NAME	CORE VALUE STORY
Abby Rosales	Below is a great email submitted to Abby about how awesome she has been with new team. She is truly All In and Improving Quality of Life. Hello Abby! Sal called me yesterday. He couldn't remember your name, but called you "the nice lady who wore white". Thank you for being kind and patient with our techs, that meant a lot to us.
Abby Rosales	Abby is always willing to help me with Spanish when I get phone calls that I don't understand. So helpful!
Adamary Ozuna and Alexis Rivas	They are very helpful, not only to the San Marcos office technicians, but also nice and helpful to me in office and out in the field. It's nice to know they will help, just a phone call away with proper addresses and or managers.
Adamary Ozuna	From the start Adamary has always been super friendly and has really taken the time to take me under her wing and show me the ropes of being an Admin. She has so much patience and understanding. Even when I mess up, she reassures me that it can be fixed and shows me how to fix it. Thanks to Adamary, I can navigate through tough situations and refer to my notes when I get stuck. Thank you Adamary!
Admin Team	With all the recent new programs and company goals, we had to reach out to all the team to help us get all messges out during our safety meetings. Not once did we hear any hesitation about them joining forces with the AM's and speaking at their safety meeting... in fact they were excited. Thank you to all the admin team... we wouldnt be able to to do it without you!
Alberto Delgado	Shout out for Alberto Delgado! He's All In and always learning and growing! He has successfully made the switch from field employee to office admin and is owning his position in Dept 60. This is the first time that Dept 60's payroll is complete BEFORE the deadline. We really appreciate Alberto's efforts. He has made the admin team better!
Alberto Delgado	I had the pleasure of joining dept. 60 for their safety meeting today ... I spoke about out Critical Number and Fountain of Dreams. Alberto jump in to assist me in translating! Thank you Alberto for helping get the message out to our spanish audience.

Alberto Delgado / Hinano Schirmer	I was out sick for three days, and during my absence, Hinano and Alberto took charge and helped to keep my Protec Connect moderation queue up to date. Thanks for having my back.
Alfredo Huerta	Alfredo has been touching up all the nooks and crannies at Park Place for two (2) years as our resident painter. Alfredo is so great to have here. When he first arrived we had a laundry list of items to get to which he tackled head-on! The list of things to do never really ends in a building this size. Alfredo continues to do great work throughout the building whether it be in the belly of the garage, the heat of the sun, or hunched over hallway baseboard. Alfredo's steady hand and hard work has helped keep Park Place looking in tip top shape. We are so happy to have him on the team!
Amanda Gaspar	Amanda did a super great job on the graphics for the EE referral program both on the poster board and especially on the TV's.
Andrea Rodriguez	Andrea is MORE THAN All In. She gave ProTec a beautiful picture of bicyclists that is now hanging in our SD Conference Room.
Andrea Rodriguez	Andrea is always thinking of others. She has a great heart, always making sure everyone feels loved. Thank you Andrea. - thank you for joining ProTec!!! We appreciate everything you do !!!
Andres Garcia	I was using a jackhammer for my first time and Andres took his time to explain to me how to use it properly.
Andres Garcia	I don't have many tools, but Andres was kind enough to give me a set of bits and sold me an impact drill for only $20.
Andres Garcis	On 1/10 Andres was assigned a project to paint the trim on a building which we have been painting several buildings. He noticed that the keys for the building was missing and we checked with all of the employees that were working on the project, but came up empty. Andres took it upon his self to call an ex employee and it turned out that that employee had the keys so Andres arranged to pick up the keys, Andres did all of this on his own showing the he is ALL IN! Andres contribution saved ProTec a big head ache. Thanks Andres

Andy Henley	Andy Henley has been pursuing the Carasso Construction purchase for 2 years and never gave up. He was tenacious and persistent. Now we have a great team whose joined us. There were many bumps in the road but Andy persevered and got the deal done. Andy, he's worked tirelessly to make sure the transition into our company was a best as possible.
Andy Henley	Andy is everything that Protec stands for. He is such a happy person and constantly improves the quality of life of those around him. He made the raffle exciting and fun this morning and was ALL IN for our employees. I'm proud to work along side him!!! ProTec wouldn't be the same with Andy!!
Angel Carillo	Angel has been submitting very detailed scopes which is amazing! Makes my job easier too! He's killing it!
Angel Carrillo	This plumber is a HARD worker. Non-stop. He knew immediately that it was not from next door but from upstairs. He discovered two leaks and removed all pipes within arm's reach. He showed the pipe to the resident upstairs - it was all corroded. He didn't leave until 10:45 p.m.! I kept apologizing to him, and his response was, "No worries, this is what I signed up for." He was so cool as a cucumber never irritated and worked hard.
Angel Gomez	No matter the situation, Angel is always willing to step up and take care of what needs to be done. He always has a great attitude and really exemplifies what it means to be All In!
Antonio Fletes	He was Patient And wise on forms and elevations I learned alot
Antonio Ibarra	I wanted to give a huge Shout out to Antoni Ibarra department 260. One of the janitorial ladies was struggling with ProTec Connect and without question he volunteered to assist her with fixing her time and took the time to explain how to do it if she has the same problem in the future.
Arehli Medina	Relly is all in/learning & growing. She has been a great balance to our chaotic plumbing world, jumping in on the day to day task and keeping up with billing and payroll. I wouldn't be able to make it through theses tough weeks without her help.

Arelhi Medina	Shout out to Relly for helping me out today with PROTEC connect!
Armando Hernandez	Armando is always available to respond to my questions and seems to be always working He has sent in requests as late as 11 pm and answering my emails by 6 am the next day. The guy needs to get some sleep! 🙃
Armando Hernandez	Back in late December when there is an issue with payroll I was in a financial bind and Armando stepped up gave me a small loan to make sure the bills I had to do that day were covered. He didn't have to and I didn't ask him just looking out it says a lot about his character and his concern for his employees.
Armando Hernandez	Armando improved the quality of life of Ana in plumbing by helping us install a glare blocker on her overhead light. None of us were tall enough to do it, so Armando stepped up and did the job for us, safely!!
Ben Quint	Great job Ben. We all appreciate your hard work in improving the quality of life for the LCV community and Gina.
Ben Quint	I wanted to thank you and ensure you are aware of how much I appreciate you at La Costa Village. Especially with the change in Board members and immediately implementing of their request for the little punch list. You are just way too AWESOME!!!!
Bernabe Huerta	Berna is always looking for ways to improve and tries his best to learn. Thank you Berna for your hard work and positive attitude. You are a true example of our core values
Betty Copeland	Betty ALWAYS goes above and beyond when processing changes in MB. We had a client that we thought might be a duplicate. She went out of her way to verify with the client. She is has a "All In" attitude which makes my job easier on the daily!

Bill Brosnan	Since merging with Protec, Bill has put more than 100% effort into learning the compiter programs and helping the new techs learn the phones/timecards with the intent of getting everything correct as possible. He has been all in!
Brad Wright	I had several tech complain about how hot and stuffy the mens restroom was during the morning rush so i submitted a ticket to the tool room to fix the fan. Brad answered me right away and told me the fan couldn't turn on because of the heater imbeing on during the morning rush. After i explained to him how it would improve the quality of life for many techs if he could find a way that issue, he jumped on it that same day himself. Being All In Brad had the fan working the next morning and all the techs noticed. He definitely improved their quality of life :)
Bryan Lara	Bryan Lara is another great engineer! He was able to process and document a water shut off with a difficult resident and he also performed a water intrusion inspection between two units without step-by-step direction from me. He was awesome!!!! He took pictures and documented the event perfectly! He has the skill set and HOA business knowledge. No wonder you hand-carried a jacket for him to show your appreciation for his service to your company. What a great gesture! He certainly deserves it!
Caleb Henry	Caleb worked his ass off on all of the marketing materials while at the same time going above and beyond for his family and doing other things not in the marketing world. He's the best of the best. He also gets everything done that he says will get done.
Caleb Henry	Caleb always give credit to the team no matter how big or small! It would be easy to just respond but he consistently makes sure to include everyone he world with. Thanks for being a great leader and example!
Candy Allen	Candy has embrassed the "rate increase" project from the very start and gone way above and beyond to do what had to be done to get this project completed: forms to track who got what increases; who was given extra time; what the current status is; when contracts need to be increased, etc., et al. Candy is the best of the best beyond a doubt.
Candy Allen	In all of busy time she was still able to create a report in MB for us to keep track of the photo reports being sent out. Thank You Candy
Candy Allen	Candy is ALL IN. No matter what direction her day takes, she always makes time to stop and listen. Even if what you have to say isn't earth shattering or particularly exciting, she makes you feel important. And some days, you just need to know you matter and that you are important. Thank you Candy for making me feel like I matter. I appreciate YOU!

Candy Allen	Candy did an awesome job minimizing our financial loss at our Stanton lease. Hopefully.
Cecilia Gonzalez	Cecilia and I have been working on a priority together and she has done a remarkable job gathering intel, learning the new system we are using, and presenting solid data to help us improve overall. Anytime I have a question or need anything she is on it immediately!
Cesar Ibarra	Cesar has been having a tough week. Told him we would cover for him if he wasnt able to attend their safety meeting. Once we arrived we saw him their... Cesar Thank you for being beyond all in this week for your team. Its amazing to see how much you care for them!
Cesar Ibarra	Its good to know there are still good vendors out there that actually care about others! Very rare nowadays!
Cesar Ibarra	I know, you guys are honestly the best!
Chad Struffert	I went to pick up a preying door from pinetree lumber and when I came back Chad asked me if I needed help bringing the door in the shop. I was stoked that he just offered to help without asking him to do so.
Chris Cuyugan	He is always checking up on me to make sure I’m doing good and to see if I need help with anything.
Christy Barajas	Christy has been amazing as usually. She has been traveling to our Lake Forest office and has been training Susan and Kay... thank you Christy... you are a shining star!!!

Christy Barajas	Christy has been all in with the on boarding of the new members we have in Dept 850. She has done an amazing job training and driving up to that office every day. She is definitely an all in team player!
Christy Barajas	Christy is a great rep for ProTec core values as a trainer! She is enthusiastic, knowledgeable and patient, and is very sweet and friendly. Couldn't ask for better
Christy Barajas	Christy is currently helping train the new Lake Forest office but still makes time to answer all my questions no Matter how easy or difficult the question is she's always there to help out.
Claudia Felix	Miss Claudia has been a trooper when it comes to helping wherever needed. She is speedy on sending out invoices. She never says no when asked to help out! Thank you, Claudia!!!
Claudia Felix	Claudia and Mark, jobs well done! Appreciation for work well done and general appreciation for ProTec.
Concepcion Perez	Yesterday during Dept. 30 meeting, Elvis asked one of the ladies to read one section of the core values out loud to the group. The lady didn't feel comfortable and was struggling (I think she cant really read), that's when Concepcion jumped in and asked her coworker if she needed help that she could take over and help her read. Her coworker was very thankful for the help Concepcion gave her.
Dalila Cuetara	Dalila works with our janitorial team yet I have heard her multiple times reach out to the plumbing team to see if they need assistance with anything... she has already help them with creating job numbers and with billing. Thank you Dalila for being All In.
Dalila Cuetara	Dalila helps us with anything we ask her for. She is always willing to step in! She's an Angel 😇

Damon I don’t know his last name	Jen Parker the on-site manager for Talega says he is wonderful to work with and he is very polite and nice to all the homeowners he encounters. They love having him there.
Daniel Lloyd	Mckenzie over at Solana Beach and Tennis Club has been very impressed with Daniel's punctuality, work ethic and attention to detail while working on wood railing repairs and fascia boards for these past 3 days.
Danyelle Reese	I was blown away at how ALL IN Danyelle was during the holiday season. We were down two plumbing admin and Danyelle stepped in without hesitation. She was helping with Plumbing and still answering all the phone calls that came in during the holidays and rainy season all with a happy attitude and smile on her face. The admin team is very lucky to have Danyelle.
Danyelle Reese	Danyelle embodies All In. She is always willing to help anyone and she does it with a smile on her face.
Danyelle Reese	Danyelle has learned so much this past 2 months. Currently joined forces with Relly in the plumbing department, they have been incredible, this past month they were short handed. They are constantly pushing each other. Thank you Danyelle for continuing to learn and grow together.
Dave Rauch	Dave does not get enough shout outs. If it weren't for his leadership and his setting the example everyday we would not have the company we do today. He learns everyday, and he's willing to share that knowledge with anyone and everyone. He's also quick to admit if he made a mistake, and he owns the fix. He is always all in, he would give you the shirt off his back if he thought you needed it. I could not imagine a better place to work, and that has alot to do with the person he is. He is our core value winner everyday.
Eber Lira	I wanted to recognize Eber Lira for helping me out when I was having truck issues. It was at the end of the work day when my truck did not want to start. The battery was dead. I called around trying to get ahold of someone who could help. Eber answered and drove right over to give me a jump. I really appreciate his help and for being all in.
Elizabeth Slovatizki	Elizabeth is always so helpful and positive with (no attitude) any A/P questions I have. She follows through 💯!! Thank you Elizabeth you rock!

Elizabeth Slovatizki	Elizabeth has been extremely patient with us in plumbing as we wrapped up billing. She needed certain receipts entered and she figured it out herself. She's amazing!
Elizabeth Teposte	Shout out to Liz! She's been helping me out so much on day 2 I was all on my own doing T&M's
Elvis Chavez	Elvis owns his role as an account manager by learning and growing from his coaching everyday. His attitude of humility has allowed him to trust the training and teaching turning him into the leader he is now becoming.
Emmanuel Rodriguez	A bit of an old story but when I was barely starting out as a tech Emmanuel was all in and ensured that I understood all my tasks and overall made me feel an included member of the company
Enrique Salazar, Omar Lopez	Brickyard condo residents are very happy with the cleanup work done by Elvis' team yesterday (Omar and Enrique) and today. They were on time on both days and very courteous
Eric Moore	During the planning of our most recent ProTec U Welding Class a new employee from Dept. 250 Eric Moore stepped up to the plate and assisted with the welding class. Eric shared his skills and knowledge with people he barely knew, all in order to Improve their Quality of Life. Good job Eric, we need more people like you and it was a great pleasure to be able to spend the day learning more about you.
Erick Moore	A tenant in the complex we were working on had the battery in her car die. So Erick helped her jump her car
Fern Galindo	Fern has done an amazing job assisting all IT issues in the new Lake Forest office. He is always available and willing to help others. He gives his all and always has a great attitude. He is a valuable asset to the team, and we are very lucky to have him.

Fernando Falindo	Fernando is still fairly new to ProTec, and is currently helping with the new Carrasso office so I know he is very busy, however, he still finds the time to help out some of our techs over the phone and reach out to our office and check up on us and make sure everything is taken care of. Thank you for being ALL IN Fern!!
Fernando Galindo	Fern has kicked ass helping the new team get set up and understanding ProTec connect
Fernando Urrea	Fernando has been a huge help in encouraging huddles and entering all huddle information into align. He's all in when it comes to huddles
Fernando Urrea	Fernando is always checking up on the admin ladies in north county. I really appreciate that he cares how we're doing and is always ready to help whenever we have a stuck. He also took us out to lunch and we had a great time! It's nice to know that even though he has a busy schedule, he always has time for us Admin.
Fernando Urrea	Fernando has been All In in helping our cascading huddles. He has been sending daily reminders to the team. Ops is doing amazing - thank you for all your help!!!
Fernando Urrea	Assisted me and put the core values on my phone home screen
Fred Mccowen	Fred's attention to detail for the mission verde community is amazing. He watches out of everyone and everything when onsite. Wednesday he discovered a fire in the trash rooms. Immediately grabbed fire extinguisher and put everything out. Followed all procedures and got the bin outside. Can't thank Fred enough for all he does.
Fred McCowen	One more about Fred. This guy looks out for everyone. He celebrates everyone's birthdays. He brought in Donuts for Adrian on his birthday today. He gets me a gift every year as well. Fred should be the company mascot of who all these guys should strive to be. He makes me want to be a better human daily.

Fred McCowen	Today our department 30 had a pressure washing job that took place inside of a trash chute. the night before there was a fire caused by a resident throwing hot coals down the chute. (Which Fred ALSO put the the fire out with a fire extinguisher!) Our task was to remove any dark spots, fire extinguisher residue and any other things we may see, and to deodorize the chute and trash room because it smelled awful due to the fire. Our team accidently set off the fire alarm and Fred, with no hesitation JUMPED into action once more to save the DAY!. He was able to silence and reset the fire alarm system and cancel the fire department dispatch. We at Department 30 would like to say THANK YOU FRED! for being All In and helping the team out of a bad situation that could of ended up a lot worst.
Gabe Quiroz	I just wanted to give a shout out to Gabe quiroz for stepping up and working on becoming a great leader also he has really worked hard on getting all time and receipts in on time keep up the hard work gabe
Gabe Quiroz	He has been a great trainer, helped me overcome my fear of heights by properly maneuvering around.
Gabriel Monsivais	I was standing in the Tool Room when I heard a noise at the Back Door of the Warehouse Lift, it was not working. I went over and Gabriel helped me run the cable completely out and untangle the cable on the spool and then he got out his ladder and put on a pair of leather gloves and guided the cable back on to the spool. The Lift works Perfectly Now! Thank You Gabriel!!
Gary Foster	Gary has been an amazing team member for 760. His contribution to the team is greatly appreciated. (always willing to give a helping hand).
Grateful client Luna	Client was grateful for the help she is receiving from our services for the Bernardo Pines HOA
Hinano Schirmer	Hinano is so great at making sure I am aware of any account manager changes in dept. 60. She lets me know what she knows or follows up on emails if the account mangers have not let me know yet. She has been vital in the communication between me and the department :)
Hinano Schirmer	Hinano is always all in. Her work ethic is uncanny and she’s always helping out. For example last week I had to leave early and Hinano offered to help me with my moderation queue and other tasks I had. Truly, she’s great!

Hinano Schirmer	Hinano noticed I have been busy lately and offered to help with any task I might have... as of today, she has already helped me with two task. Thank you Hinano for offering - truly appreciate it!
Hinano Schirmer	Hinano is ALL IN. Woodlands West wanted to review all of their invoices back to 2020 because we accidentally billed them for some tools in December. She pulled all of the invoices and materials receipts for the client. She helped Donald scrub them before sending them to the client!! She also improved the clients quality of life by getting them what they asked for and proving that we did not make a habit of billing incorrectly the whole time.
Ismael Fernandez	Ismael was working with me at a job and I was having trouble finding a leak in the wall. After an hour of trouble shooting he had an idea of where I should cut open drywall and there was the leak. He has truly been improving on his trouble shooting skills.
Janitorial Team	While attending their safety meeting today I spoke about our Critical Number and Fountain of Dreams... I am bilingual but some words i just dont know... they were very understanding and jump in anytime i needed help! Thank you Dept. 30 you guys made me feel very welcomed!!! Keep shining !!!
Jason Cardenas	On the month of December Jason Cardenas improved the quality of life by submitting all his credit cards receipts clear with descriptions and on time so admin Andrea was able to submit the report and be ahead of the game. Way to go Jason!
Javier Cortez	Javier is a cool guy. Test.
Jesus Esquivel Rafael Lozano	I do really enjoy working with Jesus and Rafael. They treat me well and I appreciate that.
Jesus Francisco Flores	This property had a pedestrian gate that was staying open and it was unsafe for the community GOOD JOB JESUS! “It would seen that perhaps this installation was completed by a member of Protec "Well Done™, regardless, on behalf of all of the 70 families who reside here, and to their security and peace of mind, I wish to Thank You and Everyone involved !” And thank you Rafael for working with us and getting Jesus down there so promptly.

John Torres	For my first 2 days of work he was kind enough to buy me lunch. Since I was short on money do to being unemployed for a couple weeks.
Jon Linke	Jon Linke is ALL IN! Even with feeling like he was hit by a truck with COVID, he got out of bed to help the company with a server issue on Friday. Without him we would dead in the water. He always goes above and beyond for his ProTec Team.
Jose Garcia, Oscar Jaimes, Martin Villa Escobosa, and Osvaldo Resendiz .	During the rain days of January 12th-16th, we received over 15 emergency calls from properties in San Diego. Jose Garcia, Oscar Jaimes, Martin Villa Escobosa, and Osvaldo Resendiz made sure that our clients homeowners were taken care of in a timely manner. Thank you to our on call teams for being all in and working safe in the rain!
Jose Gonzalez	Department 50's Jose Gonzalez is an amazing person who shared his skills with his teammates during our ProTec U Welding Class. Your language about allowing people to get hands on and willingness to accept peoples mistakes in stride did not go unnoticed. Thank you for being All In and helping with the Learning and Growing process.
Jose Luis Gonzale	On my 1st week he Help helped train me and show me safety techniques.
Joseph Sanchez	Joseph is a great example of an honest “own it” team member. When Joseph was asked to return the irrigation quick connects that he used on a job, he was honest and explained that he lost them. He went above and beyond not only owning it, but even offered to pay out of his own pocket for these items. Of course we did not allow him to pay for the items. We told him not to worry and we expressed our gratitude for his honesty and owning it.
Josh Ortiz	Josh has been going above and beyond helping techs who are on call. Even when he has worked his 8 hours he’s been willing to give a hand at Morada which is not an easy property to work at. YOU GO JOSH!
Juan Perez Jimenez	Today after the Safety Meeting was over for Dept 60. Juan was walking out to head home for the day, but he noticed some equipment that was sitting outside and asked the managers if they were going to put inside so that he could help them push it in. He could've easily walked away and go home but he took the initiative to help move the equipment inside. He was being "All In".

Karen Molster	Karen has been all in with AP. I wouldn't be able to get my work done if it wasn't for her help!
Katie Copeland	Katie is ALWAYS available to help even when she's got a bajillion things going on. And she's a great sounding board when you're struggling with an issue. She helps provide insight and a different view. She's amazing and I LOVE HER!
Katie Copeland	Katie is always willing to train the admin with new skills. And for the visual learners she breaks it down with snip its that are very helpful. You can always count on her to help you on any stuck and her attitude is always so positive no matter what she is going through. Thank you Katie!
Katie Copeland	Katie is always willing to help! She's also super patient and willing to train me whenever I need help. Thanks Katie for being ALL IN
LA Team	The managers go above and beyond to make my daily tasks easier whether it's a time card I need approved to billing questions.
Les Perry	We have Les Perry that turned this department into something that makes me proud to be a part of is a manager that always helpful and a great teacher of his skills. Someone that I want to be recognized on his positive assets and isrlt afraid to help fix problems and work things out for the better in our department I would to applaud 👏 him.
Les Perry	Les, Thank you for helping me break down the boxes after ProTec U the other day. I know you could be doing a thousand other things but I think you have seen me cleaning up several times and know I would appreciate the help. Well, I do and Thank you for that and all of the other gestures of kindness you make. I also like your dad jokes.
Lilana Gutierrez	En tiempo de verano yo liliana batallaba mucho para lavar los asadores y mi compañera adriana garcia me enseño a lavarlos en seco y me funcionó muy bien fue ma rapido y facil para mi

Liz Teposte	Liz is always so patient and helps everyone even when she has a lot to do.
Manuel Jaimes	I want to recognize Manny for helping out the plumbing department last night. During one of our projects our tech accidentally cut a electrical line looking for a leak in the wall, it was around 3pm and he could have easily went home but without questioning he left the job he was on and came to rescue us after hours. Not only is he ALL IN, but he also improved the quality of life for the homeowner who's house this was in. Thank you Manny, you rock!!
Marcos Valdez	Marcos is taking on more clients with Thomas going back to 60. He is always willing to take on anything to help not only our department, but the company too. We love Marcos!!!
Marcos Valdez	He has alway Looked out for my safety and good working strategies.
Mariano Porras	I appreciate your professionalism and thoroughness. Great customer service! Thank you for the quick response, your assessment of the water damage, and for coordinating the repairs.
Mariano Porras	I appreciate your professionalism and thoroughness. Great customer service! Thank you for the quick response, your assessment of the water damage, and for coordinating the repairs.
Mariano, Oswaldo, Martin, Yordi	Hey Mariano I would like to thank you for all the hard work and dedication that you have shown to the Bernardo Pines community and to myself as a homeowner and a Board member. To all the dedication and professionalism that you put into. Also, goes to your techs specifically Oswaldo, Martin and Yordi. They have been a great help in these hard times with my leak situation. Thank you for their hard work and kindness. It is truly appreciated.
Marisol Marcial	Marisol is ALL IN. She always helps me out when I have collection issues/questions by asking the AM's and supervisors for information. AND she's awesome cuz she always helps me send invoices. I appreciate her and am SO grateful I get to work with someone so amazing every day. Thank you Marisol for all you do.

Mark Adams	Mark Adams had a vision about how to improve operations and he's made it happen. We now have the best margins and the lowest warranty we've ever had. Our gross and net margins are the largest they've ever been. Mark has been questioned and pestered beyond belief but he persevered and made his vision a reality and IMPROVED QUALITY OF LIFE for ALL ProTecians. Mark is the best of the best and we all appreciate you every day.
Mark Cederquist	Claudia and Mark, jobs well done! We so appreciate the entire ProTec team.
Megan Lamb	Meg helped me w Russian TV show
Megan Lamb	Megan Lamb has been sick for a long period of time and has stayed home to make sure no one in the office catches her bug. But, she has nonetheless worked from home and did a GREAT job on marketing various items including this newsletter, the Critical Number game and others.
Megan Lamb	Megan is always All In - regardless of what is going on she is always willing to drop whatever she is doing to help anyone who needs it. I know I speak for all of when I say how much we all appreciate her commitment and dedication to our team.
Megan Lamb	Yes, we could always have planned better (what everyone says) but with everything that is going on it's not always that simple. However, Megan always ensures everything is getting done - from working at the office till 9 PM or cutting out raffle names at 12 AM - she always does what it takes to get the job done and make sure everyone is celebrated. Megan kicks ass and is ALL IN!!!! Plus, during all this she has to deal with me... not easy. God bless her.
Megan Lamb	Megan worked late into the evening last night to ensure that the critical number raffle went smoothly today. She was given tasks with a very short turn-around, did an amazing job to 'OWN' her tasks and delegate, and took work home herself to prepare for the following day! She works hard and handles everything with a smile, and I feel so grateful to be a part of her team! Thank you Megan!
Megan Lamb	Megan went ALL IN with going Above and Beyond yesterday. She helped me get some files off my desktop and DROPPED OFF the external hard drive, while I was working from home taking care of my daughter. Seriously, she's fantastic and always goes above and beyond.

Megan Millat	Meg took a long overdue and long needed vacation yet knew she was needed to help with the Op's meeting. So, Meg organizied everything just as if she were here in SD. It all came off perfectly and we ALL appreciate Megan's hard work and attention to detail. Thank YOU Megan.
Megan Millat	I showed Megan a great new Align tool/format that i developed with Mark Comiso and Megan volunterd to put it into Align for all of my direct reports. SAVED ME BIG TIME.
Megan Millat	There must be something about people with the name Megan because they are all stars! Megan like the other Megan always steps up to the plate and takes care of anything we need! We wouldn't be successful without her continued commitment and for everything she handles - what a true team player!!
Megan Millat	Megan, has always been very insightful and helps with QA whenever I'm in need of her assistance. Thank you for being there for us.
Megan Millat	Megan Millat is one amazing woman. She juggles more balls in a day than a traveling circus. She's always got a smile on her face and always willing to step up and help in spite of carrying a very large work load for the business development team. She helped me out on the 12th of January by running the technical side of the Las Vegas business development meeting (manning Zoom and the many spreadsheets). Hats off to Megan!
Mike Perkins	Mike is always improving the quality of life of our clients and team. He returnes the billing packets in a timely manner with all questions answered and approvals. He is the perfect example of going above and beyond Thank you for all you do Mike!
Mirzet Velic	Mirzet is ALL IN!! It doesn’t matter what it is, from needing some help with bus dev, scheduling something to delivered to another office, or needing feedback or ideas, he is always timely and incredibly helpful!
Nazario Eusebio	Nazario and the other Protec team are doing a great job!

Neil Carey	We have gotten a few new hires in Dept 250 and Neil has been awesome in offering to help with ProTec Connect and making sure they feel comfortable in a new environment. Which makes lives easier for us Admin in the San Marcos office.
Neil Carey	When there was a hiccup in payroll a tech asked why payroll was late. Concerned, Neil came over and asked the tech if he needed help financially he would help and lend the tech money. Without hesitation, Neil was ready to help in any way he could. I really appreciate Neil for being all in and trying to help improve the tech's quality of life.
Neil Carey	Neil used his intelligence to help us get out of our Stanton lease with out getting too bad of a haircut.
Oscar Campos	Oscar is ALL IN. He attended the CAI-OC educational luncheon with me and was super helpful in setting up the event, during the event and breaking down from the event. It's nice to have an extra set of hands during some of these events. Thankful he was there to help.
Oscar Jaimes	I am pleased and impressed with the industry and smarts of Oscar and his personable interaction with me in spite of the circumstances. Obviously he knows what he is doing and enjoys his job. The world needs more Oscars with his demeanor and skills. My applause, kudos, accolades, atta boy, etc to Oscar.
Paul Mayeski	Paul has been helping technicians in the warehouse, he is always attentive to what the technicians might need and sharing his knowledge with them.
Paul Mayeski	Paul from ProTec is one of my favorite people and I am sure they are happy to have your talent in Orange County.
Paul Munoz	On Jan 9th, at around 4:30PM, Paul Munoz called me to let me know, that he saw one of our janitorial staff car that had a broken tail light. He explained that he tried to wave her down before she left but couldn't catch her on time so he called me. I told him how much I appreciated him for looking out for one of my team members, and Paul responded with, " that's what family does, we look after one another". I was honestly moved by Paul's action and comment he made, it really showed me that Paul is definitely living the core values and is an example of what it means to be a ProTecian. I would like to to nominate Paul Munoz as the ProTecian of the month!. Thank you Paul for all you do and for always being a team member we can always rely on.

Rafa Orosco	He wanted to know if Dave had made it back to corporate yet He said that Dave looked a little tired before he left the OC office, and he knows how that drive is, so he wanted to make sure Dave was safe. 😊 He asked Mark to call him randomly to make sure. If that's not improving quality of life, I don't know what is!!
Ramon Enriquez	Just wanted you to know that the board president is very happy with the work! Thank you for the consistently good work you provide Torrey Pines.
Raul Gonzales	Raul is always 100% All In. He was at The Lake Forest Office on Saturday installing vehicle graphics. He has been working Saturdays to make up for belong short handed in the tool room.
Raul Gonzalez	Raul is all in... he was here on a Saturday installing graphics on our new vehicles so they would be ready for our employees.
Rawley Zavrid	Rawley has been a huge help in the plumbing office and always willing to jump in when I have questions. I'm helping out and still figuring things out so to have someone I can rely on is amazing! And he makes me laugh!
Relly Medina	I have had the pleasure of working closer with the plumbing team lately and Relly has not stopped pumping up the team. She is always reassuring the team about working together and not to worry... in her words "we got this" ... Thank you Relly for being so motivating.
Relly Medina	Relly has been pushed into billing FULL force and she has been doing so well!! Im so proud of her for owning it - there have been a couple billing errors and she hasn't hesitated to step and say "I'm so sorry I messed up how can we fix it". She is always working so hard and I'm proud of her for being able to own it!!
Relly Medina	Relly has stepped it up in the plumbing office and taken over billing while helping train me while being 2 admin short. She's always willing to help and learn new things. She keeps things lively and fun in the office when things get crazy. (And plumbing gets crazy) I've only been in there a little while and I've seen her learn and grow a lot!

Relly Medina	Relly is all in, she has had a great positive attitude with all the work she has been handed. She is still learning and growing in her position and so willing to help Danyelle and Anahi learn as well. I'm so grateful for her.
Relly Medina	Relly has been jumping through many hoops along with Danyelle this month. They make an awesome team and are constantly pushing each other. Thank you Relly for joining forces with Danyelle and learning and growing together.
Reynaldo Montes	Rey when asked to put in fans into a laundry room were the temperatures would become hot , Rey installed a fan on each side of the walls that cooled the inside of the laundry room at Mission Verde , thanks Rey for going all in and making the homeowners very happy.
Robert Hartland	Robert "Marty" Hartland is always so happy in the mornings that it puts a smile on my face and everyone else's in the office. Marty is so good at turning in his receipts on time and if he ever questions if they're entered, he keeps them and gives it to me to make sure. It makes it super easy for billing. I really appreciate Marty!
Rodney Poulson	Rodney is always so kind and quick to help me with bids questions and is amazing at writing his estimates.
Rosie Gomez	Rosie reported a Fleet Driver she saw who was talking on the phone while driving.
Rosie Gomez	Rosie worked extra hard to get us all paid 2 days earlier Thank you Rosie for your hard work!
Ryan McGowan	I had no hot water to two buildings , thanks to Ryan with his speedy service , I was sent electrician from Pro Tec to have one boiler back up and running and support help to other boiler to program boiler to get up and running for hot water , Thanks Ryan for your speedy help.

Samantha Henry	Sam helped input some of the new MOL stuff in so that I didn't have to. Sam knows MOL isn't my favorite task and it's often the one I get behind on, so I appreciate that she take time out of her day to help.
Samantha Henry	Sam is super consciensious about her work. She was handed AP because the regular AP person was out sick and put her very important work aside to do the AP work. She is Candy's right hand woman and Candy couldn't have a better side kick who cares more. Sam would come home at night after feeding two children and a hungry husband and still go back onto her computer to get the work done that she needed to get done. She's the best of the best, hands down.
Samantha Henry	Angel was All In on Friday the 13th!! Our system was crashing and Jon was out sick and Angel stepped up to the plate! He was taking all the calls, he was calm and patient, and helping as much as he could!! We appreciate angel being All In for us!!!
Shellie Blaylock	Shellie has gone above and beyond with the final steps of the rate increase process, and there is A LOT that goes on behind the scenes with those. She spent hours and hours adjusting management reports, following up with clients, and even investigating janitorial department increases. This is just the tip of the iceberg of all she handles! She is ALL IN and has been an amazing part of this process while we update the company’s agreements.
Steve Rojas	Jillian Marion sent me a text message today and said that Steve Rojas is awesome. She said he is just very proactive and communicative. Yay Steve!
Tasha Edie	Tasha helped me with the ordering referral board ads for every office! She helped me make sure the board were in correct print format.
Tasha Eide	Tasha called in sick on Monday the 16th and still processed her Payroll for her department. All in for sure!
Tasha Eide	Tasha is amazing at getting bids out we had 4 that the property managers got behind on and Tasha got all of them out ahead of schedule example we got one yesterday afternoon I went on it this morning and Tasha had it to the client by 1 30pm awesome job she has done this alot lately

The Chula Vista Team	Our crew at 660 ,Chula Vista has talented individuals and for my experience in 2023 these men that work safe and professional with team effort always are completing the task at hand ,our Managers and supervisors train us to be safe and professional myself as a tech Iam very proud to be with these men everyday, and I learn from each one of them different things everyday thank you for looking out team 660.
Therese Mc laughing Mc laughing	this is a property manager that I work with who displayed our values without even knowing it and gave me recognition. I usually take them coffee for monthly walk but today I didn't because I barely made it on time. after I apologize for not getting them coffee this month she said don't worry it's our turn to take care of you for everything you do for community. she asked me what I like to drink and I didn't know but she was placing the order on her phone and then she said your order is ready just go pick it up. she made my day so I paid it forward and surprised our janitorial Mina with coffee in the scone so I could make her name. just people improving each other's quality of life :)
Tim Haisch	We rolled out tier three huddles this week and Tim has owned this huddle! He has made sure they stay on task for a quick and efficient huddle. Great job Tim!
Tim Haisch	As you all know we have rolled out the LAM Huddles on January 3rd. and wanted to share that Tim has been a critical part of the LAM success. Tim has Owned the Huddle, has been All-In and he's Learning & Growing with it. I always new Tim had what it takes to make things happend. Since Tim was giving the opportunity to run Dep-50 he has always gone above and beyond for his team members. He treats his employees like family, even better than he treats Ty! I'm very proud of Tim on what he has become, a gentle leader that truly cares for his people and ProTec!
Tim Haisch	Many people deserve praise but when it comes to ProTec U one person stands out to me most. Tim, I appreciate you and your willingness to participate/cooperate with ProTec U. You have been instrumental to our success by providing great students to Learn new trades and excellent tradesmen to assist with the Growing of others. Another reason you stand out is that you see the value of growing people, and you demonstrate great leadership in that you know there will be a revenue loss while Department 50 employees are away at class for the day but have the higher understanding that building people builds the department to be stronger and more versatile. Thanks Tim, I really appreciate everything you have done!!!
Tim Lampman	Tim has be going above and beyond with all of the fleet vehicle repair cordination and Workmans Comp follow ups.
Timothy Baker	Tim has been extremely helpful with the new follow-up email program. He has been sending out his own emails to his client with the proper information.
Tony Judge/Tim Haisch	I had an issue with my car one morning before work. I called my team to let them know. Fortunately, Tony Judge came and picked me up from my house so that I could be in the office for work. At the end of the day, Tim Haisch gave me a ride back home. In Dept 50…we have each others back. I can’t think them enough for going the extra to help me out.

Tory Rib	Tory came in today and went above and beyond to help our dept not get overwhelmed with inspections, and walkthroughs.
Tory Ribb	Tory, although small to you it was very helpful the other day when you helped me clean up after ProTec U. While some just walk away or go home you always help me when I'm sure you want to go home too.
Travis Knapp	I'd like to recognize Travis Knapp for being a great worker. A while ago he, along with other techs from dept 260 were being sent to work for dept 60, he never once complained about the commute. He went and did a great job! Today, he is still doing a great job and always has a friendly smile on his face. Great job Travis!
Ty Haisch	Ty Haisch has done an amazing job in transitioning Carasso Construction team into ProTec. He's gotten up at unGodly hours of the night and been at Carasso at 6:30am without fail. He may not know that we're seeing all of his hard work - but we do. Plus, he ran a great plan and meetings to make sure the transition happened without mishap. He has made this purchase and transition happen and we ALL appreciate it. We know that Ty will be crucial to the success of future company acquisitions.
Ty Haisch	Saw a ProTec truck pulled over on the side of the road when he was heading home and stopped to see what was going on. He noticed that one of our team members ran out of gas so he went to grab some gas and brought it back to fill up the truck. Adnon (not sure of spelling) mentioned Ty was his savior and really appreciated his assistance on a Friday. Thanks Ty for always seeting the example and improving quality of life.
Ty Haisch	Ty, is definitely All In! he's quick to answer my phone calls and if he misses it, he calls back no mater what. I know he's taking on a large projects at the time and working long hours but he always finds the time to help with what ever is needed for our Dept.
Ty Haisch	Ty has been doing an incredible job with the acquisition of Carasso. He has been communicating great on all fronts, works long hours, and always answers his phone when I or others have a question. Despite the stress of an acquisition and the hurdles it has brought, he takes it all on with a smile and a refreshing sense of humor. He makes everyone in the team feel like their voices matter despite all of the changes, and has been an integral part of why the Carasso merger has been so successful. Thank you for being ALL IN Ty!
Ty Haisch	Ty always makes himself available to answer all my questions and never makes me feel like I should know the answers. He is also great at giving me his thanks when I go above what was required.

Ty Haisch	Ty is so nice to everyone here at the former Carasso Const, so patient and encouraging to all of us. He has really made a transition that could have been painful, actually fun!
Ty Haisch	I have gotten to know Ty since I began being part of the team helping in the Carasso/Protec transition beginning last January. I didn't normally work with him, nor did I know much about him given that we work in different offices. However, since we've been working together as of late, not only has he been available to answer operations questions that I may not know the answer to, but he's also been a great help in whatever he can do to help anyone in the 850 department and is fearless in taking action just to have tasks completed. Ty encompasses all our core values because he goes all in, he's open to growth and learning, and he's not afraid to own it. He's helped me with many tasks such as helping pick up a TV from the OC office, answering questions related to construction jobs, to motivating and building camaraderie with our technicians, Ty has been a great help and it's been a great pleasure working alongside him in the 850 Department.
Wendy Jimenez	Adriana Naranja was in a small car accident at the end of her shift a few weeks ago. She was fine but was very shaken up and couldn't drive. Wendy was in her area and rushed to help her without anyone asking her to. She drove her home and made sure she was ok. Definitely All In.
Wendy Robles	Wendy has been helping us send invoices and she gets it done quick! So thankful for her!
Wendy Robles	What can I say about Miss Wendy? She's amazing. Always has a smile on her face, always willing to help. Definitely ALL IN!!!! I love that I get to see her beautiful face every morning in the admin huddle. She reminds me that there are amazing wonderful fabulous people in this crazy world.
Wendy Robles	Wendy is always the first person to jump into bids and help clear the requests, usually without me having to ask! She is always so positive and upbeat. It's a great pleasure to work with her!
William Jesse	William was at one of our property's completing a work order when noticed an older man and his grandson struggling to get an exercise bike out of the back of their truck. William ran over and helped them unload the heavy bike. William great job showing ProTec is all in and living our core values
William Speers	William has been with ProTec about 3-4 weeks now. He come in to work daily with a great attitude he as lists of questions and has a very good understanding of ProTec connect. William is very interested in our ProTec Tech and developing his skills, he is the epitome of learn and grow

Yesenia & Danyelle Alvarenga & Reese	Yesenia has been working so hard helping all the techs and getting everything ready for us in Dept.70 before her vacation. Which is well deserved. And Danyelle is always helping us out in whatever she can and willing to learn new things. You Rock ladies I would be a mess without you gals!
Yordi Estrada, Osvaldo Resendiz Cruz, Mariano Porras, Martin Villa Silva	I would like to thank you for all the hard work and dedication that you have shown to the Bernardo Pines community and to myself as a homeowner and a Board member. To all the dedication and professionalism that you put into it. Also, it goes to your techs specifically Osvaldo, Martin, and Yordi. They have been a great help in these hard times with my leak situation. Thank you for their hard work and kindness. It is truly appreciated.