

COMMON GROUND

JULY 2022

INTERDEPENDABILITY IN ACTION: OFFICE 365'S POWER BI

Strategy, Innovation Committee, GEM Service, IT Services partner to make actionable data quickly available

As customer needs change and the competitive landscape evolves, having access to real-time, actionable data is becoming increasingly important to running day-to-day business operations.

Eager to tap into the benefits of Office 365, RLG's Embracing Innovation Committee partnered with GEM Service Group and RLG's Information Technology



Department and funded an experiment to design and implement Power BI (Business

Intelligence) dashboards for the Service Group Team. The tool is used to bring together multiple data from sources to provide end-users with a one-stop shop to review key performance indicators in real-time.

The Service Group Team was spending hours to compile and analyze data for

NEW WORK

Napoleon -- GEM will replace approximately 800 feet of 8-inch underground fire main piping at Campbell Soup. RLI will perform the excavation and backfill work. The job began July 5 with an expected completion date of July 31.

The team: GEM: Project Manager **Lee Pfund**; Superintendent **Todd Wiemken**. RLI: **Nick Calmes**; Superintendent **Donnie Fredritz**.

RLG PEOPLE

Welcome!

Dakota Crabtree
Maintenance Tech
GEM Service
Facility Management



With the green light for funding, the Embracing Innovation Committee and GEM Service Group collaborated with RLG's IT Department to devise a game plan.

their quarterly strategy meetings. Nick Baer, General Manager of GEM Service Group, and **Ben Rudolph**, Director of Strategy, believed that Power BI could perform the exact same tasks in seconds. Baer and Rudolph approached the

**Helping One Another Succeed
= We All Succeed
- the Building Success
Together Roadmap**

Interdependability:

Making the choice to work together and be the person others can count on to accomplish something even greater than what could be achieved working independently.

Embracing Innovation Committee with a request for funding, and the committee agreed.

"I am looking forward to seeing how effectively the team is able to take action using information we have coming from different sources," GEM Vice President **Scott Kepp** said. "It's also exciting to see where we go with it next."

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"As we continue our Office 365 journey, Power BI projects like this will expand our innovative spirit and allow RLG to start thinking about how data analytics could give us better vision into our business operations," said Director of Information Technology **Keith St. John**.

With Phase 1 of the project complete, the plan is to try the tool in other areas.

A PIECE OF HISTORY

GEM associates install new 'sails' on 372-year-old windmill in Michigan



GEM associates worked on a structure dating back to 1650 when they replaced the wooden windmill sails at a Greenfield Village exhibit.

The Ferris Windmill was built in Cape Cod, Massachusetts, and was used to grind grain. It was given as a gift to Henry and Edsel Ford from Ford dealers in 1935.

Greenfield Village craft workers made the replica sails and GEM workers had a four-hour window to install them.

The team: Project Manager: **Brandon Drew**; Millwright Supervisors: **Jeremy Fater**, **Ron Johnson**; Millwright Journeyman: **Devin Smythe**; Operator Foreman: **Lou Pongracz**.

RUDOLPH LIBBE INC
GEM INC
GEM ENERGY
LEHMAN DAMAN
RUDOLPH LIBBE PROPERTIES



NUMBER OF CO-OPS A NEW RLG RECORD

26 college students get hands-on experience in construction field

The three full slides on the RLG digital signage boards tell the tale: There have never been so many co-ops at RLG at one time.

There are 20 new full-time summer co-ops, three returners and three part-time co-ops. Already having real world experience in their field can only help when they graduate college, said Senior Preconstruction Leader **Mike Livingston**, who coordinates the program at RLI.

“They’re working on real projects,” Livingston said. “That’s one of the big selling points.”

The program also has benefits for RLG because many new hires come straight from the co-op program into a full-time position at RLI or GEM. It gives those companies the chance to see how they perform under real-world conditions.

RLI primarily recruits from the University of Toledo’s College of Engineering (civil engineering and construction engineering technology majors) and construction management students from Bowling Green State University’s Construction Management program. These students are placed in project management, preconstruction, or special accounts roles. GEM primarily recruits mechanical and electrical engineering majors from UT, who are placed in roles such as project estimators, project management, VDC technicians and site management.

RLG has also offered co-ops in the safety, accounting, marketing, information technology (IT) fields and actively recruits

co-ops from schools besides BGSU and UT, Livingston said.

RLG primarily recruits co-ops who are from the area and plan to remain in the areas where the company has offices. Livingston said RLG Human Resources does an excellent job at making co-ops feel at home, including social outings such as Mud Hens games, and at offering professional development. As to why they chose to co-op at RLG, co-ops gave varied reasons:

Hannah Goedde, a senior at BGSU pursuing her Construction Management degree, said she went to an RLG co-op presentation and one of her professors recommended she apply for it. She had already completed a co-op in project management at another company but wanted experience in preconstruction and estimating.

“I’ve learned a lot, especially how to use the software,” Goedde said. “It’s very useful.”

Anthony Lutz, a junior at UT pursuing his Construction Engineering Technology degree, said he believed working in mechanical at GEM will provide him the best environment to learn the construction process.

“Everybody always says GEM provides the best opportunity to gain experience about every aspect of the construction business,” Lutz said, adding that there is no substitute for field experience gained while working with project engineers, managers and trades workers.

An ongoing challenge with recruiting co-op



RLG co-ops recently toured a large job site to learn how a safety audit is conducted.

students is the lack of diversification within these programs. While RLG aggressively recruits women and minorities, there are too few in construction/engineering programs at the schools, a situation Livingston said he hopes will change so that the field becomes more diverse.

Sainaz Bajracharya, a graduate student in Construction Technology Management at BGSU, is from Nepal and said she found the experience at RLG “very welcoming.”

“They helped me to understand in detail, which I appreciated. I had heard that from a lot of co-ops and it’s true,” she said.

She had attended an RLG co-op presentation and decided it was right for her. “RLG’s looked like there is a lot of experience in different fields, which I really wanted to grab,” she said. “That kind of pulled me in.”

THANKS FOR THE LEADS!

**2nd Quarter Winners:
Ryan Miglets, GEM; Matt Ohlrich, RLI**

Every associate who reports a new business lead is entered into a drawing for \$100 in GEM and RLI merchandise. The next drawing is in October for leads generated in July, August and September.

**New Leads
Meri Askins, Sarah Helbig, Mike Keane, Ben Kettler, Dusty Moore and Annette Stuller.**

**Report your leads to:
RLI - Wyla Brown, ext. 3147,
Wyla.Brown@rlgbuilds.com**

**GEM - Elizabeth Hancock, ext.2603,
Elizabeth.Hancock@rlgbuilds.com**

FOOD TRUCKS IN WALBRIDGE

11:30 a.m. to 1:30 p.m.

The Saucy Slamwich - Aug. 4, GEM
Grumpy's* - Aug. 18, Rudolph Libbe
*Garbage Salad Only

Holly's Homemade Street Eats*
Aug. 31, GEM
*Cash Only



NEW DIGS FOR DOGS

The Lucas County Commissioners recently released renderings of its new Canine Care and Control Center. RLI begins work on the project in September.