



A Strong Start

If MPS Group were racing in the Indianapolis 500, we'd have over 100 laps complete. Or if we were climbing the Empire State Building, we'd

be scaling the 51st floor. With more than half of 2019 behind us, this is shaping up to be an exciting year. Thank you for your efforts to get us off to a great start.

Our excellent first half has been filled with new customer program launches and major industrial cleaning projects. This new business adds up to several million dollars in revenue. Plus, our operational performance has been outstanding in the eyes of customers. With referrals as our most important source of business expansion, their opinions tremendously impact our future growth.

Coupled with that growth, we must challenge ourselves to be more efficient in all that we do because the customer demands are swiftly increasing. A great example of this moving-forward mindset is leveraging technology to help drive our performance. Our IT and administrative team recently implemented some outstanding tools to increase productivity. You can learn more about some of these important enhancements inside this newsletter.

Importantly, across these new opportunities and established jobs, our safety performance must remain our highest priority. Our team is doing a remarkable job of adhering to safety protocol, but we can't let up. Keep up the good work.

Warmer weather is here, along with our college interns. Welcome to each of our students. I hope you take advantage of this opportunity to learn outside the classroom – and we look forward to having you back at MPS Group in the future.

Wishing you all a safe and enjoyable summer!

Ed Schwartz – CEO & President

Growing our Canadian Footprint

This winter, MPS Group announced the acquisition of Abednego Environmental. The Canadian-based company is a premier provider of industrial wastewater treatment and paint shop services to several automotive customers.

“The acquisition of Abednego Environmental builds on our 15-year presence in Canada and will serve to diversify our portfolio, adding industrial wastewater treatment to complement our longstanding automotive paint service for automotive customers in Canada,” noted CEO and President Ed Schwartz. “We are excited to integrate our new colleagues into our growing MPS Group team.”



The new team will continue to operate under the Abednego Environmental Canada name, headed by Cam Seattle, who has led the operation for more than 10 years and will report through MPS Group's Facilities Services business unit managed by Albert Suurd.

“We look forward to leveraging the expertise of Abednego Environmental Canada, along with our existing Canadian operations to further grow our business in Canada,” noted COO Darrin Stafford.



GM Toledo Goes Platinum

Ohio's Environmental Protection Agency (EPA) recognized GM Toledo and its environmental partner, MPS Group, last October with its highest annual honor. Ohio EPA Director Craig W. Butler presented the auto maker with the Platinum Award last October at its Encouraging Environmental Excellence (E3) ceremony.

Held during the state agency's Compliance Assistance Conference in Columbus, Director Butler awarded five trophies to recognize businesses, nonprofits and government agencies for going above and beyond compliance with requirements while demonstrating environmental excellence. The awards are platinum, gold, silver and achievement levels of recognition.

"Platinum awards are presented to organizations that have expanded their environmental program beyond their own facility to help make a positive impact on the surrounding community," said Resource Manager Matt Hofbauer.



The GM Toledo manufacturing facility is landfill free and has a 90% recycling rate. According to the Ohio EPA website, the company works to "reduce the mass of its transmissions through part casting and design to increase the fuel efficiency of its vehicles."

Further, GM reduced carbon emissions by 33.6% in 2017 and achieved their goal to be supplied by 100% renewable energy by 2018's conclusion through its rooftop solar and wind power purchase agreement.

To push their achievement to the Platinum level, GM Toledo actively manages six acres of its land as a natural habitat and has provided funding to support The Nature Conservancy and Metroparks' tree planting. Educational events are also held to promote household recycling and support pollinators such as the Monarch butterfly.

Learn more about the Platinum Award by visiting: <https://tinyurl.com/yxczyqb5>

Shown in photo left to right: Resource Manager Matt Hofbauer, Environmental Engineers Chad Young and Joyce Arakelian, and the OH EPA Director at the time, Craig W. Butler.

Earth Day Lunch 'n Learn

What do the three R's stand for?

If you guessed "*Reduce, Reuse, Recycle*," you would have been on your way to winning the MPS Group Earth Day trivia contest. Celebrating the April 22nd global event in a very local way, team members joined the more than one billion other people over 192 countries who spent time recognizing the need to protect our planet. At our Farmington Hills headquarters, organizers, including Project Manager Arielle Shay, shared educational material and lunch while showing their environmental knowledge. Plans with our Project Manager Amanda Loveday were made to expand the pollinator garden, established last year and filled with milkweed, lobelia, butterfly weed and coneflowers, as soon as weather allowed.

ESG Division Controller Cynthia Giacona, ERP Administrator Mike Connolly, Human Resources Manager Beth Baumgartner and Project Manager Eric Hall won prizes for also successfully answering:

What types of waste CAN you take to a Household Hazardous Waste Collection?

- A. Batteries and Light Bulbs
- B. Cleaning supplies and chemicals
- C. Paint related materials

Spoiler alert – the answer is D. All of the Above!



Caring for Our Watershed

Rouge River Cleanup

For Amanda Loveday, “spring cleaning” goes beyond her own home and yard. Loveday, a project manager with MPS Group, once again volunteered with the non-profit organization Friends of the Rouge during their annual restoration event, Rouge Rescue.



On May 18, volunteers from across the watershed spent the day moving toward the common goal of improving the Rouge River for generations to come. Volunteers spent their day restoring habitats by removing trash, debris and invasive species; planting native flowers and maintaining land and water trails across 17 communities. Their efforts are working. The Michigan Department of Environmental, Great Lakes and Energy has declared the Rouge River the “most improved watershed in the country.”

The annual cleanup was established in 1986 with volunteers removing large quantities of trash from the river in 47 suburbs. Each year, the event has expanded. In 2018, Friends of the Rouge Program Manager Cyndi Ross stated that “volunteers cleaned up 82 cubic yards, equivalent to about 24 pickup trucks, of trash and debris, removed 261 cubic yards, or about 78 pickup trucks full of invasive plant material, managed large woody debris to stabilize stream banks and reduce localized erosion, and planted 2,000 native plants and trees.”

Loveday began volunteering with Friends of the Rouge during her sophomore year of college. “The organization had their office on my school’s campus and my junior year I ended up interning for them,” she noted. “In the past, I have volunteered with their Rouge Education Project, fish monitoring, as well as Rouge Rescue. When I interned with them I assisted with Rain Gardens to the Rescue where I helped plant rain gardens at residences in Detroit. This is actually where I learned a lot about native plants and that knowledge helped me plan and plant our pollinator garden that we have here at MPS headquarters.”

As a state of Michigan certified herbicide/pesticide applicator Loveday was stationed at Rouge Park in Detroit for the Rouge Rescue event assisting with invasive species removal. She was charged with pulling Garlic Mustard and cutting down Buckthorn and Honeysuckle.

“I also aided in applying herbicide to the woody invasives that were removed to prevent them from coming back. Invasive species are plants that don’t naturally grow in an area and they spread so quickly that they displace and prevent the growth of native plants, which reduces habitat quantity and quality,” she explained. “Removing them allows native plants to reestablish themselves, creating better habitat for other species of wildlife.”

The Rouge River is one the most accessible rivers in the state with over 300 parks, 33 golf courses, 27 nature preserves and 20,000 acres of parkland that include 50 miles of river. The river drains 466 square miles of land in three counties – Wayne, Oakland, and Washtenaw. The Rouge River is Michigan’s most urbanized watershed, inhabited by 1.5 million people in 48 communities. For more information visit, www.therouge.org.

LEVERAGING IT Going Paperless and Driving Efficiencies

In keeping with our heritage of environmental sustainability and continuous improvement, MPS Group’s IT department has implemented several technology applications to reduce waste and increase overall operational efficiencies. Technical Project Manager Bill Tourangeau summarizes recently completed projects and those currently underway:

Accounts Payable Document Management

The Old Process – Involved printing, scanning and distribution of digital invoices for review and approval. This resulted in significant inefficiencies.

The Solution – With the implementation of our solution, the processes were streamlined by programming our software to query the master Invoice mailbox and strip attachments from emails allowing for the automatic capture of high-quality digital files. Invoices are now processed and sent from within the software to approvers. Missing purchase order numbers and other supplier invoice problems were addressed by creating a program to identify and flag anomalies. Flagged items are automatically directed to a central location. Purchasing then types a note on the invoice and clicks to send the document back to AP to begin the approval process. This entire process takes place without a single page of paper ever being touched.

Mobile Application for Document Approval

The Mobile App is a phone or tablet-based version of our document management software. This app allows the user to view, notate, approve or deny invoices (as well as expense reports) anywhere they have a cellular signal, freeing them from being bound to their desk and computer. While formatted for the mobile screen, the Mobile App supports viewing the invoice as well as all supporting documentation attached.

Smart Forms – Expense Reports

The Old Process – Filled out on a formatted Excel sheet, printed, attached receipts, and dropped off on a supervisor’s desk. The approval process required approving Manager to be physically in the office, and when travelling, the overall time to approve expenses and reimburse employees significantly increased.

The Solution – A digital Expense Report Form was created. Using our Document Management Software, a user can create the entire expense report digitally, attach digital receipts using the camera on the smartphone and submit electronically for approval. The document is sent to AP for audit before sending to the approving Manager. After approval, the system sends it to AP where it is automatically imported into our ERP system and uploaded for payment.

Going Paperless Company-Wide

IT continues to work across the organization to integrate our paperless record retention process. To date, Purchasing and HR / Payroll have been integrated into the new paperless process. ISO / QEMS documentation is being implemented and Accounting will soon become paperless as well.

“We are always on the lookout for other opportunities to leverage our investments to improve productivity and streamline the day-to-day functions of MPS Group, all while having a positive impact on our environment and helping to sustain MPS’s continued growth,” explained Tourangeau.

Employee & Family Recognition

Team members have been celebrating milestones, including a host of graduations:



- **Allie Plancon**, (at left) daughter of Purchasing Manager **Jill Plancon**, graduated with honors from Grand Valley State University with a BA in marketing. Allie interned with MPS Group from December 2016 through March 2019.

- **Anna Dorhout**, daughter of Site Supervisor - Ford STP **Ken Dorhout**, graduated with honors from Milford Christian Academy on May 23. Anna earned varsity letters in both volleyball and basketball, as well as excelled in choir and drama. Anna plans to attend the University of Cincinnati next year and major in Communications.



- **Ian Walczak**, (at left) son of Project Manager **Cindy Walczak**, graduated with honors from Michigan State University's Broad School of Business in May.

- **Dakota Bostic**, nephew of Environmental Technician at Ford Flat Rock **David Rigsby**, recently graduated from Ann Arbor's Concordia University with a bachelor's degree in criminal justice. Dakota, a native of Newport, Michigan, attended Concordia on a basketball scholarship and became team captain. Selected for Marine Corps Officer Candidates School in Quantico, Virginia, he will join his class of officers in September.

- Resource Manager **Robbi Davis** and her family have many reasons to celebrate. Stepson **Jacob Davis** followed in his older brothers' footsteps and was inducted into the National Honors Society at Milan High School. Additionally, her nephew, **Andrew Davis**, a freshman at Northwood University in Midland, Michigan, is a Division 2 All-American in the 4x100 meter relay. Another nephew, **Sean Davis**, graduated from the University of Toledo May 4, with a B.S. in physics. And three weeks later, Robbi's niece, **Alexandra Davis**, (at right, front row center) graduated from West Point Military Academy. She is one of the record-breaking number of African American women who were part of the 2019 Class.



- Planning for a career as a pediatric physical therapist, **Hailey Hauswirth**, daughter of MPS Group's **Mary Hauswirth**, has been accepted into the Oakland Schools Technical Campus (OSTC) program for Medical Science. A student at Walled Lake Northern High School, Hailey is one of only 16 students admitted to the exclusive program.

- Six grader **Giovanni King**, son of **Chris King**, is heading to Europe this summer to compete in international competitions. The 11-year-old plays for the nationally recognized soccer club, the Michigan Wolves. Tournaments are set for Lisbon, Portugal and Barcelona, Spain. Not to be outdone, his 9-year-old brother, **Christiano King**, (top row far left) plays with the Dearborn Jaguars who won the MSYSA State Cup at the Saginaw Soccer Complex. The MSYSA State Cup is the first level of competition in the US Youth Soccer National Championship Series. Christiano scored in both the semi-final and final games of the series.



HELLO
MY NAME IS

Intern - 2019

Warmer weather, vacations on the calendar and smiling young faces at MPS Group all mark summer's arrival. The newest group of college interns have made their way into our offices to begin workplace learning that will enhance their textbook-based curriculum. The six students who have joined our ranks for the season are:

Noah Lawrence – Noah is an environmental sustainability student at Michigan Technological University with an anticipated graduation in spring 2022. He is working with the ESG division at the GM Tech Center with Chris King.

Brent Latham – Brent is a business student at Western Michigan University expecting to graduate in the fall of 2019. Brent is working with Bart Kocik at our Farmington Hills headquarters.

Jordyn Murray – Jordyn is a public relations student at Central Michigan University and anticipates graduating in the spring 2020. Jordyn is also working with Bart Kocik in Sales.

Leanne Palmer – Leanne is a business student with a focus in human resources at Madonna University. Anticipating a spring 2020 graduation, she has been working as a part-time employee with the HR Department throughout 2019. As an intern, she reports to Beth Baumgartner.

Spencer Gall – Spencer is an environmental engineering student at the University of Toledo and is expected to graduate in the fall of 2020. He is working with the ESG division at the GM Toledo Powertrain facility and reports to Matt Hofbauer.

Joshua Bause – Josh is a finance/economics student at Grand Valley State University with an anticipated graduation in the spring of 2020. He is working with Beth Kobeck at headquarters.

Have an Idea for a Story?

MPS Group Solutions reports on professional and personal successes of team members. Story ideas include: updates or changes in business, accomplishments by employees or family, employee appointments, events, or awards. Photos greatly enhance any story. Please send your story ideas to: mmoss@mpsgrp.com



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