



NEWSLETTER

# APRIL 2025



## EMPLOYEE HIGHLIGHT

# BRANDON SIMPSON

*“ABDM told me, ‘You’re the guy. Build it how it needs to be built.’ And that’s exactly what I did.”*

Meet Brandon Simpson, our Facilities Maintenance Supervisor at DFW1. With over 25 years in the maintenance industry, he brings a rare combination of technical expertise, consistency, and a get-it-done mindset to the floor every day.

He plays a critical role in ensuring systems operate smoothly, coordinating vendors, troubleshooting issues, and keeping operations safe and efficient without disrupting the workflow. Known for his clear communication and follow-through, Brandon is the kind of leader who doesn't just respond—he anticipates.

At the his site, Brandon is known for expecting partners who work with urgency and accountability. He values those who understand the fast pace of industrial environments and take full ownership of their work from start to finish.

Outside of work, Brandon is a proud father of four and an avid outdoorsman. He enjoys riding motorcycles, fishing, and camping—always chasing the next open road or quiet stretch of water.



## 15-MINUTE CHECK WITH HR YOUR SPACE TO BE HEARD

Have something on your mind? Let’s talk! Our new 15-Minute Check with HR gives you a dedicated space to share your thoughts, concerns, or ideas—because your voice matters.

### What is it?

A quick, confidential, and casual 15-minute chat with HR to discuss anything that’s important to you.

### How does it work?

- Days Available: Tuesday, Wednesday, Thursday
- Duration: 15 minutes per session
- Platform: Phone Call
- Booking Requirement: Reserve your slot at least 3 days in advance

### How to Book?

Click or scan the QR code to choose a time that works for you! Slots are limited, so book early.

## APRIL

# BIRTHDAY CELEBRANTS

Wishing you a fantastic year ahead filled with good health, great memories, and continued success. Thank you for all the hard work you do—we’re lucky to have you on the team!

Eduardo	April 1
Jessica	April 7
Joseph	April 8
Arthur	April 8
Lisa	April 17
Alba	April 18
Yessi	April 22
Nicholas	April 26

## CLIENT REFERRAL REWARDS ABDM REFERRAL PROGRAM – REWARDS FOR YOUR REFERRALS

We’re excited to announce our ABDM Referral Program! If you refer a new client to us and ABDM secures a signed contract for their services, you’ll receive a reward.

### Choose one of the following options:

One percent (1%) of the first year’s contract value payable to:

- Charity of your choice 30 days after first customer payment;
- You 30 days after first customer payment.

This reward is based on the annual gross profit of the signed contract. To learn more or to make a referral, contact us at [info@a-bdm.com](mailto:info@a-bdm.com).

## HEALTH AND WELLNESS

# PREVENTING INJURIES ON THE JOB

At ABDM, we know our teams are constantly moving - lifting, bending, hauling, and making spaces shine. But all that movement can take a toll on your back if you're not careful. That's why we're sharing these simple but powerful reminders to help you protect yourself every shift.

Here's how to keep your back in top shape:

1. Lift with your legs, not your back. Squat down, keep your back straight, and rise with control.
2. Turn your whole body, don't twist. Avoid quick, awkward movements that strain the spine.
3. Use both hands and keep loads close. Balance is key.
4. Let tools and carts do the heavy work. Don't carry more than you must.
5. Watch your step. Slippery floors and cluttered paths are accidents waiting to happen.

Taking care of yourself means you can keep showing up strong - for your team, your site, and your health. Let's keep safety part of our everyday routine at ABDM!



## EMPLOYEE REFERRAL REWARDS

# HELP ABDM FIND GREAT TALENT

At ABDM, we're always looking for exceptional individuals to join our team—and we need your help! By referring someone in your network who would be a perfect fit for one of our open positions, you can earn up to \$150.

### How It Works

When you refer a qualified candidate and they get hired, you'll receive \$50 once they complete 90 days of employment. You'll then receive an additional \$100 after they reach 180 days, giving you a total of \$150 just for helping us grow our team.

### Who Can Participate?

All employees (except executives, HR, and supervisors with direct hiring authority) are eligible. The referral must be a first-time applicant—rehired employees, temps, interns, and contract workers do not qualify. Additionally, you and your referral must both be employed and in good standing at the time of the bonus payout.

### How to Make a Referral

Making a referral is simple. First, find someone who meets the qualifications for a current open position. Then, encourage them to apply and mention your name during the hiring process. Once they're hired, you can watch your bonus grow as they reach their 90-day and 180-day milestones.

### Why Refer?

Referring new talent helps us strengthen our team, keeps our company thriving, and puts extra cash in your pocket. Don't miss out on this opportunity to earn rewards while helping ABDM grow! If you have any questions, reach out to [operations@a-bdm.com](mailto:operations@a-bdm.com) for more details.

## REFERRAL BONUS STEPS

Find a qualified candidate.

Encourage them to apply and mention your name

Candidate gets hired.

Your total bonus: \$150!

They complete 180 days: you get \$100.

They complete 90 days: you get \$50.

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