



A Message from Lloyd

Safety: Looking Out for Each Other

There's nothing I think about more than the people on our crews getting home safe to their families every night. Our 2025 numbers didn't put us where we want to be (best-in-class safety performance), and that was on all of us to fix. So I'm proud, and honestly a little relieved, to tell you that GreenArrow had zero recordable incidents in the first quarter, and as I write this, we're still holding that line.

Let me say it straight: nothing we do out there is worth getting hurt over. Not a deadline, not a customer, not a single foot of cable. When we look out for our brothers and sisters on the crew every day, great things happen. Thank you for taking care of each other, for speaking up when something doesn't look right, and for standing behind the safety culture we're building together. Keep it going.

Culture: The Heart of Who We Are

A huge thanks to everyone who took the Barrett Survey. We hear you, and your honest feedback means a lot. After safety, the next most important thing we can do is protect what makes each of our companies special while living the values we share as a family: Trust, People and Family, Customer Commitment, and Excellence.

April sent the results out to everyone, but that's just the starting point. We'll be running focus groups at each location, because the best ideas about how to make our shops and crews better come from the folks doing the work. From there, we'll team up with your local leaders to turn those ideas into action. When your location runs its focus group, we want you there. Your voice is what makes this work.

Welcoming Two New Companies to the Family

I'm excited to welcome two new companies into the GreenArrow family. HBC Company, Inc. (hbcco.com), based in Lodi, NJ is a family run electrical contractor with strong field experience in traffic intersections, runway lighting, ITS, generators and pump stations. Atlantic Transportation Systems, Inc. (ATS) (atstrafficsignals.com), out of Central Pennsylvania, brings deep experience in traffic signals, fiber optics, and intelligent highway systems with a focus on service and maintenance. Both companies have built solid reputations by taking care of their people and getting the job done right, which is exactly the kind of company we want with us. To everyone at HBC and ATS, welcome aboard. We're glad to have you!

Growth and What Is Ahead

We just wrapped another record year of projects that make our communities safer and smarter, and we keep growing the maintenance side of the business with our partners. That's a credit to every crew, every foreman, every shop, and every back-office team member who made it happen. We've got a lot to be thankful for.

We'll keep bringing in new partners in new parts of the country, but you'll also see us grow organically into nearby areas where our crews already have a foothold: south and central NJ, southern IN, and Southern and Northern CA, to name a few. We want to be the one stop shop for our customers, so where it makes sense, you'll see us start to self-perform additional services such as fiber cabling and underground boring in spots that don't offer those services yet.

Growing also means investing in you. Our People and Talent team is already working with locations to put together real training programs, including dedicated training centers at our regional hubs. The goal is simple: more skills, more opportunities, and a clear path forward for the people who want to build a career here. There's more to come on this, and I'm excited about what it means for our crews.

In Closing

Thanks again for everything you do. This team has done some incredible work, and the best part is we're really just getting going. Take care of yourselves, take care of each other, and let's keep going home safe every night.

Warm Regards,

Lloyd

A Celebration of Freedom, Service, Sacrifice, and the American Spirit

This year marks a historic milestone, the 250th anniversary of the United States of America.

For 250 years, generations of Americans have worked, sacrificed, served, and dreamed to build the nation we call home. From the founding of our country to the present day, the American spirit has been defined by resilience, hard work, and a commitment to something greater than ourselves.

As we celebrate this anniversary, we honor those who came before us: the soldiers who defended our freedoms, the workers who built our communities, and the everyday Americans whose dedication continues to move our country forward.

At GreenArrow and its family of companies, we are proud to carry on that tradition. Every day, our employees help build and maintain the infrastructure that keeps our communities safe, connected, and moving. It is work that reflects the same values that have strengthened America for generations: teamwork, integrity, service, and pride in a job well done.

As we reflect on 250 years of history, we also look ahead with gratitude and optimism. The future of America continues to be built by hardworking people who show up every day and make a difference in their communities. Happy 250th Anniversary, America.

“America was built by those willing to dream, to serve, and to work with their hands and hearts. As we celebrate 250 years of freedom, may we never forget that the strength of our nation lies not in its monuments, but in its people.”

Submitted by Kristine Storie-Peterson, Midwestern Electric, Indianapolis



This summer, our Culture Crew is launching “Ready! Set! Backpack!” From June 15th through July 13th, employees across all of our companies can participate by donating school supplies for underprivileged youth heading back to school. Our team knows there are kids in our communities who need a little extra support, and this is our chance to do something about it.

We are partnering with Volunteers of America to connect supplies with kids in need right in our local communities. And GreenArrow is covering the cost of the backpacks for the entire program. All we have to do is fill them. Let’s fill as many as we can!

Every day, the work you do helps keep communities safe, connected, and moving. GreenArrow Gives is one way of taking that commitment one step further, partnering with organizations that are making a real difference in the neighborhoods where we live and work.

Congratulations !!!



Top left: Ian and Cheyenne tied the knot on March 15, 2026. It was a very low-key wedding which they had at the home that they are building. Ian and Cheyenne met 7 years ago through mutual friends at a party and have been inseparable ever since. Their wedding, although not traditional, it was a perfect setting surrounded by their two children and parents.



College Bound!

Left: Adam Hayden, General Manager of the Commercial and Industrial Division at the East Chicago office, son Luke Hayden is graduating high school and will be attending Indiana University (IU) this fall. Congratulations!

Welcome baby Tate!

Ashley Sheridan, who works out of the Indianapolis office as the Accounts Payable Coordinator, welcomed her second baby in May. We extend our congratulations and best wishes to Ashley and her family as they enjoy this special time with their newest addition. The team celebrated the upcoming arrival with a baby shower in April.



Look at that smile!



Let us also welcome Oliver Young into the world, Oliver is the grandson of Bonnie Wilson who works in our Fleet Department. Oliver was born September 2025. Please congratulate Bonnie when you see her.

Congratulations!



Making a Difference



On April 18th, Midwestern Electric-East Chicago participated in the Annual "Ladies Tea" presented at the ORAK Shrine Temple in Michigan City, Indiana. Our table theme was "Yellowstone" and we enjoyed a beautiful tea lunch served by the Shriners. All proceeds benefited the Shriners Children's Hospital Chicago.



Cub Scout Pack #234 of Lowell IN

As Cubmaster of Cub Scout Pack #234 we would like to thank Midwestern Electric for allowing us to utilize one of the bucket trucks for our Pack's Annual Egg Drop Challenge. The scouts had a wonderful time, and many creative designs. It was an eggcellent way to finish up our scouting year!

Left: Please join us in sending our warmest congratulations to Sandra Hernandez, who recently tied the knot with her partner, John Palomo! We wish the newlyweds a beautiful life together filled with love, laughter, and endless shared adventures. Congratulations on this wonderful new chapter!

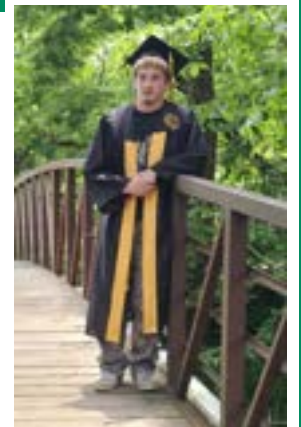
Welcome baby Maverick!

We are absolutely thrilled to congratulate Brent Paulson and their family on the newest addition to their world! Introducing: Baby Maverick Please join us in sending our warmest wishes and congratulations to the growing family



A Champion on and off the Mat!

MWE-EC's Assistant Shop Manager, Jeff Fleming's son, Jeff Fleming, Jr., graduated high school on June 9th, 2026. Jeff Fleming, Jr. is an A/B Honor Roll student and has a high school career in Wrestling – amassing 100+ career wins, 2-time Conference Champion, and took 3rd place in 1A/2A State! His plans for the future include a career in the Trades. Congratulations , Jeff!



Celebrate Anniversaries

Our employees are at the heart of GreenArrow and all the companies in our family. We are proud to recognize the dedication, hard work, and commitment they bring each and every day. Please join us in celebrating the following employees on their milestone anniversaries

20+ Years

Danny Hinson — 40 years with Hinson
Jacob A Ewing — 22 years with MWE
Steven D Wilken — 24 years with MWE
Scott D Richardson — 26 years with MWE
Craig A Johnson — 28 years with MWE
Francis Pascal — 18 years with Kuh
Charles Hall — 20 years with Kuh
Patrick Burke — 29 years with Kuh
Terry Kennedy — 29 years with Hinson

10+ Years

Ralph Murillo — 10 years with Bear
Arturo Torres — 10 years with Bear
Dylan Saneholtz — 10 years with Kuh
Stuart Whitehouse — 14 years with MWE
Paul H Anderson — 17 years with MWE
Sandra Hernandez — 13 years with Bear
Brent Paulson — 13 years with Bear
Dylan Saneholtz — 10 years with Kuh
Edwin Rodriguez Centeno — 10 years with Hinson
Nicholas Ertmer — 12 years with Kuh
Kenneth Nestorick — 14 years with Kuh
Jonathan Long — 15 years with Kuh
Francis Pascal — 18 years with KUH
Henry Gilbert — 11 years with Hinson
George Trisby — 12 years with Hinson
Calvin Grimes — 18 years with Hinson
Ralph Koeber — 13 years with Narwhal
John Turner — 14 years with Narwhal

5 Years

David Diehl - MWE
Lamar Johnson — 5 years with Bear
Vincent Rivera — 5 years with Bear
William Keefer — 5 years with Kuh
Edie Kozicki — 5 years with Kuh
Vince Gonzalez — 5 years with Kuh
Evan Hahn — 5 years with Kuh
Jose Roberto Hernandez — 5 years with Bear
Jonathan Stewart — 5 years with Kuh

Your GreenArrow Company Store Just Got Better!

Great news -- your GreenArrow company store experience is now more flexible than ever!

1. Flexible Spending Your balance no longer has to be spent all at once. Use as much or as little as you like per order -- whatever is left stays on your account for next time and you can build your balance if you receive additional store credits!

2. Tax and Shipping Are Covered Your GreenBucks stretch further than you might think. When you check out, your balance covers the full invoice -- including tax and shipping -- so nothing comes out of your own pocket.

3. Your Personal E-Certificate From now on, when you receive additional GreenBucks, you will be assigned an E-Certificate number that is unique to you and will never change. Your balance will be stored for you, and each time new bucks are added, you will receive an email with your E-Certificate number and updated balance.

Ready to Shop? Visit the store at www.greenarrownet.com or scan the QR code below to browse the latest GreenArrow gear.



Training and Development: Investing in Your Career

At GreenArrow, we talk a lot about being the best place you have ever worked. That is a commitment we take seriously, and one of the most important ways we back it up is by investing in you.

Starting Strong, Going Further

For our field teams, IMSA certification is the industry standard, and we make sure our people have the opportunity to get that training. And we are not stopping there. The folks doing this work every day deserve training that goes beyond the minimum. Training that keeps you safer on the road, protects the communities we work in, makes you even better at your job, and opens doors for where you want to go in your career.

Built by the People Who Know the Work

Earlier this year, we sat down with trainers, senior techs, and field leaders from across the GreenArrow family of companies to hear what is already working, what is missing, and what people really need. What we heard was impressive. Our field teams are highly skilled, full of great ideas, and already taking initiative. People are building their own training equipment, and our Indianapolis team is even building their own intersection to train on. When people are doing that on their own, it tells you everything about how much they take pride in their craft and in the safety of the people around them. That is exactly the foundation we are going to build on.

We will continue working with those trainers, senior techs, and field leaders as and we will be collaborating with the Safety Department as well to make sure we have the right ground.

What We Are Building

We are developing a training program that includes hands-on, lab, and classroom focus on safety, for our people and for the communities we serve, plus the skills they are out there doing the job.

This Is Just the Beginning

We are in the building phase right now, and we want to hear from you. If you have something you think should be part of this program, reach out to your supervisor or team. This is being built for you, and your input matters.

Thank you for the work you do every day!

Midwestern Electric Modernizing the US 40 Corridor in Richmond, Indiana

We are currently in the final stages of completing a signal modernization project in Richmond, Indiana, encompassing a total of seven intersections along the US 40 corridor. Five of these intersections involved the conversion of existing mast arm signal structures to strain pole systems with overhead span wire signal installations. This conversion enhances system flexibility, reduces long-term maintenance requirements, and improves overall operational efficiency. Additional improvements were completed in the nearby town of Centerville, where existing mast arm signal systems were replaced with pedestal pole (ped pole), side-of-road mounted signal configurations. These modifications were implemented to better align with the town's infrastructure while maintaining effective and reliable traffic control. A key component of the project was the comprehensive upgrade of traffic detection systems throughout the corridor. These enhancements are designed to improve traffic flow, optimize signal performance, and significantly increase safety for motorists.



The project also addressed the offset intersection at Earlham College, where outdated puck-style detection was removed and replaced with new inductive loop detection. This upgrade provides more accurate vehicle detection and improves signal timing efficiency at this critical location.

In addition to the signal and detection upgrades, the project included significant pedestrian infrastructure improvements. Sidewalks and curb ramps were reconstructed where necessary, and new ADA-compliant pedestrian push buttons were installed at signalized intersections. These enhancements improve accessibility, ensure compliance with current standards, and provide safer, more reliable crossings for pedestrians.

Overall, the project represents a comprehensive modernization effort, resulting in improved operational performance, enhanced traffic safety, and a more efficient and accessible transportation corridor for the traveling public.

Submitted by Denver Schwarzkopf, Project Manager, Midwestern Electric, Indianapolis

Midwestern Electric Bringing New Technology to Bloomington, Indiana Intersections

Two intersections in Bloomington, Indiana are undergoing much-needed modernization. Both locations currently feature outdated cable-span systems and aging mast arm infrastructure. Midwestern is upgrading these intersections with modern decorative poles, mast arms, and new traffic signal equipment to improve both function and appearance.



As part of the improvements, traffic control systems are also being significantly enhanced. Existing inductive loop detectors are being removed and replaced with advanced video detection technology. Each intersection will be equipped with 360-degree cameras capable of detecting approaching vehicles in real time, allowing the signal system to dynamically adjust timing based on actual traffic conditions and improving overall traffic flow and efficiency.

Submitted by Ryan Spurrier, Project Manager, Midwestern Electric, Indianapolis

Midwestern Electric Teaming Up Across Indiana on Highway Message Signs

Great teamwork deserves recognition. The East Chicago and Indianapolis offices recently wrapped up a major joint effort for INDOT, and the collaboration between the two Midwestern teams made a complex statewide project run like a single, well-coordinated operation.

The project involved replacing Dynamic Message Signs (DMS) across the state. These are the electronic boards along highways that display traffic alerts, incidents, travel info, and public safety messages. For the East Chicago region, the scope included swapping out 17 boards stretching from Calumet Avenue to the Michigan border along 80/94, multiple locations on I-65, and Route 30.

The work required day and night operations in sync. Day crews handled staging, setup, testing, and programming of the new boards to make sure everything was fully functional, then secured and prepped them for nighttime installation. Night crews coordinated closely with INDOT, traffic control teams, and state agencies to safely remove existing signs, install new units, restore permanent power, and reconnect fiber infrastructure.

Once a sign was taken offline, timing became critical. There was no room for delays, and the crews delivered. Deadlines were met, installations ran smoothly, and the boards came back online without issue. Outstanding execution, coordination, and professionalism from both offices, start to finish.

Submitted by Dan Hayden, Project Manager, Midwestern Electric, East Chicago

Midwestern Electric Powering the Bowes Solar Field in Elgin, Illinois

The East Chicago team built the medium-voltage underground-to-overhead system that powers the Bowes Solar Field in Elgin, Illinois. The crew set a pole line that includes a recloser and a GOAB switch. These components protect the system and allow it to be safely isolated for maintenance. The picture shows a transformer with 4/0 35kV underground cables hooked up to it, carrying power from below ground up to the overhead line. This system is the critical link that moves the solar field's energy onto the grid.

The solar field itself sits on roughly 30 acres along Bowes Road on Elgin's west side, on land that sat vacant for nearly two decades before being approved for solar development. With thousands of ground-mounted panels feeding clean energy into the local ComEd grid, area residents and small businesses can subscribe and receive credits on their electric bills. This work connects that power to the community.

Great job to the crew bringing it all together:

Foreman: Nick Quintanilla Operator: Casey Martin Lineman: Don Sheridan



Submitted by Joe Such, Project Manager, Midwestern Electric, East Chicago

Midwestern Electric Completes Its Largest Commercial Project at Westville Prison

The Midwestern Electric crew out of the East Chicago office has successfully completed the Westville Prison Project, the largest project the commercial division has tackled to date.

A big thank you goes to the entire MWE office staff for handling all of the monthly billing, invoices, and payroll, and to the warehouse for fulfilling material and equipment needs throughout the project.

A shout-out also goes to the field crew that made this job a success. A few crew supervisors who took the reins and drove this project home in the field were Bill Mitchell, Caleb Tillema, Jake Budde, and Tony Lopez. A huge thank you goes to the whole crew and all of the apprentices for their hard work and dedication. Without them, this project could not have been a success. They should be proud of themselves.

Submitted by Michael Nelleman Sr. Project Manager/Estimator, Midwestern Electric, LLC, East Chicago

Bear Starts the Year Strong with New Contracts

We are off to a strong start in 2026, continuing to secure high-quality work and build on an already solid backlog. In Q1 alone, the estimating team successfully awarded \$24 million in new contracts, including:

- City of San Leandro – I-880 Integrated Corridor Management (\$1,801,925)
- Scotts Valley USD – Track & Field Renovations (\$2,566,000)
- Caltrans 06-0X9504 (\$1,280,500)
- Verra Mobility – Red Light Camera Installation (\$1,116,140)
- City of Palm Springs – Traffic Signal Maintenance (\$1,000,000 annually)

Thank you to our estimating and operations teams for setting the foundation for another successful year.

Bear Electrical Powering Through 100 Days in Oroville, California

Bear Electrical crews are performing the traffic signal and electrical work on the State Route 162 Rehabilitation Project in Oroville, California, a city in Northern California about an hour and a half north of the Sacramento site. The project, which kicked off in the second quarter, is a major Caltrans effort to modernize the busiest road in town, which carries 30,000 to 40,000 vehicles a day. The scope includes signal modifications along a three-mile stretch, new interconnect conduit and cable, city and Caltrans lighting, and upgraded traffic monitoring systems, all on a demanding 100-day schedule.

A project like this takes serious commitment, and the crews have stepped up. Two five-man crews work a 10-hour night shift while two more cover days, putting 20 to 25 people on site every workday to match the general contractor's aggressive pace. The fleet department has been there day and night keeping equipment running. Thanks to everyone, on site and in the shop, making this one happen.

Bear Electrical Turning the Lights Back On in San Jose

Through the San Jose On-Call Electrical Services agreement, Bear Electrical's Alviso office has been helping the City of San Jose restore portions of its streetlighting system by replacing tens of miles of stolen copper wire. Wire theft has left stretches of the city dark, and getting the lights back on is a public safety priority.

Bear's role goes beyond restoration. Working together, Bear and the City developed a process to replace the stolen wire and secure pull boxes, reducing the risk of future theft and system outages. To date, the team has completed approximately \$1.5 million in wire replacement work, with more on the horizon.

That trust and continued scope expansion reflect Project Manager Brittney Morgan and Electrical Foreman Marcus Mougeot living the company's core value of Building Trust Through Loyalty, Honesty, and Transparency. Through communication, accountability, and partnership with the City, they have established Bear as a trusted partner on a critical public infrastructure challenge.

Bear Electrical Expanding Fiber Optic Services from Anaheim

In Bear Electrical's Anaheim office, service customers have seen a significant increase in fiber optic infrastructure being installed over the past several years. As a result, there has been a growing need for fiber optic support and capabilities under Bear's existing ITS and traffic signal service agreements.

At the beginning of 2026, Bear launched a strategic initiative to expand its fiber optic capabilities to better support the evolving needs of its customers. These services have continued to gain momentum, strengthening partnerships and trust with existing clients including the City of San Marcos, City of Oceanside, and City of Anaheim.

This success would not have been possible without Fiber Optic Technician Phillip Heffernan and Project Managers Art Torres and Bernardo Torres demonstrating the core value of Unwavering in Our Commitment to Our Customers. Through their responsiveness, technical expertise, and dedication to supporting clients' evolving needs, they have helped position Bear as a trusted long-term partner for critical infrastructure support.

Community Outreach

Our Sacramento team proudly represented Bear Electrical at several community events:

Elk Grove Big Truck Day (National Public Works Week):

- Showcased bucket trucks and pedestrian push-button systems
- Engaged children ages 3–8 with hands-on activities

Citrus Heights – Tools of the Trade Event:

- Introduced students to career opportunities in the trades
- Provided insight into electrician, laborer, and operator career paths
- Highlighted union membership pathways
- Thank you to everyone involved for making a positive impact in our communities



Kuharchik Construction Keeping PA Turnpike Travelers Informed

The Kuharchik team is installing traveler information boards at the service plazas along the Pennsylvania Turnpike. The Turnpike stretches more than 550 miles across the state, with 17 round-the-clock service plazas where travelers stop to rest, fuel up, and grab a meal. The new boards put information right where people are already pausing, showing road hazards and weather conditions so drivers know what is ahead before they pull back onto the highway.

It is a fitting addition to a system already built around keeping travelers informed. The Turnpike shares traffic, construction, and weather updates through the statewide 511PA service, and these plaza boards extend that reach to the people standing in the plaza. Helping drivers make safer, better-informed decisions is exactly the kind of work Kuharchik is proud to do.

Submitted by Chip Hall, Project Manager, Kuharchik Construction, Exeter, PA

Midwestern Electric Indianapolis Celebrates a Year of Safety Wins

On May 22, the MWE Indianapolis branch held its annual Safety Summit. The day included refresher training on MUTCD and INDOT rules and regulations, led by Adrian Soto, reinforcing safe, compliant, and consistent work zone practices. Most importantly, the event recognized the field employees and crews who have driven the branch's safety culture forward over the past year, including zero injuries so far in 2026.

Stuart Whitehouse led the raffle giveaway and helped coordinate the event, complete with a barbeque lunch for everyone in attendance.

The Summit was a reminder that safety is built in the field, every day, by the people doing the work. The crews' daily choices, communication, and teamwork make the difference, and the progress this past year is something the entire Indianapolis team can be proud of.



Safety Spotlight: A Good Catch by a High Voltage Crew

The following is a note from Cameron Cox, a Project Manager out of our Exeter, Pennsylvania office. The Good Catch happened on the utility side, but the principle it highlights, verifying field conditions before acting, applies to every crew across every company in our family.

I wanted to take a moment to recognize an outstanding Good Catch made by one of our High Voltage crews this week.

While completing Make Ready work, the crew had successfully finished their transfer, cleared their original White Tag, and obtained a new White Tag under different blocking. Before performing the planned switching operation, the crew verified field conditions and discovered that the TripSaver had been removed from service and the bypass switch was already closed. Recognizing that conditions did not match expectations, they immediately performed a Stop-Time Out and notified System Operations.

This is a perfect example of why we stress the importance of Trust, But Verify. While proper communication and system information are critical, nothing replaces physically verifying conditions in the field before taking action.

This principle applies to every aspect of our industry from testing and grounding, to switching operations, equipment identification, lockout/tagout procedures, and operating high-voltage devices. Assumptions can lead to incidents, while verification prevents them. Whether it is something on the signalization side of our company or the utility side, this is a great demonstration of good practices.

Thank you to the crew for demonstrating a strong questioning attitude, following procedure, and putting safety first. Their actions protected themselves, their coworkers, and the reliability of the electrical system.

Submitted by Cameron Cox, Project Manager, Kuharchik Construction, Exeter, PA

GreenArrow Partners with Helmets to Hardhats

GreenArrow and our family of companies have partnered with Helmets to Hardhats, a national nonprofit that connects transitioning service members, veterans, National Guard members, and Reservists with apprenticeships and careers in the skilled trades. For more than 20 years, the program has helped over 100,000 veterans into trade careers, with training at no cost and wages earned while they learn.



The partnership gives veterans a direct path to career opportunities across all of our companies. We are building out our official page on the Helmets to Hardhats platform now, and once it is live we will be ready to start connecting with veterans looking for their next opportunity.

Those who served deserve more than gratitude. They deserve real opportunity, and we are proud to help build that bridge. If you are a veteran or know someone leaving military service, visit helmetstohardhats.org to learn more.

Values in Action

Values in Action -- Recognizing Our People

Some people just make the whole team better -- and this month, their teammates made sure we all knew about it. We received some outstanding nominations, and we could not be prouder to share them. Take a moment to celebrate the people who make GreenArrow a great place to work.

The values that guide us:

- Building trust through loyalty, honesty, and transparency
- Remaining unwavering in our commitment to our customers
- Protecting what matters and empowering our people
- Maintaining a relentless pursuit of excellence

Please join us in congratulating the following employees for bringing these values to life in their work every day.

Know a Values Champion? The best nominations come from the people who see great work firsthand. If someone on your team is living out our values, we want to hear about it! It is easy to nominate -- just visit www.greenarrownet.com or scan the QR code.



Scan Me

Yolanda Cockrell – East Chicago

Yolanda spearheaded the signal maintenance contracts for the East Chicago office. She has stepped in and assisted with the integration and has spent numerous hours working to ensure our contracts were set up correctly so we could start utilizing the scheduling feature within the software system.

Yolanda has been working late nights and weekends to help get all our highway construction contracts into the system as well as ensuring all the service billing is sent out correctly to our customers. Yolanda's passion for striving for excellence has helped shape the future of the finance team. Yolanda goes above and beyond the call of duty each and every day, even if she is met with a challenge. Yolanda is a rising star and truly takes pride in every aspect of her position.

Jeff Fleming – East Chicago

Jeff Fleming is the Yard Supervisor and Assistant Shop Manager for Midwestern Electric in East Chicago. Jeff handles many things and many areas at once, overseeing the yard, plus supervising the tasks needing to be completed in the buildings located on the property. He also must coordinate with Project Managers, employees, delivery personnel, and often the office personnel to complete an abundance of tasks. Jeff often communicates ideas to make things more efficient and has a knack for thinking outside of the box. He shows up with a smile, always lends a hand to help, and you'll never hear him say "that's not my job." He is always approachable and is committed to being a team player.

Borys Blanco Toledo - Hinson

Borys is the guy you want on your crew. No matter what the job throws at him, he figures it out and gets it done. He can turn his hand to just about anything on a job site, and the people working alongside him know they can count on him to pull his weight and then some. We are proud to recognize him as a GreenArrow Values in Action nominee.

Values in Action

Ian Norman – Indianapolis

Ian consistently demonstrates professionalism, reliability and a strong work ethic. He leads his crews effectively, maintains a positive attitude, and always steps up to keep projects running smoothly and safely. His leadership and commitment to quality make him a valuable asset to our team.

Warden Hall – East Chicago

Warden Hall is the Midwestern Electric Shop Manager in East Chicago. Warden is responsible for running the shop, coordinating employees, and making sure the day's work is done as efficiently as possible. He holds a shop meeting every morning to discuss the day's agenda and makes sure everyone knows their job and what the expectations are. Warden cares about the safety of his team and won't compromise on what is needed. Whether it's unloading deliveries, stocking items, coordinating materials with Project Managers, or sending his team all over the state, he handles it with finesse and ease.

Justin Henderson - Sacramento

Justin Henderson consistently demonstrates the qualities that define professionalism and excellence in the field. His methodical approach to troubleshooting and problem solving reflects a strong commitment to quality workmanship and doing the job correctly the first time. Justin takes the time to carefully review plans, verify connections, inspect systems thoroughly, and evaluate issues step by step rather than rushing to conclusions or relying on temporary solutions. His attention to detail and technical knowledge allow him to identify problems efficiently while maintaining a strong focus on safety, reliability, and long term performance. In high pressure situations, Justin remains calm, professional, and solutions-oriented. He communicates clearly with crews and supervisors, stays organized, and approaches challenges with a positive attitude that helps keep projects moving forward effectively. His ability to think critically and remain composed under pressure makes him a dependable leader in the field. Justin also demonstrates strong leadership through his willingness to support and encourage those working alongside him. He leads by example, maintains high standards, and consistently reinforces the importance of craftsmanship, accountability, and teamwork. His professionalism, attention to detail, methodical thinking, and commitment to excellence reflect the qualities of someone who takes pride in their work and continually strives to uphold the highest standards in the industry.

I would like to nominate Marcelo for recognition based on his strong leadership, technical expertise, and the consistent values he brings to the traffic signal maintenance and construction industry

Anthony Carrillo - Hinson

Anthony is the kind of operator who takes the work seriously and never cuts corners. His crew knows they can trust him to do the job right and keep pushing through when things get tough. He shows up, stays diligent, and handles the work with a level of skill that does not go unnoticed. We are glad to have Anthony on the team and proud to recognize him as a Values in Action nominee.

Alexander Escarra - Hinson

Alexander has not been with us long, but he has already hit the ground running. He does great work underground and is already building a reputation as someone the crew can rely on. He keeps his head down, stays productive, and has the kind of instincts in the field that you usually only see in guys who have been doing this for years. We are excited about what is ahead for Alexander and proud to nominate him for Values in Action.

Values in Action

Marcelo Contreras - Scramento

Marcelo has played a key role in supporting construction operations across Sacramento California, helping crews successfully run jobs by ensuring work is organized, efficient, and completed to a high standard. His ability to step in and provide direction in the field reflects both his experience and his commitment to getting the job done right. In addition, he has been a trusted inspector and turn-on support for projects in both San Joaquin County and Manteca. In these roles, he has demonstrated a strong understanding of signal systems, attention to detail, and a clear focus on safety and compliance. His involvement helps ensure that critical infrastructure is brought online smoothly and operates reliably from day one.

What sets Marcelo apart is his dependability and professionalism. He takes ownership of his responsibilities, communicates effectively with both crews and agencies, and consistently follows through. Whether supporting active construction or final inspections, he brings a steady, solutions-focused approach that others rely on. His willingness to step into multiple roles—field support, inspection, turn-on—support, and day to day maintenance shows both versatility and a strong commitment to the success of every project he's involved in. He represents the core values of this industry: safety, accountability, teamwork, and quality workmanship

Richard Savage - Alviso

Richard Savage consistently demonstrates our core value of A Relentless Pursuit of Excellence through the pride he takes in his work, his attention to detail, and the high standards he holds the team to every day. Whether supporting field operations alongside the foremen he manages or helping solve complex challenges with the project management team, Richard approaches his work with professionalism and a commitment to doing things the right way. Richard is someone who can be counted on to thoughtfully work through challenges, maintain quality in the details, and continuously look for ways to improve outcomes for both our team and our customers. His relentless pursuit of Bear being the best has helped strengthen relationships with general contractors and contributed to securing future opportunities for the company

Rene McGaugh - Anaheim

Rene McGaugh has demonstrated our core value of Empowering Our People through his leadership, mentorship, and commitment to developing the technicians around him. As his responsibilities have expanded to oversee the maintenance and response operations for more than 300 traffic signals, Rene has played a critical role in supporting public safety and system reliability throughout the communities we serve. Through hands-on guidance, technical training, and leading by example, Rene has helped build a stronger, more capable team while supporting the growth and confidence of those around him. He consistently demonstrates that empowering people is not just about delegation, but about investing in others so they can succeed and grow.

Cameron Burrus – Indianapolis

Cameron has shown a strong willingness to learn, improve and do things the right way. He consistently puts in the effort, takes direction well and shows initiative and professionalism needed to continue growing and succeeding.

Cameron's work ethic and commitment has not gone unnoticed by his coworkers, and that commitment sets the perfect example for others.

Crew Spotlight: Hinson on the First Coast Expressway

Crossing the Finish Line

Job 10378 · SR23 · \$15M · Final Punch List with Superior Construction

When the First Coast Expressway opens fully across Northeast Florida, it will be one of the most transformative infrastructure investments the region has ever seen: a 46-mile toll road connecting Clay, Duval, and St. Johns counties and reshaping how people move. Our Hinson crew has been part of making that happen. Working alongside Superior Construction on this \$15M segment since April 2019, the team delivered the toll structures, more than 500 new light poles, ITS systems including CCTV cameras and vehicle detection, dozens of fiber splices, and the new traffic signals and pedestrian crossings that will keep this corridor safe for decades. One of the toughest puzzles was figuring out how to build the toll site set on a slab, and the crew solved it. Now, with the final walkthrough set for June 26, 2026, the finish line is in sight, and it is a finish worth celebrating.

Crew recognition: Pablo Paz, Tim Towkach, and Dawson Grossglass and their crews, led by superintendent Donald Grossglass. Safety milestone: 38,336 man-hours worked with no lost time to injury.

Building from the Ground Up

Job 10485 · SR23 · \$19M · Work Just Starting, Design-Build with Johnson Brothers

This is where the First Coast Expressway gets its most dramatic chapter. The Johnson Brothers design-build team is constructing a new four-lane bridge across the St. Johns River, extending the corridor east into St. Johns County toward I-95, a roughly \$595M effort running through 2030. Our crew is coming in at the very beginning, with a scope that includes about 100 highway light poles, half a dozen new intersections, vehicle detection systems, fiber optic connections, walk-in DMS signs, toll sites, and even navigation lights for boats. One of the first major tasks is setting up temporary signalization to keep traffic moving safely as the job breaks ground. What makes this one unique is the river itself: the team will be working on both sides of the St. Johns on the same project. There is something special about being part of a job from the ground up, and we are set to complete our portion by early 2030.

Leading the way: Pablo Paz as foreman and superintendent, with a crew that includes **Elias Paz, Edwin Rodriguez, Yorgun Lecha, and Boris Blanco**.

A New Win on the Corridor

Job 10536 · SR23 · \$16M · New Project, CSI Redesign with MasTec

Landing a new project on one of the largest public infrastructure corridors in Florida is a big deal, and this one came as a competitive bid win. Working with MasTec on this \$16M contract, our team is stepping into a scope that includes traffic monitoring sites, around 200 new highway lights, toll sites, fiber optic installation, CCTV camera poles, vehicle detection and traffic data detection systems, and walk-in DMS signs. The contract also carries a CSI redesign component, where the team develops innovative redesigns, shares in the resulting cost savings, and gains more flexibility in how we sequence the work. A standout challenge will be keeping the existing FDOT and Florida Turnpike fiber backbone operational during fiber relocation. This one is just getting started, with completion anticipated by mid-2029, and we cannot wait to watch it take shape.

Project lead: Donald Grossglass.