

JENNINGS-DILL, INC.

May 2022



Train and Retain: Investing in our Field Employees

JENNINGS-DILL FIELD EMPLOYEES: the backbone of the company. LITERALLY! Each day, these men and women construct the inner workings of some of the most important buildings in our area. Current projects in the upstate include the Greenville County Administration Buildings, Sealed Air, Bob Jones University, and the Greenville Museum of Art. In addition, we are working on the Raumedic Expansion and the Jabil Healthcare Facility, both in North Carolina, as well as Stevens Aviation in Smyrna, Tennessee.

Our field workers install air conditioning, steamed and chilled water systems, plumbing, process piping, and compressed air systems to name a few. The integrity of their work matches the reputation of Jennings-Dill, Inc., a company known for quality and professionalism.

To keep our essential field employees supported and valued, Jennings-Dill, Inc. has embarked on a ***Train and Retain*** Continuing Education Program.

Focusing first on the Plumbing Department, Field Manager Mike Sanders, along with the Operations Staff, developed a Growth Path for the plumbing trade. Next, this group conducted conferences with almost a dozen of our plumbing employees as each of them assessed themselves on their growth path. Next, employees set goals that would move them to the next level on the path. Phone check-ins take place 3 months after the goal setting meeting, and a follow-up one-on-one occurs 6 months later to see the progress that we know will take place.

“The Train and Retain Continuing Education Program has helped me gain a better understanding of where I stand in my career”

Dylan Sanders, Plumbing Department

To support our employees as they move along the path, Jennings-Dill offers training classes taught by our Operations Manager Daniel Moody, often with assistance from field managers, foremen, and guest teachers. Classes include *Layout, Pipe Preparation, Brazing & Soldering, Introduction to Blueprints and Plan Grid*, and many others.

Currently, Jennings-Dill’s ***Train and Retain*** Continuing Education Program has branched out to include our Piping and Sheet Metal Departments. Goal Setting Meetings and Trainings are currently taking place as we continue to grow our programs and our employees.



Jennings-Dill, Inc., though a family business, prides itself on being a business of families. This is just one of the many important ways we make that claim a reality.

“WE WOULDN’T BE THE TEAM THAT WE ARE WITHOUT YOU!”



Left to right: *Jim McNeill, Michael Jones, Christina Locklear, Anthony Lopez, Nancy Dowling, Mindi Steele, Christine Kendel*

Administrative Professional’s Day

was celebrated nationwide on Wednesday, April 27, 2022, and Jennings-Dill was proud to participate as we honored our Office Support Staff.

Our fabulous Office Support Staff provides courteous and considerate service to our customers, ensures that our employees are paid correctly, assists project managers, handles purchases for the field, checks out devices, preps materials and cost estimates, and many other challenges that arise in the day to day operations of a successful business.

Being a part of this office group means being flexible, organized, communicative, and task oriented.

It takes a team to be a successful business, and as Bruce Henson, our Company President remarked, “We wouldn’t be the team that we are without you!”

Thanks for all you do. While you are honored on this day specifically, Jennings-Dill truly honors and values you **each and every day**.

ANNOUNCEMENTS

- The Executive Committee added Memorial Day, *Monday, May 30, 2022*, as a paid holiday. We are proud to provide another step towards making Jennings-Dill a DESTINATION EMPLOYER. Enjoy your friends and family!



- **SAVE THE DATE:** *Saturday, October 15, 2022, Company Picnic, Flying Rabbit Adventures.*



Take the Survey Monkey Quiz linked [HERE](#). Answer all questions correctly, and your name will be entered in a prize drawing for a Gift Card.