



SOAVE  
ENTERPRISES

SPECTRUM



Recognition

Management experts tell us that the most engaged employees share three primary needs: the ability to perform interesting work, communication about the company’s direction and efforts, and, finally, receipt of recognition for a job well done. At Soave Enterprises, we strive to achieve all three of these goals.

Across the portfolio of Soave companies, our entrepreneurial culture translates into the pursuit of exciting business opportunities. By design, our employees are afforded opportunities to further their professional growth. We pride ourselves on creating an environment that promotes and encourages effective communication. The final component of the three-part equation is recognition. While we have assembled a team of accomplished, self-motivated employees, everyone can appreciate a pat on the back. As this issue of the *Spectrum* so amply displays, I take great pride in the personal and professional accomplishments of our employees and their loved ones.

Recently, Ferrous Processing and Trading was honored by Fastmarkets American Metals Market as the Scrap Company of the Year. Both the City of Detroit and the State of Michigan publicly hailed Checker Cab’s long-standing commitment to the region. Our real estate developments in Virginia, Florida and Michigan win award after award for design, creativity and performance. Over the summer, several of our companies held picnics and bar-be-ques to come together and recognize the hard work and dedication of their employees.

We applaud the accomplishments and milestones of those closest to our hearts in the regular newsletter feature, *Way to Go!* As holiday celebrations fill your home, please accept my wishes for a very happy holiday. I appreciate each one of you.

Elton Park Officially Opens

Anthony Soave, Mayor Mike Duggan and others involved with the project gathered to celebrate the September 4th ribbon cutting at the 151-unit, mixed-use Corktown project. The Soave Real Estate development commenced in May 2017 in the historic Detroit district, located near the corner of Michigan and Trumbull Avenues.

“What had been for years a sea of parking lots and a large vacant building is now a beautiful new residential anchor and public space in Detroit’s oldest neighborhood,” Mayor Duggan said in a release.

In addition to the five new apartment buildings with ground floor retail, the \$50 million project included the transformation of the iconic Checker Cab Building into 52 residences. Importantly, the rent in some of the units is set to be broadly inclusive. Before its January 2020 completion, more than 80% of the units have been leased.

Stay tuned for more, this is just Phase 1 of a multi-phase project.

Shown at the ribbon cutting with Anthony Soave from left to right: Tysen McCarthy, VP of Real Estate, Nico Schultz, Senior VP of Real Estate, Detroit Mayor Mike Duggan, Felicia Sears, Elton Park resident, and Stacey Esbrook, Regional Director of MEDC.



FPT Named Scrap Company of the Year

While excellence is always on display at Ferrous Processing and Trading Co. (FPT), recently FPT was awarded a uniquely high-profile recognition. On June 18, the winners of the 10th Annual Fastmarkets AMM Awards for Steel Excellence were announced at an annual industry dinner in New York. FPT was awarded the coveted Scrap Company of the Year award.

Founded to establish transparency in the metals markets, Fastmarkets AMM has set the standard for price reporting for over 130 years and, in the process, defined the benchmarks widely quoted today. Their awards are among the most prestigious and recognizable in the metals industry.

“We are deeply honored,” said FPT President Dave Dobronos. “The long-standing program recognizes world-class innovation and excellence in steel for companies throughout the steel supply chain and key partners to the industry. Winning firms have demonstrated best practices to achieve outstanding results and employ best-in-class practices.”

FPT was nominated by steel producers, service centers, scrap companies, pipe and tube producers and suppliers of materials and services in the steel industry. The winners were profiled in the July/August issue of Metal Market Magazine.

Fastmarkets CEO Raju Daswani noted that “Winners have shown excellence in each award category. It was clear that the beneficiary of their efforts were their customers across the supply chain, ultimately contributing to the vibrancy and sustainability of the global steel industry.”





SOAVE  
ENTERPRISES

# SPECTRUM

## WAY TO GO!

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

• **Phillip Hernandez**, son of FPT Transportation Manager **Phil Hernandez**, played defensive end on the Armada High School Junior Varsity Tiger Team. The boys finished the season 8 – 0 and are the 2019 Hometown Football League Champions. The team's defense allowed only 33 points all season.



• Studying pre-physical therapy at the University of Toledo, senior **Allison Oehlers**, daughter of FPT's Director of Scrap Management Purchasing **Bob Oehlers**, is in the home stretch. She was also recently elected vice president of her 80-member sorority, Delta Delta Delta.



• **Jordan Banner**, grandson of **John Banner**, General Manager of Genesee Recycling, won a gold medal in the Tap Cancer Out 2019 Brazilian Jiu-Jitsu tournament in Chicago. Jordan is wearing a belt with all family members names who have battled cancer.

• **Roderick Dailey**, wide receiver at Concordia College and son of Kee Container driver **Roger Thompson**, is in the school's record books. Currently Roderick, who was a 2018 NCCAA First Team All-American, All Conference First Team, and NCCAA Player of the Week, is:

- 2nd in career receptions – 133 (2015 to present)
- 3rd in all-purpose yards – 2,487 (2015 to present)
- 3rd in career touchdowns (non-QB) – 19 (2015 to present)

• Canadian-based Abedego Environmental, provider of industrial wastewater treatment and paint shop services,



was a key member of the sustainability team credited with the largest water reduction in Ford Motor Company last year. The 10-member team, led by Operations Manager **Mitch Marszal**, is stationed at the Ford Oakville Assembly Complex.

• Each fall, the University of Michigan Law School hosts its prestigious intra-school Transactional Law Competition, where two-student teams compete and whose drafting and negotiating skills are judged by experienced area transactional attorneys. This year's winner of the competition was **Chuck Mahone**, a second-year student at the Law School and son of FPT's Security Manager **Charles Mahone**.



## Game Changer for the Steel Industry



Clipress #4 has been successfully installed. This spring, Ferrous Processing and Trading (FPT) placed one of its proprietary machines at a Canton, Mississippi automotive stamping and assembly plant. Noted for setting a global benchmark in processing efficiency, the Clipress uses customized scrap metal processing technology patented by FPT's former Executive Vice President Chip Hering.

"The Clipress has changed the way the auto industry processes their stamping offal," explains Bill Sulak, Executive Vice President FPT South/FPT Mexico. "The machine gives stamping facilities the opportunity to generate a scrap product on-site with enough density for efficient shipping. You can put more material in each railcar or trailer, resulting in lower transportation cost," Sulak notes. "Additionally, the product can be melted directly by steel consumers without added processing."

Electric arch technology has caused a shift in what the preferred format of steel scrap looks like. Instead of a traditional #1 industrial bundle, the newer furnaces function best with a less dense commodity. FPT's Clipress provides this in-demand product.

Another advantage of the Clipress is its offline nature. Previous baling systems were installed in a manner that the scrap generated by the stamping presses could only exit the plant via the baler. When the baler failed, it would cause the line and, in many cases, the entire plant to shut down, adding cost and wasted time.

"Not only does the process result in a more desirable product, the Clipress eliminates downtime and maintenance costs for the client. FPT is responsible for its maintenance," details Sulak. "Improved processing improves the plants operational efficiency. It's a simple machine, but it's a game changer." Most importantly, the client loves the Clipress. It does everything we said it would do. We're already in discussions for future installations."

The team, consisting of Executive Vice President Tony Benacquisto, Project Engineer Dennis Garlough, Project Manager Rachel Gualtieri, Maintenance and Operations Manager Don Lyons and Site Supervisor Nate Lamb, worked from fall 2018 until spring 2019 to complete the project.

## MPS Group is Tackling the Digital Divide

In the Twi language of Ghana, "Sankofa" translates to "go back and get it." As such, the appropriately named Sankofa Black Business Awards Gala welcomed more than 1,000 attendees to the MotorCity Casino on November 16. MPS Group representatives were among the participating leadership at the annual event, hosted by the National Business League (NBL), formerly the Michigan Black Chamber. The group was founded by noted American educator, author and orator Booker T. Washington in 1900.

At the Sankofa gala, NBL President and CEO Kenneth Harris announced the nonprofit's strategy for the digital revolution of the Million Black Business Movement. The NBL is partnering with MPS Group to raise over \$19 million for this effort. At the gala, MPS Group co-owner Charlie Williams presented Harris with a \$50,000 check to provide strong foundation for the effort.

"This campaign is focused on delivering technology solutions to black businesses that the digital divide has created among communities of African descent," detailed Hector Shamley, MPS Group's Business Development and Diversity Leader. "This digital divide



is most commonly defined as the gap between individuals and the community's ability in accessing information technologies that in multiple ways is transforming our lives. 70% of black businesses lack technology as the digital age becomes the primary driver towards commerce and innovation."

The campaign's Detroit kickoff will take place on January 18th at Triumph Baptist Church. And coming up this February 21 at Google's Washington DC offices, Charlie Williams and MPS Group will be acknowledged at the national announcement.





# Saying Good-Bye to Joe Louis Arena

From 1979 until it was shuttered in 2017, Detroit’s Joe Louis Arena was the heart of Michigan hockey – and more than a few memorable concerts. The Red Wings have moved on to their new home at Little Caesars Arena, and “The Joe” is now being dismantled.

Ferrous Processing & Trading (FPT) has a significant role in this historic demolition. Detroit-based Adamo Group was hired to coordinate the effort, and FPT has purchased the scrap material from Adamo. “To date, our team has removed approximately 2,000 tons of steel from Joe Louis Arena,” noted Account Executive Tony Coraci, who coordinated the purchase from Adamo. We have trucked it to our yards, processed it and sold it to steel mills for re-melting purposes.”

According to the city’s overall plan, the site is expected to be cleared by early 2020. Seats and other memorabilia from the stadium were auctioned to the public last year. The site is slated for redevelopment after the demolition is completed.

*Former Red Wings greats, Kris Draper, Darren McCarty and Joe Kocur, visited what was once the ice surface at the Joe Louis Arena to say their final good-byes. Their background includes a Ferrous Processing & Trading roll off box.*





Anna and Yale Levin, Executive Vice President of Soave Enterprises, recently traveled to the Jewish Museum of Maryland to see "Scrap Yard: Innovators of Recycling." The curated exhibit featured displays from peddlers to processors and recyclers.

Significantly, the exhibit included the original brass sign from J. Kovinsky & Sons, a Windsor, Ontario Canada-based scrap metal yard. The proprietor, Joseph Kovinsky, was Mrs. Levin’s grandfather. The traveling exhibit is on display until April 2020.

## Farm to Table at Kalea Bay

Nestled among Kalea Bay’s five high rise towers in North Naples, Florida, The Club at Kalea Bay offers a host of dining options for residents and their guests. The luxury development by the Soave Real Estate Group prides itself on top notch amenities - from breathtaking views of the Gulf to exceptional dining.

In a perpetual search for the finest ingredients, Chef David Durante, Assistant Food & Beverage Manager



Kevin Fisher and Assistant General Manager Rolf Visser recently visited the local produce farm, East Fork Creek Gardens. Owner Frans Kox gave the trio from Kalea Bay a tour of the property.

East Fork Creek Gardens, a commercial aquaponics farm in South Fort Myers, opened in 2018 growing an array of lettuces. Their goal is to create a natural ecosystem.

“Chef Durante was introduced to the farm a few months ago. We tasted and tested the lettuce over a couple of weeks period on freshness and storage time in the refrigerator to ensure the product would hold up well,” explained Visser.

The process uses no artificial nutrition, chemical, herbicides or pesticides. And because the farm is local, the produce is on tables quicker.

Visser sums up the experience with this innovative new supplier: “In all aspects these lettuces are a win-win with the biggest goal accomplished: Happy Members.”

## In Search of Excellence

Searching to locate the region’s most promising talent, Soave Real Estate Group’s human resources representatives set up shop at Florida Gulf Coast University’s (FGCU) Country Club "only" Career & Internship Fair. The September event was hosted by the FGCU Student Chapter of The Club Managers Association of America (CMAA) in Naples, Florida. CMAA offers opportunities for students to become better acquainted with the club management profession and onto the path of club management leadership.

HR Generalist Abadis Ruiz and Lead Server Kevin Fisher attended the day-long event with the goal of creating a pipeline of exceptional candidates for all three Florida properties: Kalea Bay, the Floridian Club and Moraya Bay Beach Club. They met with those interested in serving positions, as well as front and back of the house staff.

“We spoke with many candidates and reviewed several great resumes,” said Ruiz. “The caliber of candidates was impressive, and we intend to return again next year.”



## Leading the Way at New Center Stamping



There’s a new face at a historic facility. Manufacturing industry veteran Thomas Aepelbacher has been named President and COO of New Center Stamping (NCS).

The Detroit-based operation, which is housed in a factory founded in 1919 as “Fisher Body plant 37,” was added to the Soave Enterprises portfolio earlier this year and is the first manufacturing company in the portfolio. NCS produces aftermarket service parts to Detroit’s automotive manufacturers.

Aepelbacher, a Lean-certified Six Sigma Green Belt, brings 36 years of auto manufacturing experience to his new position. Significantly, he trained on the Toyota Production System at the NUMMI facility in Fremont, California. The Northern Michigan University alumni served as a board member at the Michigan Manufacturing Technology Center for several years.

“I’ve spent most of my career on the shop floor in hands-on manufacturing roles at General Motors Powertrain and a few Tier 1 automotive suppliers,” he detailed. “My specialty has been turnaround situations through continuous improvement.”

Noted as a facilitative leader, Aepelbacher’s focus will be to coach, support and empower his NCS team. Their collective focus will be on delivering quality parts to customers and meeting commitments. “I have a passion for manufacturing and a goal of making New Center Steel a shining star at Soave and within the city of Detroit,” said Aepelbacher.





SOAVE  
ENTERPRISES

# SPECTRUM

## Brambleton Welcomes Governor Northam

Soave’s master planned community, Brambleton annually hosts scores of visitors at its shopping areas, restaurants and beautifully designed development. This July, Virginia’s top dignitary, Governor Ralph Northam, joined that distinguished list of admirers.

Governor Northam met with Soave CEO Anthony Soave to congratulate Mr. Soave and his Brambleton team on the recent rezoning of Silver District West. The Silver District West project, a 158-acre mixed-use community, will include up to 3,706 residences and more than 1 million square feet of office and retail space in Loudoun County, Virginia. According to Kim Adams, Brambleton’s Director of Marketing, the March 2019 vote by the County’s Board of Supervisors approved “one of Loudoun County’s largest rezonings in history. The property is located between the last two metro stops (Ashburn Metro and the Loudoun Gateway Station) and will have access to rail.”

The new residences will include 381 single family attached units, 332 multi-family or stacked units and



2,993 multi-family rental or condominium units. Additionally, the rezoned property will include land for a future elementary school.

During his visit, the Governor was able to view the newest affordable rental community for residents 55 and older. Recently, this project has been nominated for several national and regional awards.

The VIP group also discussed continued economic growth, road and transportation improvements and continuing the positive working relationship between the Governor’s office, Brambleton and the Soave Real Estate Group.

## Shining a Light on a Detroit Icon

Michigan’s oldest and largest car service, Checker Cab, received special recognition from both the State of Michigan and the City of Detroit for its resilience and dedication to the region. Operating since 1921 as part of Detroit’s transportation backbone, Checker Cab joined Soave Enterprises’ portfolio in 1998.



This May, the long-standing livery icon was presented with the Detroit City Council’s Spirit of Detroit Award for 2019, as well as the Michigan House of



Representative’s Certificate of Recognition. Checker Cab General Manager, Don Piotrowski, offered heartfelt thanks to Tenth District State Representative Leslie Love and Council President Brenda whom were instrumental in highlighting Checker for these honors.

“Checker is honored to receive these awards,” noted Assistant Manager Frank Soave. “They validate our mission to serve the city of Detroit community. We are truly the people’s transportation source, keeping all of Detroit moving 24/7, in all conditions, and all locations. It is a standard component of every Soave company to put first the communities in which we do business. Today’s awards are a testament to that legacy of commitment to the Detroit community.”

With more than 300 licensed vehicles servicing more than 12,000 passengers daily in metro Detroit, these awards were well earned by the entire Checker team. Deserving of special recognition are Checker’s call center operators, who work three shifts taking thousands of calls each day and night, as well as the independent associate drivers, who are relentless in their dedication to keeping Detroit moving.



### S2R: Team Soave Riding Into its 8th Year

Each August since 2012, Kevin Killilea, Soave Automotive Group CFO/COO, has gathered a team to don Team Soave jerseys and ride in the Sunflowers to Roses Bike Tour. The charity ride raises money in the fight against cancer. This August 4, 2019 marked Killilea’s eighth year and the tour’s 17th.

“It was a great day for a bike ride with good weather and great comradery,” noted Killilea. “Our drive to raise money is ongoing. We have raised over \$34,000 so far this year and more than \$150,000 since 2012. This ride supports a local charity called Cancer Action that does great work in helping those with cancer and their families deal with the realities of living with the disease... this is stuff you don’t hear much about, but is greatly needed.”

Cancer Action is an independent, community-based non-profit agency offering an array of programs and services addressing the physical, social, emotional and financial needs of persons with cancer, their family and friends.

“I just want to thank all of you who have donated this year. We appreciate all you have done to help our cause!”

## Food, Fun & Competition at Great Northern

BBQ and soccer ruled the day at the annual Great Northern Hydroponics’ Employee Appreciation Picnic. Held this past August on the Canadian facility’s field, all employees were invited to witness the award presentation to their coworkers reaching 10, 15- and 20-year milestones.

“Congratulations to all our award winners! We appreciate all the time and dedication and loyalty,” said Human Resources Manager Xiomy Moreno. “It is wonderful to have you here growing with us.”

Everyone enjoyed a feast of Jamaican and Mexican food arranged by event coordinators. Of considerable note, the Gladiadores F.C. were crowned winners of the company-wide soccer tournament.

“They played an awesome game,” exclaimed Moreno, “and thanks to Walter Pires for his work on this event.”



SOAVE  
ENTERPRISES

Soave SPECTRUM is published by Soave Enterprises, LLC for and about the employees and companies owned by Anthony Soave. Entire contents © 2019 Soave Enterprises LLC. All rights reserved; reproduction in whole or in part without permission is prohibited.



Soave Enterprises LLC  
3400 East Lafayette  
Detroit, MI 48207

### 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](http://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.