

# Hello!



Jeff Nusz



50% Turnover

**becoming  
remarkable**

**Reitmeier**  
mechanical

BEFORE



R E I T M E I E R

*Bringing balance to your environment.*

AFTER









# Dedicated to balance

*For Reitmeier, it's all about making the future safe and secure for employees.*

By Melaney Moisan  
communications coordinator  
Photos courtesy Reitmeier

Like many businesses, Reitmeier in Tualatin was hit hard in the recession, cutting employees and focusing on survival. As the economy improved, the business began to grow, giving them a unique opportunity to completely rebuild the company culture.

"We didn't want to be like every other HVAC [heating, ventilation, and air conditioning] company," said Jeff Nusz, president. "We looked at car companies, software companies, all kinds of successful businesses, to learn the best ways to create an environment where our people could thrive and grow."

Because most new employees would come from the "millennials," people born between the early 1980s and early 2000s, they learned all they could about how to attract and retain this age group.

"We learned what made them tick, the best way to approach them, and how to teach them," said Nusz. "We had to dig down and formulate a plan. Because shop programs are no longer available in high schools and construction trades are often not someone's first choice for a career, we knew we had to start from the beginning. We wanted to bring in great people and teach them the trade. If they



At Reitmeier, new employees receive training at Reitmeier University.

96%  
employee  
retention rate  
(up from 50%)





40k  
recycled  
filters



**16,335**  
COMMERCIAL AIR FILTERS

*Which would have filled:*



*Or...*



*That weighs...*



By recycling air filters, we create a  
**better tomorrow** for us and our children.

*Specifically,  
we avoid:*



*And generate renewable energy:*

**6,600** KWH

*That's enough to power:* **7 HOMES**  
FOR ONE MONTH







+



= 9mm  
Sq. Feet



FINDING

Meaning...









Real Estate

Motorcycles+Jet Skis

Hot Dogs (!)









What makes a winner?



# Data Points



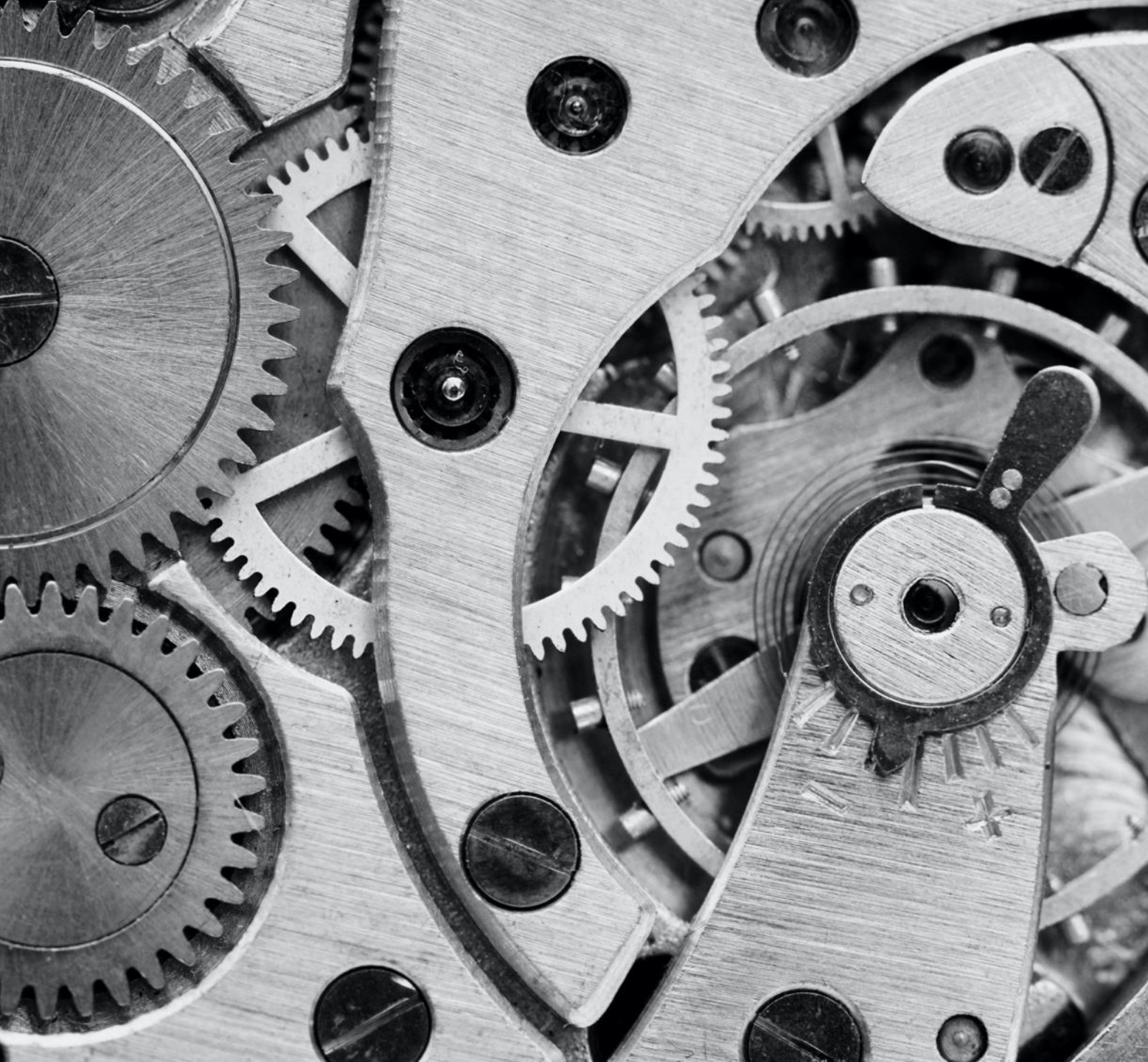
1700 owners,  
\$4.7mm in average annual  
revenue

**Harvard  
Business  
Review**

zero  
defections

GALLUP®

engaged employees and  
profitability



here's what  
we found...

# engaged employees...

- 22% higher profitability
- 21% higher productivity
- 48% fewer safety incidents
- 41% fewer quality defects
- 37% lower absenteeism



30/50/60

marketing  
plans

GREW

**30%**

FASTER

written  
vision

GREW

**50%**

FASTER

tracked  
metrics

EARNED

**50%**

MORE



raving fans

remarkable delivery

# BRAND

culture of engagement

mission,  
values, vision



# MARKETING FROM THE INSIDE OUT®

Transformational growth for  
purpose-driven leaders





Top 100  
Fastest  
Growing '12-  
'16



100/0



# brand remarkability

A man with a shaved head and tattoos on both arms is standing in a workshop. He is wearing a dark blue button-down shirt and has his hands resting on a workbench. The background is filled with shelves containing various mechanical parts and tools, creating a sense of a busy, creative workspace. The lighting is soft and focused on the man, with the background slightly blurred.

“Ingenuity”



# forge your **right-fit** career path

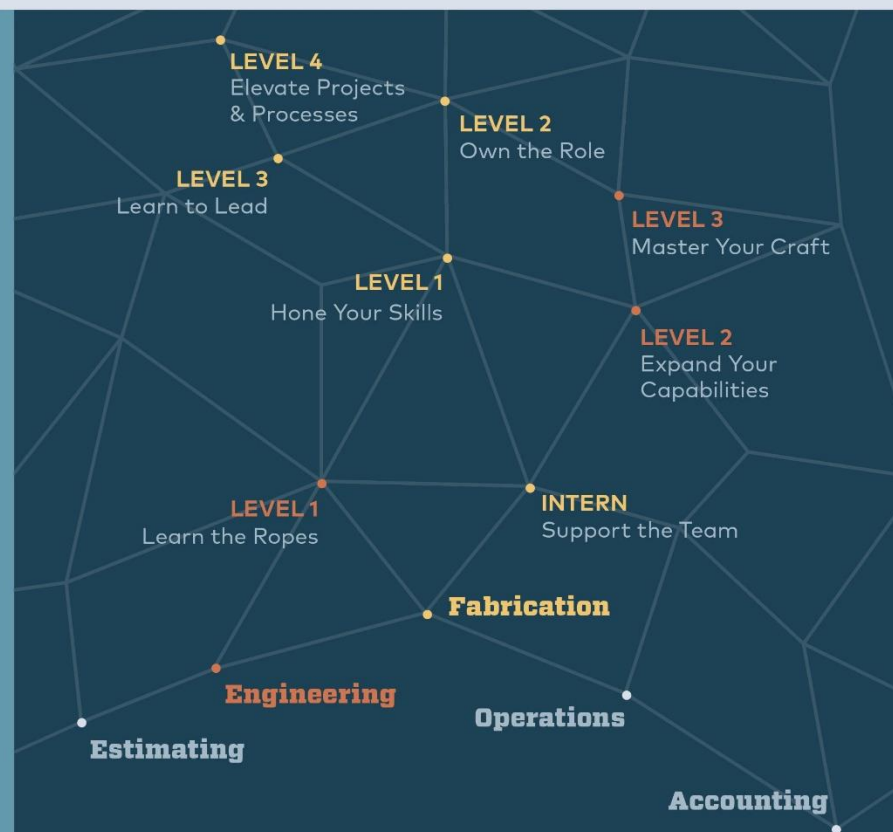


## about **Solid Form**

Solid Form is a custom metal fabrication shop located in McMinnville, Oregon. To celebrate our craft and our community, we support high school vocational programs that inspire the next generation of problem-solvers and creators.

## our mission is **ingenuity**

Every day, Solid Form employees deliver project solutions that push the boundaries of the status quo. We think big, work hard, and challenge one another to be our best selves – because we're passionate about what we do and believe in producing meaningful work that goes beyond the everyday.



## grow with us

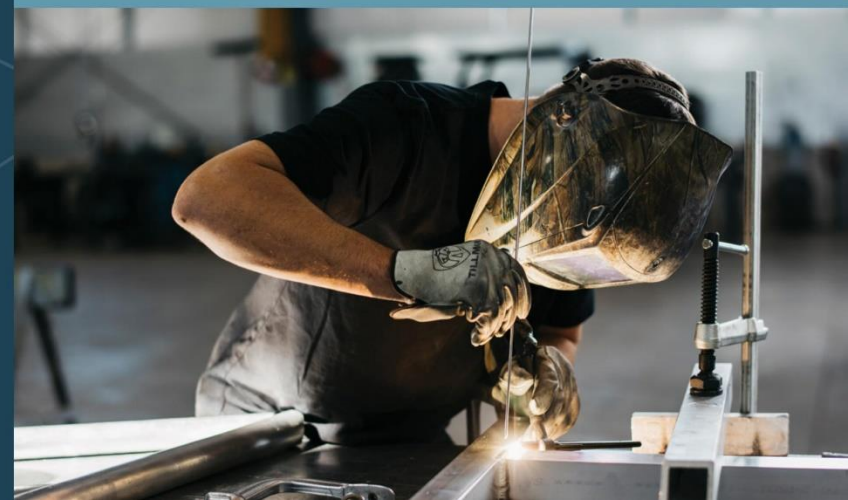
From fabrication, to engineering, to operations and more – when you join our team, you can chart your own path forward based on your unique strengths and interests.

## are you **one of us?**

If diverse challenges and complex projects get you up in the morning, we look forward to hearing from you! Reach out to learn more about our open positions.

### REACH OUT

TeamSolidForm.com  
careers@teamsolidform.com  
503.435.1400







## SOLID FORM

NAME \_\_\_\_\_

START DATE \_\_\_\_\_

COMPLETION DATE \_\_\_\_\_



## charting your course **forward**

Think of your Growth Map as your back-pocket resource. Use it to plan the future, track the present, and reflect on the past as you grow in your role at Solid Form.

By seeking out new challenges, you help our whole team rise together.

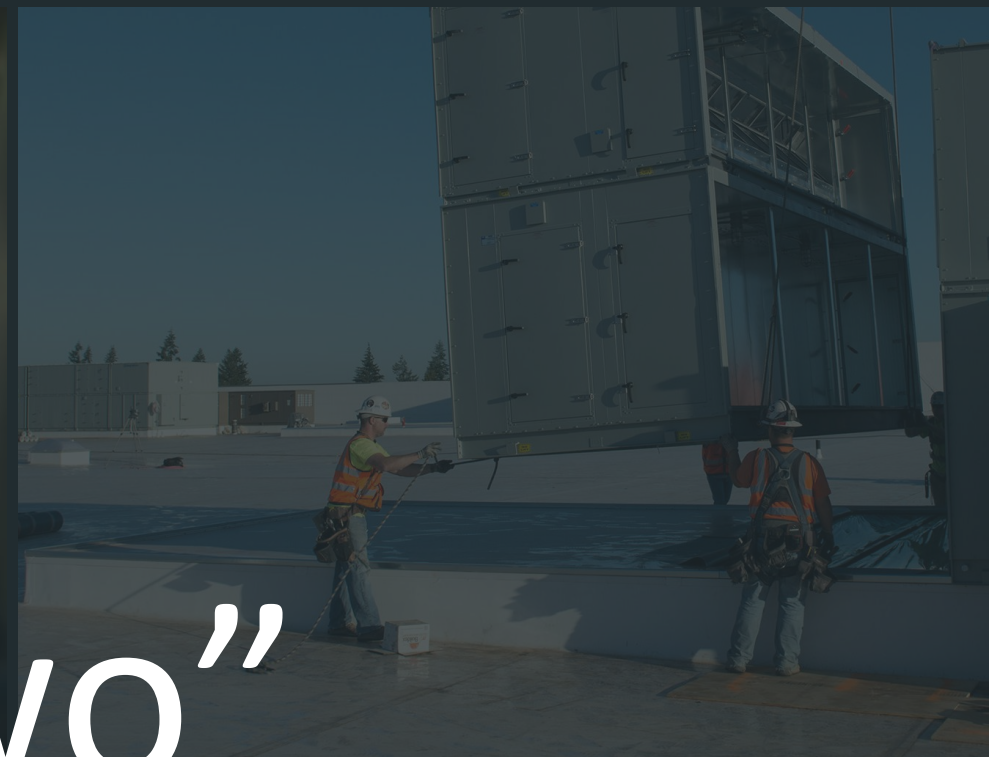
# growth map





A photograph of two men, one younger and one older, both wearing glasses and blue button-down shirts, standing in a factory or industrial setting. The background is slightly blurred, showing industrial equipment.

# “Take Two”



**STREIMER** [ABOUT](#) [CONSTRUCTION](#) [MANUFACTURING](#) [SERVICE](#) [CAREERS](#) [CONTACT](#)

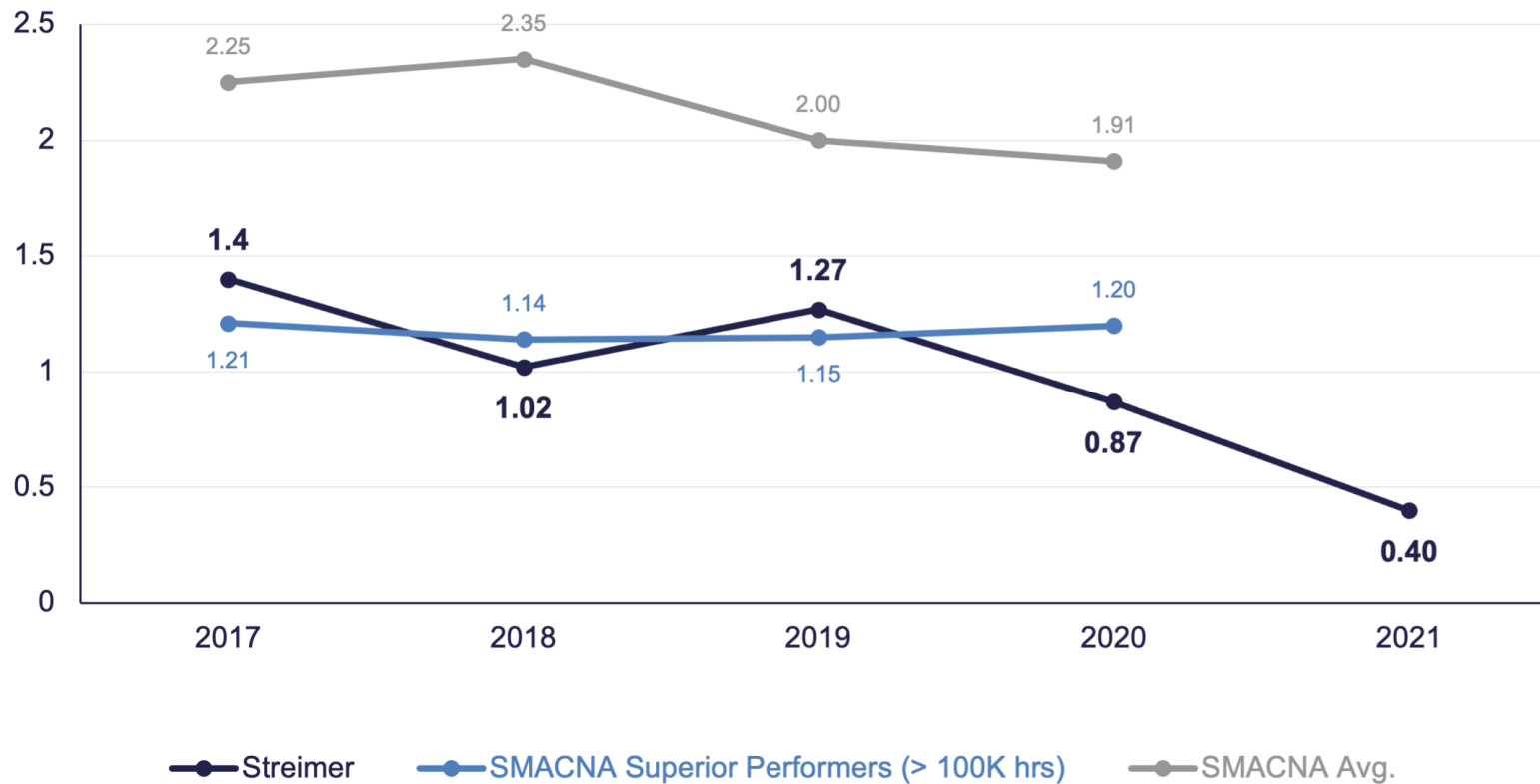


## OUR STORY

Founded in 1946, our mission was simple: treat your customers as if they are royalty. This principle still holds and has made Streimer the company it is today — a company of problem solvers, committed to delivering solutions.

[DISCOVER MORE](#)

## OSHA Recordable Incident Rates (ORIR)



5x better  
than industry

3x better  
than the best





“Enrichment”





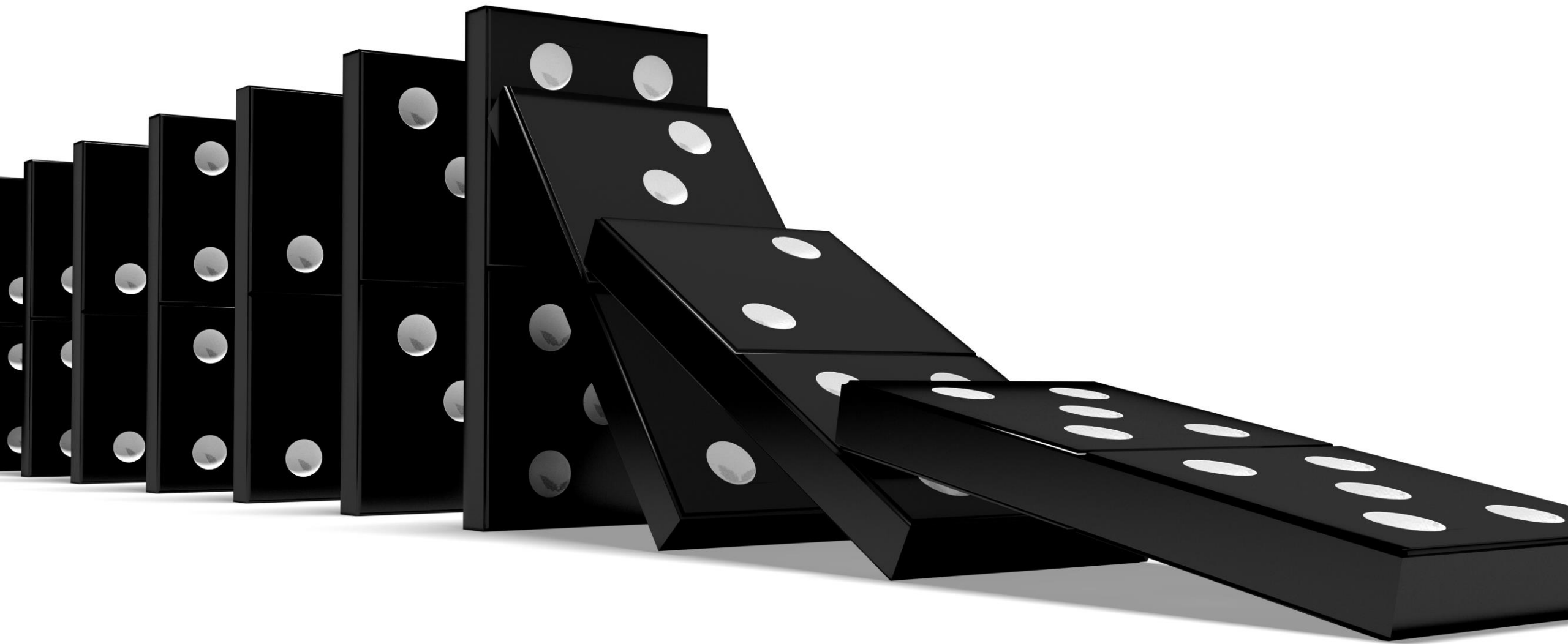


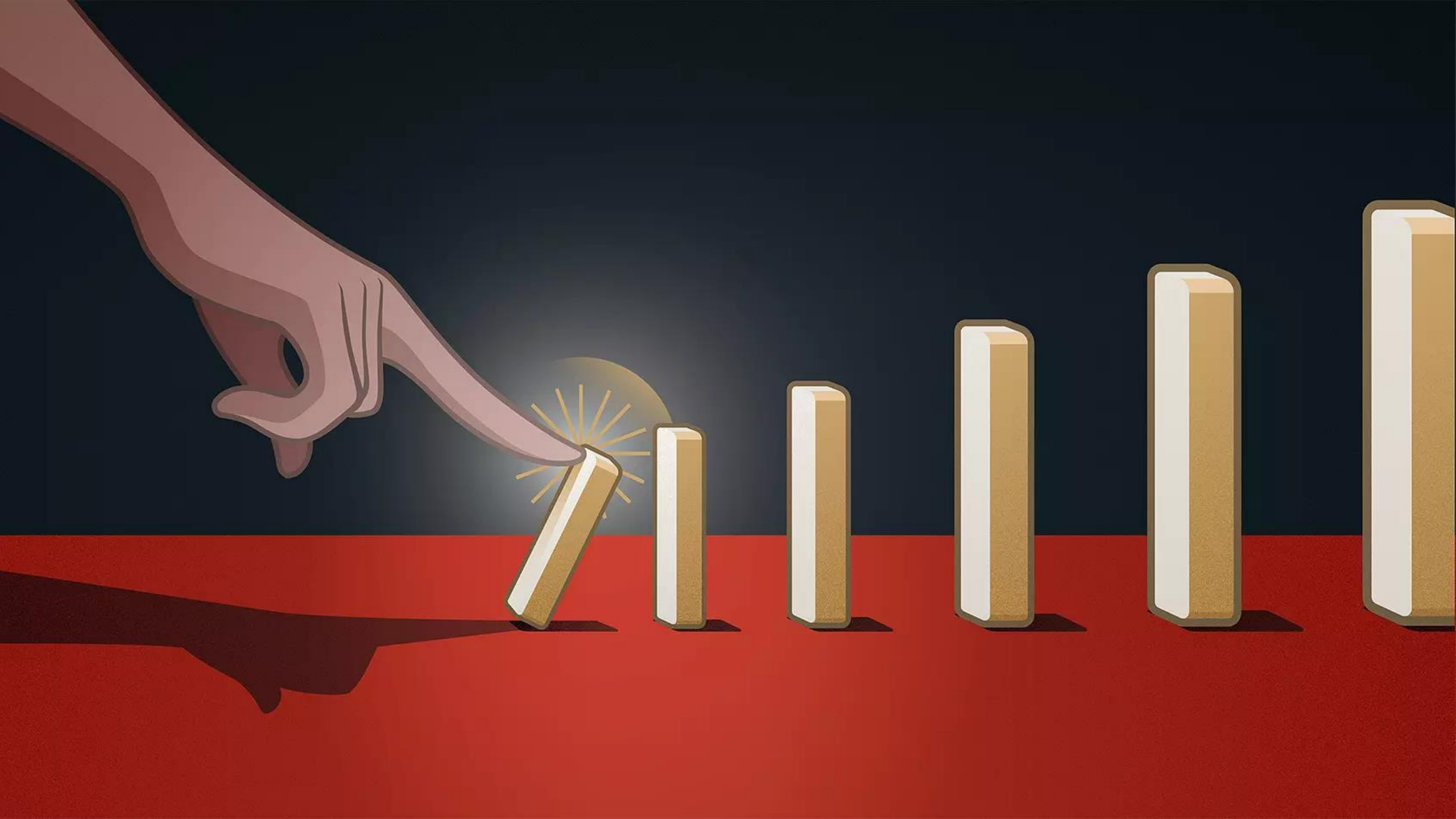


\$100k in  
engagement

one last thought...





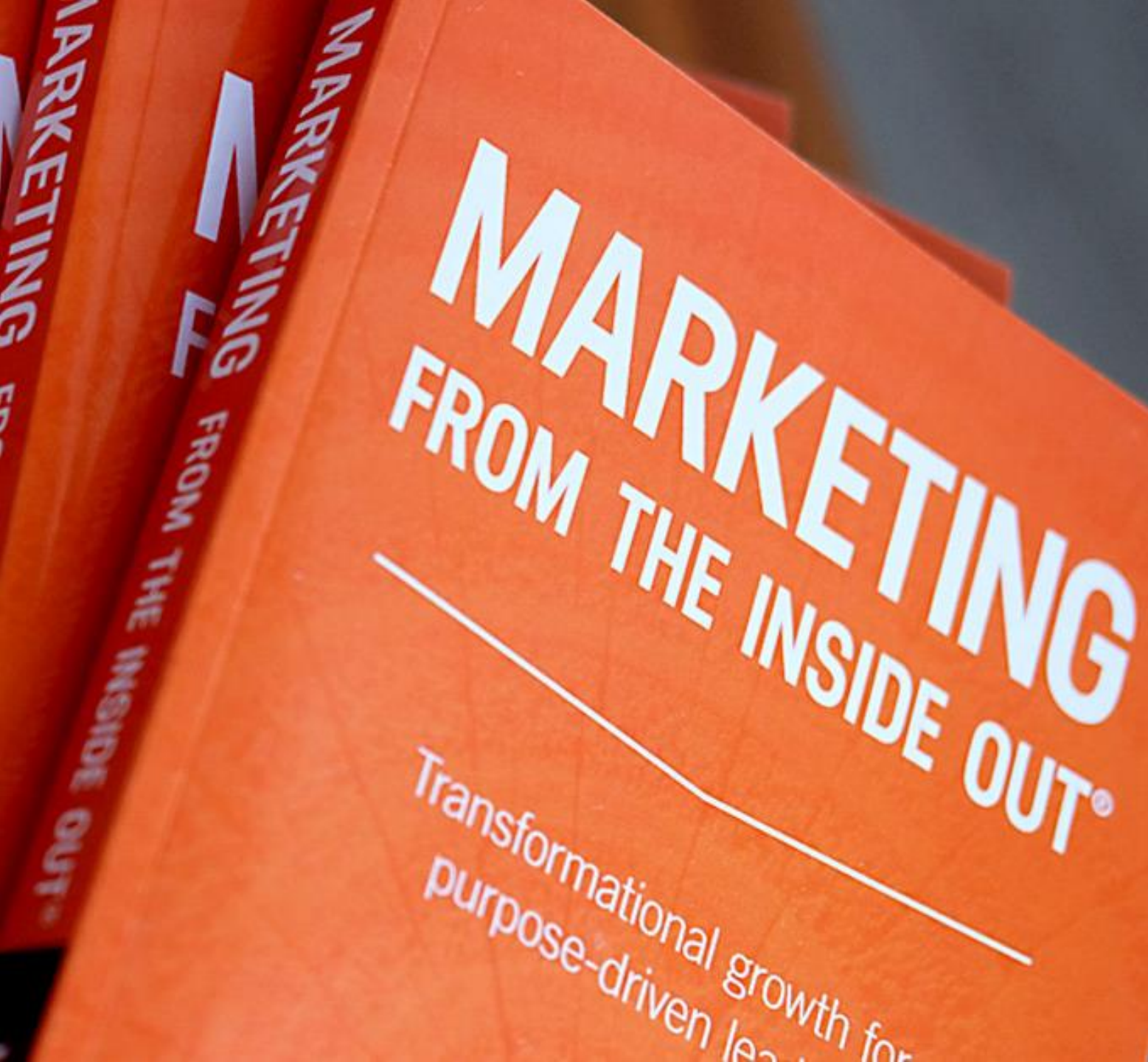






**what's your  
remarkable?**





# Share the Good

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