We are once again pleased to present for your review, the Annual Report of the Southeastern Michigan Chapter, NECA.

While reading this report, we ask that you keep in mind areas where we might make the information contained herein, more useful or informative. If you have any suggestions or input to make this report more beneficial for the membership, please let us know.

Thomas Mittelbrun, III
Executive Director, Southeastern MI Chapter NECA
The Southeastern Michigan Chapter NECA is announcing
the launch of our new website!

www.smcneca.org

✓ View the 2016 Annual Report
✓ Get up to date information from our Chapter as well as the National Office
✓ Exclusive areas for members to view important news
✓ Easy navigation around the website

Going forward with our Annual Report and Website we would like to involve all our members by incorporating more photos, recognitions, etc. to be shared. Please feel free throughout the year to send in photos of projects, community service, conventions or recognitions to tschwarzkoff@smcneca.org
Officers and Board of Directors

**Governor**
William Darish
Industrial Electric

**President**
Dave Kurtz
Shaw Electric

**Vice-President**
Ben Rosenberg
Rotor Electric Co.

**Treasurer**
Arthur Ashley
Ferndale Electric

**Executive Vice President/Secretary**
Thomas Mittelbrun III

**Legal Counsel**
Curtis J. DeRoo
Kerr, Russell and Weber, P.L.C.

**Director**
Jerry Dancey
Maryland Electric

**Director**
Bruce Fulgenzi
Doublejack Electric

**Director**
Clyde Jones
Center Line Electric

**Director**
Richard J. Martin
Motor City Electric

**Director**
Daniel Seibel
Wolverine Fire Protection
EXECUTIVE DIRECTOR’S REPORT

As I looked over the last few years of the Executive Director’s Reports to the Members and last year’s President’s Report, it is clear that there is one common theme, and that is change. Technology, customers, business methods, collective bargaining, State and Federal regulations, our competition, etc., require us to be flexible and to have the ability to adapt.

As I have met and listened to many of you over the past year, I have heard your desires for our industry and our Chapter, and the acronym SEE came to mind.

Serve - the membership, not only for their specific needs but for the overall needs of our industry.

Engage - One of the areas that was emphasized by the Board of Directors when I started here at NECA was to engage with all those who have an impact on what we do and how we do it.

Expand - This means not only the number of NECA members, but our relationships with Industry Partners and Associate Members as well.

The Business Development Director employed by our Chapter in conjunction with IBEW No. 58 is a tremendous asset to our cause. I will continue to work closely with her in the future to take advantage of the opportunities that may arise.

In my meetings or conversations with many of our members, one of the common themes is the importance that the chapter continues to be accessible. One response to that is the launch of our Chapter’s Website on July 12, 2016. We will have a “Member’s Only” access area where they can obtain the latest Collective Bargaining Agreements, Labor Cost Studies, Chapter reports and statistics, etc. There will be links to the Benefits Office, Training Center, Local Union, National NECA Office and Industry Partners as well.
I also believe in the importance of personal interaction. As many of the Members are aware, we have been personally calling everyone with courtesy reminders of our meetings and events. The more interaction and communication we have with each other, the stronger and more effective we will be as a Chapter.

The Southeastern Michigan Chapter has always had a large contingency at our National Convention and Spring Meetings. In the last year and a half, we have experienced an attendance increase that we haven’t seen in well over 10 years. We not only credit our members for the increase, but also the interest of our Future Leaders group as well as our newly formed Student Chapter.

Though I have been involved in our industry for 36 years in diverse roles, this past year has definitely been a learning experience for me. National Conventions, Regional and District meetings, ELECTRI, changing from the Benefits Director to becoming a Trustee on the Funds, Collective Bargaining have all been interesting and informative. We have also been making changes internally at the office to be more efficient, productive and proactive. The components of “SEE” will require new duties and responsibilities of the staff, and they are up to the challenge.

I would like to thank everyone who has welcomed me to NECA and made the transition a smooth one. You have a hard working and loyal staff and we all look forward to continuing to serve the contacting needs of the electrical industry.

I would also like to wish the very best to my longtime friend Jerry Dancey, who will end his service on the Board of Directors on July 12, 2016 and who is a shining example of what this industry is all about.

Thank you,

Tom Mittelbrun

Thomas Mittelbrun III

Executive Director, SMC-NECA
<table>
<thead>
<tr>
<th>Membership List</th>
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<tr>
<td><strong>Building Automated Systems &amp; Services Inc</strong>&lt;br&gt;Rick Suarez&lt;br&gt;Sterling Heights</td>
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<tr>
<td><strong>Gemellaro Systems Integration, Inc.</strong>&lt;br&gt;Marc J. Gemellaro&lt;br&gt;Troy</td>
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<td><strong>Motor City Electric</strong>&lt;br&gt;Richard J. Martin&lt;br&gt;Detroit</td>
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<tr>
<td><strong>Smith Brothers Electric</strong>&lt;br&gt;George Fick&lt;br&gt;Detroit</td>
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<tr>
<td><strong>Center Line Electric Co.</strong>&lt;br&gt;Clyde Jones&lt;br&gt;Center Line</td>
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<td><strong>Guardian Equipment</strong>&lt;br&gt;Philip E. Youtsey&lt;br&gt;Novi</td>
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<tr>
<td><strong>Motor City Technologies</strong>&lt;br&gt;Dale Wieczorek&lt;br&gt;Detroit</td>
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<tr>
<td><strong>Specialized Power Services</strong>&lt;br&gt;Elizabeth Douglass&lt;br&gt;South Lyon</td>
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<tr>
<td><strong>Center Line Technologies</strong>&lt;br&gt;David Harrison&lt;br&gt;Center Line</td>
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<tr>
<td><strong>High Voltage Maintenance Corp.</strong>&lt;br&gt;Mike Quince&lt;br&gt;Novi</td>
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<td><strong>Munro Electric Company</strong>&lt;br&gt;John Munro&lt;br&gt;Wixom</td>
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<td><strong>The State Group</strong>&lt;br&gt;Steve Weber&lt;br&gt;Macomb</td>
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<tr>
<td><strong>D. F. Best Company</strong>&lt;br&gt;Janice McAndrews&lt;br&gt;Howell</td>
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<tr>
<td><strong>Highgate Electric, Inc.</strong>&lt;br&gt;Blake Gross&lt;br&gt;Wixom</td>
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<tr>
<td><strong>Omega Electric Company</strong>&lt;br&gt;Al Giroux&lt;br&gt;Farmington Hills</td>
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<tr>
<td><strong>Synergy System Solutions</strong>&lt;br&gt;Jerald Eden&lt;br&gt;Royal Oak</td>
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<td><strong>Danboise Mechanical &amp; Electric</strong>&lt;br&gt;Jason Head&lt;br&gt;Farmington</td>
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<tr>
<td><strong>Industrial Electric Company</strong>&lt;br&gt;William Darish&lt;br&gt;Detroit</td>
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<tr>
<td><strong>Rotor Electric Company of Michigan, LLC</strong>&lt;br&gt;Benjamin Rosenberg&lt;br&gt;Detroit</td>
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<td><strong>The Talbot Corporation</strong>&lt;br&gt;Steve Talbot&lt;br&gt;Livonia</td>
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<td><strong>Detroit Power Systems</strong>&lt;br&gt;Warren Coklow&lt;br&gt;Detroit</td>
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<tr>
<td><strong>JMC Electrical Contractor</strong>&lt;br&gt;Marshall Carissimi&lt;br&gt;Clinton Township</td>
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<td><strong>Shambaugh &amp; Son DBA Dynalectric of MI</strong>&lt;br&gt;Kevin Provo&lt;br&gt;Madison Heights</td>
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<tr>
<td><strong>Telecom Technicians</strong>&lt;br&gt;John Somes&lt;br&gt;Sterling Heights</td>
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<tr>
<td><strong>Doublejack Electric Co.</strong>&lt;br&gt;J. Bruce Fulgenzi&lt;br&gt;Royal Oak</td>
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<tr>
<td><strong>Maryland Electric</strong>&lt;br&gt;Jerry Dancey&lt;br&gt;Harrison Township</td>
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<tr>
<td><strong>Shaw Electric Co.</strong>&lt;br&gt;David Kurtz&lt;br&gt;Southfield</td>
</tr>
<tr>
<td><strong>Triangle Electric</strong>&lt;br&gt;Roy Martin Jr.&lt;br&gt;Madison Heights</td>
</tr>
<tr>
<td><strong>Ferndale Electric Company</strong>&lt;br&gt;Art Ashley&lt;br&gt;Ferndale</td>
</tr>
<tr>
<td><strong>Micro Electric, LTD.</strong>&lt;br&gt;James C. Baudino&lt;br&gt;Troy</td>
</tr>
<tr>
<td><strong>Shaw Systems Integration</strong>&lt;br&gt;Robert Minielly&lt;br&gt;Southfield</td>
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<tr>
<td><strong>Utilities Instrumentation Services Inc.</strong>&lt;br&gt;Gary Walls&lt;br&gt;Dexter</td>
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<tr>
<td><strong>Slifco Electric, LLC</strong>&lt;br&gt;John P. Slifco&lt;br&gt;Troy</td>
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<tr>
<td><strong>Wolverine Fire Protection</strong>&lt;br&gt;Daniel L. Seibel&lt;br&gt;Mt. Morris</td>
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</table>
This chapter, as well as the entire NECA organization, prides itself on the quality of its membership. We have stated this for decades as the rationale for establishing standards of operation prior to being accepted for membership. Our National Electrical Contractors Association slogan, found beneath the logo, states that we are “The Voice of the Electrical Construction Industry”. This claim may ring a little hollow as union-signatory contractors’ market share continues to slip and NECA membership within the remaining IBEW contractors has also gradually declined over the years.

If we are going to remain “The Voice of the Electrical Construction Industry” it is imperative that we embrace all electrical contractors, not just those that meet what we establish as a quality standard for membership. Far better to bring electrical contractors into the NECA fold, show them the benefits of membership and teach them to become better contractors than it is to exclude them based upon a somewhat arbitrary standard. NECA should be in the business of developing quality contractors and we do so by inviting all to join us.

The low hanging fruit here are the IBEW signatory contractors that are not yet NECA members, of course. However, there is no reason not to join with our IBEW partners in pursuing those non-union contractors and convincing them of the benefits inherent in the IBEW-NECA business model that we now enjoy. And it is a business model that will become even more cost effective as the industry proceeds down the path towards prefabrication and manufacturing of construction projects. Our ability to train and re-train large numbers of electricians is second to none and cannot be matched today by the non-union sector. With the rapidly changing technology being incorporated into new construction, that ability to quickly train electricians to install that technology is critical.

NECA and the IBEW have a great business model that will only become more cost competitive in the future. This is what we offer to those that may be considering membership. We need to convince them of the opportunities available to them. By doing so, we can truly claim to be “the Voice of the Electrical Construction Industry”.

NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION
The Voice Of The Electrical Construction Industry
Save The Date

NECA 2016
October 7-10, 2016
NECA Convention & Trade Show
Boston, MA

Annual Holiday Party Friday, December 9th

New Location – Detroit Athletic Club
THE NECA CONVENTION AND SHOW/VDV EXPO provides an economical opportunity for members to exchange ideas, the best educational seminars available, and an exceptional display of electrical products and services.

♦ Boston, MA October 7-10, 2016

NECA NOW is the next level of executive leadership engagement for NECA Contractors. The focus will be on leadership development with presentations by top business experts. Other sessions will cover a variety of current topics including market development, risk management, financing & time management.

JW Marriott Hill Country San Antonio, TX Mar 27-29, 2017

INTERNATIONAL STUDY MISSIONS are the perfect opportunity to participate in business and cultural exchanges with our peers around the world.

This year Mission to Reykjavik, Iceland followed by Windstar Cruise to Dublin July 25—August 9, 2016. Flier available from Chapter office or link below.


NECA sponsors International Study Missions to encourage the interchange of ideas, technologies, and best practices among contactors in the US and internationally. This includes organized annual trips bringing US contractors into direct contact with the management and workforce of contracting firms in other countries. Contractors gain an understanding of the ways to establish successful international partnerships.

We hope you will join other NECA members, family, and friends in the next specially designed tour to unique and fascinating areas of the world. Please Contact Geoff Robertson with any questions.

Geoff Robertson
American Travel Association
4043 Piedmont Lake Road
Pine Mountain, GA 31822-3556

Phone: 1-800-656-44206
Fax: 1-706-663-2445
E-mail: travelata@aol.com
Member Services (continued)

**NECA** membership isn’t just about saving your firm time and money; it’s also about helping your companies make more money and achieve success!

**NECA’S INSURANCE PROGRAM** helps members by securing the best coverage at the most competitive premiums, keeping track of trends in the insurance industry, monitoring insurance related legislation, providing maximum insurance capacity and availability and communicating all pertinent insurance information, resolving member insurance problems on a timely basis, developing and implementing specialized insurance programs.

**SAFETY SERVICES** benefits members by assuring a safe working environment for member employees, enabling members to comply with OSHA standards, minimizing expenses from injuries and fatalities, lowering members’ workers’ compensation experience modification rates, providing safety training; working closely with OSHA to develop standards.

**LABOR RELATIONS** help members by negotiating the most competitive terms in local, state and national agreements, promoting standardized contract language, working to reduce the overall cost of fringe benefits, keeping members up on labor litigation, assuring a positive image for unionized electrical construction, working with the NJATC to increase employee skills, helping implement national construction and maintenance agreements.

**THE COUNCIL ON INDUSTRIAL RELATIONS** promotes members interests by helping to settle local labor disputes without interruption during the lifetime of the contract.

**CODES AND STANDARDS** provides members with technical support by working on National Electrical Code committees, representing contractors interests in the formation of standards, promoting safe, efficient equipment standards working with allied organizations.

**MANAGEMENT EDUCATION INSTITUTE** helps members run their businesses better by publishing important business data, providing tools for members to accurately account for job costs, providing management, foremen, and future leaders’ training, publishing the Manual of Labor Units and the Financial Performance Report.

**EDUCATION & TRAINING** helps electrical contractors move ahead of competition through on-site and online management courses, practical business insight and technical resources. NECA has the information and education to help you do your job better.
Member Services
(continued)

ADVOCACY & REPRESENTATION your voice matters when it comes to the issues, regulations and legislation that affect your business. NECA represents your company on Capitol Hill, with regulatory agencies and federal officials. Speak out and get involved with NECA’s advocacy. NECAPAC helps to promote a contractor-friendly legislative environment by supporting pro-NECA legislators.

MEMBER DISCOUNTS & SERVICES connects our members with the products and services that support their businesses. Check out exclusive NECA member value-added discounts with leading manufacturers and service providers.

BUSINESS & MARKET DEVELOPMENT works with contractors, building owners, developers, manufacturers, LMCC business development staff and NECA chapters to produce training programs, tools, publications and promotional material that position NECA contractors as a customer’s full service energy solutions provider.

EVENT & NETWORKING plans and produces the best events and opportunities for electrical contractors to connect with fellow professionals and industry leaders.

TOOLS & RESOURCES electrical contractors count on NECA to deliver the industry’s most up-to-date technical guides and e-tools. From PPE Selector to the Manual of Labor Units, NECA can help your company improve productivity, safety and accuracy.

ELECTRICAL CONTACTOR MAGAZINE educates the industry through informative columns on the National Electrical Code, fiber optics, estimating, lighting, power quality, networking, telecom and other technologies, profiles that examine how contactors operate in different markets and situations.

THE ELECTRICAL CONTRACTING FOUNDATION The power of the future is in the hands of those who work to ensure it. The Electrical Contracting Foundation is led by electrical contractors, manufacturers and distributors who envision a strong, competitive future for our industry. They invest time, expertise and funds to develop information, create a skilled workforce for tomorrow, and keep abreast of technology which will positively affect the electrical industry’s future and its service to the public. Guiding the Foundation is the ELECTRI’21 COUNCIL, its premier funding group that selects Foundation projects to fulfill the Foundation’s mission.

IT PAYS TO CONNECT
**Chapter Seminars Offered In Past 12 Months**

- Differing Site Conditions: The Big Game of Shifting Risk
- Non-Complying Change Orders
- Consideration of Claims Issues in the Creation and Update of Schedules
- Concurrent Delay – the Owner’s Newest Defense
- Construction Payroll Compliance
- Laser Scanning in Construction
- Builders Risk Insurance: What Owners and Contractors Need to Know
- Practical Problems with Pricing Delay Using Eichleay
- Construction Scheduling Techniques: Advanced Aspects
- Termination of a Troubled Construction Project
- LEED Green Associate Exam Prep.
- Pricing Contractor Delay Costs
- Two Comprehensive Approaches for Measuring Delay
- Identification & Notification – Keys to Success
- To Kill a Project: Contractor Strategies for Dealing with Defective Plans and Specs
- Project Delay and Time Extensions
- Consideration of Claims Issues in the Creation and Update of Schedules
- Scheduling Best Practices
- Fundamentals of Construction Project Scheduling
- CPM Schedule Review and Analysis
- Certified Payroll/Prevailing Wage Reports
- Construction Contract Administration Best Practices
Chapter Seminars
Offered In Past 12 Months

- Differing Site Conditions: The Big Game of Shifting Risk
- A Crystal Ball – Early Warning Signs of Claims and Disputes
- Advanced Issues in GMP Contracts
- Documentation: Best Practices for Identification and Support of Claims
- Basic Estimating of Electrical Construction
- 2014 NEC Code Update Class
- Pacing Delays: The Practical Effect (Revisited)
- Ghost Schedules: What, Why, & What’s the Risk
- Certified Payroll/Prevailing Wage Reports: A Practical Guide to Compliance
- Negotiation of Construction Claims & Change Orders
- BIM Roadmap 2016 – It’s all About the Data
- Alternate Dispute Resolution: Your Key to Staying Out of Court
- Construction Contract Pricing Terms
- Termination of Contracts and Subcontracts
- Construction Scheduling: Games People Play
- Non-Complying Change Orders: The Bane of All Construction Projects
- Getting BIM Right in Practice & Contractually Speaking
- ADA Accessibility – Is Your Property in Compliance?
- Shop Drawings: Risks & Obligations in the Preparation and Review Process
- How to Win Defective Documents, Conflicts & Omissions and Ambiguities Every Time
- OSHA “Focus Four” Fall Protection/Fall Alert Safety
- Practical Construction Law for Engineers and Architects
- LEED Green Associate Exam Prep.
In 2015 the JATC issued 3005 Inside applications, 1568 Tele-Comm applications and 1645 Residential applications. Applications issued 1/4/16 through 5/6/15 Inside = 888, Tele-Comm = 408 and Residential = 426. A total of 1436 applicants qualified to take the aptitude test in 2015. The JATC instituted an On-Line Applications delivery procedure in April 2015. A total of 141 were selected for the Inside (Core Curriculum and Upper Level) Apprentice program, 86 were selected for the Tele-Comm/Installer Technician program and 20 were selected for the Residential program. There were approximately 325 Inside apprentices enrolled in classes and 26 completed their training. There were approximately 64 Tele-Comm apprentices enrolled in classes and 6 completed their training. Today there are 354 Inside, 75 Tele-Comm, and 8 Residential apprentices enrolled in our programs. There are six full time Apprenticeship Instructors. Five Instructors teach the Inside program, two Instructors teach the Tele-Communication curriculum and 3 Instructors teach the Residential curriculum. The Detroit JATC had one full time Instructor retire in 2015 but can continue to teach up to 39 hours a month.

The following information identifies the JATC decision to terminate the apprenticeship agreement of apprentices with regards to all 3 programs. Disciplinary issues and voluntary resignations are the two main reasons for removal.

<table>
<thead>
<tr>
<th>Year</th>
<th>Inside</th>
<th>Installer Tech</th>
<th>Residential</th>
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<tbody>
<tr>
<td>2013</td>
<td>8</td>
<td>10</td>
<td></td>
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<tr>
<td>2014</td>
<td>7</td>
<td>12</td>
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<tr>
<td>2015</td>
<td>8</td>
<td>4</td>
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<td>2016</td>
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<tr>
<th>Year</th>
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<th>Installer Tech</th>
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<tr>
<td>2016</td>
<td>7</td>
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Joint Apprenticeship Training/Journeyman Training

(continued)

Recruitment efforts continue to be expanded to ensure that the projected skilled labor workforce shortage has minimal impact. The numbers of “Selection List” candidates has increased dramatically. There are 444 Inside, 225 Telecomm, 327 Residential program candidates currently on our Selection List awaiting an offer of apprenticeship. These individuals are called “unindentured”.

The JATC has developed a program to recruit more quality candidates and to increase numbers of females, minorities and military veterans to be in compliance with DOL requirements (Affirmative Action Policy in Standards). In September 2015 the Dept. of Labor offered the American Apprenticeship Initiative RFP (Grant) to design /develop Pre-Apprenticeship programs. The Detroit JATC was one of 13 original co-signers to the proposal written by the Electrical Training Alliance and was awarded a $4.8 million 5 year DOL grant to develop a Pre-Apprenticeship program with a focus population being females, minorities and military veterans. The 10 week Detroit E-START Pre-Apprenticeship program held its first cohort of 20 pre-apprentices on May 9, 2016. The program will complete its first year by mid July 2016. Dates to implement the 2nd year (2017) have not been decided at this time. Grant resources cover hand tools, work boots, books and supplies, instructor wages and administrative staff salaries associated with the Detroit E-START program. There is also a stipend paid to the pre-apprentices while receiving related instruction. The training consists of 220 hours of soft skills training and about 80-120 hours of OJT experience*. *(OJT wages may be reimbursed through Workforce Development Board resources).

City of Detroit:

Detroit E-START Pre-Apprenticeship Program- Electrical Training Alliance grant through DOL “American Apprenticeship Initiative”.

Construction Skilled Trades Explorer Post- EITC/Detroit Public Schools students -11/12/15.

“Access for All” – Building Trades Affiliates and JATCs, Community Based Organizations Apprenticeship Readiness for City of Detroit residents. (Pre-Apprenticeship Program).

EMIT Meetings - Detroit Public Schools/Randolph Vocational Tech Center.

Construction Science Expo - Detroit Public Schools recruitment at Detroit Science Center.

Detroit Jobs Corp

SER-METRO- Detroit -YouthBuild Program for City of Detroit residents and “Amigos de Ser” Business Recognition event.

Southwest Detroit Business Association - Latino Community publication advertisement of Detroit JATC Apprenticeship programs.

United Way of Detroit - EITC tour and programs presentation on November 24, 2015.

Construction Science Expo- Detroit Public Schools recruitment event held on May 17, 2016.

DRAPP Video- Dept. of Labor video production recognizing Detroit JATC participation in Detroit Registered Apprenticeship Pilot Program (Apprenticeship Readiness Program).

Military Recruitment

Detroit E-START Pre-Apprenticeship Program

Helmets To Hard Hats – Building Trades Military Recruitment program.

IBEW/NECA Military Veterans Initiative- IBEW, NECA and the Electrical Training Alliance national recruitment initiative.

Female Military Veterans Meeting at EITC- Meeting at EITC on November 30, 2015 with Military liaison Karen Morgan. (Mefford, Trudell, Polulak)
Female Recruitment

- **Detroit E-START Pre-Apprenticeship Program**
- **NAWIC Red & Black Gala Awards Event**- March 18, 2016 awards event sponsored by the *National Association of Women in Construction*.
- **“Project Accelerate” Event**- *National Association of Women In Construction* event at EITC on Nov. 18, 2015 offering presentation, tour and hands on lab experience to 13 females.


**Macomb/St. Clair Workforce Development Board**- Michigan Works! Mtgs. Jan-Dec 2015. (Polulak Re-Appointment to WIOA Board)

**MI Bright Future Program**- Presentation at February 2016 JATC/Trust Mtg. by Macomb/ St. Clair WFDB Representative Chris Robson. IBEW/NECA Business Development Director Jennifer Mefford involvement includes LMCC sponsorship of *MI Bright Future*.


**2015 MUST Building Trades Career Manual**- Brochure distributed promoting the Building Trades Apprenticeship programs.

**MUST Construction Careers Campaign**- Building Trades Apprenticeship campaign. (Mefford)

**MASCI Meeting**- *Michigan Apprenticeship Steering Committee Inc.*, meetings at Lansing Community College June 22, 2015 and Westland Public Schools March 14, 2016.

**EITC Tours and Programs Presentation to State of Michigan Elected Officials**- Coordinated efforts with IBEW #58 (Bradshaw) and LMCC (Mefford).

**WJR “Stars and Stripes” Radio Broadcast**- Live broadcast promoting Detroit JATC Apprenticeship opportunities on June 24, 2015. (Mefford/Polulak)

**Touchpoint Events**- Recruitment events at the EITC showcasing JATC programs to a variety of regional high schools- November 6, 2015, February 5, 2016 - “Your Future is Electric” and March 11, 2016. (Mefford/EITC Staff)

**Oakland County Schools ISD**- Construction Technology Skilled Trades Apprenticeship Alignment meeting held on October 22, 2015. (Mefford)

**National Building Trades Pre-Apprenticeship Conference**- EITC site hosted on Nov. 9-14, 2015.

**List Elementary Apprenticeship Career Fair**- Request made by DOL State Direct for Detroit JATC to participate in this Feb. 26, 2016 event coinciding with National Apprenticeship Week.
Joint Apprenticeship Training/Journeyman Training
(continued)

Curriculum Activities

The Electrical Training Alliance/ National Training Institute celebrated its 26th year in 2015. NTI was relocated to the University of Michigan campus in Ann Arbor, Michigan from Knoxville Tennessee in 2009. The Southeastern Michigan LMCC continues to support the NTI with a Transportation Sponsorship ($10,000.00) in 2015.

The Detroit JATC/EITC staff is recognized nationally at the National Training Institute (NTI). Training Director Gary Polulak represents on the NTI Advisory Committee while EITC Head Instructor Marty McLean teaches as an NTI Instrumentation Instructor. All 6 Detroit JATC full time instructors, selected part time instructors along with the Training Director, Assistant Training Director, Administrative staff, JATC Trustees and Committee members had the opportunity to attend the NTI in 2015. Detroit JATC apprentices recognized for positive achievement will continue to be invited to attend the NTI Trade Show/Welcome Reception.

In 2015, these 3 Detroit JATC Apprentices were selected for week long participation at NTI as “Outstanding Apprentices”: Kurt Boardman -Installer Tech, Mike Kustarz and Ross Rogers-Inside.

In 2015, Detroit JATC 2nd year Inside Apprentice David Williams was the recipient of a $1000.00 Underwriters Laboratories Scholarship at NTI. This was the 6th UL Scholarship awarded to a Detroit JATC Apprentice in 7 years at NTI.

A new program called the VOLT Academy-Vibrant Organizations through Leadership Training was unveiled in 2015. Trustees Michael Richard and Tom Mittelbrun will be registered for 2016 NTI.

The following Journeyman Upgrade classes were held from September 2015 through May 2016.
(Numbers reflect course completion).

<table>
<thead>
<tr>
<th>Course</th>
<th>Fall 2015</th>
<th>Winter 2016</th>
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<tbody>
<tr>
<td>BICSI Technician</td>
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<tr>
<td>Cable Splicing Mod I &amp; IV</td>
<td>6</td>
<td>9</td>
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<tr>
<td>Code Calculations</td>
<td>14</td>
<td>16</td>
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<tr>
<td>Conduit Bending</td>
<td>3, 10*</td>
<td>3, 9*</td>
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<tr>
<td>Coyne First Aid / CPR</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>DTE Storm Watch</td>
<td>25</td>
<td>22</td>
</tr>
<tr>
<td>Fire Alarm Installations</td>
<td>4</td>
<td>9</td>
</tr>
<tr>
<td>Instrumentation A</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Instrumentation B</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>Journey Prep</td>
<td></td>
<td>5, 6*</td>
</tr>
<tr>
<td>Motor Control</td>
<td>-</td>
<td>13</td>
</tr>
<tr>
<td>OSHA 30</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>Welding (Beginner Stick)</td>
<td>1, 8*</td>
<td>3, 7*</td>
</tr>
<tr>
<td>Welding II-(Advanced Stick)</td>
<td>1</td>
<td>8</td>
</tr>
<tr>
<td>NEC Code Update-15 hour</td>
<td>62</td>
<td>321</td>
</tr>
<tr>
<td>G-PRO (Green Energy Certification-Building Automation)</td>
<td>EITC Instructors</td>
<td></td>
</tr>
</tbody>
</table>

*Indicates apprentices assigned to class due to available seats.
Joint Apprenticeship Training/Journeyman Training

(Tentative Fall 2016 Journeyman Upgrade courses include:

**15 Hr. NEC Code Update-2014 Code**

<table>
<thead>
<tr>
<th>Course</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Code Calculations</td>
<td>Welding I and II</td>
</tr>
<tr>
<td>Journeyman Exam Prep</td>
<td>Advanced Welding (MIG/TIG)</td>
</tr>
<tr>
<td>Confined Space Training (new)</td>
<td>PLC</td>
</tr>
<tr>
<td>OSHA 10/30 Hr.</td>
<td>Motor Controls</td>
</tr>
<tr>
<td>First Aid/CPR/AED</td>
<td>BICSI</td>
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<tr>
<td>Crane Certification Training (new)</td>
<td>TE Connectivity—AMP Premise Cabling</td>
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<tr>
<td>Fire Alarm</td>
<td>Building Automation I</td>
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<tr>
<td>Cable Splicing-Medium Voltage</td>
<td>Grounding and Bonding</td>
</tr>
<tr>
<td>Axis Network Certification Training</td>
<td>DTE Storm Watch Training</td>
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<td>Access Control</td>
<td></td>
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<tr>
<td>Instrumentation—Part A &amp; B</td>
<td></td>
</tr>
<tr>
<td>MALCTP Certification-Michigan Advanced Lighting Control Training Program</td>
<td></td>
</tr>
</tbody>
</table>

**Development of EITC hands-on labs for Apprentice and Journeyman training**

- Confined Space Safety Training, Medium Voltage Cable Splicing, Fiber Optic Cable Splicing and Rigging/Wire Pulling training attached to manhole/cable vault lab. (new)
- Instrumentation Lab (new)
- Crane Certification Training Lab (new)
- Axis Networking Surveillance Lab
- Access Control Lab
- BICSI Lab Renovations (new)
- EITC Back Up Generator Lab (new)
- NETA –Electrical Testing (future)
- BIM-Building Information Modeling (future)

Industry recognized skills certifications continue to be a strong focus at the JATC. Increasing numbers of apprentices and journey level workers are obtaining more certifications for their resume. Courses delivered to Detroit Apprentices & Journeymen that deliver certifications are: Axis Network Surveillance Certification Training (new), Confined Space Safety Training (new), Welding &MIG/TIG Welding, Photovoltaic (NABCEP), OSHA 10 Hour, OSHA 30 hour, First Aid/CPR/AED, MUST Safety modules & drug screen, BICSI, Fiber Optic (FOA), Sumitomo Air Blown Fiber, DTE Storm Watch Training, Instrumentation Part A &B (EPRi or ISMA), 15 hour NEC Update (Journeyman Electrical License), Fire Alarm (NICET), Rigging and Crane Signaling, Residential Energy Audit (BPI), EVITP -Electric Vehicle Infrastructure Training Program, Code Calculations (Master Electrical Licensure), Medium Voltage Cable Splicing, MALCTP-National Advanced Lighting Control Training Program, DTE Storm Watch Training, Wind Turbine Certification (tower safety training in coordination with Toledo JATC), Crane Certification Training (Crane Operator training in coordination with Toledo JATC- delivery at EITC), Harger Lightning Protection-EITC UL listing (future), G-PRO (Green Professional Building Skills Training Certification-future), NETA (National Electrical Testing Association- future)
Joint Apprenticeship Training/Journeyman Training

(continued)

Donations from our Contractor community and Electrical Training Alliance Training Partners have played a significant role towards developing the EITC hands on labs and improving the quality of education. The JATC/EITC were recipients of these electrical equipment/services donations: primary cabinet and 4-90ft lengths of 750MCM cable for cable splicing lab and an 800 amp/480 volt Kohler Transfer Switch for EITC Back Up Generator from Ferndale Electric, Gillis Electric delivered numerous truckloads of electrical tools, equipment and supplies donated to EITC prior to shop closing auction, Cooper Bussman–surge protector for Harger Lightning Protection system on EITC roof, Cal Pipe Industries-PVC coated conduit, stainless steel conduit and training for conduit bending lab, Axis Communications–card readers, door controllers and 10 software licenses for security lab cameras, confined space lab buildout with Motor City Electric bringing in tools, materials and heavy equipment for complete manhole/vault installation including crane to drop modified outdoor primary gear cabinet at outside C.S. lab, high voltage electrical testing equipment from Jack Roberts Consulting, Motion Flowmeter System FT-F025S instrumentation equipment from Emerson Process Management, Southwire–cable pulling equipment and a 3/4” mechanical conduit bend station ($12,000.00), discounted hand tool packages for apprentices from Klein Tools, Centerline Electric high voltage cable/splicing materials and hours of dedicated volunteer time by JIW Rick Hoste developing the EITC Cable Splicing Lab and Lutron Dimmers for the EITC Building Automation Lab from EMI.

Many voluntary man hours of labor for equipment installation have been donated by the IBEW #58 membership and Apprentice community. The continuing and dedicated support of the contractor community and IBEW Local #58 are directly proportional to the successes achieved at the national, state and local levels by the Detroit JATC.

The Detroit JATC/EITC continues to enhance our positive industry presence through the coordination of business development initiatives and apprenticeship training efforts with IBEW/NECA LMCC Director of Business Development Jennifer Mefford. Activities promoting JATC training programs exposure include:

- Graphics renovation project in EITC lobby, auditorium and hallways to “explain” to our guests our mission, history, industry partners and training delivered for a quality workforce for our customers.
- Powering Michigan’s Future website
- WJR 760 Radio Broadcasts.
- “All Things Green” event sponsored by Macomb County Chamber of Commerce with EITC as host site -7 years.
- Mackinac Policy Conference attendance.
- Elected State and Local Officials, State of Michigan Officials, Public Education community entities, Workforce Development Boards, Business Leaders, Community Based Organizations presentation/tours at EITC.
- State of Michigan Governor Snyder visit and State of Michigan Energy Speech from EITC.
- “Your Future is Electric”– Touchpoint, NAWIC recruitment events at EITC.
- Video productions using apprentices delivering recruitment messages to the female, minority, military veteran community.
Initiatives for the JATC in 20156 include:

- Continue recruitment efforts that focus on higher quality candidates for Detroit JATC Inside, Telecomm and Residential programs. Continued development of Detroit E-START Pre-Apprenticeship program with Electrical Training Alliance 5 year Dept. of Labor American Apprenticeship Initiative grant, new/revised Standards Language and Touchpoint Events at the EITC are examples of this.
- Successful transition to new IT/Software provider for JATC administrative functions.
- Implementation of market recovery initiatives.
- Continue to identify Federal, State and Local Workforce Development Board training grant opportunities to bring resources into the Training Trust Fund.
- Implementation of options for tuition/books/material fees payment for apprentices.
- Performing EITC Building maintenance upgrades such as parking lot sealing, new mezzanine in welding lab for storage space, building security additions and green area improvements.
- Continue Rotation of Apprentices.
- Federal Standards and new Policy submittals.
- Delivery of 15 Hour Code Update course for licensing requirements.
- Implementation of the NJATC Blended Learning Initiative.
What's happening at the Training Center

The Detroit Electrical Industry Training Center - Above you see Charles Tikkanen, Rick Eynon, and Steve Huck in lead cable splicing class.

Also, Instructor Derick Casier leading a demonstration of solar power system during photovoltaic training seminar.
Legal Activities 2015-2016

KERR, RUSSELL AND WEBER, PLC
Curtis J. DeRoo

The activity of legal counsel during 2015-2016 has occurred at an above normal level. Counsel has been actively involved in a number of projects requiring legal support. These projects have included: compensation and retirement issues relating to Chapter staff; fringe benefits issues relating to Chapter staff; employment and termination of employment issues relating to Chapter staff; long range planning for NECA staffing needs; review and amendment of staff retirement program; advice on new membership and withdrawal of membership; advice on establishment of a NECA Student Chapter at Wayne State University; advice on Chapter bylaws; and assistance with Charitable Foundation operations, including tax return preparation, and ability of NECA Foundation to support the new Student Chapter.

Counsel has continued to meet regularly with the Board and Membership of the Chapter, and to assist Chapter management on miscellaneous issues of a legal nature.

FUTURE LEADERS GROUP
Laura Dayfield  John Fulgenzi  John Hillock

The Southeastern Michigan Future Leaders group continues to remain active in the Chapter since its formation in June of 2014. Our meetings are held every other month with wide variety of topics and speakers. In the last year our guest speakers have included Ms. Jennifer Mefford, Business Development Director for I.B.E.W. Local 58 and NECA. Ms. Mefford discussed the importance of Business Development between I.B.E.W. NECA as well as some of the initiatives she has been working on with the National Offices. Mr. Ben Rosenberg of Rotor Electric who is also a member of the Inside Collective Bargaining Committee spoke to the group and provided historical background on Inside Collective Bargaining Agreements as well as the upcoming negotiations. The Future Leaders group also held an open meeting in May of 2016 and invited Mr. Jim Case of Kerr, Russell & Weber to discuss Killer Contract Clauses.

The Future Leaders Group are actively participating in numerous committees both within the chapter as well as in our local community. Members of the group have also participated in The National Future Leaders Conference in Atlanta, GA, the National NECA Convention in San Francisco, CA as well as the Mackinac Policy Conference.
The National Electrical Contractors Association (NECA) is proud to announce the addition of a new NECA Student Chapter at Wayne State University in Detroit, Michigan. The student chapter is sponsored by the Southeastern Michigan Chapter, NECA. There are now 32 NECA Student Chapters in the U.S. and Canada, creating a talent pipeline for electrical contractors that want to hire qualified college graduates to sustain and grow their businesses.

ABOUT THE NECA STUDENT CHAPTER PROGRAM

The NECA Student Chapter program consists of student-run organizations that are supported by NECA chapters and university faculty. The program is open to any college or university that offers a curriculum which helps prepare students for a career in the electrical construction industry.

The program responds to the threat of shortages of qualified managerial staff in the construction industry. All types of construction contractors are in competition for smart, capable young people to fill current and future managerial staff openings. It behooves NECA to inspire those people to join the industry before another field snatches them away. Note that some other contractor associations host similar student chapter programs for the same reasons as NECA.

Developing future managers through activities involving the best and brightest students is especially important because managerial and administrative personnel in EC firms must not only understand the business but also be able to work effectively in teams, solve complex problems, and communicate clearly. The idea is that alumni of NECA Student Chapters who join our industry’s workforce will bring enhanced work-ready skills and knowledge of the electrical construction industry and be ready to make immediate contributions to their employer’s bottom line.

That’s why NECA and ELECTRI International support NECA Student Chapters in a variety of ways, including presenting the annual Green Energy Challenge student competition and the Student Passport Initiative. NECA chapters that sponsor student chapters expose the students to industry-related educational programs, help arrange internships with local NECA-member contractors and field trips to NECA contractors’ offices and work sites, and provide guidance with respect to special student projects.
The Southeastern Michigan Chapter’s Inaugural Student Mixer, held at the chapter offices, drew a total of 17 college students from a variety of construction related disciplines. The students were able to meet with and learn more from over a dozen company representatives which in turn resulted in a half dozen internships within a week. Following the event we’ve continued to get calls from companies and resume’s from interested students looking for both internships and long term careers.

ABOUT WAYNE STATE UNIVERSITY

Founded in 1868, Wayne State University is a nationally recognized metropolitan research institution offering more than 380 academic programs through 13 schools and colleges to more than 27,000 students. Wayne State’s main campus in Midtown Detroit comprises 100 buildings over 200 acres; its six extension centers offer higher education to students throughout Southeast Michigan.

Wayne State University’s College of Engineering has many accredited bachelor and graduate programs that span across many engineering fields. Its engineering department, in specific, offers electrical and computer engineering degrees at the undergraduate and graduate level. The department also has many research and grant funded projects where staff and students work side by side.

The faculty advisor to the new chapter is Mumtaz Usmen, a professor and interim chair of the Electrical and Computer Engineering program. Wayne State’s dedicated faculty prepares students to excel by combining the academic excellence of a major research university with the practical experience of an institution that by its history, location and diversity represents a microcosm of the world.

Thank you to the students, staff and contractors for your participation.

Center Line Electric, Ferndale Electric, Motor City, Shaw Electric, Synergy System Solutions, and Triangle Electric were participants at our first Student Mixer.

NECA & Wayne State University
April 15, 2016
Jennifer Mefford, Director of Business Development

The business development efforts of the IBEW-NECA LMCC continued work in key areas this year, expanding relationships for our organizations and exploring new market opportunities.

Under the direction of Jennifer Mefford, Director of Business Development & LMCC Program Manager, efforts continue to connect our messages and our people to key stakeholders in existing and new markets.

The business development team have represented our organizations and our Contractors at numerous events, stakeholder meetings, planning committees and Legislative and Commission hearings. Business Development work included educating elected officials and key industry stakeholders about our organizations and working in these key areas:

- Supporting and Advocating for the expansion of Property Accessed Clean Energy (PACE) Districts within Michigan which allow an additional channel of financing for energy efficiency projects.
- Connecting contractors with bid opportunities on PACE related projects in partnership with Levin Energy Partners.
- Expanding the relationship with Private Equity Partners for energy savings/energy efficiency project opportunities.
- Enhanced marketing and strategy outreach with educators, students and parents around apprenticeship opportunities
- Hosting the Building Technology Integration Conference.
- Reinforcing the positive 21st Century Labor-Management relationship of NECA-IBEW in key business and elected leaders and at events like the Mackinac Policy Conference.
- Key positioning and strategic marketing
**PACE Financing:** Property Accessed Clean Energy (PACE) projects allow for a much longer loan term for commercial projects (15-20 years), which dramatically affects the ROI on energy conservation measure implementation. PACE programs allow customers to finance these projects as a special tax assessment and projects require no out of pocket investment by the customer.

With the help of LMCC Business Development, PACE Districts have been established by Lean & Green MI covering 47% of the population in Michigan. A PACE District must approved by local governments for our contractors to be able to utilize this type of financing.

To support the new PACE program, the LMCC expanded collaboration with Levin Energy Partners to provide turn-key support to interested contactors.

Our affiliated contractors have been involved with five of the current area PACE projects and there are 7 more currently pending.

**“TouchPoint” Recruitment Effort:** In an effort to expand outreach for the Apprenticeship opportunities at the Electrical Industry Training Center, we continued our work with the “TouchPoint” program designed specifically to engage high school level students who are technically interested, have strong grade point averages, have successfully completed Algebra 1 or an equivalent, but who may not be college bound.

The program reaches these students by working closely with placement professionals at the high schools and coordinating messaging with student and parent about our program.

Student/ Parent events will continue to be held at the EITC, as well as, broader outreach and education events for the school Instructor/Administrator and Placement professionals. As the skilled career conversation continues to get louder in Michigan, our goal is to make sure that we are well represented for the finest talent available.

We continue to see a larger group of students with higher test scores and high math aptitude come through the system. The method of education and
2015 Joint Labor-Management Cooperation Committee

collaboration with school districts is working and broadening the reach and the interest in our programs.

We held 6 Touchpoint events with a total of 400 students in attendance from 17 different high schools or districts participating.

In addition to our outreach with high school students, we have increased our marketing for women, minorities and City of Detroit residents.

**Building Technology Integration Conference:** In February 2016, the Detroit EITC held the first Building Technology Integration Conference (BTIC) which was a mini-trade show and conference for the limited energy side of our industry.

The event welcomed over 125 industry professionals, technology providers and colleagues to the facility to discuss the latest in the limited energy market.

**Play Place for Autistic Children:** The LMCC worked on a large community service project in 2016 at Play Place for Autistic Children in Sterling Heights. Our donation of over $100,000 in labor, materials and project management was instrumental in advancing the efforts of this facility. Play Place is set to open in late June 2016 and will serve the regional community, as well as, IBEW-NECA member families affected by Autism.

**Labor-Management Positioning:** The positive relationship between NECA of Southeastern MI and IBEW Local 58 has always been highlighted through the business development program.

Our delegation once again attended the Mackinac Policy Conference, the annual gathering of business and elected leaders on Mackinac Island. Our group met with over 250 business and elected leaders at our reception and hundreds more throughout the conference.

We continue to position our collaboration through a variety of media including as a Community Action Team sponsor on WXYZ and our monthly radio program “Powering Michigan’s Future” on WJR.
Positioning & Marketing:
Ms. Mefford continues to meet with a variety of stakeholders across multiple market channels to “tell our story”. From the new Arena project to the expanding energy efficiency financing market, the business development team is making new connections and developing relationships.

We have increased our use of social media to elevate our messaging and increase the reach of the content we produce throughout the year.

National Business Development:
NECA continues to expand and support Business Development efforts with the addition of Mir Mustafa, NECA Director of Market Development and the addition of several more Business Development professionals around the country.

There are currently 28+ dedicated Business Development professionals across the U.S. including 13 full time regional positions for the International IBEW, soon to be 14.

Looking Ahead:
As the market picks up, we will continue to focus on recruitment to meet labor market demand through marketing and our efforts with Touchpoint.

Innovative financing like PACE will play an important role in our long term growth as will collaboration with partners like Private Equity Partners.

We are “telling our story” in new and innovative ways reflecting new relationships and opportunities in the market. As always, our efforts remain fluid and responsive to the needs of our organizations and the market.

The goal continues to focus around growing market share, increasing opportunities for contractors and supporting growth by growing our workforce.
Mashell Carissimi of JMC Electric received the 2016 Athen Award by Macomb Foundation as well as NAWIC recognition.

Left—Michael Richard Local 58, Stephen Clark, WXYZ, Carolyn Clifford, WXYZ and Tom Mittelbrun, SMCNECA. As part of the WXYZ Community Action Team sponsorship through the LMCC, to light up the big tree each year in Campus Martius Park.

Above - One of the many projects — The Confined Space Lab equipment being loaded by Motor City Electric.

Left—VIP gathering at the Mackinaw Policy Conference held at the Yankee Rebel Tavern.
The Labor Management Committee met eight times over the last fifteen months. The cases heard over that period of time included:

- 70 delinquency hearings
- 23 bonding hearings
- 2 grievances

Of the two grievances heard, one was against non NECA Members. One of the grievances was dismissed and in the second grievance, both the Local Union and the Contractor came to a satisfactory resolution.

Southeastern Michigan Chapter, NECA Education and Research Foundation Scholarship Award Program

The Southeastern Michigan Chapter, NECA Education and Research Foundation have been awarding scholarship grants to NECA company employees and their families who wish to further their post high school education in a field related to the electrical contracting industry for the past seven years.

These Scholarships are designed to encourage individuals to pursue management education programs at institutions of higher learning, such as Wayne State University’s Degree Construction Management or any other institutions granting degrees in areas relating to the electrical construction industry.

Our first scholarships were issued in May of 2003. Since that time we have issued 212 scholarship awards to individuals totaling more than $540,226.
Under federal law, the plan must report how well it is funded by using a measure called the "funded percentage". This percentage is obtained by dividing the Plan’s assets by its liabilities on the Valuation Date for the plan year. In general, the higher the percentage, the better funded the plan. Your Plan’s funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below, along with a statement of the value of the Plan’s assets and liabilities for the same period.

<table>
<thead>
<tr>
<th>Funded Percentage</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valuation Date</td>
<td>2/1/2015</td>
<td>2/1/2014</td>
<td>2/1/2013</td>
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<tr>
<td>Funded Percentage</td>
<td>113%</td>
<td>110%</td>
<td>114%</td>
</tr>
<tr>
<td>Value of Assets</td>
<td>$29,548,659</td>
<td>$27,302,543</td>
<td>$24,634,152</td>
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<tr>
<td>Value of Liabilities</td>
<td>$26,170,168</td>
<td>$24,708,373</td>
<td>$21,568,142</td>
</tr>
</tbody>
</table>

**Year-End Fair Market Value of Assets**

The asset values in the chart above are measured as of the Valuation Date for the plan year and are actuarial values. Because market values can fluctuate daily based on factors in the marketplace, such as changes in the stock market, pension law allows plans to use actuarial values that are designed to smooth out those fluctuations for funding purposes. The asset values below are market values and are measured as of the last day of the plan year, rather than as of the Valuation Date. Substituting the market value of assets for the actuarial value used in the above chart would show a clearer picture of a plan’s funded status as of the Valuation Date. The fair market value of the Plan’s assets as of the last day of the Plan Year and each of the two preceding plan years is shown in the following table:

<table>
<thead>
<tr>
<th>Fair Market Value of Assets</th>
<th>1/31/2016</th>
<th>1/31/2015</th>
<th>1/31/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$27,830,749</td>
<td>$28,711,480</td>
<td>$26,974,240</td>
</tr>
</tbody>
</table>
The plan has a contract with United American, Sun Life Assurance Company of Canada and HCC Life Insurance Company to pay certain Medicare supplemental, Life and AD&D claims incurred under the terms of the plan. Total premiums paid during the plan year were $8,459,714.

The value of plan assets, after subtracting liabilities of the plan, was $90,613,779 as of September 30, 2015, compared to $81,233,373 as of October 1, 2014. During the plan year the plan experienced an increase or (decrease) in its net assets of $9,380,406. This increase or (decrease) includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of $60,893,627 including employer contributions of $51,332,740, employee contributions of $8,165,835, realized gains or (losses) of $384,786 from the sale of assets, and earnings from investments of $209,837.

Plan expenses were $51,513,221. These expenses included $1,338,804 in administrative expenses, $50,174,417 in benefits paid to participants and beneficiaries, and $0 in other expenses.

**SUMMARY OF MATERIAL MODIFICATIONS**

Effective January 1, 2016, the Trustees have partnered with Healthcare Bluebook (www.healthcarebluebook.com/cc/pbsrewards) to offer the participants access to information on pricing and quality measurements for Physicians and Facilities. This is a powerful tool designed to assist you and your family in saving money on out-of-pocket medical expenses, allowing you to use their online tools and smartphone app to shop for affordable care in your area and help save money for both yourself and the Insurance Fund all while making informed decisions about your healthcare. Using Healthcare Bluebook to shop for certain procedures will not only save you money, but you may also be rewarded for it by receiving checks mailed directly to you after choosing one of the “green” service providers for services that fall under the Rewards category! Please note that In-Network/Out-of-Network requirements still apply. For more information, please visit the Benefit Office website at www.ewjbt.org. For an educational video, please go to https://www.healthcarebluebook.com/page_EmployerVideo.aspx.
The value of plan assets, after subtracting liabilities of the plan, was $83,673 as of December 31, 2015, compared to $127,490 as of January 1, 2015. During the plan year the plan experienced an increase or (decrease) in its net assets of ($43,817). This increase or (decrease) includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of $6,168,258 including employer contributions of $6,089,745, employee contributions of $0, realized gains or (losses) of ($14,950) from the sale of assets, and earnings from investments of $32,511.

Plan expenses were $6,212,075. These expenses included $131,248 in administrative expenses, $6,080,827 in benefits paid to participants and beneficiaries, and $0 in other expenses.

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were $21,421,858. These included benefit payments of $19,635,758, administrative expenses of $1,266,656, and $519,444 in other expenses. A total of 5,442 persons were participants in or beneficiaries of the plan at the end of the plan year, although some may not have earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was $446,995,340 as of December 31, 2015, compared to $456,699,874 as of January 1, 2015. During the year the plan experienced an increase or (decrease) in its net assets of ($9,704,534). This increase or (decrease) includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income (loss) of $11,717,324, including employer contributions of $14,592,220, employee contributions of $7,161,605, gains or (losses) of $(284,067) from the sale of assets, and net earnings from investments of $(9,752,434).
ELECTRICAL WORKERS’ PENSION TRUST
FUND OF LOCAL UNION NO. 58, I.B.E.W.

Dave Kurtz      Andy Dunbar
Ben Rosenberg   Gerald Miney
Thomas Mittelbrun  Michael Richard

Funded Percentage
The funded percentage of a plan is a measure of how well that plan is funded. This percentage is obtained by dividing the Plan’s assets by its liabilities on the valuation date for the plan year. In general, the higher the percentage, the better funded the plan. The Plan’s funded percentage for the Plan Year and 2 preceding plan years is set forth in the chart below, along with a statement of the value of the Plan’s assets and liabilities for the same period.

<table>
<thead>
<tr>
<th>Year-End Fair Market Value of Assets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valuation Date</td>
</tr>
<tr>
<td>Valuation Date</td>
</tr>
<tr>
<td>Funded Percentage</td>
</tr>
<tr>
<td>Value of Assets</td>
</tr>
<tr>
<td>Value of Liabilities</td>
</tr>
</tbody>
</table>

The asset values in the chart above are measured as of the Valuation Date. They also are "actuarial values." Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan's funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan's assets for each of the two preceding plan years.

<table>
<thead>
<tr>
<th>12/31/2015</th>
<th>12/31/2014</th>
<th>12/31/2013</th>
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</thead>
<tbody>
<tr>
<td>Fair Market Value of Assets</td>
<td>$588,713,010</td>
<td>$608,112,542</td>
</tr>
</tbody>
</table>

Endangered, Critical, or Critical and Declining Status
Under federal pension law, a plan generally is in "endangered" status if its funded percentage is less than 80 percent. A plan is in "critical" status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in "critical and declining" status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

The Plan was not in endangered, critical, or critical and declining status in the Plan Year.

Participant Information
The total number of participants and beneficiaries covered by the Plan on the valuation date was 7,951. Of this number, 2,737 were active participants, 2,476 were retired or separated from service and receiving benefits, 1,714 were retired or separated from service and entitled to future benefits, and 1,024 were beneficiaries of participants.
The value of plan assets, after subtracting liabilities of the plan, was $47,420,880 as of December 31, 2015, compared to $41,361,865 as of January 1, 2015. During the plan year the plan experienced an increase or (decrease) in its net assets of $6,059,015. This increase or (decrease) includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of $8,863,129 including employer contributions of $8,945,329, employee contributions of $0, realized gains or (losses) of ($75,970) from the sale of assets, and earnings from investments of ($6,230).

Plan expenses were $2,804,114. These expenses included $448,640 in administrative expenses, $2,355,474 in benefits paid to participants and beneficiaries, and $0 in other expenses.

SUMMARY OF MATERIAL MODIFICATIONS

The Plan states that a Participant is ineligible for benefits if “the Participant is no longer within the Geographical Area of the Fund.” Please note that effective Pay Week beginning February 29, 2016, the Board of Trustees has amended the Plan’s definition of “Geographical Area of the Fund” by defining it as “the State of Michigan and the remainder of any Standard Metropolitan Statistical Area (SMSA) which falls in part within the State of Michigan.” Summary Plan Descriptions for the Supplemental Unemployment Benefit Fund were mailed as well as posted on the Electrical Workers’ Joint Boards of Trustees Website @ www.ewjbt.org for all participants to view and print. The Summary Plan Description describes the provisions of the Fund as of March 1, 2016.
# Unemployment Claims Management

NECA – Southeast Michigan  
4 Year & 2016 Year-To-Date Unemployment Cost Management Program Summary  
April 5, 2016

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Separations Received</td>
<td>3,715</td>
<td>797</td>
<td>258</td>
</tr>
<tr>
<td>Claims Processed</td>
<td>5,737</td>
<td>1,444</td>
<td>617</td>
</tr>
<tr>
<td>Claims Protested</td>
<td>70</td>
<td>33</td>
<td>17</td>
</tr>
<tr>
<td>Claims Not Protested</td>
<td>5,667</td>
<td>1,411</td>
<td>600</td>
</tr>
<tr>
<td>Claims Decisions</td>
<td>733</td>
<td>81</td>
<td>40</td>
</tr>
</tbody>
</table>

| Overall Win Rate  | 100% | 98.78% | 100%  |
| Overall Loss Rate | 0.27% | 1.22%  | 0%     |

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<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Charge Credits Received</td>
<td>($97,332.97)</td>
<td>($84,494.07)</td>
<td>($21,480.77)</td>
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<tr>
<td>Total Liability Avoided</td>
<td>$1,937,731.14</td>
<td>$210,877.67</td>
<td>$70,670.27</td>
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<tr>
<td>Total Benefits Charges Received</td>
<td>$7,105,775.20</td>
<td>$791,726.63</td>
<td>$603,547.69</td>
</tr>
</tbody>
</table>
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