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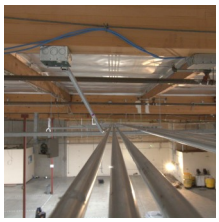
NEW AGE ELECTRIC INC

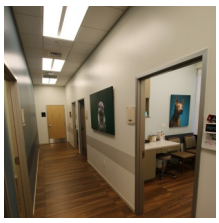
Times

PROJECT SPOTLIGHTS

NAE has been fortunate to perform on many high-profile/high-dollar projects over our 30 years – from new ground-up construction to major market-ready and tenant improvement work. Our 'bread and butter' work, though, is the smaller T.I. projects – unsung heroes like those featured here. This work typically includes complete overhaul of all electrical systems—meter mains, transformers, distribution panels, T24 lighting packages and controls, and connections for all other updated HVAC/electrical equipment. This type of work allows us to continue developing and expanding our workforce while providing stable, consistent work for NAE's skilled and growing staff.

Stanford HEALTH CARE





Photos: Trevor DeHaas ©

The team of Brian Spangle, Project Manager, and Abiel Topete, Roman Lagunas and Dave Mestas, Foreman and Leads respectively, worked together on these four projects – which were completed successfully, on time and on budget.

Stanford Healthcare – $330,000 - BCCI

NAE performed a total electrical system upgrade for the 2nd floor of one of Stanford's many healthcare/admin office facilities. Entire scope completed in 12 weeks, including rewiring almost 200 can lights in a remarkable five days! Scope also involved cut-out and rewire of all other lighting systems and controls for the 17,000 sq. ft. space. Project team included Matt Farrington, Thomas Carnahan-Nazario, Antonio Lomeli, Hector Ornelas.

Google Bus Depot - $215,000 – The Core Group

NAE's work is ongoing to provide all electrical services to upgrade Google's bus depot/vehicle maintenance facility. Included in the scope are providing connections for vehicle bays, mechanics' electrical equipment, special exhaust and compressors. Additional field staff includes George Martinez, Hector Ornelas, Tim Sugden.

VCA Blossom Hill – $180,000 – Bay Area Builders

Our team was chosen to fully convert and update a former Payless Shoe Store into a VCA animal hospital. Even with PG&E set backs and a critical time window to install new service and disconnect old without loss of power to neighboring tenants, project was completed successfully within the six month contract period. Project included Alvin Maynard, Mario Peterson, Sr., Antonio Lomeli, Hector Ornelas.

JD.com - $142,000 – South Bay Construction

This fast-track T.I. required a complete update of all office and warehouse electrical and lighting systems for this Robotics company's R&D facility. Project was completed in eight weeks and also included Miguel Alanis, Armando Rabago, Dylan Brubaker, Thomas Carnahan-Nazario, Matt Castillo, Damian Cruz-Mora, Jonathan Galvan, Joseph Gonsalves, Antonio Lomeli, Okitondo 'Jr' Munganga, Hector Ornelas, Isaias Ornelas.

"Abiel and I work well together." says Brian, "We joined NAE at the same time and grew in sync as electricians. We think alike and want to see all of our projects be successful. We have rock-solid skill and support from Roman and Dave as well, and great rapport with all members of our talented project teams. It really makes a huge difference!" Thanks to an awesome NAE staff – great jobs, great teamwork!

MEET YOUR NAE TEAM—MARTY ALLEN AND JAMES CARSON

Q: How'd you get started in the trades and what brought you to NAE?

Marty: My dad—a contractor—would bring me to work when I was a kid. I watched everything and knew I wanted to be in the trades. As a young man, I signed up as the first apprentice with an A/C company that had just opened an electrical division. Fast forward to 2018 -- I joined NAE as part of a restructuring deal and at the completion of my first week here, the new job jitters dissipated and I knew this was going to be a great next chapter in my career.

James: My interest in the electrical trade was first sparked by my grandfather, a Navy engineer. I spent my youth working alongside my dad, making investment rental property market ready. At 17, I was offered my first real job with a commercial electrical firm. Last September my former employer was restructuring—and my coworker Marty convinced me to join him at NAE. Coming on board NAE as a Foreman gave me the confidence and ability to make the company transition a smooth one.

Q: What skills do you feel help you be successful in your work?

Marty: I've completed 63 projects so I've learned to trust my instincts and my PM skills, especially with troubleshooting, economic design, realistic budgeting and code book knowledge. BTW, James is hard working, reliable, passionate, and truly cares about his projects!

James: Lighting and controls have become so sophisticated in a such a short time frame, and continue to change. While I enjoy most aspects of my work, the challenge of becoming expert in this area excites me the most. BTW, Marty has great work ethic, is an honest problem solver, and communicates exceptionally well.

Q: What advice do you have for those just learning the trade?

Marty: Be on time, and even be early if you can. Learn to navigate the code book, it should be your work Bible. Don't be afraid to ask questions—I can't stress that enough, especially If you're unsure of anything. Above all else: BE SAFE.

James: Arrive each day early to give yourself time to gather your tools, see what you are working on, which order to complete tasks, and gather information. Always ask questions. Be willing to work overtime; it shows you care about both your learning experience and the company you work for.

Q: Tell us a little about your personal life.

Marty: I have two daughters ages 14 and 11. Both are honor roll students and play competitive soccer. I coach multiple soccer teams including my daughters' and am the VP for Hollister Tremors Youth Soccer League. I have a travel trailer and camp as often as possible. Other hobbies include landscaping, music and golf—and I look forward to retiring from soccer!

James: I have a daughter, 12, a son, 6, a dog, 5, and a 6 year old cat that thinks it's a dog. We have a family lake house at Lake Almanor – we go boating, fishing, and swimming. We also have a family property in Susanville where we ride dirt bikes and go target shooting, Future travel plans include a long awaited cruise to West Caribbean in December.

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A MESSAGE FROM THE BOSS

It's easy to lose sight of the passing of time. We race between home, work, school, and try to fit in some fun. Time magically disappears while we're clicking "like" buttons, or playing mindless games. Our political climate and general world chaos today make it easy to believe we are headed downhill fast, and those worries consume our time. The reality is that we are but a speck of dust and our lifetimes will pass in the blink of an eye; with so many distractions, how do we find time to make a difference?

Personally, I believe it's the normal things we do in our everyday lives that create our legacies; showing kindness, embracing change, caring for our environment, putting in extra effort, living in the present with a positive attitude. It's these actions that keep us grounded in our humanity and help us define our character. Today I'd like to recognize a few of you who are making a difference at NAE every day.

23andMe – Over 100 individuals signed up to work overtime on 23andMe to meet the critical move-in date – a project that's the most labor-intensive job of NAE's history. Sure, overtime pay provides incentive – but for many, your summer was cut short as you worked six days a week for most of the season. More than half of you worked 40 hours OT or more. An astonishing number of you – 22 – gave up 80 or more personal hours and of that number, 12 put in the equivalent of 15 to 32 extra full-time workdays!

While all of you will get individual recognition when we publish our next Project Spotlight piece, I want to give a special shout out to the top 10 who put in a whopping 140 hours of overtime or more: Foremen Miguel Alanis, 261; Ferid Trumic, 217; Muhamed Hantalasevic, 215; Gene Cashman, 168; Reynaldo Aguiniga, 146; and electricians or apprentices Miralem Salihbasic, 254; Hamilton Hyatt, 221; Dylan Brubaker, 186; Cesar Cortes, 154; Jamie Mariscal, 140. What a hard-working, dedicated team we had on this challenging project, and I'm grateful for every one of you who made a difference. A total of 5,585 extra manhours allowed us to pull together and deliver a successful, first class project on time! THANK YOU ALL!!

New Age University – As tradespeople we have an obligation to share our knowledge and skills with newcomers to the trade, for the perpetuity of our craft. New Age University is founded on that principle. Since it's inception, the program continues to grow and offer a great variety of free hands-on classes, taught by some of the best master electricians in the field. Classes have covered a wide range of topics, including specific skills training, safety, jobsite etiquette, troubleshooting, theory, and tips and tricks for a variety of installation processes.

I'd like to thank our volunteer Foreman instructors: Ronnie Aguiniga, Miguel Alanis, Jerry Arnold, James Carson, Gene Cashman, Tyler Cole, Jason Gonterman, Muhamed Hantalasevic, Jared Hazen, Codey Hughey, Nick Hughey, Tony Martinez, Tony Mejia, Brian Spangle, Damir Svetic and Jani Youhanapour. A few of this group have even taught more than one class: James, Gene and Nick – hats off to you, gents!

The list of current requested classes continues to grow; if you have any interest in being a volunteer instructor, your knowledge and skills are needed! Please contact Tyler or Gail to find out how you can give back and help make a difference in the future careers of our knowledge hungry apprentice electricians.

Giving Back in a BIG Way – It's not often that we're called on to do something so special that it can literally save another's life. We have that special need in our own NAE family, and I have his permission to share. Trevor DeHaas has a life-threatening kidney disorder, which he's been dealing with practically his entire life. Time is getting critical for Trevor, and he desperately needs a kidney-transplant. A living donor gives him the best possible chances for a full and active life. If you think you might consider being a donor, or know someone who is, please reach out to Trevor for more information.

SAFETY CORNER

Worksite Fire Prevention

Fires develop when fuel (paper, oil, wood, etc.), oxygen (present in air) and a heat source (flame, friction, chemical reaction, electricity) are present. The goal for fire prevention is to keep these three things from coming together. Common workplace fire hazards include:

- Electrical equipment (#1 cause of workplace fires). Fires from electrical sources can occur due to overloaded fuses, circuits, motors, or outlets, wiring with frayed or worn insulation, loose ground connections, and lights or machinery coming in contact with combustible materials.
- Flammable liquids like oil, gas, kerosene, solvents, and many chemicals with flammable vapors can cause fire when vapors come in contact with an ignition source.
- Lit cigarettes or matches can easily ignite anything that is capable of burning.
- Welding and cutting operations create flames and sparks and provide an ignition source near combustible, flammable materials.

The following recommendations can help prevent workplace fires from breaking out:

- Keep work areas and work vehicles clean at all times.
- Make sure that you store combustible items such as oil-soaked rags, waste and shavings in approved metal containers with metal lids.
- Make sure flammable liquids are properly stored and marked.
- Never store flammable materials in areas used for exits, stairways or passageways.
- Turn off vehicles when fueling. Also: Never smoke when working in proximity to flammable and combustible materials.

In case of a workplace fire, you should be aware of emergency exits, alarm signal locations, and evacuation procedures. Fire extinguishers should always be provided on a jobsite; ensure extinguishers are marked, accessible, and inspected monthly.

For information on wildfire home preparation go to CalFire's website: www.readyforwildfire.org.

MARK YOUR CALENDARS:
Foremen's Meeting: First Monday Every Month at 6AM
(unless otherwise noted)

NEC TEST PREP QUESTIONS:

1. Type AC cable shall be permitted ____:
   A) For Feeders C) Where exposed to physical damage
   B) In wet locations D) In damp locations

2. Standard electrical trade size 2 in. ridged Schedule 40 PVC conduit shall be supported at LEAST every ____.
   A) 3 feet C) 6 feet
   B) 5 feet D) 10 feet

3. The use of UF cable is prohibited by the NEC if used ____.
   A) Underground C) For branch circuits
   B) As service cable D) In attic spaces

Answers to Test Prep Questions: 1. A, 2. B, 3. B