



CONTRACTOR OF THE YEAR

2024 CONTRACTOR OF THE YEAR APPLICATION FORM

Contact Name: Michael Jay C. Carolino

Title: Assistant General Manager

Company Name: Polyphase System Inc.

Address: 176 Pedro Benavente St.

City: Barrigada

State: Guam

Zip code: 96913

Telephone: Fax: (671) 633-2009

Email: mj@polyphase-guam.com

COMPANY OVERVIEW



POLYPHASE System Inc. (PSI) is driven by its Professionalism, Goal Orientation, Efficient Leadership, Yearning, Positive outlook, Hardworking people, Accountability, Systematic organization and Excellence in everything it does.



By successfully executing the Andersen Air Force Base Replace-in-Pavement Project, Polyphase proved to be an exceptional contractor who can perform complex schemes like no other contractor. This sets Polyphase System Inc. as the 2024 GCA Contractor of the Year Awardee.

PSI is a known electrical contractor who is brilliant at carrying out exceptional projects. It has become a front-runner in the industry by its steadfast service provision in industrial, residential and governmental sectors. Polyphase expands its scope to not Just be a leading Electrical Contractor but also be one of the bests in Mechanical and Civil Trades.

COMPANY OVERVIEW



“ Our Mission

At Polyphase System Inc, we strive to provide reliable and quality electrical services in the islands of Guam and the Northern Marianas while ensuring excellent workmanship for a fair price. Our focus of sustained, controlled growth will never come at the expense of the services our customers have come to know and expect from us. With PSI being a family-owned business, we treat our employees as our own family and our commitment for their safety, growth and well-being is our top priority.

“ Our Vision

To be the electrical contractor of choice for both the public and private sectors in Guam and the Northern Marianas, and to be the employer of choice especially for electricians and electrical engineers.

COMPANY OVERVIEW



PSI VALUES



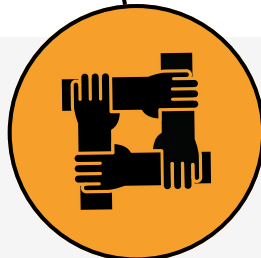
CUSTOMER FOCUS

Our goal is to provide exemplary service to every customer to become the contractor of choice for contractors and owners needing quality electrical services. A repeat customer relationship through confidence in our service and capabilities is the ultimate goal.



SAFETY

Lead a culture where safety is paramount to employees and customers and uncompromising in our commitment to the health and well-being of our employees, subcontractors, customers, and community. We will continually improve our process, demonstrate leadership, and promote comprehensive safety.



INTEGRITY

Building lasting relationships through honesty, respect and trust with our customers, employees, and community. We expect the entire Polyphase System Inc. team to display these same high principles.



EMPLOYEE DEVELOPMENT

We value our employees' dedication to our Company, recognize them as our greatest asset, and constantly strive to enhance them through training, development, promotion, and professional growth.



EXCELLENCE

We strive to maintain the highest quality and efficiency in our work through the constant pursuit of improvement of our team and our processes to surpass the expectations of our customers.

SAFETY, HEALTH & WELLNESS



Everyone's top priority in this industry is SAFETY. Polyphase extends its arms in implementing precautions and executing pre-set safety rules and regulations. Polyphase is continuously searching for up-to-date training and symposiums that help nourish the peoples' knowledge in this area. It sees to it that its Safety Officers, Engineers, field workers as well as all its staffs are equipped with wisdom in realizing what was taught in its safety classes. The management ensures that all workers are reminded of their own security during the daily toolbox meeting in every job site. Polyphase has issued the basic personal protective equipments to each employee as a courtesy and in carrying out its responsibility.

Polyphase took the financial weight / worries from the employees when it unifiedly covered the health insurance of each worker. Workers are keenly prodded with house rules to ensure safety, peace and camaraderie during their tenure. Not only does it care about everyone's health and safety, but it also promotes a fair and balanced life. PSI issued gym equipment to its workers, supports it through sports membership and bought its own table tennis and basketball hoops with all accessories included so the workers can enjoy their freedom during their days off.

Polyphase also kept its tradition to conduct quarterly employee appreciation wherein all workers are gathered for some fun but meaningful team building games, exciting and never-ending surprises and gifts. This is the company's way to remind its workers that they are valued, seen and members of one big family. The PSI Family!



2024 - 2nd Quarter Employee Appreciation



ENVIRONMENTAL POLYPHASE SYSTEM INC. GENERAL ELECTRICAL CONTRACTOR

RESPONSIBILITY & SUSTAINABILITY

As a General Electrical Construction Company, we are committed to environmental sustainability. Also, we have adopted several best practices, programs, and policies to reduce environmental impact/damage. Here are some of the initiatives we've taken:

- ▶ **Energy Efficiency:** We prioritize energy-efficient practices in our operations. Selecting energy-efficient equipment, and implementing measures to reduce energy consumption during construction.
- ▶ **Waste Reduction:** We have established waste reduction policies to minimize construction waste. To wit recycling and proper disposal of materials, as well as encouraging our employees to use materials efficiently.
- ▶ **Green Materials:** When possible, we source and use environmental friendly and sustainable materials. These includes using low-impact insulation, wiring and other components that surpasses energy efficiency and environmental standards.
- ▶ **Alternative Energy:** We are exploring the use of alternative and renewable energy sources on our job sites, such as solar power and wind energy. This is to reduce reliance on traditional energy sources and lower our carbon footprint.

- ▶ **Water Conservation:** We implement water conservation practices in our construction projects. This includes responsible water management and the use of low-flow fixtures to reduce water consumption.

- ▶ **Sustainable Design:** We work with clients and architects to promote viable design practices. This include designing projects that maximize natural lighting, ventilation, and energy efficiency.

- ▶ **Employee Training:** We provide training to our employees on environmental awareness, as well as the importance of having clean and green environment. Guidelines for responsible resource usage and waste reduction are some.

- ▶ **Compliance with Regulations:** We adhere to all environmental regulations and requirements at the local, state, and federal levels. This ensures that our projects are in full compliance with environmental standards.

Our efforts to adopt these environmental sustainability best practices, programs and policies not only contribute to a healthier planet but also align with the increasing demand for sustainable construction practices in the industry. We believe that responsible construction is essential in today's world. We are committed to reduce our environmental footprint while delivering top-quality electrical and construction services to our clients.

WORKFORCE



& PROFESSIONAL DEVELOPMENT

Impact on Our Company:

Productivity: The training programs have significantly improved our Company's productivity. Employees with updated skills are more productive & efficient resulting to projects being completed on time and within budget. Project managers, with improved skills, plans better accordingly.

Quality of Workmanship: The impact on the quality of workmanship has been substantial. Employees who receive training in the latest industry standards and best practices produce higher-quality work. This has led to increased customer satisfaction and repeat business.

Employee Morale: Training programs have boosted employee morale by demonstrating our commitment to their growth and professional development. Employees feel valued and motivated, which contributes to a positive work environment and higher job satisfaction.

Retention: Our investment in workforce development has contributed to improved employee retention. Employees are more likely to stay with the company when they see opportunities for career advancement and skill enhancement.

Competitive Edge: Through our well-trained workforce, we have gained a competitive edge in the market. Clients recognize the value of working with a company that invests in its employees, resulting in increased demand for our services.

Safety: Professional development programs, including safety training, have significantly improved our safety record. Employees are better equipped to recognize and mitigate risks, leading to a safer work environment and fewer to none accident reports.

Innovation: Training encourages innovation and the adoption of new technologies. Our workforce is more adaptable and capable of implementing cutting-edge solutions, contributing to our company's reputation as a forward-thinking organization.

In conclusion, our professional and workforce development programs have had a transformative impact on Company. These initiatives have not only elevated our workforce's skills and knowledge but have also improved productivity, work quality, employee morale, safety, and our competitive position in the industry. We view these programs as a vital part of our employee's progress for the company's brighter and successful future.

COMMUNITY SERVICE & CHARITABLE CONTRIBUTIONS



In kindness we live, through generosity we give. PSI recently took over the management of one of the local hotels in Guam. The Company partnered with Violence Advocate Reaching Out (VARO) and Westcare Organization in providing a safe and minimal cost of accommodation with little to no profit on its end. PSI also partnered with the homeless feeding ministry under Friends in Need, under the umbrella of Guam Vineyard Church and a non-profit organization feeding the homeless in Guam. The company mostly contributes monetary donations to various civic organizations and non-profit organizations in the island of Guam.

Polyphase is dedicated in reaching out to people and or organizations that needs its help. Every little act of kindness could have a great impact to someone's life.