

January 2025

FFS

Fireline Fire Flyer

HIGHLIGHT:
A Night at the Races



IN THIS ISSUE:
The Future of Fireline
Double 40's!
Beans and Bags
And more!

Fireline

Fire Flyer Vol. LXXVIII No. 1



THE FUTURE OF FIRELINE

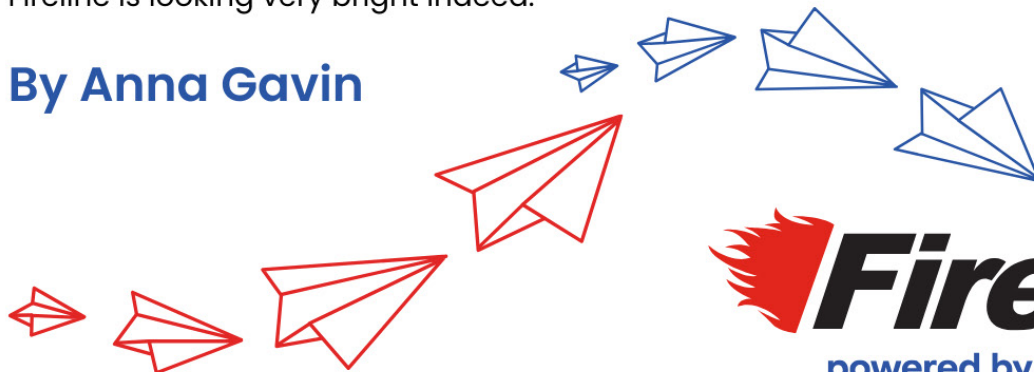
This past December marked 15 years since my father passed and I found myself stumbling into the role of President of a company. It was a tough time for all of us. At 27 I had no experience in a leadership role, nor was I educated in business management. We were in the middle of a recession and there was a lot of uncertainty in the world. Our 140 employees at the time were understandably concerned about the future of Fireline.

And yet, despite me having no idea what I was doing, the Fireline family stood by me and the company. Even when I started making changes and (maybe) being a little over-eager to prove myself, you stayed and helped. You were patient and understanding as I learned my way. And you supported me as I pushed us to grow. Those early years were a time of rapidly changing technology and an increased pace of business. And despite it all, you adopted and helped Fireline evolve. You learned to embrace change so much more than ever before, even when it was a little scary and new.

15 years later, we are stronger than ever before. We have more than doubled in size in that time. With over 260 employees, we are significantly ahead of our competition both in performance and in adoption of new technologies. We have a leadership team who balances the challenges of building a growing company and nurturing the development of a diverse workforce. We do all this while making sure to take care of our Fireline family.

And now, we find ourselves at another turning point in Fireline's history. The new partnership with Encore Fire Protection is an opportunity for us to accelerate Fireline's growth as a business. It is an opportunity to provide more for the Fireline family. And it is an opportunity to differentiate us from the competition. Is it a little scary and new? Sure it is. But you have stood by me with far greater odds against us, and look what we accomplished in that time. Now we have the strength of each other and the strength of Encore behind us. We get to take what is good and make it even better. The future of Fireline is looking very bright indeed.

By Anna Gavin



NEW HIRES



AUSTIN DILLON
System Service
Apprentice



ADAM CURRIE
System Service
Coordinator



JEREMY HENSON
System Service
Technician



JOHNNY DELUCCA
System Service
Apprentice



JEREMY KING
Pre-Engineered
Service Technician



JESSE JENKINS
System Service
Apprentice



PAUL THOMPSON
Warehouse Driver



TRAVIS SANDS
System Service
Technician



KYLE BUCKLEY
System Service
Apprentice



TAMMY EDWARDS
Accounts Payable
Assistant



STEVE PLEASANT
System Service
Technician



NICK POSWIATOWSKY
Pre-engineered Service
Technician



REFERRAL BONUS

FUN FACTS Q4 2024 STATS



**FIRELINE IS
HIRING, SPREAD
THE WORD!**

2 employee referrals hired
\$6,800 paid out in Quarter 4

\$2,500 in potential pay out for
the 2 referrals (as long as they
all make it to 6 months)

Refer candidates to HR@fireline.com

HAVE A TEAMMATE WHO'S ON FIRE?

Nominate them for the quarterly Employee Recognition Awards!

Email ERA@fireline.com with your nominee
and a brief description of why they deserve the award.



KUDOS

Liz Adkins, from a customer



Had a chance to see the last training email I sent about fiber optics and how you published / edited it to SharePoint. Unless you're a fiber whisperer and I didn't know, you must have done a bit of studying to get graphics placement to be logical based off of the over technical email. The fact that I didn't include a goofy eye-catching pic, but you found by choice or happenstance some pic to give some eyeball to the subject.... Kudos to you! I very much appreciate your often unnoticed background efforts. I know I don't make things easy, and I'm sure I'm not the only one. (this unsolicited message brought to you by the Fireline training department, the letter B, and the number 3)

Matt Benfield & Makenzie Woodward, from a customer

I'm currently the site manager at DIA and work with Matt Benfield and Makenzie Woodward from the Fireline team. Just wanted to say it's been a pleasure working with you all so far and it's nice to see the efforts we put in on the proposal side pay off in execution! Hope you and the team enjoy the New Years.



Garrett Radke, from a co-worker



I want to give me kudos to Garrett. You had this young man for about a month now and to have someone trained in that way is amazing so good job to you for teaching him the trade very well. I've been here for a little over a year now and Duffy would say hands-down he is one of the best trainees that Fireline has hired since I've been here so just wanna give you an awesome job as well bro.

KUDOS



Austin Dillon, from a co-worker

Good evening everyone just want to take a quick minute and give this young man his kudos: Austin. I had the pleasure of having him today help me on a different type of repair out at courtyard, Frederick that involves using an 80 foot boom lift from the very first start of the job. This young man did everything very well from calling out the system to getting everything back in service following all safety guidelines. I was pretty much his helper today keep up the great work.

Fred Anders, from a co-worker

Kudos to Fred! The time and energy he is investing in the training and success of the System Service Admin team is going to play a very big role in their success as well as our customer satisfaction rating, and hopefully trust from the sales team.



Steve Twain, from a customer

Went to Fireline to have my fire extinguishers serviced!!! The salesman Steve was very courteous and knowledgeable!! Would recommend anyone to Fireline Corporation!!!



Techs Working On SWA Hanger Flushing, from a customer

The Fireline team came through again. The task at hand had critical importance to the owner SWA, Clark and their subcontractors. We planned and executed the testing and flushing of the 8-12 and 18 fire protection piping and fire hydrants associated with this project. Everything went extremely well and I feel very positive as to the outcome because we truly strived to achieve excellence.

KUDOS

Garrett Radke, Austin Dillon, Jonathan Miller, Steve Cody, Nick Johnson, Joe Dantoni IV, Bob Parsons, Mike Stewart, George Hampton, Harlie Brewington, Jess Snyder, Stephen Dreyer Jr & Jeff Tressler, from a customer

Thanks again for your support yesterday for the emergency response to replace the 6" section of main sprinkler pipe. Your techs did a great job! I also just wanted to let you know that every person that you have ever sent out to our site to support us has been a pleasure working with. All of your members conduct themselves in a professional matter, knowledgeable with the work, and have very good/positive attitudes. It makes are job much easier having the type of crew that you have. Please let all of your techs know how much we do appreciate them here at our site. I want to give a shout out to Austin and Garrett for taking care of this repair last night. Thanks for working late and knocking this out. The customer also mentions all of the other techs that have gone out to DIA HQ. Special thanks to Jonathan Miller, Steve Cody, Nick Johnson, Joe Dantoni IV, Bob Parsons, Mike Stewart, George Hampton, Harlie Brewington, Jesse Snyder, Stephen Dreyer Jr, and Jeff Tressler for handling some jobs in the past. We really appreciate all of the effort and special care given to this customer. They are very demanding and everything is an emergency to them. On top of that, most of the work needs to be performed at night or on weekends. Thanks again fellas.



FAWN DYSON (SORT OF) RETIRES

Fawn Dyson has joined the list of longtime Fireline employees embracing the retired life! Starting his career as a fire alarm technician in 1998, Fawn has help run everything from large install projects to teams of technicians. Fawn recently retired this December, but is planning to come back part time to assist. Even though he will be back now and then to help, we felt it fitting to send him off with a celebratory dinner full of stories and old friends.



HAVE FUN IN YOUR SEMI-RETIREMENT FAWN!



NICET RECIPIENTS

Jack Sigmon
Inspection & Testing of
Water-Based Systems
Level I



Tobin Jason Tetzloff
Inspection & Testing of
Water-Based Systems
Level II



Joseph John D'Antoni
Inspection and Testing
of Fire Alarm Systems
Level I



Chris Fortier
Inspection & Testing of
Water-Based Systems
Level II



Get Yourself on the NICET Wall!

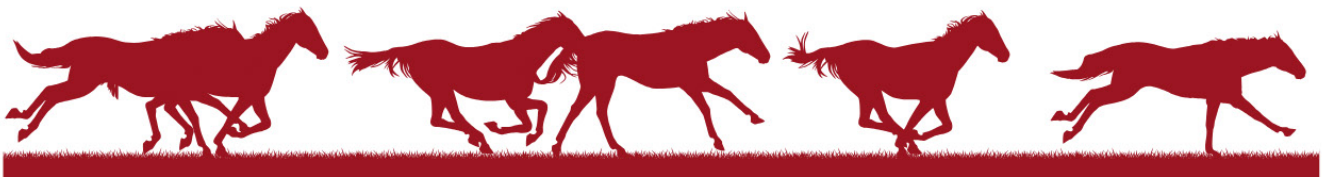
For more information about NICET and NICET prep, contact Matt Meyers at mmeyers@fireline.com

Getting NICET certified is a huge achievement in the fire protection industry. Congratulations to those who achieved their NICET recently.

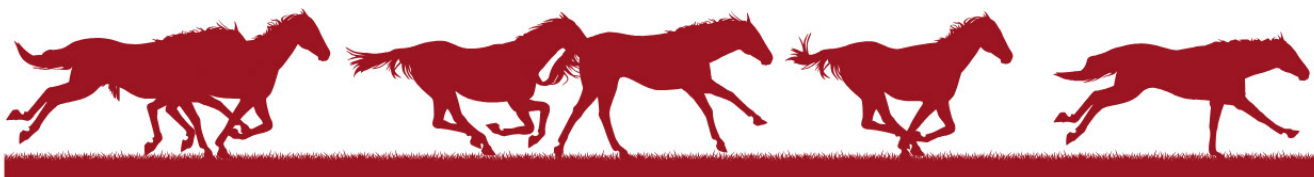
A NIGHT AT THE RACES

Hold your horses- it is another amazing Fireline Holiday Party! This year we returned to the Laurel Race Track for a night at the races. Big hats and bowties were the attire of the night as guests were able to make bets on live horse races around the world. Dinner, drinks, music and raffles as usual. But we all know who the MVP of the night really was.

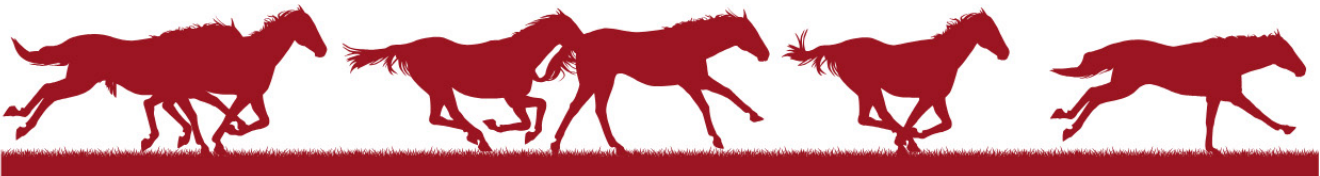
#mashedpotatomartinibar



A NIGHT AT THE RACES



A NIGHT AT THE RACES





Get Yourself NICET Certified

FOR MORE INFORMATION ABOUT NICET AND NICET PREP,
CONTACT MATT MEYERS MMEYERS@FIRELINE.COM

GENERAL REQUIREMENTS FOR CERTIFICATION



PASS EXAM(S)

Pass exam or exams



EXPERIENCE

Specific industry related experience
(Major Project at Level IV)



PERFORMANCE

Successful performance of key role-specific activities



RECOMMENDATIONS

Personal recommendations
(Levels III and IV)



RECERTIFY

Certification must be maintained through CPD & recertified every 3 years

REFERRAL BONUS

Entry Level Employee Referral Bonus:

Time of hire: \$100

6 months after hire: \$400

Experienced Tech Referral Bonus:

Time of hire: \$500

1 month after hire: \$500

6 months after hire \$1,000

**FIRELINE IS HIRING,
SPREAD THE WORD!**



WHEN AN EMPLOYEE YOU REFER IS HIRED, MAKE SURE YOU
CONTACT HR@FIRELINE.COM TO LOG YOUR BONUS

40 YEARS FOR FRANK AND IKE!

Both Frank Chenoweth and Ike Austin have recently celebrated their 40th anniversaries with Fireline.

Frank Chenoweth came to us on October 22, 1984 as a suppression technician and has had many technical and leadership roles over the years. Once of our most vital technical resources, Frank assists a vast number of Fireline team members in the field and the office. He is knowledgeable on code compliance, third party reporting, contract language, litigation and acts as our point of contact on everything from halon recycling to explosion protection.

Ike Austin joined Fireline just a few short months later on December 11th 1984. Ike has dedicated his career to the portable extinguisher world, seeing the evolution of extinguisher work from the back of his old box truck to the new swap program (we know you miss the truck Ike!). Ike has a loyal customer base that continues to grow each year. Ike's son Shaun works at Fireline and years ago he met his wife Jen while working here as well.



Thank you
Frank and Ike,
for your incredible
loyalty to the
Fireline Family!





**USPS
Employee
Assistance
Program**

YOU TALK, WE LISTEN.

This is a free service to all employees.
Contact HR for more information
by emailing HR@fireline.com
or calling 410-247-1422 x 272

WE ALL NEED HELP SOMETIMES

Learn about our employee
assistance program offered
through Mutual of Omaha.

PROFESSIONAL, CONFIDENTIAL CONSULTATIONS, 24 HOURS A DAY.

INCLUDES RESOURCES AND COUNSELING FOR

Legal & Financial Assistance
Family & Personal Concerns
Elder Care Assistance & Services

Emotional Well-Being
Work-Life Transitions
Healthy Lifestyles

FIRE AWAY PODCAST

Sitting in traffic? No need to be bored! Tune into the Fire Away Podcast to learn more about your co-workers and their life stories.

Check out these latest episodes:

- Episode 34: Mario Kart Tournament Recap
- Episode 54: Ryan Malloy
- Episode 36: Liz Adkins & Ashley Schleupner
- Episode 37: The Bess Family! Dwon, Down Jr. & Davon
- Episode 38: Shannon Adkins & Rich Sigethy
- Episode 39: Matt Meyers
- Episode 40: Mark & Fred Wrap up 2024



Available on all major streaming services!
 Apple Podcasts, Spotify, Amazon, iHeart, YouTube



PUMP TEST

Fireline is honored to work at some pretty cool jobsites. Some of our larger industrial sites require quite a large team to achieve the many tasks required. We recently had a whole gang together for a large pump test at one of our premiere customers. Hard work made better by good co-workers!



FROM THE CUSTOMER SERVICE COMMITTEE

We would first like to thank you all for your continued support and involvement with our customer service committee. We had another stellar year and were able to accomplish quite a few things. Whether it was our customer service tidbits we send out biweekly or our game day lunches, you are all a huge part of making those successful. Our focus in 2024 was internal customer service. How we treat each other is a huge part of how we treat those outside of our building. Fireline has a true family feel making internal customer service something as a company we do well. We truly believe if we treat each other with the kindness and respect we have all earned Then the Sky's the limit on what we can accomplish together.

Here is a review of a few functions that helped strengthen that internal customer service:

- The annual car wash
- Mario Kart tournament
- Game day lunches
- First annual beans & bags
- Bi-weekly Tid-Bits
- Halloween Scavenger Hunt
- Fire Away Podcast



Our focus going into 2025 is going to shift back to the external customer experience. We will do our best to continue to build upon what the committee has created as well as giving each and every one of you hopefully a little more insight on the best ways to set ourselves apart from our competitors. In our business the best way to do that is to create an environment where we are providing the very best customer experience possible. Taking what we have put together internally this past year will undoubtedly help push us forward in 2025.

From all of us here at the customer service committee, we look forward to working with all of you in 2025.





PHOTOS

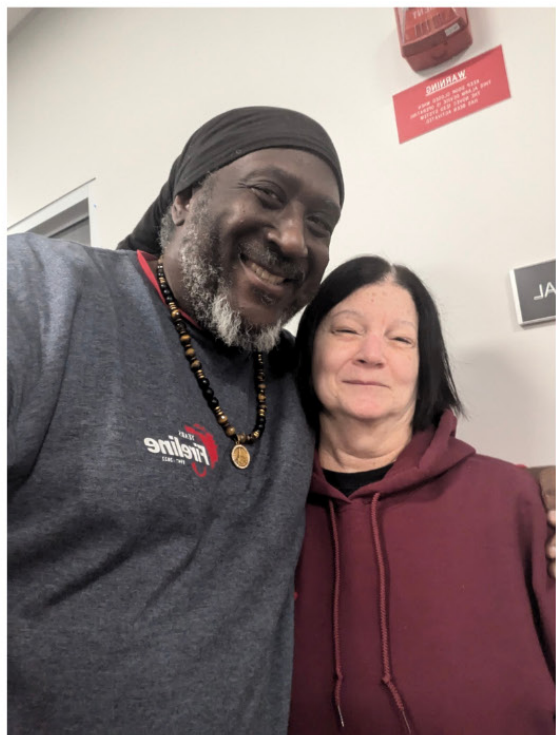


PHOTOS





PHOTOS





PHOTOS



NEW BORN



Kiarrie Green

Grandson of Nick Johnson
12/14/24 | 7lbs 0.5 oz



Adonis Donnell Huff

Son of Jawaun Huff and
Gabrielle Whiting, grandson
of Fran Whiting-Lewis
1/1/25 | 7lbs 3.0 oz

CONGRATULATIONS!



**SO, YOU KNOW FIRELINE HAS A PODCAST BUT
YOU'RE NOT EXACTLY SURE WHAT IT'S ALL ABOUT?**

LET'S CHANGE THAT!

The Fire Away Podcast focuses primarily on Fireline and the incredible people who work here.

We interview employees to find out more about them - any hidden talents or interesting things their peers may not know. We also invite any associates in the fire safety industry to join us for conversation.

Our goal is to provide an engaging and informative experience for our audience, showcasing all the unique personalities that come together to make Fireline so special.

All are welcome and encouraged to be a guest on the show. Whether you are a long-term employee with tons of Fireline history or a newbie excited to introduce yourself to the Fireline family, we want to hear your story and learn more about who you are and how you got here.

If you are interested in being a guest on the show, please email us at fireawaypodcast@fireline.com.

Find us on all the major podcast platforms:
Spotify, Apple Podcasts, IHeart, Amazon, YouTube.
And follow us on Instagram @fire_awaypodcast.



**THE SHOW THE FIRES AWAY AT
ANYTHING & EVERYTHING FIRELINE.**

HAPPY ANNIVERSARY

JANUARY

QUINN SIMS
3 YEARS

JOSHUA SCHLEUPNER
4 YEARS

DERRICK MEILHAMMER
13 YEARS

**HEATHER SLAGLE
5 YEARS**

GARRETT RADKE
1 YEAR

CHRIS FORTIER
1 YEAR

KEVIN GILLHOUSE
1 YEAR

HERMELA SOLOMON
7 YEARS

JOSEPH HIPKINS
7 YEARS

LISA MALONE-TROUTMAN
24 YEARS

**NEIL WALTERS
25 YEARS**

THOMAS JARRELL III
4 YEARS

ELIZABETH ZELEDON
12 YEARS

JONATHAN MILLER
2 YEARS

MAKENZIE WOODWARD
2 YEARS

ELIZABETH BOLTON
3 YEARS

MIKE SIRAK
6 YEARS

FRAN WHITING-LEWIS
6 YEARS

KENNETH RADKE
13 YEARS

JUAN ESPERANZA
3 YEARS

JAMES MCGRAW
3 YEARS

FEBRUARY

MICHAEL STEWART
7 YEARS

MATT MEYERS
24 YEARS

DEANNA WHITE
7 YEARS

LAURA VASILENKO
2 YEARS

**CHARLIE MISKIMON
20 YEARS**

DANIEL WHITEAKER
1 YEAR

JOHN PARKER
2 YEARS

LOREN CROOKSHANKS
5 YEARS

**MICHELE FLANAGAN
5 YEARS**

JORDAN KOLB
2 YEARS

**DWON BESS JR.
10 YEARS**

ROBERT STALLINGS
9 YEARS

JOSUE SILES
1 YEAR

JANET GRIFFIN
13 YEARS

MARCH

GARY HODDINOTT
21 YEARS

**CHRISTOPHER DENBOW
10 YEARS**

GREGORY GRANGER
6 YEARS

JEFFREY TRESSLER
7 YEARS

FAITH DEWITT
7 YEARS

ANTONIO SCOTT
8 YEARS

RASANJALI WISIDAGAMA
17 YEARS

TJ TIMPSON
21 YEARS

EVER SANCHEZ
4 YEARS

MARCH

RACHAEL DEWITT
4 YEARS

BARBARA HAAS
27 YEARS

ANDRES HERRERA
1 YEAR

BRANDON EBERT
1 YEAR

BILL DONOHUE
39 YEARS

AMANDA DRURY
11 YEARS

JUSTEN HARMON
2 YEARS

LEWIS LUCAS
13 YEARS

CHARLIE HARRIS
19 YEARS

TODD BATES
9 YEARS

BILL BONNEY
31 YEARS

ANNA BARNETT
3 YEARS

GARY COX JR.
18 YEARS

KEVIN YOUNG
22 YEARS

DARYL CANNON
1 YEAR

DUFFY NAGLE
2 YEARS

SARAH TILLMAN
2 YEARS

JJ WENGER
3 YEARS

GEORGE HAMPTON III
3 YEARS

ROBERT PARSONS
3 YEARS

JOHNNIE JOHNSON
4 YEARS

GEORGE THOMPSON
4 YEARS

JULIO CASTRO
17 YEARS

APRIL

MARCUS TURKS
1 YEAR

MICHAEL GROW
16 YEARS

SAMUEL PAYNE
2 YEARS

EUSEBIO VENTURA
9 YEARS

CLEYDE SOTO
9 YEARS

CALEB CHAVIS
7 YEARS

DAVID HENSON
18 YEARS

BAILEY ROBISON
2 YEARS

HEATHER MEYER
9 YEARS

DANNY NIEVES
21 YEARS

STEVE TWAIN
17 YEARS

LUIS TRINIDAD
2 YEARS

ADRIAN CEBALLOS
2 YEARS

KENNY WHEELER
1 YEAR

DUSTIN BURNS
1 YEAR

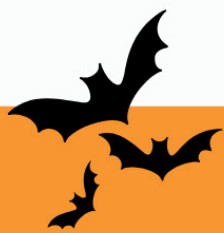
DONAVAN MARTIN
1 YEAR

HARRY LOWMAN
23 YEARS

STACEY LOCKNER
3 YEARS

MICHAEL RAMIRO
11 YEARS

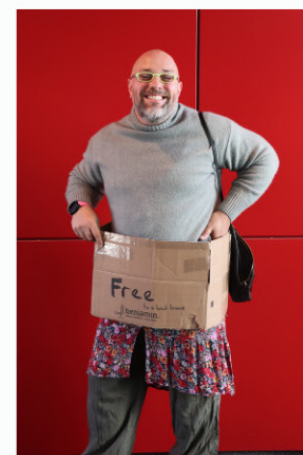
JOHN WATERS
1 YEAR



HALLOWEEN



Costume Contest Winner Throwback Frank!





HALLOWEEN





Happy Birthday!

January

Reggie Burton	1
Joyce Cole	1
Marty Ibbott	5
Sean Harper	6
Danny Nieves	6
Kevin Young	7
Jesse Snyder	7
Ashley Reddinger	7
Jeremy Henson	8
Stephen Imhoff	8
Rick Zink	10
Ryan Malloy	10
Howard Gross III	14
Eusebio Ventura	15
Fran Whiting-Lewis	16
Kenneth Radke	16
Jawaun Huff	16
Edwin Montano	19
Gary Cardoza Jr.	20
Steve Pleasant	21
Robert Carmona	24
Isaiah Plummer	25
Ever Sanchez	25
Kelsey McAuliffe	26
Frank Bernadzikowski	27

February

Guy Hornig	2
Branden Smith	2
Mike D'Angelo	2
Matt Williams	3
Kevin Gillhouse	4
Joseph Dieumegarde	5
Joseph Dantoni IV	5
Lisa Malone-Troutman	6
George Hampton III	6
Scott Easton	10
Devin Dunnigan	14
Nicholas Perry	14
Joseph Dantoni III	14
Frank Chenoweth	15
Jason Wenger	15
Brandon Ebert	18
Hamlet Santana	18
Harlie Brewington Jr.	19
Michele Flanagan	21
Fred Harris	24

March

Stephen Dreyer Jr.	2
David Gates	6
Steve Cody	8
Tim Gott	8
Brandon Dayhoff	12
Samuel Payne	13
Dwon Bess Jr.	17
Matthew Embrey	20
Kenny Wheeler	23
Robert Winneberger	28
Adrian Ceballos	30
Jeremiah Schlepner	31

April

Ashley Schlepner	3
Gomez Castillo	5
Bladimir Ventura	6
Angela Lester	7
Rick Kavlich	7
Heather Slagle	7
Daniel Whiteaker	10
Tobin Tetzloff	10
Drew Parr	11
David Henson	11
Stacey Lockner	11
Dennis Bryant	11
Makenzie Woodward	12
Jeffrey Richards	12
Stephen Dreyer	14
Ben Kopp	15
Kyle Miller	20
Justin Baker	21
Joseph Blasko	23
Kelly Keppley	25
Patrick Jarrell	26
Matthew Adams	27
Hassler Lopez	29
Zack Eberly	30





Got Extinguishers?

Fireline offers our employees fire extinguishers, smoke detectors, and carbon monoxide detectors purchase at our cost price (no markup).

If you are interested in purchasing, contact Steve Twain (stwain@fireline.com)



**BE SURE TO JOIN THE FIRELINE
EMPLOYEE FACEBOOK GROUP!**

**PRIVATE GROUP FOR EMPLOYEES,
GREAT PLACE TO SHARE.**



SAFETY INITIATIVE PROGRAM

Your **safety** is our **#1** priority.

Our recent SIP recipients



SEPTEMBER
Julio Castillo Sr.



OCTOBER
Eric Robertson



NOVEMBER
No Winner



DECEMBER
Nick Jones

Safety Incentive Program Award Winners have no lost time accidents.

Let's do our best to make **2025** the safest year yet!

BEANS AND BAGS

Fireline’s Customer Service Committee hosted their first “Beans and Bags” Tournament this past October. A Chili Cookoff and Cornhole Tournament for Fireline families!



FRED ANDERS

TORI COWLEY

SHARON WATERS & ANNA GAVIN

2 1 3

CHILI COOKOFF WINNERS!

PARKER ADKINS & JESSE DRURY

CORNHOLE WINNING TEAM!

EMPLOYEE RECOGNITION AWARDS

2024 QUARTER 3 RECIPIENTS

Employee Recognition Awards or (ERA's) are given to employees who exemplify a high level of work performance, teamwork, leadership, problem solving or decision making. These individuals are nominated by their co-workers and receive prizes and certificates in recognition of their achievement.



**Nick
Johnson**



**Amy
Martinez**



**Joshua
Schleupner**



**Angela
Lester**



**Garrett
Radke**



To nominate your coworkers, email ERA@fireline.com with a few words for your nomination or click on the ERA link on the homepage of FireNet.

Follow Us on Social Media

Let's Get Connected!



Twitter @firelinecorp



Instagram @firelinecorp



Facebook @firelinecorporation



Youtube @firelinecorporation



TikTok @firelinecorporation



LinkedIn @firelinecorporation



Tech Spotlight

BOB PARSONS

What is your favorite thing about working for Fireline?

The friendships that I made with my fellow service tech brothers.

What is your best memory from working at Fireline?

Best memory is meeting my second cousin for the first time Mike Stewart

What do you enjoy doing in your free time?

Working out, playing guitar and drums.

What is a fact about yourself that might surprise your colleagues?

I love very heavy metal music.

What is something you're grateful for right now?

My family, my grandkids are the best.

If you could have any superpower, what would it be?

To live forever.

If you could meet anyone living or dead, who would it be?

Mike Portnoy, drummer of dream theater.

BALTIMORE HUNGER PROJECT

Another year another successful event helping Baltimore Hunger Project!

This was our 6th year working with Baltimore Hunger Project. As always, our team was highly efficient – packing 500 food bags and 750 snack bags. Fireline covers the cost of all the food and our team puts the bags together – saving time and money for the volunteers who work at BHP.

These food bags help feed children in Baltimore City and Baltimore County over the weekend. These are kids that typically rely on the free breakfast and lunch programs at school for most of their meals. Helping these kids have access to meals over the weekend ensures they do not show up to school hungry on Mondays.



BALTIMORE HUNGER PROJECT



Baltimore Hunger Project feeds almost 2,000 kids a week.

Their waitlist is very long, and it takes a lot of resources to grow the program. Warehouse space, money for food, and an increased need for volunteers and staff. To learn more, visit their website at www.baltimorehungerproject.com



HOLIDAY OFFICE FESTIVITIES!



It was an extra festive holiday season this year at the Baltimore Office. The decorating contest was fierce this year! Snow scenes, gingerbread houses, a foggy Grinch land and even puppies! Many festivities throughout the holiday. We hope everyone enjoyed a safe and merry holiday season!





HOLIDAY OFFICE FESTIVITIES!





HOLIDAY OFFICE FESTIVITIES!

