

## CORPORATE STRATEGY UPDATE

### 2017 EMPLOYEE SERVICE AWARD PROGRAM

Faith's current service award program was implemented in 2005, and has experienced very few changes since then. Employees who reach milestone anniversaries receive a letter, a company store voucher, a service award certificate, and a service plaque for office employees or company-branded tool for field employees. As we reviewed this well-intended employee recognition program, we began to recognize some opportunities to streamline the process to enhance our employees' experience. For example, under today's program, the recognized employees must personally redeem their company store voucher in order to receive a gift, and as a result, many go unused. Additionally, field employees who do redeem their coupon code, receive their anniversary gift in three separate mailings, which is cumbersome, and adds to mailing costs. In addition, the current program does not align with Faith's current brand or core values.

For these reasons, the HR and Marketing teams jointly initiated a service award program review project in fall of 2016. The revised service award recognition program provides a simplified program, accurately reflects Faith's brand, aligns to our core values, supports Faith's Wildly Important Goals (WIGs) established in 2016, and most importantly, places a greater emphasis on rewarding and recognizing employees as they achieve their milestone anniversary with Faith. Beginning with the first quarterly distribution in April, employees celebrating milestone anniversaries will receive:

- Personal letter from Mike
- Company-branded certificate highlighting their years of service
- A monetary gift that will be direct deposited into their bank account on file
- Follow up message on the paystub site to congratulate and thank the employee, while also reminding them of the direct deposit

Similar to the current program, the gift value adjusts based on years of service. **Under the revised service award plan, employees will receive monetary gifts based on their years of service as follows:**

**\$50: 5 Years of Service**

**\$150: 10 Years of Service**

**\$200: 15 Years of Service**

**\$300: 20 Years of Service**

**\$400: 25 Years of Service**

**\$600: 30 Years of Service**

**\$1,000: 35+ Years of Service**

An important point to note is that we were able to increase the value of each award level from the previous program without an increase to the service award budget, due to cost savings involved with this new program. In addition to increasing the value of the gift for employees, the revised service award program offers a number of great benefits that serve our growing company:

- Ensures gifts are received in a timely manner and without the employee having to take any action
- Guarantees EVERY recognized employee receives a gift, regardless of where they are located
- Promotes Faith's brand and strongly aligns with the core values
- Significantly reduces the administrative efforts
- Non-value add costs from shipping and credit card fees were put toward the value of employees' gifts

As previously mentioned, the team will roll out the new program for the first quarter 2017 distributions in April, and are currently working through the processes needed to support the program. An overview of the employee service award program is now available on SharePoint and MyEmployment, but employees with questions are encouraged to contact HRIS Manager, Amy Dempsey, at 920-751-9915 or [amy.dempsey@faithtechnologies.com](mailto:amy.dempsey@faithtechnologies.com).

## PROJECT PORTFOLIO MANAGEMENT PROCESS

In support of Faith’s IT alignment efforts, the IT Steering committee, led by David Jahner, Pat McGettigan, Eric Deering, Jill Hermans, and Jeff Barutt, has identified a strategic need to establish a standard process for managing internal project requests. The Project Portfolio Management (PPM) process offers a consistent approach to exceed expectations on our committed internal projects, while ensuring efficient planning, effective budgeting, and increased satisfaction of our customers – you!

### How does PPM work?

1. All internal project requests will continue to be submitted to IT Help Desk by emailing [IThelpdesk@faithtechnologies.com](mailto:IThelpdesk@faithtechnologies.com) or calling 920-225-6622.
2. Requests will be reviewed and scored for completeness and alignment with company focuses.
3. The employee requesting a project will receive an email response within 5 business days indicating whether the project will reviewed by the IT Steering Committee (team of senior and executive leaders) for final approval.

### What is considered an internal project?

An internal project is any work request that results in the creation of a unique product, service or result. Projects have start/end dates, assigned resources, and unique deliverables with defined schedules, costs, performance parameters, and project sponsors (director level or above).

### How are previously requested or in-progress internal company projects impacted?

Previously requested and in-progress projects have been scored and all impacted project requestors have been notified. Employees with questions are encouraged to contact Pat McGettigan, Vice President – Preconstruction.

## SAFETY FIRST

### EXCAVATION AND TRENCHING

Excavating and trenching are some of the most hazardous activities in the construction industry. An excavation is defined as a man-made cut cavity, trench or depression in the earth’s surface, formed by earth removal. A trench is defined as a narrow excavation (in relation to its length) in which the depth of the trench is greater than the width, but the width (measured at the bottom) is not greater than 15 feet.

An excavation creates numerous potential hazards such as cave-in, hazardous atmosphere, and electrocution. Prior to beginning excavation activities, a pre-excavation process must be conducted and include:

- Verifying that the utility line call (811) has been made and utilities are marked and depth verified before the commencement of digging activities.
- Ensuring a spotter is used if there are overhead power lines, underground utilities or tight working conditions in the work area.
- Verifying who the competent person is on site.
- Ensuring that the public will be protected from all open excavations

Occupational Health and Safety Administration (OSHA) requires that workers in trenches and excavations be protected, and that safety and health programs address the variety of hazards they face. The following safety failures pose the greatest level of risk during trenching and excavation activities:

- No protection system
- Failure to inspect trench and protective systems
- Unsafe spoil-pile placement
- Unsafe access and/or egress

#### Types of Protective Systems:


- Sloping and benching (benching is done in type A & B soil)
- Shoring system (done with timber, aluminum - hydraulic)
- Shielding system (steel shield box, aluminum box)

Sloping is one of the most commonly used protective means. Determining your slope angle is not complicated; this simple equation will tell you the proper opening width: (depth x 2) x type slope ratio + width of original excavation = top width. As an example, let’s calculate the slope angle of a simple trench that is 6 feet deep by 2 feet wide, factoring in the type of soil.

- Type A: (6 feet x 2) x **.75** + 2 feet = 11 feet wide at the top.
- Type B (6 feet x 2) x **1** + 2 feet = 14 feet wide at the top.
- Type C (6 feet x 2) x **1.5** + 2 feet = 20 feet wide at the top.

Faith Technologies has developed policies for all trenching and excavating activities to ensure the safety of our employees. We require each of our employees to attend our in-house Trenching and Excavation class where we review practical applications of our policy as well as proper operation of a mini-excavator.

### SAFETY STATS - JANUARY 2017

	<b>HOURS WORKED YEAR-TO-DATE</b>	<b>563,409</b>
<b>Total Recordable Incident Rate (TRIR)</b>	<b>1.77</b>	<b>Lost Time Incident Rate (LTIR)</b>
	<b>0.0</b>	

**ASK MIKE**



**Q. WOULD FAITH TECHNOLOGIES CONSIDER ADDING A ROTH 401(K) TO THE PRUDENTIAL RETIREMENT ACCOUNT PLAN OPTIONS? ARE THERE ANY PROHIBITIVE COSTS OR OTHER DISADVANTAGES THAT PREVENT THE COMPANY FROM PROVIDING MORE THAN ONE**

**OPTION TO EMPLOYEES?**

**A.** Faith Technologies' 401(k) committee sought input from our plan advisors in 2016 regarding the option to have a Roth IRA added to the 401k plan. In addition to the administrative efforts required to add and manage this option, on average, Roth IRAs have very low participation rates across the companies our plan advisors work with. As a result of this information, Faith has decided not to add this option to the 401k plan at this time, but will continue to evaluate our benefits package on an annual basis to ensure we are able to offer employees a competitive benefits package.

**Q. CAN YOU PLEASE EXPLAIN THE NEW VACATION BENEFIT? HOW WERE THE PRORATED VACATION AMOUNTS DETERMINED?**

**A.** The vacation schedule was accelerated for 2017, allowing all full-time employees to begin earning more paid time off in a shorter period of time – on average 2 years earlier! The revised vacation schedule is listed alongside the previous version so you can clearly see the enhancements made:

	<b>NEW VACATION SCHEDULE</b>	<b>OLD VACATION SCHEDULE</b>
40 Hours [1 week]	90 days of service	1 year of service [office hourly, field]
80 Hours [2 weeks]	2 years of service [field, office hourly] 1 year of service [salary]	3 years of service [field] 2 years of service [office hourly] 1 year of service [salary]
120 Hours [3 weeks]	5 years of service	8 years of service
128 Hours [3 weeks, 1 day]	8 years of service	10 years of service
136 Hours [3 weeks, 2 day]	9 years of service	11 years of service
144 Hours [3 weeks, 3 day]	10 years of service	12 years of service
152 Hours [3 weeks, 4 day]	11 years of service	13 years of service
160 Hours [4 weeks]	12 years of service	14 years of service

The vacation schedule outlined above was effective January 1, 2017. Any additional vacation time for which existing employees are eligible under the new benefit was prorated based on the number of months between January 1, 2017, and the 2017 employment anniversary. The additional vacation hours were added to eligible employee's vacation balances as of January 1, 2017, and a quick comparison against your last paystub of 2016 will make that amount clear. For specific questions regarding your prorated vacation balance, please speak with your supervisor.

**HAVE QUESTIONS?**

**Employees have two ways to submit their questions:**

**AskMike Email:** All emails sent to [AskMike@faithtechnologies.com](mailto:AskMike@faithtechnologies.com) will be reviewed and answered in one of two ways – via email or during the next M3 meeting.

**Anonymous AskMike Submission:** <https://www.surveymonkey.com/r/RQXFRDP> This submission option is intended for questions that impact a widespread audience only. Anyone with questions that require additional clarification or 1:1 follow up should be directed to the AskMike email.

Questions will be addressed via email with the specific individual and/or shared during the next M3 meeting on **March 16th at 11:30 AM CST.**

## EXCELLERATE PROJECT HIGHLIGHT

# LODGE KOHLER

Lodge Kohler is designed to be a four-diamond hotel, with 134 guest rooms and 10 suites. This exciting new destination will feature a panoramic bar and restaurant, with an unparalleled view of Lambeau Field, two private dining rooms each accommodating up to 20 guests, indoor family pool, enhanced fitness facility, and full-service spa. Additional amenities will include a private, all-season courtyard, a terrace and tent-ready pad attached to the 10-acre public plaza, and a lobby café/coffee bar.

### Major Assemblies Completed:

- Room-In-A-Tote For Rough-In (all floors)
- Room-In-A-Tote For Trim-Out (all floors)
- Panel Builds (prewired - electrical rooms)
- Speed Pulls
- Can Light Builds (all floors)
- Light Fixture Kitting
- Strut Racks
- Conduit Nipples/Bends/Assemblies
- Precut Wood Backing
- Wood Templates For Conduit Stub Up "Windows" (for gear)
- Light Pole Assemblies

*"Excellerate, along with detailing, has had a huge impact in all aspects of this project; the biggest benefit so far has been the room-in-a-box assemblies. These assemblies included several pre-wired/pre-labeled boxes, including a 3-gang switch box with seven MC cables exiting the box that just needed the MC cables routed and plugged into the correct box down the line. Each tote also included every MC cable required to wire the entire room. This process has cut the rough-in time for each room in half. With the current manpower challenges, we would not be able to complete this project on time without Excellerate."* – Jason Naidl, Superintendent

*"With the aggressive nature and tight schedule of this project, we wouldn't have been able to stay on track without leveraging every opportunity from Precon, Detailing and Excellerate. Jason and his crew have done a great job putting their heads together to utilize every piece of the project that could be built off site and it shows."* – Nick Western, Associate Project Manager

**Superintendent:** Jason Naidl

**Project Manager:** Nick Western

**Excellerate VSL (Value Stream Leader):** Josh Kaphingst

**Excellerate Percent of Job Labor:** 12.65% (669 of 4618 hours, as of 2/20/17)



**Assembly Highlight:** Room-in-a-tote (rough in)

**Description of Build:** Detailing does a takeoff of everything that goes into each room. Everything for that room (electrical) is prefabricated and labeled and goes into a tote labeled with the room number (box builds, MC cuts, etc.). If requested, the totes also include a drawing to aid with the installation process. The totes are then delivered to the job stacked 4 high on tote rollers for easy movement.





# EMPOWERMENT

Faith Technologies Health & Wellness Update

## INTRODUCING THE 2018 PREMIUM INCENTIVE PROGRAM AND 2017 WELLNESS ENHANCEMENTS

### 2017 WELLNESS REWARDS PROGRAM

The 2017 Wellness Reward Program is a new program designed to support and reward the healthy lifestyle choices our employees and spouses make throughout 2017. This reward program is available to all employees and spouses, regardless if they are on Faith's insurance plan. Individuals can earn up to 100 points by completing various activities on the wellness website such as online courses, webinars, quizzes, targeted programs, employer challenges, tracking healthy event participation, etc. Any wellness activities that have been completed on the wellness portal to date will have already applied to the 2017 Wellness Rewards Program. Points earned by November 15th will equate to a monetary wellness reward (25 pts = \$25, 50 pts = \$50, 75 pts = \$75, 100+ pts = \$100), and can also be counted toward the 2018 Premium Incentive Program (if applicable). Wellness rewards will be distributed at the end of the year.

### 2018 PREMIUM INCENTIVE PROGRAM

The next onsite biometric screenings will be held Quarter 1 of 2018. Going forward, biometric screenings will be held at the beginning of each year in order to move to a calendar year wellness program, and allow participants the entire year to work toward the incentive.

To earn the discounted premium rate for 2018, employees and spouses enrolled in Faith's insurance will need to earn 300 points to complete the 2018 Premium Incentive Program on the wellness website by 11/15/17. Individuals can earn points by completing various activities on the wellness website such as online courses, webinars, quizzes, targeted programs, health coaching sessions, employer challenges, tracking healthy event participation, etc. Any wellness activities that have been completed on the wellness portal to date will have already applied to the 2018 Premium Incentive Program. Additionally, employees who completed the 2016 Member Health Assessment (MHA) and/or biometric screening have already earned points towards their 2018 Premium Incentive Program. To verify your current point balance for the 2018 Premium Incentive Program, log in to [www.wellnessatfaith.com](http://www.wellnessatfaith.com). You'll see the heading Incentive Programs on the home page; click the drop-down next to 2017 Wellness Reward Program, and select 2018 Premium Incentive Program.

### NEW MEMBER EXPERIENCE

Starting March 1, 2017, the wellness website will have a new look and feel, along with some new features to ensure a more positive visitor experience. This includes the option to receive push notifications, email and text messages, and a new mobile app for iOS and Android users. The updated wellness portal is compatible with Internet Explorer 11, as well as Firefox and Chrome. If you have Internet Explorer 10 or below on your work computer, please contact the IT department to get the newest version of Internet Explorer, or to download Google Chrome.

### LIFESTYLE OUTREACH/HEALTH COACHING

Participants can earn points by participating in health coaching sessions with a Viverae nurse. Beginning March 1, you may receive an automated health coaching outreach call from Viverae. You may accept or decline to participate in the health coaching. If you do not answer the call and do not formally decline, Viverae will continue to reach out to you until you either accept or decline the outreach. Keep in mind, if you do decide to participate in the health coaching, you are able to earn additional points towards the program.

### LET'S GET STARTED!

Visit [www.wellnessatfaith.com](http://www.wellnessatfaith.com) and enter your credentials on the login page. Forgot your username and password? Just click the links on the login page to retrieve this information. **NEED TO SET UP AN ACCOUNT?** Follow the steps below to get started in minutes.

- Visit [www.wellnessatfaith.com](http://www.wellnessatfaith.com)
- Click **Register Today**
- Enter: **Last Name**
- **Date of Birth**
- **Identifier:**  
**Employees:** Enter your employee ID. If fewer than 4 digits, add zeros at the beginning of the number .  
**Spouses:** Enter SP- and the employee's ID (e.g. SP-1234)
- **Registration Code:** faith
- Create a username (5-25 characters)
- Create a password (8-12 characters)
- Select a security question and answer
- Click **Save**

### FOR QUESTIONS OR ADDITIONAL INFORMATION:

**Alyssa Kwasny** | Wellness Program Administrator  
Alyssa.Kwasny@faithtechnologies.com | 920.751.9815

**Viverae Health Center**  
(888) VIVERAE | [www.wellnessatfaith.com](http://www.wellnessatfaith.com)

## EMPLOYEE ANNIVERSARIES

**Congratulations to the following employees who celebrate their anniversaries in March!**

Tom Etheridge	25	Ian Walker	10
Randy Frahmann	25	Tim Anderson	5
Michael Maes	25	John Boddie	5
Brian Mittelstaedt	25	Travis Durrett	5
Kevin Sultze	25	John Hickey	5
Rick Park	20	Ed Palmer	5
Marcy Harper	10	Chuck Wright	5

## ON THE MOVE

**Faith Technologies is excited to share the following changes within the team!**

Aaron Tuomi, VDC Detailer  
 Brian Blanton, Superintendent  
 Carly Beulen, Talent Coordinator  
 Christopher Nevins, Specialty Systems Technician--Interim  
 Craig Hill, Journeyman  
 Jeremiah Daul, Journeyman  
 Kevin Flynn, Productivity Specialist  
 Kristopher Cupery, General Assembler  
 Nelson Olivera, Foreman  
 Robert Coyne, Stock Room Coordinator  
 Steven Van Den Elzen, Associate Project Manager  
 Tyler Murphy, Journeyman  
 Tyler Vosters, Preconstruction Manager

## WELCOME

**Please welcome the newest members of Faith's team!**

Adam Hoefs, Electrical Helper	Garret Norris, Electrical Helper
Adam Rudy, Journeyman	George Curtis, Electrical Helper
Andrea Quint, Human Resources Coordinator - HRIS	James Baker, Electrical Helper
Andrew Parker, Electrical Helper	Jason Young, Material Handler
Bradley Giddens, Electrical Helper	Jason Magyar, Specialty Systems Helper
Brady Gammon, Electrical Helper	Jeloni Ruiz, Foreman
Brannen Goodfellow, Material Handler	Johnnie House, Tool Generalist
Brody Kump, Electrical Helper	Justin Treat, Electrical Helper
Bryan Smith, Electrical Helper	Kara Switzer, Interim Journeyman
Cameron Bradley, General Assembler	Kyle Hummer, Electrical Helper
Charles Tait, Field Support Specialist	Louis Wilkinson, Electrical Helper
Cole Watkins, Specialty Systems Helper	Marty Bell, Foreman
Conner Sweeney, Electrical Helper	Maynard Watson, Estimator Level 2
Daniel Batson, Journeyman	Nathan Hartsell, Electrical Helper
Daniel Butala, Power Distribution Project Facilitator	Patrick Paetz, Journeyman
David Gilliland, Material Handler	Phillip Gillin, Electrical Helper
Duane Alvarado, Interim Journeyman	Roger Rekoski, General Assembler
Eduardo Salinas, Interim Journeyman	Roger Madison, Journeyman
	Steve Matz, Electrical Helper
	Victor Maggay, Specialty Systems Technician-Interim
	Zachary Mcdonough, Electrical Helper

## PROFESSIONAL DEVELOPMENT

### TUITION REIMBURSEMENT PROGRAM

We have some exciting enhancements to our tuition reimbursement policy! **Effective 2/7/17, the \$2,500 reimbursement maximum has been eliminated, allowing employees to receive full reimbursement for approved training expenses incurred going forward!** (Note: This does not include any training already in progress or completed prior to this date, and courses or seminars eligible for reimbursement.)

For complete information, please review the tuition reimbursement policy for full details (available on SharePoint and MyEmployment). To be eligible for reimbursement, employees will need to complete the following:

1. Verify the course or seminar is directly related to Faith Technologies' operations, activities, or strategic objectives AND your present or potential future job responsibilities at Faith;
2. Fill out the reimbursement request form;
3. Receive written approval from your immediate supervisor AND appropriate senior leader (vice president or above);
4. Send approved form to [learninganddevelopment@faithtechnologies.com](mailto:learninganddevelopment@faithtechnologies.com).

Please contact a member of the learning and development team if you have any questions. Faith is proud to make this investment in our employees to align with our core values, and allow Faith to better deliver on our core purpose – creating world class opportunities to succeed. Thank you for all you do for Faith!

## THREE TRAINING WEEKS REMAIN FOR 2017

The 2017 training weeks are coming to end! Please be sure to sign up for any classes you are in need of at one of the following locations:

- **Kansas:** March 6-11 at the Holiday Inn; Overland Park, KS
- **Atlanta:** March 20-24 at the Best Western Atlanta Airport East; Hapeville, GA
- **Wisconsin:** April 3-7 at the Bridgewood Resort & Hotel; Neenah, WI

Please contact Nicole Stephani, Learning Administrator, by emailing [learninganddevelopment@faithtechnologies.com](mailto:learninganddevelopment@faithtechnologies.com) or call 920-751-9880 to enroll in classes. In order to ensure a spot in the classes being offered, it is encouraged that you sign up as early as possible, as classes are filling up fast!

## EMPLOYEE APPRECIATION EVENTS

Don't forget to sign up for the Employee Appreciation Events in your area; we have two more left! Both field and office employees are encouraged to attend. You will be able to learn about the latest tools and technologies and enter for your chance to win a selection of great prizes; along with discounted tools to purchase from industry vendors. Please see below for dates and locations.

- **Kansas:** March 9 at the Holiday Inn Overland Park West; 8787 Reeder St., Overland Park, KS
- **Georgia:** March 23 at the Best Western Atlanta Airport East; 301 N. Central Ave., Hapeville, GA

Please contact Nicole Stephani, Learning Administrator by emailing [nicole.stephani@faithtechnologies.com](mailto:nicole.stephani@faithtechnologies.com) or call 920-751-9880 to sign up for the event.

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## PRODUCTIVITY

### PRODUCTIVITY MATTERS

Faith has recently communicated the change in our Primary Time goal from 63% to 65% for 2017. Though we have long had primary times far ahead of the industry average, careful analysis of our work times shows that we have additional opportunity for improvement - **IF** we focus on some key expectations to move us forward.

Our Time Studies and Project Expectations Reports show that a key opportunity for improvement is in material handling time. Well planned and executed material handling – both personal handling of tools and overall jobsite materials - makes a dramatic positive impact on primary time productivity.

A great example of how handling time can be reduced and how critical the material handling component is can be seen in the study of one of our subcontract crews. They were able to score from 4% to 10% higher primary times than others, due to a couple basic differentiators - the use of full tool belts with pouches, and the assignment of a material handler and clean up support within each crew team. Assigned handlers get the material centrally located, then a designated crew member ensures the material is fed directly to those doing the primary time work. This handler also does cleanup and learns on-the-job skills when not performing secondary duties.

What this has shown is that, while we do not need an army of material handlers, there is definitely a benefit to having a specific material handler logistics leader assigned on site, as well as designated crew with the task of keeping the value-added work flowing. When there is no plan or designated material handler, most every crew member becomes a material handler at some point. We occasionally observe trucks arriving for delivery and multiple crew members coming off the job to unload.

We look forward to working with our field teams to implement these material handling improvements that will help us all focus on increased productivity and meet our new primary time goal. If you have any questions or suggestions, please contact your site leader or any member of the Productivity team.

## VALUES RECOGNITION PROGRAM

### NOMINATIONS

The following individuals were nominated by a fellow Faith Technologies' employee for exemplifying one of Faith's core values. Please take a moment to congratulate and thank them for ensuring their work behavior, decision making, contributions, and interpersonal interaction aligns with Faith's core values:

- Becky Preston
- Charles Bellman
- David Nelson
- Haily Romenesko
- Jaclyn Spice
- Kelsey Waddle
- Lynn Hendricks
- Melissa Banaszynski
- Nicole Stephani
- Tina Chambers

## IN THE NEWS

### INSIGHT ON BUSINESS

Kelly Chartré, director of marketing, is featured in the 2017 Women's Advantage Calendar through *Insight Publications*. [Read More](#)



## AWARDS AND ACCOLADES

### SUPPLIER OF THE YEAR

Faith Technologies was recently named the 2016 Lockheed Martin Littoral Combat Ship (LCS) Supplier of the Year! Faith was acknowledged at the 29th annual Surface Navy Association Symposium on January 10, 2017, at the Hyatt Regency Crystal City in Arlington, Virginia. [Read More](#)

### ATLANTA'S HEALTHIEST EMPLOYER

Faith Technologies was named number five on the list of large employers in Atlanta Business Chronicle's 2017 Healthiest Employer Awards. Article features Liz Franzoi, graphic designer, and Faith's contribution towards her wellness goals. [Read More](#)

## EMPLOYEE SPOTLIGHT

### JAKE NOLAN

If you're looking for a testament to the success of Faith's apprenticeship program, look no further than Jake Nolan. Jake is a General Superintendent with our Industrial Group, and his career at Faith started when he was an intern in high school. Just days after graduation, he joined Faith full time and entered the apprenticeship program, and nearly 17 years later it seems to have been a pretty good decision!

In his role, Jake works with project teams estimating time, schedules, costs and materials. Some of the major customers he's involved with are Agropur, SCA Tissue and Green Bay Wastewater. Jake notes that having long-term customers like these allows us to get to know the companies and help them become more efficient in their operations.

In his 16+ years here, Jake says the friendships he has with his co-workers is one of his favorite things about Faith. He also appreciates the relationships he has with his customers. "Getting back to job sites is like having a reunion," he noted. "When you have good relationships, the job goes well."

Away from work, Jake enjoys time with his family, wife Katie and their two sons Miles and Max. Summer days you may find them boating on Lake Winnebago, and they enjoy skiing in winter.

Thanks for your commitment to Faith, Jake!







## EMPLOYEE RESOURCES

### UMR

- Teladoc: 800.835.2362, [www.teladoc.com](http://www.teladoc.com)
- 24/7 Customer Service: 800.716.2826, [www.umar.com](http://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](http://www.deltadentalwi.com)

### UHC - Vision

800.638.3120  
[www.myuhcvision.com](http://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](http://www.prudential.com/online/retirement)

### Employee Assistance Program

800.511.3920  
[www.members.mhn.com](http://www.members.mhn.com);  
Web ID/Company Code: metlife3

### My Employment Website

To log in: [www.faithtechnologies.com](http://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

- Call 888.250.2398
- Email: [faithtechnologies@signius.com](mailto:faithtechnologies@signius.com)
- Fax 866.332.2699 (list Faith Technologies in the fax)
- Mail to: Signius Communications, Attn: SOX Representative, 8915 Knight Road, Houston, TX 77054

### Wellness Program Administrator

**Alyssa Kwasny**, 920.751.9815

### Benefits Department

**Leslie Swinford**, 920.751.9845  
**Terri Bemowski**, 920.751.9933  
**Katie Huss**, 920.225.6784

### Benefits Website

<http://faithbenefits.info>

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