

INSIDER

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The Power of Peers

In 2017 I attended a meeting in Clearwater Florida to learn about how to form an industry peer group. A few months later, two other janitorial contractors and myself got together for our first “peer group” meeting. We started meeting once a month on a conference call, performing site visits annually, and slowly and carefully adding members to our group. One of the requirements to be in our group is alignment of values. We are all Christian business leaders seeking to better the lives of our team. We are all seeking to grow our companies the right way, and we are all working in non-competitive areas of the country.

This group has been truly valuable to me over the past five years. We have met regularly since 2017. We talk about struggles and victories, we hang out and have fun together, and we evaluate each others’ companies to provide an outside view of how things are going and how our companies can improve. I was the first “victim” of the peer group audit in October of 2017. It was our first-ever audit, and we learned a lot in the process. The results were valuable, but hard to swallow. It was evident that I needed to make some major adjustments in my leadership.

Fast forward to 2022. We gained a ton of experience after performing four different audits over the years and it was time for the team to come back to ESS Clean. On September 2, 2022, the group showed up again in Urbana to do their stuff. It was an intense couple of days with multiple interviews, tours, reviewing financials and analysis. The report came in and I was relieved and excited about the results. The team recognized many improvements since 2017 and identified a few areas of weakness. We celebrated the week with a fishing/skiing trip before going back to work. Here are a couple of the takeaways.

1. In 2017, ESS had a goal to reach \$10 million in revenues by 2023. We will reach our goal at the end of 2022!
2. ESS Clean is good at the goal setting process, but we have done a lousy job of aligning the company goals with individual professional goals. This is changing for 2023. The leadership team has already fine tuned our four goals for 2023 and we have developed multiple strategies to reach those goals. Leaders are already starting to develop their professional goals around these four main company goals.
3. Our leadership team has an opportunity to grow with more intentional personal development and leadership development.

I have learned a great deal from my peer group over the last five years. I love them like brothers and they call me out when I am headed down the wrong path. Not everyone can have a great professional peer group like I do, but I encourage you to think about your inner circle. Who do you have in your circle that will show tough love? Who encourages you when you are down? Who celebrates your successes with you?

Paul Taylor



Paul Taylor
President



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Welcome New Customers!

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

Ray O-Herron
Danville, IL

FNB Community Bank
Ramsey, Patoka, Vandalia, IL

Pitney Bowes
Indianapolis, IN

Leadwell Clinic
Effingham, IL

Daily Bread Soup Kitchen
Champaign, IL

Bluestem Financial
Savoy, IL

Farm Credit Illinois
Sherman, IL

**McLean County Center
for Human Services**
Bloomington, IL

Redneck Trailer Supplies
Normal, IL

Wolf Home Products
Arthur, IL

LIHEAP
Rantoul, IL

Farm Credit Services
Watseka, IL

Davis-Houk Mechanical, Inc.
Urbana, IL

Lighthouse Autism
Decatur, IL

Illinois Soybean Association
Bloomington, IL

SABRE Industries
Champaign, IL

Proverbs 27:17

*As iron sharpens iron, so one person
sharpens another. (NIV)*



Employee of the Month

One of our favorite things we love doing at ESS Clean is showing appreciation for our cleaners. Every month our management team meets for a monthly manager meeting. Each Area Manager is given the opportunity to nominate one of their employees to be "The Employee of the Month". This could be for many reasons such as being that dependable, steady cleaner they can always count on. It might be someone who has gone into an account where we had been getting complaints and turned a bad situation around. Sometimes it's the good Samaritan that does something kind or returns a lost item. After the managers all nominate their person, the entire management team votes for a winner. We love showcasing these standout employees!

You could be our next Employee of the Month!



Amanda Campione
June 2022



Debbie Kerrigan
July 2022



Rhonda Haun
August 2022

Honorable Mentions

Leah Britton

Amy Eads

William Frost

Salvatore Nudo

Jason Bullard

Susan Evans

Judah Hawkins

Bonnie Schlink

Daniel Dalluge

Mariah Frost

Brandie McCoy

Miranda Sheperd

HAPPY
Anniversary

15 Years

James Fullencamp

Henrietta Middlebrooks

10 Years

Nicholas Irvin

Brian Vasquez

5 Years

Lettensie Walker

Brandi Rosenberger

Teresa Williams

Gary Jones

Leah Britton

Demond McNeal

Joe LaVallie Jr

Scott Roberts

News and Happenings

Thank Your Cleaner Day 2022

On October 19, 2022 we celebrated Thank Your Cleaner Day. Here are just a few of our wonderful employees! We recognize and **THANK** each of our cleaners for the hard work and dedication they show to our customers each and every day.

October 19, 2022



KÄRCHER

makes a difference



#ThankYourCleanerDay

EFFINGHAM BRANCH



Thank Your Cleaner Day

OCTOBER 19, 2022



Thank Your Cleaner Day

A big THANK YOU to each of you!



THANK YOUR CLEANER DAY



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

Changing Weather

Cooler weather has arrived. Unfortunately, this can sometimes make our jobs a little more difficult.

As the weather cools down, spiders and other bugs like to make their way into buildings to stay warm. An increase in spider webs and dead bugs are very common this time of year. Always be sure to pay close attention to entrances and corners. These are the more problematic areas.

Also, in the fall season, leaves are huge problem for entrances. They blow in and get tracked in by people entering the building.

Another area to pay close attention to are areas that collect dust. When farmers harvest their crops, a lot of dust is kicked into the air. Vents can also contribute to dusting problems. Be sure to check all vents and dust them as often as possible. Dust can also build up along edges and corners of carpet.

It is important to stick to a regular dusting routine weekly and check areas that may not get much attention on a regular basis.



Brittany Babbs

Chief Operations Officer

ESS CLEAN SWEATSHIRTS

Winter weather is moving in quickly! Did you know that you can purchase an ESS sweatshirt? Below is a picture of our blue crewneck sweatshirt, available in sizes small-4XL.

If you would like to buy one you can find the order form on our website; essclean.com.

On the bottom of the page, click 'employee portal' and enter the password *green*. Find the blue link labeled 'UNIFORM ORDER FORM' and send it to

officemanager@essclean.com.

If you need assistance, please don't hesitate to call the Urbana office at 217-337-6701.



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!

