

TheWIRE



City Electric Supply
**PLUGGED
INTO
COMMUNITY**

Our Family
Business

**CHERRY POINT
MARINE CORP**

Air Station

Glassdoor
City Electric Supply

BRIGHT
future for the
GYM

**CLARK DALE
INDUSTRIAL
MARKET**

**SAVING
GREEN**

**Spring
2017**



A MESSAGE FROM OUR PRESIDENT:

We've leapt into 2017 and are steaming toward the close of our fiscal year. I could not be more proud of the teams we have here and what they are able to accomplish on a daily basis.

It's with great enthusiasm that I announce our seventh consecutive year of double digit growth. We welcomed over 20 new branches to the family with many currently in progress and with the lofty goal of another 20 to 25 locations in the next trading year, our momentum won't stop.

Those new branches couldn't have opened without the promotions of more than 193 incredible team members as well as over 242 new additions to the CES family.

That kind of growth requires a certain commitment from us all to make sure our new talent succeeds – our most valuable asset has always been and will always continue to be our people.

With that being said, it was 18 months ago that we asked you what areas we need to work on as a company and resoundingly the feedback you gave us was training. We spent many months building a program and testing with various groups around the US; we are now ready and excited to officially launch Orientation for all new-hires.

Within their first ninety days of employment, every single new hire will come to Dallas for two days of training to learn about the company from Marketing Manager Thomas McShane, myself, and one of our general managers, thus ensuring that every new employee has the opportunity to interact directly with one of the senior-most individuals in the company.

We welcome our new branches, their new employees, and our new customers and vendors, to the CES family for another incredible fiscal year. This issue has heavy highlights on our investment in our own future through investing in you, the family business CES really is, community contributions, and as always, some really amazing projects from our team.

Cheers to another phenomenal year! Thank you all for your passion, hard work, and everything you do to grow this organization.

- Thomas Hartland-Mackie

WANT TO ADD ARTICLES TO THE WIRE MAGAZINE?

LET US KNOW ABOUT YOUR SUCCESSFUL COUNTER DAY, CONFERENCE OR SPONSORING EVENTS, SHARE WITH US YOUR MILESTONES AND PURSUIT OF HAPPINESS, YOUR COMMUNITY AND MOTIVATIONAL SPIRIT!

SUBMIT YOUR STORY!

CONTACT THE CES MARKETING DEPARTMENT AT THEWIRE@CES-US.NET

STAY UP TO DATE WITH MACKIE MONDAYS!
VISIT BLOG.CITYELECTRICSUPPLY.COM/MACKIE-MONDAY

The **WIRE**

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TRAIN THE TRAINER



WE VALUE YOUR INPUT.

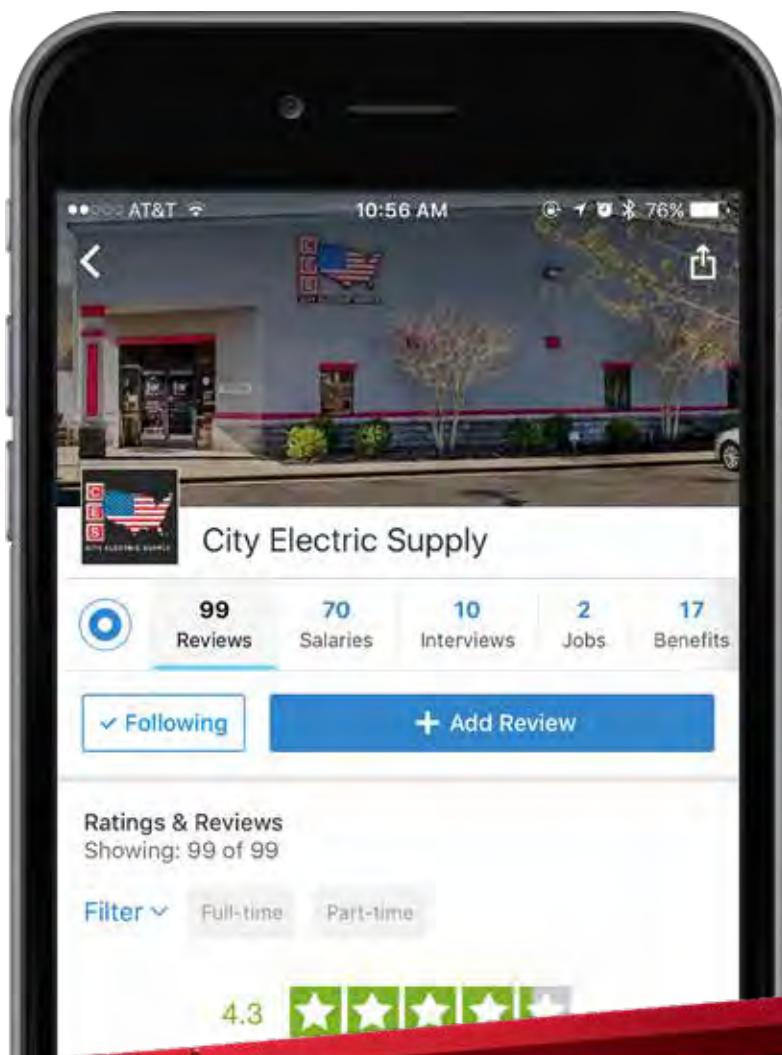


We'd love for you to take a moment to review City Electric Supply on Glassdoor. Glassdoor is a leading destination for job seekers to research companies to determine whether joining a particular company is the right fit or not.

Employees have a strong voice on Glassdoor, offering insight into their work experience anonymously. It's critically important that our employees use Glassdoor to share their experiences in regard to working for CES.

We'll use your feedback to improve the work environment and attract great talent.

- Thomas Hartland Mackie



CITY ELECTRIC SUPPLY

FLORIDA GATEWAY'S GYM STAYS LIT.



In October 2016, Florida Gateway College approached City Electric Supply Lake City in Lake City Fla., in need of a lighting upgrade for their college gymnasium. Immediately, Branch Manager Stephen Mathis and his team called Graham and Sons Electric to kickstart the planning process for the lighting replacement. They replaced the older T5 high bay fluorescent lights with Tamlite HB LED 2105K High Bays.

The brand new LED lights will substantially reduce maintenance, while providing bright and vibrant lighting – perfect for athletes to showcase their most epic moves for the crowds during games. The switch to LED lights also dramatically saves on energy costs and increases the lifespan of the lights. Thanks to the CES Lake City team and Graham and Sons Electric, the sports facility now has energy efficient LED lighting, providing a bright future for the gym.



WE MADE IT THROUGH TOGETHER.

At 12:00 p.m. on October 5, 2016, management instructed the CES Hilton Head team to close their doors and prepare for a ferocious hurricane that was headed toward Hilton Head; a mandatory evacuation of the island ensued. As we frantically gathered our things and collected our thoughts to leave the office, we didn't know if our homes would survive the storm.

Hurricane Matthew swiftly tore through the east coast and arrived ashore on October 8, 2016. The news reported the hurricane's damage would be catastrophic. Fortunately, our branch manager, Mark Goethe, heroically stayed on the island to relay news updates in real time and ensure our safety. The devastation caused by Hurricane Matthew barred people from their homes for a week. Crossing the bridge to enter the city for the first time post hurricane was both a relief and dreadful — we survived but the destruction was unfortunate. Most people were without electricity, property was severely damaged, and homes were destroyed.

Returning to the office for the first time felt like a family reunion. The CES building unsurprisingly sustained damage. Debris was strewn across the parking lot, uprooted trees were everywhere — one landed on the roof of the loading area.

Although we didn't have electricity and the cleaning effort became a key priority, CES managed to take care of our customers' needs without skipping a beat. The hurricane forged a stronger connection between CES employees and customers.

Cupertino and Daniel used chainsaws to cut the fallen trees, and everyone helped clean the parking lot by removing tree branches and debris. Mallei's twelve-year-old son, Lenny, and Amber's two-year-old son, Aiden, even lended a helping hand. The pictures that were taken really don't do justice to the hard work that everyone had to put in to get the branch ready to assist our customers, but it shows a family working together and having fun in the process.



A NATURAL UPGRADE

Energy Specialist Ted Lunn and Denver Central help The Aveda Institute Save in Energy Costs Annually

By converting its lighting system to LED, the Aveda Institute will save more than 50,000 kWh and \$5,000 in annual energy costs annually.



With a mantra of environmental leadership and responsibility, The Aveda Institute of Denver, Colo., is a school of cosmetology and massage therapy that specializes in hair care and plant-based skin care products. Located in the center of downtown on 16th Street Mall, Aveda wanted to refresh the aesthetic of its facility by adding brighter, contemporary and energy efficient lighting to achieve a more dynamic working-learning environment for its students and staff.

Before the renovation, the main floor of Aveda's facility was lit by 45 suspended 250-watt metal halide high bay light fixtures that were dim, industrial, and difficult to maintain. Making the switch to the energy-saving benefits of LED was a natural step for the institute. The sleek appearance and smooth light output of the MaxLite's LED 8' Polygon Linear Fixture was the perfect solution.

The facility achieved the desired light levels and reduced the overall

fixture count by using 36 of the 80-watt polygon models in a 3500K color temperature. MaxLite LED 2' x 2' Direct Lit Panels were installed into seven existing fluorescent troffers above each sink, which made washing and coloring hair easier. The 35-watt, 3500K panels were selected for their even consistent light output, high lumen maintenance, and excellent color rendering, which definitely helps stylists during hair color applications.

Ted Lunn, the energy specialist for the Colorado groups, helped Aveda with their renovation. Ted received the job through Clearesult which works for Xcel Energy. The job was purchased through Denver Central. Ted also worked with the owner of The Aveda Institute, Dale LeMonds, to file a rebate through Xcel Energy that totaled — \$6,349. Maxlite featured this project in their publication, recognizing Ted and Denver Central and all the work they did to help The Aveda Institute become energy efficient.

CES AUSTIN NORTH WELCOMES IN TIM HERBERT



CES Austin North added Tim Herbert to the team as their new branch manager. He brings over 12 years of industry experience to the branch. Before joining CES Austin, Tim worked for CED, Graybar, Border States, and Toshiba Industrial.

Tim looks forward to applying his knowledge of industrial, automation and commercial applications to CES and growing the Austin North team. He's excited to be a part of CES' presence in the central Texas market and expects major growth in the area.

Welcome aboard, Tim!



COUNTER DAY at Corpus Christi

Corpus Christi hosted a Counter Day on September 15, 2016 and had a wonderful turnout. The food was catered by Cotton's BBQ, a restaurant that has a stellar reputation in town. The branch planned for 100 people to attend the event, all of which enjoyed the food — none was left when the dust settled. There were numerous vendors invited and each contributed door prizes.

Vendors included: Siemens, Klein Tools, 3M Electrical, Tamlite, and RAB Lighting.

Corpus Christi is thankful to have a great group of customers and market conditions that remain healthy. We enjoy giving back to our customers, because they give us the opportunity to earn their business every day.

"Our family consists of a common unity, in our local areas, that has always extended to employee families, customers, vendors, and agents."

TEXAS A&M



On September 22, 2016, eight representatives of City Electric Supply attended the Texas A&M PAID Career Fair in College Station, Texas. We attended the fair to introduce as many A&M students to our company as possible, while offering internships for next summer and full-time positions. The interest in CES was extremely positive — over 100 students visited the booth. We plan to conduct more detailed interviews to attract new recruits to our business.

The goal is to have one student at every branch in Texas. The Texas A&M Industrial Distribution Program is regarded as the best in the country and the largest, with over 900 students learning about our industry.

Photo: from Left to Right

Kevin Sheppard, Beau Lesar, Neil Mallinson, Nate Brosius, Bill Bedford, Thomas Hartland-Mackie, Larry Hencke, Thomas McShane



THE NEXT BIG THING JUST ARRIVED.

The long awaited grand opening of City Electric Supply Denver South took place on Sept. 30, 2016. Many customers attended the event to tour the brand new facility.

Built from the ground up, the new location has better visibility and exposure, which is perfect for commuters and customers who drive on the main road daily.

Davina Sandoval, who's a part of the West Coast Regional Group, brought popcorn and cotton candy machines — both are major hits among customers and visitors.

Warm-Up catered the event, offering Mexican food and refreshments. Other vendors who showcased their specialty products included 3M, Klein Tools, Sylvania Lamps, Eaton, and American Lighting.

3M gave away pink hard hats to support Breast Cancer Awareness. The Denver South branch also used the event to collect donations for the American Cancer Society. Great job, Denver South, and good luck at your new location.



“ NEVER STOP
LEARNING
BECAUSE LIFE
NEVER STOPS
TEACHING ”

SPEAKING OF EXPANDING OUR MINDS, CHECK THIS OUT!
WE AMPLIFY OUR POTENTIAL WHEN WE HELP OUT SOMEONE ELSE, SO

GET READY TO
CHANGE
SOMEONE'S
LIFE



CITY ELECTRIC SUPPLY
BRIGHTER FUTURE
SCHOLARSHIP

COMING MAY 2017



Attendees pictured from left to right:

Jamie Weil – Tampa Group Manager
Istvan Gerlach – Forklift Trainer
Mike Bertone – Senior Group Manager
Al Fusco – Palm Beach Group Manager
Steve Glenn – Miami-Dade Group Manager
Mark Farnan – Broward Group Manager
Joe Petrie – Treasure Coast Group Manager
Dan Pippin – Land O' Lakes Group Manager

TRAINING WITH



In December, the Port St. Lucie and Palm Beach groups joined forces to host a Generac Training Event. Held at the Tamlite training facility in Port St. Lucie, 21 contractors and employees from both groups filled the class. Brad Zachow of Generac did an exceptional job as the instructor of the course and kept everyone engaged. Attendees said the class was informative, fun, and well-organized.

GENERAC



TRAINING THE TRAINER

An all-day forklift training class was held September 29 at the Lake Worth Training Center. Group managers from Mike Bertone's region and two group managers from Mark Mickley's region attended. The class was new for some and a refresher course for others. It was a very fun, informative, and entertaining class; everyone passed with flying colors.



HOMEWOOD SUITES BY HILTON SWITCHES TO LED AND SAVES GREEN

The Homewood Suites by Hilton Denver International Airport is a 117-room hotel located at the Gateway Business Park, a development whose tenants include major corporations and executive training facilities. The lobby, hallways, and guest room kitchen areas of the busy extended-stay property were lit by compact fluorescent (CFL) recessed downlights that required frequent maintenance. An upgrade to longer-lasting, energy efficient LED lighting was the perfect solution.

In a one-to-one retrofit, the hotel replaced 2,439 18- and 26-watt CFL bulbs with MaxLite 6- and 8-watt LED PL Lamps in a G23 four-pin base and 2700K color temperature. Installed via a simple ballast bypass, the PL Lamps consume 30 percent less energy and last five times longer than CFL bulbs, with a maintenance-free lifetime of 50,000 hours. The hotel purchased the products through CES Stapleton, assisted by Energy Specialist Ted Lunn, as well as a locally based sales representative from Integrity Sales Group.

Homewood Suites received a \$17,591 rebate from Xcel Energy for the upgrade and by replacing the CFL bulbs with LED, the hotel will have an annual energy cost savings \$13,252 with a payback of less than two years.



LED

MAKING THE SWITCH
MEANS SAVING

GREEN.



RALEIGH EAST GROUP ENTERS INDUSTRIAL MARKET

The Raleigh East Group made a strong effort to enter the industrial sales market by hiring Clark Dale. Clark joins City Electric Supply with 38 years of industrial sales experience from a prestigious industrial supply house in North Carolina. We are excited to have Clark aboard to develop and expand this market segment with the help of three of our Raleigh East branch locations: Goldsboro, Wilson, and Washington. Clark will use his knowledge of the industrial market to grow the business in three ways.

First, he'll reach out to customers he forged relationships with over the years. Next, he will generate opportunities by engaging with existing branch customers that are more industrially based. Lastly, Clark will knock on many

new doors, as he looks to expand our customer base and increase our footprint in this market. The positive feedback and support we've received from our vendor partners is critical in this bold endeavor.

The commitment to this initiative intertwined with Clark's experience and the branches support will undoubtedly lead to success. Diversifying our business and customer base in this segment can only make us stronger.



CHERRY POINT MARINE CORP AIR STATION

The project began a year ago when Cherry Point decided the barracks needed a replacement light fixture. Over the years, the low pressure sodium fixtures that lit the barracks eroded and required continuous repairs. Cherry Point reached out to RABVAN for their expertise, and project find-the-perfect-replacement-fixture was underway.

Dylan Freeman (RAB) and Lindsey (KMS) visited the air station. A SLIM18 or an ENTRA12 were recommended

because of their durability and efficiency. After mounting and sampling both light fixtures, the SLIM18 reigned victorious. One hundred twenty fixtures will be placed throughout 11 barracks, totaling over 1,000 fixtures. So far, only one barrack is upgraded. Fixtures were placed on the tower with RAB SLIM18 to replace a fixture that was supposedly installed in 1947, some joked. Now, everyone at Cherry Point is thrilled with the new LED lights.

RALEIGH WEST GROUP PURSUING MEDICAL FACILITIES

In January 2017, the Raleigh West Group began the new year by hiring Gerald Moore. Gerald's top priority is to expand CES' already diversified portfolio into the medical facility market, focusing on hospitals, health complexes, and satellite medical facilities. Gerald provides material from low voltage communication wire to accessories for lighting retrofit/ new construction packages and is expanding into specific medical related components.

After exploring and researching certain criteria and medical related vendor groups, Gerald worked to implement his strategy. Several certifications and health test requirements were completed and acquired before entering certain divisions of these medical complexes and before joining vendor groups, such as NCHEA (North Carolina Health Engineering Association). With all of this completed, Raleigh West Group and CES look forward to seeing certain growth in this market segment.

RALEIGH WEST GROUP RENEWABLE ENERGIES GROUP

In May 2016, the Raleigh West Group created the Renewable Energies Group (REG) hoping to expand their pre-existing foundation in the renewable energy market place. With the renewable industry expertise of Mason Phillips and the electrical distribution expertise of Terri McNamara, they did not disappoint. Coming into the end of the fiscal year, the Raleigh West Group could not ask for more and is excited to see this division continue to grow.

Primarily focusing on the solar market, REG plans to expand into wind and battery storage in the near future. As expressed by the team at REG, this is a very exciting industry to be a part of — fast-paced and very heavily focused on strong partnerships between distribution, customer, and vendor. Supplying projects all over the country, we look forward to what the future holds for REG and how far their footprint will expand throughout the nation.



Orientation

City Electric Supply

Orientation is our new onboarding program. In the entire City Electric Supply history, there has never been a program like this and we are proud to announce its official launch was March 2017.

"One of the words I heard over and over was 'amazed.' People are amazed at the company and that's both positive and negative. If you're amazed at how big or successful or supportive CES is, then you haven't really been exposed to the whole company. It's also a really positive thing for people to be amazed because if they're not amazed, they might go somewhere else and we never want to lose good people – Orientation gives us the chance to close the gap," Charlotte Region General Manager John Gray said.

In the first 90 days of employment, every new hire will be brought to

Dallas for a two-day session where they'll be immersed in all things CES. The program was tested with five groups around the US over many months and after much hard work, we pulled the curtain back and kick things off companywide.

"I am so proud of this new program and believe it is one of the best investments we can make in what is by far our most valuable asset...our people!"

*CEO and President
Thomas Hartland-Mackie*

About a year ago, we asked our employees what they thought were areas of potential improvement and resoundingly the feedback we received was training for new employees. While orientation isn't

the whole answer, it's a big piece of the puzzle.

This two-day program connects employees from all over the nation in any number of branches to one another and allows them to build relationships making a very geographically spread out company a little smaller.

"When you hear someone say that they've found a home, that's a very humbling thing to hear. That's the reason we do this," Gray said.

Throughout their two days in Dallas, new recruits will learn the history of the company, the vision for the future, and enjoy the opportunity for open dialogue with each other and upper management.

The orientation was excellent in learning about the grass roots of the company and also the time and effort the company is willing to invest in individuals is invaluable.

- DJ Moyer, Branch Manager

I thank everyone involved in this orientation for bringing us together to learn more about the company and to bond with other team members. Great investment!

- Sylvia Russ, Project Department Manager

Extremely helpful information to new employees who need to see the benefits of their new career. Appreciative that people with seniority came to see who they invest in.

- Michael Foxall, Counter/Warehouse

Reinforced my early perceptions of the company and has given me the confidence to succeed.

- Karl Nourish, Branch Manager

I love the fact that the president was able to sit down and talk with us. I felt like family.

- Todd Smith, Mail Center Specialist

Orientation was a great opportunity to get insight on what the CES culture is all about. It was also a great chance to form relationships with fellow employees.

- Dustin Roberts, Counter/Driver

I think orientation is absolutely a great investment. It reassures stability, growth, and meaning or value on a personal level, which will always speak volumes.

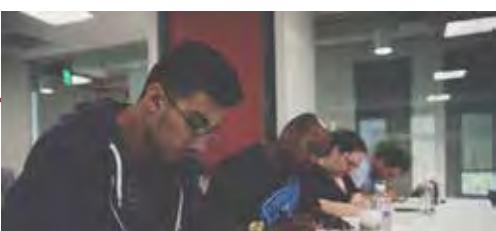
- John Lindley, Sales Rep



"It makes me very proud to be part of this organization, it's nice to see all those new people coming in. It also makes me feel responsible, too. It inspires me to push that much harder every day and ensure these people are taken care of and that they receive the same opportunities I had," Gray said.

Each session is led by Hartland-Mackie along with one of our five general managers and Marketing Manager Thomas McShane. This ensures that in every orientation class, attendees get to interact directly with one of the senior individuals in the company.

This communication is very powerful, but also sets a great example. Each of our general managers worked their way up from entry-level positions to fill the roles they do today.



Orientation achieves three main objectives:

1. Highlight the opportunities that exist within CES and promote this as a place where you can build a lifelong career.

2. Prove CES cares about its employees and their wellbeing.

3. Ensure attendees leave excited about what the future holds for them at CES.

"A lot of the reason you continue to do what you do is experience; there are certain things you just can't fast track. You know what you know because you've done it so many times and been around it in so many situations that you know what to do and when to do it.

What we aim to do as a business is help people understand we want that. We want people to grow from within our organization. You absolutely cannot beat good experience, and someone who works their way through the system is going to know that job inside out," Gray finished.



ROB MALONE

LOGISTICS MANAGER

A year ago Rob Malone came aboard TAMCO as the Logistics Manager for Tamlite. In a short time, Rob has been able to pave new roads to success.



Transportation is among our more vital economic activities at TAMCO. No one understands that better than Rob. In the past year, he has overseen the implementation of a new transportation management software system and made process improvements to the way freight is assigned. Additionally, he performed enhancements to pulling, staging, receiving and storing. But if you ask him, he will credit the majority of the success to “an incredible warehouse staff that is eager to implement changes and continually provide suggestions to help us grow as a team.”

When he is not busy orchestrating the working parts of our Tamlite warehouse, Rob enjoys spending time with wife and two daughters. Between soccer games and ballet recitals, Rob’s weekends are full of exciting activity. And when it’s time for some down time, Rob likes to spend a relaxing day fishing or playing golf.

It is great to have Rob in the TAMCO family, and exciting see the positive improvements he has fulfilled in just a short time.



RPP
RPP-USA.COM
IS LIVE!

RPP IS THRILLED TO ANNOUNCE THE LAUNCH OF ITS NEW WEBSITE! IT'S THE BEST WAY TO SEE ALL THE NEW AND EXCITING PRODUCTS.

RPP has spent the past year re-shaping its product line and what it has to offer CES. RPP is no longer just “devices” and now has a variety of product categories including bulk cord and cable, appliance cords, weatherproof covers, and more!

Visit us online and see all the ways RPP can benefit you!

» FEATURED PRODUCTS



MALLEABLE 3 PIECE RIGID COUPLING WITH EXCELLENT CORROSION PROTECTION

The Malleable 3 Piece Rigid Coupling maintains mechanical protection and solid grounding. The threading is NPS for joining rigid or unturned IMC conduit. It is constructed of heavy gauge zinc plated iron and is concrete tight.



THE LED T SERIES FULL RANGE UL LISTED LED TUBE FIXTURES

Replacing the INF series, the LEDT series allows for quick and safe installation of LED Tube fixtures where energy savings, coupled with the affordability of LED tubes are needed. These luminaires are designed to reduce contractor installation time.



MCG BUILDS CONTROLLERS FOR SPACE X NO CHALLENGE IS TOO GREAT...

Recently MCG and the CES Rockledge Branch teamed up to build custom controllers with specialized enclosures for SpaceX. This unique project required a product able to withstand extreme elements and operate remotely or autonomously from the SpaceX drone ship.



BETTY GUILLEN

TAMCO Assembly Line Lead

Beatriz Guillen, known affectionately as “Betty” will gladly tell you about the evolution of the Tamlite assembly line. She has been providing continuity on the “line” for more than 15 years.

Betty joined the TAMCO family in 2001. Since then she has worked in every position on the “line.” She says she appreciates the steady flow of work the line provides. When asked her favorite station, Betty will tell you that she enjoys them all. Today she can be found assembling end brackets for the commercial recessed troffer.

Currently, Tamlite manufacturing is undergoing numerous process improvements. And, it comes as no surprise that Betty’s integrity and experience have played a valuable role in implementing the new standards of work. Trusted by all, Betty helps bridge the gap between the management office and the assembly line floor.

Most of all, it is evident that Betty fancies caring for others. She loves cooking and baking for her husband, three daughters, and two grandchildren. And taking the grandchildren to the park is one of her favorite ways to spend a Saturday afternoon.

It is a privilege to have Betty in the TAMCO family these past 15 years, and hopefully much more.

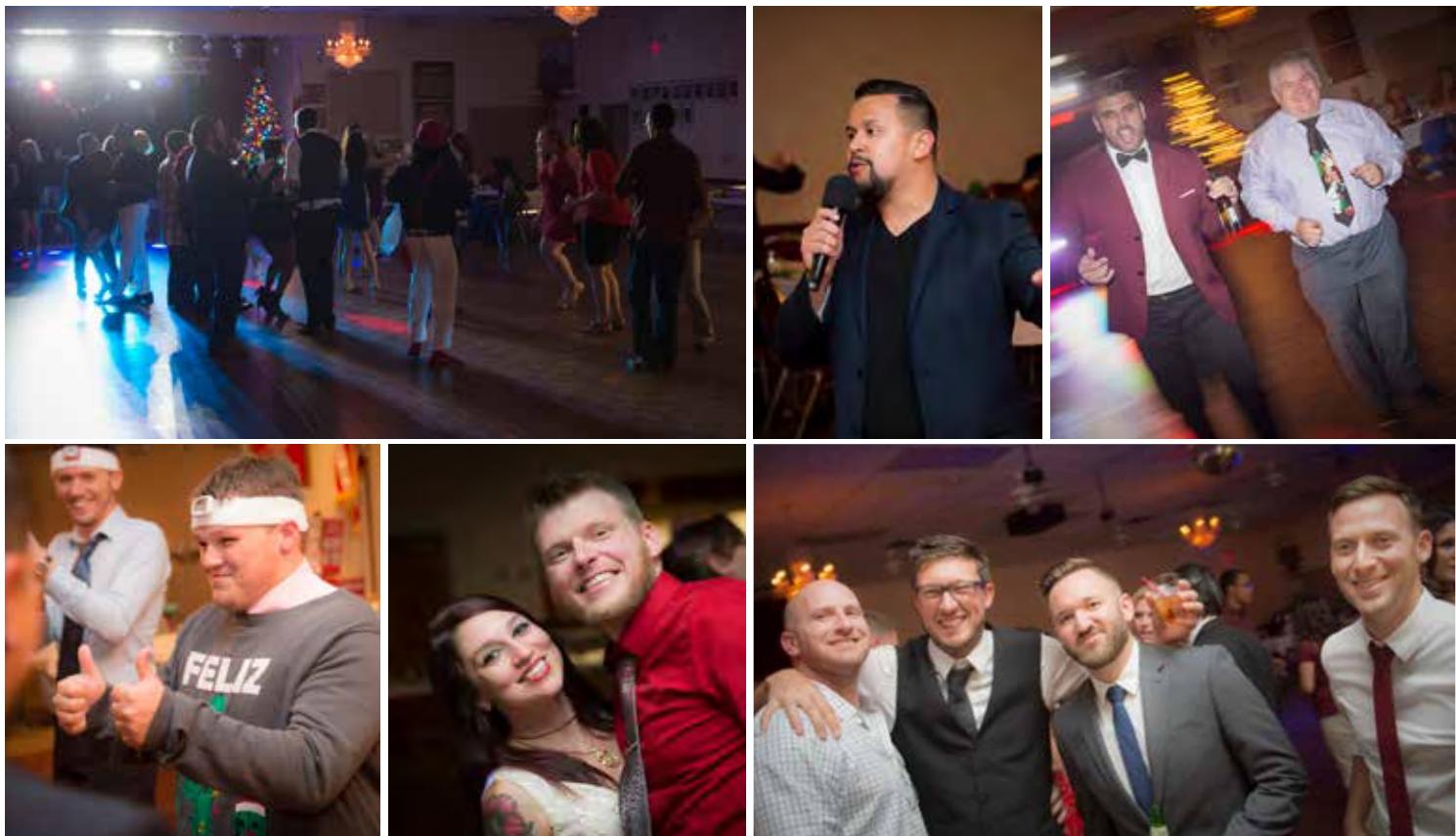
TAMCO TOURS

To give our customers a behind the scenes look at the daily operations at TAMCO, we invite any interested party to come tour our facilities and soak up some Florida sunshine during their stay. In addition to factory and office tours, we offer business seminars that include in-depth informational and Q&A sessions. This allows our customers to engage with business managers and learn about all of the new capabilities and solutions being offered here at TAMCO. Schedule a visit today!



ANNUAL HOLIDAY EXTRAVAGANZA

Joy and good spirits filled the air at TAMCO's holiday party. Employees enjoyed delicious BBQ, good tunes and a raffle with exciting prizes!



GIVING BACK

Once again, TAMCO will make our annual charitable donation to organizations that are dedicated to our local communities.

A donation of \$5,000 was awarded to the St. Lucie Shrine Club. The Shriner's are committed to community service. The Shriner's Hospital for Children is a prime example of their dedication, with a network of over twenty hospitals throughout North America.

A second \$5,000 donation was awarded to Little Smiles, a volunteer driven, non-profit children's charity dedicated to helping kids in local hospitals, hospices, shelters and other similar facilities.

Our contribution will assist these organizations in their service work throughout our neighboring communities, including the Children's Hospital in Tampa and St. Mary's Hospital in West Palm Beach.



CES Roanoke Rapids is always dialed into community events and helping out a neighbor.

A HIGH SCHOOL ATHLETE'S SPIRITS ARE BY A COMMUNITY THAT

Derrin Mallory is a fifteen-year old student at Roanoke Rapids High School where he also plays football. One day after practice, he felt drained.

His mother, Angela Edwards Mallory, thought his fatigue was a normal feeling after football practice and enduring a heavy workout. A day passed and Derrin was not physically recovered. Angela decided to take her son to the doctor for a checkup. One test led to another and Derrin was diagnosed with leukemia in June.

Roanoke Rapids, N.C. is a small town with a population of approximately 15,000 people. CES Roanoke Rapids Branch Manager Joe Baird heard about Derrin's devastating news and decided to do something about it.

CES Roanoke Rapids partnered with Discount Tire, Roanoke Rapids High School, local churches, friends, family, and the community to raise money to help Derrin.

"We are a small community here and when some people need help, we all pull together," Baird said.

CES Roanoke Rapids raised money in the branch by raffling out Klein Tool Bags. Pass for a Purpose was among the other big fundraisers for Derrin. For every football thrown, participants donated a dollar — the more passes thrown, the more money raised.



LIFTED CARES



PASS FOR A PURPOSE.

Many college students and Roanoke Rapids High School alumni returned to town to help raise awareness for Derrin's recent diagnosis.

At the Pass for a Purpose event, there was delicious food, football, and an all-around sense of family unity and community bonding alongside Derrin throughout the event. Baird said over \$3,500 was raised.

Virginia East Group Manager Jeff Cole mentioned that CES Roanoke Rapids is always dialed into community events and reaches out to help people in need, so helping Derrin was a no brainer.

"Roanoke Rapids is a small town and for Joe and his team to take the initiative to help someone in need, speaks volumes about their sense of community and concern for others," Cole said.

Baird added that every dollar raised will help Derrin with his treatments and was very pleased to see the community's involvement overall, including his CES Roanoke Rapids employees.

"We are like a family here in Roanoke Rapids and we come together to help those in need," Baird added.

NOT JUST ANY FAMILY BUSINESS. THIS IS OUR FAMILY BUSINESS

The CES formula is passed down from one generation to the next and has remained successful by keeping up with the times and having an ability to pivot quickly when needed. Empowering our staff to make good local business decisions allows a large company like CES to deliver services, products, and pricing tailored to suit individual markets.

With this entrepreneurial spirit in mind, our management teams look for individuals who aspire to succeed and further their careers. There are many factors to consider when recruiting and sorting through the best candidates, as we attempt to create a workplace where everyone can contribute to the success of the team.

Not only are we trying to create a positive environment our staff can appreciate, but in many cases our people have created work environments they share with their own families. The environments are built upon the following principles:

TRUST – A value that is essential in every business, because people feel more comfortable when they can talk openly with each other. Family members know they have your support, so viewing feedback and direction positively ensures mutual success.

SOLIDARITY – Office politics can create situations where employees are challenging each other instead of striving to beat our competitors. Disputes happen in a family, too, but we learn to defend each other when tested by an outsider and set aside personal turf wars to accomplish the greater goal.

SHARED VALUES – Some people are natural born entrepreneurs, so it doesn't surprise me that these traits can be shared by our family. Working with people that understand your core values helps us share our vision.

PERFORMANCE – There's no doubt we can risk being too comfortable working with or for a family member. Employees should be comfortable holding each other accountable and challenge each other to achieve more.

In the Raleigh Region, we have several family connections; some families work together and others work in different parts of the country. At the end of the day, the CES formula doesn't work unless we can all trust and support each other.

- Art Thienel (Father) Macomb Branch Manager & Jason Thienel (Son) Madison Heights Branch Manager
- Brian Darling (Son) Branch Manager & Dale Darling (Father) Sales Rep - Waterford
- Jeff Cole (Father) Virginia East Group Manager & Eric Cole (Son) Chesapeake South Stores Manager
- John Paxson (Father) Chesapeake Branch Manager & John Paxson II (Son) Virginia Beach Stores Asst.
- Mark Houston (Father) Branch Manager & Heath Weigle (Son-in-Law) Sales Rep – Williamsburg
- Robbie McNamara (Son) Raleigh West Group Manager & Terri McNamara (Mother) Renewable Energies Group
- Mike Rees (Father) Branch Manager & Robert Mickle (Step-Son) Stores Asst. – Washington, NC
- Adrian Garris (Father) Stores Manager & Stan Garris (Son) Stores Asst. – Washington, NC
- Billy Barham (Father) Sr. Group Manager & Zach Barham (Son) North Durham Stores Asst.
- Ron Menser, Madison Heights, Sales Rep & Brandon Menser, Waterford, Stores Asst. – (brothers) & Dave Burns (Uncle) Raleigh East Group Manager
- Birdes Dozier, Chesapeake South, Branch Manager & Frank Anderson, Norfolk Central Branch Manager – (brothers)
- Alex Sultan, Raleigh, Branch Manager & Ray Sultan, Raleigh, Stores Asst. – (brothers)
- Matt Birely, Fuquay Varina, Branch Manager & Randy Birely, Colorado Group Manager – (brothers)
- Rey Centeno, Norfolk Central Stores Manager & Robert Centeno, Chesapeake South Stores Asst. – (brothers)
- Ryan Bacheller, Colorado, Stores Manager & Scott Bacheller, Novi, Stores Asst. – (brothers)
- Brad Jenks, Michigan East, Sr. Group Manager & Wendy Jenks, Group Office Administrator – (husband & wife)



CES DAYTON'S FIRST YEAR ANNIVERSARY

On August 18, CES Dayton, Ohio teamed up with several vendors to host a one year anniversary celebration. Seventy-five contractors attended the event, and 10 vendors participated in the counter day, providing customers an opportunity to learn about new and existing products. Customers had a great afternoon eating food from McNasty's Food Truck (a staple in the Dayton, Ohio area), interacting with vendors, participating in raffles, giveaways, and playing corn hole to win a Milwaukee heated jacket.

CES Dayton hosted "Lunch and Learns" on the third Thursday each month from April through September, and those events successfully brought in existing and new customers and increased LTA's. Dayton looks forward to the growth potential they have with this location and the team knows that providing outstanding customer service is the only way to earn their current and future customers' business.



SOUTHWIRE AND GENERAC COOK OFF!

The vendor BBQ was wildly successful. Eric, Thomas, and Max from TAMCO presented what they can offer customers. Everyone who attended was interested in all the items on display. Generac also answered customers' questions and introduced the new product line.

Southwire Tools had the largest presence. Their demo displays were exciting and piqued everyone's interest. Both Southwire and Generac were gracious enough to pick up the bill for the food and drinks.

**WELCOME CES BABY
CAMDEN JOHN
TRACEY**

Austin Group Manager Scott Tracey and his wife, Carrie, welcomed Camden John Tracey to the world on April 22, 2016.

He weighed 8 pounds 1 ounce, and measured 21 inches long. Camden was born in Austin, Texas at St. David's Hospital. Both mom and baby had a safe and healthy delivery. Congratulations!



COUNTER DAY AT CES DELAWARE

CES Delaware in Ohio had a beautiful day for their counter day with Southwire Tools. The turnout was so great the event ran out of burgers and hot dogs, which led to a burger and hot dog run.

Southwire Tools and the local sales rep from Fields & Assoc. did a great job demonstrating their new and existing products for the customers. Hats & T-shirts were given to everyone who attended counter day and fun was had by all.



CES CHERRY HILL AND RAB LIGHTING WORK ON INDEPENDENCE HALL

Charlie Pinnelli and John Palladino installed RAB fixtures in Philly's Independence Hall Building. Laura Teter and Tyler Garlock, RAB Factory engineers, aimed the LED fixtures at the History building.

That job wouldn't have been possible without the help of Mike Mastrogiovanni, the staff at CES Cherry Hill, and RAB.

WINE TOUR? COUNT ME IN

CES Chesterton hosted the second annual City Electric Supply customer wine tour in November 2016. Hyre Electric, Ellis Electric, D & K Electric, and Generators on Demand all attended.

We rented a bus from Harbor Country Adventures. Jacob was our driver as well as our wine tour guide throughout each winery.

We visited three wineries and ate lunch at Luna Restaurant. In total, we had 15 customers and employees. The employees in attendance were Bob Calabrese and his wife, Jonah Page, Ed Ustanik and his wife, and Jim Glass and his wife.



**WELCOME TO THE WORLD!
OWEN CARTER LAWSON**

THE TAMPA BAY LIGHTNING

On November 5, the Tampa Group (Jamie Weil) and Land O lakes groups (Dan Pippin) teamed up to take 25 customers, who represented 15 companies, to a Tampa Bay lightning game.

They rented the Verizon Loft and enjoyed endless food, suds and fun. Jeff Wende and Dave Matthews from Cutler Hammer were in attendance to witness the Lightning trounce the Devils 4-1. The customers were highly impressed with the event and look forward to another one next year — hopefully to watch the defending Stanley Cup champions, The Tampa Bay Lightning.



CES PORT CHARLOTTE IS OPEN FOR BUSINESS!

CES Port Charlotte opened its doors to the public in 2017 and held its grand opening event in early February, welcoming everyone in the community.



The Lakeland branch participated in the CES/3M promo to support breast cancer awareness.

The following people are in the photo going from left to right. 3M Rep. Faye Isom, Derrick Lettau, Toni Anderson, Linda Woessner, Scott Bettencourt, Erving Baez, Ken Rowland.

YOU CAN AND YOU WILL
YOU CAN AND YOU WILL



**BRAD
MC CALL**

**KEVIN
RAMSEY**



**KORTNEY
CLINKSCALES**

**ROBERT
BROOKS**

Brad McCall
New Branch Manager
of the CES Toccoa, GA

Brad started with CES in 2011 at the sales counter in Anderson SC, and moved to Outside Sales in 2012. He was named the Toccoa, GA Branch Manager in November of 2016. He is an avid outdoorsman and tournament fishes for catfish in his home state of South Carolina. He enjoys spending time with his wife, Delisa and their three amazing children, Annalisa, Colton, and Eden. Brad referees youth basketball and is a huge Clemson football fan. Go Tigers!

Kevin Ramsey
New Branch Manager
of the CES Gaffney, GA

Kevin rejoined CES in 2011 as a van driver and quickly moved up the ranks to Stores Manager later that year. In 2013, he earned the opportunity to represent CES as an OSR. When the Branch Managers position became available in late 2016, Kevin applied immediately and was promoted in December. Kevin is extremely proud of all of his daughter, Jessica's achievements, and he enjoys turkey and deer hunting in his beloved Cherokee County.

Kortney Clinkscales
New Outside Sales Representative
of the CES Anderson, GA

Kortney started with the company in 2016 as a delivery driver and was given the chance to move to Outside Sales in February 2017. He is the father of three: Trinity, and twins Zayden and Zander. Kortney is extremely happy for the opportunity in Anderson and is looking forward to a long, successful career with CES.

Robert Brooks
New Branch Manager
of the CES Spartanburg, GA

Rob started at the Greenville, SC branch in 2012 and was quickly moved to the Stores Manager position. In 2014 he was promoted to Outside Sales.

The opportunity as Branch Manager in Spartanburg became available in August 2016. Rob has been married to Amanda for 19 years, and they have a daughter, Sophia. He is a motorsports enthusiast and enjoys driving one of his Ducati motorcycles on the weekends at the track.



LAND O' LAKES GROUP GETS FIRED UP AT THE SHOOTING RANGE

Dan Pippin, Land O' Lakes Group Manager and his team had an exciting day at the Tampa Bay Sporting Clays shooting range on Nov. 12, 2016. Over 20 customers, along with Eaton reps, shot a few rounds, and many of them hit right on target!

The outing continued with an afternoon prize giveaway and delicious lunch. The event gave the groups a chance to engage in an entertaining group outing, and talk current business with City Electric Supply. The group is looking forward to 2017, and changes to future residential, commercial and industrial markets.

ORLANDO & DAYTONA BEACH GROUPS HOST HOLIDAY GOLF SCRAMBLE & TOYS FOR TOTS

December 10 proved to be a chilly Florida morning, but more than 60 customers, CES Employees, Eaton Staff, and volunteers turned out for the inaugural CES Holiday Golf Scramble at Legends Golf and Country Club in sunny Clermont, Florida. Hosted by the Orlando and Daytona Beach Groups in conjunction with Eaton, the golf event also served as a dropoff point for Toys for Tots. Though the day started off brisk, it couldn't have turned out to be a more perfect day to be on the golf course. Customers and CES employees alike enjoyed spending time together building relationships and networking while doing their best to keep their shots out of the dirt. The day was capped off at the clubhouse with lunch, door prizes, awards, and recounting stories of the day.



SPORTING CLAYS

On October 6, the Houston Group held its first annual sporting clays tournament. The event was an enormous success with over 60 shooters competing for awards. The teams of four were divided into three classes, with first, second, and third place trophies awarded for each class as well as high overall trophies, high "pump-gun" trophies and "most room for improvement trophy."

Each team consisted of customers, branch personnel, and vendors, which was an excellent environment to build relationships and talk business in a relaxed atmosphere.

The shooting was followed by gourmet burgers prepared by factory reps at Bell & McCoy and "beverages" were provided

by Stevenson Beer Distributing, which is one of Huntsville's customers. Then, the awards ceremony and drawing for door prizes took place and everyone received an award or prize. Overall, the event was well received, well attended, and plans are already in motion for the second annual tournament.

The event was made possible by the Sponsorship from our following partners :

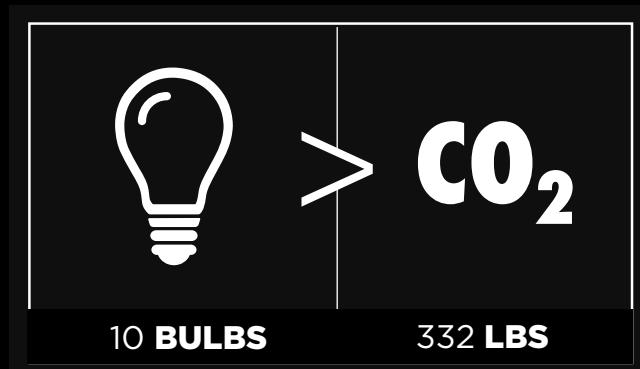
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THE BERTONE CONTINUES

"Take Our Daughters and Sons to Work Day" is a staple in the Palm Beach School District because it connects kids to businesses and strengthens workplace environments with family. Mike Bertone, a senior group manager who began his career at CES in 1991 in Jupiter, Fla., started a family tradition that is truly remarkable.

Mike began taking his eldest son, Thomas, to work with him years ago. Thomas enjoyed every moment of walking through the office, meeting his dad's coworkers, and learning about CES. Thomas grew up and became a high school wrestler.

"From Thomas' days wrestling in high school, I knew he had the drive to 'make it happen' at CES," Mike said. He noticed Thomas' frustration working late nights in the restaurant business, so Mike sat down with him to discuss career opportunities at CES.

In 2014, Thomas joined CES as a light controls specialist for the Southeast Florida Region. The position was a valuable learning experience as it helped Thomas gain highly valuable product knowledge. In 2015, a store manager position opened at the CES Riveria Beach location.



MIKE BERTONE • THOMAS BERTONE

Thomas immediately applied for the position. He landed the job and has served as stores manager for two years.

SAGA

Thomas immediately applied for the position. He landed the job and has served as stores manager for two years.

"I couldn't be happier with my career choice and being a part of the CES family," Thomas said.

Mike's youngest son, Brody, is next in line to work his way up the CES career ladder. "I'm already a part the CES family," Brody said. "I've gone to "Take Our Daughters and Sons to Work Day" for the past seven years."

Brody is a salesman in the making, always looking for new customers for CES. When he sees an electrical contractor van, he takes a photo, sends it to Mike and asks whether CES does business with them or not. Brody looks forward to learning more about CES every year and is excited to someday start his work life at CES officially.

"I am blessed to have three awesome sons: Thomas, Hayden, and Brody. I would love nothing more than for all of them to have a career at CES," Mike said. "In my mind, there is no better company to work for."

MIKE BERTONE • BRODY BERTONE • THOMAS BERTONE



MIKE BERTONE • THOMAS BERTONE

WORK HARD PLAY HARD, RIGHT?

FLORIDA PANTHERS HOCKEY GAME

Florida Panthers vs the NY Islanders kicked off at the BB&T Center in Sunrise, Florida. Generac sponsored a suite for 20 customers and employees from across the region. The suite was awesome and the food was delicious. Everyone had a great time.



MINI MIKE!

A donation to the Jupiter Mustangs Pop Warner PeeWee football

MIAMI DOLPHINS BACK TO BACK!

The Florida Region attended two Miami Dolphins NFL games this year with a few lucky customers. We're happy to say the Dolphins earned victories against the Jets and the Cardinals. Customers from each east Florida region attended the games. Despite a bit of rain that prompted CES to grab tents to keep everyone dry, tailgating at the Dolphins vs. Cardinal game was enjoyed by all.



PIG GONE IN UNDER 40 MINS ! 🍖

Customer appreciation day was held on November 18, 2016 from 11:30am - 2:00pm. Thanks to the vendors who participated, we were able to throw a successful party everyone enjoyed. Several contractors enjoyed the 55-pound pig cooked by Senior Group Manager Mike Bertone, who also cooked black beans, rice, yuca, and sweet plantains catered by Havanas. Mark Farnan, group manager, focused on public relations, mingling with customers and vendors for most of the event. John Fontaine, head project manager of Unlimited, handled the one-of-a-kind Porsche Tower, personally calling to say he was very pleased by the vendors efforts and loved the food.



THANK YOU, BILL!

Bill Wood, Sr. (left) retired in September 2016 after working at the company for 17 years. He worked as a branch manager, group manager, and outside salesman. Bill is featured in photo with Russ Swanson at his home branch in Hudson, Fla., where he served as branch manager before his retirement. Bill had a very good customer base and was instrumental in the growth of this branch. His son, Billy Wood, Jr. (right), is the new branch manager. Congrats to both of them for their accomplishments at CES.

ST. JUDE DREAM HOME GIVEAWAY!

City Electric Supply's Waxhaw Branch participated in the 2016 St. Jude Dream Home Giveaway for Charlotte, N.C. by donating all the electrical materials used in the construction of the Charlotte St. Jude Dream Home. Every ticket purchased for the goes toward funding for St. Jude kids and the mission of St. Jude: Finding Cures, Saving Children. The 2016 dream home raised an incredible \$1,100,000 for St. Jude; the goal for 2017 is to raise \$1,200,000. CES Waxhaw customers

Todd Gordon with Gordon Brothers Electrical Service, served as the electrical contractor, and Jeff Newton of Newton Custom Homes & Realty served as the builder for the St. Jude Dream Home Giveaway house. Teresa Steele of Rock Hill, S.C. was announced the winner with an estimated value of \$350,000. City Electric Supply enjoyed contributing to this charitable event and will be participating again this year for the 2017 St. Jude Dream Home Giveaway.



OH DEER! IT'S HUNTING SEASON!

Hunting season wouldn't be the same without City Electric Supply and its customers gearing up in camouflage and anxiously waiting for the big one! Before the highly anticipated journey begins, there are plenty of preparations.

A meet and greet took place at the OK Corral Gun Club in Okeechobee, Fla., on Nov. 17, 2016 - just two weeks before the trip. This gave the group a chance to go over trip details and shoot a few practice rounds.

A mix of seventeen guests - customers, employees, and reps, decked in all camouflage - set out for the second annual CES Big Buck Hunt from Nov. 30 to Dec. 4, 2016.

Unfortunately, weather conditions were not good on the first evening. A cold front came through calling for thunderstorms and a tornado warning. Amidst the weather situation, the group enjoyed a little bit of southern hospitality while sharing old stories.

Early the next day, the group woke to find the storm had passed and they finally set foot on their first hunt. The team harvested six does, two bucks - one shot by Kevin Hurley - owner of Hurley Electric, and Mike Pride - owner of Pride Electric.

"I absolutely enjoyed every single minute of this trip and it will forever be a memory that I will not forget," Mike said. A big thanks goes to Eaton Corporation and Pass & Seymour for sponsoring!

The three-day hunting trip gave the groups a chance to interact with each other and talk business. Mike appreciates the unique, high-quality service and dedication CES provides to its customers.

"I will be giving CES as much of my business as possible now that I see how much you value your customers. Thanks again for everything you guys have done for me and my business to stay competitive in this market!" Mike added.



TOUR AND RECREATION.



Bonding with customers is always a privilege and a pleasure. This year CES Staff from Branches in the Spartanburg group, along with their customers toured the Tamco Manufacturing facilities on Friday 15th - 18th. The Tamco team hosted the crew of enthusiastic individuals and gave a tour of the spectacular facilities in Florida. Tamco is made up of its six unique brands: Tamlite Lighting, Fusion Lamps, RPP Devices, F4P First for Performance, MCG Motor Control Gear and Centaur Electrical Installation. These brands cover a wide variety of high quality electrical products and consumable materials, yet each of these brands work separately within their

own market sector. The purpose of TAMCO is to create a structure and uniformity to the way we operate. If you haven't toured the factories, we strongly suggest you do! After the tour, the team enjoyed the day fishing aboard The Floridian out of Stuart, FL with Captain Glenn Cameron. Then the crew enjoyed a dinner of their fresh catch in Port Salerno Florida at the Twisted Tuna. Sailfish were caught and released by Ben Brown of Associated Mechanical and Robert Leffler of RLE, LLC. Around 18 pounds of Mahi was caught by Jason Stevens of Stevens Electric and Stan Smith of Quality Electric.

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Hello, Canada.
Hello, Canada.
Hello, Canada.

TES
torbram electric supply®

Torbram Electric Supply also known as TES in Canada, has grown from humble beginnings with a single branch in Ontario in 1991. With continued improvement and innovation, TES now expands across the Greater Toronto Area, Alberta, Ottawa, and British Columbia.

Lets take a sneak peak at what our sister company has been up to recently.

TES CARES

December 12, 2016 marked a milestone for **Torbram Electric Supply** as it donated \$25,000 to MAKE-A-WISH® Canada, a dynamic wish-granting organization that brings hope, strength and joy to children with life-threatening medical conditions.

From October to early December 2016, the initial goal was set for \$15,000. With full cooperation and help from staff, vendors and customers, the proposed goal exceeded.

The cheque presentation ceremony was held at the TES head office. A luncheon followed, along with a speech from 'Wish Family' representatives from the foundation who shared their Wish Stories and experiences, making the event a very successful and memorable one.

Final tally of funds collected until December 31st, 2016 was \$33,414.00

- Fundraising Activities
- Halloween Challenge your Boss
- Hockey Jersey Day
- Contractor Pancake Breakfast
- F4P Tape Measure Sales
- Silent Auctions



Left to Right:

Andrew Dawes - General Manager, Torbram Electric Supply, Newton Vanriel - Senior Manager, Make-A-Wish Canada, Lewis and Roy Choi - the Wish Family, and Wayne Davies - Ontario Regional Manager, Torbram Electric Supply.

Huge Thanks!

to all the supporting partners and customers for making the first 12 Days of Christmas Campaign a huge success!

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The Peterborough branch donated \$3000.00 in electrical material. This donation supports the building of a home in Lindsay Ontario.



The Kitchener Team collect 56 unwrapped gifts and donated to The Salvation Army.



In lieu of Secret Santa the head office staff at Caledon participated in Operation Christmas Child. Over 30 shoeboxes were filled items for children ranging from 2-14 years destined to places like Costa Rica, Chile, Haiti, and El Salvador.



The Chatham Team collected teddy bears for local charities during their Santa Clause Parade!



25 YEARS ANNIVERSARY

TERRY ROASLER | BRANCH MANAGER | MAINGATE
FRANK VUCKO | BRANCH MANAGER | MARKHAM

15 YEARS ANNIVERSARY

ELIZABETH MCAFFEE | GROUP OFFICE | LONDON GROUP
JOSE HULIGANGA | INSIDE SALES | SCARBOROUGH



10 YEARS ANNIVERSARY

MICHAEL MCCAFFERTY | VAN DRIVER | MARKHAM
KEITH WRIGHT | BRANCH MANAGER | LANGLEY
PETRA DUREGGER | STORES MANAGER | BARRIE

5 YEARS ANNIVERSARY

KEVIN LEMOS | INSIDE SALES | SCARBOROUGH
SHANE BRYDON | STORES MANAGER | WHITBY
RAFAEL RIVERA | IT | IT DEPARTMENT
DEADRA FLETCHER | IT | IT DEPARTMENT



PETERBOROUGH BRANCH MOVE - GRAND OPENING A HUGE SUCCESS!



EMPLOYEE BUZZ



EMPLOYEE BUZZ

VANCOUVER — Surrey's Lord Tweedsmuir Panthers are provincial football champions, thanks to the Junior Varsity team's 17-14 win over Victoria's Mt. Douglas Rams. Congratulations to Robert Goedman's (Port Coquitlam Stores Manager's son Jesse #20.



EMPLOYEE BUZZ

KUDOS to Vicky Mackay, Branch Manager, Ottawa Central for being recognized as the 2016 NAED Training All Star! Vicky completed more courses (offered by NAED) and/or training hours than anyone else in the NAED Learning Center, and now joins an elite group of Training All Stars chosen specifically for their amazing training accomplishments. Congratulations Vicky on your achievement – You make us proud!



TES JUNIORS



EMPLOYEE BUZZ

Congratulations to Ryan Estridge, Inside Sales – Mississauga Branch and Candice Lewis-Matthews on the birth of their daughter Riley!

Congratulations Paul Stoddart! Divisional Accountant of the Central Division – Paul competed in the '16 Toronto Waterfront Marathon on 10.16.16, completing the entire 42.2k run.



IN MEMORIAM

The Gatineau branch was deeply saddened and shocked on the untimely and sudden passing away of their colleague and friend, Benoit St-Arnaud (1985 – 2016), Inside Sales, on Friday, November 4, 2016. Benoit was forever smiling, and that is how his friends and colleagues in the Ottawa group would wish to remember him. Our thoughts and prayers are with the family, RIP Benoit, Gone, But Never Forgotten.

THE BILL PAY FEATURE ON THE CES MOBILE APP BRINGS

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ANOTHER GREAT TIP TO REDUCE YOUR CARBON FOOTPRINT' FROM NATIONAL GEOGRAPHIC #BEFORETHEFLOOD