

THE CANDLESTICK



WARMER DAYS: Team Alamon gathered in Kalispell in August for planning meetings.

YEAR-IN-REVIEW

Wrapping Up 2021

As 2021 draws to a close, this edition of the Candlestick will take a look back at the past year. You'll hear from different departments about new developments in 2021 and what's ahead for next year and beyond.

You'll hear from President Brad Cronk on page 5, and Chief Marketing Officer Scott Harrison offers thoughts on the challenges and opportunities he sees on the horizon in 2022 (page 7).

We'll highlight 2021 Employee of the Month recipients, and recognize some of Alamon's safest drivers that are helping establish a new standard for fleet safety.

You'll meet the team that makes up one of Alamon's newest departments that will have an important role in the growth of the company.

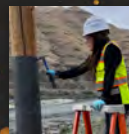
We want to wish you and your family happiness and good health for the holidays and the coming new year.

2021 SAFE DRIVERS



Alamon's Safest Drivers on p. 2.

DEPARTMENT NEWS



2021 Department News on p. 4.

2021 PHOTOS



See the Year in Pictures on p. 9.

KUDOS! - YEAR-IN-REVIEW

DOING THE RIGHT THING

Meet Alamon's Safest Drivers



Alamon is pleased to recognize our top five safest drivers who are helping to improve our fleet safety scores.

Stan Coady, Karl Dirham, Jeremy Gillian, Miguel Velasquez and Michael Fuqua "are always in the top 5," says Fleet Manager Don Staggs.

"You would not believe how proud I am," he added.

"It's very hard to jump into a vehicle and drive it for 100 miles and get a score of 90 or better. Our tracker will ding a driver if he speeds even 1 mile an hour over the speed limit."

Alamon's revised Fleet Safety Policy, implemented at the end of 2020, has provided drivers with clearer guidelines for what is expected when they're behind the wheel of a company vehicle.

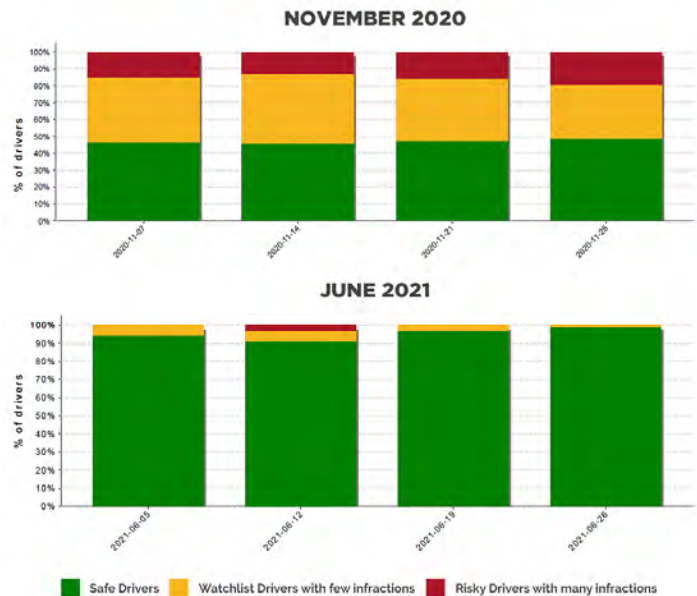
The policy, new Azuga vehicle tracking hardware, and employee-owners doing the right thing have led to dramatically improved safety numbers.

Fleet Safety: Trending in the Right Direction

Safety Coordinator Jessica Hansen says the fleet safety turnaround has happened quickly.

"Compare the before & after charts to the right, and you'll get an idea of the impact this policy is having, and the way our drivers are helping reduce the number of infractions throughout the fleet."

"The June 2021 chart shows that we have a mostly safe fleet for driving records, and the drivers who fall into the risky or watchlist categories are people driving very few miles - and have an infraction for one of the many monitoring alerts we have on our vehicles besides speed."



Jessica Hansen
Safety Coordinator
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Don Staggs
Fleet Manager
don@alamon.com

EMPLOYEES OF THE MONTH



October 2021: Dustin Schmidt

Dustin has done an exemplary job in providing training and management support to the Utility East group over the last month.

With a large scale workload in New York state, Dustin traveled to NY from the Pacific Northwest to lend his 20+ years of industry experience. His immediate leadership on the National Grid account provided the boost the crews needed to complete the project on time, while solidifying our positive relationship with the client. Furthermore, Dustin has used those skill sets to help train new employees in the field, helping Utility West to grow an already strong team.



November 2021: Max Morris

Serving as the job Lead at the Network Services' Fusion project in Denver, Max worked hand-in-hand with our customer on a daily basis to implement numerous changes and adds, delivering a finished project that was above and beyond their expectations. This kind of work ethic and customer service has led to Max being specifically requested by our customers to work on the Nokia Installation Account.

In a fast paced industry with ever changing technologies, Max has taken it upon himself to learn new skill sets and processes, enabling him to deliver successful projects for Alamon's Network clients.

EOM Recipients Recognized Earlier This Year

January 2021 - Jesse Campfield & Sean Hickey, Utility East

February 2021 - Tyrone Rogers, ETS

March 2021 - Madi Scarcelli, Wireless

April 2021 - Deborah Schmidt, Utility West

May 2021 - Lisa Wood, Wireless

June 2021 - Rachel Hershberger, Outside Plant

July 2021 - Ben Gasquet, Network

August 2021 - Jim Bigley, ETS

**THANK YOU ALL FOR YOUR
HARD WORK & DEDICATION!**

Department Developments in 2021

ETS

How does ETS manage projects successfully?

ETS relies on a database tool that has been refined over the last decade and tailored to our specific needs. Known as VTiger, the software grew out of the necessity to make large amounts of information available to more people.



Essential to our success, VTiger is a tool that creates tremendous

operating efficiency. From the moment a quote is requested by a customer, all the way to the invoicing of a completed job, VTiger tracks every aspect of the project. This information is easily accessible to all involved, keeping everyone informed, and reducing the need to continually call others for updates.

Another simple but very valuable aspect of VTiger is its function as our contact and customer information database. Project managers create projects in minutes (with dramatically fewer input errors) by copying and pasting customer data.

Quotes, Scope of Work, Work Assignments, Costs Incurred, Margins, Points of Contact, Locations, Purchase Orders and Invoicing are all managed with VTiger.

For a demo of ETS's VTiger, contact James Schneider (james.schneider@alamon.com).

Network Services

Alamon is proud to announce a new partnership with Lumen in a ten state area. This new endeavor will position Alamon as the premier vendor for all Central Office work in NM, CO, AZ, UT, WY, NV, ID, MT, WA and OR over the next two years. We look forward to the opportunities that this brings and will continue to deliver the highest quality and on-time performance that our customers have come to rely on.



Energy Services

Alamon ventured back into the trade show world earlier this month, attending the Energy Storage Association's Energy Storage Conference & Expo in Phoenix, AZ.

After a long string of Covid-19 related event cancellations in the past year, the ESA show was one of the first on Alamon's schedule to return to a venue for in-person exhibitors and attendees. We were pleased to have the opportunity to network with others in the energy storage field and promote Alamon's Battery Energy Storage Systems Installation Services.

Wireless Services

Speaking of Phoenix, AZ, Alamon's busy Wireless Division is working on moving into Phoenix by January 2022 to do TMobile work for Ericsson. Given how busy Wireless expects to be next year, Senior Operations Manager Travis Williams says, "we're always looking for good people, and are continuing to recruit."

In other Wireless developments, Alamon's Brandyn Wood is in the process of getting his NWSA (National Wireless Safety Alliance) Practical Examiner certification. Brandyn's certification will lead to Alamon being able to provide in-house training and certification for NWSA, a requirement of wireless carriers.

Alamon Wireless has also just signed an MSA with microwave manufacturer Ceragon. This new OEM partnership opens up new opportunities for Alamon to expand its clientele in the wireless industry.



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FROM THE PRESIDENT



As we come to the end of another calendar and the halfway point in our fiscal year, we want each of you to know the appreciation we have for the excellent service you have provided for both clients and fellow employees alike. Despite the challenges we faced at the beginning of this year, we should all feel proud of how we not only persevered but are prepared to continue do what it takes to make this a great year for Alamon.

Heading into the second half of our fiscal year, let's all take a moment to reflect on what we have achieved in the past, and how we did it. Let's take those lessons and apply them to 2022, so that rather than trying make New Year's resolutions to reinvent ourselves, we embrace the great parts of who we already are.

This Holiday Season, it is our hope that you will be able to spend time with family and friends and enjoy the time together. Our organization is lucky to have dedicated employees and I would like to personally thank each you for your hard work.

Wishing you the best this Holiday Season!

Brad Cronk
President

Department Developments in 2021 Continued from p. 4

Business Development

Business Development and Marketing: Connecting the Dots



One of the biggest goals for the Alamon Business Development and Marketing team is to help all divisions 'connect the dots' with existing clients.

Often, when we work in the field for a customer, we deal with a local or regional client group. While those local/regional groups are pleased with our work, the overall company that Alamon is working for may be unfamiliar with all our company's capabilities. This is where the Business Development and Marketing staff is striving to have an impact.

By working with the Operations Groups of each Alamon division, we put together on-topic, professional Marketing materials. We then look to leverage those existing field level relationships into introductions to the client's next level decision makers in order to build and manage a network of industry contacts.

Secondarily, The Business Development group looks at these introductions as the building of a foundation where Alamon can keep in regular communications with client management. Our goals are to have those executives think of Alamon during the Planning Stages of their work efforts, and not just at the field deployment level.

If you have an idea of how the Business Development Group can help you develop your client relationships, please contact Eric Shelton at eric@alamon.com, we'd love to hear from you!

Utility Services



Utility Services has added another service offering to customers looking to protect their critical infrastructure from wildfires. Given that we've inspected well over two million wood poles, the practice of installing a heat-resistant mesh barrier on poles is a great fit for Alamon. The service, called Alamon Fire Shield, provides an opportunity to expand our portfolio, and provide customers the most effective way to harden their pole inventories against wildfires.

Meet the Alamon HR Team

When a company discusses growth goals, the conversation typically revolves around increasing revenue. But growing a company means growing everything, including the number of employees.

Here's a news flash: there are a lot of responsibilities involved in recruiting and hiring the right people to effectively grow a company from 35 million per year in revenue to a goal of 100 million per year - not to mention cultivating an environment where those employees can reach their potential and thrive (see box on page 7). Alamon's new Human Resources and Recruiting team is a group of four talented women with diverse backgrounds and complementary skills.



L to R: ShaShana Crocker, Tera Gould, Debbie Burris, Jessica Aikin-Wolfe

ShaShana Crocker, Human Resources Manager

ShaShana leads the HR department, and comes to Alamon with 19 years of experience as a successful HR Director in the Hospice/Health Care and Missile Defense industries. ShaShana is in charge of putting HR systems in place that will accommodate the planned growth of Alamon over the next five years. Having been here just one year, the progress she's made is impressive, and the company is in very good hands.

Debbie Burris, Recruiter

Before there was an official Human Resources or Recruiting Department at Alamon, Debbie Burris singlehandedly recruited and onboarded new employees at Alamon. According to ShaShana Crocker, "That is a huge job for one person. Recruiting alone is a challenge, and to handle onboarding, too, is very difficult."

Debbie is a 23-year veteran of Alamon with firsthand knowledge of what it takes to work in the field. She started as a business systems technician and spent considerable time crawling above drop ceilings in huge office buildings and hospitals pulling miles of cable behind her. "I'm pretty small, so they always strapped wire to the back of me and sent me up into the ceiling."

Jessica Aikin-Wolfe, HR Coordinator

Jessica is another great example of an important Alamon contributor with a variety of skills and work experience.

With a bachelor's degree in resource conservation, Jessica worked for the Forest Service for ten years and the Montana Conservation Corps. She started with Alamon as an inspector for Utility Services, and has spent her fair share of time working on the road. As a member of the recruiting team, Jessica's background is invaluable.

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INTRODUCING...

YEAR-IN-REVIEW

Meet the HR Team

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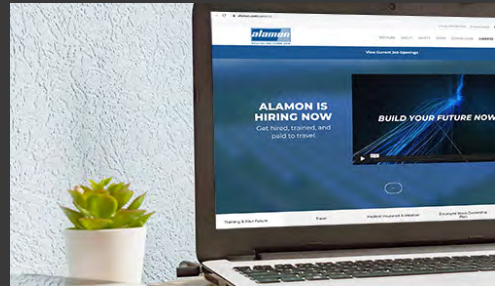
Tera Gould, Recruiter/HR Generalist

Tera is the newest addition to Alamon's HR team. She arrives with a strong background in HR, having worked with a team of recruiters at Logan Health. Tera did the onboarding by herself for the whole organization, including satellite locations across Montana. Her job involved recruiting and hiring for a variety of positions - from laundry technicians to physical therapists to pediatric nurses.

Tera is excited to join Alamon because she likes the family-oriented culture here, and has firsthand knowledge of the industries we serve. Her husband, Brad, has been a lineman for 19 years.

Alamon is fortunate to have a diverse, dedicated HR team.

"I'm excited about the challenge of growing Alamon, and I have the best team ever," Crocker said. "We fit great together."



What does the HR Team do?

- Employee Benefits (Medical Insurance and Employee Stock Option Plan)
- Employee Recruiting
- Onboarding (processes & paperwork for hiring new employees)
- Employee Relations
- Employee Education & Training
- Employee Engagement

Interesting Times, and Finding the Silver Lining



By Scott Harrison, RCDD
Chief Marketing Officer

With the interesting times we currently live in, it can be a real challenge to find the silver lining hiding in the clouds. I'd like to take this opportunity to explain to you why there is a LOT of room for optimism and help you focus on the good things that are taking place now and what is potentially on the horizon.

Beyond the uncertainties associated with the pandemic, we now have inflation, supply chain issues and labor resource challenges to deal with, all while heading into the traditional "slow season" for Alamon from a work perspective. Sounds terrible, doesn't it? To me, this creates a unique opportunity for Alamon to succeed, for the following reasons:

First, fortunately, these are not unique problems impacting only Alamon. Literally everyone is facing the same circumstances. We are competing for business on a much more level playing field right now, which is not generally the case in relatively stable economic times.

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YEAR-IN-REVIEW

Silver Lining

Continued from p. 7

It's much easier for incumbent vendors to maintain their positions with clients when everything is operating "as usual", but trying times call for innovation and can force change or create openings where customers are willing to look at alternatives. Alamon is taking our message to potential customers who previously were inclined to say "we are already working with someone else".

Granted, this also applies to us with our incumbent clients, but this becomes a true opportunity for Alamon to separate itself from the competition.

broadband services, growing deployment of 5G carrier services, and an IT industry move from hardware-based networks to software defined networking that requires new equipment. Alamon's service offerings and core strengths are aligned with these growth trends.

Lastly, Alamon's approach to challenges allows us to innovate, build efficiencies, and learn new ways to provide better value for our clients.

From Network Services under Troy Reeves' direction,



Our drive for quality and performance for our customers, along with our ability to find unique solutions for their needs become defining reasons we can outperform competitors.

Second, there is an increased amount of construction activity throughout the United States, driven by changes in the real estate markets, moving demographics and changes in technology. These shifts are creating a need for more services.

At first glance, this seems to defy logic, given all the current economic issues taking place.

However, in addition to the construction boom, there are new government funded initiatives for rural

Travis Williams' band of merry warriors in Wireless, Dan Dennison's, Jimmy Lever's and Nathan Anunson's expertise in OSP and Utility Services, and the ability of ETS to service Enterprise clients under James Schneider, Alamon has built a stellar reputation for quality.

The pride that Alamon employee-owners demonstrate in the field, and the commitment to excellence in our execution of the work we do is what truly sets us apart.

If we hold fast to the values that Alamon holds dear, we will create incredible opportunities, weather any storm that comes our way and come out stronger.

2021 The Year In Pictures

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