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...AND MORE!

Commonwealth Announces New Leadership for Future Growth

T Michael Price - President/CEO

Commonwealth has announced significant additions to its company officers. Over the past year, the Executive Leadership Team and Board of Directors have been diligently working to expand Commonwealth to better position the company for its current and future growth. The following new hires and promotions have been made to ensure Commonwealth continues to thrive and scale efficiently.

Patrick Rainwater has joined Commonwealth as the Vice President of Operations - Des Moines. Patrick comes to Commonwealth with a wealth of knowledge and extensive experience in the electrical industry. His expertise and leadership skills will be invaluable as we continue to grow and innovate. Patrick is known for his strategic thinking, dedication, and ability to drive operational excellence. He will work closely with Commonwealth's current Vice President of Operations, Michael Duffy, who is retiring this year after more than 40 years at Commonwealth, ensuring a smooth transition that supports both our valued customers and dedicated employees.

Roger Hamilton has joined Commonwealth as the Vice President

of Operations - Low Voltage.

Roger has extensive experience in low voltage project management, leadership, and helping organizations provide top notch customer service. With over 30 years in the low voltage and construction industry, he has a proven track record of driving operational excellence and fostering a culture of collaboration and continuous improvement. In this role, Roger will oversee our company-wide low voltage operations and help us scale efficiently as we grow.

Troy Deats has been promoted to **Vice President of Operations**

- Preconstruction. Troy will now oversee our company-wide Business Development, Estimating, and Central Engineering operations. Having joined Commonwealth in 2008 as a Senior Project Manager and later becoming the Branch Manager of Omaha in 2022, Troy's extensive background and leadership skills will be instrumental in enhancing and adding value to the company's preconstruction services.

Micah Edson has been promoted to Vice President of Operations - Lincoln. Micah has been with Commonwealth since 2010, starting

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Commonwealth Announces New Leadership for Future Growth

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as a Project Manager and becoming the Branch Manager in 2019. Over the past 15 years, he has played a crucial role in driving operational strategies and ensuring high standards of service and reliability within the Lincoln operation. As Vice President, Micah will continue to lead the Lincoln team and contribute to the company's Commitment to Excellence.

Casey Huff has been promoted to Vice President of Operations – Phoenix. Casey joined Commonwealth in 2022 as a Senior Project Manager and became the Branch Manager in Phoenix in 2024. Casey has demonstrated exceptional leadership abilities, managing complex projects and implementing innovative solutions. As Vice President, Casey will continue to lead the Phoenix

team and contribute to the company's success and growth in the Phoenix market.

Steve Hernandes has been promoted to Vice President of Information Technology. Steve joined Commonwealth in 2015 as the IT Director, bringing over 30 years of experience in various IT roles. He has been pivotal in revitalizing the company's IT infrastructure and focusing on cybersecurity. As Vice President, Steve will continue to lead the IT department and drive IT and cybersecurity initiatives across all operations and subsidiaries.

Lindsay Selig has been promoted to Vice President of Human Resources. Lindsay joined Commonwealth in 2021 as the HR Director. Over the past four years, she has led the growth of the HR team and expanded services provided to employees and operations.

As Vice President, Lindsay will also lead the Marketing team, focusing on employee development and ownership as the company continues to grow.

I'm confident that their skills and qualities add depth to our leadership team and position Commonwealth for continued growth and success. The new hires and promotions will bring a wealth of experience and strategic insight to the company. Each person has shown exceptional leadership, dedication, and a strong Commitment to Excellence. Their diverse expertise will ensure that Commonwealth not only meets its current goals but also grows effectively to embrace future opportunities. With this strengthened leadership team, Commonwealth is well-equipped to navigate the changing landscape of the industry and achieve sustainable growth.

Remember, we're just getting started!

FEATURED **PROJECTS**

Rydalch Team Powers Salt Lake Bees' Stadium

Mark Rydalch - President, Rydalch Electric, Inc. | Salt Lake City, UT

The Rydalch Electric, Inc. Service Department in Salt Lake City, UT, has been busy working on a project at The Ballpark at America First Square, the new home of the Salt Lake Bees, located in South Jordan, UT. For this project they were tasked with the installation of the stadium's scoreboard and ribbon board displays.

This \$400,000 project included providing raceways, power, and data connections for the scoreboard and ribbons across the stadium to support these high-performance digital displays. These additions elevate the stadium into a more interactive, fanfocused space.

The project was completed under a tight timeline, with a majority of the



work completed in March, ensuring everything was up and running by the stadium's opening day on April 8. This achievement was made possible by the efforts of Service Manager Dave Gray, Foreman Judd Rydalch, and the rest of the Rydalch Electric service department, whose dedicated technicians played a key role in bringing the project to life.





Commonwealth Electric Awarded New Amazon Distribution Center in Columbus

Riley Fischer - Project Manager | Columbus, NE

Amazon is set to establish a new "last mile" distribution center in Columbus, NE, marking the addition of another Fortune 500 company to the area. Commonwealth Electric Company of the Midwest's Greater Nebraska team has been awarded the project. The facility will span 49,000 square feet and occupy 10.41 acres in the Energy Triangle Addition along Lost Creek Parkway. Commonwealth



is thrilled to collaborate with Ryan Companies US, Inc., serving as the electrical contractor responsible for the building's lighting and electrical systems for the warehouse, office, and site lighting. Project Manager Riley Fischer will manage the project, and Commonwealth is excited for the opportunity to contribute to a project that will bring good jobs and new opportunities to the Columbus area.

Earthwork began early in the year, with construction continuing throughout 2025. The facility is projected to be completed by December 2025.

Amazon's impact on local economies is substantial. In 2024, Amazon contributed over \$1 trillion to the

U.S. GDP and created numerous jobs in small towns. Additionally, independent sellers in the U.S. sold more than 4.5 billion items, averaging over \$250,000 in annual sales. Amazon's investments continue to bring jobs and opportunities to communities across America.

"We are honored to be part of this significant development in Columbus. Our team is committed to delivering topnotch electrical solutions that will support the growth and success of this new facility."

Riley Fischer,Project Manager

Phoenix Team Completes Work at CommonSpirit Health

Celine Williams - Senior Project Manager | Phoenix, AZ



Commonwealth Electric Company of the Midwest's Phoenix, AZ, location has teamed up with Kitchell Contractors to undertake the electrical, lighting, and lighting control upgrades for the CommonSpirit Health Admin Transformation project in Downtown Phoenix. Work on the building's first level began in April 2024 and was completed by December. This level spans approximately 20,000 square





feet and includes meeting rooms, a multi-purpose room, two pantries, and a small kitchen space.

As the first level was nearing completion, the team swiftly transitioned to the remodel of level two, which covers around 50,000 square feet. This phase is set to be completed by May 2025 and features open offices, private offices, and two pantry areas. A significant part of the electrical work involved high-end lighting. The walls are a mix of framed and prefabricated DIRTT walls, with under-carpet Connectrac raceway used in place of floor boxes or poke-throughs.

Our team in Phoenix greatly values its relationship with Kitchell Contractors and CommonSpirit Health and looks forward to future collaboration.

A Milestone in Our Growth: Lincoln's New Prefab Shop

Ty Peterson - Field Operations Manager | Lincoln, NE, and Todd Pfunt - Prefabrication Manager | Lincoln, NE

Commonwealth's new prefabrication (prefab) shop, located in northern Lincoln, NE, marks a significant milestone in our company's expansion efforts.

Spanning a total of 21,000 square feet, this facility is designed for efficiency and to accommodate our growing needs and future ambitions.

The new prefab shop will serve multiple purposes, including acting as a training center for our apprentices and new employees entering the trade. This space is crucial for our overall operational efficiencies, as well as our hands-on learning and skill development, ensuring our team is well-prepared for the demands of the industry. The facility houses five offices, a training room, full kitchen and break area, and a reception area.

Our Lincoln team identified the need for this facility and closed the purchase in May 2024. We received occupancy on January 6, 2025, marking the official start of operations in our new space.

We also strategically acquired the two adjoining lots, providing ample room for future expansion and overall growth. This acquisition ensures we can continue to scale our operations as needed.

One of the key features of the new prefab shop is its training room. With the capacity to hold up to 50 employees, it has been crucial in our Foreman and Safety Training efforts. This space is dedicated to the development of all our employees, providing them with the tools and safe environment needed to excel in their roles.

The shop has been strategically laid out with a bending station—including four different types of benders—and a complete threading station, able to handle pipe up to six inches in diameter. There is a metal fabrication area which includes a strut sheer, oxy/acetylene torch set up, and a welding



station complete with three welders. The shop also boasts eight assembly/production stations and a space for the future relocation and expansion of our UL Panel Shop.

Some highlighted projects completed by our fantastic Prefab Team have been:

- · Duct bank assemblies
- Div 27 conduit racks
- Exoskeleton racks (Duct bank starters) for several notable projects
- Epoxy-coated base cages for traffic poles
- Large cable tray racks for generators
- Outdoor security lighting power and control racks
- Two-post racks for the Lincoln low voltage team
- Outdoor load center and transformer rack assemblies
- Pole base cages for a nearby data center
- Light pole, fixture, wire, and fuse holder assemblies and wiring
- Complete design and build of the modular lighting system for the water pump building at a nearby data center

This new prefab shop is more than just a building; it represents our commitment to growth, innovation, and the continuous development of our team and our overall prefab efforts. Our dedicated team has been instrumental in bringing this project to fruition. The future is bright, and we look forward to the many opportunities our world-class facility will provide.







COMPANY EVENTS

Commonwealth Celebrates Women in Construction Week











This year's Women in Construction Week, championed by the National Association of Women in Construction (NAWIC), was a significant occasion for Commonwealth. Throughout the week of March 2-8, our teams organized events to acknowledge and celebrate the contributions of women to the construction industry.

Here at Commonwealth, we're grateful for the exceptional group of women on our team, and we appreciate their invaluable efforts!

Commonwealth Electric Named Philanthropist of the Year

Commonwealth Electric Company of the Midwest's team in Des Moines, IA, is proud and honored to have been recognized as the 2024 Outstanding Philanthropist



by UnityPoint Health - Des Moines. The award was presented at UnityPoint Health's Donor Recognition Event, celebrating our ongoing commitment to giving back to the community.

Through our Commonwealth
Cares program, we have supported
numerous causes close to our
hearts. One highlight of our efforts
has been our significant \$100,000
donation to the Child Life program at
UnityPoint Health's Blank Children's
Hospital. In total, our contributions
exceeded \$300,000, demonstrating
our dedication to making a meaningful
impact.

As well as financial support, our team is involved in volunteering. Each year, we participate in the Festival of Trees and Lights, contributing countless hours to this beloved event.

We are grateful for the opportunity to give back, and for this recognition from UnityPoint Health. Our mission is to continue serving and supporting our community with passion and purpose.

Thank you to everyone who makes these efforts possible!

Rydalch Hosts Foreman & Families Tubing Event

Mark Rydalch – President, Rydalch Electric, Inc. | Salt Lake City, UT



Jason Heidt and his family

Earlier this year, Rydalch Electric, Inc. hosted a funfilled Foreman and Families Tubing event at Soldier Hollow Nordic Center in Midway, UT.

The event brought together 180 attendees, including office staff, field employees, and their families, for a Saturday full of laughter and connection. Guests enjoyed hot cocoa, tasty donuts, and quality time on the slopes.

Thank you to everyone who joined us, and to our amazing Foremen for their hard work and dedication to the company. We're grateful for everything you do!



Braxton Pearson and his family

Inspiring Future Project Managers in the Classroom

Dan Cahalan - Senior Project Manager | Omaha, NE

Commonwealth Electric Company of the Midwest's Omaha, NE, team had the pleasure of speaking to 15 students in Robert Harmon's Construction Management class at the University of Northern Iowa (UNI).

Senior Project Manager Dan Cahalan and Project Managers Aidan Colyer and Justin Hess each brought their unique expertise and experience to the classroom, providing the students with invaluable insights into the construction management industry. The session began with an introduction to Commonwealth, highlighting the company's extensive capabilities in the electrical construction industry. The students learned about Commonwealth's commitment to excellence, history, core values, and services offered.

Dan shared his experiences and responsibilities in managing complex projects. He explained the importance of overseeing multiple project managers, ensuring project safety, managing change orders, cash flow, labor production, and risk. His insights provided the students with a clear understanding of the strategic and operational aspects of senior project management.

Justin and Aidan discussed the role of a project manager, emphasizing the importance of project estimation, engineering, jobsite field operations, and safety management. They highlighted the need for strong organizational skills, attention to detail, and the ability to foster professional relationships with owners, general contractors, subcontractors, and suppliers.

Aidan also shared his journey from being an intern to becoming a full-time employee at Commonwealth. He discussed the internship program's structure, which includes mentorship, hands-on experience, and professional development opportunities. His story inspired the students, showing them the potential career paths available.



The engagement was not just about lectures; it included a hands-on portion that allowed the students to interact with real-world materials and tools:

Different Size Wire: Students had the opportunity to look at and hold various sizes of wire, understanding their applications and importance in electrical installations.

Prefab Assemblies: They explored different prefab assemblies, learning how these pre-constructed components can streamline construction processes and enhance efficiency.

Conduit Bending: The students got to bend conduit using conduit benders, gaining practical skills that are essential in the field of construction management.

"Having industry professionals like those from Commonwealth Electric Company of the Midwest speak to our students is invaluable. It bridges the gap between classroom learning and real-world application, providing our students with practical insights and handson experience that are crucial for their future careers in construction management"

 Robert Harmon, P.E.
 Assistant Professor of Practice, University of Northern Iowa

Central Engineering Celebrates Eric Hoge's Retirement

Sarah DeWispelare – Engineering Service Coordinator | Omaha, NE, and Josh Muench – Automation Manager | Omaha, NE





At the end of March, employees from several of our locations gathered in Omaha, NE, to celebrate Vice President and Director of Engineering Eric Hoge's retirement. We were fortunate enough to have warm weather, and—in typical Eric fashion—we celebrated with a Hawaiian theme.

When Eric began working at Commonwealth almost 23 years ago, he was the first and only member of a newly developed Engineering group. Since then, that group has grown to nearly 20 members and is now known as Central Engineering, which includes Virtual Design Construction (VDC), Design/Build, Automation, and several other Technical Engineering focuses.



Congratulations, Eric! We will miss you!

Eric also played an integral role in the formation of the Prefabrication process and laid the foundation for connecting the project model to the Prefab shop.

Not only has Eric been an accomplished Engineer, but he is also skilled at teaching, having led many Electrical Code classes for the company. His ability to talk to anyone has made him a valuable asset to our group, and he will definitely be missed within these walls!

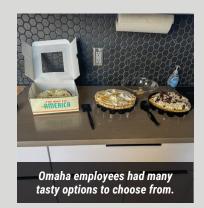
Omaha Team Celebrates Pi Day

Cheryl Keyes– Office Manager | Omaha, NE



March 14 is celebrated by many people around the world to honor the mathematical constant of pi. It also coincides with Albert Einstein's birthday, adding another level of significance to this mathematical celebration.

To commemorate Pi Day, the Omaha, NE, office celebrated with a get-together of eating—you guessed it—pie! Our team enjoyed great conversation while enjoying a special treat from Village Inn. Their pies never disappoint, especially with flavors such as lemon meringue, key lime and French silk.



Commonwealth Sparks Curiosity at Columbus Vehicle Day

Andy Sueper - Business Development Manager | Columbus, NE

For the past four years, Commonwealth Electric Company of the Midwest in Columbus, NE, has had a fun and engaging opportunity to showcase our equipment and tools to nearly 500 enthusiastic first graders. Vehicle Day, the annual event held by the Columbus Area Chamber of Commerce, invites all the area's elementary schools to look at many different types of vehicles from local businesses. These young minds get a firsthand look at the fascinating machinery that keeps our everyday lives humming along.

Seeing the excitement in the students' eyes as they climb around and explore the vehicles we use to power and progress our city is truly uplifting! This event not only provides a safe environment for the children to learn but also instills a sense of pride

in our employees, highlighting to young minds the essence of what Commonwealth stands for and showcasing what we do.

The students got the chance to learn about how our vehicles are used in our electrical work, the safety hazards involved, and the measures we take to ensure everyone's safety. This year, we also handed out suckers and snapped photos to commemorate Commonwealth Greater Nebraska's victory as the champion of the annual Commonwealth Cup.

The cup and this opportunity underscore the importance of workplace safety, the tools we use every day, and the dedication of our Commonwealth employees to ensure everyone returns home safely each night.





SAFETY UPDATES

Commonwealth Mental Health and Substance Abuse Training Receives MSHA Award

Lucas Simpson - Safety Manager | Omaha, NE

Every year, the Mine Safety and Health Administration (MSHA) holds a conference in Beckley, WV, called the Training Research and Methods Conference (TRAM). This conference, dedicated to training and education, features various mine operators, universities, contractors, and state education grant holders, who each present their groundbreaking training material. They do so to share methods and topics to better educate miners, as well as to compete for blue ribbons or the coveted grand prize.

This year, Dr. Joe McGuire, who assists in providing underground mine training throughout the Midwest, presented our 2024 Annual Refresher Mental Health and Substance Abuse training titled "There's no Crying in Baseball" on our company's behalf.

Through the assistance of Commonwealth employees embracing this material, having honest conversations about the impact of mental health and substance abuse on workplace safety, and honest survey feedback on the material, Commonwealth Electric Company of the Midwest won the Grand Prize for the best new mine training presented in 2024.

This is not only a landmark achievement in our mine safety program, but it is also impressive that we, as an electrical contractor, outperformed large mine operators, universities, and state education institutions. None of this would have been possible without the openness and honesty of our miners in Des Moines, IA, and Omaha, NE. They truly

showcase our company's core values and commitment to excellence, both in their own work and in their support of their coworkers. They exemplify the character necessary to develop into a more cohesive and supportive team.

Congratulations to everyone, and thank you especially to Dr. Joe McGuire for representing us with such distinction on the national stage in West Virginia!



Greater Nebraska Wins the 2024 Annual Commonwealth Cup Award

Todd Longenecker - Safety Director | Omaha, NE





We're excited to announce the winners of our second annual Commonwealth Cup: our team in Greater Nebraska! Congratulations to the entire Greater Nebraska for their outstanding efforts this past year; their win is very much deserved!

The team's victory was announced during a celebration held at Full Circle Venue in Grand Island, NE. At this celebration, our team enjoyed a cocktail hour, a buffet-style dinner, raffle prizes, and a performance by Felix and Fingers Dueling Pianos. All in all, it was a fantastic time being able to take a step back and recognize our people for their commitment to working safely.

While the Greater Nebraska location reached the pinnacle of safety within our company, we had two other locations that were right on their heels and also deserve some recognition. In second place was last year's winners: our team in Tucson, AZ. In third place was our team in Phoenix, AZ. Fantastic work to both our desert-dwelling locations!







On behalf of the Safety Department and the Executive Leadership Team, thank you, everyone, for working safely each and every day.

Omaha Wins the 2025 Q1 Commonwealth Cup Award

Todd Longenecker – Safety Director | Omaha, NE



L to R: Ron Castro, Dan Cahalan, Garrett Flynn, Justice Hilding, Troy Deats, Todd Longenecker.

Congratulations to the winners of the 2025 Q1 Commonwealth Cup: our team in Omaha, NE!

The Commonwealth
Award of Safety Excellence
("The Commonwealth
Cup") recognizes the
Commonwealth location with
the best safety record, both
quarterly and annually.

Being that our Omaha team is the largest of all our company's locations, it makes it all the more impressive that they made it through Q1 with zero recordable injuries and zero at-fault property damage claims. Congratulations to the Omaha team for their efforts!

A special congratulations to General Foreman Garrett Flynn and Apprentice Electrician Justice Hilding, who were the winners of the two randomly drawn gift cards.

To our entire team in Omaha: we thank you for your commitment to safety. Keep up the great work!

EMPLOYEE SPOTLIGHTS

Learning to Leading: Building Skills for a Brighter Future

Nick Manes - Estimator | Lincoln, NE





As snow blanketed numerous branch locations and service areas late this winter, Employee Owners from across the country converged in Lincoln, NE, to light the fire and begin 2025 in full gear.

Joining together for the 2025 Spring McCormick Estimating Class led by Senior Project Estimator Nick Page, these individuals spent two weeks becoming educated in the operations and functions of the McCormick Estimating Software, while additionally learning the Estimating Core Processes and Procedures integrated into all projects across Commonwealth. These education classes are not only an opportunity

for the attendees to learn from Page's 20+ years of experience, but are also an additional opportunity for Corporate Estimating to discuss and gather knowledge about the dynamic environment that each branch location encounters, ensuring all parties walk away with a breadth of knowledge greater than they came with. Continued education has become a cornerstone for success as we develop and grow as a company, welcoming on new employee owners and taking on larger and more complicated electrical work in ever-evolving landscapes.

One such addition made to the Corporate Estimating team, who was able to briefly participate in the Spring



"I love learning more about the numbers, finance, and analytical side of a business, and after taking a University Construction Management course I wanted to explore more of the industry. I get to take pride in seeing the work and effort I put into a project turn into real-world applications and structures. Having a non-electrical background allows me to see the work through a different lens, while also consistently taking on new challenges. I look forward to working alongside the Corporate Estimating team this summer: while utilizing every opportunity I have to learn and develop my skills."

Kate Lovick,
 Estimating Intern

class following her onboarding, was Corporate Estimating Intern Kate Lovick. Kate is an undergraduate student at the University of Nebraska-Lincoln, where she will be graduating in December of 2025 with a Bachelor of Science Degree in Business Management. Driven by her desire to learn and experience new disciplines, Kate has already laid the foundation for her formal summer internship program, where she will have the opportunity to test her new skills on live projects alongside the Corporate Estimating team.

Commonwealth's Commitment to Employee Development

Alex Philipps - HR Generalist | Lincoln, NE

At Commonwealth, one of our core values is our unwavering commitment to our employees. We believe in providing excellence through a safe working environment that fosters empowerment, building, and growing great employees. This year, we are excited to introduce two new mentorship programs that align with this core value: the Leadership Development and Mentoring Program and the Career Development and Mentoring Program. These programs follow the roll out of our Engagement Mentoring and Orientation Mentoring programs which ensure a successful onboarding experience for both employees and employee owners.

Our Leadership Development and Mentoring Program is designed to upskill high-potential future leaders. This program offers one-on-one mentoring, ongoing leadership training, and the development of strengths to help participants master their unique leadership styles. We are excited to have identified our first class of individuals who will benefit from this initiative. Our goal is to nurture these individuals, aiding in our succession planning efforts and ensuring a strong leadership pipeline for the future.

The Career Development and Mentoring Program aims to provide our employee owners with opportunities for growth and development. Through mentorship, networking, and ongoing job training, participants are encouraged to enhance their knowledge, skills, and experiences. This program not only motivates individuals to excel in their current roles but also prepares them for potential new roles within the company. By developing a robust talent pipeline, we support

our succession planning efforts and ensure that our employee owners are well-equipped for future challenges.

Here at Commonwealth, the development of our people is of the highest priority. We are committed to facilitating the growth and development of our employee owners, ensuring they have the tools and support needed to thrive in their respective careers.

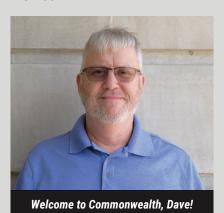
"The individuals in this program will be motivated to improve in their existing roles and to advance their careers. I am excited about the opportunity to grow and develop our team!"

T Michael Price,
 President/CEO

Greater Nebraska Welcomes New Service Manager to Grand Island

Andy Sueper - Business Development Manager | Columbus, NE

Commonwealth Electric Company of the Midwest's Greater Nebraska team is pleased to welcome Dave Burnham, Service Manager for the Grand Island area, as our newest service team member.



Due to substantial growth at our Grand Island location and the increasing customer base in the area, Branch Manager Jake Gable and the Greater Nebraska service team decided to expand the team to better serve our customers.

Dave joined the Commonwealth team in March and is working to establish and maintain business relationships in Grand Island and the surrounding communities.

Dave grew up in eastern North Carolina and joined the U.S. Navy directly out of high school, serving for 32 years as a main propulsion engineer and as a steam and gas turbine power plant operator. Dave retired from the Navy as a Command Master Chief, serving his last tour as the Force Master Chief for the U.S. Atlantic Fleet in Norfolk, VA. He spent 24 of his 32 years at sea on various classes of ships.

Dave is a graduate of North Carolina State University in Raleigh, NC and enjoys spending his time with his family, working in his garden, and landscaping.

Dave came to Commonwealth after many years as a customer in the private sector and jumped at the chance to join the team because of our commitment to safety, customer service, and the opportunity for personal and professional development.

Please join us in welcoming Dave to the Commonwealth Team!

Committed to Excellence

CUSTOMERS | EMPLOYEES | CHARACTER | MASTERY



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