

# INSIDER

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Almost two years ago, I was having a conversation with several of my peers in the janitorial contracting industry. I know what you are thinking.....”people in the cleaning business get together to talk? What do they talk about?” Well, I’m about to fill you in. We were talking about growing our companies and barriers to growth. We were talking about how us owners can sometimes get in the way of our growth. We step on our own feet because we have been doing this so long and we carry baggage and wounds from past failures.

At this particular meeting, one of my peers said: “Paul, you are doing too many things. I think you are standing in the way of the growth of your company.” He was right. After that meeting, working with my business coach, we developed a plan to create a new Chief Operations Officer (COO) role within our company....someone that could see things in a new way, do a better job than me, and allow me to focus on the vision and growth of the company. We wrote a description for this role and I talked to other company leaders about how to set it up.

For a while, I went into recruiting mode, looking for someone outside the company that would be a good fit. Several attempts in this direction failed. Eventually, I turned my focus to bringing someone up from inside the company. After talking to several key leaders, it became clear that Brittany had the drive, desire and many of the skills to succeed in this role and she was crushing it in her Branch Manager role. I was unsure because she was young, but she did everything I asked of her and more. When given the opportunity, she gained a real passion for personal development and leadership. She worked her way through several obstacles and continued to grow and develop her branch. She clearly exemplified all of our core values.

I’m happy to announce that on July 1, Brittany Babbs was promoted to COO. She is the right person and has the right skills to fine tune our operations. Brittany was selected for this role for several reasons:

**Discipline:** She stays on task until the project is complete.

**Attitude:** She does not make excuses. She thinks and talks in terms of how we CAN get things done, not reasons why we CANNOT get things done. She volunteers for the most difficult projects.

**Creativity:** She knows how to work with the resources we already have and/or acquire the resources we need to get the job done.

**Leadership:** Brittany has a vision for a future state of the company and shows those around her how it can be accomplished. She inspires others to work toward the vision.

**Developing Others:** She takes chances with people. She gives them the tools they need and allows them to figure out how to accomplish their goals, letting them fail and learn along the way.



Congratulations Brittany!



**Paul Taylor**  
President



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## Welcome New Customers!

*ESS continues to grow as a result of a  
GREAT TEAM. Thank you!*

**CRIS Healthy Aging Center**  
Danville

**Sholem Aquatic Center**  
Champaign

**Associated Transfer**  
Champaign & Decatur  
**Impact Life**  
Mattoon

**Greenville Manufacturing**  
Mt. Zion

**Cummins Behavioral Health**  
9 locations in Indianapolis  
**Insight Therapy** -Champaign  
**Midwest Sinus and Allergy**  
Effingham

**Hubner Industries** -Fithian  
**Associated Constructors**  
Bloomington

**T&W Corp.** -Indianapolis  
**Keri Powell Therapy**  
Champaign

**Unifirst** -Normal  
**Bunge Milling**  
Danville

**Central Illinois Produce**  
Urbana

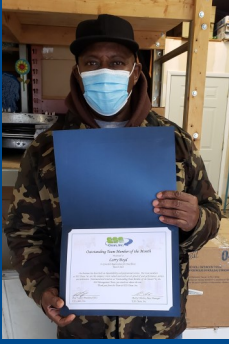
**Dieterich Clinic** -Dieterich  
**TA Services** -Greenwood  
**American Pain Consortium**  
Avon

**Head Start**

3 locations in Champaign County

*“Whether you think you can, or  
think you can’t, you’re right!”  
-Henry Ford*

# Employee of the Month



Larry Boyd  
March 2022



Edy Serrano  
April 2022



Gary Coleclasure  
May 2022

## Honorable Mentions



Kelly Frost  
Gina Harris  
Lisa Kirk  
Ashley Printz  
Tyler Rogers  
Brandi Rosenberger

Madison Schneider  
Jessie Simpson  
D.T. Smith  
Jeff Wheeler  
Cynthia Zenner

## Happy Anniversary

**15 Years**

Debra Rhoton

**5 Years**

Kim Kopp De Jesus

Octavia Eaton

Kenneth Mathews

Tonya Winston

Leroy Meeks III

Michael Perkins

## Five Stones Scholarship Winners

The Five Stones Foundation has provided educational scholarships to ESS Clean employees and their families since 2008.

We are excited to announce \$25,000 in total scholarships to our 2022 award recipients:

Isabella Brady

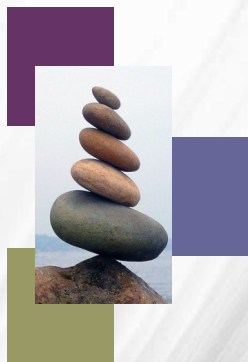
Jessica Fore

Sabrina Fullencamp

Bailey Hartung

Delaney Wheeler

Tyler Woods





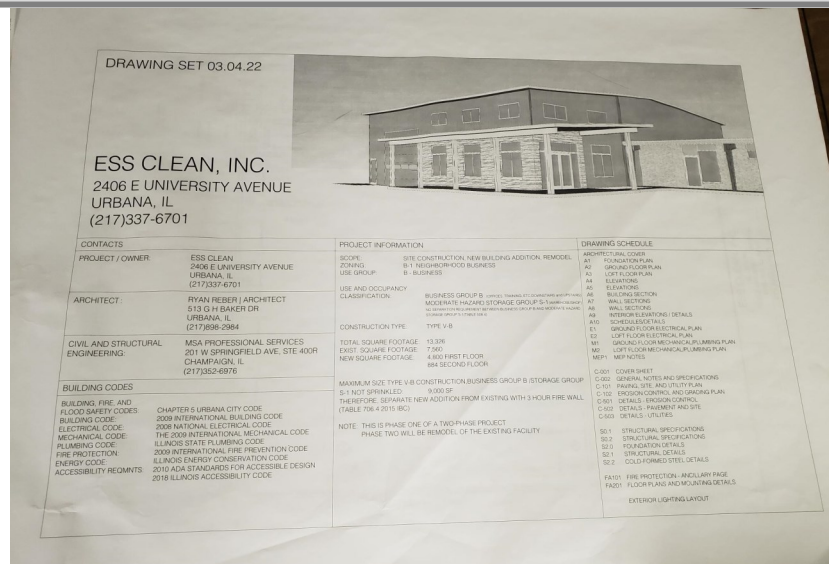
# News and Happenings

After 27 years in business and 22 years at the same location, ESS has outgrown it's company headquarters and Urbana branch office building.

We are expanding!

By the end of 2022, we plan to have our building expansion completed. We welcome you to come by and view the progress. Thank you to all of our customers and team members who make this possible. We continue to do our very best to serve you well and to cautiously build and grow debt free!

*-Paul Taylor*





## Notes from Kim de Jesus

### Hiring and Benefit Manager

We love your referrals! Did you know that our employees that stay the longest were referred by a current employee?

We love when our employees share info about working here and tell others what a great company ESS Clean is to work for. We now have business cards to make that easier! If you'd like to have a few cards to share with others, please email officemanager@essclean.com or kim@essclean.com and we will get some to you!



www.Essclean.com  
Go to "EMPLOYMENT" at  
this website to APPLY NOW  
Referred by:



Or scan QR Code

LIKE

SHARE

REVIEW



Just search "ESS CLEAN INC." on

facebook

Google

LinkedIn

indeed

glassdoor

## Honk!

Have you ever been outside in the fall and noticed a group of geese flying overhead? Do you know why they are honking while flying in "v" formation?

Geese honk from behind to encourage those up front to keep up their speed. When a goose falls out of formation, it suddenly feels the drag of trying to go it alone and quickly gets back into formation to take advantage of the lifting power of the one in front. When one slows down, it interrupts their rhythm and they all lose pace.

In our job, we have all been there. It's 8pm, 11pm, or 2am on a Friday night after a long week. You have one more building to clean and you just don't have it in you. I know I have been there. Just remember that there are hundreds of us out there with you. We may not be flying in V formation, and you may not hear that honk. But that last job of the week is just as important as the first one of the week, when you had all of that energy.

If you are in a building with co-workers, it wouldn't hurt to pass on even the slightest encouragement. Sometimes, we all need a little lift.



~Bob Monteith

Decatur Branch Manager

## WE WANT YOUR REVIEWS!

When asked why they are interested in working for ESS Clean, applicants consistently say that they chose us because of the online reviews from current and previous employees.

We want the world to know about your experience with us!

**Log into your Google account, find your nearest ESS branch, and let us know how we're doing.**

**And be sure to follow us on all of our social media accounts!**

