

THE **CANDLESTICK**

SPECIAL EDITION

**President's  
Awards 2021****President's Awards 2021**  
RECOGNIZING OUTSTANDING  
EMPLOYEE OWNER CONTRIBUTIONS

Alamon held its 2021 President's Awards Ceremony on April 13th. See the list of winners inside.

FROM THE PRESIDENT

**Recognizing  
Excellence**

Alamon recently held its President's Awards Ceremony on April 13. A number of outstanding performers were recognized, even in what would be described as a tough year so far for Alamon. Congrats to all the winners, and thank you to all the hard working employees we were not able to recognize this time around.

Inside this edition of the Candlestick, you'll have the opportunity to get to know some of this year's award recipients, and learn about their 2021 contributions that led to them being recognized.

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**PUSHING POSITIVITY IN THE  
COMMUNITY**

Jonathan Bronson, Alamon Employee Owner / Pro BMX Cyclist

Safety is priority #1 at Alamon Wireless Services, and Alamon's multi-talented Jonathan Bronson (who is also a professional BMX cyclist) incorporates that safety emphasis into his community volunteer work. Learn all about how Jonathan provides a fun safety message for local kids in Las Vegas on page 2.

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JONATHAN BRONSON  
**PUSHING POSITIVITY**



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Jonathan recently teamed up with the Clark County School District Police Department and the Las Vegas Department of Public Safety to promote pop up helmet giveaways at local skate parks.

"I love to do this to help out the kids," Bronson says. "I've slammed and hit my head so many times and had concussions. If I didn't wear my helmet, I wouldn't be here today."



We do this so these kids have someone to look up to. I love that Terry (McAninch, Police Officer/CCSD) and the police officers come out here. It's all about the kids, the community and us sticking together."

Watch the full KCLV Las Vegas story featuring Jonathan teaching kids the importance of helmet safety in his own unique and fun way, and setting a great example for them to follow.

<https://www.alamon.com/company-news/teaching-safety-and-inspiring-kids-in-las-vegas/>

Thank you, Jonathan. Keep up the great work!





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Brad Cronk, President

As we're acknowledging outstanding contributors from 2021, it's a good time to discuss the Employee Owner culture that sets us apart from our competitors, and empowers all of us to directly influence Alamon's success and benefit from it.

I have stressed the importance of the Employee Owner mindset many times before, but I really believe in it. Employee Owners know *their* name is on the line every time they do a job. They know vehicles and tools need to be kept in good shape for optimum performance, and to avoid unnecessary expenditures that come with neglect or poor maintenance. They are thinking the way owners think, because protecting the company increases its value, and that's a win for all of us at an ESOP.

The award recipients listed on the pages of this edition of the Candlestick all have this mindset and it shows.

Now in our 12th year as an ESOP, the Employee Owner mindset is a key part of what makes Alamon successful, and a successful Alamon leads to an increase in the value of everyone's Alamon share prices.

It is very hard to accumulate retirement funds in these times. The ESOP is perhaps the best way for a normal person to build a truly meaningful financial cushion for retirement. This is especially true when tied with a company that is growing and continually increasing its share price. Those of you that have been with Alamon for a while know this to be true. Those of you that are new to Alamon, reach out to some of our long-time folks for a firsthand account of how the ESOP has been transformative.

Finally, we have been on the cusp of some really great performances from most of the divisions for a while now and March seemed to be our first breakout month of the year. This last quarter (April - June) should be very exciting from an Alamon perspective.

Brad Cronk  
President

# PRESIDENT'S AWARDS 2021



## Honorable Mention

### **Scotty Lawrence**

#### **Project Manager, Network Services**

Scotty is new to Alamon, but wasted no time making a positive impact. Scotty excelled as a member of the Frontier Broadband Access team assembled to help Frontier avoid government fines by not hitting contractual commitments by year end. Despite numerous challenges, the project was an overwhelming success, and Scotty was a big part of it.

### **Shawna Stanley**

#### **Project Coordinator, Wireless Services**

Despite having no Telecom experience when she started as an Administrative Assistant in the Wireless department, Shawna has worked hard to get up to speed. From Alamon U courses to Ericsson training to getting lift certified, Shawna acquired the knowledge necessary to understand what technicians face in the field. Now a Project Coordinator, Shawna works closely with T-Mobile every day and does a tremendous job coordinating our Tiger Teams.

### **Dustin Schmidt**

#### **Project Manager, Utility Services**

Dustin has been with Alamon less than a year and has already had a tremendous impact on the Utility Services department. When Utility East needed an Acting Supervisor to manage a large project, Dustin left his home base in Washington State and spent over two months on the National Grid project back east. His great attitude and years of experience make him a great addition to the Alamon team.

### **Roy Tedford**

#### **Service Delivery, ETS**

Roy has been a member of the ETS team for over twenty years and has been instrumental in building relationships with key clients like Liberty Mutual. Roy is requested by name throughout their company, including the executive leadership team. Recently, Roy created a relationship with another large-scale client in the industrial agriculture market, effectively becoming their national resource for network and security deployment projects in their production/manufacturing, warehouse and retail facilities throughout the entire Eastern Seaboard, and supporting them as they expand westward.

### **Wayne Wetmore**

#### **Engineering Supervisor, Network Services**

Wayne has taken on the responsibility of the Network Services Engineering Supervisor for Inside Plant and DC Power work, overseeing our seven new engineers. He's dealing with the customers, training a new DC Power engineer, coordinating projects and producing his own project documents. Wayne is working many hours to stay on top of a big workload, and making a big contribution to the growth of the Network Services department.



# PRESIDENT'S AWARDS 2021



## Honorable Mention, contd.

**Jeremy Young**

**Project Manager/Engineer COEI, Network Services**

Jeremy is being recognized for his part in delivering the Frontier Broadband Access project at year end, as well as for his efforts in helping the engineering team with the Inside Plant portion of the engineering workload, while continuing to support the new Fiber Department. All of this while Jeremy continues to project manage a very large workload in the San Angelo, TX area. Jeremy's multi-tasking is helping the entire Network Services department be successful, demonstrating what a great team player he is.



## Outstanding Innovation

**William Cronk**

**Sr. Financial Analyst**

Will has done an amazing job creating weekly operating reports for all the managers, supplying them with great data for managing their businesses. His talent to simplify these processes using technology is out of this world. William is part of a great group of young men and women that will help lead Alamon into the future with their ideas and new ways of thinking.

**James Presnell**

**Engineering Manager, ETS**

James delivers excellence in technical solutions ranging from legacy networking to RF driven systems and into the future with technologies that are just emerging. This past year, James designed and built a prototype IoT system for an Alamon client looking for industrial scale control of temperature, humidity, CO2, lighting, and irrigation for agricultural environments that provided both local supervisory control and cloud based remote management reporting and support on a national basis. James is helping to drive Alamon with truly cutting-edge solutions that give us an enormous competitive advantage against the competition.

**Dave Prunty**

**Marketing Manager**

Dave has been instrumental in raising the perception of professionalism Alamon is able to present to the world. From improving the visual imagery of proposal documents and reports we send to clients, to the messages we offer to the world in advertising campaigns, employee recruiting, and on social media and our website, Dave makes Alamon look like the company we aspire to become.

# PRESIDENT'S AWARDS 2021



## Outstanding Innovation, contd.

### Troy Reeves

#### Sr. Operations Manager, Network Services

Troy not only secured a very large DC Power opportunity with Frontier in providing engineering, installation and battery materials, but we're also supplying the customer with Central Office engineering, installation, Site Survey, Fiber Characterization, Fiber Splicing and warehousing services. Troy has also expanded our opportunities with Nokia, ADVA and Lumen for Central Office Turf areas covering 10 states while growing our engineering department from one full-time engineer to our current head count of seven in the past year. Troy sets a great example of what being innovative means in growing his business, and what we all should strive for to grow our company.



## Outstanding Performance

### ShaShana Crocker

#### Human Resource Manager

Prior to Shashana joining Alamon in December 2020, Alamon did not have a Human Resource Department. In the last year and a half, Shashana has developed the department with a total focus on finding new employees and retaining those we have hired. If you have worked with ShaShana, you have experienced her positive energy. She has a unique ability to address difficult topics and bring issues to a resolution instead of allowing them to fester. Shashana is a great talent and Alamon is lucky to have her as part of the team.

### Keri Edwards

#### Sr. Administrative Assistant, Network Services

Keri is a rock star admin that supports Network Services and Troy. Keri has worked over the years to understand the business and how best to support everyone in the field. She has gained the trust of Troy and his supervisors for making good decisions and knowing how best to approach issues. Keri's great attitude makes a very big difference and she is a key person helping Troy manage a lot of growth.

### Nathan Gochee

#### Business Development

In 2021 and into this year, Nathan has managed to double our revenue with ePlus, and help Travis Hansen elevate Alamon's relationship with Cisco while earning his own Cisco credential in the process. Nathan also found new opportunities for both the ETS and Outside Plant divisions. Through Nathan's efforts and enthusiasm, Alamon has expanded its reach by increasing new customer opportunities, leveraging existing customer opportunities and embracing new markets.

# PRESIDENT'S AWARDS 2021



## Outstanding Performance, contd.

### **Sandi Heffernan** **Controller**

Sandi joined us in January 2021 and has brought a wealth of experience, talent, and fortitude in getting things done right. She works to support our operating managers and our admins in their roles that interact with GP. Sandi possesses a skill that is unique, she is a great communicator both written and verbally, this has really helped the Accounting Department be able to help support the growth of Alamon. With Sandi in her role, I am confident in the financial numbers. Not only can Sandi do the numbers, but she creates a fun positive environment every day.

### **Travis Hansen** **Technical Specialist, Wireless Services**

Travis completed his CCNA (Cisco Certified Network Associate) certification this year and has worked with Scott Harrison to establish Alamon as a Cisco partner. Travis' work with microwave technology has opened the door to getting our Scope Worker pricing approved for T-Mobile. This allows Alamon to work directly for T-Mobile on projects at better margins, and we're currently receiving opportunities in Southern California, Northern California and Las Vegas.

Travis also completed an important energy storage project with Jabil, an engineering company that contracted us to do work for San Diego Gas & Electric. The original scope of work evolved into something much bigger, and Travis now knows more about air conditioning units and fire systems than most people who've been doing this type of work for far longer than he has. We're lucky we had Travis, who took the initiative and poured himself into learning everything he needed to in order to deliver the project.

### **Jason Holling** **Field Supervisor, Network Services**

Jason truly cares about the work, our customers, and his staff. He's focused on the quality and profitability of what we do, and works countless hours, day and night, to support our team and to serve our customers. Jason is one of our most traveled Supervisors, logging more windshield time and on site time than most, personally deploying projects and overseeing critical service affecting tasks to ensure the work gets done right, safely and without incident.

Jason keeps Alamon at the forefront of everything he does, and represents us in the best possible way. He makes every single conference call with customers and he's constantly selling Alamon services with each customer interaction.

# PRESIDENT'S AWARDS 2021



## Administrator of the Year

**Lisa Wood**

### Administrator, Wireless Services

We cannot be happier with the winner of our Admin of the year. Lisa Wood is a wonderful employee and person. Hardworking, smart, great attitude, the list goes on and on. When a previous employee left, Lisa and the team stepped up and our largest department did not miss a beat. In fact, it likely improved its overall speed in getting things done. Even with another Admin departing to help another division the wireless team has stayed on track and on time.

Presently Lisa is taking care of the Wireless payroll, until the company switches to centralized payroll. She also handles all the Tiger Teams and T-Mobile direct tracking and billing. She handles the project to close sheet each week, as well as employee welcome emails and the termination process.



## Department of Excellence Award Honoring Founders Frank & Peg Gebhardt

### Wireless Services

The Wireless team has reclaimed its position on the top of the leaderboard, winning the Frank and Peg Gebhardt Award for the best division in 2021. Even in a tough year, the Wireless group performed at a high level. Despite crazy competitors trying to steal our employees, customers that don't seem to want us to make money, and a multitude of other obstacles, the Wireless Division finds a way to make things happen.

The Wireless crew accounted for 40% of our revenue and 40% of our CTO in 2021. Even in challenging times, they are close to achieving their yearly goals for revenue and profit. It seems when a big customer goes away, they always find another new customer to fill the void. So, watch out for next year, as it seems like 2019 all over again for the Wireless division. Back then, Sprint work was plentiful and at good margins. Now it's a huge amount of direct work from T-Mobile (who bought Sprint). Not only will this be a huge amount of new work, it will be at the right price point.

### Meet the Team:

Travis Williams, Sr. Ops Mgr  
Travis Hansen  
Ryan Hansen  
Chad Scarcelli

Everett Jones  
Shawna Stanley  
Anthony Severin  
Lisa Wood

Madeline Scarcelli  
Ashley Warner  
Michaela Arneson



# GOOD WORK



## Employees of the Month

### DAVID DYSON Outside Plant Services January 2022

David has been a key resource for Alamon in the FTTH project for Consolidated Communications, Inc - (CCI) in the Sacramento CA area. From the outset, David quickly became an integral part of the CCI team by helping fellow employees with work or equipment issues; as well as lending a hand to train new team members. Alamon's customers and clients have also extended numerous compliments on his performance, stating that he is knowledgeable, polite, and respectful.

### Shawna Stanley Wireless Services February 2022

Shawna has been one of the key drivers in Alamon recently expanding our direct T-Mobile (TMO) contract. She has done a great job coordinating the two Tiger Teams for TMO, and she is well known for making herself available any time, day or night, to support the teams. This dedication and attention to detail has

allowed her to build great relationships with her teams and T-Mobile.

On top of handling the Tiger Team duties, Shawna is always more than willing to help out with anything else that is asked of her.

### JESSE CAMPFIELD Utility Services March 2022

Alamon's Employee of the Month Award recognizes excellent work in all divisions, covering a wide range of work types. But the Employee of the Month for March 2022 is being recognized for something a little different, but of also of great importance... Safety!

Utility East Project Manager Jesse Campfield is being recognized this month for outstanding contributions to the Alamon Safety Program. With a great attitude, Jesse has taken ownership in his part of the Utility East Safety Program implementation and compliance. Thanks Jesse for taking the time to create a safe workplace for your projects and crews.

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