is now stationed in Chicago as an Army recruiter. Thank you for your service!

- This summer, **Barbara Bakotich**, wife of FPT Executive **Rob Bakotich**, organized what she called "The Daphne Project". She and an army of volunteers from the St. John Vianney Church youth group scraped, primed and painted the big, historic home of 84 year old Daphne Beardman.



Barb struck up a friendship with her during an earlier church mission, and noted that "Daphne has lived in the Pontiac, MI home for most of her adult life, raising two daughters, and continues to live there alone today". In addition to the great amount of time and effort spent, all paint, materials and tools needed to complete the project were donated. To learn more about the youth group, visit: sjvyouth.weebly.com.



Pollinator Garden Takes Root at MPS



Did you know that pollinators are responsible for one out of every three bites of food we take each day? These pollinators, however, which include bees and butterflies, are at a critical point in their own survival, according to the National Pollinator Garden Network. While there are many reasons contributing to their decline, the Technical Service Center at MPS Group recently took steps that will hopefully help reverse this trend by planting a pollinator garden at the company's headquarters in Farmington Hills, MI this past spring.

As part of the Suppliers Partnership for the Environment's Biodiversity Work Group Project, the crew of Project Manager Amanda Loveday and Intern Allie Plancon planned and planted the garden with the help of Corporate Recruiter Kellen Seguin.

They planted three each of four different species of plants, all of which are native to Michigan and the local area. These included swamp milkweed (*Asclepias incarnata*), butterfly weed (*Asclepias tuberosa*), great blue lobelia (*Lobelia siphilitica*), and purple coneflower (*Echinacea purpurea*).

Since the garden is stocked with native plants, they'll grow long root systems and are well suited to Michigan's climate... and thus once established, won't require much maintenance beyond regular weeding and occasional watering.



"Although the garden began small, it should fill in and grow bigger each year," Loveday said. "This fall, all the plants survived and went to seed, a great sign for the future success of the pollinator garden."

The project also requires compiling a monitoring log detailing which pollinators the garden has attracted. With spotting help from many other MPS employees, logs show that the garden has already welcomed cabbage white (*Pieris rapae*) butterflies, an unknown species of butterfly in the Sulphur genus (*Colias*), monarch butterflies, caterpillars (*Danaus plexippus*), several species of bees and honeybees, and even some hummingbirds.

"There has been a lot of interest so far and people have been very positive about the garden," said Loveday. "Frequently, staff members tell me about what they saw when they visited it. And now that we're confident that the garden has survived the fall season, we can plan which plants to add next spring to expand it further... and maybe even place a picnic table near the garden so people can enjoy the view while they eat lunch."

KOIL Metals Welcomes Jeff Wonboy and Eric Johnson



A new name is not the only big thing happening at KOIL Metals in 2018. The company, which changed its name from Premier Steel in April, welcomed two new staff members: Vice President Jeff Wonboy and Director of Sales Eric Johnson. With a mission to grow the company, they are off to a good start.

Wonboy, who has been in the steel industry for more than 15 years, was hired in August to eventually take control of the company's day-to-day operations. His current responsibilities include providing leadership and guidance to ensure growth and profitability for KOIL.

Wonboy also is in charge of establishing and executing purchasing strategies to help mitigate risk and reduce costs, as well as developing an overall business strategy. He holds a Bachelor of Arts degree from Rochester College in Business Administration, Management and a Master of Science degree from Walsh College in Management.

Johnson was hired in April. Like Wonboy, Johnson brings great experience in the steel industry. With a background in direct sales coupled with prime and excess purchasing of all flat-rolled products, he has helped the company expand its presence into Mexico. Johnson also is responsible for enhancing the company's growth through teamwork, communication and process improvements. Johnson is a Wayne State University graduate with a degree in Business Administration and Management.

"I've known these guys for years and they are industry pros. We knew how talented both Jeff and Eric are when we hired them," said KOIL President Fred Bause. "Both gentlemen have been in this industry throughout their careers and are very well respected. Considering what they already have accomplished here in just a short time, we look forward to seeing where they will help take us in the years ahead."



Brambleton Making Its Mark in Ashburn, VA

Brambleton continues to be a game changer in the greater Ashburn, VA community, bringing the urban vibe out to suburbia. As popularity of this suburban lifestyle grows, Brambleton is meeting the demand with a modern walkable, connected community convenient to parks, schools and shopping.

New State of the Art Library

The new Brambleton Public Library officially opened its doors to the public with a ribbon cutting and grand opening celebration on December 1st. The 40,000-square-foot facility has dedicated areas for children, teens and adults; three large meeting rooms; a makerspace with 3D printers, laser cutters,

sewing equipment and a recording studio; 10 study rooms and a gaming room in the Teen Center. “I’m delighted this state-of-the-art library will serve this growing community,” said Loudoun County Public Library Director Chang Liu. “The greatest gift we can provide the community is free and equal access to a wide variety of resources that make a difference in people’s lives.”

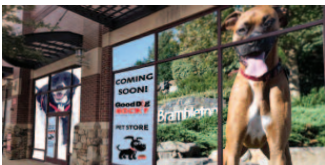
“For 20 years, Brambleton has been a part of Loudoun County’s fabric,” said Bill Fox, Chief Operating Officer for Brambleton. “It is an honor to welcome Loudoun County Public Library to the community. I’m so appreciative of the work the County does and its dedication to public service.”

Welcome to Our New Tenants

The Brambleton Town Center recently welcomed three new tenants:

Fairfax Pediatric Associates – Opened in the fall above the Brambleton Library, this medical office is dedicated to providing families with the highest quality comprehensive pediatric care.

Good Dog Rocky – Opening later this year, they will offer dog grooming, bathing and natural pet food.



BurgerIM – Order your gourmet burgers individually or by the pack with options of a variety of toppings, proteins, sauces and buns to choose from so you can create nearly endless flavor combinations.

First Residents of Birchwood Move In

As the first residents begin to move in, development of Birchwood at Brambleton, Ashburn's newest 55+ community, is well underway.

Walking trails and a pier are being built around the pond behind the newly constructed villas. Crews also have been busy installing landscaping and hardscaping, plus construction of the clubhouse – including both pool foundations – has begun.

Home builders are equally busy with construction. Van Metre's The Lifts models (elevator condos) opened in October, while the Flats (one level condos) are anticipated to open early 2019. Miller & Smith and Winchester Homes now have their furnished models open with new sections under development.



Crain's Detroit Business selected MPS Group to its Crain's Fast 50, the publication's annual survey of the fastest-growing companies on metro Detroit's business scene.

Selections are not made purely by percentage growth rate alone, but rather ranked by growth between 2014 and 2017 and by the dollar amount of revenue growth. The two rankings are then added together to create the list.

New service offerings, customer retention, expansion and diversification, and bolt-on acquisitions have all helped contribute to MPS Group's growth. The company also saw gains from its Total Paint Shop Management business and significant expansion of its steel mill service capabilities that was supported by an acquisition in 2014.

Strong Steel Hosts Detroit Fire Department Training Sessions

Every day, members of the fire department risk their lives helping citizens at the worst time of their lives. From saving people in burning homes and buildings to extricating them from horrific car accidents, it's not often those rescued have a chance to give back.

So when Detroit Fire Department Squad 3 Fire Sergeant Carl Billings came looking for a site to train his newest firefighters, Strong Steel, a location of Ferrous Processing & Trading Company (FPT), happily volunteered its yard.

What interested Billings about training at Strong Steel was access to scrap vehicles that would allow them to give trainees hands-on experience using tools such as the Jaws of Life, which helps firefighters extract people from crashes and confined spaces.

“These are vehicles that are going to be scrapped and recycled anyway, so the DFD can do whatever they need to do to them and not have to worry about damaging them,” said Nick Milantoni, who works in the FPT operations department. “Training here is perfect for the DFD. They now have a safe, contained area.”

Sergeant Billings first became aware of the Strong Steel property, in January 2018, when he and his crew helped put out a fire on the company's premises.

“That day, the Fire Department was very quick to respond,” said Milantoni. “Considering what they did to help us in our time of need, we are more than willing to return the favor and do what we can to help them out.”





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Kalea Bay Wins Eight Sand Dollar Awards

Kalea Bay in Naples, FL, is the proud recipient of eight Sand Dollar Awards from the Collier Industry Building Association. The awards are presented annually to builders, developers, architects, remodelers, interior design firms, marketing, sales and advertising professionals who are shown to be exceptional in the Collier County area. Winners are chosen after onsite judging by experts from across the state of Florida.

Kalea Bay won Best Specialty Feature over \$100,000 for its rooftop amenity in addition to winning Best Clubhouse – Exterior and Interior. In collaboration with B-Squared Advertising, the Company won four additional marketing awards. The awards included Best Magazine Ad, Best TV Commercial, Best Rendering, and Best Overall Marketing Campaign. In addition, the Company was awarded Best Website



for its new website that launched earlier in 2018. We are extremely pleased that our sales associate, Ms. Teale Mueller from Wilson & Associates, won Sales Person of the Year.

Several model interior designers and contractors also earned Sand Dollar awards for their work at Kalea Bay. PLC Closets won for Best Closet Design for a private residence in Tower 100. Gaddis Interiors secured Interior Design of the Year Multi-Family Homes and Best Master Suite honors for its “Moroccan Mystique” designed residence. WDesign collected multiple awards for two residents at Kalea Bay, including Best Use of Custom Wood, Best Flooring, Best Kitchen Design, and Best Overall Interior Design and CR Smith’s work on the Tower 100 Rooftop.



Group Effort Helps Mitigate Flood Damage at Soave, FPT Headquarters

Imagine walking into your office in the morning and being welcomed by ankle-deep level water. What would you do? If you were staffers at Soave Enterprises and Ferrous Processing and Trading Company (FPT) headquarters in Detroit on July 13, you band together and help your employer mitigate its losses after a pipe burst in the building overnight.

“Thankfully, the first employees on site that morning were very proactive. They immediately assessed the damage, ensured employee safety and called in remediation experts to clean the impacted areas,” said Soave Corporate Controller Kristin Kless. “ServPro, a leader in emergency remediation, quickly arrived on site. MPS Group was also brought in to help with water extraction. It was all hands on deck brooming water out of the building and moving things as fast as possible.”

Making matters worse was that water also seeped into the basement, which houses many important documents. Thankfully, ServPro has a freeze-drying process that ultimately allowed the documents to be retained. Among the other steps that ServPro took to help with the water remediation was bringing in fans and dehumidifiers while also drilling holes and peeling back areas of drywall so that the office could thoroughly dry out.

In all, about 30 people from Soave, FPT and MPS sprang to action that day, helping co-workers from Soave’s human resources department and FPT’s accounting and administrative offices move equipment from the affected areas, boxing supplies and helping staff migrate to temporary offices within the building and IT staff to move computers and phones.

The property management team played a big role in making sure staff members weren’t displaced long. While much of the carpeting, cabinetry and furniture had to be replaced, all three groups were back to their offices within a short time frame. “This was definitely a team effort, with many people chipping in,” said Kless. “Everyone should be commended on working together well as a team and take pride in what they did to help.”

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Lifesavers!

Kalea Bay Staff Members Become CPR/AED Certified

The Club at Kalea Bay in Naples, FL proved that safety is indeed a priority, announcing that 11 staff members have recently been CPR/AED-Certified (Cardiopulmonary resuscitation/ Automated External Defibrillator).

Certification was earned through EMS Safety Services, an accredited organization that conducts a wide variety of safety classes that are OSHA- (Occupational Safety and Health Administration) compliant and have been reviewed and approved by federal, state, local and private organizations.



Attendees were required to read coursework as well as pass a hands-on guided exam practicing CPR and AED response to earn certification, which is valid for two years. Staff members were chosen from different areas of Kalea Bay so that a certified responder would always be nearby in case an emergency.

“Safety for members, their families and friends, and our staff is key to creating an environment where everyone can thrive and enjoy the club with all the amenities it has to offer,” said Assistant General Manager Rolf Visser. “We are incredibly proud that The Club at Kalea Bay is in line with this goal and those staff members who volunteered to be trained and certified.

Blood Drive Held at Two Locations

In September, Soave Real Estate Group hosted a blood drive at its office in Naples, FL, with nine staff members donating blood. Also in September, a blood drive was held at the Soave corporate offices in Detroit during which nine staff members also donated blood. Each donation can save up to three lives, meaning a total of 54 patients could benefit from the collective efforts of our employees. Thanks to all!



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.