

JOHN DOE QUALIFICATIONS

FOR MOST VALUABLE PLAYER AWARD

Submitted by: Acme Roofing

Who is John Doe? In many ways, John looks like what many people would call “a roofer”! He is a large gentleman; he loves the woods; he loves to hunt; he’s a NASCAR enthusiast and he’s “die-hard” Dale Earnhardt fan. He’s a tough, but in many ways, a gentle man. However, John is not a typical roofer. He is a true roofing professional that adds value to every project he encounters, every customer he works with and to the roofing industry!

John has always been a first-class team player and has made significant contributions over the years with his crew, his co-workers, our vendors and customers and his community. His dedication to safety, quality and performance on our projects is second to none. We are proud to have him as part of the Acme Team!

Here are some specific areas within the MVP Award judging criteria that we strongly feel John has and continues to excel in! Although, some of the items could be classified under different categories, we have attempted to separate them.

OUTSTANDING ON-THE-JOB PERFORMANCE, COMMUNITY SERVICE and VOLUNTEERISM:

- We continually hear from our customers that after working with John and his crew; they have a whole different opinion of and appreciation for roofers!
- Whenever we do a repeat project for a customer, if John has worked with them before, they almost always ask to have him and his crew back again! Many customers are even willing to wait until it’s possible for him to run their project.
- His leadership, management and organizational skills show up in the overall neatness and quality of his projects which includes exceptionally neat and organized material and equipment set-up; a quality, safe and professional system installation and final site clean-up.
- His completed projects have always had perfect ratings from manufacturers on every project he has ever done.
- Recently, we accepted the challenge of using volunteer labor from a local church to assist with a new roof installation on their church in order to save them money. One of our associates is a member of the church and convinced us that this would work out. We had never done this before and were rather apprehensive and concerned about how this would effect our overall production and installation quality. John’s personal commitment to being an outstanding team player went to a new level on this project. While he and his crew were completing this new roof, he was asked to work with up to 10 volunteers each day that were to assist the crew with set-up, installation, and clean-up. Even though it is extremely difficult to work with others that are not familiar with our work, John’s organizational skills in coordinating the volunteers with his crew members were outstanding! Even with utilizing volunteer labor, the new roof project was completed safely and professionally, just as all of John’s projects are.

RETAINING EXISTING WORKERS “and” CONTRIBUTING TO A TEAM EFFORT:

- John and his crew have truly helped increase the overall professional image of our industry! He and his crew always go above and beyond their normal duties in all areas of their responsibility – planning and logistics of the projects; performing the work in a “safe,” quality and in a

professional manner; interaction with the customers and vendors and final close-out and clean-up or the project.

- John's leadership and management abilities also excel in the area of employee retention. His present crew operates like a well-oiled machine and consists of roofing professionals that have been a member of his crew ranging from two to 16 years. There have been previous members of his crew who have moved up within the company, due to the training and lessons learned while working with John. In addition, whenever other workers are assigned to John's crew on a temporary basis, they always ask if they can remain on his crew. One employee stated, "Even though you have to work very hard on John's crew because he expects a lot, it is a pleasure to work with him." Another comment made was, "He's helped me be proud to be a roofer!" In our industry, these are not common comments. However, it is common to hear comments such as these regarding John and his crew.

We hope this brief outline explains how John Doe sets himself apart from the typical roofing foreman, how he exemplifies a Most Valuable Player within the roofing profession and has explained the significant contributions he has and continues to make to the roofing industry.