

# Niehaus News

November 2006

Volume 45, Issue 11

**NCI NIEHAUS**  
Companies, Inc.

**Karran**

- Vincennes IN

**NIEHAUS**  
HOME CENTER

- Vincennes, IN
- Terre Haute, IN
- Robinson, IL

**WBM**

- Vincennes, IN
- St. Louis, MO
- Nashville, TN

**Top Shop**

- Vincennes, IN

## Niehaus Companies, Inc. Wins NLBMDA'S National Award for "Excellence in Human Resources"

*"A newsletter with national distribution and a hardcover company history penned by the owner himself just begin to tell the successful HR story at Niehaus Companies."* Executive Editor, Chris Wood

We are so proud and excited to have been named the 2006 recipient of the National Lumber & Building Material Dealer Association's award for "Excellence in Human Resources." Our company was nominated by the Indiana Lumber & Building Supply Association to compete for NLBMDA national award.



For the competition, Sherry Cummins put together a presentation portfolio covering our human resource practices of recruiting, hiring, training, recognizing, and supporting our employees. She wrote essays on 15 questions asked, and included copies of the company's monthly newsletter, which she edits, photos, newspaper clippings, and a copy of Bernie's book "Splinters." In late July, Bernie received a call from the President of NLBMDA in Washington D.C., announcing that we had won the award for the store with over 50 employees.

Bernie will fly to Scottsdale, Arizona to receive the award during NLBMDA's annual Industry Summit at the Westin Kierland Resort on October 26 - October 28. Our company will also receive national trade press coverage, which included a company profile in ProSales Magazine.

Niehaus Companies is featured in the October edition of ProSales, a national trade magazine, with full color photos of 16 of our employees and Bernie, along with an article about our company's corporate culture, values, and vision.

"The purpose of the NLBMDA Award for Excellence in Human Resources is to recognize a company that has created a "corporate culture that develops outstanding people and sets a national standard in our industry for human resources excellence." NLBMDA's Human Resources Subcommittee recognizes that the intangible nature of "human resources" makes it difficult to measure. Yet excellence in this area is evident, in small to large companies alike. When excellence in human resources has been achieved, it permeates all levels of the organization. Achieving this level of excellence comes from a combination of core attitudes, practices, and innovation."

ProSales Executive Editor, Chris Wood writes - "An employee culture rooted in team spirit pays off- in profits and in retention - for 2006 NLBMDA Excellence in Human Resources Award winner - Niehaus Companies."

*"You can have the most beautiful store in the country with all the latest and greatest inventory, but if you don't have good people, you have nothing."*

Bernie Niehaus

# Splinters

by **Bernie Niehaus**  
Chairman of the Board



## Cypress Trees

Most people are amazed when they find out Vincennes is about the farthest Northern point that cypress trees are found. They think of cypress trees growing in Florida, Mississippi or Louisiana. Southern Indiana once had tens of thousands of acres of Bald Cypress trees, but farming and river dams have taken their toll.

I was talking with Max Steckler the other day and he told me that his cousins, Ed and George Steckler, owned over 3,000 acres south of town where the Wabash and the White River join - called "The Point." Some people he said refer to it as "Hell's Neck" - because of the rough people who camped there. In their 3,000 acres, there was a huge cypress swamp, which still exists today. This area flooded often and was also referred to as the "Bottoms". This flooded area created a swamp which was very conducive to the growth of the cypress trees.

In 1933, our company opened for business as Niehaus Planing Mill. Cypress was one of the native lumber species we would plane. Oak and Poplar were the others. We built cabinets and planed lumber for the farmers. We had a huge 24" planer. One of my fondest memories was helping to off bear from this planner and playing in the large piles of shavings.

Many of the cypress boards were wide - 16" to 24" and those we kept to sell to the Mussel Fishermen who fished the Wabash River for pearls, and later for the shells, to sell to the button factory. These wide cypress boards made excellent boat gunnals (sides). We sold them in pairs for the wood mussel boats.

Cypress has many exterior and interior uses. Cypress heartwood is extremely decay and insect resistant, due to the naturally occurring preservative known as cypressine. It is an ideal choice for house construction, docks, beams, decks, flooring, paneling and siding. Around Vincennes you can find many of our homes with cypress siding and Pecky Cypress paneling on the inside.

In Greg Park there is a Bald Cypress one can see - it is signed so you can't miss it. It is on the left before you turn to go to the pool. The cypress tree is a large tree - sometimes growing as tall as 150 feet. These are conifer trees, but they're not evergreen. The soft feathery needles turn brown and drop off in the Fall.

The cypress tree is another great story in the early history of Vincennes.

**"Cypress was one of the native lumber species we would plane."**

*Bernie*

## Things You Didn't Know About... Sleep

1. Chronic snoring can be treated by uvulopalatopharyngoplasty, a surgical procedure that tightens the tissues of the soft palate and throat. Possible side effects include changes in voice frequency.
2. Another option involves injecting the palate with a chemical to harden the soft tissue. This is called a snoroplasty, derived from the Greek word *plastos*, meaning molded, and somewhat lamely from the English word *snore*, meaning snore.
3. Baaaa'd idea: A 2002 study by Oxford University researchers concluded, brilliantly, that the traditional practice of counting sheep is an ineffective cure for insomnia. The mental activity is so boring that other problems and concerns inevitably surface.
4. Mattresses have an average life span of 8 to 10 years. They grow some nasty stuff in that time; one study links mattress bacteria to sudden infant death syndrome.
5. In 2004 Americans filled more than 35 million prescriptions for sleeping pills. The number of adults aged 20 to 44 taking pills to help them fall asleep has doubled in the last four years.
6. More than 100,000 car crashes in the United States each year result from drowsiness. Drivers talking on cell phones increase the rate by 6 percent, so don't call someone if you get tired.
7. Disco isn't dead, it's on the dashboard: In 2008 Volvo plans to unveil a system that will monitor a driver's eyes and head, along with the movement of the steering wheel. If a driver seems to be nodding off, interior lights will start to flash.
8. A six-year study of a million adults showed that people who get only six to seven hours of sleep a night have a lower death rate than those who get eight hours. Maybe it's those late nights watching QVC.
9. Let's sleep on it first: In a gesture of integration with the European Union, Spain has launched a campaign to eliminate the tradition of siestas, or afternoon naps.
10. For the perfect pillow: At the bedding store, stand with your back against a wall in a comfortable posture. Place a candidate in the gap between the wall and your head. If the pillow pushes your head too far forward, it's too thick for your skeleton. If your head falls too far back, it's too thin.
11. Dreaming is connected to bursts of electrical activity that blow through the brain stem every 90 minutes during REM sleep. Over a lifetime, an average person spends more than six years dreaming, clocking more than 136,000 in all.
12. Somniphobia is the fear of sleep.

## Birthdays

In November and December the following employees will be celebrating their birthday!

### November

Donna Stephenson	Nov. 3
Mallory Bilskie	Nov. 6
Becky Taylor	Nov. 6
Ron Cardinal	Nov. 8
John Starnes	Nov. 10
Gene Green	Nov. 12
Richard Henry	Nov. 12
Mike Adams	Nov. 13
Steve Taylor	Nov. 13
Jerald Jones	Nov. 13
James Roe	Nov. 18
Shawn Brothers	Nov. 20
Joy Whiteside	Nov. 20
Helen Smith	Nov. 21
Kevin Hueby	Nov. 24
Debra Moyes	Nov. 24
Ali Salhani	Nov. 29

### December

Susan Sanders	Dec. 4
Dale Nash	Dec. 10
Tim Malooley	Dec. 12
Don Meredith	Dec. 15
Mike Cavender	Dec. 16
Butch Niehaus	Dec. 16
Chad Clem	Dec. 20
James Noble	Dec. 21

## Happy Birthday!

*The art of being a good guest is knowing when to leave.*

*If you don't stand for something, you will fall for anything!*

*"No" is one of the few words that can never be misunderstood.*

*A man wrapped up in himself makes a very small package.*

*The only preparation for tomorrow is the right use of today.*

## Niehaus News

This newsletter is the official publication of events and activities of Niehaus Companies, Inc. which include Niehaus Home Centers (Vincennes, IN, Terre Haute, IN and Robinson, IL,) Wholesale Building Materials (Vincennes, IN, St. Louis, MO and Nashville, TN), and is published 12 times per year.

**Editor/Photographer/Writer:** Sherry Cummins, **Advertising Mgr.** Niehaus Companies, Inc.

## Anniversaries

November and December will mark the anniversary dates of employment with our company for the following employees.

### November

Kim Smith	30 Years
Steve McNew	10 Years
Don Pea	10 Years
Connie Lockhart	8 Years
John Wallace	5 Years
James Roe	4 Years
Ed Vaughn	3 Years
James Noble	3 Years
Mike McIntyre	3 Years
Ali Salhani	3 Years
Matthew Conover	2 Years
Brian Kirwer	2 Years
Robert Spade	2 Years
Chris Ewer	2 Years
Ryan Hutchinson	1 Year
Erin Kirby	1 Year
Gary Gray	1 Year
Jerald Jones	1 Year

### December

Helen Smith	11 Years
Tim Morris	10 Years
Lisa Ridgeway	9 Years
Dennis Bilskie	8 Years
Rick Henry	7 Years
Mike Glenn	4 Years
Jane Deal	3 Years
Brian Downen	3 Years
Janie Stephens	2 Years
Scott McCrary	2 Years
Drew Wonning	1 Year

## Congratulations!

## New Employees

We want to welcome the following new employees to our company.

Keith Smith - WBM, Nashville  
Adam Spears - WBM, Nashville

## Strange Indiana Laws

- "Spiteful Gossip" and "talking behind a person's back" are illegal.
- A person who dyes, stains, or otherwise alters the natural coloring of a bird or rabbit commits a Class B misdemeanor.
- A sports agent is supposed to give a college 10 days notice before luring a star athlete into the professional ranks.
- A three dollar fine per pack will be imposed on anyone playing cards in Indiana under the Act for the Prevention of Gaming.
- Anyone 14 or older who profanely curses, damns or swears by the name of God, Jesus Christ or the Holy Ghost, shall be fined one to three dollars for each offense, with a maximum fine of ten dollars per day.
- Auburn: It is illegal to bike, roller-skate, skateboard, or inline skate in a commercially zoned area.
- Beech Grove: It is forbidden to eat watermelon in the park.
- Citizens are not allowed to attend a cinema or theatre nor ride in a public streetcar within at least four hours after eating garlic.
- Drinking from your own bottle in a bar can lead to your arrest.
- Drinks on the house are illegal.
- Elkhart: It is illegal for barbers to threaten to cut off kid's ears.
- Evansville: While driving on Main Street you may not have your lights on.
- Grocery stores may not sell any type of cold liquor.
- Hotel sheets must be exactly 99 inches long and 81 inches wide.

## NOT ON OUR MAILING LIST?

If you (or anyone you know) who are not currently on our mailing list to receive the Niehaus News - but would like to be - just call 812-882-2710 or

e-mail

[scummins@wbm-online.com](mailto:scummins@wbm-online.com)



### All About Men

One day my housework challenged husband decided to wash his sweatshirt. Seconds after he stepped into the laundry room, he shouted to me, "What setting do I use on the washing machine?" "It depends," I replied. "What does it say on your shirt?" He yelled back, "University of Oklahoma." And they say blondes are dumb.....

"It's just too hot to wear clothes today," Jack says as he steps out of the shower. "Honey, what do you think the neighbors would think if I mowed the lawn like this?" "Probably, that I married you for your money," she replied.

A man and his wife, now in their 60's, were celebrating their 40th wedding anniversary. On their special day a good fairy came to them and said that because they had been so good that each one of them could have one wish. The wife wished for a trip around the world with her husband. Whoosh! Immediately she had airline/cruise tickets in her hands. The man wished for a female companion 30 years younger. . . . . Whoosh. . . . . immediately he turned 90!!!! Got ta love that fairy!

Q: How do you keep your husband from reading your e-mail?  
A: Rename the mail folder "Instruction Manuals."

Q: Why do little boys whine?"  
A: They are practicing to be men.

Dear Lord,  
I pray for Wisdom to understand my man; Love to forgive him; And patience for his moods. Because, Lord if I pray for strength, I'll beat him to death.

### A Thanksgiving Prayer

**"O God, when I have food,  
help me to remember the hungry;  
When I have work,  
Help me remember the jobless;  
When I have a home,  
Help me remember those who have no home  
at all.  
When I am without pain,  
Help me to remember those who suffer;  
And remembering,  
help destroy my complacency;  
bestir my compassion,  
and be concerned enough to help;  
By word and deed,  
those who cry out for what we take for  
granted.**

**Amen**



## Happy Thanksgiving



  
**Benjamin Moore®**  
Paints

# PAINT

What do you get when you buy  
**BENJAMIN MOORE PAINT?**  
Outstanding Quality!

- Interior Wall Paints - latex or oils  
*Flats, Satins, Eggshell and Gloss*
- Exterior House Paints - latex or oils  
*Flats, Gloss or Semi-Gloss*
- Deck Stains      • Concrete Paints



501 S. Howard St.  
Robinson, IL

1023 Main St.  
Vincennes, IN



### ADVENTURE MEDICINE

Five important medical reasons why you should never enter the wilds without a roll of duct tape:

If you lose your Ray-Bans, it makes for an improvised pair of sunglasses. Simply rip off a foot-long piece of tape and stick it back on itself so it's no longer sticky. Cut two eye slits into the tape and tie string (or a shoelace, cord, etc.) from one end to the other to secure it to your head. The slits will limit the amount of sunlight that gets in your eyes.



If you sprain your ankle, you can wrap the tape in the same pattern as you would an ACE bandage to immobilize the joint.

A small piece on top of corns or calluses creates a smooth foot surface, preventing them from becoming blisters and cuts.

After cleaning a wound, you can make closure strips with quarter-inch-thick pieces of duct tape.

### FITNESS

Assuming you're a morning person, a smart way to lose weight is to work out before breakfast. That's because when you don't give your body carbs, more of the calories you burn will come from fat stores. Just stick to a moderate 500-calorie workout and you shouldn't pass out.

Before beginning a workout, drink half a Diet Coke. The caffeine can lower the perceived difficulty of the exercises. And the easier they seem, the longer and harder you'll be able to train.

"Most runners don't warm up as well as they could. Ideally, you want to warm up very slowly (about 60 percent of perceived exertion) for three minutes, then do three very quick intervals in a row -- 20 second sprints separated by two

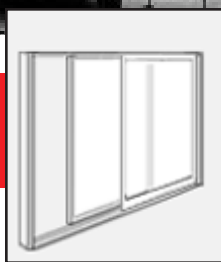
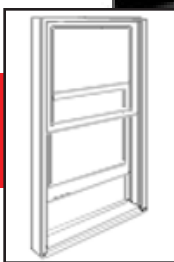
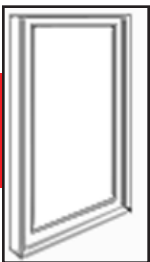
minutes of easy jogging. The sprints will get your body used to producing and clearing lactic acid, which will really come in handy once you start to pick up the intensity in earnest." --Chris Carmichael, longtime coach of Lance Armstrong

To simulate outdoor running, set the treadmill incline to at least 1 percent. Running on a cardio machine set to a zero-percent grade is actually easier than running outdoors on flat ground -- because there's no wind resistance and less friction.

Never run at a speed that you could walk. Studies of health club members have shown that treadmill runners experience less caloric burn and greater stress on their joints while running slow than when walking fast. The switch-over point: 5 to 6 mph.



# Windows



*Anywhere you can imagine a window. . . Andersen can fill the opening beautifully. For over 100 years, every product carrying the Andersen label has been built for the finest homes in America, with the same promise to provide beauty, performance, style, quality and value.*



1023 Main Street, Vincennes, IN  
501 Howard St, Robinson, IL  
1110 Ft. Harrison Rd, Terre Haute, IN

# Niehaus Companies 2006 Employee/Family

Niehaus Companies, Inc. recently held their annual Company/Family Picnic at Harmony Park. The weather was perfect - the attendance was great -and the food was even greater.

The picnic is an annual event to honor our employees from Wholesale Building Materials in Vincennes, St. Louis and Nashville, Niehaus Home Center's in Vincennes, Robinson and Terre Haute, and Karran in Vincennes.

There are playground attractions for the kids, dinner catered by Schnitzelbank, an awards program, and a drawing for some great door prizes.

A big thanks to the Niehaus family for a great evening and employment for so many people.



*Leah Bilskie and Judy Detty*



## **NCI NIEHAUS** **Companies, Inc.**



*Janie Stephens & Ginger Welton*



*Lorie Hansen & Mike Adams*



*Don Pea, and Greg Buss (guest)*



# Employee/Family Picnic Highlights



**Extra Mile Award Winners** - Don Kirby (WBM Nashville) Brian Kirwer (Corporate), Kim Downen (Niehaus Installation), Ali Salhani (Niehaus -Robinson), Lori Hansen (Karran), Brian Lett (WBM Vincennes), and Tim Malooley (Niehaus - Terre Haute) - not available for photo.

**SERVICE AWARDS**

**5 YEAR**

- John Wallace - NHC Vincennes
- Mike Adams - WBM Vincennes
- Tracy Catt - WBM Vincennes
- Craig Sims - WBM Vincennes
- Stephany Zachary - WBM Vincennes
- Barbara Jones - WBM St. Louis

**10 YEAR**

- Steve McNew - Niehaus Vincennes
- Brad Snider - Niehaus Vincennes
- Michael Jones - WBM Vincennes
- Dale Nash - WBM Vincennes
- Don Pea - WBM Vincennes
- Steve Taylor - WBM Vincennes
- Deborah Dunn - WBM St. Louis
- Tim Morris - WBM Vincennes

**15 Year**

Becky Taylor - Niehaus Robinson

**20 YEAR**

Keith Fox - Niehaus Vincennes  
 Kathy McCreary - Niehaus Vincennes

**30 YEAR**

Kim Smith - WBM Vincennes

**SALES AWARDS**

**Vincennes**

- Niehaus High Inside Sales - Ken Doades
- Niehaus High Outside Sales - Mark Ashcraft
- Niehaus High K & B Sales - Ginger Welton
- Robinson**
- Niehaus High Outside Sales - Wayne Tracy
- Niehaus High Inside Sales - Gary Chillingworth
- Terre Haute**
- Niehaus High Outside Sales - Jack McCullough

**Retirees**



*Bob Costello - and wife Marilyn.*



*Bob Frisz - and wife Nancy.*



*John Coulup - and wife Pat.*

# 2006



**Service Awards** - Kim Smith - 30 years. Kathy McCreary - 20 Years. Keith Fox - 20 Years





## Winter Energy Efficiency Tips

Heating costs can account for 25 percent to 50 percent of a home's total energy expense, so efficiency experts offer these tips to control heating costs:

- Have a qualified heating contractor inspect and service your system to ensure it's operating safely and efficiently.
- If you have a forced-air heating system, clean or replace the filter monthly and keep vents open and unobstructed by furniture.
- Leaky ductwork can increase costs and reduce comfort dramatically. Seal all ductwork at joints and intersections with duct sealer or silicone caulk. A qualified heating contractor can offer tests to find leaks and professional sealing methods.
- If you have a gas or oil heating system, you can save by setting back the thermostat at night.
- If you have a heat pump with electric strip heat as backup, it's best to find a comfortable thermostat setting and leave it there. Backup strip heat is costly and raising the thermostat each morning would cause it to run more than normal to reach the higher setting. If changing the setting is important to you, a programmable thermostat made for heat pumps is a good thing to buy. It will raise and lower your thermostat automatically,

a little at a time, to limit using the backup heat strips.

- Trim or remove grass, weeds, leaves and other obstacles from around the outdoor unit of your cooling system. When airflow is blocked, it puts a strain on the system and lowers efficiency.

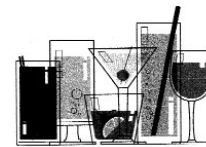
Air leakage accounts for about 30 percent of heating expenses. Experts agree on these recommendations:

- Use caulk or expanding spray foam to seal around pipes and wires that lead from the attic or crawl space into the home. Install gaskets in outlets and switches on outside walls to prevent air leakage.
- Caulk cracks around window and door moldings, and weather-strip around door frames and at the top and bottom of window sashes.
- Caulk cracks around masonry fireplaces and keep the damper closed when not in use.
- Weather-strip and insulate attic doors and pull-downs. Check the attic insulation. If it is sparse or badly settled, consider blowing in more to bring it up to a minimum of R-30.
- If you have a crawl space, make sure the vents are closed and you have a good vapor barrier (6-mil polyethylene) on the ground. If you don't have insulation in the floor, consider adding R-19 insulation batts.

## Ways To Trim Your Holiday Wasteline

'Tis the season of parties and festivities, food and fun. From Thanksgiving through New Year's we like nothing more than to eat, drink and be merry, so we need successful strategies to cut down on the waste we create from our amplified entertaining.

- Turn down the heat before the guests arrive. You'll save energy while the extra body heat of your guests will warm up the room.



- For formal affairs, consider renting seldom worn party clothes or buying them from consignment shops.
- You can also rent dishes and glassware, making your party more elegant and eliminating the need to buy special holiday china or even paper goods.
- After the party, don't throw away the leftovers! Put them in plastic containers or bags and send them home with guests, or donate to food banks.
- Plan meals wisely and practice portion control to minimize waste in the first place.

*Did you know...at least 28 billion pounds of edible food are wasted each year – or over 100 pounds per person. Putting one less cookie on Santa's plate will reduce his snacking by about 2 million pounds.*

*Did you know...the 2.65 billion Christmas cards sold each year in the U.S. could fill a football field 10 stories high? If we each sent one card less, we'd save 50,000 cubic yards of paper.*

*Did you know...if every family reused just two feet of holiday ribbon, the 38,000 miles of ribbon saved could tie a bow around the entire planet?*

*Did you know...by purchasing film in rolls of 36 instead of 12 exposures, you'll reduce waste by 67%, saving about \$4, or 40% in cost?*

*Did you know...if each family reduced holiday gasoline consumption by one gallon (about twenty miles), we'd reduce greenhouse gas emissions by one million tons?*

*Did you know...in 1981 the average household received 59 mail order catalogues, and by 1991 the number had increased 140%, to 142?*

*Did you know...if each household canceled 10 mail-order catalogues it would reduce trash by 3.5 pounds per year? (If everybody did this, the stack of canceled catalogues would be 2,000 miles high!)*

## Old Tavern Club Cheese



Available in cups, jars and gift box.

- 12 oz. cup cheddar
- 12 oz. cup blue
- 18 oz. cup cheddar
- 18 oz. cup blue
- 40 oz. cup cheddar
- 12 oz. jar cheddar
- 20 oz. jar cheddar
- 40 oz. jar cheddar
- 12 oz jar twin cheddar/swiss
- 20 oz Christmas Jar

*Ideal for personal gifts, corporate gifts, favorite recipes, or family snack time.*



*The secret to the beauty of Classic-Craft doors has finally come to the surface.*

**THERMA TRU<sup>®</sup>**  
DOORS

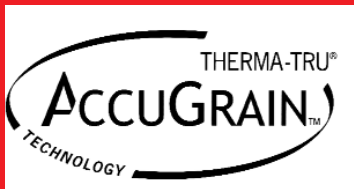
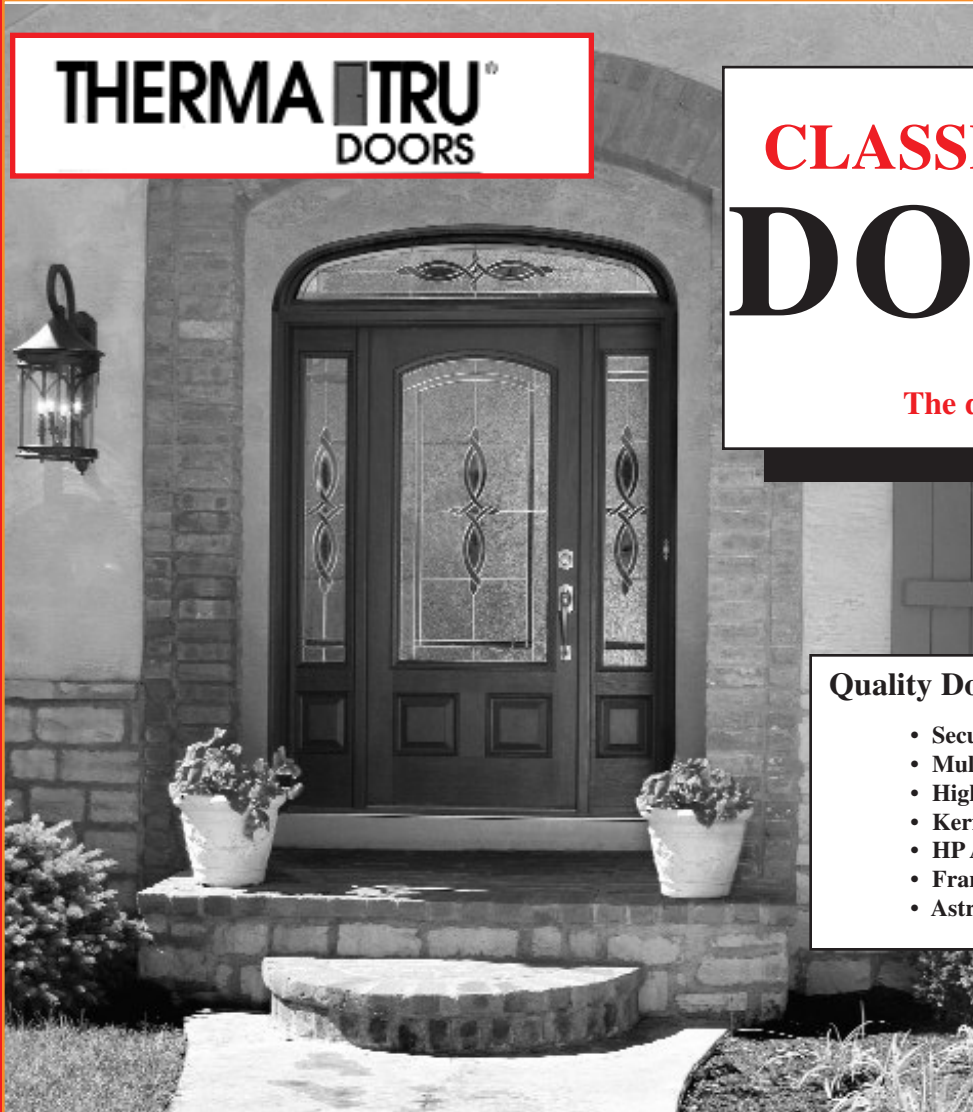
**CLASSIC-CRAFT**  
**DOORS**

The beauty of wood  
The durability of fiberglass



**Quality Door System Components**

- Security Strike Plate
- Multi-Point Locking System
- High Quality Hinges
- Kerfed Door Bottom
- HP Adjustable Sills
- FrameSaver Rot-Proof Jambs
- Astragals For Double Door Systems



We offer an entry door product like no one else simply because we have a technology like no one else. We call it AccuGrain technology. This real wood-grain appearance satisfies the desire for authentic wood door aesthetics while offering the advantages of the Therma-Tru Fiberglass technology-AccuGrain. It sets Classic-Craft apart from other fiberglass door manufacturers.



# Niehaus Home Center

501 S. Howard St. Robinson, IL

1023 Main St. Vincennes, IN

1110 Ft. Harrison Rd. Terre Haute, IN

**12 Reasons To Be Thankful You Burnt The Bird!**

1. Salmonella won't be a concern.
2. Everyone will think your turkey is Cajun blackened.
3. Uninvited guests will think twice next year.
4. Your cheese broccoli lima bean casserole will gain newfound appreciation.
5. Pets won't bother to pester you for scraps.
6. No one will overeat.
7. The smoke alarm was due for a test.
8. Carving the bird will provide a good cardiovascular workout.
9. You'll get to the desserts even quicker.
10. After dinner, the guys can take the bird to the yard and play football.
11. The less turkey Uncle You-Know-Who eats, the less likely he will be to walk around with his pants unbuttoned.
12. You won't have to face three weeks of turkey sandwiches.

**Doug Mikiska and Brian Lett Attend "Mastering Management Essentials" Training Seminar**



*Doug Mikiska - Niehaus Assistant Manager*



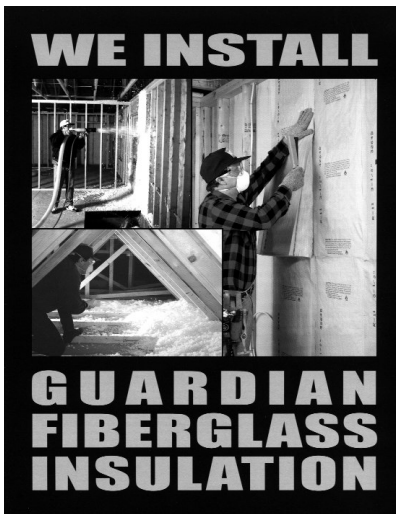
*Brian Lett - WBM Operations Manager*

Brian Lett, WBM Operations Manager and Doug Mikiska, Assistant Manager at Niehaus recently attended Indiana Lumber & Building Supply Association's Fall 2006 Professional Development Series on "Mastering Management Essentials."

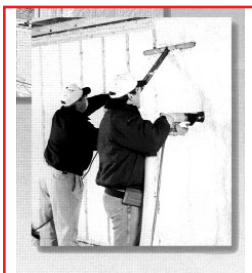
The seminar's speaker was Tom Fife. Mr. Fife is a member of the National Speaker's Association, and addresses conventions, seminars, and professional conferences throughout the North America at both the local and national level. In his capacity as a speaker, trainer and consultant for Lee Resources, Inc., he continues to motivate employees as well as management to ever higher levels of productivity and profit. His messages on, customer service, employee motivation and retention, honest communication, and mastering management essentials are widely acclaimed.

The seminar was held at Vincennes University's Construction Technology/Building Materials Building. Some of the topics covered were communication skills at work, team building, coaching, problem solving, keeping score, documentation, conflict management and workplace violence.

**Guardian Fiberglass Insulation**



- Insulation is a good investment.
- Cost effective and energy efficient.
- High R-Values
- Non-combustible
- Non-corrosive
- Inorganic - does not promote fungus growth
- Contains NO asbestos



**UltraFit. . .the ultimate in home insulation.**

The ultraFil wall system is unique in that it combines UltraFit, specially designed fiberglass insulation, with inorganic water-activated powder adhesive. This is sprayed into the wall cavity forming a seamless blanket of insulation in side walls. Because the system creates a monolithic seal in all the sidewalls, it significantly reduces costly voids and air gaps.



501 S. Howard St. Robinson, IL

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## Employees In Profile



Vincennes, Indiana

**Paul Anderson** - is our employee in profile this month from Wholesale Building Materials in Vincennes. Paul is a truck driver and makes regular deliveries to St. Louis, and Seymour, as well as to other dealers in the tri-state area. He has been with our company for two years. Before coming to work at WBM, he had retired after working for 25 years in the strip mining industry as a mechanic, welder and equipment operator.

Paul was born and grew up in Knox County. He is a graduate of North Knox High School, and then went on to graduate from Lincoln Technical Institute with a degree in Auto Diesel

Technology.

Paul and his wife Janna have two children. Hannah is attending University of Southern Indiana, and Luke is attending Hanover College. He says he enjoys spending time with his family, working in his yard and garden, and worshipping at the Church of the Living Word.



Vincennes, IN

**Sherry Cummins** - has been employed at Niehaus Home Center for 28 years. She was hired as a salesperson for the paint/flooring/lighting department. She moved up to be manager of the department, then on to the Advertising/Marketing Manager, coordinator of special events, some purchasing, some secretarial duties, assisted Bernie with writing his book "Splinters" and is the Editor/Photographer of the Niehaus Newsletter. Recently her entry to the NLBDA's 'Excellence in Human Resources' competition won Niehaus Companies, Inc. recognition as number one in the nation.

Sherry was born and grew up in Oaktown, IN., and is a graduate of Oaktown High School. She had worked for Daniel Supply Company for 11 years before coming to Niehaus.

Sherry is a widow, and has one grown daughter, Kelly. Her many interests keep her busy - watercolor painting, drawing, sewing, bicycle riding, reading, upholstery, cake decorating, interior decorating, traveling, and she still does all the yard work and most of the maintenance for her home.



Terre Haute

**Brad Newbold** - works at the Niehaus Home Center in Terre Haute as the Yard Foreman. He oversees the daily operations like the loading and unloading of deliveries and freight, scheduling the deliveries and upkeep of the yard.

Brad had been with our company for 9 years, left for a while then came back to fill the foreman position four months ago. Before coming to work here, he had worked for Western Uniform Company Oklahoma.

Brad was born in Lawrenceville and grew up in Robinson. He is a graduate of Robinson High School and also Ivy Tech where he earned a degree in Architectural Drafting.

Brad and his wife Diana have two children: John is 10, and Sara is 5 years old. Brad says he does not have any particular hobbies, but likes spending his time with his family and watching all kinds of sports.



St. Louis, MO

**Bill Egbert** - is an outside sales representative for Wholesale Building Materials in St. Louis. He calls on builders in St. Louis and a couple surrounding counties and southern Illinois. Four of his customers are the largest in the area. He does blueprint take-offs, goes to the job site and confirms measurements and quotes the jobs.

Before coming to work for our company eight years ago, he was teaching history and political science, and coaching on the high school and college level. Bill was born and raised in Wisconsin. He is a graduate of Arrowhead High School and earned a degree in Education from the University of Wisconsin. He and his wife Laura, moved to the St. Louis area 8 years ago to be near their son and daughter. They have three grown children: Michelle, Cheryl and Jeff - and 5 grandchildren.

Bill says he loves anything outdoors - loves sports (he is a big Green Bay Packers fan) and likes to fish when he can find the time.



# Niehaus News

Niehaus Home Center  
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