

# Blueprint to Success

Are you someone who is ready to work, learn and grow to become a leader?

Our family owned and operated company believes in a win-win philosophy, delivering value for our customers and growth opportunities for our team members. Providing electrical engineering and construction services to clients in a variety of industries, Belco specializes in commercial and light industrial projects including offices, warehouses, machine or welding shops, retail buildings, ground up and tenant build-out spaces.

## BENEFITS OF STARTING A CAREER WITH BELCO

*Based on a consecutive four-year schedule.*

Access to  
**4-YEAR  
TRADE SCHOOL**  
*Classes one night per week*



**Only 20 Positions  
are Available. Apply to  
Join Our Team Today!  
Hiring from April to May.**

**Belco follows the Independent  
Electrical Contractor (IEC) pay scale**

*Zero student debt after completing the 4-year  
program (you pay for the first year through  
payroll deductions, then Belco pays each of the  
next three years as long as you continue to pass).*

For more information about a career with Belco,  
please visit [blancoelectric.com/careers](http://blancoelectric.com/careers).



## CONTINUOUS GROWTH OPPORTUNITIES

After obtaining your Journeyman's License you may continue to educate yourself, increase your skills and move up in the industry. With additional training and responsibility, you may become a:

### FOREMAN OR SERVICE DRIVER

*(\$25 to \$35 per hour; \$52k to \$82.8k per year)*

### MASTER SERVICE TECHNICIAN

*(\$45 per hour; \$93.6k per year)*

### PROJECT MANAGER OR ESTIMATOR

*(\$85k to \$150k per year plus bonuses)*

### BUSINESS OWNER

*(no salary limit)*

## Belco Company Values



POSITIVE ATTITUDE



WORK ETHIC



INTEGRITY

“ After obtaining my GED in 1994, I started in the commercial electrical industry at the age of 17. I attended the IEC apprenticeship program and obtained my Journeyman's License after five years in the trade and became a Foreman. After being a Foreman for four years, I took a position as a Project Manager. I learned estimating and design while project managing, and after being in the industry for a total of 12 years, I decided to try my hand at running my own business. I opened Belco with my two brothers who are also electricians. We earn excellent salaries and employ over 120 team members at Belco. ”

— Marco A. Blanco Jr.,  
President and Co-Founder