

The Commonwealth Quarterly

News from around the circuit.

Summer 2018



**Commonwealth
Electric Company
of the midwest**

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The Pot at the End of the Rainbow

Cathy Maddox - HR/Benefits Administrator

For the first time in Commonwealth history, Participant Statements were presented to employees who are current participants in the Commonwealth Electric Company of the Midwest's ESOP. Friday, June 8th an event was held in Omaha, NE at Anthony's Steakhouse for the employees from Nebraska and Iowa. There were 130 guests who heard from Dave Firestone, CEO and



President; Billy Friesen, CFO and Tracy Woolsey, Trustee from Horizon Bank about the ESOP, how it performed, and, more importantly, how to read your Participant Statement.

Dave welcomed everyone to the event, and, gave a brief synopsis on the reason Commonwealth became an ESOP. Tracy then explained in detail the ESOP planning process, all the parties involved and their roles, and, gave a great example of how buying a home is like investing in the ESOP. She also talked about the risks and responsibilities of being an ESOP, and how every employee has a stake in the game, and can make a tremendous difference in the success of the ESOP.

Billy Friesen, CFO then went into great detail explaining how to read your Participant Statement, helping employees understand what each line item means, how those numbers were arrived at, etc. Each packet held the Participant Statement, an explanation of each line item, a copy of the Power Point slides, and the most current Summary Plan Description. Also included was a flyer on The Economic Power of Employee Ownership.

After an evening of information, the Midwest attendees were treated to a special evening of entertainment! Dan Maca is the drummer for a band called Eckophonix. They graciously welcomed a special guest singer, Dave Firestone, who sang a rousing rendition of "In The Midnight Hour" by Wilson Pickett. We understand a Grammy nomination is underway!

The following week a similar event (without the great entertainment!) was held in Phoenix, at The Stockyards Restaurant, for employees from the Arizona offices. Billy and Tracy presented the same information to all employees and guests attending, and answered further questions from the employees.

Participants at both events were reminded that some of the benefits to the employees of being an ESOP are: *(continued on next page)*

- An ESOP is a tax-qualified employee retirement benefit plan
- As owners - employees share in CECM's growth in value
- As employees - you have a direct impact on CECM's value
- Contributions to the plan are made by CECM, not by the employees

Being an ESOP means being a long-term investment partner. Tracy reminded people they should not expect to get out of the investment in the short-term like other venture capital partners. Being an ESOP is a great recruiting and retention tool, and, surveys show that companies with well communicated ESOPs outperform companies that do not have ESOPs. Employees should work as you always have – efficiently and safely, making recommendations for improvement and efficiencies, and, maintaining the quality services that our customers have come to expect and appreciate. This, along with reducing unnecessary expenses and paying more attention to increasing company profitability will make us ALL more successful.

United Way Award

Sharon Meyer - Executive Assistant

CECM has been an active participant for United Way for some time. The Lincoln and Corporate offices joined up as a team to increase our donation giving to the United Way programs. On May 17, Bob Philipps and I accepted an award at the United Way Leadership Breakfast for having “the largest increase in new leadership donors for an employer of 50 employees or less”.

We tried a new strategy this year to increase the number of participants giving to this very worthwhile program and it paid off. We were very excited to have received this award along with other employees who attended the breakfast. It always feels very good to give back to the community and this award indicates the commitment and effort our employees have shown. Go Team!



Memorial Day Flag Project

Cheryl Keyes - Office Manager

Thank you to all of the volunteers that helped place flags on our veteran's graves! Westlawn Cemetary places over 8,000 flags on graves every year to recognize and remember our veterans on Memorial Day. The project grows every year and needs more volunteers as it grows.

We had a group of about 20 from the Omaha office go out on a very hot day to help. This was very humbling but was very appreciated by Westlawn. From here on out, Westlawn can count on the Omaha office to assist. Mark next May 22, 2019 on your calendars for next year!

"A veteran never dies until he is forgotten. We don't want to forget!"



Chandler Regional Medical Facility – Essential Systems Upgrade

Joe Wall - Director of Business Development



CECM Phoenix is putting on the finishing touches on a project called Essential Systems Upgrade at the Chandler Regional Medical Center in Chandler, AZ. In 1999, Chandler Regional joined the Dignity Health System of Hospitals. Dignity Health, one of the largest health care systems in the country, has more than 40 hospitals and care centers in Arizona, California and Nevada.

Our contract is direct with Dignity Health, as CECM is the prime contractor. CECM Phoenix is one of the preferred electricals at Chandler Regional Medical Center. We perform on site service there regularly.

The scope of the project entails the removal of an existing 400 KW generator, install a new 1250 KW generator, along with a 4000-amp paralleling gear. We also are rerouting the conduit and cables from an existing 1250 KW generator into the new paralleling gear that is utilizing manholes and a vault, which will synchronize with the new generator that is being installed.

The project started in July 2017 and the completion date is set for the end of June 2018. The original contract amount was \$1,200,000.00. To date there has been over \$37,000.00 in additional change orders, bringing the new total to approximately \$1,237,000.00.

The estimator/project manager for CECM is our Service Manager, Carl Pollock. He has chosen Ken Webb to be our field foreman and Dave Pierce is our project superintendent, who is also our lead service technician at the site.

Luke Air Force Base AZ – B951 Warehouse Conversion

Joe Wall - Director of Business Development

CECM Phoenix recently secured the Luke Air Force Base Warehouse Conversion project. This is for the Explosive Ordnance Disposal Flight Warehouse, which is a severely undersized and outdated facility. The Flight currently has about 7,500 square feet of space, but this project authorizes an additional 19,000 square feet for Building 951. Currently, the building is being used for warehouse purposes.

Our contract is with the Herman Construction Group out of California. This is our first project with this general contractor. The scope of work will include and require the construction of new office spaces, training rooms, a secured vault, bathroom facilities, private offices, complete HVAC system and will include electrical upgrades with new lighting throughout. There will also be new communication upgrades, exterior lighting and a fire suppression system.

The project started June 2018 and the completion date is set for the end of this year. The original contract amount was \$550,000.00. To date, there is approximately \$100,000.00 in change orders, bringing the total job to over \$650,000.00.

The estimator for the project was Jeff Campbell. The project manager for CECM is our Sr. Project Manager, John Silvas. Our Field Operations Manager, Jason Turner, has selected Alex Gomez as the field foreman.

Safety Update - Commonwealth Electric Scores 100%

Ruben Bera - Corporate Safety Director

Each year our insurance carrier rates all members on their safety performance. This is a part of a Risk Control Assessment Process. There are three main elements to this process:

- Safety Management – this assessment is of our safety and risk management elements. How well management supports the program and policies. It also judges the value and impact of our safety rules.
- Work Site Safety Survey – our loss control representative visits our job sites to ensure we do what we say. “talk the talk - walk the walk”. They look to see that we are providing our employees with the safety tools needed.
- Safety Program Target Areas – this process looks at our compliance process, our safety business plan, target areas of losses, and ensuring our policies are current and up to date.

The Risk Control Assessment Process (RCAP) can take anywhere from one to two days to complete. Throughout the year, your safety team constantly looks for ways to improve our safety. We conduct safety training on all elements of our work processes. We monitor safety activities and encourage safe work behavior. Safety is a team effort. From the office to the field supervisor, everyone plays an important part helping us achieve a safe work environment. No job is unimportant. Everyone plays an important role.

In 2015-2016, Commonwealth Electric won back-to-back the safety award of honor. The highest award given for safety achievement. Could this be the third year? For the 2017/2018 policy year, Commonwealth Electric scored a perfect 100%. Congratulations to everyone.

Awards are appreciated but the highest award is everyone working safe, demonstrating that we at Commonwealth Electric are not only committed to providing a quality product, on time and done right, we also provide an informed, educated and safe work force.

Commonwealth Electric Safety
Sell it, Promote it and Proud of it

Expansion at Hallett Materials - North

Cory Lueth - Project Manager

Commonwealth Electric is continuing to grow their relationship with OMG Midwest. We are about halfway thru a design-build expansion to their Hallett Materials - North Des Moines Plant. Greg Morris is our General Foreman and first point of contact with most OMG projects. Greg has led the CECM team with the design since late last summer, working closely with the owner to go thru all details of the project.

Commonwealth will be installing a medium voltage distribution system throughout the jobsite consisting of a vacuum switch, sectionalizing cabinets and owner provided MV transformers. We will also be providing power to a prebuilt control trailer serving the motors for all the conveyors and stackers for the sand plant. Other scope on the project will be LED site lighting, convenience power, connections to a booster pump for the dredge, fresh water pumps and a separate service to their scale house.

Knowing the customer shares the same safety culture as we do, Commonwealth has grown the number of electricians that are MSHA trained and certified to 12. This will allow us to have the resources to fulfill any future projects as well. We are anticipating this project to be complete by September 2018.



Apprentices Dallas Goslar, Jon Bunting and Alec Perkins and Project Foreman Kevin Harris

“You don’t have to be great to start, but you have to start to be great.” Zig Ziglar

Scott Ragland - Automation and Controls Manager

There is a lot of truth to this statement. This can be said about every part of everyday life. This statement holds water in family, play, and work.

In the Automation Group over the last few months this statement has been a staple. With multiple projects happening at the same time, groups of people have stepped up and are getting started. We have people in the field from our Technical Services group fielding more automation service calls than ever before.

The Automation projects have become a team effort. The projects start with a vision. That vision is then translated and put on paper. Jacob Dowler was brought on board to learn panel design. Jacob has been working alongside many people from the start of these projects. Jacob has been with Commonwealth only a few short months. Jacob comes to us with a computer programming background. He has hit the ground running and is designing the electrical Schematics on AutoCAD Electrical. Jacob has also taken the responsibility of staying up to date with UL508A.

After the Design we get into the building of the control panels for the System. The panel builds have been completed by Chad Orf. Chad is the one we look to for building an amazingly professional panel. Chad has been with Commonwealth for 8 years. Chad has been building the UL508 listed panels for the Automation group for about a year and a half.

After Panel build comes installation. Technical Services group is the one we look to for the assistance with the installation. This is the group of guys that we depend on and they are the arms and legs of the automation group. Without them we wouldn't be able to accomplish many of our goals. The men and women in the Technical Services group have unique skill sets that allow them to be versatile.

As it says we don't have to be Great to Start but we do have to start to be great. The Automation Division of Commonwealth has started and we are headed for greatness!

