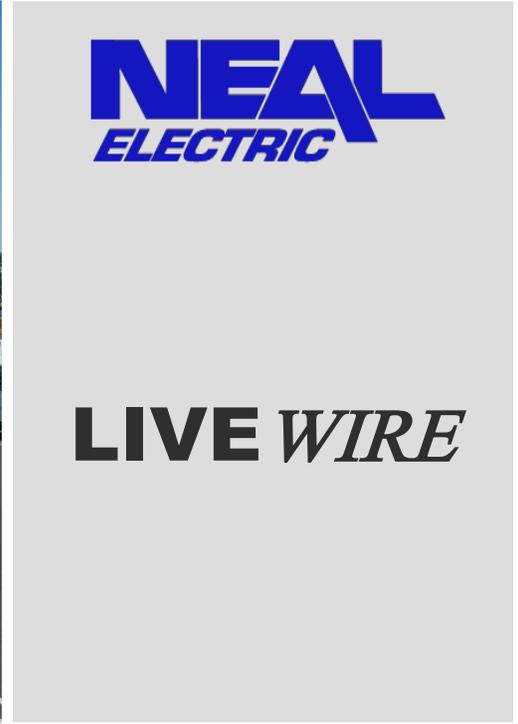




Foreman Training Day – Neal Electric, Inc.



In This Issue

Special Projects & Service

By Isabel Nogales

This quarter we would like to recognize one of our most hard-working departments, Special Projects and Services (SPS) for their efficiency, teamwork and acquired work so far in 2017!

The office team is made up of Estimators - Joe Cole and Andrew Ramsey, Project Managers – Ian Pistone, Dianna Rubalcaba, and Kurt Delamater, Project Coordinator – Christine Leon, Accounts Receivable – Teri Snow and the Vice President of SPS - Sam Passanisi. In addition to the office team, SPS has an extensive field staff, which is the true backbone of the service department. They are led by long time 30-year Neal veteran, Larry Osmus. Larry directs the day-to-day operations

of the men in the field. Additionally, he fields the numerous daily service calls from customers juggling his men from project to project, which is a real task on its own.

The service department works around the clock! Emergency calls are taken by Larry Osmus 7 days a week from our automated switchboard, which adds value to their already stellar department.



Neal & Select's Safety Picnic

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Wayne Thompson (Neal/BIM) volunteers at Montecito High Construction Program

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Leaders Wanted!

By Robert Edmondson



It is no secret that great companies require great people in order for them to succeed. Nothing can be achieved without them. As I was reviewing our company's organizational chart I was struck by the fact that Neal Electric's focus on attracting top talent is paying off!

A Success Story

Take for example our BIM department. One year ago we were struggling to attract and maintain a cohesive staff. Our internal and external customers were making it clear that improvements needed to be made. Today, I look at the leadership and staff of this department and I am confident we have one of the best BIM departments in San Diego. We now have a high-performance team of resilient people who feel valued, respected, engaged and energized to do what they do best.

How did this happen? It happened because:

- ✚ We had the leadership needed to set a clear vision for the department. We identified leaders who had the capability and discipline to outline the steps we needed to take to get there. They understood why it was important to have a top shelf BIM department and they focused their team on setting the top goals required to get there.
- ✚ We identified the major goals that would have the biggest impact on the success of the department. We said "no" to things that were not aligned with those goals, or to things that were just not a priority. In the case of the BIM department, the top goals were to 1) recruit a top shelf staff, 2) focus on efficient processes, and 3) communicate with our customers to make sure the proper results were being realized.
- ✚ We gave them ownership of their department by making sure they had the capabilities to perform, by defining the vision for the department, and by making clear the responsibilities and accountabilities needed for them to succeed.

Next steps are for all of us to provide constructive feedback to the BIM team. What is working well? What is not working well? What needs to get better? What goals need to change? How do we get to the next level?

Our BIM team should be proud of what they have achieved. It is they who did the hard work of providing exceptional service through hard work and discipline.

Conclusion

There are many more success stories developing within the company. We have several new key employees in Purchasing, Safety, Project Management and the Field. I will focus on each of these groups, and others, in future articles.

For now, remember that nothing worthwhile doing is easy. By setting the bar high, Neal Electric can and is regaining our position in the marketplace. Thank you to those of you who have elected to do the hard work this business requires of us.



Neal Electric's Outlook for the 2nd Quarter

Through the efforts of our Estimating team and Business development, Neal has acquired several significant projects in this 2nd quarter! Some of these projects have already begun and the rest are expected to start this summer.

- ❖ NBSD – ENERGY SAVINGS PERFORMANCE
- ❖ FIT/PLUNGE BELMONT PARK
- ❖ SKYLINE SCHOOL RECONSTRUCTION
- ❖ PATRICK HENRY HS STADIUM IMPROVEMENTS
- ❖ MARRIOTT SPRING HILL SUITES



Patrick Henry HS Stadium



NBSD - Energy Savings Performance



Marriott Spring Hill Suites



FIT/PLUNGE Belmont Park

Neal Electric's Safety Fair

By Paula Menard



Once a year, the Neal team and families comes together for a day of fun, food and relationship building! There was an evident display of teamwork, sportsmanship and everyone enjoying themselves at this year's company picnic and we could not have asked for more.



From Hula-hoop & tug of war contests, to unlimited food and grand prize giveaways, both children and adults had a wonderful time.



We want to thank our picnic committee staff and vendors who coordinated, sponsored the event; and made it all happen!



Last but not least, congratulations to all the winners of the Neal Electric Safety Awards for completing over 8,000 hours worked without any lost time incidents!



Neal Breaker

By Isabel Nogales

This month we took some time to get to know Dennis Ramsey (VP of Estimating) and found out some really neat things about him. For one, Dennis has been married for 35 years with 6 children, one of them being our service estimator, Andrew Ramsey, two of them are in the air force, and one is a police officer. We also found out that he has a daughter and son that swim with sharks. His Daughter, Ocean (which is her real name) was kind enough to share her story with us.

Aloha, my name is Ocean Ramsey and I am a shark and marine biologist and conservationist, a professional Free Diver, PADI MSDT instructor, and model. I work around the world with companies, conservation groups, political groups, media groups and other researchers to help expand protection for marine life. I grew up in San Diego and Hawaii and my father, Dennis Ramsey, an avid diver was one of the people who first inspired my fascination with the underwater world from a very young age. Some of my earliest memories are playing at the beach with my family and the assortment of corals, shells, & dive gear all around our house. I remember the double dolphin logo my father had painted on his dive fins and when I opened my shark and marine research and dive company I modified the symbol to create my companies logo incorporating sharks and a whale to symbolize the



ecological importance and reliance we have on every animal in the ocean and the balance of nature. I always say it's an absolutely perfect day at my home in Hawaii when we get to see all three of the marine animals represented in my company's logo: whales, dolphins, and sharks during our two hour research dives. It's an honor and privilege to work in conservation, helping lead and create programs to gain and share knowledge and awareness and inspire action on behalf of nature for the benefit of our current and future generations.

*Aloha,
Ocean*



Montecito High Construction Students Prove Their Skills

By Annette Williams - Ramona Home Journal

Ramona Unified School District Board Member Kim Lasley made a special trip to Montecito High School last month — bearing pizzas. She did it to celebrate with the school's Career Technical Education (CTE) students who placed gold and silver and earned honorable mention in the SkillsUSA regional competition at San Bernardino Valley College on Jan. 28.

It was a first-time accomplishment for the school and its students. "The school made history!" said CTE class instructor Nicholas Jordan.

"Nine students competed, and seven of them have advanced to the state-level competition in April. They have been working toward this since the first day of school."

Dartanian Danks earned gold in carpentry. Gustavo Mercado, Tony Rincon, Jason Simpson and Austin Wyeth earned silver in teamworks, which consists of electrical, plumbing, framing, masonry and steel stud framing. And Chase Miller and Chase Henderson received honorable mention in carpentry.

To participate in the SkillsUSA state-level competition, to be held April 20 to 22 in San Diego, students are raising funds by selling items they've constructed — including a planter box, several chairs and a bench — which will be available to purchase Feb. 10, from 4 to 6 p.m., at the school's campus, 720 Ninth St.

Wayne Thompson, an electrician with Neal Electric Corp., was on hand for the pizza party. He has been collaborating with Jordan since the inception of the school's CTE curriculum.

"We both feel strongly that trades education gives our youth an opportunity and a pathway to a rewarding career," Thompson said. "Throughout the past few years, the Montecito CTE program has successfully engaged in and completed an abundance of in-house and community outreach projects, which have all contributed to the students' understanding and knowledge of trade installations and how to apply those skills to real-world



Wayne Thompson (Left) with HS Students

scenarios. This integration and outreach has been a true win-win for everyone."

Thompson says he is proud of the students' accomplishments. "It takes hard work and dedication, and those who put in the time and effort now reap the rewards," he said. "These are the types of programs and activities that give our youth the confidence to believe in oneself, the attitude and punctuality to succeed, and the skills to take on the future."

Jordan noted that Grace has been a mentor in navigating the SkillsUSA process. "His program at Ramona High has been winning SkillsUSA competitions for many years on a national level," he said.

Thompson echoed his thanks to the school district and the community, and credited Jordan and Nuth for their "Boots-on-the-ground approach to educating and preparing our youth to have a successful future."

He added, "As the students have continued to advance in their skill sets, Montecito CTE has been fortunate enough to have the support of the administration, the community and countless people behind the scenes who have made it possible for these students to challenge themselves in their abilities and amongst their peers in the regional, and now state level, of SkillsUSA competition."



By: Valerie Pierce

DOING BETTER THAN EVER!

Neal Electric works hard to provide a proactive Zero-Accident environment. Our Illness Injury Prevention Program (IIPP) was established and implemented in 2014 and is updated regularly. Since its inception, Neal has enjoyed a visible decrease in incidents each year (See comparison chart).

We at Neal are very proud of the hard work and dedication to working safe our employees have adopted, and display in their daily work ethic.

January - June Incident Rate Comparison		
Incident Type	2016	2017
Injury	12	8
Auto	4	2
General	1	0
Theft	1	0
Other	6	0
TOTALS	24	10

MEET MARK PAIOTTI SAFETY MANAGER, SAN DIEGO REGION



Mark Paiotti is an extremely personable Safety Professional with nearly 15 years on industry experience. On Monday, June 12, 2017, Mark officially joined the Neal team as Safety Manager of the San Diego Region. Hailing from New York, NY, Mark brings not only an elevated level of experience but a certain tenacious spice to the Neal Safety Department. Jumping in head first, Mark has already taken the reins and initiated the re-structuring process. If you haven't met Mark yet, trust us, you will.

TOP 3 WAYS TO PREVENT HEAT STRESS

As temperatures rise this summer (and we are already breaking records), the need for protecting workers from heat stress has never been greater.



Here is a list of tips to help stop work related heat stress before it begins:

- 1. Hydrate, Hydrate, Hydrate! Make sure to have plenty of fluids on hand**
Workers need plenty of water (or low sugar versions of drinks that replenish electrolytes) throughout the day - approximately every 15 minutes - in hot conditions. They should NOT WAIT until they feel thirsty. Research* indicates that an individual should be drinking ½ gallon of water per day even if they are NOT working in the sun.
- 2. Schedule rest breaks to help your body recover**
It is advised that workers should rest in the shade or in air-conditioning when possible to help cool down.
- 3. Use the buddy system**
Monitor each other for signs and symptoms of heat-related illness.

(* Ref: NASP June 2017 Nat NL Pub 0617)

Stay Current with Neal Updates

OPPORTUNITIES

Please contact HR / Mauricio Penalosa at (858) 513-2525 x1532 for more information.

- Administrative Assistant – LAX
- Sr. Project Manager / Commercial – Vista
- Project Manager / Service & Special Projects - Vista
- Estimator – Vista
- Sr. Estimator - Norwalk
- Project Engineer / New Grad – Norwalk & Vista
- Project Engineer – Norwalk & Vista

ONLINE NEAL SHOP

You can now purchase Neal gear online at merueloshop.com!



UPCOMING EVENTS

- Neal Golf Tournament – Sept. 15, 2017 - More info soon
- Halloween Party – Oct. 31st @ Vista Office
- Neal Christmas Party – More info soon

NEWSLETTER

- If you're interested in contributing to our Neal Newsletter, please contact Isabel Nogales
 - (858) 513-2525 x1549
 - Isabel.Nogales@NealElectric.com

Employee Referral Program

At Neal Electric, we have found that employee referrals are an effective way for recruiting top-notch employees.

From June 19th to December 31st, 2017, if you refer a person who then is hired and successfully remains in the job for at least six months, you will receive a reward of \$5,000, less applicable taxes. To receive this reward, you must be employed by Neal Electric when the reward payment is made.

Who Can Make a Referral?

You are eligible to make an employee referral if you are not involved in the hiring process for the referred candidate or the Vice President of Operations or President of the Company. Human Resources staff members are not eligible.

What types of jobs are eligible for this reward program and what is the reward?

Project Manager Positions and other critical positions as indicated on the job posting. You can review job postings for current openings at www.nealelectric.com. Job openings that are eligible will be so indicated on the job posting.

Who can be referred?

Candidates are eligible for employee referral provided they:

- ❖ are not currently employed or have not been employee for previous 18 months by Neal Electric or any Meruelo company in any capacity, including temporary, casual hourly or student workers;
- ❖ have not been referred previously by someone else including an employment recruitment firm; or
- ❖ have not previously applied for a position at Neal Electric

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