



GTI FABRICATION

# NEWSLETTER

MARCH 2025

www.gtifabrication.com

## A MESSAGE FROM RICH & BILL

Dear Team,

As we step into March, we want to take a moment to recognize the hard work and dedication that each of you brings to GTI every day. Your commitment keeps us moving forward, and we couldn't be prouder of this team.

Spring is a season of growth, and the same holds true for our company. We have exciting projects on the horizon in Buffalo and Phoenix, new opportunities, and a continued focus on safety, efficiency, and teamwork. Let's keep pushing forward, refining our craft, and strengthening the foundation we've built together!

Thank you for all that you do. Here's to another strong and successful month!

With appreciation,  
Rich & Bill



**Christopher Souhlaris**

Director of Manufacturing Operations

**Christopher Liberto**

Sales Development Representative

**Keith Winchester**

Business Development Manager

**Isaac Alford**, Welder

**Daniel Mitchell**, Welder

**Emori Baker**, Recruiter

**Jeremy Gabbert**, Coatings Lead

**Marilyn Gutierrez**, Recruiter

**Zach May**, Welding Lead

**Manuel Martinez**, Materials Manager

**Daniel Odogui**, Welding Lead

**Mohammed Alnuaim**, Electrician

**Adam Smith**, Industrial Technician

**David Cadis**, Manufacturing Engineer

**Ruben Casas**, Manufacturing Engineer

**Jay Dean**, Mechanical Design Engineer

**Ted Gonzales**, Welding Lead

**Raymond Ortiz**, Warehouse Manager

**Justina Davies**, Welder

**Logan Garland**, Manufacturing Engineer

**Isai Uriarte-Heras**, Electrical Engineer

**William Behm**, Plant Manager

## SPRING FORWARD? NOT EVERYONE: A TALE OF TWO CITIES

Daylight Saving Time (DST) is right around the corner, but depending on where you live, it may or may not affect you. For those of us in Buffalo, the clocks spring forward one hour on Sunday, March 10, 2024, at 2:00 AM. Meanwhile, for our staff in Phoenix, AZ, life goes on as usual—no time change needed!

**Why the Difference?** Most of the U.S. observes DST, but Arizona opted out in 1968, largely because of its intense heat—longer daylight hours would mean higher energy costs for air conditioning. However, New York continues to follow the time shift.

### Here are some tips for Adjusting (If You Have To!):

#### Buffalo:

- Avoid caffeine and screens to improve sleep quality.
- Go to bed early on days leading up to DST.
- Get morning sunlight to help reset your body's clock.

#### Phoenix:

- Enjoy the consistency! No need to change your clocks
- Just remember that the time is changing for friends and business partners in DST states.

Whether you're springing forward or not,  
March has something for everyone!



## ANNIVERSARIES

**Austin Avino 3/13 - 2 Years**

**Greg Brunner 3/27 - 2 Years**

**Anthony George 3/14 - 3 Years**

**Brandon Grotke 3/7 - 3 Years**

**Dalton Heath 3/27 - 2 Years**

**William Jablonski 3/2 - 3 Years**



## Your Role: Building a Safe, Productive Workplace

At GTI, safety isn't just a policy, nor is it one person's job, it's a core value that drives everything we do. Each one of us plays an important role in maintaining a safe and productive environment, where everyone can thrive. Whether you're in the office or on the factory floor, safety should always be top of mind. When we prioritize safety, we create an atmosphere where our teams feel confident, and able to focus on the tasks at hand.

### How You Can Make a Difference

- 1. Stay Aware:** Your awareness on the job—whether that's following safety protocols, wearing the proper protective gear, or reporting hazards—helps everyone stay safe.
- 2. Speak Up:** If something doesn't seem right, don't hesitate to report it. Every voice counts, and together we can catch risks before they become problems.
- 3. Lead by Example:** Whether you're leading a team or working independently, your behavior sets the tone for safety. By following safety procedures and making safety a priority, you inspire your peers to do the same.



**Have safety questions, comments, concerns?**

**Contact Chris Wiefert**  
[c.wiefert@gtifabrication.com](mailto:c.wiefert@gtifabrication.com)

### The Results Speak for Themselves

When we all contribute to safety, the results are clear: fewer accidents, lower risk, and a more dynamic and focused workplace. A culture of safety supports not only our physical well-being but our mental peace of mind.

Let's make safety a part of our everyday routine. By working together as a team and staying vigilant, we can ensure that GTI remains a great place to work for everyone. So, let's stay committed to safety and continue to build a culture where everyone thrives! Because safety is everyone's job.

## SAFETY TRAINING: BUFFALO

On February 19th, our team successfully completed the monthly safety training, focused on the essential respirator fit test. This training is crucial for ensuring that all employees who need to wear respirators for their roles have a proper and secure fit, vital for their safety and health.

The fit test involves several steps to verify the tight face seal of the respirator. Employees wear their masks while an instructor introduces a smelling irritant around the edges of the mask. This process helps to ensure that the seal is effective and that no irritants can penetrate the mask. To achieve the best possible seal, employees are encouraged to shave their faces. Many of our male employees, who typically sport full beards, trim down to just a mustache for this annual requirement.

This training is a key part of our commitment to maintaining a safe working environment. By ensuring that all respirators are properly fitted, we can protect our team from potential hazards and ensure that everyone can perform their duties safely and effectively. Thank you to everyone who participated and helped make this training a success!

## UPCOMING SAFETY TRAINING

**BUFFALO March 23 Safety Training: Machine & Tool Safety Guarding and Hand Tool Safety.**

## THE POWER OF SMALL HABITS: TINY CHANGES LEAD TO BIG RESULTS



Big goals can feel overwhelming, but small habits have the power to create lasting change. The key is consistency—tiny improvements each day add up over time. Here are a few simple ways to boost productivity, reduce stress, and improve wellness both at work and at home.

**Start the Day with a Plan** – Take five minutes each morning to outline your top priorities. A clear focus helps you stay on track and feel more accomplished.

**Take Short Movement Breaks** – Stand up, stretch, or take a quick walk. Even a minute of movement can reduce tension and increase energy levels.

**Declutter Your Workspace** – A clean and organized space can improve focus and reduce stress. Take a moment to tidy up before starting/ending the day.

**Express Gratitude** – Write down one thing you're grateful for each day. This simple habit shifts focus toward positivity and can boost overall well-being.

**Small changes may seem insignificant at first, but over time, they lead to big improvements!**

## COMMUNITY OUTREACH: PHOENIX 1&2

GTI is partnering with The Foster Alliance for Q1 Community Outreach!  
We are holding a Birthday Party in a bag donation drive for Foster Youth.

**Let's help make their Birthday Dreams come true!**

### A Birthday Party in a Bag contains:

- Birthday Gift Bag
- Boxed Cake Mix
- 1 Tub Cake Frosting
- 1 Aluminum Cake Pan
- 1 Pack Birthday Candles
- Minimum of 4 Birthday Decorations  
(streamers, balloons, party favors, hats, etc.)



[thefosteralliance.org](http://thefosteralliance.org)



**Phoenix staff - Please drop off donations to Mackartnie in Human Resources by Thursday 3/27.**

## COMMUNITY OUTREACH: BUFFALO

GTI Fabrication will be partnering with Friends of Night People in Buffalo for our Q1 community outreach.

**Volunteers will be joining FONP at their location to help serve meals.**

**Tuesday, 3/18 : Serve breakfast (8:45am-11:15am)**

**Tuesday, 3/18: Serve dinner (4:45pm-7:15pm)**

**Thursday, 3/20: Serve dinner (4:45pm-7:15pm)**

**Buffalo Staff - For more information or to sign up, contact Brannon Jones in Human Resources: [b.jones@gtifabrication.com](mailto:b.jones@gtifabrication.com).**

# Friends of Night People

**Humanity served daily**

[friendsofnightpeople.com](http://friendsofnightpeople.com)

In the City of Good Neighbors,  
No one should go to bed hungry.  
No one should worry about where they'll sleep.  
Everyone has a friend they can turn to.

## BUSINESS DEVELOPMENT NEWS

### Exciting things are happening in BD!

In February, we added two new team members in Business Development: Christopher Liberto - Sales Development Representative in Buffalo, and Keith Winchester - Business Development Manager in Phoenix. The team connected with hundreds of solar energy leaders at the Intersolar convention in San Diego in February and has a full calendar of tradeshow and industry outreach ahead!

## LET'S connect

Enjoying this newsletter?

**Have a story/announcement to share?**

**Know someone we should recognize?**

We'd love to hear from you!

**Mackartnie Alvarado**, Phoenix HR: [malvarado@gtifabrication.com](mailto:malvarado@gtifabrication.com)  
**Kendall Mills**, Buffalo Office Administrator: [k.mills@gtifabrication.com](mailto:k.mills@gtifabrication.com)  
**Lisa Johnson**, Director of Marketing: [l.johnson@gtifabrication.com](mailto:l.johnson@gtifabrication.com)  
or contact Human Resources.

## EMPLOYEE SPOTLIGHT

We're proud to highlight Tamika Williams, our hard-working, always-moving, Buffalo Plant Inventory Clerk. With over 10 years of experience, Tamika brings a wealth of knowledge and expertise to her role every day. She plays a crucial part in managing everything that comes through the GTI doors, ensuring our deliveries get where they need to go, smoothly and efficiently.

*Tamika's job is no small task! Thank you, Tamika!*

Tamika's dedication to her role and her commitment to excellence make her an invaluable member of the GTI team! We're especially thrilled to spotlight Tamika during National Women's Month. We look forward to seeing all the great things she'll continue to achieve.

*Thank you, Tamika, for your hard work and dedication!*



Tamika Williams

## EMPLOYEE SPOTLIGHT

This month, we're also proud to highlight Elaine Thomas, our detail-driven and solution-focused Manufacturing Scheduler. Though she's been with GTI for just three months, her impact is already being felt.

Collaboration is key in her role, and Elaine loves working closely with different teams to streamline processes and keep operations running smoothly. What excites her most about GTI? "We are creating our own path!"

Elaine plays a vital role in keeping our schedules on track and ensuring efficiency in everything we do.

*Thank you, Elaine, for your hard work and dedication!*

*We're lucky to have you on the GTI team!*



Elaine Thomas

## MICROSOFT TEAMS

**Reminder:** GTI has moved away from Slack and is now utilizing Teams for all calling and instant messaging. All employees with a GTI email are required to switch to teams effective 3/1/2025.

If you need help with this transition, please let us know.



Need assistance?  
Not sure who to ask?  
Have a suggestion?

**Contact Human Resources.**

## STRESSED? QUICK TIP FOR STRESS MANAGEMENT



**Try Deep Breathing** – When stress rises, try the 4-7-8 breathing technique: inhale for four seconds, hold for seven, and exhale for eight.

**Do you have an idea or announcement you'd like to see in this newsletter?**

Email [l.johnson@gtifabrication.com](mailto:l.johnson@gtifabrication.com), [malvarado@gtifabrication.com](mailto:malvarado@gtifabrication.com), or Human Resources.