

T&T Tinting Specialists, Inc.



HAWAII'S TOP EMPLOYERS 2012



BEST PLACES TO WORK WINNER:



T&T Tinting is honored to be recognized with this award 4 years running and we really appreciate our staff's appreciation for our efforts in making "work" a great place to get up and go to each day.

How does a company that installs window film on buildings, homes and cars become a four-time winner of Hawaii's Best Places to Work? Easy says T&T Tinting President & CEO Tommy Silva "Our management philosophy has always been to treat our employees how we (in management) wanted to be treated when we were in the trenches. Listening is a big part of that process as well. Employees want to know that they have a say, and that their opinions matter. You'd be surprised how much I have learned from my employees' feedback."

T&T Tinting Specialists, Inc. is celebrating its 30th year by being named **"National Dealer of the Year for 2011"**! With hundreds of Solutia Window Film Dealers across the US in major markets, some with 10 times the households and population of Oahu, a dealer from a small market winning this prestigious award is mind boggling. If this were football, we'd say it was the upset of the year!

2011 was a year of awards for T&T Tinting. Besides the A+ Rating by the Better Business Bureau and Hawaii's Best Places to Work honors them from 2009 to 2012, T&T has also been voted as the winner in the 2011 Small Business category for Hawaii's Healthiest Work Places by the Hawai'i Psychological Association.

When they're not tinting, Silva and many of the T&T staff enjoy Hawaii by fishing and surfing. Every Sunday, you'll find a bunch of the crew paddle boarding on the North Shore. Speaking of healthy, T&T Tinting has its own employee "health club" in its Airport location. Employees can work out on the machines, free weights and cardio equipment! A healthy workplace is a happy workplace – and more productive as well!

Now Auto Division Manager Wes Fuentes-Ikeahara started as a "Auto Tint-Prepper" at T&T and says, "One of the reasons I enjoy working for T&T is the family-friendly atmosphere. I have worked for Tommy for 14 years and he continues to treat each employee as if he or she were a member of his own family. Don't get me wrong, we are all held accountable for our actions, but we also are rewarded generously for our efforts. Tommy also is a savvy businessman who takes calculated risks that he just knows will benefit everyone. When the economy was at its lowest several years ago, Tommy could have easily laid off workers and closed up shop. Instead, he was able

to see ahead and opened up a larger shop despite folks doubting the decisions probably thinking he was insane. Benefits and pay could also have been cut. But Tommy made sure other measures were taken so our benefits and pay were not reduced. Seeing that commitment from the company in uncertain times truly shows the dedication that Tommy has to us (his family).

"As a 25-year veteran Residential Tint Technician at T&T, working at T&T Tinting has been a very fulfilling and rewarding experience," says Alan Dudley. "I really enjoy the decision making freedom we have outside the shop that the company allows, meeting new people every day and sharing our high levels of quality and work ethics—they are usually very surprised!"

T&T Tinting started back in 1982 as a mobile auto-tinting service with money Silva and his wife Teri received as wedding gifts. They named it "T&T" for Tommy & Teri. Since then, the company has expanded to 27 employees, works on all Islands, occupies two convenient locations (Airport and Ala Moana), tints vehicles, homes and most of Hawaii's largest buildings and hotels like the Hilton Hawaiian Village, Ko Olina Marriott and many Outrigger Hotels. CEO Tommy Silva is also responsible for spearheading the creation and maintenance of Hawaii's Auto Tinting Laws. T&T is also Oahu's exclusive dealer of FormulaOne & Vista Window Films, both with manufacturer's lifetime warranties.

"The timing of this 2012 Best Places to Work award announcement is great because we are expanding and currently searching for more employees!" Silva exclaims. So what are you waiting for? Join the gang that has been keeping Hawaii Cool for over 30 years! Give 'em a call at **423-TINT (8468)** or visit the tntinting.com careers page. ■



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