

2. Company Overview

Mazzei Electric Ltd. started in 1994 in Nanaimo, BC with an initial focus on commercial service contracts. We experienced rapid growth in 2012 and opened our Fort St. John office in 2013, Victoria in 2014, and Kelowna in 2019. We now have experience in numerous multi-family residential, residential, commercial, and industrial construction, and now offer fully equipped service vans in all of our locations for residential and commercial service, renovations, and maintenance.

Our team of over 200 employees is progressive and focused on our values of safety, integrity, trust, and relationships. We employ certified Red Seal Journeyman Electricians as well as registered Electrical Apprentices. Training and development is important to us so we continually ensure that our crews are trained and knowledgeable about the latest electrical technology and techniques. We value inclusion and diversity and are a proud supporter of women in trades.

Our mission is to build long-term relationships based on integrity, performance, and value. We strive to provide exceptional service and quality electrical work.

3. Details of Nomination – Employer of the Year – Mazzei Electric

1. How the company ensures remuneration is fair and competitive.

We evaluate our wage bands on a quarterly basis (or sometimes more), to ensure that we are competitive and fair within the markets we work in. We do this by looking at local wage surveys, information from staff and potential candidates, and various other research.

We have a very clear wage bands to ensure consistency and fairness.

In 2020 we improved our health and dental benefits package drastically, and we also offer paid training and development, paid safety training, recognition programs and a scholarship. These items really set us apart from our competitors.

2. Recruitment and hiring methods and retention strategies.

We utilize a broad range of recruitment techniques to ensure that we are attracting a diverse group of employees, and have a strong recruitment policy in place to ensure that everyone is treated fairly, we do not discriminate on any grounds protected by the human rights. We were closely with a number of organizations including trades schools, the Youth in Trades program, STEP, Women in Trades, etc and advertise our positions using a variety of websites and courses. Our hiring process is consistent and includes a pre-screen, phone/Zoom/in-person interview, and reference checking depending on the level of position.

In order to retain staff, we continually strive to ensure that we have a positive workplace culture that recognizes our employees by:

- Ensuring competitive compensation: We review our compensation packages to ensure that we are competitive and paying our staff fairly.

- Encouraging open communication: We encourage all employees to bring their ideas, concerns, and comments forward. We have a monthly newsletter to keep employees informed of updates and will be rolling out summer BBQ's that will act as a townhall.
- Team building/fun events: We hold an annual Holiday Party which is always a big hit. We also ensure that we do crew lunches, team building events, and the aforementioned summer BBQ's to get our crews together and to promote comradery
- Recognition: In 2021 we started our Recognition Program, this allows employees to recognize each other for going above and beyond in terms of performance and safety.
- Opportunities for growth, training & development: We continually promote our team's growth in numerous avenues. We give apprentices the opportunity to work on different types of projects to ensure that they are well rounded. We offer paid training and development, such as taking leadership courses, the FSR-B, or specialized electrical programs (Fire alarm, data, etc) to help our employees grow with us. We are proud of the fact that so many employees have been able to move through the ranks with us, from starting as an apprentice to leading sites, becoming a PM or estimator, and the list goes on.

3. Growth opportunities for employees and/or in-house mentorship programs.

We have numerous growth opportunities for staff, which is exemplified by:

- Training and development opportunities; we want to grow our team from within
- Mentorship opportunities; such as experienced forepersons mentoring new lead hands and mentorship for new projects managers from experienced project managers
- Cross training for office staff to learn other areas of the business

As an example, out of our current Project Management team we have one PM that did his entire apprenticeship with us before moving into a foreperson role and then a PM role, three PM's that started as Forepersons with us, and both our Service Managers started in the field as journeypersons.

4. Equal opportunity employment, equity, and diversity in your workforce

As a signatory of the BCCA's Builder's Code, we have committed ourselves to ensuring we offer equal opportunities for employment, and promote diversity and equity. We were recognized for our efforts in these regards with the 2021 Builder's Code Contractor of the Year Award.

We have policies in place to ensure that everyone is offered the same employment opportunities, wage increases, promotions, and opportunities in the workplace based on their skills. We are proud that we have maintained 12% of our workforce being women, but are continually striving to improve this by working with women in trades programs and by promoting inclusive workplaces.

5. Commitment to apprenticeships and training skilled workers

We currently are the sponsor for over 110 registered apprentices. Apprentices are usually rehired after they complete their schooling, and we keep our apprentice's benefits active while they are in school. This year, we also announced our first Scholarship program, the Frank Mazzei Scholarship. This will be awarded to one apprentice each year to pay for a semester of schooling. The apprentice is chosen based on a

submitted essay that outlines how they live our company values (Safety, Trust, Innovation and Respect). We also host work experience students from both high school and college trades programs.

6. Social Procurement practices (fair wages, local hiring, etc.)

We work with local sources in each of our operating areas, such as local trade schools, the STEP program, youth in trades programs, high school trades programs, etc. We also attend local career fairs and post locally to attract local applicants. As discussed before, we have strong wage bands to ensure fair wages for all employees.

7. Harm Reduction program or other employee mental health assistance

We hosted a Harm Reduction Seminar for all supervisors and managers with VICA's Harm Reduction Toolbox Tailgate. We now have harm reduction posters and resources available at our sites and offices, and have Naloxone kits available for supervisors to put in their first aid kits. Mental health and harm reduction has also been used as a topic for our weekly Toolbox talks that all crews participate in.

Our benefits package also includes a free, confidential Employee & Family Assistance Program that offers a variety of services from counselling, legal support, child and parent coaching, healthy eating advice, and the list goes on. We ensure that this is continually communicated to staff so that they have the information to reach out should they need it.

8. The company's dedication to bettering the construction community

We believe in leading by example. We have strong policies for respect in the workplace and we ensure that the sites we are on also abide by these policies and that our staff are being treated properly. We believe that all trades and contractors need to work together to make construction more inclusive and do this by being a leader in hiring a diverse workforce.