

LEADERSHIP RETREAT 2022

Message from Chris & Ernie

Every year, our core leadership team participates in a 2-day annual retreat. We talk about things like... growing people, being industry leaders, building a winning team, 45+ yrs of experience and the opportunities that lie ahead.

I am excited to share with everyone the great initiatives we hope to embrace this coming year. We want to focus on growing people professionally, but more importantly, personally. That includes one's self and ones' family. We understand that to have a healthy work family, we need to assist in creating a healthy family. We look forward launching new programs, challenges and initiatives aimed at those topics.

We also look forward investing in your professional development. We have a goal to get on a routine cadence for field leadership meetings, apprentice training program and journeyman to master electrician study classes.

Finally, we are excited to announce our upcoming expansion. We are growing into the vacant lot next door. We plan to expand our pre-fabrication facility footprint and relocate our equipment and trailers for more room.

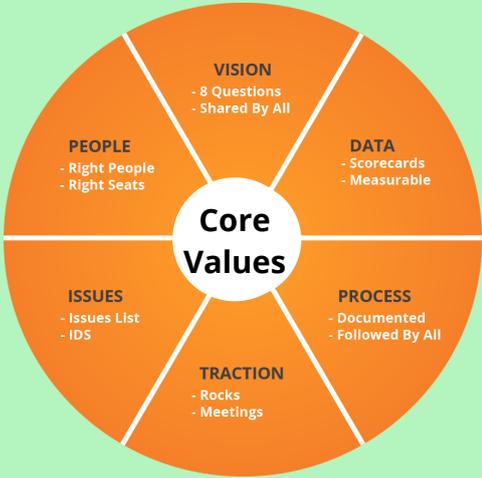
In closing, Ernie & I are blessed to be part of such a great team. We are only as strong as our weakest link and we know that we can control what we can control, which is growing you!

Our Vision Statement

BY L-10

We are smack in the middle of our second full year participating in EOS (Entrepreneurial Operating Systems) Our Vision Statement (shared @ All Hands mtg in Dec) is broken into categories: CORE VALUES, CORE FOCUS, CORE TARGET & MARKETING STRATEGY. We strive to live and work reflective of our Core Values and encourage the team to carry the message in all D10 meetings. EOS provides the tools to keep moving forward, growing you and Central Electric!

EOS



Forefront of Technology

By Wally Esquivel



3 YR VISION

While the construction industry is shifting towards integrated software platforms, and with Central Electric being focused at the forefront of technology, we will have material ordering at the palm of our hands. Before we decided to go forward and invest with this program, the team met with 7 selected members of our field leadership to move forward and getting their recommendation. As the Purchasing Manager, I look forward to using the program to have more consistent material ordering, and experience this technological advancement with the team.

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TRADITION OF GIVING

Our Service Team and many Central Electric volunteers made the holidays brighter for children attending the Bridge Builders "Hope in Salvation-San Antonio block party held on Dec. 18th. Our team provided food for the guests & best of all donated, wrapped and gave out gifts to the kiddos. Thanks to everyone able to participate, we appreciate your time and generosity!(more pics pg 8)

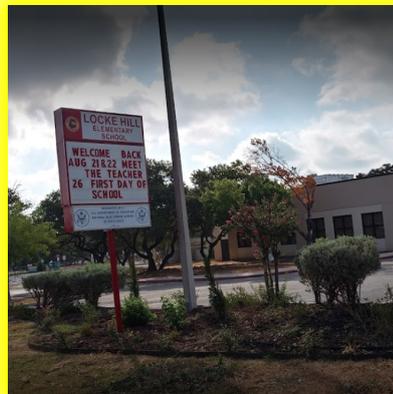
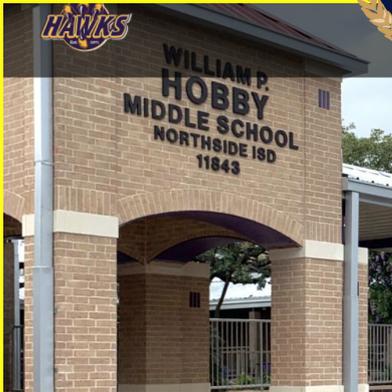


Upcoming Projects

We are excited to continue our relationship with long term client NISD. Brian Ray & team has worked hard to secure multiple projects that are already starting. They include lighting upgrades, replacement of mechanical units- chillers, FCUs & complete FA systems replacement. Schools include Brennan HS, Hobby MS, Lockhill ES, Pease MS, Rawlinson MS and (2) Transportation Centers.



Our specialty work division will be installing (1) 750kW and (1) 200kW emergency generator and new electrical distribution system at Water Well Site #1 and #2. These sites maintain water pressure throughout the City of Selma. We look forward working with new client KSA.



We will be renovating 17,000 sq ft of office space in B4196 for FSH. The contract is with Cazadores Construction, whom we recently completed Medina Base project, run by Stewart Bun.

Service Dept.

By Kyle Reding

OYSTER BAKE

2022 Oyster Bake is on! We have officially started the set up for the temporary power to the food booths and stages. Please let the office know if you are interested in helping at this year's event. Baby Bake will be held Saturday March 5th, Oyster Bake will be Friday April 1st, and Saturday April 2nd.

1ST QRT STARTUPS

As 2022 kicks off, we are starting new jobs with new and returning customers. Central Electric and Barcom Technology Solutions are working together with the City of San Antonio to boost the WIFI signal in the surrounding areas. Towers and roof top units will be installed at Lyndon B Johnson ES, Wrenn MS, Winston ES, Brentwood MS, Columbia Heights ES, and Leal MS that will all be starting this quarter. These projects are great improvements for our neighbors and surrounding areas.



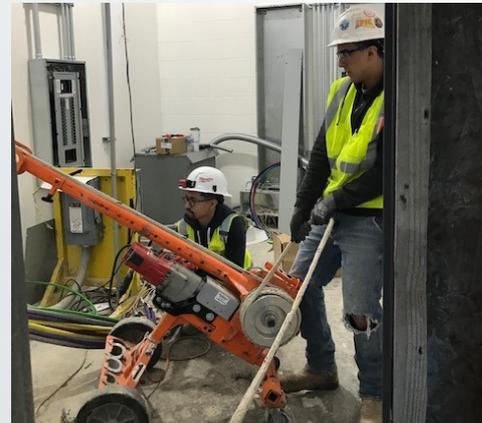
We are proud to announce that Alfredo DeLeon is our newest On-Call Tech added to the rotation. He is a great addition to our current team of Juan Quijada, Rod Jones, Mario Cervantes, William Ryan, and Lou Delgado. These individuals know that the typical 7-4 day does not always apply and are always ready to answer the call day or night. It's in the emergency situations that relationships are built, not only with our customers but also our teams.

Work In Progress & Career Path



←-----NATATORIUM-----→

With spring and summer right around the corner, we are over the hump in Southwest San Antonio for SWISD first indoor Natatorium. Warren Davis and team continue to progress forward as they work 85' in the air running lighting, branch circuitry and special systems conduit above the pool. We are expecting power energization end of month and moving air in March. GC is long term client, Joeris. Great job team!



←-----SR CENTER-COSA-----→

Leo Aguilar and team are working with (5) trade partners to deliver Div 26-28. The GC is long term client FA Nunnely. This new Senior Center for the City of San Antonio is nearing energization so we can begin pushing air for finishes to start. The project is on track and we are ready for power. Great job team!

N E V E R S T O P L E A R N I N G

The Career Path of an Electrician

Apprenticeship
Increases occur every 1000k hrs of OJT while in apprenticeship program.

Classroom Training
1x/week

4 years
(8,000 hrs)

4 years
(288+ hrs)

Exam pass

Journeyman
Automatic pay increase

Estimator

Project Manager

Foreman

These are just a few career opportunities

Project Engineer

Exam pass

Master Electrician License

Business Owner

Current TDLR rules; 8000 hrs of OJT under a Master Electrician required. May test w/ 7000 hours, license released when 8000 hours are reached.



Kyle and Javier are taking the lead in providing a road map for training & certifications to move you forward in your electrical career path. We encourage you to participate when the opportunity arises. Be on the lookout for upcoming trainings!



Health &

It's a journey

Another year of Covid related illnesses topped out the number of absences in 2021! We appreciate your efforts to stay safe and healthy. We don't know when this will end, but for now, we ask that you continue looking out for each other and follow guidelines to help stop the spread.

Each New Year, many of us have great intentions on losing weight, exercising, getting that yearly physical, cutting back on smoking, and on and on. This January we have a group that decided to start on their Wellness Journey!! Some of the team is on a Weight Loss/Good Health challenge for 2022 . It's never too late to make a few changes, cut a few calories, join a squat challenge, etc.

Let's do this together!

- Our first Challenge; lose weight with monthly weigh ins and prizes.
- Establish a Wellness Group with YOU on board!
- Our insurance broker will help provide challenges, ideas and incentives to help the entire team with their Wellness journey.
- Your mental wellness is also important! The pandemic only added to the stress of everyday life and there is a connection between stress, anxiety and your physical wellness. Take charge of your stress by: simplifying your schedule, practice relaxation techniques, get enough sleep, exercise regularly and make time to spend with friends/family that you trust.
- February is Heart Health Month! According to CDC, 1/2 of all Americans are considered "at risk" for heart disease! Check out links below for Healthy Living tips and other health topics: <https://www.heart.org/en/healthy-living> <https://www.heart.org/en/health-topics/high-blood-pressure>.
- Important! Get your annual physical!
- Check out <https://www.attainbyaetna.com> ! It combines your health history with your Apple watch activity to for personalized health goals, EARN rewards, gift cards or even an APPLE watch.

You can make a difference!

It's not unusual for some shortages on blood donations, however, the pandemic along with restrictions, closures, & staffing issues, caused donations to be down across the nation! We may not all have the opportunity to donate financially to charities, but we can help in this great cause.

Trish, in Svc donates regularly and is taking the lead to organize a mobile Blood Drive! We plan to have goodies & giveaways! Be on the lookout for more info.



This group of folks participate in weekly Safety meetings, sharing ideas & comments, training opportunities and jobsite audits. Call Wally if you are interested in joining! We have rotating spots to give everyone an opportunity to get involved.

FR SHIRT RENTALS



Wally worked closely with Cintas Uniforms to offer this new add-on to our uniform rentals. Thanks to Service D-10, Field Leadership D-10, and Safety D-10 for your valuable input. These items will also include garment drop off and pickup to our shop plus weekly laundering! Initial orders were submitted for SVC only but is now being offered to the entire team. If you are interested, please contact PR or HR to complete order.



OSHA 10 & 30 Hour Training

We have been busy with OSHA 10/30 certifications. Most recently during the omicron surge, we had several folks quarantining and most were able to complete the online certification and didn't have to use PTO while out. The Safety Committee has set a goal to have at minimum 80% of our team with the OSHA 10/30 by first qtr 2023!

Advancing professionally

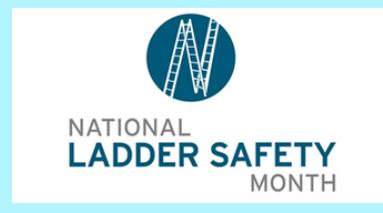
- Rolando Reyes- Osha 30
- Art Casarez- Osha 30
- Aj Casarez- Osha 30
- Michael Nira -Osha 30
- Jose Nieves Herrera- Osha 10
- Jose Trevino -Osha 30
- Jesus Alvarado -Osha 30
- Leo Carpio-Osha 30
- Nery Cruz Osha-10
- Jesse Candela Osha 30
- Juan Torres Osha 30

EVERY STEP MATTERS!

Ladder accidents are preventable, but without better safety planning and training and continuous innovation in product design, we will continue to see far too many incidents. Our TOOL BOX talks will focus on:

- Choosing the right ladder for your weight and job height requirements
- Keep body centered, Never overreach
- Face ladder while climbing up and down

MARCH is



LOOK AHEAD PREFAB & STUDY GROUP

As we start off a new year....

by Javier Herrera

In Pre-Fab we have a lot to be excited about. Not only are we putting out more widgets to your projects than ever before, we also continue to grow the future of our company. The combination of training through internships and our new hires in Pre-Fab gives us the opportunity to build our workforce and give them exposure to electrical systems they would normally not have until years into their electrical career. In addition to the growth of our electrical workforce, we also continue to enhance our capabilities.

We have made strides in strengthening our robotic field layout and are working to combine this with our ability to do 3D layouts of electrical rooms and problem areas on the jobsite. Though we have grown these parts of our company in silos, we now push to take them to the next level by tying in all systems into one cohesive coordination plan between Office, Field, and Pre-Fab. Like with anything new, there will always be growing pains to work through.

The communication and flow of ideas between Pre-Fab and Project side will be of the upmost importance in getting ourselves in a position to be leaders in our Industry. We look to you for a continued partnership in taking our company to the next level.

Internships...

High Schools offering Vocational Programs focusing on Construction

We reach out to multiple high schools across the city.

- We consider students nearest our office to participate in the internship program. (A majority of students do not have driver's licenses and are dependent on family/others to report to work) We want the transition from school to job as smooth as possible.
- Identify/meet Vocational Directors (via IEC, ABC or other contacts)
- Determine if the HS Internship Program matches with our company goals and expectations

ON-THE-JOB TRAINING



Most learning in our industry happens every day, on-the-job, working side by side with experienced and licensed electricians.



STUDY GROUP

EVERY OTHER WED- 4PM

If you are preparing for the JM or Master Electrician exam OR an IEC apprentice & need some assistance on homework, this study group is for YOU! Josh and Ernie also attend to help the team with formulas, code book, etc.

Call Wally for details!

YOU CAN DO IT



Congrats participants: Chris Morales, AJ Casarez, Zach Just & Jaime Roque!! Wally and Ramon are close and continue to prepare for retesting!

WHAT'S? UP

Our Service Dept.... has officially started the setup for temporary power to food booths & stages (pg 2)



Oyster Bake is a food festival that has genuine a purpose. All of the proceeds raised are directed to fund the students of St. Mary's University. If you attend Oyster Bake, you are supporting the educational progress of students and help their continuous growth as future community leaders. Over the years, proceeds from the Oyster Bake have directly contributed millions of dollars in student scholarships and university programs.

Chris (St Mary's Alumni) also has a food booth on Friday, April 1st & always looking for volunteers. Multiple time slots will be available. Volunteers receive free entrance to OB for the day (a \$50 value)

VOLUNTEERS NEEDED

Be on the lookout for a sign up sheet or call Mora for more info.



Fiesta 2022 is around the corner. Our very own Chris Martinez is honored to serve as Day Minister on the Court of Rey Feo Augustine Cortez, Jr. Pictured L:R Chris, Grunt Style CEO Glenn Silbert, Rey Feo Augie Cortez, Grunt Style CFO Curt Berchtold USMC.



CENTRAL ELECTRIC CONTRACTORS ELECTRICAL ENGINEERS

BARBECUE COOKOFFS

FEB 25-26
HELOTES FAIRGROUNDS

Team: Rod, Ashley, Louie, Rene, Olga, Wally, Kyle, RJ, Javier, Mora

MAR 2ND
5931 ROFT ROAD

Team: Louie, Alvin, Izzy



We had a successful kickoff meeting to gameplan for both events, cooks & categories chosen to represent Central! We will also be cooking for you @ IEC! Be on the lookout for details & call Ashley for tickets.

ABC cookoff will also include a Clay Shoot Competition. Please contact Wally if you want to join the shooting team. Plus we are always looking for more cooks! Don't be shy-join the team! Both events take alot of planning & team work! We appreciate everyone's help, from setup to breakdown! Monies raised contribute to scholarship programs and training for apprentices! Good luck to both teams! Go Central!



Our new tent (aka Winner's tent) has arrived just in time for BBQ cookoffs! We look forward to seeing you @ both events!

Our baby care package tradition continues in 2022! Sam & David most recent papas!



Chris with David Carranza and Sam Flores



New babies page 7!





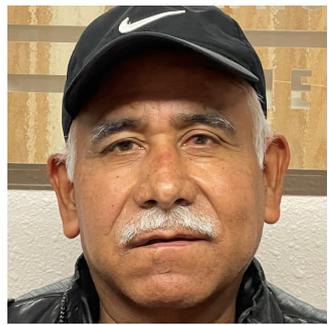
NEW



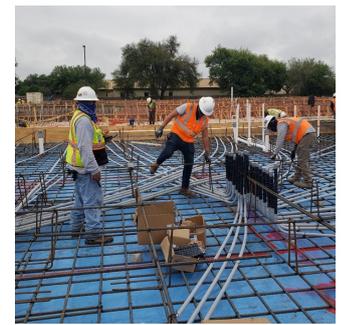
WELCOME TO OUR FAMILY



HIREES



HS INTERNS
APPRENTICES
ELEC HELPERS
WAREHOUSE



Top left-right: Matt Sanchez-Floodgate, Eddy Hinojosa/HS Intern Middle left-right: Seth Mireles & Nathan Hernandez-Prefab
Bottom left-right: Ray Martinez & Mario Ortega SR-Prefab

For the past couple of months we tested a different format to complete the New Hire Orientation & Onboarding process. We were constantly adjusting NH meetings due to COVID restrictions plus we evaluated our processes to reduce the amount of time it takes to review policies, Safety videos and sign off on paperwork. Additional tweaking expected as more folks join the team. We are also working with Safety Committee to recommend best safety videos for our new hires. Check out the employee tab in our updated web page (being released this month). It has our history, core values, department info, career path outline and more. We are excited for each person joining the team, from HS Interns, those entering the apprenticeship program or experienced in the trade. We are glad you are here!

Best additions of all!
Congratulations!



LET'S CELEBRATE



Your participation & gifts made the holidays brighter for the children in Bridge Builder organization! Great job Team!

Ernie Laredo	1-Mar	Emiliano Munoz	4-Mar	3
Jesus Alvarado	2-Mar	Ernest Mora	6-Mar	9
David Carranza	2-Mar	Jesus Alvarado	9-Mar	2
Olga Moreno	3-Mar	Jerry Gomez	9-Mar	13
Alejandro Guerrero	5-Mar	Matt Tamez	9-Mar	2
Maria Ontiveros	6-Mar	Uriel De Los Santos	11-Mar	3
Erick Casas	7-Mar	David Cortes	12-Mar	1
Rene Jones	7-Mar	Jeol Tamez	14-Mar	6
Juan Campos	8-Mar	Rod Jones	15-Mar	11
Ronald Dayrit	11-Mar	Izrael Martinez	16-Mar	2
Roy Raines	14-Mar	Alfredo Deleon	20-Mar	5
David Carranza Jr	17-Mar	Alex Trevino	20-Mar	5
Chris Martinez	22-Mar	Greg Flores	21-Mar	11
Hannah Medina	22-Mar	Rafael Jones	21-Mar	11
Juan Rodriguez Jr	24-Mar	Jason Jaeschke	25-Mar	5
Art Casarez	28-Mar	David Carranza	1-Apr	14
Brandon Ruiz	28-Mar	Maria Ontiveros	2-Apr	4
John Erfurth	1-Apr	Jennifer Cisneros	5-Apr	1
Ivan Lozoya	4-Apr	Brian Ray	6-Apr	7
Rafael Jones	5-Apr	Jesus Tavarez	8-Apr	3
Brando Maldonado	8-Apr	Luis Gonzales Jr	12-Apr	1
Rolando Reyes	8-Apr	Erick Casas	23-Apr	4
Danny Tavarez	8-Apr	Alvin Arias	23-Apr	6
Rudy Rodriguez	9-Apr	Ezekiel Gutierrez	29-Apr	3
Marc Pena	10-Apr			
Edwin Horta	16-Apr			
Josue Lopez	18-Apr			
Andrew Petri	27-Apr			
Alex Trevino	30-Apr			

