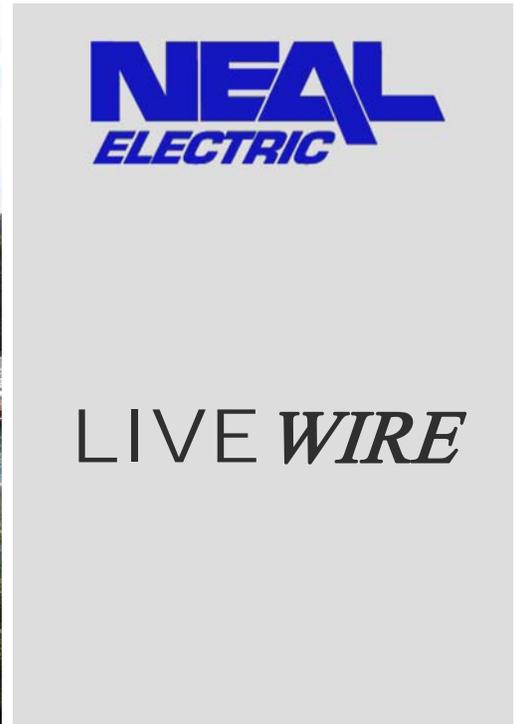




Rinconada Water Treatment Plant



In This Issue

Rinconada Water Treatment Plant

By Sam Flores | Sr. Project Manager

In 2015, Neal Electric was awarded a \$36M contract by Balfour Beatty Industrial, Inc, to perform necessary electrical work involving furnishing and installing 480V / 12KV switchgear equipment and cabling as well as upgrading of existing switchgear equipment. This scope of work also includes Instrumentation and controls to include structured copper/fiber optic cabling.

This project has faced many challenges that normally comes with working in the Northern California market. However, Neal also has had challenges of its own due to the fact that the facility is a fully functioning plant, producing up to 80 million gallons of clean drinking water for the City of Los Gatos as well as surrounding communities around San Jose and Santa Clara County.

Once the completion of this 5 year renovation is achieved, the Rinconada WTP will be able to almost double its output of clean drinking water. Neal Electric has had to work closely with the design team as well as the client to ensure that all specifications and areas of the contractual obligations are fulfilled at the highest level of quality while being conscientious of a very in-place competitive budget.

A big thank you to the great field staff Chuck German, Josh Gulyas, Jr Bueno and Drew Marze for their many hours of hard work and the sacrifice they make by being away from home for an extended time. The positive direction of this project continues to demonstrate the traits that have made Neal successful and a leader in the California Electrical Industry.



Honoring Our Veterans

Page 4



Open House Recap

Page 5

Continuing a Tradition of Excellence

By Robert Edmondson



Now that we have completed the much anticipated move of our corporate headquarters to our new facility in Vista, I wanted to share with everyone the current status of our company, and provide an outlook for the remainder of the year. Our Management Team has recently finished setting our goals for the 4th Quarter. They are:

- **Increase Our Safety Awareness**
- **Improve Employee Engagement**
- **Provide Focused Employee Training**
- **Bring Increased Value to our Customers**

First, I wanted to talk about our most important value, **Safety**. Nothing is more important than the safety and well-being of our employees, our customers, and the communities in which we work. Each of us has the responsibility to perform our work in a safe and professional manner, as well as the obligation to identify and correct unsafe conditions and behaviors. The strength and success of our culture depends on each person taking ownership of their behaviors and actions, and having the courage and fortitude to speak up when others do not. I want to reiterate our Stop Work Authority policy, which simply states that every employee has the right and authority to stop work if something does not seem safe. More importantly, every

employee has the responsibility to do so. Have the courage to speak up and ask questions when you believe that we have not adequately addressed the risks.

While we have made great strides in our Safety programs, culture, and performance, we still have plenty of room for improvement. With the increase in workload, we've experienced an increase in incidents. These include injuries, motor vehicle accidents, and other related incidents. We all must do better to bring the number of incidents down. Our business can be inherently dangerous, however those dangers can be effectively managed and mitigated. By communicating with each other, recognizing hazards where they exist, and working together to address them, we can find safe and effective solutions to any problem. Be involved in the JSA process, ask questions, and understand the risks before you perform any task.

As part of our ongoing **Employee Engagement** process, we had dozens of employees volunteer and participate in individual focus groups. The feedback we received during these focus groups was valuable. As a result, during 2016 we began focusing on improved communication, employee and leadership training, and several items pertaining to the overall work environment. We value your feedback and input, and we'll continue to do our best to effect the type of changes that make our company the best in the business. It is my desire that everyone be proud of our company, and to have the opportunity to make positive impacts on its success.

Our third goal was recognizing the need to enhance Performance Management by focusing on the need for **Employee Training** for all employees. Performance

Management reflects the conviction that a sharpened focus on creating a high performance workforce is a vital tool to generate revenue and profit. Scheduled for this quarter is training in Financial Intelligence, Constructability and Job Start-up, Foreman and Supervisor Training, Production Training, Scheduling, Pre-fab, Bluebeam, Excel, and Project Engineer and Project Manager Bootcamps.

Lastly, our focus on **Bringing Increased Value to our Customers** has already begun, and the results are starting to show. A recent flurry of new project wins, especially in the San Diego market, has Neal Electric poised to hit the ground running in 2017. Los Angeles is showing significant movement as well, so please keep an eye out for future announcements of upcoming projects.

2016 has been a year of change and challenges. As such, we are diligently looking for ways to improve our work practices, processes, and systems to allow us to better manage the work and provide a safe, quality service to our customers. Please participate in these improvements by reevaluating how we do things, and think of more effective and efficient ways to get our work done. We may experience some "growing pains", but I am confident that together we will get through them and the result will be a company that we are proud of, and that others want to work for.

I'll do my best to issue future updates to keep everyone involved and informed of how things are going and developing. In the meantime, please don't hesitate to ask questions, make suggestions, and stay involved.

Neal's Outlook for the 4th Quarter

Congratulations to everyone in Estimating and Business Development for bringing in some really big jobs these last couple months!

- VAN NUYS FIRE STATION #39 - \$1M
- DEL MAR CIVIC CENTER - \$1.2M
- PADRE DAM MWD FLOW CONTROL - \$1.3M
- TIERRASANTA PUMP STATION - \$970,000
- HVAC REGION 3 IDIQ - \$7.9M

HAPPY VETERAN'S DAY!



Shaun Cavanaugh
Michael J. Mullins Jr. (pictured)
Danielle A. Howard
Bill Blackwood
Dean Dobbins
Ernesto Herrera
Tupou Tolo Jr.
Robert R. Robertson
Jewette J. Strong
Eric L. Fusselman
Thomas Bryant

Up Close with Michael Mullins

Honoring Our Veterans

By Isabel Nogales

In honor of Veteran's day, I sat down with one of our ex-Marines, Michael Mullins, for a Q & A session. In addition to being a great estimator and co-worker, Michael is one of the bravest men I know! Find out for yourself!



First Marine Division, India Company, Camp Pendleton Ca. An infantry company of the highest caliber!

- 1. What was your branch of service?** I served twenty three years active duty In the United States Marine Corps.
- 2. What was your rank?** I achieved the rank of First Sergeant (E-8) but I served as the Battalion Sergeant Major of Combat Assault Battalion in Okinawa Japan before I retired.
- 3. Where did you serve?** I deployed to over 70 countries, most recently in the Asian pacific. I lived in Okinawa, Japan for three years. While there I often traveled to Australia, Hong Kong, Thailand, Taiwan, South Korea, China, Singapore, Republic of the Philippines, Indonesia, and Malaysia just to name a few.
- 4. Why did you join?** I Believe I joined the Marine Corps for what I think 90% of all Marines joined for; the nation was called to war. On a December morning back in 1990, I was listening to the radio on my way to work and I heard that Marines were headed to the Gulf war. I had been working as an Electrician at the time for almost four years with the IBEW Local 26 in Washington DC. But, I went in to talk to a recruiter on my way home from work. I figured that I would come back to work as an electrician after my tour of service in the Marine Corps was over. That was on December 10th 1990 and I was on my way to boot camp two days later December 12, 1990. It was actually a very easy choice to make considering my father had served in the United States Marine during the Vietnam war and grandfather had served in the United States Navy during world war II.
- 5. Which wars did you serve in?** I served two tours in Iraq, in Ramadi and Falluja respectively, both time with the Third Battalion Eleventh Marine Regiment, Stationed in Twenty Nine Palms California. The best Artillery unit in the entire Marine Corps in my humble opinion. I also served in Afghanistan, in Helmand Province with the "Thundering Third" of Third Battalion,
- 6. Most memorable experience?** There were many moments in my 23 years of service that come to mind as the most memorable. But, two days in particular stands out more than all others. It was the day I graduated from Marine Corps boot camp and the day I retired from active duty. Remembering the first day that I was called a United States Marine, in that moment I had such a feeling of pride and elation. It was something that I had never felt about anything I had achieved thus far in my life. It's funny because I had the exact same feeling when I retired. Mainly because, the Marine Corps treats both events exactly the same! It's that same sense of pride and belonging, hence the phrase "Once a Marine always a Marine" .That statement kind of says it all.
- 7. How did your service and experiences affect your life?** Serving in the armed forces of America gave me a sense of pride in country that can only be cultivated by a firsthand witness of unselfish sacrifice. I have the proud feeling of knowing that the sun never sets on the American Flags. That's because in every corner of the world or as Marines say, "In every clime and place" there is a young American man or woman standing at the gate. Knowing that each of them volunteered and had the desire to belong and be an important part of something greater than themselves. Having spent time with some of these magnificent Americans and getting to know them was life changing. So, I take nothing or no one for granted. I can find value in every situation and everyone, good or bad. Because I was entrusted with the nation's most valuable assets, its sons and daughters and it would demand nothing less of me to do so.



Neal & Select Electric's Grand Opening

By Paula Menard



(L to R): Front row: Armando Delgado, VP – Meruelo Group; Robert Edmondson, President – Neal Electric; Alex Meruelo, Chairman and CEO – Meruelo Group; Shawn Rosenberger, CEO – Meruelo Enterprises Inc.; John Aguilera, Vista City Council; Chris Christy, EVP – Meruelo Enterprises Inc. Second row: Sam Passanisi, VP – Neal Electric; Bobby Ouilette, Meruelo Construction; Mario Tapanes, General Council – Meruelo Group; Dennis Ramsey, VP – Neal Electric; Rebecca Christy, Corporate Risk Management – Meruelo Group; Al Stoller, CFO – Meruelo Group; Brooks Roffey, President – Select Electric; Omar Echeverri, VP – Select Electric; Terry Johnson, VP – Neal Electric; Robert Rodriques, Chief Administrator – Meruelo Enterprises Inc; Father Underwagu – St. Francis

Recent grand opening ceremonies for Neal Electric and Select Electric's new office building in Vista, CA, was an unmitigated, civic success hosted by parent company, Meruelo Enterprises, Inc.

Not only did Mr. Alex Meruelo arrive to greet all employees, other special guests joined the event including top executives President Shaun Rosenberger, CEO Luis Armona, Vista Chamber of Commerce President and staff members, the Vista High School Marching Band, Lester Abrams of the Doobie Brothers played on keyboards, and finally, the ROTC Guard performed the raising of the Flag Ceremony. The day ended with a formal ribbon cutting with a Mayoral dedication read aloud and a very touching prayer and blessing by Father Udenwagu of St. Francis de Assisi who notated that the gentle rain which was falling off and on throughout the ceremony was "a sign and a blessing" upon the spectators and our companies. What an epic day.

Neal Electric's VP of Estimating Dennis Ramsey, and Estimator Michael Mullins organized a charitable contribution to the local ROTC, as well as Mr. Mullins devoted training time to their squad. Both were given a letter of Appreciation that is well worth reading and a perfect example of class and respect that was exemplified by all members attending.



2016 Safety Fair & Company Picnic



SAFETY AWARD WINNERS - (L to R) Peter Hausherr, Myra Hildreth, Odie Miller, Adam Wisegarver, Carl Baling, Robert Edmondson, Tim Pribyl, Dean Chavez, Mauricio Penalosa

The Neal Electric annual company Safety Fair & Picnic could not have come at a better time. It was truly an awesome display of unity between our San Diego and Los Angeles employees and their families! 2016 has been the biggest turnout yet. Odie Miller, our Safety Director and Dawn Sullivan, our AR Supervisor spearheaded this event with additional help from several Neal employees.

The Safety Fair / Company Picnic is an opportunity to bond with one another, meet our vendors who we have strong relationships with and of course, have a great time. This year's event included food, beer, music and an unlimited ice-cream truck, which seemed to be the highlight for most. Our vendors; CED, One Source, Skeete, Rexel, Milwaukee, Tomarco, On-site Safety, Protocol, and Performance Utility also had their station setup with games and giveaways.

All field employees who completed 5,000 man hours without any lost time accidents were recognized with a safety award, followed by a generous raffle for Neal employees and children to close out the day. Thanks to Odie Miller, Dawn Sullivan and the rest of the Neal team for a splendid job in putting this together!

Neal's Investing in its Employees!

NEAL IS A GREAT PLACE TO WORK!

- **Please contact HR / Mauricio Penalosa (858) 513-2525 x1532 for opportunities.**
 - Project Engineer (2) – Vista
 - Project Engineer (1) – Norwalk
 - Project Manager (2) – Norwalk
 - Project Manager (1) – Vista
 - Project Manager (2) – Vista
 - Sr. Estimator – Norwalk
 - **Employee Referral Program – (May 18, 2016 to November 18, 2016)** If you refer a person who then is hired and successfully remains in the job at least six months, you will receive a reward of \$5,000, less applicable taxes. Contact your human resource manager, Mauricio Penalosa at (858) 513-2525 x108 for details and eligibility.
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- **Upcoming Training Classes –**

- **Project Management Bootcamp** – Please contact Mauricio Penalosa / HR 858-513-2525 x1532 if you are interested. Date is TBA.
 - **Spectrum Training** –. For dates, please contact Mauricio Penalosa / HR 858-513-2525 x1532 if you are interested.
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- **Upcoming events**

- **Thanksgiving Potluck – 11/18/16**
- **Christmas Party – 12/16/16 - More info soon**



- **If you are interested in contributing to our Neal Newsletter, please contact Isabel Nogales (Isabel.Nogales@nealelectric.com / 858-513-2525 x1549)**
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It was a Happy Hour at Neal & Select Electric's Open House!



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