



## **NASHVILLE**

5 Employees

- Nick Grzela
- Amy Toledo
- Cal Martin
- Farris Lanier
- John Polk

36,000 square foot warehouse

**Mantra:** “Feel the Rhythm of Nashville”

### **Career Progression:**

Nick Grzela started at Malden warehouse in 2016 sweeping floors then transitioned to inside sales in Worcester Mass location then a few years later went back to Malden as inside salesperson, then moved to Carteret NJ as an Operations Manager, and 15 months ago took the GM position at LaVergne.

Amy Toledo: Operations Manager has been with GIC for 10 years. She started as inside sales in TPA then moved to Ops Manager and then General Manager. Amy wanted to be closer to her family in Tennessee, so she recently moved to the La Vergne branch to become the Operations Manager. She is grateful to GIC for giving her the flexibility and opportunity.

Cal Martin – Outside Sales is from Auburn, AL, and came to GIC from the contracting industry. He’s been here a little over a year.

### **Culture:**

The GIC Culture is described by the employees of La Vergne as equity in treatment and family. Amy explained that she feels the GIC culture is fairer. This industry tends to be predominantly male but when she came to GIC she never felt like she was treated any differently than anyone else.

## **Using your resources:**

Nick – As a new GM I had all the support in the world and having experienced it through my various moves, I had no problem reaching out and calling people for advice. Everyone is always willing to help. The transition was interesting. I had culture shock coming from the northeast to the southeast NE to SE and I had to adapt.

Amy - GIC Resources are always a phone call away. You just need to figure out who specializes in what and then reach out. The specialists have never turned down the opportunity to come to our branch when asked. Don't forget to tap into the more tenured employees for help too. There have been a ton of people who have reached out to me in my new position to congratulate me.

**Hiring:** Word of Mouth has been our main way, friends of friends. Covid changed things significantly...more remote. We struggled putting up ads and no one showing up...so WOM is the best.

**Use your resources** – GIC specialists and leaders are always willing to support us. Amy recalls that from the very beginning Rick McMullen (VP) was her biggest supporter. He played a big role in supporting me. I also trained with Phil Binkley and Rick Campbell and with Frankie Granara Jr. at Malden all of whom taught me so much.

**What advice would you give to a new hire?** Know and use your resources and don't forget the tenured employees. Call them.

**Training** - There is good product training, but the best training is bringing in the specialists to work with you for a week (spray foam, sheet metal, HVAC). It makes you feel special when you've only been here two weeks and this 10 plus year expert trains you and makes you feel like everyone else.

**Fun at work...**Many of us can't get enough of each other at work...so we go out to dinner after work.