



# CONNECTING

Powering, Protecting & Innovating since 1939

2021

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# Our Mission

At Martin Electric, we are on a mission to make a positive difference in the places where we work, with the people who entrust us and to the communities we service which is accomplished by our core competencies of safety, quality, collaboration, and innovation. For over 80 years, Martin Electric has built a strong reputation for providing superior quality and customer service to its trade partners throughout New York.

## CONSTRUCTION SERVICES

- + Power & Distribution up to 34.5
- + Fire Alarm
- + CCTV & Card Access Systems
- + Lighting & Lighting Controls
- + Building Automation Systems
- + Tel/Data Communications
- + Generator and Emergency Power
- + Tool Installation
- + Renewable Energy

## MAINTAINANCE SERVICES

- + Coordination Studies
- + Infrared Scanning
- + Generator Maintenance
- + Power Monitoring
- + LED retrofit

## CONSULTING SERVICES

- + Project Design with our in-house professional Electrical Engineer
- + Budgeting
- + Cost benefit analysis
- + BIM Coordination
- + Risk Management
- + Contingency Planning

**3RD LARGEST ELECTRICAL CONTRACTOR IN THE CAPITAL REGION**

**WOMEN-OWNED & OPERATED**

**82 YRS OF INDUSTRY EXPERIENCE**

**.76 EXPERIENCE MODIFICATION RATE**

**BONDING CAPACITY OF \$30M+**

**OVER 50K SQFT OF WAREHOUSING SPACE**

### CORPORATE HEADQUARTERS:

164 Columbia Tpk, Ste B  
Rensselaer, NY 12144

### SATELLITE OFFICE:

20 West Harrison St  
Saratoga Springs, NY

### CONTACTS:

#### New Business Opportunities:

Kendrah@martinelectric.com

#### Preconstruction Services:

Ejones@martinelectric.com

#### Estimating:

Pgalgay@martinelectric.com

#### Purchasing:

Dpistritto@martinelectric.com

#### Service & Maintenance:

Bhart@martinelectric.com



## A MESSAGE FROM

# Kendra Hart, President



Welcome to the first edition of the Martin Electric newsletter! In a year that has left many people feeling disconnected from our friends, family and colleagues, I wanted to find a platform that could reconnect us as a community and to share company-wide updates, outlook and accomplishments. I hope you enjoy this first publication which highlights all of the accomplishments our team has achieved this year while overcoming the challenges and constant disruptions caused by COVID-19.

On March 23rd, while much of the world was under stay-at-home orders, our team continued to push forward powering facilities producing essential products like hand sanitizer, pharmaceutical manufacturers developing COVID-19 therapies, and medical centers forced to ramp up to meet the expected demand. I am immensely grateful to our employees for showing up every day without hesitation despite the uncertainty of the virus and to their families for supporting them through these difficult circumstances despite life at home being turned upside down.

I would also like to thank our vendors who diligently sourced appropriate PPE for our team and helped us navigate global supply chain issues and commodity spikes. To our clients, thank you for having the confidence in Martin Electric to continue to provide the same high-standard of service while adhering to the constantly changing safety protocols and regulations.

We are cautiously optimistic about the 2021 outlook with several marquee projects on the horizon that we look forward to getting started. We will continue to adapt to the imminent challenges and use each obstacle as an opportunity for improvement and development. Our employees' safety will continue to be of utmost importance while delivering excellent work product and customer service to each and every client. Please continue to practice COVID-19 safety protocol both at home and at work. We have proven that it does work!

Unfortunately, due to the current government regulations, we were not be able to celebrate together at our annual holiday party. We know everyone deserves to be celebrated for the extraordinary work they have put in this year and we promise that we will recognize these efforts with an especially jubilant celebration at the first possible moment!

Wishing all of our families a happy and HEALTHY New Year!

*Kendra*

## Inside this issue



**BELGIOIOSO CHEESE**  
Learn more about our design-build project on this 96,000 SF new construction manufacturing plant.  
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**EMPLOYEE SPOTLIGHT** New hires, anniversaries, retirements, and more!  
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## FEATURED PROJECT

# BelGioioso Cheese

**Location:** Glenville, NY

**Project Type:** 96,000 SF Manufacturing Plant New Construction

**Project Manager:** Tony VanSchaack

**Project Foreman:** Geoff VanSchaack

In partnership with LeChase Construction, our team successfully completed a design-build project for a new 96,000 square foot greenfield manufacturing facility for BelGioioso Cheese that would serve to produce mozzarella and other world-renowned cheese products. BelGioioso Cheese, a Green Bay, Wisconsin-based company owns and operates nine manufacturing plants between Wisconsin and New York and distributes their products internationally.

In an effort to better understand the project vision and objective, Martin's team members, Pat Galgay and Tony VanSchaack, flew out to Wisconsin to meet with the owners and department heads to better understand their process and tour their facility.

"This proved to be an invaluable experience as the visit allowed us to understand just how dedicated they are to their product and the high level of quality they expect" says Pat.

Other key take-a-ways from the site visit that we incorporated into our design and built around included:

1. Installation procedures for ease of cleaning to meet FDA requirements
2. Installation procedures for future expansion and flexibility
3. Installation for maintenance and replacement

Due to their unique and specific operational needs, we determined this was likely to be an agile construction delivery which guided us in resourcing the job appropriately. It was imperative that we selected a strong foreman who could effectively manage change and work collaboratively with all project participants and Geoff VanSchaack did just that.

In 10 months, the team delivered the infrastructure and utilities that would allow for uninterrupted operation with zero recordable safety incidents.

The scope of electrical services includes the following:

- + 2500KVA 13.2KV - 480/277 pad mounted transformer
- + 3000 Amp 480/277 3-Phase 4-Wire Switchboard

- + 1600 Amp 480/277 3-Phase 4-Wire Switchboard
- + 12-Distribution panelboards
- + 6-Stepdown transformers
- + 275KW outdoor genset w/ dual breaker configuration
- + Under power and control PVC conduit pathways
- + Above grade and surface mounted PVC pathways
- + Copper feeders and branch circuits throughout
- + Roof mounted mechanical equipment
- + 127-LED High-Bay Lights
- + 70-Vaportight LED Lights
- + Lighting controls
- + Process equipment power and controls



Top: Aerial shot of completed 96,000 food manufacturing plant. Bottom left: Underground conduits feeding process equipment. Bottom right: Jamie Nellis & Geoff VanSchaack pulling in cable to feed rooftop units.



## FEATURED PROJECT

# Armory Garage

**Location:** Albany, NY

**Project Type:** 53,000 SF Automobile Dealership New Construction

**Project Foreman:** Rich Whiting

Earlier this year, our team completed construction on the state-of-the-art Armory Garage dealership. The existing 13,196 square foot showroom was demolished and replaced with 53,267 square foot showroom and office nearly quadrupling their size. Fortunately, the project was substantially complete prior to the COVID-19 shutdown and our teams were able to complete the project with a reduced workforce while practicing all CDC guidelines. The project included:

- + Power & Distribution
- + Lighting and lighting controls
- + Site lighting
- + Fire alarm & security



Left: Underground conduits coming into the main electrical room.

## FEATURED PROJECT

# Target Distribution Center

**Location:** Wilton, NY

**Project Type:** Infrastructure Upgrade

**Project Foremen:** Bill Peasley & Jim Gallogly

With the increase in e-commerce demand, 24/7 operation of retail distribution centers are non-negotiable. 24/7 operation is a mainstay of our corporate structure so when we were tasked with upgrading Target's, 1.5M square foot distribution facility's electrical infrastructure, we knew we would be performing under strict defined maintenance window to complete the project. The main switchboards are the nucleus of the electrical distribution system and the allotted operational window was defined as a 24-hour maintenance window, during which 50 electricians across multiple shifts were needed to remove four existing Main Switchboards and replace with four new Main Switchboards reusing all existing conduit pathways and feeder wiring. With time to spare, we successfully commissioned this project with zero safety incidents!

As with all critical nature 24/7 operational demand, over time the obsolete downstream distribution requires replacement for both safety and operational consistency. The second portion of our defined tasks was to perform the following removals and replacement facility wide.:



Our team working to replace (70) panelboards during the 4-hour maintenance windows.

- + Remove and replace (70) panelboards during 4 consecutive 4-hour maintenance windows each week.
- + Remove and replace (24) transformers during 4 consecutive 4-hour maintenance windows each week.
- + Remove and replace (12) disconnects during 4 consecutive 4-hour maintenance windows each week.
- + Upgrade existing (6) MCCs with new MCCs 4 consecutive 4-hour maintenance windows each week.

## FEATURED PROJECT

# Great Meadow Correctional Facility

**Location:** Comstock, NY

**Project Type:** Facility Wide CCTV/Audio Monitoring System & Recording Room

**Project Manager:** Tony VanSchaack

**Project Foreman:** Jeff Daloia

In an effort to maximize security for both inmates and officers, Department of Corrections rolled out facility wide CCTV/audio monitoring project at Great Meadow Correctional Facility - a maximum-security prison in Comstock, NY home to approximately 1,7000 inmates.

Due to the unique nature of this facility and security constraints, our estimating and project management team worked closely together to develop our execution plan and identify tasks that could be prefabricated in our warehouse. Our team quickly got to work on the installation of 1,128 cameras and 813 microphones throughout 21 buildings, however, suffered a 6-month pause when the project was put on pause due to COVID-19. Fortunately, we were able to resume our installation in October and are well underway of successfully completing this project next year.

The enhanced audio and visual monitoring equipment being installed by our team will provide administrators with more data yielding higher situational awareness, greater accountability and increased intervention capabilities keeping both inmates and officers protected.

- + Dedicated fiber optic galvanized rigid conduit (GRC) pathway through the existing steam tunnels to each campus building form a new command center (CMC).



Programming Verint equipment in our prefabrication shop.

- + New CCTV racks in each building to support fiber, camera and mic appurtenances, camera and mic cabling.
- + Dedicated 120V power to each CCTV rack inclusive of new UPS rack modules.
- + Fiber optic cabling from each campus building to a new command center (CMC).
- + Furnish and install ~ 1250 new cameras.
- + Furnish and install ~ 900 new audio mics.

## FEATURED PROJECT

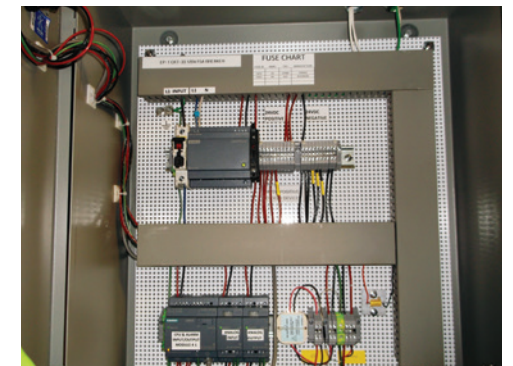
# Fuel Monitoring System

**Location:** Prefabrication Shop

**Project Type:** Designed, Programmed & Built

**Project Engineer:** Fred Warden

As part of our value-add proposition to our clients - we are dedicated to finding ways in which we can improve efficiencies to a client's process while also enhancing quality. When one of our key accounts, that we have been servicing for over 40 years desired to streamline their fuel monitoring process - we built it. Our fuel monitoring systems, built and programmed by Fred



Internal components to our fuel monitoring system equipment.

Warden, allow our clients to monitor fuel levels on diesel generators remotely, saving time and resources while having critical data at their fingertips in real time. Our systems are fabricated in our shop and can be customized to meet each client's individual needs with a margin of error less than 1% and at a fraction of the price compared to our competitors.

FEATURED PROJECT

# Regeneron Tempel Lane Expansion

It was announced in September 2018 that Regeneron would be spending \$800-million over the next seven years to expand its laboratory space, manufacturing capacity and warehouse facilities on its newly acquired Tempel Lane campus in East Greenbush. This was an exciting announcement for not only our company, as a preferred vendor to Regeneron, but also for our community as it would be a catalyst for future economic vitality in the area.

Two years later and we are happy to report, Martin Electric has and will continue to play a vital role in the electrical infrastructure on the Tempel Lane Expansion. Over the last year, our teams have worked tirelessly, in the snow and in the heat, to install more than 55,000 LF of conduit for an underground power and communications duct bank system and pulled more than 110,000 LF of 15kV, 500MCM power cable to power 800,000+ square feet. Additionally, our team is working to install the B17 network fire alarm system for the liquid line fill facility and have an exciting announcement for what's coming in 2021!

These new opportunities can be largely credited to the quality of workmanship and dedication to customer service Foreman, Don Schroeder and his team have been providing to Regeneron over the years. Don and his team



Net Zero Parking Garage Expansion  
Project Manager: Kyle Delair  
Project Foreman: Nate Elble

work diligently to address the day to day demands of the ever-changing Regeneron operation in the construction and maintenance of their existing facilities and critical infrastructure, spread out across four campus'. Some noteworthy projects this year include: Bringing power to Regeneron's main two process areas to serve new Quatro flow pumps which became integral to Regeneron's production process of the COVID-19 antibody cocktail; Sourcing and installing one-line mimic buss on the main gear; and Installation of a new monitor and controlling system that would allow the client to monitor in real time what is going on inside the bioreactors.

We are proud to have maintained a presence on this campus for over 40 years and look forward to continuing to support Regeneron's exceptional growth requirements.



Aerial shot of Regeneron's Red Mill (Main) Campus.



Mike Sofia showcasing his workmanship in the completion of 250-500MCM 15KV splices & 120-500MCM 15KV Terminations.



55,000 LF of conduit installed for an underground power and communications duct bank system. 110,000 LF of 15kV 500MCM power cable pulled through duct bank system.  
Project Foremen: Bill Peasley and Jim Gallogly

COMING SOON!

## Building 27

Construction is currently underway on Regeneron's four-story, 240K sqft office & lab facility on its Tempel Lane Campus.

Martin Electric was awarded the electrical contract for this project - a record-setting contract for the company - which we look forward to executing in the new year. With the steel rough 50% erected, we are forecasting a busy summer!

When construction is complete in 2022, 750 employees will take occupancy; researching and developing the future of life sciences. As an industry leader in the COVID-19 response, this Regeneron facility will be sure to play a major role. We look forward to being a part of this process and learning more about how this facility will enhance the future of life sciences and impact on human life.



# Foremen Development



As part of our commitment to continual improvement, we kicked off our inaugural Foreman Development series in the beginning of the year. The series was structured over six sessions covering 13 modules with topics related to our industry (safety, quality, documentation, communication, work planning, budgeting, team building, etc). In these sessions, we reviewed and refined our operating procedures, conducted situational awareness activities; and most importantly, listened to what our front-line managers are experiencing every day.

The program was open to all 5th year apprentices, journeymen and foremen looking to expand their leadership skills. We were overwhelmed by the participation and applaud the team for their commitment to investing in themselves, their craft, and the company.

Our success begins and ends with our people – together we win and we learn which became the genesis to this program. While the series was put on pause due to COVID-19, We look forward to restarting the program in the later part of Q12021.

## ATTENDEES

+ Bill Peasley	+ Joe Collins
+ Dave Dipierror	+ Matt Colwell
+ Dave Galinski	+ Mike Micheli
+ Don Schroeder	+ Nate Elble
+ Frank Rudary	+ Randy Kretschmar
+ Geoff VanSchaack	+ Rich Whiting
+ Ian Ippolito	+ Steve Hart
+ Jamie Nellis	+ Tim June
+ Jeff Mahar	+ Tim Leonard

## TOP 10 CHANGES TO THE 2017 CODE

On May 12, 2020 the 2017 National Electrical Code (NEC) was adopted into law in New York State. To ensure our team stayed up to date on the latest code changes, we hosted a Code Update course with Michal Hofkin and required all journeymen at Martin Electric to participate in this “virtual” training. We are looking forward to a follow up course on Grounding & Bonding with Michal in March!

- 1. Section 110.3 (Listing of Equipment)** Changes to this section of the Code include addressing reconditioned, refurbished, or remanufactured equipment and providing rules for who may list electrical equipment.
- 2. Section 110.14 (Conductor Termination and Splicing)** A properly calibrated tool must be used when torquing terminal connections.
- 3. Section 210.8 (GFCI Protection)** Measuring and GFCI requirements for receptacles near sinks were clarified, GFCI requirements for unfinished basement and non-dwelling receptacles were clarified, and new requirements were added for crawl spaces.
- 4. Section 210.12 (Arc-Fault Circuit-Interrupter Protection)** The AFCI requirements have been greatly expanded.
- 5. Section 310.15 (Conductors Ampacity)** Changes to establishing conductor ampacities have been made, including requirements for cable bundling, rooftop temperature correction, and dwelling service conductor sizing.
- 6. Section 312.8 (Switch and Overcurrent Protection Device Enclosures)** The rules for sufficient conductor space within cabinets have been revised to deal with power monitoring equipment.
- 7. Section 314.28 (Sizing Boxes and Conduit Bodies – Conductors 4 AWG and Larger)** The allowance for using conduit bodies smaller than generally required was clarified, and power distribution blocks on the supply side of the service are now allowed (if listed for the location)
- 8. Section 376.20 (Conductors Connected in Parallel)** A new requirement for grouping parallel conductors was added.
- 9. Section 517.13 (Grounding of Equipment in Patient Care spaces)** Some requirements for equipment grounding conductors (EGCs) in patient care spaces have been expanded while others are now reduced.
- 10. Sections 700.5, 701.5 and 702.5 (Transfer Equipment)** Transfer equipment must now be marked by the installer to indicate its short-circuit current rating.

Visit <https://www.ecmweb.com/national-electrical-code/media-gallery/20902236/top-25-changes-in-the-2017-nec> for more changes to the 2017 NEC Code.

# Safety Shoutouts

At Martin Electric, we have created a culture where safety is engrained in our every step. Martin team members share in a common commitment to protect the people they work with and the places they work on. Our goal is to stop accidents before they happen, which we achieve through enhanced safety awareness and holding everyone accountable for safety!

*Your safety programs are very effective as reflected in your EMR projection for 2021. This is a great outcome and a low mod that we don't see too often! The safety culture you have engrained with your staff is really paying off!*

Brian Cook, Assistant Vice President of Rose & Kiernan

## SAFETY STATS

**321,448**  
MANHOURS  
WITH ZERO  
RECORDABLE  
SAFETY  
INCIDENTS


**.76 EMR**  
RATING DOWN  
3 POINTS  
FROM THE  
CURRENT  
MODIFICATION

**NESCA  
GOLD  
SAFETY  
AWARD**

## WELLNESS INITIATIVES

When we think about exercise, we tend to think only about the physical benefits. However, research shows there are more immediate results when it comes to exercise that can have a profoundly positive impact on the way we think and on mental health. It is true that mental fortitude is directly linked to our physical routine.

This year we rolled out some wellness initiatives to encourage physical fitness while simultaneously caring for our mental health. We look forward to continuing and expanding upon our wellness program in the new year!

 **Daily Walks:** At 10AM and 2PM each day, those who are interested in stepping away from the desk and catching some much-needed fresh air, take a walk around the office building (.33mi).

The roughly 6-minute lap is a great time for everyone to decompress, stretch out the legs, and soak in the Vitamin D.

 **Fitness Center:** Our new 600 sqft fitness center is complete with latest and greatest cardio equipment (Peloton Bike, NordicTrack Rower & treadmill) and CrossFit equipment to fit everyone's fitness style. Not sure what to do or where to get started – select a class from the Mirror which has a library of thousands of on-demand classes from beginner to expert levels across 50+ genres at the tip of your fingers. The fitness center is open to all Martin employees. Email Kendra (Kendra@martinelectric.com) to sign up for a time slot and gain access to the gym. Access is currently limited to 1-person at a time due to COVID-19.



## UPCOMING TRAINING

**February 26**  
Fall Protection

**March 26**  
Grounding & Bonding

**June 11**  
Safety Picnic

# Workforce Development

It seems that no matter where you are in the world and no matter the industry – every business is facing their own unique workforce challenges. While demand continues to grow for craft workers – like electricians – the supply continues to be squeezed by an aging workforce and continued stigma of blue-collar jobs.

Understanding that the sustainability of not only our 82-year-old company but also country, relies upon a pipeline of future, talented electricians, our company is committed to being a public partner when it comes to workforce development.

Last January, we hosted 25 eighth grade students from Howard L. Goff Middle School for an interactive discussion on what a career in the electrical industry looks like; what employers are looking for in a candidate; how to be successful; and the advantages and disadvantages of a career in this field.

In an effort to keep the attention of these energetic students, we structure the program with a short presentation on who we are, what we do, and how we do it followed by an activity where students built a simple battery motor. During lunch, the students heard from a panel of electricians at various stages in their career. The program concluded with a “Speed Networking” session where students had the opportunity to break out into small groups to meet with our back-office team members based on their top three position preferences such as Project and Warehouse Managers, Estimators, Engineers, and Mechanics.

While we wished we had more time with the students, it was a great success and we hope to be able to partner with other schools in the future.

Interested in teaming up for a workforce development event? Please reach out to [kendrah@martinelectric.com](mailto:kendrah@martinelectric.com).



Top left: Steve Hart, Nate Elble, and Jake Douy sharing their experiences with students.

Bottom left: Student actively engaged in the workshop activity.

Top right: Dan Dudley, IBEW Representative, discussing the benefits of Unions and pathway to getting into the IBEW with students.

## Q&A Hear what our panelists of electricians had to share with Goff Middle Schoolers about their personal career journeys!

### MEET THE PANEL

**Nate Elble** Foreman

**Steve Hart** 5th Year Apprentice (at the time of event, now a Journeyman)

**Jake Douy** Warehouse Assistant (at the time of event, now a 1st year apprentice)

### Q: Why did you decide to become a Union Electrician?

**Nate:** I had always had an interest in electrical work. I took electronics classes in high school and found out early I had an aptitude for a lot of it. I found it very interesting and I liked working with my hands. But it was actually a trip to the Virgin Islands with my family and I didn't want to leave so I asked around and they said the most needed job in the area was an electrician. So, I reluctantly got on the plane to come home and applied right away to Hudson Valley. Their night course was full but one night I was hanging out on a rainy Saturday watching the ball game and the advertisement for Local 236 came on and I said that sounds like a great opportunity. I put my application and resume in right away, sat for an interview and test and was on the job in three months. Why I became an electrician is because I wanted the ability to go where I wanted to go work at a job that was well paying. That's why I'm here.

**Steve:** I first went the route of college and went to Hudson Valley for business and found out it wasn't for me between the English and Accounting classes. I grew up always working with my hands – fixing my bike and things around the house and woodworking – so I

decided to get back to the tools and join the Union.

**Jake:** I grew up in a garage working on cars. I started working for an oil terminal and it was a great job but, in the end, I need something that had good benefits and retirement, something that I won't have to work until I'm 80 years old. I've always liked electrical work and working with my hands. My friends told me to look into the Union and this opportunity at Martin came along so I took it.

### Q: What is a typical day in the life of an electrician?

**Steve:** It's a team effort. As an apprentice, your usually paired with a journeyman who has 20-30 years of experience – so I can go to them with any questions – and together we do what it takes to get the job done.

**Nate:** My day starts when I get in my car to go to work and I think about what were going to be doing, who I am going to have do what work, what safety equipment we'll need – ladders, harnesses – and then when I get on the job I begin to layout the work for my crew and get specific with what we are looking for, how the task will be completed, and again safety is a huge issue in our industry so we go over that at the start of every day and monitor it as the day goes on. The main part of my job is making sure the crew has what they need and that I get them whatever they need to stay productive.

**Jake:** I order parts and deliver them to the field to keep the job going. As far as the warehouse, I take care of housekeeping and make sure everything is ready for the next day. I drive all sorts of equipment and machinery to load and unload. My job is to make sure each job is ready to go for whatever they need.

### Q: What are the biggest challenges you face in your job?

**Nate:** There's a lot of challenges. A simple challenge is

just personalities. If you're on a job site there's typically a lot of type A personalities so you have to learn how to navigate and manage that. When I got started, I was terrified of heights, absolutely terrified. Second year on the job, I was in a 120' boom lift putting heat trace on one of the cooling towers over at Rensselaer Power House. So, you have to get over those types of personal obstacles and challenges. What we do is really dangerous. Electricity you can't see, usually can't hear and can't smell. It can bite you really quickly and unexpectedly. Lastly, there's a lot of different ways electricity is used in the field so keeping up to date and educating yourself is important.

**Steve:** There's challenges everyday and its up to you to decide whether you want to overcome the challenge – it's a daily decision to get the job done.

### Q: As a foreman, what do you think makes a good electrician?

**Nate:** Attitude. Coming to work with a great attitude and going to work willing to learn new things, as well as willing to teach apprentices. There's a motto in the IBEW – Skills, Knowledge, Attitude. Skills comes with experience. Knowledge comes from the time you put into the book work and being on the job. Attitude is the one thing you bring with yourself everyday to every job. Its really important you have a positive attitude – its what drives success.

### Q: What is the work-life balance in a career as an electrician?

**Steve:** On a typical week, I work Monday to Friday, 7:00AM to 3:30PM. By the time I get home from work, I still have 6 hours left to do what I want after work while many of my friends don't get home until after 6:00PM.

**Nate:** Work life balance can be challenging. I've worked on a few jobs where I was working 60+ hours a week for over a year – the money was great but my home life did struggle. I found a sense of balance since then and I do a lot of volunteer work now that I find very rewarding. But now, if I want to go golfing after work I can which for a lot of people, I'm friends with can't because they are stuck in the office until 5 or 6 at night.

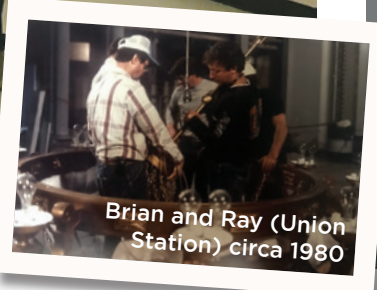
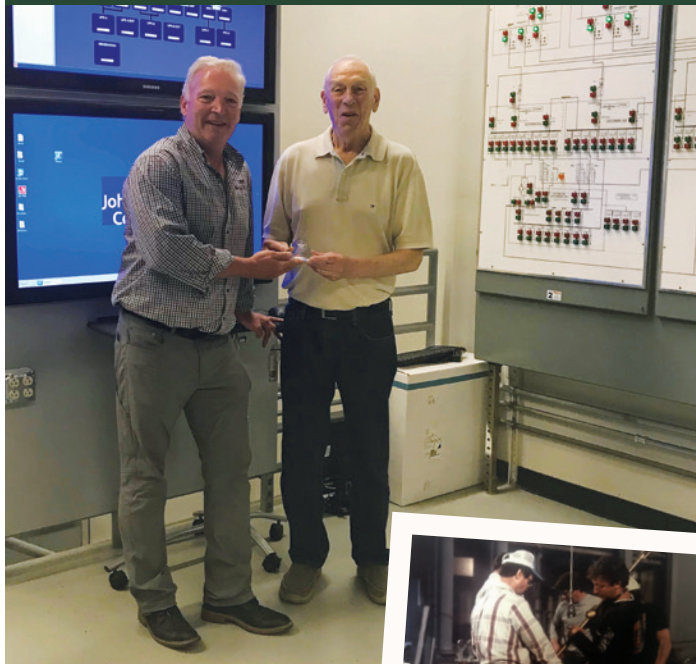
**Q: Would you recommend a career in the trades?**  
**Steve:** I would definitely recommend it – there is always going to be work for an electrician or someone in a trade.

**Nate:** I would definitely recommend a career in the trades but I think it's important to note its got to be right for you. This job isn't cut out for everyone. But if you have an interest, this job can be really rewarding and I think there's a lot of people who end up going to college and go into the workforce after and they end up 20 years later working on a job they really can't stand. I don't feel there's that kind of mentality amongst a majority of the electricians I work with. There is a sense of satisfaction when you're working on a job and you finish something – something as simple as working on a lighting circuit and your done with it and turn the lights on and the lights come on – it's like OK that's a job well done.

**Jake:** You definitely have to be willing to do the work but it's a skill you can take with you anywhere, so I would definitely recommend it. I was always told you were in charge of your own education. If you want to be good at your job – you need to pay attention and ask questions. I've been a hands-on learner since I was a little kid – to be able to actually go to school and have a job that's paying you to learn what you're going to be doing is something that is great.

# Employee Spotlight

## RAY IVESON RETIREMENT



After 58 years with Martin Electric, we are honored and humbled to announce the retirement of Ray Iveson. In 1962, Ray was hired by George Martin Jr. as an apprentice and has ever since dedicated his life to the company. With a cigarette and coffee in hand, Ray was the first one on the job ready to take on any project with a quiet sense humor, kindness, can-do attitude and sophistication.

As a foreman, Ray lead several teams in the successful completion of many transformative projects in downtown Albany such as Union Station, Fleet Bank, and 1st Church of Albany. Ray was always asked for by customers and can be largely credited for our longstanding relationship with MetLife which account he has been working on for the last 30 years!

Brian Hart had the good fortune of working under Ray as a 1st year apprentice at 158 State St (Verizon). "Ray is a company man through and through. Between his knowledge of the trade, integrity and work ethic, I couldn't have asked for a better mentor, foreman, and friend" says Brian.

Please help us in celebrating Ray and wishing him health and happiness in retirement!

On behalf of everyone at Martin, IBEW, MetLife and beyond, THANK YOU!

## YEARS OF SERVICE

**CELEBRATING 5 YEARS!**

**Stephanie Blowers**  
Office Assistant

**Dave Galinski**  
Foreman

**Steve Hayes**  
Apprentice

**Frank Laquidara**  
Journeymen

**Mike Micheli**  
Journeymen

**Dave Pistritto**  
Warehouse Manager

**Kelly Stone**  
Foreman



**CELEBRATING 10 YEARS!**

**Pat Galgay**  
Estimator



**CELEBRATING 25 YEARS!**

**Sue Mangold**  
HR Specialist

## WELCOME TO THE TEAM!

### FIELD

**James W Simon Jr.**  
Apprentice

**Logan M Chirstensen**  
Apprentice

**Michael J McGinnis**  
Apprentice

**Nicholas M Giordano**  
Apprentice

**Justin M Longton**  
Construction Electrician

**Justin R Hess**  
Construction Electrician

**Ely T Stone**  
Construction Worker

**Clifford J Rowe**  
Journeymen

**Robert J Lavigne**  
Journeymen

### OPERATIONS

**Joseph A Mancino**  
Estimator

**Bryce W Talbert**  
Project Manager

### WAREHOUSE

**William C Malone**  
Warehouse Coordinator

**Aaron M Lieberman**  
Assistant Warehouse Manager



## TO OUR GRADUATES

Having served on the Joint Apprenticeship Training Committee for the last 18 years, it is always a true honor to congratulate our graduates. Like most things this year, we were not able to properly celebrate your achievements but please know how proud I, along with the entire IBEW, are of your accomplishments. Over the last 5 years you have studied hard to learn the fundamentals of electrical construction while simultaneously refining your craft in the field. You have earned an invaluable skillset and Journeyman designation that is sure to provide endless opportunities and quality of life for you.

But remember your journey has really just begun. Never stop learning - our industry is everchanging and advancing. Get home safe - never sacrifice safety for productivity. Quality is priceless - continue to strive for perfection of not just of yourself but of your team. Empower others - the whole is greater than the sum of its parts. And most importantly, never forget where you started - mentor the next generation of apprentices as others did for you.

You have set the bar high and provide me with great hope for the future of our industry! Congratulations and thank you!

Sincerely,

Brian Hart, Sr. Advisor



## SAY HELLO! NEWEST ADDITIONS TO OUR MARTIN FAMILY



**Julia Schroeder**  
Daughter of Anna and Don Schroeder, Foreman



**Madailein Gerrish**  
Daughter of Jill and Tim Gerrish, Foreman





# Community Service



## PROJECT CAMERON

In partnership with Project: Cameron's Story, Martin Electric donated 312 books in support of their 11th annual Bookraiser event. The mission of this event is to support the bonding of parents with their premature babies in the Neonatal Intensive Care Unit (NICU) through literature and storytelling. To learn more about Project: Cameron's Story, visit their website: [projectcameronsstory.com](http://projectcameronsstory.com).

Left: A book donated by Martin Electric at hospital name's NICU.

## ADOPT A FAMILY

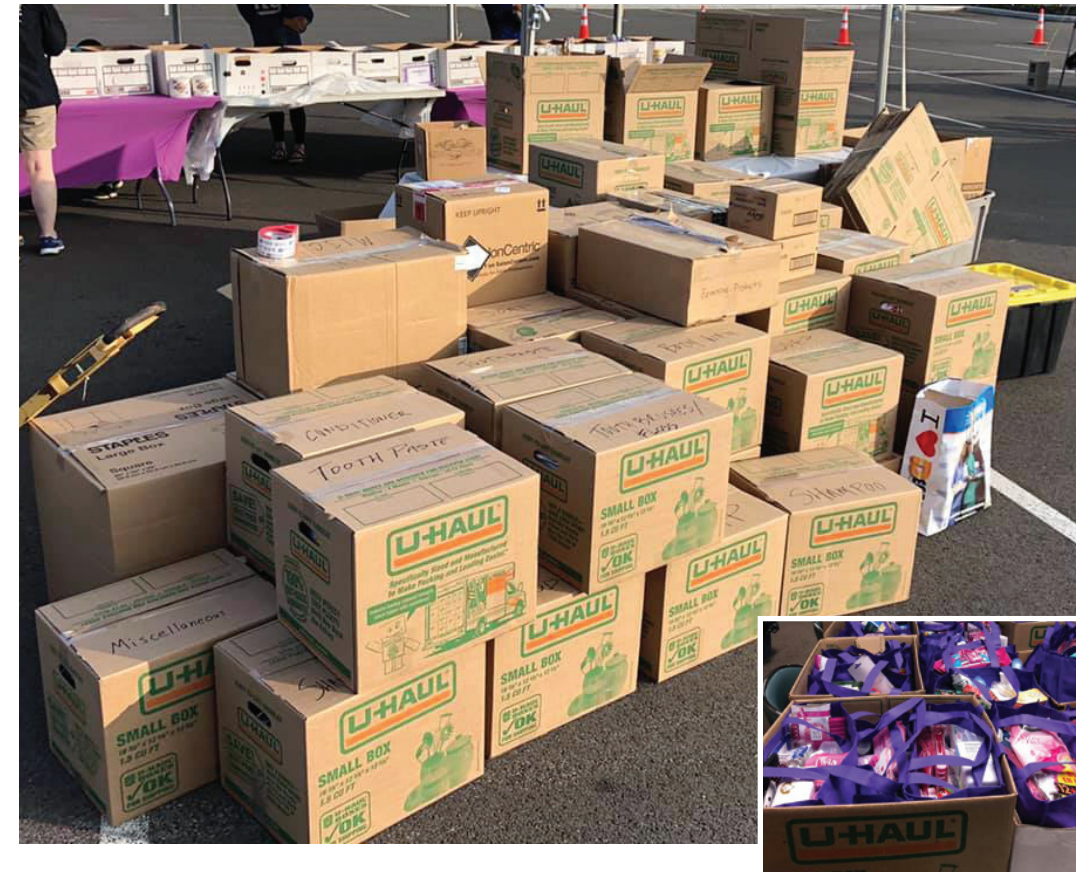
Martin Electric participated in it's 10th season of the Adopt-A-Family program organized by Unity House. Thanks to the abundant contributions from our team, we helped to make a cheerful Christmas morning for a two wonderful and deserving families. We are already looking forward to participating in the program again next year!



Right: Gifts donated by Martin Electric employees being collected in the office.

## PERSONAL CARE DRIVE

On September 14th, we hosted a personal care drive to support domestic violence shelters which have been greatly impacted by COVID-19. We volunteered as a donation drop-off station where more than 133 cars delivered hygienic necessities in addition to the products donated by Martin Electric employees themselves. The field team gathered donations delivered to other collection box stations around the Capital Region and delivered everything to local shelters in need.



Left: Donation boxes from the drop-off station being organized before delivery to local domestic violence shelters.

## TURN THE TOWN PURPLE

In October, as part of domestic violence awareness month, we participated in Turn the Town Purple - an event to break the silence surrounding domestic violence - by donating 600+ purple LED lights. The event was highly attended with huge support from the local community, businesses and government.

Right: The East Greenbush Town Hall lit up by purple LED lights donated by Martin Electric for the Turn the Town Purple event.



Email Kendra with all community outreach ideas: [kendrah@martinelectric.com](mailto:kendrah@martinelectric.com)



# WE'RE HIRING!

We are continuously looking for high-performing individuals to join our team! Opportunities available for:  
Project Managers + Project Coordinators + Schedulers  
Estimators + Safety Managers + Quality Managers

### BENEFITS:

- + Competitive Salary
- + KPI Bonus Incentive
- + Paid Time Off
- + 401K and Profit-Sharing Plan
- + Career Advancement Opportunities
- + Education Reimbursement

### CULTURE:

As a family-owned business, we have a unique culture that has been cultivated by our core values of passion, innovation, commitment, and loyalty. Our goal is to provide our employees with the resources and support to maximize their potential, realize their goals, and develop their talents to new levels.

### DIVERSITY & INCLUSION:

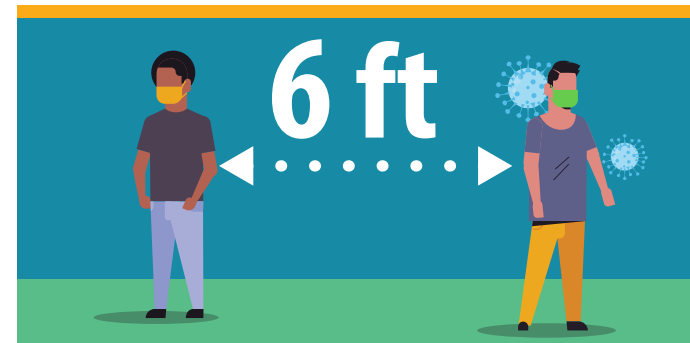
At Martin Electric, we recognize that the ability to innovate comes from collaborative thinking among different perspectives, beliefs, experiences, and passions which is why Martin Electric is committed to fostering an inclusive workplace and diverse workforce.



# Stop the Spread of Germs

Accessible version <https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/symptom-screening.html>

## Help prevent the spread of respiratory diseases like COVID-19.



Stay at least 6 feet  
(about 2 arm lengths)  
from other people.



Cover your cough or sneeze with a  
tissue, then throw the tissue in the  
trash and wash your hands.



When in public,  
wear a mask over your  
nose and mouth.



Do not touch your  
eyes, nose, and mouth.



Clean and disinfect  
frequently touched  
objects and surfaces.



Stay home when you are sick,  
except to get medical care.



Wash your hands often with soap  
and water for at least 20 seconds.



[cdc.gov/coronavirus](https://cdc.gov/coronavirus)



**MARTIN**  
ELECTRIC

*est. 1939*

164 Columbia Tpke, Suite B  
Rensselaer, NY 12144

