



**December  
Newsletter 2021**



   **TTap Welcomes:**   

**Steven Hayes:**

**1. How long have you worked in construction?**

7 years

**2. What is your position/what crew are you working with?**

Floater between Commercial/Residential

**3. What are you most excited about?**

Definitely learning about every aspect in the pipe fitting industry, growing, and gaining as much experience as I can.

**Nick Schuitt:**

**1. How long have you worked in construction?**

Almost 30 years

**2. What is your position/what crew are you working with?**

Equipment Operator, Tyler's crew

**3. What are you most excited about?**

Moving Dirt

**Reminder:**

Starting January 1st 2022 the Paid Family and Medical Leave deduction is going up from 0.4% to 0.6%, employees will pay 73.22% and employers will pay 26.78% of the deduction. Please reach out to Chloe with any questions.

**All TTap  
Employees will  
have December  
24<sup>th</sup> through  
December 31<sup>st</sup> off  
for Christmas  
/New Year's  
Break!**

**MERRY  
CHRISTMAS**

## Guess Who:

My pet peeve is when cabinet doors are left open, my first job was an electrician, Something I cant live without is socks, and an interesting fact about me is I was born with extra teeth.  
Who Am I?

---

## OKR

A huge congratulations to the following people for getting 100% on their OKR last quarter!!:

Lois	Chloe	Billy
John	Rafael	Jordan
Juan M	Alvaro	

---

## This Month We Celebrate:

### Anniversaries:

Cory Tapani 5yr  
Max Massie 4yr

### Birthdays:

Cory Tapani 12/05  
Chloe Tapani 12/10  
Miguel Mejia 12/16  
Juan Manzo 12/18  
Tyler Tapani 12/30



**Company Christmas Party will be Friday December 17<sup>th</sup> at 5:30pm. Please RSVP to Rylie @ (509)392-3820 by December 1<sup>st</sup>.**



## Employee Spotlight: Raul Rojas Muniz

-TTap employee for 7 Months -

1. Tell us something that might surprise us about you.

I enjoy working on cars after work and on weekends.

2. What advice would you give to yourself as a child?

Make better decisions

3. What is your favorite TTap Memory?

The Picnic Raffle

4. What is your favorite thing to do outside of work?

I like spending time with my family and working on home projects.

5. Where is the best place you've ever traveled?

Las Vegas

Please text Rylie for the Guess Who Challenge. **509.392.3820**  
First Person to send in the correct answer wins a \$10 gift card, hat, or shirt. One guess per person. Last Month: **Tyler** Winner: **Max**