

MESSAGE FROM THE PRESIDENT

Company adding staff to keep up with growth



BRAD CRONK

Alamon continues to have impressive growth. Our head-count is at its highest levels in almost two decades as we add staff to cover an increasing number of projects. We want to

welcome all new employees on board and wish them many successes in their Alamon careers. Please remember that completing jobs to the highest quality and doing the right thing every time is what separates Alamon from our competitors.

We continue to explore new areas that can help expand the services we offer our customers. To name a few:

Drones – Travis Hansen and team are making impressive strides within this segment. We are hoping it will make us more competitive in both the Wireless and Utility divisions.

Energy – We know the skills required to work in telecom are similar to those required to install equipment in the energy arena. We continue to make progress, which will give employees more work options if the telecom world slows down.

New bucket truck – Alamon purchased a



ALAMON purchased this new bucket truck to help take advantage of expanding opportunities.

105-foot working-height bucket truck, which will reduce rental costs, making us even more customer-service oriented. We can perform more maintenance as we won't have to wait for a rental company to have a truck available for us, and the truck does not require a CDL driver.

Structured cabling and security – Many of our skills are transferrable from the telecom world to these industries.

Even as we continue to grow, we will constantly be looking for new opportunities to help with Alamon's success.

ESOP share valuation process underway

Alamon is in the ESOP blackout period when no one can request distributions until we have a new Alamon share price. The process for determining that is as follows:

- ❑ The accountant reviews our 2017 end of year financial statement to confirm its accuracy.
- ❑ Our plan administrator determines who qualifies for distributions and how many shares are due each person.
- ❑ Our appraiser reviews the information to come up with a new share value for Alamon.
- ❑ All information is compiled and reviewed before statements are mailed. We are still expecting statements to be completed by November.

ESOP trustees to attend conference

We are excited to have Alamon's three ESOP trustees — Brad Cronk, Scott Lawrence and Dennis

Gesker — attend the Las Vegas ESOP Conference and Trade Show in November. Two of our ESOP Trustees have not attended an ESOP conference before, so it will be a great chance to learn how to become better trustees and benefit everyone who has a stake in our ESOP.

With 60 sessions available, the trustees will learn more about making our ESOP function at its highest capabilities. We expect to get up to speed on the latest technical developments and regulations for ESOP operation. We are promised new insights into managing the culture and communications of our ESOP so Alamon can get the most from our plan to reward our hard-working staff.

There will also be a legislative update from the ESOP Association president to ensure that we know the latest ESOP developments inside Washington.

ALAMON MANAGER PROFILE

Making big strides in California market

Like many Alamon managers, Travis Williams didn't start his career with a clear plan for his future with the company.

He launched his career by learning on the job as a traveling technician working on DMS100 installations for Nortel.

Twenty years later, he is Alamon's operations manager for Wireless Services.

He cites "sticking with it, being loyal and working hard" as the qualities that propelled him to his current position.

Travis, 39, has established himself in the Southern California market, living in Chino and heading up projects throughout the Los Angeles area. When he first moved to California about eight years ago, he was supervising a crew of three. Now he has about 55 workers and is looking toward opportunities in busy locations like San Diego, Sacramento, San Francisco and Las Vegas.

"With the sheer amount of people, I think there's more cell phone towers in these condensed areas than in some states put together," he said.

The techniques for developing customers in the bustling California environment are no different than in any other market.

"I think what's really helped us grow is doing quality work, being honest and building real professional relationships," Travis said. "We not only do good work for clients, we've become friends with them. I think deep down they want to see us succeed and they care about Alamon. They don't just view us as another company, but they see us as partners."

Cultivating relationships is just one



TRAVIS WILLIAMS

'You can have a list of 10 things to do, and a phone call can completely change the day.'

of his many duties as manager.

"The bulk of my time is spent visiting jobs, dealing with site issues, chasing new contracts, job coordination," Travis said. "You can have a list of 10 things to do, and a phone call can completely change the day."

A cold call with Clearwire, at the time one of the biggest wireless providers in the U.S., launched Alamon

in the California area. Clearwire was interested in using Alamon as a local contractor, but stipulated that Alamon first have a local presence.

"We got a storage shed and put that down as our local address," Travis said. "Then I moved to L.A. to pursue that work, and here we are eight years later."

Travis and his crews worked for Clearwire for a few years, and persisted in the market, partnering with companies such as Ericsson, Bechtel and other industry leaders.

Travis grew up in Missoula, Montana, but has adapted to urban living. He's glad to be settled after many years of life on the road. His first job with Alamon was in Denver and he didn't stay in one place until eight years later, when he was promoted to a supervisor's role in Virginia. He stayed on the East Coast for about four years until contract work slowed down.

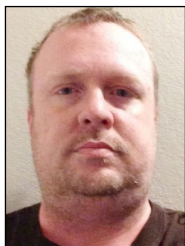
His next step was building rawland towers in Montana, but he decided that working at temperatures well below zero, with three feet of snow on the ground, was not ideal. He approached Terry Mickens, his manager at the time, and proposed that Alamon pursue more clients in warmer climates. After a year of finding little success in Arizona, he then called on Clearwire and the California operation was born.

With a full slate of projects in California, Travis doesn't have a lot of time for his hobbies like fishing or playing poker. He said working for Alamon is worth the hectic schedule, though.

"I love it," he says. "I don't think you could ask for a better place to work. They've always taken care of me, always done the right thing and been fair."

EMPLOYEES OF THE MONTH

Alamon honors outstanding workers through an Employee of the Month contest. All employees are encouraged to submit names of co-workers who they feel have performed exceptionally. The employee chosen by the management committee receives \$100 and a Certificate of Excellence.



May 2017
BEN GASQUET
Network Services

Alamon Network Services lead technician Ben Gasquet met some difficult deadlines during a Frontier Communications project in Indiana. His willingness to go above and beyond for an important client was worthy of recognition.

Frontier had frozen its budget and shut down all work for several months. Once work restarted, Frontier was aggressive about setting target dates to ensure the company met all commitments to the Connect America Fund. Ben overcame challenges presented by material shortages, outside-plant issues and extreme weather to make sure his responsibilities were completed in a timely manner. Frontier took the step of recognizing Ben's hard work and congratulated the Alamon team for doing an "awesome job" in an email.



June 2017
STEVE CAMPFIELD
Utility Services

Pole reinforcement foreman Steve Campfield, part of Alamon's Utility Services division, was instrumental in the start-up and completion of pole reinforcement projects in the Northeast region. He dedicates many hours to make sure equipment is properly maintained and ready to be used safely and efficiently in the field. Steve also leads the pack in Resistograph inspections on several Northeast contracts.



July 2017
TRAVIS HANSEN
Wireless Services

Travis Hansen has been an innovative leader in the development and implementation of both our Alamon U safety program and our new drone department. He also did a great job for chemical company INEOS on a recent job in Carson, California. Wireless Services operations manager Travis Williams nominated Travis for that project, saying: "He did what he always does and knocked it out of the park." An INEOS manager also praised the work done on this project, which involved testing one of its critical fiber systems in a manufacturing plant. With the help and expertise of Zac Birnbaum, Travis identified current and potential issues within the network and generated detailed system diagrams and recommended repair measures to ensure a robust, reliable network.

If you believe a co-worker deserves to be the next Employee of the Month, please let your manager know.



SAFETY

Take steps to avoid caught, crush injuries

Each year, workers suffer approximately 125,000 injuries when caught or crushed between two objects or entangled with machinery. These hazards are referred to as "pinch points." The physical forces applied to a body part caught in a pinch point can cause minor injuries such as bruises and cuts, or life-changing incidents like scalping or mangled and amputated body parts. They can also be fatal.

Workers in field, industrial and office settings are all affected by caught or crush hazards to some degree. Learn about the caught/crush hazards and pinch points specific to your tasks, tools and equipment so you can take precautions.

□ Dress appropriately for work with pants and sleeves that are not too long or too loose. Shirts should be fitted or tucked in. Avoid wearing loose and dangling jewelry. Tie back long hair and tuck braids and ponytails behind you or into your clothing. Wear appropriate, well-fitting gloves for your job.

□ Look for possible pinch points before you start a task. Take the time to plan out your actions and decide on the necessary steps to work safely.

□ Give your work your full attention. Don't joke around, daydream, or multi-task on the job – most accidents occur when workers are distracted.

□ Read and follow warning signs posted on equipment. If you value all that your hands can do, THINK before you put them in a

hazardous spot.

□ Machinery can pose a hazard with moving parts, conveyors, rollers and rotating shafts. NEVER reach into a moving machine.

□ Properly maintain and always use the machine and tool guards provided with your equipment; they act as barriers between the moving parts and your body. Don't reach around, under or through a guard and always report missing or broken barriers to your supervisor. Turn equipment off and use lockout/tagout procedures before adjusting, clearing a jam, repairing, or servicing a machine.

OTHER HAZARDS

Caught/crush hazards are not limited to machinery. Vehicles, powered doors, and forklifts can pose a crush hazard unless they have been blocked or tagged out. Never place your body under or between powered equipment unless it is de-energized. Doors, file drawers, and heavy crates can pinch fingers and toes. Take care where you place your fingers. Test the weight before lifting, carrying and placing boxes; an awkward or heavy load can slip and pinch your hands or feet. Get help or use tools to move large and/or heavy items.

If you have ever slammed your finger in a door, you can appreciate the pain associated with caught/crush injuries. Take the time to learn about these hazards on your work site so you don't learn about the consequences firsthand.

Efficiency key for administrator

As Alamon's Utility Services division grows rapidly, administrator Sherry Warner takes pride in doing her part to support the busy department.

While others in the division are out securing new customers or working in the field, Sherry keeps things running smoothly.

"They can focus on growing instead of focusing on all the things an admin needs to do," she says. "They can just worry about getting everything else done."

Sherry estimates that her workload for Utility Services has about doubled since she began her job two years ago. Before joining Alamon she was in hotel administration, but had tired of the round-the-clock nature of the service industry and needed a change.

She brought office experience, such as payroll processing and organizational skills, to her position at Alamon. When she was hired, she was told that the department was predicted to grow, and is happy that expectation was met and surpassed.

Family obligations recently prompted a move to Texas. Sherry had started out at the Kalispell headquarters, but a few months ago her husband was called on to help her parents with a business remodeling project in the Dallas area.

"Alamon is a great company to work for, they treat their employees very well," she says. "I was so happy they let me transfer to the Texas office."

Her supervisor Eric Shelton is also

EMPLOYEE SPOTLIGHT



SHERRY WARNER

pleased that Sherry stayed in the Alamon fold.

"There's no person in the Utility Division who is more 'go-to' than Sherry," he says. "She is a key resource who has played a huge part in handling the growth of our business line. Words that come to mind easily are 'right the first time' and 'efficient.' We are truly fortunate to have Sherry keeping all of us field ops people in line!"

The professional relationship between Sherry and Eric was another reason she wanted to keep her Alamon position.

"I love working with Eric, he's very easygoing and let's you know exactly what he's expecting," she said.

The move to Texas was a welcome one for Sherry, an avid reader but not a cold-weather enthusiast. An Arizona native, she has never quite embraced all the seasons of Montana.

"I've had enough of the winters."

HELP WANTED

More staff needed as growth continues

As Alamon continues to grow, finding qualified, skilled workers becomes increasingly difficult. There are currently more than 10 open positions across the country.

Current Alamon employees can help us fill those by telling reliable friends, family and acquaintances about the job openings.

Remember to mention the great benefits package Alamon offers, the employee-owned company structure and everything else that makes this company special. If you know of someone interested in joining the Alamon team, please refer candidates to Debbie Burris (debbie@alamon.com) for further consideration.

MARKETING

Seeing is believing in Alamon's work force

During a visit to a recent central office job site in Springport, Indiana, I observed Alamon employees working to dramatically increase local broadband speeds. Seeing Alamon's skilled workers in action is a good reminder of our workforce's capabilities and the dedication they bring to their jobs every day. Shawn Hynes and Robert Lerma both displayed their adaptability, knowledge and work ethic, ensuring that a number of projects were completed by deadline.

As I work to promote Alamon, exploratory trips such as this give me increased confidence in the quality of our work and the ability of our technicians to perform with skill under any circumstances.

In other marketing news:

HIRING AND TRACKING

We recently began using Google Hire and Prosperworks.

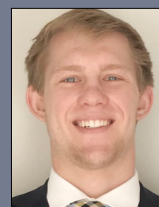
Google Hire serves as a centralized hiring system that allows tracking of open positions from multiple managers, while offering increased exposure through many hiring sites.

Our use of Prosperworks is still in the early stages, but it will eventually be our customer-relationship management system to track leads, customers and current jobs. The system is integrated with all Google applications, which will hopefully eliminate lost opportunities. It should also be an open platform for management to track the companies we are targeting to reduce redundant contacts.

CONFERENCE UPDATES

◆ Two Alamon employees recently attended the Energy Storage North America Conference in San Diego. Alamon representatives developed contacts, organized meetings, learned more about the industry and increased our name recognition in the energy-storage sector.

◆ We are attending the Montana Electric Cooperative Association conference in Helena, Sept. 11-14. On Sept. 13-14, Alamon representatives



NATE HINRICHS

are taking part in the Western Energy Institute utility pole and overhead systems interactive trade show in Portland, where we will display our inspection abilities to utility companies from throughout the Western U.S.

◆ Two Alamon employees will be at the Western Telecommunications Alliance conference Sept. 17-20 in Coeur d'Alene, Idaho. We will promote our outside-plant capabilities among Internet, phone and TV service providers in the Northwest.

NEW FEATURES ON OUR WEBSITE

We have added a few new pages to the website, including a page advertising our drone services. It includes a high-quality video created by Travis Hansen.

The website also lists the conferences we plan to attend on our "Events" link, found under the Resources tab, allowing potential customers to plan meetings with us. "Job Openings" are also found under Resources. Applicants can click on the job they're interested in and they will be channeled into Google Hire.

CUSTOMER DEVELOPMENTS

We have several new customer leads. Our attempt to secure federal government work continues to move forward. One bonus to aiming for government projects is, even if we don't win the bid, the government is required to explain who was given the job and why they were awarded the contract. This should prove useful as a guideline when pursuing other opportunities.

TECH DEPARTMENT

Identity authentication a mandatory procedure

Required two-factor authentication (2FA) begins soon for all of Alamon's Google services. We have set a deadline of Sept. 29, 2017, for all users to get on board with this new security measure. For the moment 2FA is optional but will be mandatory as of Sept. 29. Here are some instructional videos to bring you up to speed on how this extra security layer works.

What is it?

<https://www.youtube.com/watch?v=iup3HTrcO28>

Directions are here:

<https://www.youtube.com/watch?v=UVanCLlx2Aw>

The link mentioned by the woman in the video above is here:

<https://myaccount.google.com/>

Outlook users are encouraged to use:

<https://tools.google.com/dlpage/gappssync>

This Outlook plugin handles 2FA gracefully.

For users that use other various legacy desktop applications (Mozilla, Old Outlook Versions, Lightning Calendar, Etc.) this video can be helpful:

<https://www.youtube.com/watch?v=zf4ZouTvcP4>

While the above relates to Google (and Alamon.com accounts specifically) if you interact electronically with **ANY** site or institution, **especially organizations that hold your personal identity or financial information**, and they offer 2FA, it is a good idea to take advantage of the extra security.

Customers can rely on us for network security

Computer and network security is an ongoing issue within all business sectors. If you have customers with concerns regarding privacy, they can rest assured that Alamon is protective of all customer information.

Our IT department is continuously reviewing and updating our computer and network security. We perform regular manual and automated assessments of our systems and the applications they support.

Assessments include staff interviews, security-vulnerability scans, application and operating-system reviews, and analysis of physical access to the systems. These activities ensure confidence in our operating capabilities for employees, vendors and customers.

We take computer security very seriously. This is yet another of the many selling points for Alamon as we seek to expand our customer base.

— Dennis Gesker,
Information Technology Manager

Rapid rise

Regional supervisor moved quickly up the Alamon ladder

Jim Lever joined Alamon's Utility Services division in 2014 as a pole inspector at the ground level, with no prior experience or skills in the industry. But it wasn't long before his knack for sensing opportunities and his experience managing people elevated him to his current regional supervisor's position.

"I didn't even know what I was getting into when I started," he said. "In working with Eric (Shelton), I think he saw some things with me he was impressed with. He added more responsibilities and things grew pretty quickly."

His assessment of his contribution to Alamon is modest next to that of Utility Services manager Eric Shelton.

"I can't say enough about Jim Lever and the part he's played in the growth of Alamon's Utility Services division," Eric said. "We would truly not be where we are today without the years of dedication and hard work that Jim has put in. From boots-on-the-ground management to back-end data delivery, he makes sure our teams get it right and delivered on time."

Jim works in South Carolina, using his multifaceted job to lead Alamon's utility work in the Southeast. As a marketer, he makes phone calls, identifies contacts, follows up on referrals, joins trade associations and attends trade shows. He also assists with application builds for software, manages projects, works in customer service, takes care of data management and does the hiring. He gets out in the field when needed, but his desk time has increased dramatically as the department has almost doubled in size in the last few years.

Before joining Alamon, Jim had spent five years in a management



JIMMY LEVER

role with another industry. He also tried real estate in Myrtle Beach, S.C., but didn't enjoy it. He found Alamon through a stepbrother who was working as a pole inspector.

"It was a breath of fresh air for me," he said. "I enjoyed getting outside, it was a change of pace. Having a smaller company with less corporate atmosphere and politics gave me a

feel of having more control over my input. As I got to working with Eric, I knew I could make a career out of it."

He brought his business insight to his field duties, and believes that understanding the financial side of the business was beneficial, even in a starting position. His combination of field experience, business background and sales experience aided his rapid transition to supervisor.

"It was a different level of experience to have been in the field instead of sitting in an office just watching what was going on," he says.

Jim, 47, is a Clemson graduate and has a daughter there now, so he's still a big Tigers sports fan. He enjoys golfing, hiking and getting out on the water, but he doesn't have much time for recreation. Keeping on top of the growth at Alamon is time-consuming these days.

EMPLOYEE SPOTLIGHT

Do you have great ideas for creating more success for Alamon? Be sure to email them to:

ideas@alamon.com

All suggestions are welcome.