

## TOP SMALL EMPLOYER - LONG ISLAND POWER SOLUTIONS



### Employees in for the long run at Long Island Power Solutions

The Ronkonkoma solar panel installation company's owners take pride in its low employee turnover.

If you start working at Long Island Power Solutions, a solar panel installation company in Ronkonkoma, chances are you'll never leave.

Joseph Milillo and Michael Catizone, who in 2009 joined forces to start the business with a couple of trucks and a handful of employees, take pride in their company's low employee turnover.

"We have installers who have been with us since day one. People in sales who have been with us for years, some from the very beginning," said CEO Milillo, adding that the company, which took second place among small employers in Newsday's Top Workplaces competition, now employs 58 workers.

"I like to think it's because they feel valued and cared for here, and that, in turn, makes them care for and value their jobs that much more, and makes them feel happy to come in every day."

Julie Estabrooke, operations and human resources manager at Long Island Power, said both Milillo and Catizone, who is director of field operations, are known to go above and beyond for employees — in and out of the office.

"They bent over backward to accommodate an employee whose spouse was terminally ill," she said. "And on a more lighthearted note, when my wife, who also works here, and I adopted a

rescued beagle pup last year, they let us bring her to work with us every day while we were house-training her."

Another employee is allowed to bring his dog, a bichon-poo named Bubbles who has become the unofficial company mascot, to work with him every day.

"It really is like a family here, in every sense of the word," Estabrooke said.

When it comes to adding "family members" to the team, she said, the company looks for people who are willing to go the extra mile for customers.

Mike Brennan, an installer who has been with the company for a decade, said he's more than happy to do that.

"When you work for a good company and work with good people who take care of you, you have room to learn, room to grow," he said. "And in a laid-back environment, where everyone gets along well? There's not much to find fault with."

Recent hire Joseph Zacchino, the company's director of engineering, said working alongside such an enthusiastic group is a treat.

"Everyone has this positive, can-do attitude that's really contagious," he said.

So what's the best part of working at LI Power so far?

"Oh, it's the energy," he said with a laugh. "No pun intended."

*-Daisy Calavia-Robertson*