



EMPLOYEE NEWSLETTER

SPRING 2018

How to Be Proactive at Work: A 5 Step System

Adapted from an article by Chrissy Scivicque, *Eat Your Career*

The most valuable employees are the ones who are proactive. By definition, this means they control situations by causing things to happen rather than waiting to respond after things happen. People who are proactive don't sit around waiting for answers to appear; they stand up, put one foot in front of the other, and find the answers. They don't wait for someone to hand them an instruction manual and a box of tools; they're resourceful.

Proactive people are constantly moving forward, looking to the future, and making things happen. They're actively engaged, not passively observing. Being proactive is a way of thinking and acting.

The ability to be proactive provides a clear advantage in the workplace and most managers expect staff members to demonstrate a proactive mentality.

Below you will find the five key behaviors (The 5 P's) involved in being proactive.

1. Predict

In order to be proactive, you must first develop foresight.

Proactive people are rarely caught by surprise. Learn to anticipate problems and events. Understand how things work; look for patterns; recognize the regular routines, daily practices and natural cycles that exist in your business. At the same time, don't allow yourself to become complacent. Use your imagination when anticipating future outcomes. Don't simply expect the past to always be an accurate predictor for the future; use your creativity and logic. Come up with multiple scenarios for how events could unfold. Proactive people are always on their toes.

2. Prevent

Proactive people foresee potential obstacles and exert their power to find ways to overcome them before those obstacles turn into concrete roadblocks. They prevent problems that others would simply look back on in hindsight and claim unavoidable. Don't allow yourself to get swept up in a feeling of powerlessness. When challenges approach, take control and confront them head on before they grow into overwhelming problems.

3. Plan

Avoid one-step, "here and now" thinking and instead, look ahead and anticipate long-term consequences. Bring the future into the present; what can you do today to ensure success tomorrow? In order to make the best decision, you have to know where you came from, where you are, and where you want to end up.

4. Participate

In order to be proactive, you must get involved. You have to take initiative and be a part of the solution. Recognize that you are only a piece of the whole and that you influence—and are influenced by—the actions of others. Don't simply react to them. Engage with them. Exert your influence and make a contribution.

5. Perform

You must be decisive and willing to do the work NOW. Procrastination is not an option. Take ownership of your performance and hold yourself accountable. Stand behind your decisions. Being proactive means you have taken careful, thoughtful steps to choose the appropriate path; you're not just reacting impulsively to your environment.

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2018 State of the Company



On March 29th, DCO held the annual State of The Company meeting at our Athens, GA location. We gathered to celebrate work anniversaries, acknowledge superior work and to provide information regarding the growth of our Company. We appreciate everyone making the effort to gather, in person and via video conference, to share this time together and celebrate their co-workers together. We look forward to seeing how we will continue to grow and change in 2018.



Right: Overall winners for the tournament from left to right - Gary Magee, Robert O'Neal, and Bailey LaPalma



2nd Annual Mike Blanton Memorial Golf Tournament

The 2nd Annual Mike Blanton Memorial Golf Tournament was held on May 12th at Callaway Gardens

Tournament Winners

Overall winners:
Bailey LaPalma (DCO)
Robert O'Neal (DCO)
Gary Magee (L. Fishman)

50/50 Raffle:
Heath Baxter

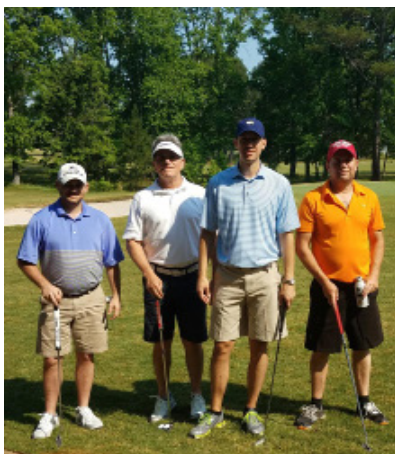
Longest Drive:
Mike Kerrigan

Closest to Pin #17:
Heath Baxter

Closest to Pin #3:
Jay Halvorsen

Congratulations!

This year, 45 golfers from DCO and manufacturer partners competed in the tournament. Through 50/50 raffle ticket purchases and Mulligan buys, the tournament was able to raise \$1,360 for the Stephen Siller Tunnel to Towers Foundation.



Thanks to our 2018 Sponsors!

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DCO Roots on the Braves



On June 22, DCO had a ball at SunTrust Park. The Braves took on the Orioles and suffered a painstakingly long game (15 innings!) and a loss, 7-10. Three executive suites opened up for DCO employees to enjoy with food, drinks, and the best American pastime - baseball. Even with the loss, fun was had by all in attendance!

2018 Spring Private Sale

In April we held our annual Private Sale at all three of our stores; in Athens, Gainesville and Lake Oconee. We wrote \$467,231.46 in sales and had a Private Sale YoY growth of 39%. April was also the biggest sales month we have had in company history! We sold over 1.2 Million Dollars! Fantastic work, everyone!

To celebrate the successful sale, our retail team met at The Foundry in downtown Athens to play trivia, corn hole and giant Jenga together. We also awarded our Sale Contest Winners; Robin Rivera, Tiffany Greene, Melanie Griffin, Donna Brannon and Angela Patton. Nice job everyone, keep up the great work!

DCO also pledged to donate \$25 for every purchase over \$1,000 made during the sale. We will be donating over \$2,500 to Tunnel to Towers for the Atlanta Tower Climb fund raiser. We hope to see you all at the Tower Climb on June 30th!

Habitat for Humanity - Greene County

In April, DCO worked with Greene County's Habitat for Humanity team on the two houses they hope to be complete by this summer. Our crew helped put up siding, build the roof on one of the front porches and get one of the bathrooms ready for sheet rock. The DCO team enjoyed volunteering their time and efforts to help get these homes ready for the in need. We look forward to working with Habitat for Humanity again in the future!



Java Joy



In March, we had Extra Special People's Java Joy crew come and visit us! Java Joy works to provide meaningful employment for people with disabilities. Their goal is to keep companies fueled with joy. Thanks to Kelley Blanton for putting this event together in honor of our founder, Mike Blanton, who was always involved in our local communities.

Athens Area Home and Garden Festival

The Athens Area Home Builders Associations (AAHBA) held the 2018 Athens Area Home and Garden Festival on April 14th in Winterville at Pittard Park.

DCO participated in the event and showcased the Shop at Home van.



Chris Whitehead Welcomes Daughter

Chris Whitehead and his wife, Monica, welcomed their new baby girl, Mila, into the world on April 1st. Congratulations!

In May, Dalton Carpet One sponsored the Athens Area Home Builders Association lunch meeting. We had the opportunity to share about our growing business and to let them association know about changes we have coming up, like moving our Gainesville store to the Chateau Elan area. Joel Menefee did a wonderful job sharing this information with our local builder association.

AAHBA Meeting



DCOCF Attends Heart Ball in Austin

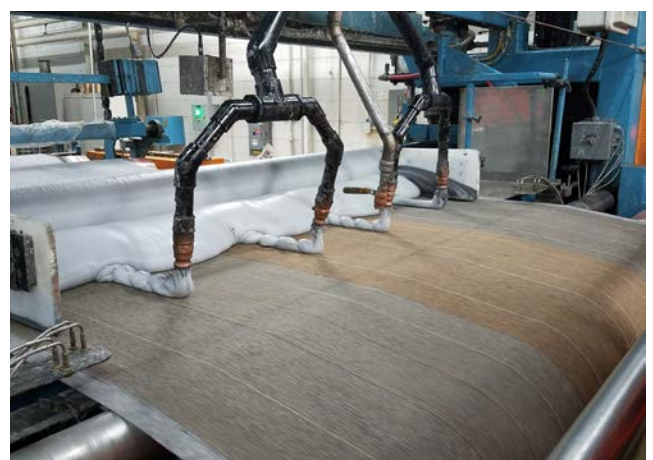
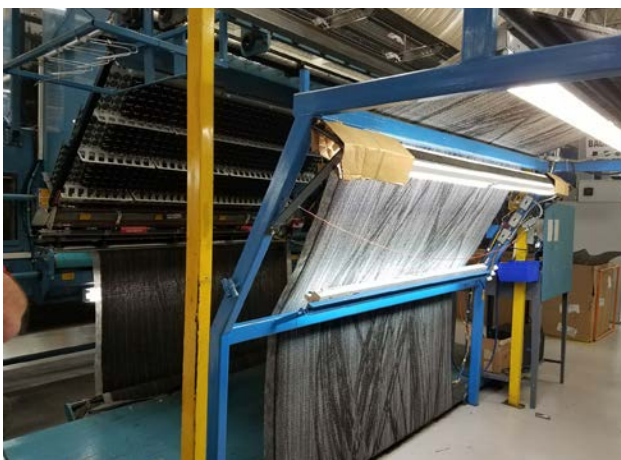


The Heart Ball of Austin, presented by St. David's Health Care, was held on May 12 at the JW Marriott Austin. The black-tie gala is the American Heart Association's premier fund raiser in the region to drive critical ongoing cardiovascular and stroke research as well as education, outreach, and advocacy programs. DCOCF was proud to sponsor a table for the event. Employees in attendance included Chris Saye, wife Beth, Curtis Blanton, and Adrienne Dean (pictured to the left as listed). This event raised more than \$1 million for heart and stroke research.

Tandus Mill Tour

The University of North Georgia facilities department hosted a carpet mill tour for DCOCF Employees.

Those in attendance included: Luke Canup, Joe Pryor from DCOCF; Bill Moody, Vicki Moody, Adam Strzemienski, Chris Boring, and Todd Bermann all with Univ. of North GA; and Sandy Butler & Stephanie Elliott with Tandus.





DCOCF Moves to New Austin Location

Company Expansion is the Result of Increasing Demand for Its Commercial Flooring Services

DCO Commercial Floors continues growth and is pleased to announce expansion into the Austin, Texas, market. Austin marks the fourth location for DCO Commercial Floors.

The new location opened in April. It continues to be the heart of the business and the central distribution center for all projects taking place west of the Mississippi River. The 11,000-square-foot facility is overseen by Curtis Blanton, Vice President of DCO Commercial Floors.

Business in the Austin market caused DCOCF to move there in 2017 and they have recently moved into a more permanent location on Denton Street.

Since 1958, businesses have turned to DCO Commercial Floors, an entity of DCO, Inc., for their floor covering needs. The company services the entire continental US with three other office locations in north Georgia.

“We are thrilled to have this permanent location now in Texas. This is a huge step forward in the direction of growing our brand and business,” said Blanton. “We already have a number of clients and employees based in Austin and we’re pleased to have an even greater and more involved presence now.”



The opening of DCO Commercial Floor’s Austin office is a significant and strategic step toward growing the sales and marketing efforts. It will also enhance DCOCF’s ability to provide the best commercial flooring contracting services to the region.

The new office provides an efficient and fully-equipped workspace for the Austin team, giving them the necessary resources needed to help general contractors, architecture and design firms, and all others needing DCOCF’s services.

Blanton is ready and eager for the new opportunities this office will bring. He believes Austin is a great fit for growing the business. “Having people locally serving our customers is critical to the success of our company. The opportunities the Austin community provides is significant. We are extremely excited to contribute to a thriving and vibrant city.”

DCOCF Partner Wins 2018 Best Renovation Project in North Carolina

The Whiting-Turner Contracting Company was awarded with the 2018 Best Renovation Project in North Carolina for their work with Bailey Power Plant in the Winston-Salem Innovation Quarter. DCOCF served as the flooring contractor for the project.

Tom Krieger said, "No one can see the studs in the wall, the wiring, etc., but they do see our work. Be proud of yourself, installers, and your team." Well said, Tom! Our work is one of the more prominent and most observed features of the project.



DCOCF Feature Project: Fox Theatre Marquee Club



The Fox Theatre's most significant expansion and its biggest financial undertaking since the opening of the popular venue in 1929, Marquee Club, opened its doors to the public in May 2018. The \$10 million 10,000-square-foot event space renovation is making the Fabulous Fox Theatre more fabulous than ever. The project remade the northeast corner of the theater, which once housed a jazz club, and a 4,000-square-foot piece of the extravagant building's rooftop that spans over the theater's arcade and connects to the Egyptian Ballroom. Open to Fox Theatre members 90 minutes before and during shows, the Marquee Club holds 400 people and boasts five bars, complimentary passed and stationed hors d'oeuvres and non-alcoholic drinks, private restrooms, and a private entry. The intricate Moorish grillwork, plush fabrics, and color palette of muted gold and earth tones throughout the club were chosen to reflect the rest of the historic building. DCOCF worked with the designer and supplied and installed the gorgeous blue, gold, and orange carpet you see in the images here.

Account Executive: David Connell
Project Manager: Michael Shinall
Contract Admin: Lana Browning



DCOCF Project Receives Silver Winner in Starnet Design Awards

Our project, The Arbor Terrace at Hamilton Mill, was awarded Silver Winner for the Mixed-Use Development category. Incredible work by our Account Executives, Luke Canup and Joe Pryor. Excellent project management by Erik Klaasen. The beautiful design was created by StudioSIX5. Choate Construction Company provided complete construction management. This project was also featured on the June 11th issue of *Floor Covering Weekly*.



Starnet Convention

DCOCF participates in the annual Starnet Convention in Orlando, FL

Since 1998, the Starnet Design Awards have recognized dynamic relationships between Starnet Members and the A&D community by spotlighting the innovative use of flooring in commercial design. On Friday, April 20, Starnet Commercial Flooring celebrated the best of the best in commercial flooring design and installation at the 2018 Starnet Design Awards. This was our first time entering the contest.



Adrienne Dean, DCOCF Marketing and Media Manager, and Curtis Blanton, VP and General Manager of DCOCF, were both in attendance for the Starnet Annual Convention, which took place April 19 - 21 in Orlando.

New Hires: March 23 - June 22



Brooke McCord
Account Executive



Jesse Tranel
VP of DCOCF, SE



Victoria Wheeler
CSR



Jimmie Sutterfield
Site Superintendent

Jimmy Denham
Installation Superintendent

Eric Vaughn
Warehouse Shipping/Receiving

Stacey Carthern
Installation Technician

Michael Hammond
Warehouse Shipping/Receiving

Noah Wheeler
Retail CSR

Derrick Watts
Driver Helper

Graham Hill
Project Manager

Clifton McGlothlin
Assistant Superintendent

New Hires: March 23 - June 22



Cody Brakhage
Warehouse



Stacy Clayton
Merchandising Assistant



Kevin Bowen
Outside Sales

Jamey Prather
Installation Supervisor

WELCOME!

Micah Stewart
Account Manager

Fredrick Harris
Tile Crew Helper

Marcus Chapman
Tile Helper – In-House

DCO Lake Oconee Reviews



Sue Johnson ★★★★★



Respond in Messenger

Rarely do I have an opportunity to wholeheartedly recommend someone. I am persnickety to a fault! From my first encounter with Dalton Carpet One to today sitting here enjoying my new flooring, they have been first class all the way. My salesperson Charlene read me like a book and knew just what I wanted from the start. Then my concerns about installation were soothed by bringing the installer team out to reassure me. And install day, which could have been a nightmare since my entire house was being done, was still difficult but over quickly and done perfectly. What else can I say? Don't go anywhere else!

DCO Athens Reviews



Jessica Bailey ★★★★★



Respond in Messenger

Wonderful experience with using Dalton One in Athens for the carpet in our previous home and now for all of the flooring, bathroom tile, and tile backsplash in our new home! Staff is always courteous, helpful! Everyone we have worked with has demonstrated professionalism and quality work! The installers' attention to detail and the care they put into prepping our home to reduce the mess and to clean up before leaving was greatly appreciated! Special thanks to Rosemary L., Michael Gregory, and Alex (who helped Michael with our most recent install)!



Jane Kimbrell ★★★★★



Respond in Messenger

The service I received at Dalton Carpet was superior at all levels. Choosing the color and style with the professional designer Rosemary, was a pleasure. I was given many choices of price and brand and excellent direction to pick the perfect carpet for my Home. The installers were on time and very careful to match the pattern perfectly. This was so important because I had to buy extra because of the repeat. Precise measuring is crucial and it was done correctly. I will definitely use Dalton for my bath and kitchen design as well! Thanks to all!


DCO Gainesville Reviews

 **Robin Young** ★★★★★

I'm building a house in Flowery Branch and my builder introduced me to Chris at Carpet One to do the tile in both of my baths. I had a clear vision for my project and feared that my budget wouldn't be sufficient to get me there, but Chris really listened to what I wanted and found a way to make it happen at a price I could afford. As for the installation, saying I am particular is a gross understatement. Viktor exceeded my expectations and the result is exactly what I pictured. I highly recommend Carpet one Gainesville to anyone who wants to work with a solutions-oriented company with great customer service!

DCO Athens Reviews

 **Laura Juncker** ★★★★★

 Respond in Messenger

Just had carpet installed 3/7 in five bedrooms. From ordering to installment All went smoothly. Donna was very helpful with no pressure. Carpet arrived on time, workers showed up to the job on time and worked the whole day. They were very accommodating with where we wanted to start so that furniture could be moved efficiently. They saved one room of old carpet as asked. I was told they would vacuum and clean up as they pulled up and layed down and they did! 😊 I was impressed with the cleanliness because I am a clean freak! Donna checked on the job later in the day! Very pleased with our first experience with Dalton Carpet! Would recommend and will return the next time the need arises.

 **Jaimi Goss** ★★★★★

 Respond in Messenger

Jamie Ivester has been great through the entire process. We LOVE our new floors and they are beautiful !! We have had so many complements on them so far by our friends and family. We would definitely refer Mr. Ivester to anyone and if the need arises we will definitely be using him and Dalton Carpet One of Athens hands down, no questions asked. If you are looking for beautiful floors and a great price give them a call and ask for Mr. Ivester !! He will take great care of you.

Anniversaries

Lee Stinchcomb - Jun 3 (16 years)
Layla Green - Jun 3 (3 years)
Joe Pryor - Jun 4 (22 years)
Donna Brannon - Jun 6 (30 years)
Jason L. Taunton - Jun 6 (2 years)
Erik Klaasen Jun 8 - (3 years)
Amanda Manley - Jun 10 (5 years)
Kristen Taylor - Jun 12 (1 year)
Taylor Walker - Jun 12 (1 year)
Marla Herbert - Jun 13 (7 years)
Suzanne Root - Jun 14 (1 year)
Wontrell R. Hargrove - Jun 20 (4 years)
Charlene Carter - Jun 21 (1 year)
Keith Guest, Sr. - Jun 24 (13 years)
Rheagan Conner - Jun 25 (3 years)

Danny Newman - Jul 1 (2 years)
Meghan Blanchard - Jul 5 (2 years)
Mark L. Hayes - Jul 7 (4 years)
Max Taylor - Jul 10 (1 year)
Melanie Brownlee - Jul 16 (11 years)
Donna Hall - Jul 24 (1 year)
Robin Rivera - Jul 25 (17 years)
Robert O'Neal - Jul 28 (4 years)
Jason L. Smith - Jul 28 (3 years)

Suzanne Basham - Aug 1 (2 years)
Lana Browning - Aug 5 (3 years)
Amberlee Malcom - Aug 5 (2 years)
JR Allred - Aug 6 (14 years)
Doug Coombs - Aug 10 (3 years)
Andrew Hildebrand - Aug 14 (1 year)
Kenny Hughes - Aug 15 (2 years)
Angela Patton - Aug 19 (27 years)
David Webb - Aug 20 (6 years)
Jeremy Kozup - Aug 21 (11 years)
Chris Long - Aug 23 (13 years)
Margaret Gouthro - Aug 28 (1 year)
Morgan Kennedy - Aug 28 (1 year)
Thomas LaPalme - Aug 29 (2 years)

Milestone Anniversary: Donna Brannon, 30 Years (June 6)



In 1988, the 3690 Atlanta Hwy store was newly opened. Mike Blanton and I had been friends for many years and I stopped by his house to visit. I was working in sales with a local insurance agency. He asked me if I would be interested in working for him and asked me to stop by and meet his Sales Manager ..the rest is history.

The culture of family, commitment to be the best with customers and learning through shared values is what has kept me at DCO all these years. Over the years I have felt connected to the company, to my customer and a kinship with my co workers that isn't like any other company. I have my Family and my Work Family.

The best part of this job is getting to be a part of someone's dream. I love the freedom that I can do whatever needed to ensure customer satisfaction. I love that I work for a company where I feel I am a part of helping build and grow the successful company we are today. I am very proud to be an employee of Dalton Carpet One.

I have been married 15 years to Ted Brannon, the love of my life. I have a son, James Compton, and two step daughters, Leigh Ann and Lindsay Brannon. I have two grandchildren, Cal and Kinley Marie Compton. We love riding bikes and travel as often as we can. In my free time, I like to take a beat up piece of furniture and try to paint it into a new life. I am a 10-year ovarian cancer survivor and I believe that my faith in God is my daily strength. I am not perfect but I am committed each day to living to be the best person I can be. I have learned I don't have to figure everything out on my own, I just need to stay close to Jesus.

Awards: Presidents Club 2011 – 2017, Retail Sales Associate of The Year 2012 - 2017

A fun memory from working at DCO was the very first Private Sale dinner. We went to a downtown steakhouse where winners ate steaks with wine and losers ate beans with beer. The winners were driven to dinner in a limo and the losers rode in the back of an installer van, sitting on buckets of glue. Danny and I were on the losing team that year, so I blacked out my front teeth and brought in a six pack of Pabst Blue Ribbon beer to celebrate! (Proof is in the picture to the right!)



Birthdays

Joe Pryor - Jun 02
Chase Dahlstrom - Jun 04
Adriana Deuley - Jun 05
Courtney Huber - Jun 05
JR Allred - Jun 10
Tom Krieger - Jun 10
Kenny Hughes - Jun 15
Vanessa Churco - Jun 27

Kristin Hash - Jul 03
Chris Brock - Jul 12
Kristine Ewing - Jul 13
Robin Rivera - Jul 13
Melanie Brownlee - Jul 21
Ezra Peterson - Jul 22
Mallory Cash - Jul 25
Wontrell R. Hargrove - Jul 25
Dan Beard - Jul 27
Christian Asare-Tuah - Jul 29
Donna Brannon - Jul 29

Max Taylor - Aug 01
John Ricketson - Aug 02
Andrew Hildebrand - Aug 04
Mike Boyd - Aug 07
Jonda Sedlack - Aug 10
Ed Serota - Aug 10
Jeffrey Mitchell - Aug 11
Adrienne Dean - Aug 13
Casey Hall - Aug 14
Leonard Minter - Aug 16
Terri Fields - Aug 17
Vicki Hirsh-White - Aug 28
Quintavious Livingston - Aug 30
Ashley Huffman - Aug 31
Jason L. Taunton - Aug 31
Dharis Thomas - Aug 31

Milestone Anniversary: Amanda Manley, 5 Years (June 10)



I began work at Dalton Carpet for residential scheduling all the while living every early 30-year olds dream of moving back in with her parents.

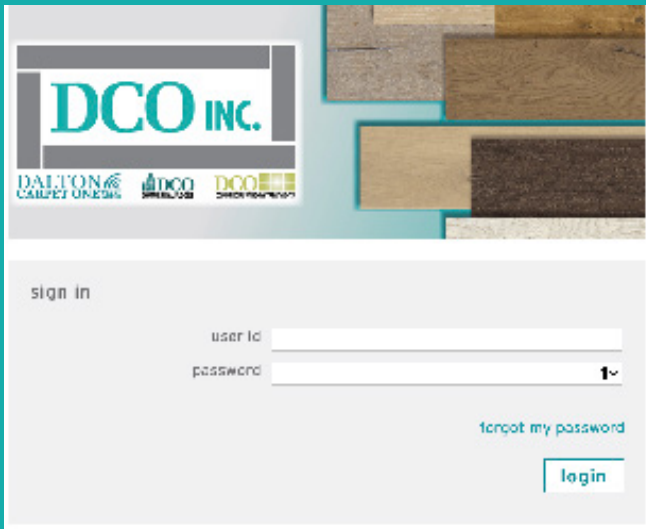
Trained by the dashing yet reclusive Ryon Sheehee, I learned the ropes quickly. A year into my tenure, a strange and intriguing animal swaggered into the installation department, his name: Sam Stephens. After a year and a half we sneakily began dating then stealthily flew to Papua New Guinea and were married, all the while fighting off infections from the native tribal tattoos. Once we returned back to Athens, both fighting off West Nile Virus from our expedition, we scheduled in a tiny office together until I moved to Commercial Scheduling. There I could really expand my wings, use

some of my still useless college degree, and yell at the commercial sales staff. After doing that for a while, I decided I would try my hand on the residential side again, where I worked as the Merchandising Assistant.

Let's flash to current date, I am working as an Invoice Scheduler for Commercial. I now have a 5 and 7-year-old who may end up living with me forever. Dalton Carpet One has been a great place for my family to grow. I met my life partner here and DCO has allowed me to further my professional education via trainings and free trips to see the Atlanta Braves. The Commercial Sales staff absolutely loves me, case in point, Jesse Tranel moved back across the country AGAIN to be with me specifically. I have worn many hats during my tenure here and I appreciate management for allowing me to find my place. Here is to many more years at DCO Commercial Floors!



Employee Portal Coming Soon



DCO will release login information for the DCO Employee Portal in the next few weeks. This portal will allow employees to purchase polo shirts with departmental logos, select marketing materials for events, order business cards on your own, and send safety merchandise to a job site. This can all be done at any time, day or night! Simply log into the portal, select your department, and shop away. The amount charged for apparel will be deducted from your next paycheck. More items will be added as the year goes on!

Upcoming Events

Semi-Annual Sale: July 12 - 14

DALTON CARPET ONE FLOOR & HOME

SEMI-ANNUAL FLOORING SALE & CLEARANCE

JULY 12th-14th

SAVE on Tile, Stone, Carpet, Hardwood, & more!

Girls Weekend: July 27 - 29

The ladies of DCO will be going to Helen, GA, for a weekend of relaxation, wine tasting, and hiking! We have two spots available if you are still interested in joining in on the fun.



DCO Family Day Picnic: Sept. 8

Join us as we root on the Dawgs as they take on the Gamecocks! Food, drinks, and family fun will be provided.

