



NEWSLETTER

SEPTEMBER 2026

Message from our CEO

This month, I want us to focus on how we help one another succeed. When a teammate struggles with a task, we have an opportunity to make a difference. Take a moment to explain the process, demonstrate the skill, or help them work through the problem. Complaining about what someone cannot do accomplishes very little. Helping them learn can benefit the entire team.

Each of us is responsible for our own growth, but none of us reached where we are today without help. Parents, family, friends, teachers, and coworkers have all played a part in our progress. Sharing what we know is a way to extend that same support to someone else. A teammate's success is something we should be proud to have contributed to.

We are only as strong as our weakest link, and every one of us has areas where we can improve. Let's identify those gaps with respect and address them with patience, honest feedback, and practical guidance. That also means being willing to ask for help, accept feedback, and put in the effort to improve. We can hold high standards while treating one another with dignity.

My challenge to everyone this month is simple: help someone get better at something. Share a skill, offer encouragement, and recognize progress. Choose words and actions that build confidence and trust. That is the culture I want us to create at CCSI, and that is how we succeed together.



Table Of Contents:

- Page 1:** [Cover Page](#)
- Page 2:** [Quality Corner](#)
- Page 3:** [Connection Hub](#)
- Page 4:** [Connection Hub 2](#)
- Page 5:** [Connection Hub 3](#)
- Page 6:** [Certifications/CCSI Gallery](#)
- Page 7:** [CCSI Forecast](#)
- Page 8:** [Employee Assistance Program](#)

Quote of the Month:

"You have power over your mind — not outside events.
Realize this, and you will find strength." - Marcus
Aurelius



Anniversaries:

10/03: [Gerald Noda](#)
22 Years

10/06: [Xandrew Julian](#)
6 Years

Birthdays:

10/24: [Chris Merez](#)

QUALITY CORNER

BY JASON FLOREZ

BREAKING NEWS: CAT6 CABLE REFUSES TO MAKE A SHARP TURN

Chaos nearly erupted in the telecom world this morning when a **CAT6 cable** was reportedly asked to make a sharp 90-degree bend around a corner.

"I'm a data cable, not a pretzel!"

Investigators determined the installer had forgotten one of the basic rules of structured cabling: **respect the bend radius**. As a common rule of thumb, CAT6 cable should not be bent tighter than approximately **four times** the cable's outside diameter, although the cable manufacturer's specifications should always be followed.

WHY ALL THE DRAMA?

CAT6 cable contains carefully twisted pairs designed to maintain proper electrical performance. Bending, crushing, kinking, or aggressively pulling the cable can affect that geometry and potentially hurt performance.

"If the cable looks like it needs a chiropractor, you probably bent it too far."

REMEMBER:

Good cable management isn't just about making the rack look pretty. **Protect** the cable during installation so the system can perform the way it was designed to.

Today's CAT6 forecast: 100% chance of high-speed data, with zero chance of pretzels!

THE DO'S AND DONT'S OF CAT6 CABLES

- ✓ Gentle sweeping bends
- ✓ Proper cable support
- ✓ Follow manufacturer specifications
- ✗ Sharp corners
- ✗ Kinks
- ✗ Crushing the cable with zip ties
- ✗ The famous "Just bend it until it fits" installation method

JOBSITE TIP OF THE DAY

Keep your bends smooth and gradual.

The Connection Hub

Safety Summit @ Hawaiian Telcom



Shout out: Cory and Jack

From Matt: I'd like to recognize them for their exceptional effort on a recent DLE project. Despite hurricane delays and a tight timeline, they worked tirelessly and coordinated with other trades to bring the first Law Enforcement Drone Vertiport online on schedule. Their dedication reflects the commitment we bring to every project.

Shout out: Lawrence

From Jason: Day in and Day out, LC shows his passion and dedication to CCSI. Even while on vacation, he still kept an eye on everything and was able to support when needed, no questions asked.

Tech-ila and Talk Story Event



Proceed

The Connection Hub

Shout out: Wes

From Greg: His ability to offer alternative solutions and execute them quickly is a big reason why the client offered CCSI additional work. He offered a quick, efficient, and affordable solution that directly resulted in the City Financial Tower project being completed ahead of schedule.

Shout out: Tony O.

From Wes: Muscle T! He is a great help to have on any crew, he tries to always anticipate the needs of the next move when we are working on a project, and stays busy throughout the workday!

Proceed

The Connection Hub

Shout out: Chris M.

From Lawrence: While our project teams were closing out sites, we also want to recognize Christopher Merez, who is out at the Hilton Hawaiian Village Resort providing top-tier IT and desk support for the hotel. Whether it is a full project build-out or ongoing daily support, earning client trust through operational excellence is what we strive for on every job. Incredible work by the entire CCSI team this month!

Shout out: All Technicians!

Your hard work, skill, and dedication keep our projects moving and represent CCSI every day. We appreciate the care you put into your work and the teamwork you bring to each jobsite. Thank you for everything you do, you're an essential part of CCSI's success!

Certifications and Training

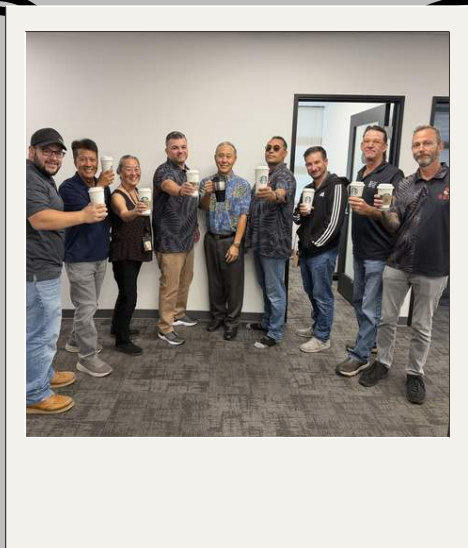


Chris M.

CompTIA Linux+ Certification

An intermediate-level credential from CompTIA that validates essential skills in Linux system administration, security, and automation.

CCSI Gallery.



CCSI FORECAST



Current Conditions

This September was a massive month for CCSI! Our field team successfully wrapped up seven distinct projects across Oahu, including the Aipa ASC, 7-11 Liliha, Skydio Drone DLE, Spectrum Battery Removal, and DISA Equipment Removal sites.

A special shoutout goes to our teams at City Financial and the State Capitol. At City Financial, our installers delivered such an exceptional level of quality that the customer immediately requested us for another project. We saw the exact same success at the State Capitol, where the customer was extremely happy with our newly completed project and past work, rewarding our team with even more work on the site.



Company Dashboard



7

Projects
Completed



92%

Quality
Score



47,240

Ft. of Cable
Installed

YEAR OF THE HORSE

YEAR OF THE HORSE

The Horse represents strength, determination, resilience, and forward momentum. Throughout the year, we celebrate these qualities by recognizing the progress we make together. Embracing challenges, delivering exceptional work, and continuing to move CCSI forward one stride at a time.





Help, when you need it most

With your Employee Assistance Program and Work/Life Balance services, confidential assistance is as close as your phone or computer.



EMPLOYEE ASSISTANCE PROGRAM (EAP)

Your EAP is designed to help you lead a happier and more productive life at home and at work. Call for confidential access to a Licensed Professional Counselor* who can help you.

A Licensed Professional Counselor can help you with:

- Stress, depression, anxiety
- Relationship issues, divorce
- Anger, grief and loss
- Job stress, work conflicts
- Family and parenting problems
- And more



WORK/LIFE BALANCE

You can also reach out to a specialist for help with balancing work and life issues. Just call and one of our Work/Life Specialists can answer your questions and help you find resources in your community.

Ask our Work/Life Specialists about:

- Child care
- Elder care
- Financial services, debt management, credit report issues
- Identity theft
- Legal questions
- Even reducing your medical/dental bills!
- And more

Who is covered?

Unum's EAP services are available to all eligible partners and employees, their spouses or domestic partners, dependent children, parents and parents-in-law.

Always by your side

- Expert support 24/7
- Convenient website
- Short-term help
- Referrals for additional care
- Monthly webinars
- Medical Bill Saver™ — helps you save on medical bills

Help is easy to access:

Phone support: 1-800-854-1446

Online support: unum.com/lifebalance

In-person: You can get up to three visits, available at no additional cost to you with a Licensed Professional Counselor. Your counselor may refer you to resources in your community for ongoing support.

**Better
benefits
at work.™**

unum.com

* The counselors must abide by federal regulations regarding duty to warn of harm to self or others. In these instances, the consultant may be mandated to report a situation to the appropriate authority. Unum's Employee Assistance Program and Work/Life Balance services, provided by HealthAdvocate, are available with select Unum insurance offerings. Terms and availability of service are subject to change. Service provider does not provide legal advice; please consult your attorney for guidance. Services are not valid after coverage terminates. Please contact your Unum representative for details. Insurance products are underwritten by the subsidiaries of Unum Group.

© 2020 Unum Group. All rights reserved. Unum is a registered trademark and marketing brand of Unum Group and its insuring subsidiaries.

EN-2058-1 FOR EMPLOYEES (10-20)