



MARK III AT 40

40 STORIES IN 40 DAYS

Day 11: Mike O'Brien Profile

Mike O'Brien officially started at Mark III in 2006 but his memories and work experience start much further back. Mike remembers spending a lot of time at the shop as a child playing in his father's office. He also spent his summers in high school on projects with current Mark III employees, Jody Mosier, Mike Morton, Alan Leslie, Gene Barr, Jimmy Gilbert, Yuriy Stiles and the rest of the electrical team on various jobs.

Mike was working at a resort management company after graduating from UCSD when Tim and Mark approached him about re-branding Mark III. They wanted to move away from being seen as contractors as the majority of work being done at the time was in development. From 2006 to 2009, Mike worked diligently to change the image of the company and its place in Sacramento. As Brand Manager, he recreated the logos, re-branded the trucks and marketed to brokers. Once the recession hit in 2008, Mark III came to a crossroad. Mark and Tim had two options; either shut down the construction efforts and manage the 70+ buildings they owned with a small team or build up the company once more. After careful consideration and with the right successors in place, Mark and Tim decided to step back and give Dan and Mike the opportunity to bring back the Power of One. Dan and Mike had a vision to go back to Mark III's roots. They liked the idea of managing labor again and being able to look back at a finished product, proud to say they built it.

"Taking on the challenge of restructuring during the recession was probably the best thing that could have happened to me. Dan and I had to learn how to work hard, save money, and start from square one."

When asked about his greatest successes here at Mark III Mike said "first I'd say how well we executed the succession plan. Mark and Tim had the trust to let us take it where we wanted to take it. They were always there to mentor but they never blocked our progression. Secondly, taking Mark III back to multi-trade and being able to successfully manage complex projects like VSP. I also am so proud of the growth and the processes we are building and we've put in place. The vision Dan and I had in 2010 is still full speed ahead and there has not been any wavering. Besides work successes, I love being with my family, my wife Julia and three kids, William, June and Olive."

"The advice I have to all new Mark III employees is to have pride in your work. If you're going to show up, know that what you put in is a statement of who you are. Mark III is ever growing and evolving. You might be battling through the weeds some days but when you look back a week, month, or a year you'll see all the progress you've made and be proud of all that you've accomplished."



Day 12: Sierra College Project Profile

1) Scope of project?

This was a multi-trade project; mechanical, electrical, and general construction. The project was to replace their existing central plant with 10 individual plants around the campus.

2) What were your roles on this project?

Joe Snyder: Hired on as a Welder and after a month on the project was promoted to Foreman

John Pearson: Multi-Trade Project Manager and Superintendent

3) When and where was the project?

Located in Rocklin, CA at Sierra College. The project started in 2013 and lasted about 9 months.

4) What was the cost?

\$2.2 million

5) What was the biggest hurdle?

There were a few hurdles throughout the duration of the project. The initial issue was getting Sierra College's buy in with the design concept we wanted to execute, that was different than what the plans stated. Once Sierra College approved the design, we quickly realized that the skid drawings that we had outsourced were not accurate. The idea to build a complete skid (platform that the boilers sit on) in the shop was also very new to Mark III. It took some time to get the right team in place. Once the project started, the students walking throughout our job site made it difficult to work. With that being said, all the hurdles were due to external issues. Mark III made this job successful based on the multi-trade mindset. Having different trades, a shipping/receiving department and a fab shop working together to achieve one goal eliminated the risk of failure.

6) What was your biggest take away from the project?

JP: "For the first time, I had to oversee and manage a project where I didn't know all the trades. Mechanical, Pre-Fabrication and Fabrication were all new concepts to me. I was able to learn a lot about what Mark III and what the Power of One was made of."

JS: "I had previous experience with building complete skids in a fab shop but the concept was completely new to Mark III. It was a slow start to hire and train the right people but we were able to build a foundation for the fab shop. I learned that Mark III utilized the resources and employees they had to get the job done."

7) Is this your favorite project or biggest success? Why?

JP: "The biggest accomplishment of Sierra College for me was that we were able to get three other jobs from the successful completion of this project."

JS: "This was my favorite project so far. Skids are fun to build for us in the fab shop because it's a complete package instead of pieces here and there. It was nice to see them leave the shop though."

9) What made the project unique?

JS: "It set the stage for what was needed to continue to build out the fab shop; the right tools, training and talent."





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Day 13: Alan Leslie Profile

In May 1988, Labor Ready supplied a temporary Material Handler to Mark III Construction. 2 months later, Alan Leslie was converted to a full time Mark III employee. In the last 28 years, Alan climbed the electrical division ladder from Material Handler to Foreman/Superintendent. Alan’s grandpa, a General Contractor, always told him to get into the electrical trade. From the very beginning, Alan saw the overwhelming growth opportunities at Mark III and took his grandpa’s advice to pursue the trade.

Alan appreciates that Mark III took the time to teach him the trade and gave him the opportunities for advancement. He loyalty comes from the loyalty he has felt from the company. “Mark III invested in me and I want to stay to give back.”

Throughout the years, Alan loves the variety in his work and enjoys the complex projects he works on. All of his favorite projects were in common; Fast paced, complex, and profitable. Some examples are Advanced H2O, State Publishing, State Pharmacy, and CalPERS. Outside of work Alan is proud of his marriage of 23 years to Amber, his two kids Brandon (19) and Madalyn (11) and his career as a dirt bike rider. “To the new Mark III employee’s: Work hard, show up on time, be reliable, pay attention and ask questions. When you make mistakes, learn from them and get better and always understand the scope of the work.”



A memorable story from Alan’s Mark III career:

When Alan first started out as a Material Handler/Driver he was asked to drop off material at the Sacramento Rendering Plant. When he showed up, he couldn’t stop thinking about how morbid the environment and how horrible the smells were. He thought, how can anyone work in this place!? 10 years later he found himself as an Electrical Foreman at the same place. Alan unfortunately got used to the smell. One day he was standing in the kitchen and his wife walked in and said “what is that disgusting smell?” Alan replied “I don’t smell anything, but maybe it’s from the job I’m working on. It’s the Sacramento Rendering Plant where they process dead animals.” His wife freaked out and sent him immediately to the shower.



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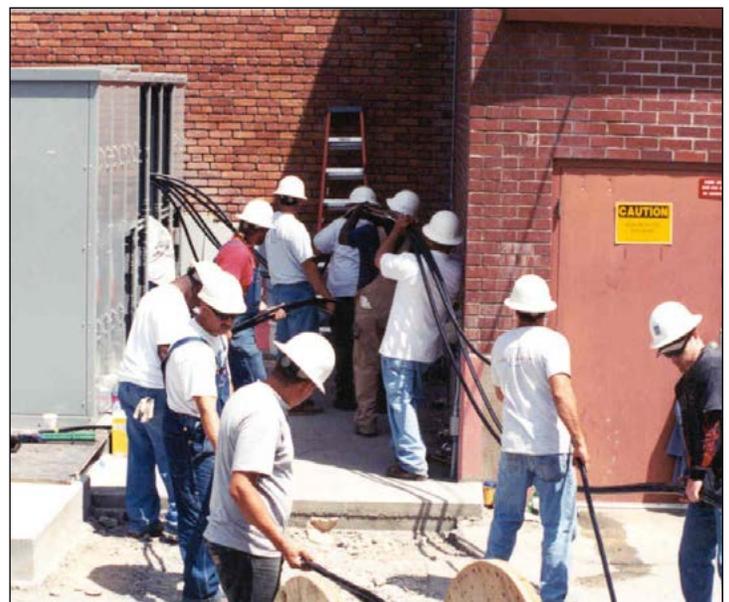
Day 14: Health & Welfare Data Center (2001)

In 2001, Mark III took on another project at the Old Libby's Cannery, off Alhambra Blvd in Sacramento. We were there in the 1980s transforming the once cannery into a data processing center for the State, which included a whole new electrical system. Twenty years later, Mark III was asked by a team of project managers to return to the site and make changes to the system. We interviewed long-time employee Ed Matis about the project:

Scope: Installation of a double retardant electrical back-up system in two buildings. Construction began on 2/19/01 and needed to be completed by 3/30/01.

Biggest Hurdle: “The timeline, coordination size and scope of this project, along with the strict deadline, made this project mind boggling. We could not shut down the power to the buildings while we worked and getting the material we needed in the short time frame was a tremendous challenge. We were working 12-16 hours a day, seven days a week.”

Are there any shout outs you'd like to give to other employees who worked with you on this project? “Alan Leslie, Abel Sanchez, John Gallianni, Don Cowan, Denise Jones, Scott MacKenroth, Mike Morton, and the other 25 or 30 people whose names I can't remember after 15 years.”





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Day 15: Prem Atwaal Profile

1) How long have you worked for Mark III?

Prem Atwaal has been at Mark III since 1984. A total of 32 years and counting

2) What positions have you held?

1984 – 1986: Mechanic apprentice
1986 – 1990: Mechanic/Driver
1990 – Current: Shop Manager



Hard work, honesty
and commitment will
ensure your success

-Prem Atwaal 

3) What initially made him want to work for Mark III:

Prem first started working at a freight company where he was a mechanic apprentice. A co-worker by the name of Steve Stimpson decided to leave the freight company to work in the Auto Shop at Mark III. Steve called Prem a little while later and asked him if he was interested working as a mechanic apprentice at Mark III. Prem recognized that this could be a good opportunity for him. His experience working on farm equipment back in Fiji helped him catch on quickly to construction equipment maintenance.

4) What keeps you at Mark III?

“I love the family environment here. I feel like I am a part of this big team.”

5) What is your biggest success?

“I have two big successes here at Mark III. Working here for 32 years and being able to move from an apprentice to Shop Manager.”

6) What advice would you give to a new Mark III employee?

“Hard work, honesty, and commitment will ensure your success here at Mark III.”

7) What is something most people wouldn't know about you?

“I am dedicated to my community and faith. I am a board member at my Sikh temple and am a family man. I love all sports! My favorite teams are the Raiders, A's, Sharks, and Kings.”