

THE **CANDLESTICK**

FREE MEDICAL INSURANCE
FOR ALAMON EMPLOYEES

HIRING SEASON: The Alamon Recruiting Team is looking to fill 75 open positions NOW.



INSIDE: Updates from all departments

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FROM THE PRESIDENT**Fiscal Year End Report****Network Services News**

Last September, Randy Brandsen brought new client, Ziplly Fiber, on board with Alamon. In under a year, 10-12 Alamon staff members have been permanently assigned to Ziplly COEI projects in the Pacific Northwest. To say Ziplly work is going well right now would be an understatement.

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We are closing in on our fiscal year ending June 30, 2021. As I look back at the year, it has been a very interesting one.

Alamon has done well considering the Pandemic, and I am proud of our employees and their commitment to making Alamon as successful as possible. We have excelled during a very challenging period.

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The latest from around Alamon

Network Services

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According to Network Services Manager, Troy Reeves, "Zipty has been a great new customer. Looking ahead, Jason Holling will be heading up fiber splicing projects for them in the near future."

Alamon crews have also been performing lots of Connect America Fund work for Pioneer in Alabama, Florida and Tennessee during the first half of this year.



Dave Dailey is currently finalizing a new contract for installation of next generation timing equipment with new Alamon partner, ADVA. ADVA manufactures cutting edge communication technology, and Alamon's first two pilot projects with ADVA begin in June in Richardson, Texas and Atlanta, Georgia.

In energy storage news, Alamon continues to work to expand our service offerings in the growing BESS market. "We're starting to see an uptick in opportunities sent our way," Reeves says. "All the hard work of our energy services folks is going to start paying off this year."



Quieter HQ, courtesy of ETS

Those working at Alamon corporate HQ in Kalispell may have noticed a quieter office lately.

ETS provided guidance on the installation of Biamp Cambridge Sound Masking Technology to improve the acoustic environment at HQ, which allows for more privacy and fewer distractions.

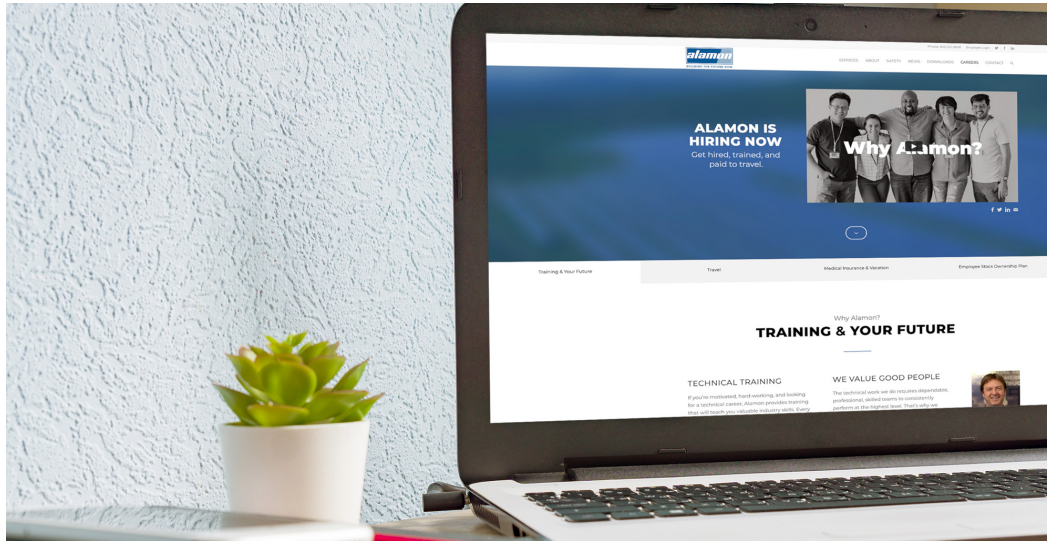
In other ETS news, Manager James Schneider is pleased to be working closely with Network Services to execute multiple projects utilizing shared resources and project management expertise.

President Brad Cronk is excited about the potential that ETS brings to Alamon. "We're seeing big opportunities ahead for ETS, and we're fortunate they've joined Alamon this year."

Share news & photos

Share news or photos of what's happening with your team for future editions of the Candlestick by sending an email to dave.prunty@alamon.com.

Hiring Season is Underway



As we enter the time of year that is traditionally our busiest, the Alamon HR department is fully involved in recruiting to fill positions for the summer.

According to HR Manager ShaShana Crocker, Alamon had 121 job openings at the beginning of April. As of May 20th, we still need to fill approximately 75 more positions.

Alamon is seeking Fiber to the Home Installers, Field Construction Supervisors, Tower Hand Leads, Tower Foremen, Utility Pole Inspectors, and more.

Now is the time to refer friends or family who are looking for on-the-job technical training and a great career opportunity. Reach out to Alamon Recruiter, Debbie Burris (debbie@alamon.com) if you know a good candidate. Alamon's employee medical coverage is among the best health insurance you'll find out there, and it's free for employees. Also, Alamon's Employee Stock Option Plan provides a true opportunity to build wealth for retirement by owning shares of the company.

Please send your friends to alamon.com/careers for more information on joining the Alamon team.

ALAMON.COM/CAREERS

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Fiscal Year End Report

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Looking forward into the last half of this year and into 2022, our teams are going to be busy with a number of great opportunities. This is exciting for our employee owners and our customers.

We are working on numerous initiatives right now:

- Intense recruiting efforts are underway to support the busy season that is in front of us.
- Further integration of ETS into Alamon continues, a natural step with our acquisition to deliver the value of this team joining us last September.
- We are putting the final plans in place with the new Marketing Department. We will be having an official rollout in Q3 of this year, with more exciting news to come on this front.
- We continue to build for the future, including implementing better processes, seeing great employees step up and take on bigger roles, and finding new ways we can help current customers and entirely new ones.



Brad Cronk, President



Alamon is well positioned to take advantage of opportunities, as our Wireless department deploys more Tiger teams to help out the Vegas market and Verizon MOD opportunities.

Our Utilities East group has two brand new significant pole inspection customers, and Utility West's traditional busy summer work is ramping up.

The OSP division recently added a new customer who has significant FTTH needs not just in CA, but throughout the country.

Network Services continues to expand, with numerous different Ziplify opportunities and the reemergence of LCRA.

ETS has a huge amount of built up demand in its customer base. Those customers are now returning to the office after the easing of Covid-related restrictions.

Finally, we have been working through a 5-year plan which has been a great exercise for our leadership team. It helps us think ahead and prepare to adjust as the next five years unfold. All our efforts are guided by looking to continue to provide long-term value to our employee owners.

GOOD WORK



Employees of the Month

TYRONE ROGER **Enterprise Technical Services** **February 2021**

Alamon is pleased to recognize Tyrone Roger of the Enterprise Technical Solutions division (ETS) as our February 2021 Employee of the Month.

In addition to Tyrone handling complex structured cabling/sound masking, break-fix activities, and network support, he has taken the initiative to self-engineer multiple engagements. This has allowed us to deliver finished products under budget and ahead of schedule, all without sacrificing our high standards of workmanship.

Tyrone's dedication to project success and customer service has led to clients like Liberty Mutual to ask for Tyrone by name.

MADI SCARCELLI **Wireless Services** **March 2021**

Alamon is pleased to recognize the Wireless group's Madi Scarcelli as the Employee of the Month for March 2021.

On top of her work with our Las Vegas

Wireless teams, Madi took on the Verizon Wireless billing tasks over the last year. Her proactive communications with customers have helped streamline the billing processes as well as improve invoicing accuracy for this important large volume client. Madi has received great reviews from several client managers, and her efforts have helped OM Travis Williams to grow the Wireless Division.

DEBORAH SCHMIDT **Utility Services** **April 2021**

Alamon would like to recognize the Utility West Division's Deborah 'Deb' Schmidt as the April 2021 Employee of the Month.

Deb has a tremendous 20+ year background in Utility Inspections, and has brought her expertise to Alamon over the last year. She has immediately become a 'go-to' resource for Pole Inspection jobs in the Pacific Northwest. Not only does she actively work in the field, but Deb also manages projects, and serves as the customer Point of Contact. It is no wonder clients ask for her by name. Thanks Deb for all the help and support you give to the Utility West Division.

WIRELESS NEWS



New Wireless opportunities with Verizon Direct

The exciting news for the Wireless group begins in Las Vegas, as the team has been awarded multiple jobs with Verizon Direct. This work begins in the Nevada desert soon, and is a great new opportunity in the market.

The Wireless team has also been in discussions with Bechtel about Las Vegas based projects for AT&T, which we will learn more about soon.

On the Wireless home front in Southern California, Alamon continues to solidify its presence as one of the region's top wireless services vendors.

Alamon is one of the primary contractors handling Verizon small cell work in Inglewood, in preparation for next year's Super Bowl LVI in the city's brand new SoFi Stadium.

And if you haven't had quite enough Verizon news, Alamon continues to perform MOD work for Verizon, as well.

With all this activity going on for the Wireless team, adding new employees is becoming more important.

According to Manager Travis Williams, "we could use another five to seven foremen, and with those, we could easily build another five to seven crews."

As with most Alamon departments heading into the busy summer season, Wireless is devoting resources to recruiting skilled new team members to help with an increasing number of projects in the region. Know someone looking for a great career with one of California's leading wireless vendors? Direct them to alamon.com/careers.



FUTURE TECH



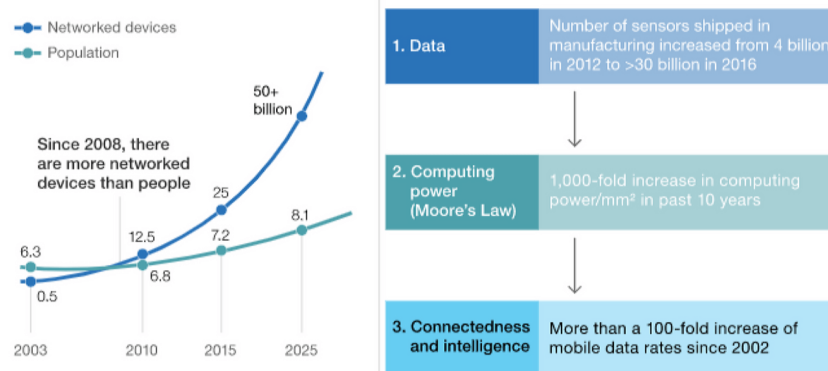
Positioning Alamon in the age of IoT

By Scott Harrison, RCDD

I came across an interesting article the other day that was discussing the "Internet of Things" (IoT) and its coming impact. Pay close note to the headline of the graphic below and let that sink in.

Networked devices now outnumber people and are an important component of the IoT.

An increasing number of networked devices... ...and three critical enablers are kick-starting IoT



Source: Markus Löffler, Christopher Mokwa, Björn Münstermann, and Anand Rao, "Partnerships, scale, and speed: The hallmarks of a successful IoT strategy," March 2017, McKinsey.com

As it turns out, the premise was right, but their numbers were wrong. There will be more than 50 billion devices deployed by the end of 2021, despite the entire world going through a pandemic in 2020 that still lingers on.

This IoT technology relies on a number of things to be successful, but the single biggest key is connection to the "cloud". The bandwidth requirements of an ever-increasing load of devices are forcing the telecommunications carriers and utility companies to develop, scale and deploy more

and more technology that Alamon, through its traditional services, is well positioned to help them do. That of course, means there are a LOT more work opportunities we can pursue to help Alamon grow.

Beyond our traditional services, this is also relevant to Alamon as we are currently engaged in discussions with several customers on the design and deployment of the IoT systems themselves. These are projects where we would be involved in designating which sensors would be used to monitor the equipment the client wants to

control, how the sensors would connect and communicate with the IoT controller, and then how the controller would interface with the network that

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alamon

ALAMON.COM/FTTH

The Age of IoT

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connects it to the cloud.

I am happy to say that ETS has a Senior Engineer, James Presnell, who has significant experience and capabilities when it comes to hardware design and control and he has been instrumental in our ability to go forward with exploring this as a marketplace initiative.

It is far too early to predict "how" we will be successful in embracing IoT as an Alamon service offering, but I can promise that it is necessary for us to be successful in participating in IoT services if we want to continue to be a partner with our Enterprise Corporate clients into the future. I can say confidently and without hesitation, that Alamon is going to be a winner in this environment.

New Work for OSP Services

Obviously, nobody wants high numbers of Covid-19 cases and continued social distancing rules as a result, but OSP Manager Dan Dennison is one of many who are especially happy to see Covid numbers drop enough that restrictions are now being eased.

After having to contend with those rules as it relates to business, this has been a tough year.

"When the jobs our installers do involve serving our clients' residential and business customers at home and in the office, keeping our teams busy has been tough during the pandemic."

Fortunately, as Covid numbers have decreased and restrictions have been reduced, the OSP team has landed a new multi-year Fiber to the Home Installation project with

Consolidated Communications, Inc. in Northern California.

The OSP group sent its "A Team" of installers to California to start the job, but is working with HR and Recruiting to hire more crews for this project, as CCI plans to increase the number of weekly installations June 1st. If you have friends or family looking to join the Alamon team as part of this new OSP project, have them apply at alamon.com/careers or contact Debbie Burris (debbie@alamon.com).

Dennison sees this as a good start to the new fiscal year for OSP.

"We're fortunate to get this opportunity with a really decent group at CCI. They're not looking for a contractor, they're looking for a partner, and that's where we can really help them going forward."

SAFETY LEADERSHIP

Meet Alamon's Q2 Safety Leaders



Ahmed Alsaffar
OSP Services

From Ahmed's first week with us, he has stood out as a team player, with his top concern being the safety of not only his team, but all members of the OSP family.



Sean Hickey
Utility Services East

Sean is an exemplary employee that sets a great example for others with his attention to working safely. His truck is clean and organized, and he properly handles and stores chemicals, while he and his crew always wear the necessary PPE.



Zac Birnbaum
Network Services

Zac is a key contributor to the Network Services safety initiative. He helped develop a Job Safety Analysis and Safety Audit process, providing expert field insight.



Victor Klevecka
Wireless Services

Victor takes great pride in his work, and has demonstrated adaptability to new situations. He has consistently provided a safe working environment for his team.



Jeremy Gillin
Utility Services West

Jeremy always has a strong Alamon driving score, and has already been recognized as Driver of the Month. His vehicles are clean and well-maintained, showing that he pays attention to his surroundings and is not taking unnecessary risks.



Roy Tedford
ETS

Roy always keeps a safe team and ensures he has a safe working environment before beginning a job.



Utility Services News

NEW MANAGEMENT

There's a lot to report in the world of Utility Services, beginning with the introduction of the group's new Operations Manager, Nathan Anunson. Nathan is taking over for long-time Ops Manager Eric Shelton, who is transitioning to a Business Development role with Alamon in order to focus on the overall growth of the company.

Nathan comes to Alamon with a background in heavy civil construction and a civil engineering degree from Washington State University. Nathan's experience includes working in the logging industry, and a varied and long list of heavy civil construction projects.

"Road building, underground utilities, sewer systems, water systems, and a lot of projects for Naval Base Bangor and Puget Sound Naval Shipyard in the Pacific Northwest. I built a lot of roads there, built a new \$60 million security enclave for Lower Base Bangor, and a lot of electrical and underground communications systems."

LATEST PROJECTS

The Utility Services team is pleased with the progress of the work the team is doing for Frontier Communications in California. According to Anunson, the project is going so well, "we've already hired five new people, but could use another five to ten."

Other Utility Services projects are happening in Colorado, New Mexico (starting next week in Los Alamos), and a new job for a new client, Clearwater Power Company, in Idaho. The supervisor there is Deb Schmidt, Alamon's Employee of the Month for April.

BRANCHING OUT

While the majority of the Utility group's work revolves around wood pole inspection, treatment and reinforcement, Anunson is pleased to report the signing of a contract to perform a street light audit (steel pole inspections) for Poudre Valley Rural Electric Association in Fort Collins, Colorado.

HEALTH CARE BENEFITS



THE VALUE OF EMPLOYER PROVIDED HEALTH INSURANCE

While this article is about the benefit of Alamon's free health insurance for employees, let's take a quick moment to establish the importance of having health insurance of any kind... period.

Even though you aren't required to have insurance, without it you are walking a financial tightrope. Something as simple as a minor broken bone can have major financial consequences when you aren't insured. If someone in your family requires a longer hospital stay while uninsured, it can be financially devastating.

THE VALUE OF ALAMON'S EMPLOYEE HEALTH INSURANCE

As the landscape of health care has evolved and costs have gone up, many employers have been forced to reduce spending and cut these benefits - either eliminating them entirely or placing more of the financial burden on employees.

Alamon hasn't followed this trend. In fact, nationally, employers pay an average of 82 percent of an employee's premium for single coverage (approximately \$5,946 per year) with the employee picking up the remaining 18%. Alamon pays 100 percent of that premium (approximately \$7,188) - and provides employees very affordable rates on coverage for spouses and children.

Alamon's employee health insurance has additional benefits:

1. We do all the research and work involved in choosing plan options, which is time-consuming and can be a confusing task for you if you're not familiar with the insurance industry.
2. Medical insurance premiums that you pay for spouses and children are deducted from your pre-tax pay, which means you're paying for your medical insurance before federal and state taxes are deducted, thereby lowering your taxable income.

As part of the family-oriented culture established by company founders Frank and Peg Gebhardt, providing employees with excellent health and wellness benefits is a top priority of Alamon, and will be for years to come.