

CORPORATE STRATEGY UPDATE

OPEN ENROLLMENT 2016 - OPTIONS TO FIT YOUR LIFESTYLE

Thanks in part to the feedback from our employees, Faith Technologies is making a significant financial commitment to enhancing the benefit package in 2016! The 2016 benefit highlights include:

- **Three medical plan options**
- **No more spousal surcharge**
- **Improved dental benefits**
- **Parental leave**
- **Adoption benefits**
- **An increased company match to the 401K**
- **An additional paid holiday (the day after Thanksgiving)**

Preparing for Open Enrollment

All benefit-eligible employees were sent a personalized enrollment packet the week of October 26th with the resources to view the details of all of the benefit enhancements mentioned above. Review the information in your packet, visit the new benefits website, www.faithbenefits.info, for additional resources to make informed decisions regarding your benefit selections for 2016.

Completing Online Benefit Elections

All benefit-eligible employees need to make new 2016 benefit elections online from November 2-20. Even if you plan on waiving coverage, you will still need to do so online at www.faithbenefits.info. If you do not make your elections online, you will not have benefits for 2016. Any plan changes you make during the open enrollment period will go into effect January 1, 2016.

Resources

For assistance during open enrollment, please contact the call center support Monday-Friday, 6:00 AM to 8:00 PM CST at 816-308-4559. Employees can also email faithbenefits@millercares.com to request assistance or to schedule an appointment with a representative.

As always, you can also contact any member of the HR team for assistance. For questions regarding health benefits and open enrollment, please contact:

- **Leslie Swinford**, Benefits Supervisor: 920-751-9845
- **Beth Ebben**, Benefits Specialist: 920-751-9912

For questions related to the health risk assessments or the flu shot reimbursement program, please contact:

- **Alyssa Kwasny**, Wellness Program Administrator: 920-751-9815



The changes we are making for 2016 represent a significant investment. As we grow and manage our finances well, we have more opportunity to give back to employees through our benefit programs.

Wellness has been a cornerstone of our health benefits for many years, and will continue well into the future. Wellness impacts your ability to work safely, to provide for yourself and your family, and improve the odds of a secure future for many years to come. We are all looking forward to a healthy and happy 2016!

END OF DAYLIGHT SAVINGS TIME: TIPS ON DRIVING TO ENSURE WE FALL BACK SAFELY

Daylight Savings Time came to an end on Sunday, November 1, 2015. While “falling back” may have given us an extra hour of sleep that night, decreased daylight and longer nights create additional driving hazards and risks.

Since darkness signals a natural inclination for sleep, it stands to reason that early nightfall makes us more prone to drowsy driving, especially as we adjust to evening commutes during the first week of the time change. It’s not a coincidence that **Drowsy Driving Prevention Week** (November 1-8), occurs as daylight saving ended this year. Our bodies’ internal clocks tell us to sleep when it’s dark and wake when it’s light. But with the clocks moved back an hour, sunset comes earlier than before. Couple that with the ever-increasing shorter days and we get longer, dark nights ahead.

According to the National Safety Council, traffic fatalities are 3 times greater at night than during the day. While drowsy driving and drunk drivers do play a role, decreased visibility is the main culprit. Think about it; our ability to react depends on our ability to see what’s around us. And since our depth perception, color recognition, and peripheral vision decrease after sundown, our chances for a car accident tend to increase.

Fortunately, safely navigating the long nights ahead is easy. Here are a few simple tips.

- Prep your car for nighttime driving. It may be common sense, but it bears repeating. Check and clean your headlights, taillights, brake lights, and signal lights. After all, you want to see and be seen by other drivers on the road.
- Know when to use your low beams and high beams. Use your low beams when you need to see about 250 feet in front of you and high beams when your visibility range is 350 to 500 feet. And, of course, dim your high beams when following another driver or approaching an oncoming car.
- Watch out for animals on the road. Deer and other animals are most active at night, particularly from 6 p.m. to 11 p.m. And since more deer-related collisions occur in November than any other month, be extra careful in the weeks following daylight saving time.



BENEFITS & WELLNESS PROGRAMS

FINAL REMINDER: HAVE YOU QUALIFIED FOR AN ADDITIONAL COMPANY PREMIUM CONTRIBUTION?

Do you want to qualify for the additional company medical premium contribution in 2016? Simply request a HRA lab kit and complete it at a designated local clinic contracted with Healics. (You will no longer be able to complete the 2015 HRA after January 1, 2016; and will not receive the additional healthcare premium contribution for the 2016 year.) The cost of the kit is \$115 per person, which will be payroll deducted in \$40 increments until it’s paid off. If you and your spouse (if enrolled in medical coverage) complete a HRA, and meet the requirements based on the 2015 HRA score categories to the right, you will earn the additional premium company contribution for 2016. If you have any questions regarding 2015 HRAs or need to order a HRA lab kit, please email Wellness Program Administrator, [Alyssa Kwasny](#), or call 920-751-9815.

QUALIFIERS FOR PREMIUM DISCOUNT

HRA SCORE 71 & ABOVE = NO ADDITIONAL STEPS ARE NEEDED AT THIS TIME TO QUALIFY FOR THE COMPANY PREMIUM CONTRIBUTION.

HRA SCORE 70 OR BELOW WITH A 5 POINT HRA SCORE IMPROVEMENT = NO ADDITIONAL STEPS ARE NEEDED AT THIS TIME TO QUALIFY FOR THE COMPANY PREMIUM CONTRIBUTION.

HRA SCORE 70 OR BELOW WITHOUT A 5 POINT HRA SCORE IMPROVEMENT = COMPLETE YOUR THREE FREE TELEPHONIC COACHING SESSIONS WITH A HEALICS HEALTH EXPERT.

ELECTRONIC W-2S COMING FOR THIS TAX YEAR!

The Payroll Department is pleased to announce, beginning this tax year, employees will be able to access their online W-2 statement via Faith's secure online check stub website, **Doculivery**. In order to access their W-2, employees must first provide consent for online delivery of the W-2 form through Doculivery. A message will be sent to employees' company email addresses mid-November with instructions for consent. *(NOTE: An employee's consent regarding the online delivery of the W-2 form is only required once, and will carry forward to subsequent reporting years.)*

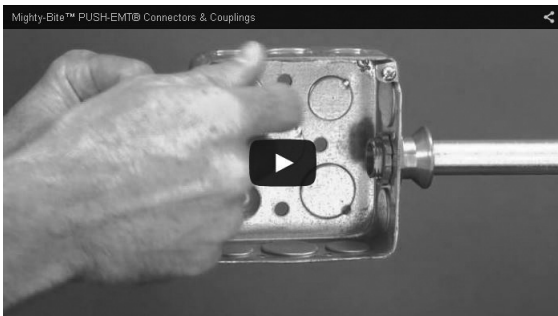
For assistance with the Doculivery website, including account and password information, please email Payroll Specialist, **Judy Peschke-Frank**, or call 920-751-9833.

Payroll will notify you via email when your 2015 W-2 statement is available online. *(NOTE: Paper copies will also be mailed to home addresses for 2015 tax year.)* Additionally, if you received a W-2 statement for tax year 2014, this statement will be immediately available to view once you submit your consent.

For additional information or questions, please email Payroll Manager, **Christy Glocke**, or call 920-751-9865.

ARE YOU USING THE BRIDGEPORT MIGHTY BITE?

The Mighty-Bite connects EMT conduit faster and easier than ever before. In fact, when compared to conventional fittings, this product offers a 75% savings on installation time. Introduced on the jobsite at Agropur in Weyauwega, WI, the crew has seen first-hand the time and labor savings this innovative product offers. To see for yourself, check out the video from Bridgeport below.



This push-on EMT connector can be used to connect an EMT raceway to a box, device, panelboard, or similar electrical enclosure. Featuring a rugged zinc die-cast construction, the Mighty-Bite is assembled with an internal sealing o-ring and knockout gasket to create a rain-tight/concrete-tight seal. To install, simply push the fitting onto the raceway with a slight twist. The fitting is reusable and can be removed by unthreading counter-clockwise from the conduit end. No tools are required.

For more information on the product, or to order samples for your project, please contact your purchasing agent.

Have a labor-savings product or process you'd like to share?

Please email Productivity Director, **Larry Baker**, or Productivity Specialist, **Jody Seubert**, with your idea today!

BRIDGEPORT MIGHTY-BITES - WHAT YOU NEED TO KNOW

The Bridgeport Mighty-Bites will offer a labor-savings when installing connectors or couplings in several situations:

- Panels/Panelboards, or switchgear for homeruns
- Junction boxes, 4 sq or larger
- Drop ceilings
- Assemblies
- Metal or wood stud construction

Additionally, the Mighty-Bites are less expensive than die-cast compression connector and coupling alternatives.

ASK MIKE



Q. I heard from my supervisor that several members of the executive leadership team will be leaving Faith this month. How will these changes impact the company's strategies and overall success?

A. There has been some change in some leadership positions, and are grateful for the leadership and contributions each has provided Faith during their tenure, and wish them well on their future endeavors. With every change comes opportunity, and the leadership team is more committed and re-energized than ever to your success. We remain intently focused on executing the company's key initiatives to support our values and achieve our vision. If you have any questions, please feel free to contact your supervisor or any member of the leadership team.

HAVE QUESTIONS?

Please submit your questions, comments, or feedback to askmike@faithtechnologies.com. Questions will be addressed via email with the specific individual and/or shared during the next M3 meeting on **November 18 at 7 AM and 11:30 AM CST.**

Q. Does Faith provide a reimbursement for filing out of state taxes? Or for multiple states?

A. Filing taxes in multiple states was an area we considered when determining the amount to be awarded to NPG members when traveling. It is intended for employees to use some of their funds to offset these costs if incurred. Earlier this year, we added Handyman / Daycare / Healthy Food award levels based on travel hours. This is also an area for where you can draw from for additional funds if the need arises for you to file taxes in multiple states.

Q. Has there been any talk or thought about having a Roth within the 401k?

A. In recent years, the popularity of including a Roth IRA with 401(k) plans has increased. As a result, Faith Technologies' 401(k) committee is currently seeking input from our plan advisors on this issue so they can learn more. There are no immediate plans to add a Roth, but the company is considering the possibility.



NOVEMBER 2-13
LIVE UNITED 2015 UNITED WAY CAMPAIGN
 FAITH TECHNOLOGIES
 PLEDGING IS A WIN-WIN!
 2015 GOALS
 30% Employee Participation
 \$53,221 RAISED
 MAKE YOUR PLEDGE.
 1 LOG ON TO FAITH TECHNOLOGIES' E-PLEDGE SITE:
 2 ENTER USER ID
 3 ENTER PASSWORD
 QUESTIONS? KELLY CHARTRE JENNY BERNOT

COMMUNITY INVOLVEMENT

FAITH'S UNITED WAY CAMPAIGN HAS BEGUN!

Now through November 13 join the Faith Technologies team in supporting the local agency's that strive to make our community a better place to live and work! Click on the flier to the left for campaign details, including incentive opportunities.

Make Your Pledge.

- 1 LOG ON TO FAITH TECHNOLOGIES' E-PLEDGE SITE:**
<https://ebusiness.unitedwayfoxcities.org/crm/Home.jsp>
- 2 ENTER USER ID**
 Your User ID is your Faith Technologies' email address.
- 3 ENTER PASSWORD**
 Your password is "Faith" plus your employee number [i.e. Faith1234].

HI-PO PROGRAM BETTER ALIGNS WITH BUSINESS STRATEGY



As we continue to grow and assess our business needs, we are shifting the timing of our nomination and selection process for participation in Faith's High Potential programs. Historically, nominations were due January 31 with participation acceptance communicated in May and the annual kick-off

event held in September. However, to better align with our operational needs and ensure we maintain focus on our job sites during our busier times of the year, moving into 2016, the process will change as follows:

- **May 31, 2016: Nominations Due**
- **June - August 2016: Selection Process Occurs**
(candidate eligibility reviewed, interviews conducted, etc.)
- **September 2016: Participant acceptance communicated**
- **January 2017: Annual High Potential Kick-Off Event**

NOTE: The annual kick-off event for 2015 High Potential participants will take place January 14-15, 2016 at the Radisson Paper Valley Hotel in Appleton, WI.

The purpose of Faith Technologies' High Potential programs are to invest in the development of employees to create a talent pool for effective succession planning and organizational growth. By participating in these programs, the company is provided a pool of candidates who are interested, ready, and able to be promoted into leadership roles as they become available.

For more information about the High Potential programs, please refer to [Learning and Development SharePoint > Hi-Po](#) (requires network access) or [MyEmployment > Hi-Po Programs](#). Please watch for additional communication regarding nomination submittals in the coming months.

HAVE QUESTIONS?

Contact the following members of the Learning & Development team regarding these changes:

- **Tricia Clausen**, Learning Administrator: 262-896-4179
- **Jill Hermans**, Director of Learning & Development: 920-751-9808

COMMUNICATING BETTER AS A TEAM IN 2016

As Faith Technologies continues to evolve and grow at a rapid pace, it is more critical than ever for employees to stay connected through Faith communication channels. Company email offers the most streamlined distribution of and response to information.

To that point, beginning January 1, 2016, Learning and Development will no longer send training information to personal email addresses. All information will be sent to Faith emails only. As a reminder, employees are expected to check their email at least once a week.

To login to your Faith email, follow these instructions:

- Go to **Outlook 365**
- Email Address: `firstname.lastname@faithtechnologies.com`
- Password: Passwords are created using the employee's last name in lowercase and year (smith2015). Passwords are only valid for 45 days. If you are unable to login using these credentials, please contact ITHelpdesk at 920-225-6622.

The documents noted below will help you get started with Faith email, and can be accessed from [Learning and Development Sharepoint > Forms, Policies, & Other Miscellaneous Information](#) (requires network access) or [MyEmployment > IT Forms](#):

- Getting Started with Faith Email
- Self-Service Portal Use

NOTE: Should you register for a class and either fail to attend or give a three business day (72-hour) cancellation notice, you may be subject to a \$40 charge per the Learning Registration and Authorization policy.

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ON THE MOVE

Faith Technologies is excited to announce the following changes within the team!

Adam Schettl, Journeyman
Andrew Gross, Associate Project Manager
Carol West, Assistant Project Manager
Corey Ostrander, Interim Journeyman
David Earhart, Estimating Manager
Eugene Hankwitz, Welder
Jeremiah Hayes, Foreman
Jesse Lemay, Welder
Joel Zimmerman, Electrical Designer
Joel Konrad, Superintendent
John Patterson, Productivity Specialist
Michael Smallwood, Interim Journeyman
Nathan Sonicksen, Interim Journeyman
Paul Bartel, Material Coordinator
Ryan Poe, Foreman

PROFESSIONAL & COMPANY ACCOLADES

Faith Technologies was awarded a 2015 Gold-Level Vision Award by Constructech magazine for integrating converging tools - such as Autodesk Revit and Trimble Robotic Total Stations (RTS) - into everyday business uses.

Faith Technologies was recognized 75th in the Healthiest 100 Workplaces in America by Healthiest Employer, LLC for its commitment to employee health and exceptional corporate wellness programming.

Faith Technologies was ranked 14th in Electrical Construction & Maintenance (EC&M) magazine's annual Top 50 Electrical Contractors list.

Faith Technologies earned the 2015 Best of the Valley designation for the 11th consecutive year from the Appleton Post Crescent.

WELCOME

Please take a moment to welcome the newest members of Faith Technologies' team!

Andrew Mealer, Tower Technician - Level 2
Andrew Lentz, Estimator - Level 1
Andrew Bradac, Interim Journeyman
Austin Marschke, Logistics Manager
Benjamin Sedillo, Journeyman
Benjamin Metcalf, Systems Administrator
Danielle Stephani, Credit/Collections Specialist
Daren Mazier, Preconstruction Manager - Industrial
David Feyen, Project Coordinator
David Valeri, Foreman
Dustin Broeren, Logistics Manager
Fordieu Francois, Logistics Specialist
Frederick Whitelaw, Helper Subjourneyman
Gerrick Childs, Specialty Systems Helper - Level 0
Glenn Kuban, General Assembly
Gregory Bowles, Field Support Specialist
Isaac Thiel, Accounting Manager
Jeffrey Bolen, Helper Subjourneyman
Jeffrey Fairbrother, Specialty Systems Technician - Level 1
Jemeral Eady, Helper Subjourneyman
Jerry Albright, Helper - Level 0
Jesse Walt, Electrical Apprentice Indentured - Year Four
Jesse Felch, Helper Subjourneyman
Johnny Wadley, Material Handler
Joshua Vanden Langenberg, Purchasing Agent
Justin Powers, Journeyman
Justin Stobaugh, Helper - Level 0
Katie Maye, Office Assistant
Kenneth Paschall, Field Support Specialist
Kevin Powless, Tower Technician - Level 2
Kevin McMullen, Senior Financial Analyst
Kevin Peterson, General Assembly
Larry Walker, Estimator Level 1
Leslie Dannels, Journeyman
Mark DeVet, General Assembly
Marlon Sims, General Assembly
Matthew Lange, Construction Project Manager
Matthew Johnston, Journeyman
Matthew Polansky, Tower Technician - Level 2
Michael Lawson, Helper - Level 0
Michael Yatteau, Director of Project Controls
Oliver Kerley, Journeyman
Paul Bauman, APC Project Engineer
Reynia McMillon, General Assembly
Ryan Bartel, Helper Subjourneyman
Stephen Smith, Journeyman
Steven Van Den Elzen, Estimator Level 1
Travis McMahon, Project Coordinator
Trevor Crosby, Logistics Specialist
Tyler Powell, Contracts Administrator
William Fabich, Purchasing Agent
Zachary Tallent, Journeyman

EMPLOYEE ANNIVERSARIES

Congratulations to the following employees celebrating their 5, 10, 15, 20, 25, and 30 year anniversaries!

Darryl Betro	30	Eddie Scholler	15
Dale Bittner	25	Ben Brigman	10
Jerry Romenesko	25	Connie Bretl	10
Tom Stark	25	Tony Inderdahl	10
Bruce Parrish	25	Eric Lewandowski	10
Sally Hultquist	20	James Carringer	5
Jon Mayberry	20	Sara Mahn	5
Justin Fischer	15	Daryl Young	5
Adam Geurts	15	Eric Donovan	5
Mark Button	15	Charlie Bunch	5
Adam Sievert	15	James Pederson	5
Drew Foscatto	15	Sean Collins	5
AJ Spear	15		

FEATURED POSITIONS

Electrical Helper/Driver – Lenexa, KS

Our electrical helpers/logistics specialists are responsible for all tools, assemblies and materials delivered on an assigned jobsite. These individuals operate as the main point of contact for any logistic matters specific to their project and all its personnel. Along with delivering materials, the electrical helpers/logistics specialists will assist jobsite employees in necessary tasks on and off the jobsite. [Please click here for more information.](#)

HIRING & MENTORING PROGRAM

We're always looking for more talented people to join our team! You know what it takes to succeed at Faith, so why not take a look at the people you know? You could help them get a great job, while adding even more talent to Faith's outstanding team. For a complete list of open positions, visit faithtechnologies.com/careers.



EMPLOYEE SPOTLIGHT

ANDY GROSS

My name is Andy Gross. I am a project manager within the General Building–Southeast Wisconsin group, and work from our Milwaukee office location. I began my career in 1997 as an apprentice, and have also served as a journeymen, foreman, service technician, and superintendent before recently accepting my current role as a project manager.

I enjoy spending time with my beautiful family - wife, Debbie; daughters, Karlee (15) and Makenzie (8); and son, Emmett (3). Together we enjoy watching our kids' soccer games, fishing, and recently spent a week in Walt Disney World. Other hobbies include hunting, and serving as a firefighter and EMT for the Richfield Volunteer Fire Department.



PROJECT SPOTLIGHT

PORTAGE LAKE LIFT BRIDGE REHABILITATION

The Portage Lake Lift Bridge connects the cities of Hancock and Houghton in Michigan and extends across Portage Lake, a portion of the waterway which cuts across the Keweenaw Peninsula with a canal linking the final several miles to Lake Superior to the northwest. This bridge is a moveable bridge with the middle section capable of being lifted from its low point of four feet clearance over the water to a clearance of 100 feet to allow boats to pass underneath. The bridge is the world's heaviest and widest double-decked vertical-lift bridge with two levels of traffic. The upper level is for vehicular traffic and the lower level is for pedestrians and snowmobiles.

Faith Technologies is working with the General Contractor, Zenith Tech, to rehabilitate and upgrade the Portage Lake Lift Bridge to ensure it remains in excellent operating condition since it's the only entrance to the tip of the Keweenaw unless you travel by boat or plane.

Our electrical scope of work includes the installation of new bridge roadway LED lighting; new frequency drive cabinets and controls; new aerial cables; new barrier traffic gates; additional cameras; and replacement of traffic warning gates.

This is the second project on the Portage Lake Bridge that Faith Technologies has been a part of. In 1997, our crew completed a controls upgrade, installed new aerial cables, and replaced warning gates, lighting, aviation beacons and navigational aids. The same foreman, Joe Van Wie, who worked on this project in 1997, is the superintendent on site today, working alongside the following crew members: Scott Skarban, Justin Putnam, Darren Reiland, Craig Hill, Ed Maloney, and Tim Anderson.



CREW USES CREATIVITY TO KEEP SAFETY FIRST!

The bridge remains open to pedestrians and roadway traffic during the bridge rehabilitation project. In addition to morning ORM meetings, safeguards have been put in place to protect all from debris and falling objects, and lane closures are scheduled during the installation of new barrier gates.

Top: Portage Lake Lift Bridge

Bottom - Left: Pictured here is Justin Putnam and Scott Skarban adjusting aerial cable supports that have just been installed.

Bottom - Right: Scott Skarban pictured. The crew is installing fiber aerial cable.



EMPLOYEE RESOURCES

UMR

- Teladoc: 800.835.2362, www.teladoc.com
- 24/7 Customer Service: 800.716.2826, www.umar.com
- 24/7 Nurse Line: 877.950.5083, Pin 197
- Disease & Maternity Management: 866.494.4502

Delta Dental

800.236.3712
www.deltadentalwi.com

UHC - Vision

800.638.3120
www.myuhcvision.com

MetLife (to file a disability claim and/or Family Medical Leave)
877.638.8262

Faith Technologies Crisis Line

866.324.8585

Prudential Retirement

877.778.2100
www.prudential.com/online/retirement

Employee Assistance Program

800.511.3920
www.members.mhn.com;
Web ID/Company Code: metlife3

My Employment Website

To log in: www.faithtechnologies.com

- Click Employee Login on the bottom of the screen.
- Click Faith Technologies - My Employment.
- Sign in or click New User button.
- Click Get Started under My Benefits/Safety/Wellness.

Confidential Fraud Hotline Signius/AnswerNet

- Call 888.250.2398
- Email: faithtechnologies@answernet.com
- Fax 866.332.2699 (list Faith Technologies in the fax)
- Mail to: AnswerNet, Attn: SOX Representative, 8915 Night Road, Houston, TX 77054

Wellness Program Administrator

[Alyssa Kwasny](#), 920.751.9815

Benefits Department

[Leslie Swinford](#), 920.751.9845
[Beth Ebben](#), 920.751.9912