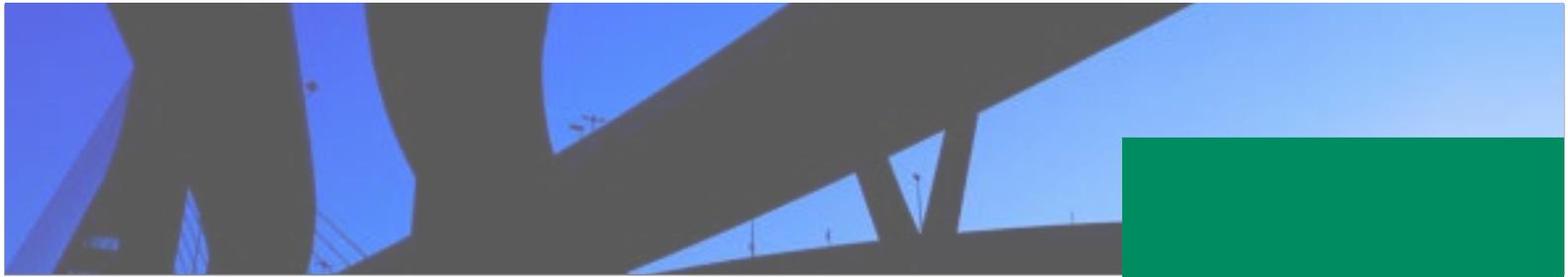


The-Greenlight

Inaugural Issue | 2025



A New Chapter of Connection

Team,

Welcome to the first edition of The Greenlight, our new quarterly newsletter.

We're putting this together to keep everyone in the loop about what crews are working on, what's happening across our companies, and some of the stories that make this place what it is. A lot has changed this year and there is more to come, staying connected matters more than ever.

This newsletter is just one way we'll share information. You'll also see updates with a regional and local focus, and we're working on simple ways for you to share ideas, questions, or concerns. You'll hear more about that from your local leaders.

We're also putting out a call for employee shout-out nominations, people who are living our values on the job. We want to recognize employees for hard work, safe work practices, teamwork, craftsmanship, and going the extra mile for customers and coworkers. If someone on your team is doing that, let us know. We'll highlight those stories in future editions.

You'll see all of our current locations represented in this newsletter, and more are on the way. Each company that's joined GreenArrow brings its own way of doing things: strong work ethic, pride in a job done right, and a focus on safety and service.

Our people are skilled, trusted by customers, and known for stepping up when it counts.

By coming together under one banner, we're combining the best of each company. That makes us stronger, more competitive, and able to create even more career opportunities and offer better benefits to help you take care of your families.

We know we won't get every change perfect the first time, and we'll keep improving as we go. What won't change is this: hard work matters here, doing things the right way matters here, and you matter here, whether you're in the field, on the road, or in the office.

I'm proud to be a part of this with you. Thanks for everything you do.

Lloyd

Values Champions

Each newsletter we will highlight employees that were recognized as "Value Champions". Employees that are demonstrating our company values while on the job.



Congratulations !!!



Pictured above: Congrats to Eric Hayduk in Philadelphia, with the birth of his son Noah.

Pictured right: Congratulations to Shane Thome in Philadelphia, with the birth of his daughter Hallie Marie.



Pictured top/right: Congratulations to Andrew Dekowski with the birth of his daughter Na'kai Dekowski, born on 10/20/25. Weighing about 7 pounds 7 oz, She is a Beautiful healthy Girl!



Making a Difference



Midwestern Electric purchased a table for the Tri Town Taste event which was hosted by Tri Kappa Zeta Psi. The event invests 100% of the profits into the community, scholarships, and charities. This organization contributes to organizations such as Meals on Wheels, St. Jude House, scholarships for college bound students.

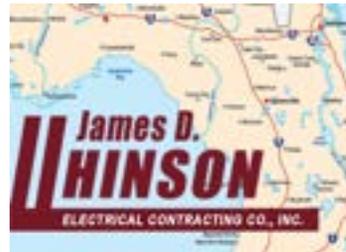


Theatre production of Clue for the Griffith Community School Corporation presented Midwestern Electric with a plaque for our generous donation covering the cost of their spotlight for their theatre productions.

Two New Companies Join the Family

We are very excited to announce two new companies that have recently joined the GreenArrow family.

In Jacksonville Florida, we have acquired the James D. Hinson Electrical Company. Since 1986, Hinson has provided a wide range of electrical services for highway and airport projects, built on a foundation of quality, expertise, integrity, and exceptional service.



In California and located midway between Los Angeles and the Bay Area, we have expanded with the acquisition of Earthbound Electric. Adding Earthbound provides GreenArrow with extensive coverage from North to South in California.



Community Spotlight

Hobart Neighbors magazine just did a feature article on Midwestern employee Joe Such and his family. When Joe isn't working as a project manager, he and his family are deeply committed to their community, generously giving their time through volunteer work, fundraisers, food drives, and more.

Celebrate Anniversaries

Employees are what drives GreenArrow, and nothing makes us prouder than sharing the dedication that our employees make to this company each and every day. Newsletters will be coming-out each season (Fall, Winter, Spring and Summer). In each Newsletter we will be sharing the names of employees that had a "milestone anniversary" happen over the previous 3 months, since the last newsletter. (Milestone anniversaries will be announced at 1 year, 5 years and all anniversaries over 10 years) . Below are just a few of the recent anniversaries to share.



30+ Years

Michael Kuharchik 46 years with Kuharchik
 Daniel Hinson 39 years with Hinson
 James Bresnahan 37 years with Kuharchik
 Brian Davis 36 years with Kuharchik
 Ahmad Mahmoud 36 years with Kuharchik
 Jamey McCoy 36 years with Hinson
 Timothy Towkach 34 years with Hinson
 Donald Crossglass 33 years with Hinson
 Maxwell Clauss 32 years with Kuharchik
 John Burke 31 years with Kuharchik
 Robert Gordon 30 years with Kuharchik

20+ Years

Michael Harris 29 years with MWE
 Terry Kennedy 28 years with Hinson
 Lenore Obajtek 28 years with MWE
 Patrick Burke 28 years with Kuharchik
 Ryan Lepper 26 years with MWE
 Scott Richardson 25 years with MWE
 Leo Vrotkoski 25 years with Kuharchik
 Steven Wilken 25 years with Bear
 Patricia Fink 24 years with Kuharchik
 Susan Morgan 24 years with MWE
 Mark Nilon 23 years with Kuharchik
 Paul Ashton 20 years with Kuharchik
 Charles Backes 20 years with Kuharchik
 Victor Bell 20 years with MWE
 Adam Hayden 23 years with MWE
 Jacob Ewing 21 years with MWE
 Jerry Bates 26 years with MWE
 Craig Alan Johnson 28 years with MWE
 Steven Wilken 24 years with MWE

10+ Years

Charles Hall 19 years with Kuharchik
 John Margiewicz 18 years with Kuharchik
 Michael Bugelholl 18 years with Kuharchik
 Nicola Qarmout 17 years with Kuharchik
 Scott Huff 17 years with Kuharchik
 Francis Pascal 17 years with Kuharchik
 Paul Anderson 17 years with MWE
 Scott Melcher 17 years with MWE
 Brock Hutchinson 17 years with MWE
 Brandon Cumberledge 17 years with Kuharchik
 Calvin Grimes 17 years with Hinson
 Ryan Rentschler 17 years with MWE
 Whalen Arnold 16 years with MWE
 Michael Matsko 16 years with Kuharchik
 Bradley Willow 15 years with Kuharchik
 Derrick Hittle 15 years with MWE

Michael Meszaros 15 years with Hinson
 Zackery Pelton 14 years with Kuharchik
 Jonathan Long 14 years with Kuharchik
 Scott Barnak 14 years with Kuharchik
 Pierre Mason 14 years with MWE
 Stuart Whitehouse 14 years with MWE
 Bryan Pikas 14 years with Kuharchik
 Leonard Hromek 13 years with Kuharchik
 Jerrett Breon 13 years with Kuharchik
 Kenneth Nestorick 13 years with Kuharchik
 David Granteed 13 years with Kuharchik
 David Konopasek 13 years with MWE
 Joseph Claus 12 years with Kuharchik
 Steven Roop 12 years with Kuharchik
 Jason Plys 12 years with MWE
 John Burke 15 years with Hinson

Robert Asuncion 12 years with Bear
 Daniel Hayden 12 years with MWE
 Sandra Hernandez 12 years with Bear
 James King 12 years with Bear
 Marcus Mougeot 12 years with Bear
 Brent Paulson 12 years with Bear
 Andrew Bader 11 years with Bear
 Derek Long 11 years with Bear
 Nicholas Maciejewski 11 years with Bear
 Jorge Mendoza 11 years with Bear
 Kevin Santelik 11 years with MWE
 George Trisby 11 years with Hinson
 Nicholas Ertmer 11 years with Kuharchik
 John Thome 11 years with Kuharchik
 Michael Kuharchik 11 years with Kuharchik
 Kenneth Mcfadden 11 years with Kuharchik

Luis Vazquez 11 years with MWE
 Guillermo Garcia 11 years with MWE
 Rick Koelme 11 years with MWE
 Ryan Dahlberg 11 years with MWE
 Jeff Oostman 11 years with MWE

10 Years

Andrew Gillin 10 years with Kuharchik
 Gerald Coolbaugh 10 years with Kuharchik
 Franklin Floyd 10 years with MWE
 Henry Gilbert 10 years with Hinson
 Maryann Sworen 10 years with Kuharchik
 Stephen Michalson 10 years with MWE
 Evan Moskow 10 years with Kuharchik
 Steven Householder 10 years with Hinson
 Rondrico Isom 10 years with MWE
 Rowena Murray 10 years with Hinson
 Edmond Polk 10 years with MWE
 Albert Price 10 years with MWE
 Kevin Roa 10 years with Bear
 Dwayne Newton 10 years with Kuharchik

5 Years

Kenneth Beddow 5 years with Bear
 Juan Campos 5 years with Bear
 Andrew Cox 5 years with Bear
 Bradley Davis 5 years with Kuharchik
 Ivo Flores 5 years with Bear
 Francisco Flores 5 years with Bear
 Edward Gach 5 years with Kuharchik
 Miguel Gallegos 5 years with Bear
 Jonathan Ly 5 years with Bear
 Alberto Mendez-Sanchez 5 years with Bear
 Manuel Mendoza 5 years with Bear
 Maurice Gindraw 5 years with Kuharchik
 John Salyer 5 years with MWE
 Skyler Steinhauser 5 years with MWE
 Richard Kronland 5 years with MWE

Jose Hernandez 5 years with Bear
 Ivan Hernandez 5 years with Bear
 Michael Higgins 5 years with Kuharchik
 William Huntley 5 years with Bear
 Jose Ibarra 5 years with Bear
 Antonio Ibarra 5 years with Bear
 John Kwiatkowski 5 years with Kuharchik
 Juan Legis 5 years with Bear
 Tien Nguyen 5 years with Bear
 Jose Ruiz 5 years with Bear
 Carlos Villegas 5 years with Bear
 Pedro Hernandez 5 years with MWE
 Jeremy Mack 5 years with MWE
 Daniil Mouratidis 5 years with MWE

...More Anniversaries



1 Year

Lisa Bornman 1 year with MWE
 Collin Kloss 1 year with MWE
 Carson Liechty 1 year with MWE
 Jamie Long 1 year with MWE
 Ryan Melendez 1 year with MWE
 Joseph Paczolt 1 year with MWE
 Timothy Porter 1 year with MWE
 Melissa Powell 1 year with MWE
 Robert Randhan 1 year with MWE
 Owen Reed 1 year with MWE
 Aashod Rodgers 1 year with MWE
 Timothy Ruffing 1 year with MWE
 Louis Scharwarth 1 year with MWE
 Zackary Scott 1 year with MWE
 Ashley Sheridan 1 year with MWE
 Kaleb Smith 1 year with MWE
 Kenneth Snyder 1 year with MWE
 Brian Spears 1 year with MWE
 Kristine Storie-Peterson 1 year with MWE
 Oliver Talbot 1 year with MWE
 Tyler Wagner 1 year with MWE
 Bonita Wilson 1 year with MWE
 Braydon King 1 year with MWE
 Osmin Bolanos-Delgado 1 year with MWE
 Derek Rogers 1 year with Kuharchik

Dustin Aitken 1 year with MWE
 Jonathan Buczek 1 year with MWE
 Bradley Byrd 1 year with MWE
 Thomas Caldwell 1 year with MWE
 Nick Coffey 1 year with MWE
 Davante Coleman 1 year with MWE
 David Deman 1 year with MWE
 Robert Di Fiore 1 year with MWE
 Nicholas Eads 1 year with MWE
 Jeffery Fleming 1 year with MWE
 Keegan Gross 1 year with MWE
 Michael Henry 1 year with MWE
 Jennie Hernandez 1 year with MWE
 Christopher Hillary 1 year with MWE
 Gage Hutchinson 1 year with MWE
 Jonathan Johnson 1 year with MWE
 Richard Kaszuk 1 year with MWE
 Keziah Kidd 1 year with MWE
 Yolanda Cockrell 1 year with MWE
 Nathaniel Rich 1 year with MWE
 Ivan Wright 1 year with MWE
 Richard Mann 1 year with MWE
 Dakota Ortiz 1 year with MWE
 Donald Adams 1 year with MWE
 Braden Carroll 1 year with MWE

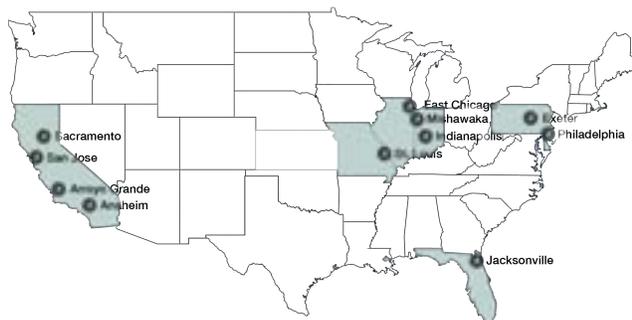
Jacob Shinal 1 year with Kuharchik
 Jose Gomez Arias 1 year with Kuharchik
 Benjamin Worlinsky 1 year with Kuharchik
 Kyle Koviack 1 year with Kuharchik
 Louis Olivieri 1 year with Kuharchik
 Austin Fee 1 year with Kuharchik
 Derek Gordon 1 year with Kuharchik
 Ryan Gustinucci 1 year with Kuharchik

Robert Featherstone 1 year with Kuharchik
 Deams Larrabee 1 year with Kuharchik
 Perry Longo 1 year with Kuharchik
 Cameron Lawrence 1 year with Kuharchik
 Frank Jones 1 year with Kuharchik
 Sean Smith 1 year with Kuharchik
 John Allen 1 year with Kuharchik
 Adam Buczynski 1 year with Kuharchik

Edward Duffy 1 year with Kuharchik
 Ryan Evans 1 year with Kuharchik
 Richard Lepore 1 year with Kuharchik
 Dylan Craft 1 year with Kuharchik
 Christopher Keating 1 year with Kuharchik
 Michael Whiteman 1 year with Kuharchik
 Walter Kuharchik 1 year with Kuharchik
 Todd Calkins 1 year with Kuharchik

Part of Something Bigger

Across our field locations we service and maintain more than 7,000 traffic signals. Each day the work you put in, impacts not only the communities you live in, but the entire transportation network across the United States. Everyone at GreenArrow should feel proud of the impact you make each and every day.



Celebrating year-end!

As we quickly approach the end of the year, we would like to give a huge thank you to all of our employees. We are very thankful to have each and everyone of you with us on this incredible journey to protect the cities and streets across our county. Please look to your office leads over the next month to learn more details about year end celebration in your office.



Spotlight on our projects

The East Chicago team just recently completed an extremely large and complex project. The CoreX Cold Storage facility is a massive storage facility that stores cold products that need to stay refrigerated for transportation needs. This not only includes food but also medicine and other critical supplies. At 400,000 square feet, the job had a duration of roughly 2-years from start to finish. What started out as a \$4.4 million dollar project ended up being over \$5.1 million at the end.

This team worked so hard and with such great teamwork, an on-site appreciation tailgate style lunch and celebration was held at the end of project.



Our Pennsylvania team played a pivotal role in the \$315 million Girard Avenue and Interstate 95 Interchange improvement project in Philadelphia, a high-profile undertaking for PennDOT. This extensive project focused on critical transportation infrastructure upgrades, where we implemented a wide range of essential systems. Our work encompassed the installation of highway lighting, sign lighting, underpass wall grazers, decorative walkway lighting, traffic signals, fiber optics, and advanced Intelligent Transportation Systems (ITS) devices.

The NECA Silicon Valley chapter just featured one of our California projects in their latest print publication. The Reed and Grant Sports complex features five sports fields, engaging playgrounds, and a versatile 3,800-square-foot multipurpose building designed to accommodate diverse indoor activities. While an older project, its cutting edge design still garners attention like this recent NECA article. The project was once recipient of Project of the Year award from the American Public Works Association.



Moving Forward Together



J.D. Hinson Company a **GreenArrow** company

We are excited to announce the addition of two outstanding companies to GreenArrow: James D. Hinson Electrical Contracting Co. in Florida and Earthbound Electric in California. These partnerships expand our geographic reach and strengthen our ability to provide high-quality, reliable electrical infrastructure solutions across the country.

James D. Hinson Electrical Contracting Co. (Hinson), based in Jacksonville, Florida, was founded in 1986 and is now led by its second-generation owners, Dan Hinson and Jamey McCoy. Hinson has built a strong reputation throughout their service region for delivering and maintaining electrical systems for highways, airports, and public works projects. Their expertise includes traffic signals, street and airfield lighting, intelligent transportation systems, and other transportation-electrical infrastructure. With decades of experience and a demonstrated commitment to quality, Hinson aligns closely with GreenArrow's mission and service standards.

A Powerful Partnership



Bear Electrical Solutions a **GreenArrow** company

On the West Coast, Earthbound Electric was acquired through Bear Electrical Solutions and joins us as a respected provider of medium- and high-voltage electrical construction and utility services. Founded in 1993 and located midway between Los Angeles and the Bay Area, Earthbound delivers a broad range of services including utility undergrounding, substation construction, commercial and industrial installations, and support for California's expanding renewable energy and EV charging infrastructure. Their technical capabilities and long-standing relationships in the utility sector significantly strengthen GreenArrow's presence in California, giving us a strong footprint from north to south.

Both Hinson and Earthbound bring deep expertise, strong customer relationships, and a shared commitment to integrity, safety, and service excellence. Welcoming these companies broadens our geographic presence and enhances our ability to support the growing infrastructure needs of the communities we serve.

We are pleased to welcome both teams to GreenArrow and look forward to the strengths they bring to our collective operations.