

## CORPORATE STRATEGY UPDATE

### TEMPORARY FIELD WORK MODEL CHANGE

When we shifted to a 45-hour work week several years ago, it was to offset hiring needs and better utilize our available resources at the time. Additionally, we felt that this model could be flexible over time to allow us to ramp up or scale back, based on short-term needs of the organization. With the temporary project lull discussed during the May M3, we have asked that all field employees reduce their work schedules to 40 hours per week at this time. In making this slight and temporary change, we have the capacity to keep up to 200 field employees working who may otherwise have been placed on layoff.

The leadership team has been working toward this over the last few weeks, and as a result of these efforts, more than half of the employees who were on layoff have been able to return to work. It's critical that we work to keep all of our employees working to avoid losing any of the talent we've worked so hard to bring on to the Faith team. Your continued support and cooperation over the next few weeks is greatly appreciated.

Please keep in mind this work schedule change is short-term. Based on the current forecast, we are going to be short 75-100 people by the end of 3rd quarter and beyond, and therefore need to keep hiring today to meet future demand. It's essential to remain focused on Faith's ground-up growth recruitment strategy. This will not only position us well to achieve Vision 2020 (2.0), but also ensure we are on track to meet anticipated manpower needs later this year.

Employees with specific questions or concerns are encouraged to reach out to their group manager or vice president. Thank you for your efforts.

## COMMUNITY / CHARITABLE GIVING

### 2017 MEMORIAL SCHOLARSHIP RECIPIENT

We are proud to announce the 2017 Faith Technologies Inc. Memorial Scholarship recipient is Austin Tachick, son of Keri Tachick. Keri has been with Faith for over three years and is an on-site office assistant on our Marinette Marine projects within the General Building/NE Wisconsin group.

Austin was selected for our scholarship based on his leadership qualities, involvement in extracurricular activities, volunteerism and employment, and his essay response. With football, baseball, track, student council, Future Business Leaders of America (FBLA), volunteering and working three jobs, his work ethic is extremely impressive. He exemplifies one of our company core values – REDEFINE what's possible. Darin Williams, Group Manager, presented the scholarship to Austin on May 24 during the Coleman High School Senior Recognition Night.

The Faith Technologies Memorial Scholarship Fund was set up in 2007 and is in memory of employees who have faithfully served our company and honored our trade.

We look forward to your future successes and are honored to help you in your journey, Austin! We wish you the best of luck at St. Norbert College!



Darin Williams, Group Manager, presents the Faith Memorial scholarship to Austin Tachick, son of Keri Tachick, during the Coleman High School Senior Recognition Night.

## TORNADO SAFETY

It is important to have a plan of action in the event a tornado threatens your family, and to rehearse that plan frequently. Such a plan should include what you and your family should do when at home, work, school, or outdoors. The time spent planning now could determine whether or not you survive a tornado.

### Plan Ahead

First, know the county and area in which you live. Severe weather warnings are issued for counties, or for portions of counties. By keeping a highway roadmap nearby, you can follow storm movements and better determine if you are threatened.



Have a NOAA weather radio available in your home. Make sure your model has a tone-alarm feature, which will activate the radio when warnings or watches are issued for your area. If you are planning to be outdoors for an extended period of time, keep up with the latest weather information from your local National Weather Service office.

### Know Where to Go

If you see a tornado, or hear that the National Weather Service has issued a tornado warning for your location, take the following actions:

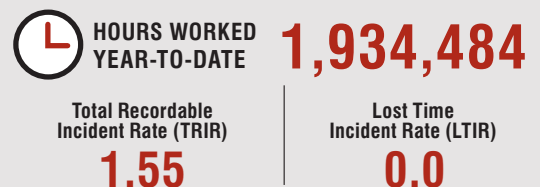
- In a home or a building, move to a pre-designated shelter, preferably the basement or the lowest floor of your home. Get under a sturdy piece of furniture or workbench. Grab blankets to cover yourself with, which will protect you from flying debris.
- If an underground shelter (basement) is not available, move to an interior room or hallway on the lowest floor, and crouch down close to the floor. Again, grab extra blankets to protect yourself from flying debris. Stay away from windows, as they can shatter due to flying debris and the force of the wind.
- If you are in a mobile home, leave and immediately move to a substantial shelter.

If you are caught outdoors and cannot get to a safe building, take these actions:

- Immediately get into a vehicle, buckle your seat belt, and try to drive to the closest sturdy shelter.
- If your vehicle is hit by flying debris while you are driving, pull over and park.
- Stay in the car with the seat belt on. Put your head down below the windows; cover your head with your hands and a blanket, coat or other cushion if possible.
- If you can safely get noticeably lower than the level of the roadway, leave your car and lie in that area, covering your head with your hands. Your choice of whether to stay in your car should be driven by your specific circumstances. Your best choice remains getting to a secure building with a basement or saferoom.
- If you find yourself outside or in a car with a tornado approaching and you are unable to get to a safe shelter, you remain at risk whether you stay in your car or seek shelter in a depression or ditch, both of which are last resort options that provide little protection. The safest place to be is in an underground shelter, basement or safe room.

*Courtesy of Weather.com*

### SAFETY STATS – APRIL 2017



## START EARNING POINTS TODAY!

Don't forget! The deadline to earn the [2018 Premium Incentive](#), as well as a [2017 Wellness Reward](#) is **November 15th!** If you haven't yet registered on the [wellness website](#), please see the instructions below. If you are already registered, be sure to log in throughout the next few months to earn your points!

- **2018 Premium Incentive Program:** To earn the premium incentive for 2018, participants may select from a variety of activities to earn 300 points by November 15, 2017. If your spouse is on the medical insurance, they must also earn 300 points in order to earn the maximum premium discount.
- **2017 Wellness Reward Program:** Designed to provide year-long support of your wellness goals, all employees and spouses are invited to complete a variety of activities on the wellness website by November 15, 2017, to earn points redeemable for a wellness reward – up to \$100! Rewards will be distributed at the end of the year.

Visit [www.wellnessatfaith.com](http://www.wellnessatfaith.com) to start earning today!

If you need to register for an account, click on “Register Today”. Enter your last name, date of birth, identifier (4 or 5 digit employee ID; spouses enter SP-employee ID), and registration code: faith.

### FREQUENTLY ASKED QUESTIONS

#### ***I'm not on Faith's medical insurance. Can I still participate in the 2017 Rewards Program?***

Yes! The 2017 Wellness Reward Program is available to ALL employees AND spouses! Employees and their spouses can complete activities on the wellness website to earn points redeemable for a monetary wellness reward. Both the employee and spouse can each earn between a \$25 and \$100 monetary reward at the end of the 2017 year.

#### ***Is the 2018 Premium Incentive tied to completing a biometric screening this year?***

Previously, the premium incentive program included the completion of a biometric screening. 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 towards the incentive. Therefore, our next biometric screening sessions will be held during Quarter 1 of 2018. To earn the premium incentive for 2018, participants may select from a variety of activities on the wellness website (including points earned for completing the 2016 biometric screening) to earn 300 points by November 15, 2017.

### WELLNESS RESOURCES

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

#### **Having issues accessing the site?**

1. Check your registration/login information.
2. Check your web browser. You must be using either Internet Explorer 11 or Google Chrome. If you're using a Faith computer, contact the IT department if you need to update your browser.
3. Delete your browser history and caches.

If you are still experiencing issues after completing all of these steps, please contact the Viverae Health Center.

## ASK MIKE



**Q. ARE APPRENTICES WHO COMPLETE FAITH'S INTERNAL ELECTRICAL APPRENTICESHIP PROGRAM CONSIDERED STATE-RECOGNIZED JOURNEYMEN?**

**A.** To complete our internal apprenticeship program, an apprentice must complete both classroom and on-the-job learning hours. If an apprentice has completed the classroom portion but has outstanding on-the-job learning hours to complete, then he/she is still an apprentice until this requirement has been fulfilled. Once both classroom hours and on-the-job learning hours requirements have been met, the apprentice is completed from the Department of Labor apprenticeship program. He/she will be advanced to a journeyman classification at Faith Technologies. Journeyman-Base (J0) standing is achieved at Faith once an employee has both attained a journeyman license and is up-to-date on all required Faith training. Completing an apprenticeship alone does not recognize an individual as a journeyman in nearly any state. Each state and municipality has different requirements to attain a journeyman license. For specific questions, please reach out to Tom Blum, Senior Licensing Coordinator, at [tom.blum@faithtechnologies.com](mailto:tom.blum@faithtechnologies.com).

**Q. IS THERE A WAY FOR FIELD EMPLOYEES TO BE ABLE TO LEARN OF NEW PROJECT OPPORTUNITIES FAITH HAS BEEN AWARDED? I'D BE OPEN TO TRAVELING MORE IF I KNEW WHAT WAS AVAILABLE.**

**A.** This is a great question. At this time we do not have a central location that notes our upcoming projects, geographic locations, or associated manpower needs. While this is an area under consideration, unfortunately there is not an easy solution to make this information available to our employees or future recruits. In the interim, employees interested in learning more about travel opportunities available in the organization should contact their project manager or a member of the Workforce Development team.

**Q. COULD FAITH ESTABLISH A MINIMUM EXPECTATION FOR RESPONDING TO EMAILS AND VOICEMAILS?**

**A.** I'm happy to share that as an organization, we have set the expectation that emails and voicemail replies be complete within (1) business day of receipt of the original communication. This practice is communicated to employees during Onboarding 2. Additionally, employees are to follow this practice even if you don't have an answer for the individual who sent you the email or left you a voicemail, as it's important to acknowledge receipt of the communication and when you will get back to them. Employees with specific questions should discuss with their supervisor.

## HAVE A QUESTION FOR THE CEO?

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 **June 15 at 11:30 AM CST.**

### May M3 Playback

May 19, 2017

M3 / Monthly Meeting with Mike

**FAITH**  
TECHNOLOGIES  
CONSTRUCTION

#### AGENDA

Safety  
Financials  
Backlog/New Projects  
A.C.E. Program  
Values Recognition Nominees  
Temporary Work Model Change  
Questions

You can still catch up on the latest company updates by clicking the image above to watch the May M3.

## UNIVERSITY OF KANSAS, PUBLIC-PRIVATE PARTNERSHIP (KU – P3)

The University of Kansas (KU) P3 project consists of a number of major infrastructure efforts, including:

- An Integrated Science Building consisting of 280,000 square feet of academic and research science space, including laboratories, classrooms, offices and meeting space.
- A new student union facility containing 30,000 square feet to support the needs of students, faculty and staff.
- A new parking garage to support the additional parking demand in the Central District.
- A new Central Utility Plant (CUP) to support these new facilities. This portion of the project also includes repair and renovation of the North District Utility Plant.

**Excellerate Percent of Job Labor:** 14.35% (6,976 out of 41,653 hours, as of 5/22/17)

**Superintendent:** Bill Billinger

**Project Manager:** Grant Willcott

**Excellerate Value Stream Leader (VSL):** Jon Lebow

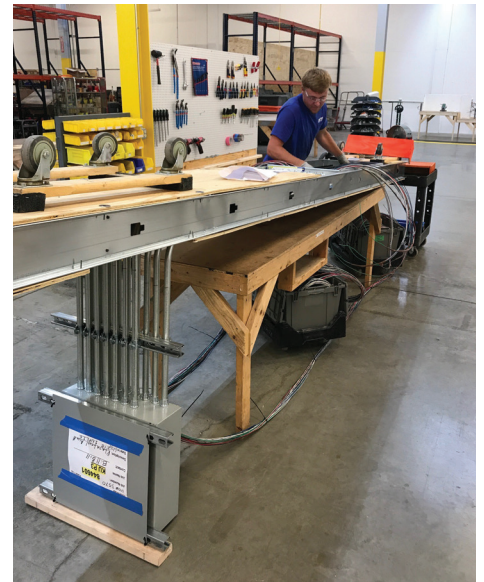
Faith has been involved with these efforts, and we also added a new MV substation that feeds the project and adds in a primary power loop. This new infrastructure stretches over 55 acres and consists of telecom ductbanks, street lights, and a primary power loop.

**Major Assemblies completed:** Panel builds (several different types), speed pulls, room in a tote, box builds, LED strip fixture preps with hangers, and fixture preps with whips.

*“It has been very exciting and interesting to see how the team on the KU project has created new and innovative assemblies. Excellerate has provided this project everything from unboxing and assembling light fixtures, to manufacturing wiremold and distribution panels. Thanks to Excellerate for working hand in hand with the field; we have provided a safer and more efficient environment to work in.”* Grant Willcott (Project Manager)

**Assembly Highlight - Recessed panel assembly:** *“This includes a panel installed on metal studs, all conduit, interiors, and wire to first device. The panels would come out prewired with panel schedules, knockouts complete with connectors to match the conduit racks in the field, and on furniture dollies to easily be moved to location. Panels were lifted via electric winch to prevent sprains and strains. With 80 of these lab panels to install, this saved approximately 4,000 man hours in the field.”* Bill Billinger (Site Superintendent)

*“Great job Bill, Jon and teams! This is another great example of thinking outside the box, and truly utilizing the Excellerate model. This really demonstrates what we can do when we plan ahead and engage Excellerate.”* Jody Seubert - Excellerate Operations Manager



## GATEWAY

The Gateway building project is a low-rise office structure which serves as the new *Design Center of Engineering* for Plexus Corp., located in downtown Neenah, Wis. With their global headquarters across the street and manufacturing facilities nearby, this leader in electronic design, manufacturing and services needed even more space to support their growth, development, and innovations.

Due to previous successes and strong working relationships, both the developer and the general contractor sourced Faith well in advance of groundbreaking to fill the role of design-build contractor for electrical. This led to project success through several preconstruction wins:

- **SmartStart:** With a proven track record for bringing planning tools and efficiencies to the table, this project used Faith's Excellerate manufacturing and design-build planning expertise to drive total man hours down by nearly 12%. Early involvement in the planning and safety efforts such as our Ladders Last policy, and a reduced number of people on site, created several efficiencies and a safe jobsite for all.
- **Conceptual Estimating:** To drive the design-build process, our specialized team of conceptual estimators was able to pull a history of similar projects and create a baseline budget. This budget was used with the general contractor, developer, and client to spur conversations about best practices such as energy-efficient lighting, and overall building necessities and luxuries. While the estimating team had only limited details and minimal time to complete, they were able to provide budget numbers that were within 7% of the final core project.
- **Detailing and RTS:** To control cost and enhance quality and safety, Faith leveraged engineering documents to expand into detailed installation guides. These were used in conjunction with RTS to create installations that were 80% faster than traditional methods with an accuracy rating of greater than 99%.



For a new facility that boasts more than 85,000 square feet, timing and accurate execution was key. Through Faith's use of integrated systems and special competencies, the project was completed on time, under the core budget, and without a single safety incident, creating a great win for the contractor, developer and owner.

Congratulations to all the project team members involved!

## ACE PROGRAM

Through the ACE Program, you are encouraged to take an active role in the recruitment process. This helps us hire qualified candidates who share the same values and work ethic as our current team.

For each successful new hire you recommend and serve as an A.C.E. advisor for, you will earn an additional \$2/hour (hourly employees), or an additional \$80/week (salaried employees).

**BONUS!** Each referring employee is also entered to win a drawing for a week of paid vacation, and an all-expenses paid stay at Smoky Hill Ranch!

## FEATURED POSITIONS

### **Workforce Managers – Milwaukee, WI; Madison, WI**

We are seeking motivated individuals to join our Workforce Management team. This position is responsible for managing a manpower pool of 50-100 employees, working to ensure current and future workforce needs are met, along with developing improvements to current processes. Strong and effective verbal and written communication skills are essential in this role, as well as confidentiality, and proficiency in use of a PC and Microsoft Office Suite.

### **Electrical Technical Trainer – Neenah, WI**

We are seeking a motivated individual to join our Learning and Development team. The ideal candidate would have a strong electrical background, proven presentation, facilitation, and classroom management skills, and the ability to engage and empower employees. This is an excellent opportunity for someone who has a passion for teaching others. We are looking for an individual with a strong technical background and at least five years' experience in the electrical field. A journeyman license is required to be considered for this role.

If you or someone you know may be interested, please see the Faith [Careers](#) page for more information!

## EMPLOYEE SPOTLIGHT

### **SARINA CHANEY**

If you're a Project Manager providing monthly billing and forecasting information, chances are you've worked with Sarina Chaney, Operations Finance Specialist on our Accounting team at the Home Office. And if you've seen a person rollerblading through town with two Labradors in tow, that might have been Sarina as well!

In her role at Faith, Sarina works with PMs and Project Coordinators on various types of jobs, mainly GMP (guaranteed maximum price) projects. She enjoys gathering all the necessary data on the projects and working with the team on what to charge and how to get the optimal value for a project.

Sarina has been with Faith for 2 ½ years, and she enjoys learning about all the jobs Faith is involved with and working with people throughout the company. "I really like the environment at Faith. Everyone is so friendly, and the company focuses on employees so much," she said.

Outside of Faith, Sarina and her husband Tyler enjoy fishing and hunting, as well as riding their motorcycles. Sarina noted that she started out riding on the back of Tyler's bike, but that didn't last long – she got her motorcycle license right after high school and has been at the handlebars ever since.

Thanks for all you do for Faith, Sarina!



## IN THE NEWS

### COMMERCIAL CONSTRUCTION & RENOVATION | MAY 3, 2017

#### Four Miron Construction 2016 Top Projects in WI

Faith mentioned as engineer on One Menasha Center with Miron - [read more!](#)

### POST-CRESCENT (OTHER REGIONAL GANNETT PUBLICATIONS) | MAY 11, 2017

#### Ray of light for Wisconsin's growing tech sector

Faith featured in story regarding the state of tech in Wisconsin - [read more!](#)



### CONTROL ENGINEERING & PLANT ENGINEERING | MAY 13, 2017

#### Designing for construction safety best practices

Joe Amara's blog was featured in the [Control Engineering](#) and [Plant Engineering](#) publications.



### EC&M | MAY 16, 2017

#### Successful safety training strategies

Chuck Rutledge's blog featured in EC&M - [read more!](#)

## PROFESSIONAL ACCOLADES

### APPRENTICESHIP

#### ABC of WI Graduation Banquet

The Associated Builders and Contractors (ABC) of Wisconsin Graduation Banquet was held on May 12. Faith Technologies had 16 electrical apprentices graduate from the five-year training program this year, and we commend them for their dedication and commitment to their program and trade. Congratulations to this year's completing apprentices: Shaun Besson, Istvan Biro, Nathaniel Bruemmer, Thomas Dohr, Adam Eckardt, Arturo Flores, Steven Holtz, Paul Huskey, Davis Johnson, Brandon Liepert, Samuel Miller, Jacob Stiner, Bobby (Robert) Thorsen, Jacob Van Schyndel, Andrew Vande Hey, and Mitchell Vree.



Thank you to those who attended to support the completing apprentices: Aaron Bizub, Amberlynn Calaway, Frank Thiel, and Keith Versteegen.

## PROFESSIONAL DEVELOPMENT

### 2018 HI-PO NOMINATIONS DUE AUGUST 1

To better align with our current High Potential programs, we are shifting the timing of our nomination and selection process for 2018 participants. The new schedule will be as follows:

- **August 1, 2017: Nominations Due**
- **August – September 2017: Selection Process Occurs** (candidate eligibility reviewed, interviews conducted, etc.)
- **September – October 2017: Participant acceptance communicated**
- **January 2018: Annual High Potential Kick-Off Event**

The purpose of Faith Technologies' High Potential programs is 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 able to build a pool of candidates who are interested, ready and able to be promoted into leadership and senior leadership roles as they become available. To nominate an employee for participation, or 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 contact [Tricia Clausen](#) at 262-896-4179 if you have any questions.



## WELCOME

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

|  |   |   |
|--|---|---|
| Mark Baker, Vice President of Technology       | John Gorczyca, Workforce Manager                          | Oneal Olds, Electrical Helper               |
| Steven Balde, Specialty Systems Helper         | Joshua Gritt, Electrical Helper                           | Jeremy Peters, Electrical Helper            |
| Nicole Borne, Office Assistant                 | Kyle Horst, Electrical Helper                             | Frederick Preston, General Assembler        |
| James Burns, Journeyman                        | Justin Ida, Electrical Helper                             | Chadwick Reyes, Electrical Helper           |
| Joshua Byrge, Electrical Helper                | Darius Jones-Wilson, Specialty Systems Interim Technician | Steven Richter, Electrical Helper           |
| Keith Carr, VDC Detailer                       | Joshua King, Foreman                                      | David Robb, Electrical Helper               |
| Melvin Casiano Nazario, Electrical Helper      | Cassidy Ledbetter, Field Support Specialist               | Clinton Ryczek, Electrical Helper           |
| Roger Charette, Electrical Helper              | Lenny Leonard, Electrical Helper                          | Nathan Sickinger, Electrical Helper         |
| Jeffrey Davis, Journeyman                      | Raymond Lopez, General Assembler                          | Charles Thompson, Assistant Project Manager |
| Maxwell Diederich, Electrical Helper           | Derek Lukasik, Electrical Engineering Intern              | Elijah Thompson, General Assembler          |
| Kelly Dixon, Specialty Systems Helper          | Matthew Maio, Electrical Helper                           | Raul Torres Hernandez, Foreman              |
| Fuad Farea, Interim Journeyman                 | Steven Maybray, Interim Journeyman                        | Daniel Vandenberg, Field Support Specialist |
| Andrew Finnegan, Electrical Engineering Intern | Dillan McDowell, Electrical Helper                        | Adam Walters, Electrical Helper             |
| Carmen Gardner, Preconstruction Coordinator    | Shawn McGee, Journeyman                                   | Jordan Young, Electrical Helper             |
| Olivia Gear, Contracts Specialist              | Zachary Nichol, General Assembler                         |   |
|  | Kelsey Nuzum, Electrical Helper                           |   |

## ON THE MOVE

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

|   |  |   |
|---|--|---|
| Bryce Agg, Commissioning Specialist 1             | Lisa Fischer, Senior Project Coordinator   | Richard Martin, Field Support Supervisor    |
| Eleanor Bartling, Human Resources Coordinator     | Charles Garrett, Superintendent            | Joshua Ragels, Service Technician - Level 2 |
| Blake Bauer, Service Technician - Level 1         | John Haney, Detailer - Level 1             | Cory Schmoll, Preconstruction Manager       |
| Nancy Covarrubias, HR Generalist                  | Dina Juarez, Tower Technician - Level 3    | William Stamm, Project Manager              |
| Philip DeChant, Foreman                           | Michael Krause, Detailer - Level 1         | Shawn Stearns, Specialty Systems Estimator  |
| Peter Demerath, Logistics Manager                 | Tricia Kuska, Senior Project Coordinator   | Kelsey Waddle, Human Resources Coordinator  |
| Lisa Desens, Senior Project Coordinator           | Eric Lewandowski, VDC Detailer             | Rochelle Waters, Senior Project Coordinator |
| Emmanuel Fakkas, Specialty Systems Superintendent | John Lloyd, Associate Project Manager      | Marcus Wenzel, Superintendent               |
|   | Harold Lynn, Technical Training Consultant | Anthony Wittlin, Superintendent             |
|   | Stephen Maidi, Foreman                     |   |

## EMPLOYEE ANNIVERSARIES

**Congratulations to the following employees who celebrate their milestone anniversaries this month!**

|                 |    |                    |    |
|-----------------|----|--------------------|----|
| Craig Baehman   | 25 | Scott Ruege        | 10 |
| Brad Derks      | 25 | Adam White         | 10 |
| Dan Dvorak      | 20 | Joel Zimmerman     | 10 |
| Jeremy Marks    | 20 | Jeremiah Bradley   | 5  |
| Brady Sturm     | 20 | Jennifer Childress | 5  |
| Tony Tullock    | 20 | Cheryl Lee         | 5  |
| Evan Blakeman   | 15 | Justin Maier       | 5  |
| Chris Jansen    | 15 | Brad Manz          | 5  |
| Jacob Mielke    | 15 | Scott Neuser       | 5  |
| Audrah Carstens | 10 | Peter Van Grinsven | 5  |
| Krista De Bruin | 10 | Dalton Vande Hey   | 5  |
| Thomas Disher   | 10 | Brandon Weickert   | 5  |
| Bobby Nehls     | 10 | Justin Wilks       | 5  |

## VALUES RECOGNITION PROGRAM

### VALUES RECOGNITION NOMINEES

|                  |                    |
|------------------|--------------------|
| Sarina Chaney    | Mike Neubauer      |
| Joe Ferg         | David Pope         |
| Nick Frohm       | Becky Preston      |
| Kyle Goerl       | Chris Schroeder    |
| Justin Johnson   | James Van Stiphout |
| Michael Leach    | Kelsey Waddle      |
| Michelle Lemmers | Lisa Wouters       |
| Chase Linsmeyer  |                    |



225 MAIN STREET • P.O. BOX 260  
MENASHA, WI 54952-0260

PRSRT STD  
U.S. POSTAGE  
**PAID**  
OSHKOSH, WI  
PERMIT NO. 479

## 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>