



## Company Newsletter

**JANUARY 2014**

Volume 6

Creator/Editor: *Jennifer Moulton*

### PRESIDENT'S MESSAGE

This past year has been full of life changing events for many of us. For me, the retirement of my business partner, brother and friend in May was the biggest. We had spent the past 33 years enjoying our relationship as second generation family business partners. His retirement caused me to look backward at where we had been and to put into perspective the sacrifice and dedicated effort that our father had put in, to build this business. That in itself is a remarkable story of dedication, persistence and hard work - lots of hard work! We have wished Doug the very best in his retirement and have committed ourselves to move forward with the same lifelong values, basing our business on high ethics and hard work.

Each of us face many changes in our lives or events in our lives that cause us to change. How we respond to these changes can affect our lives for good or bad. Many of us do not like change. When we are used to things being a certain way we find a form of comfort from routine. When the things we are used to suddenly change we feel insecure and sometimes fearful. I encourage each of us to respond in positive ways that help us to make improvements in our lives and the lives of those around us. Lift one another and be a positive person. You'll find joy in the journey!!!

~ **Jeff Wheeler**

## HERE'S TO OUR NEXT 50 YEARS

Wheeler Electric, Inc. celebrated its 50<sup>th</sup> anniversary in 2012, and as we reflect back on it all, we are continually grateful to all of our employees, customers and business partners, who have helped us reach our goals and implement new ideas to remain successful in the electrical industry.

**The 2013 "ENR Top 600 Specialty Contractors" included Wheeler Electric once again. This is our 4<sup>th</sup> year in a row!**

### Inside this issue:

Years of Service  
recognition  
for 10 years or more

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company policies  
and programs

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### WHEELER ELECTRIC, INC.

469 W. 16th Street  
Idaho Falls, ID 83402  
208.522.1906

[www.wheelerelectric.com](http://www.wheelerelectric.com)

» Commercial » Industrial  
» Residential » Design/Build  
» Data Cabling

# EMPLOYEE RECOGNITION

Thank you to all of our dedicated employees!

## These individuals have been with us for 10 YEARS OR MORE

### Celebrating 10+ years in 2014:

Fred Bunce, Richard Byington, Seth Byington,  
Beth Douff, Trent Gibbs, Erroll Gillman,  
Dave Hammond, Tyson Hayes, Jeff Jaggar,  
Peggy Parker, Diane Roberts, Michael Smith,  
Gordon Turnbow, Don Watters, Jeremy Wheeler,  
and Josh Wheeler

### Celebrating 15+ years in 2014:

Heath Blackburn, Kevin Cameron, Randy Chapman,  
Dallas Christensen, Lenny Comstock, Travis Hensley,  
and Bryan Van Orden

### Celebrating 20+ years in 2014:

Drew Adams, Steve Cobbley, Doug Frugoli,  
BillyRay Garrett, John Howe, Jerry Lamprecht,  
Bob Malloy, Jerry Mitchell, Shane Monson,  
Ron Newton, Gary Oneida, and Dennis Sucher

### Celebrating 30+ years in 2014:

Kelly Norman (36), Jeffrey Wheeler (35),  
and Randy Norman (32)

**As a Better  
Business Bureau  
(BBB)  
accredited  
business for  
over 10 years,  
Wheeler Electric  
is committed to  
integrity and  
excellence.**

## SAFETY RECOGNITION

At Wheeler Electric, Inc., we show our commitment to safety every day through the actions we take, the training we offer and the work conditions we provide. We expect the same commitment to safety from each of our employees.

Thank you for your attention to safety – our number of reportable injuries in 2013 were reduced by 50% from the prior year.

Each employee was given a **Regal Ultimate Movie Pack** as a safety bonus in December. This pack includes everything you need to enjoy a night at the movies for two!

We are looking forward to issuing additional rewards, as we exceed safety expectations!

## GRADUATIONS

**Congratulations to the 21 apprentices that are completing the Eastern Idaho Electrical JATC program!**

## Wheeler Electric, Inc. 401(k) Profit Sharing Plan

The following information is just a brief summary overview of our company retirement plan: This is an IRS regulated 401(k) account and there are plan rules that must be followed. The plan funds are invested through Merrill Lynch and administered by ASCENSUS - quarterly statements are sent from these firms to all participants. Some highlights of working with these two groups are: Website access, education, daily valuation, interactive voice response system, personal planning services, and 24/7 access to account information.

### **PLAN ADMINISTRATION FEATURES:**

#### **ELIGIBILITY REQUIREMENTS:**

1) One year of Service for Wheeler Electric, 2) 1,000 or more hours worked during the initial eligibility year, and 3) a minimum age of 21 years old; Open enrollment is April 1 and October 1, after eligibility is met.

#### **CONTRIBUTIONS:**

If you elect to make contributions to this plan, then the deduction is a pre-taxed deferral from your weekly paycheck. You may change the amount or stop the deduction anytime, but we prefer you limit changes to once per month. The maximum amount you can contribute during the calendar year is \$17,500.00 for 2013. Those over 50 years of age can contribute a "catch up" amount, up to \$23,000 for 2013.

#### **COMPANY CONTRIBUTIONS:**

Wheeler Electric may choose to make a discretionary contribution each year, determined by management.

#### **WITHDRAWING FUNDS FROM YOUR ACCOUNT:**

Please remember that this is a retirement account and should not be used as a personal savings account. There are allowances for withdrawals, including loans against your vested balance. However, be aware that early withdrawal penalties exist for certain situations, including a minimum federal tax withholding.

If you would like more information about this, please contact Jennifer Moulton or Diane in the office.

Please make sure to **communicate any problems or damages** on job sites to your project manager!

When damage occurs, from any source, we need to be informed immediately so we can reconcile issues with the contractor. This saves time and money, when we are billing the contractor and they are refusing to pay!



Office and shop staff, December 2013  
(missing Bob Malloy, who was on a jobsite at the time)

### **Service referral program**

Please encourage family / friends / business associates to contact Wheeler Electric for any electrical work – large or small, including lighting retrofits.

And if they give us your name as the referral, you will be eligible to win a prize; drawing to be held quarterly!

Prizes may include: gift certificates to local restaurants or stores, gifts from local businesses or other fun electronic gadgets.

*Contact Jeremy for more details!*

### **2014 Holiday schedule**

The office will be closed these days:

- Monday, May 26 – Memorial Day
- Friday, July 4 – Independence Day
- Monday, Sept. 1 – Labor Day
- Thursday, Nov. 27 – Thanksgiving Day
- Friday, Nov. 28 – day after Thanksgiving
- Thursday, Dec. 25 – Christmas Day
- Friday, Dec. 26 – day after Christmas

# Tribute to our company shareholders

## 1 GOODBYE TO DOUG WHEELER, RETIRED MAY 2013

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Douglas R. Wheeler and Jeffrey L. Wheeler, sons of founder and original owner, John Richard “Dick” Wheeler, hired on full-time in 1979. After working in many capacities for the company, including field work positions, Doug Wheeler became the President in April 1997. He served as a corporate officer for over 16 years, managing the company finances and operations, and working daily with Jeff to lead our corporate team to become the largest electrical contractor in Eastern Idaho.



Doug retired in May 2013, and he and his wife are currently serving a mission in Taiwan, for the Church of Jesus Christ of Latter Day Saints. Doug’s leadership example, amazing work ethic, and many talents and knowledge will be missed at Wheeler Electric.

## 2 PROMOTION FOR JEFF WHEELER, PRESIDENT 2013

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Jeff Wheeler became the Vice-President of Wheeler Electric, Inc. in April 1997. As a corporate officer for over 16 years, he has served as our chief estimator that entire time, bidding over 300 projects on average per year. His knowledge and experience has been essential to our success and growth over the years. In 2013, Jeff Wheeler took over as President, ready to lead this next chapter in our company’s success.



### Auto-biography from Jeff:

I have enjoyed working in the electrical industry all of my life. When I was a young man, I spent many days with my father doing electrical work. I worked in the shop every summer, chasing parts and cleaning up.

On June 6, 1980 I married Debbie Bateman, in Idaho Falls. We have lived and worked in the Idaho Falls area since that time, 33 years! We have 2 boys and 2 girls. We also are blessed to enjoy 7 little granddaughters! As of this writing we have 3 more grandchildren on the way, one of which we know is a boy and were excited to have all of them.

Debbie and I enjoy camping, going on 4-wheeler rides and time with our family and friends. I like fishing and hunting, although it is not a high priority in my life at this time. I do enjoy golfing a great deal; however, I just wish I was better at it! We love getting away together to enjoy our friendship.

In my 35 years at Wheeler Electric, I have worked out of town on many jobs and have learned so many things from those I have associated with. I have always enjoyed learning from the experts in the field!

I feel a great responsibility to keep the company moving forward and to provide work for all of the great employees we have enjoyed working with for so many years. Hopefully you also see our success as your success.

I love the phrases “Giving Back” and “Paying It Forward”. I believe that this is something we can all be a part of in our industry. I do this by being on the Board of Directors of the Idaho Chapter of NECA and by being on the State Electrical Board. I have also been on the negotiating committee for many years and am proud of my membership in the IBEW - Local 449.

I encourage those working in our electrical trade to consider these thoughts; 1) Be the best you can be. 2) Study hard and be knowledgeable of the trade. And, 3) Realize that Safety Matters!

### 3 WELCOMING THE 3<sup>RD</sup> GENERATION, 2013

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Joshua D. Wheeler, oldest of Doug's 5 children, hired on full-time in 2003 as an estimator, and as the Service Department Manager. His education in Construction Management and his industry knowledge have assisted the corporate office staff to grow and improve over the years. In 2013, Josh Wheeler became the Vice-President of Administration, starting the era of 3<sup>rd</sup> generation owners of Wheeler Electric.



#### Auto-biography from Josh:

After completing high school and serving an LDS mission, I married my high school sweetheart, Laramie. I graduated from Brigham Young University with a degree in Construction Management in 2001. During my tenure at BYU, I had the opportunity to work as an apprentice electrician for a residential wiring contractor, Mad Dog Electric. I also worked as a Project Engineer for M13 construction. After graduation, we moved to Glendale, Arizona. There, Laramie continued her schooling while I went to work as an Estimator and Project Engineer for Layton Construction.

In 2003, the opportunity arose for us to return to Idaho and I took a position as an Estimator with Wheeler Electric. Laramie and I have been married now for 16 years, and are parents to four daughters and two sons: Laurana (14), Liandra (13), Ladriel (11), Lillian (6), Johannes (4), and Jedidiah (1). I love spending time with my family, whether it is sledding, on the ski slopes, at the movie theater, or around the table for a family board game.

I have been well trained as a musical audience, as all the ladies in my home play at least two instruments apiece. I am an avid reader, wargamer, racquetball target, and hope to continue improving my own knowledge and skills as well as the capabilities of Wheeler Electric. As VP of Administration, I hope to continue helping Wheeler Electric stay at the forefront of technology and good business practices, as we all continue to serve the intermountain region's electrical needs.

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Jeremy L. Wheeler, oldest of Jeff's 4 children, hired on full-time in March 2004. Having worked in the field for many years, Jeremy accepted the office position of Service Dept. Manager in January 2012, and is managing a few projects too. In 2013, Jeremy Wheeler became a corporate officer, now serving as the Vice-President of Operations, joining Josh as the era of 3<sup>rd</sup> generation owners of Wheeler Electric.



#### Auto-biography from Jeremy:

I started working here when I was 14, sorting bolts and shop run-around stuff with Bob Malloy. I graduated from Bonneville High School in 1999 and worked for Platt Electric. I started my IBEW apprenticeship on May 21, 2001. I got married shortly after to the love of my life, Lisa Longhurst. We have 3 beautiful little girls: Kailey (9), Kaitlynn (6), and Kourtney (3).

During my apprenticeship, I worked with a lot of great people and quite a few of the contractors in our local. That was a great experience that I wouldn't change for anything. I became a Journeyman in November 2006. After years in the field working with many of you, which I loved, I came into the office in January 2012. The office life has been rewarding and challenging, and I have since received my Master Electrician License in Idaho and am looking to take it for a couple of other states.

Some of my hobbies include: Golfing, camping, fishing, 4-wheeling, and hunting. I also serve on the JATC Selection Committee, JATC sub-committee, and the JATT "Trust" Committee. I am going to do the best I can to help keep this company running as well as it has done in past years. Josh and I have some big shoes to fill, but we are both up for the challenge. I am glad to have made it here the way that I did, what a great road it has been. It has been a pleasure working with those of you that I have worked with, and for those that I maybe don't know yet, I look forward to meeting you and getting to know you better.

## COMMUNITY SERVICE

We are proud to be a part of Idaho Falls, and work with great people and local businesses. Wheeler Electric is happy to give back to our community, with support, involvement and services, including many of our employees on their own time.

Some of the areas we continually remain involved in are the Boy Scouts of America, the American Cancer Society Relay For Life, and work benefiting the local high schools.

We are also proud of the work our employees assisted us with on three Habitat For Humanity houses in 2013!

**Safety Slogans:** *“Before you end up flat on the ground, make sure your equipment is safe and sound.”*  
*“Remember, when it comes to safety, you're in charge.”*

## COMPANY PHOTOGRAPHY CONTEST

Wheeler Electric, Inc. has worked on some awesome projects over the years, and we want a way to share some unique or cool pictures with everyone.

During 2014, submit any **company pictures** you take throughout the year, and winners will be selected and featured in our *first company calendar*, for 2015!

Not sure what constitutes a “company picture”? Ask Jeff, Jeremy or Jennifer Moulton  
Category suggestions include:

- » jobsite/electrical view
- » crew at work
- » difficult situation or layout
- » proud of product
- » best placement of Wheeler logo

Email your picture(s) to [jenniferm@wheelerelectric.com](mailto:jenniferm@wheelerelectric.com) – please include your name, the job name & location, and any description or details about the picture.

*\* Remember – be safe. Don't compromise you or the crews' safety! \**



Horse Butte Substation, 2012  
Project Manager: Kelly Norman  
Foreman: Lenny Comstock  
*Picture by Kelly Norman*

Rigby High School, 2013  
Project Manager: Shane Monson  
Foreman: Jerry Mitchell  
*Picture by Jeff Wheeler*



ITD DMS Signs, 2009  
Project Manager: Steve Cobbley  
Foreman: John Howe  
*Picture by Jeff Wheeler*