



## MESSAGE FROM THE PRESIDENT

Our father always tells us, "Never say never." In other words, change is inevitable. Change is typically challenging for most people to deal with, especially when they don't know what the outcomes will be. This is my 20<sup>th</sup> year working with Piqua Steel Company, Inc. now more recently known as PSC Crane & Rigging (yes even our name has changed) and I've thought about the many changes impacting our business from technological and engineering to ways we go about hiring new team members.

I'm not going to waste your time and list out all of the major changes that negatively impact businesses. We all get that those changes have and will continue to occur however what I want to focus on is how flexible and nimble we all have to be to continue achieving success through change. In other words, as the game board keeps changing, how you accept change is key to how you respond to changes. Focusing on what if, if only, etc. drains your energy from determining the best ways to address the challenges of change.

Having the right people on your team is the most crucial influencer on dealing with change. Key team members maintaining mindsets that don't allow them to run for the hills when change is upon them, instead they run towards the change striving to understand every aspect of it and react focused on the best solutions for the overall good of the company. Just taking a moment as a team to say, "Ok, so this is the situation" then listing out the pros, cons and likely outcomes if and if not dealt with will allow them to have a voice, become more creative and determine a direction to best deal with the change as a team.

We haven't been perfect in the past nor will we be in the future dealing with change in this manner. Old habits are hard to break. However, the more we embrace this mindset into our culture, the more our team members' energy levels stay positive and challenges are looked at as opportunities to grow and become stronger.

Thank you,

James R. Sever  
President



## FEATURED JOB



## SAFETY UPDATE

**EMR Rating: .53**

### November Safety Memo

In the third quarter of 2017, PSC Crane and Rigging has provided our team members with clarity and focus by implementing a 100/0 Safety Culture, meaning 100% Safety Accountability with 0 Injuries, Incidents, Assumptions or Excuses. To achieve this, PSC has proactively implemented the following:

- Our PSC Crane & Rigging Safety Procedures and Policies have been updated
- We developed and implemented a new Disciplinary Procedure to provide the minimum expectations for safety compliance
- We provided JSA / PJHA training to our Foreman to ensure all hazards we encounter on our project sites are identified and mitigated prior to onsite activities.
- We provided 8hr Safe Construction Training to our Foreman, Operators, and Project Managers to educate our team members on PSC / OSHA rules and



PSC Crane & Rigging recently received a heavy lift/heavy transport contract associated with the removal of an old and installation of new boilers at the University of Illinois. Our scope of work consisted of removing the existing unit from its foundation and transporting to the scrap area. In addition to removing the old boiler, PSC received (2) new units from the nearest rail siding, trans loaded them to the specialized trailers, performed the OTR transport, and lastly rough set the units to their respective foundations inside the building.

**Job Specs:**

- Industry Served: Commercial
- Dimensions: 42'L x 13'W x 17'H Weight 240,000 lbs.
- Equipment Used:
  - 10 Lines SPMT
  - 700T Hydra Slide Jack & Slide System
  - 350T Hydraulic Truck Crane
  - Stands and Mats

regulations

In this effort, and through continued training and education, we have taken significant steps forward to meet our goal of 100/0 Safety Culture at PSC Crane & Rigging.

**» learn more about safety**

## CONTACT US

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## WHAT'S NEW?

**New Hire at PSC**

PSC Crane & Rigging has recently brought Ben Zambrano on board. Ben comes to PSC with a strong background in press sales, managing press installations, handling press maintenance projects, purchasing, and overall project management pertaining to the automotive/manufacturing industry. In addition, Ben also has a strong background in electrical controls and is bilingual, speaking both Japanese and English fluently. He has over 20 years of experience in the automotive/manufacturing industry, and is a welcomed addition to the PSC team.

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