

Employees

Just recently, I was speaking with a good friend who relocated from Houston to Dubai, where he took a senior management position. This was a bold move and viewed as a great opportunity. Sometimes you just need to seize the moment, despite the human sacrifice.

While we were speaking, we ventured down a path about people and the many challenges they face, eventually transitioning into a discussion about employees, and the difficulties finding the “right people”.

Our conversation continued, and we both discussed recruiting and finding the “right people”. He then offered to send me an article from Forbes magazine, one that he felt captured the topic at hand. The article is entitled “How to Spot an Irreplaceable Employee”.

The article says **“Employees and employers have a shared interest in discovering the attributes that define the all-time favorite employees. Employees want to be the most-favored, and employers seek to attract those individuals who seem irreplaceable.”** Let’s face it, *great employees and employers show mutual admiration.* These are some article headings:

No Drama (at the top of the list)

Lack of drama. These favorite employees don’t complain. They don’t seek attention. They don’t gossip. They simply perform their jobs without a need to draw attention to their professional or personal challenges. They don’t see a need to remind others of how challenging the task might be. They don’t call attention to the fact that someone else didn’t complete their task.

Operational Focus

The next item is commitment to operational execution. Top employees don’t just talk about ideas or identify problems. Rather, they always focus on how to

accomplish the task at hand. These talented individuals know that there is a big difference between having intention and getting things done. The most valued employees know that nothing matters until it is implemented and achieving results. Here at Ace Steel we refer to this as “Execution”. Top employees know that their commitment to customers and accomplishment can help grow the business and engender customer trust. These superstars always follow-through and don’t need reminders.

Initiative: Confidence and Internal Motivation

Top employees don’t wait around to be told what to do. Once they know the goal, they are self-motivated to move toward that goal each day. Nothing will get in their way. Some might see them as stubborn. Most see them as possessing superpowers. Their greatest superpower is the ability to receive and internalize feedback. They have enough confidence and self-awareness to accept constructive criticism to improve, without seeing the input as negative. This superpower only surfaces in work environments where employees are not punished for taking risks. Confident self-starters will happily take constructive feedback. If you punish them for taking initiative, they’ll sit back — probably while searching for a new job where they can unleash their initiative.

Thoughts

The best employees get stuff done with passion and results. If you don’t value your employees who demonstrate those attributes, rest assured that another employer is anxiously waiting to meet them.

What makes a great company? Great people, and we have them.

Bruce Margolin

V.P. – Chief Operating Officer

Visit Savannah, Georgia

by Kara Osborn

When you think of going on vacation, where do you normally think of first? The beach... the mountains.... the desert? Sure, all of those areas are nice, but have you ever thought of going to Georgia? Yes! Savannah, Georgia to be precise.

I believe it is a hidden treasure that most people don't think about to go visit. It's along the South Carolina border near the Atlantic. Savannah is a great place to get out of the car and enjoy all the city has to offer by beating the pavement. There are many things to do here, it's hard to get them all in during 1 visit. But don't worry, I've looked up a few things that are 'must-see' places and things while you are in Savannah.

1. **Forsyth Park** – a beautiful park in the Historic Landmark District, known for its Spanish Moss flowing Oak trees, as well as its most recognizable feature the photogenic fountain.
2. **Cathedral of St. John the Baptist** – this is the oldest Roman Catholic church in Georgia, and is recognized for its stunning French Gothic architecture.
3. **Explore the many culinary options** – The Grey, which is a former Greyhound Bus Station is sure to please. Looking for a mid-day snack or beverage? Try Parker's Market Urban Gourmet, or just Fancy Parker's. Fried chicken on the menu? Mrs. Wilkes Dining Room, The Lady & Sons, Sisters of the New South or The Olde Pink House.
4. **Tybee Island** – this is Savannah's beach community with beautiful sunsets and seafood shacks for us 'foodies'
5. **Bonaventure Cemetery** – this 160 acre cemetery is located East of Savannah. It became well known from the 1994 novel "Midnight in the Garden of Good and Evil". It is also known for its majestic avenue of Live Oaks.
6. **Paula Deen's Creek House Seafood & Grill** – make sure you walked a lot before coming out to this place. It's guaranteed to be good, but not so good on your waistline 😊

Keep in mind, all of these 'things to do' are just a start! Make your own fun and ENJOY!



CHANCES DOG RESCUE AND RELOCATION

Helping Older Dogs Find Fur-Ever Homes

This Spring, Chances has had the opportunity to transport a very special senior and some special needs pups out of Texas and up to loving forever families in Massachusetts. While everyone loves a cute, squishy puppy, we try to make every effort to help overlooked adult dogs get adopted too.

Many people are aware that black dogs are often overlooked in shelters, especially in the south. Well, in April, Chances had the opportunity to transport 5 adult black labs, 3 of whom were tripods due amputations because of injury! In fact, all 3 tripods were on the same transport! We are thrilled to report all 5 dogs were adopted quickly and are happily living life to the fullest with their forever families.

At the end of May, Will, Noah and Ezra made their way north with Chances too. Each has a story that will break your heart, but a spirit that endures, and now a chance at an amazing life full of love and family.

Noah was a street dog for quite some time. He was around 5 years old when he was attacked, and his jaw was broken – likely from being kicked by someone. He remained on the street and stuck close to his girlfriend and their growing puppies. Eventually a rescue took mom and the puppies but left poor Noah. Thankfully, our partner, K-911, rescued Noah and got him the vet care he so desperately needed. With no adoption interest in Texas, K-911 asked us if we could network him and facilitate transport, and we were thrilled to be able to do so.

Ezra joined Noah on the trip north in May. He too had been a long-time street dog. He too had been attacked and gravely injured on the street, but by other dogs jostling for territory and hierarchy. At 10 years old, he is a gentle, happy, and still playful pup who deserves a lap to lounge on, a soft bed to sleep on and a backyard roam to his heart's content. That is exactly what he will find in Massachusetts.

Last but not least is Will. Will had been a loved dog at one point (and he certainly will be again!) but his owner slipped deeply into a devastating addiction and stopped caring for him.

An independent rescuer stepped in and worked tirelessly to gain Will's trust. Slowly but surely, he came around, and trusted her enough to allow a slip lead to be placed around his neck. Since that day, life has only improved for this sweet Pitbull. Chances is honored to be able to help him on the next step of his journey and will celebrate when he is home with his forever family, and far, far away from the streets of Houston.

Please consider following and supporting our efforts to save and transport Houston's unwanted dogs. We are on Facebook at www.facebook.com/chancesrescue, and our website is www.chancesrescue.org. You can always reach us by email too at info@chancesrescue.org.

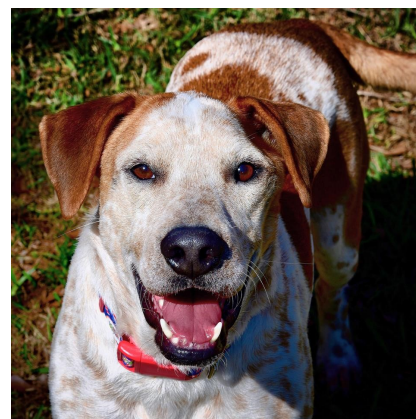
Barbara Pennington

Sales Manager

ACE STEEL SUPPLY

Save a Life – Adopt a Homeless Dog!

ADOPT DON'T SHOP!



June 2019 Metal Prices

- ➡ **Stainless sheet:** Prices are FLAT.
- Galvanized sheet: Prices are FLAT.
- ➡ **Galvanized 60" wide Domestic**
- ➡ **Stenciled:** Prices are down slightly.
Inventory is strong.
- ➡ **Hot Rolled:** Prices are down. Mill
availability is good.
- ➡ **Cold Rolled:** Prices are down.
- ➡ **Plate:** Prices are down.



Drilling Activity

Drilling Activity decreased from last month's newsletter.

US Rig Count. *AMM and Baker Hughes Data*

June 2019 Newsletter – down 15 to 975

May 2019 Newsletter – down 35 to 990

April 2019 Newsletter – down 13 to 1025

March 2019 Newsletter – down 11 to 1038

February 2019 Newsletter – down 1 to 1049

January 2019 Newsletter – down 25 to 1050

December end 2018 Newsletter - 1075

*"We first make our habits, and then our habits
make us."*

-JOHN DRYDEN



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