



# **BRINK**

CONSTRUCTORS, INC.

A QUANTA SERVICES COMPANY

## **Brink Constructors Quarterly Newsletter**

**April—June 2019**

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**Zane Brink**  
**President**  
**Brink Constructors, Inc.**

## A message from the President

### **Definition of Success**

#### **The accomplishment of an aim or purpose**

We have had some huge successes recently.

- We completed the Big Stone Ellendale South Project.
- Initiated a more robust apprenticeship program.
- Made and continue to make additional business relationships throughout the United States.
- Implemented a better internal equipment and tool rental program that is helping to drive our success.

I hope with all of these corporate successes that we are finding personal successes. Reaching our goals for our relationships, building relationships, advancing our net worth not only in terms of money but also in our abilities. When anyone in our organization is successful we are all successful. When someone fails, we all fail.

Please keep on focusing on what the aim or purpose of:

- The Safety Program is to bring everyone home safely every day.
- The Equipment and Tool Program is to insure the equipment and tools that we are utilizing are ready to work and help us work safe.
- Working Productive, if we are working safe taking care of our equipment we are working productive to ensure the vitality of the organization.

### **Safety 1<sup>st</sup>, Equipment 2<sup>nd</sup>, Production 3<sup>rd</sup>**

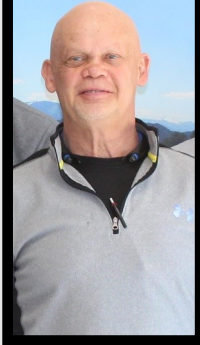
is our mission statement but also could be described as our purpose and when we accomplish our purpose, we are successful!



## Safety Corner with Zane Graham

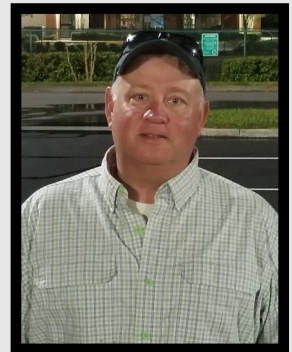
Exciting changes have been happening in the Brink Safety Department in 2019. We have quadrupled in size by adding three new Safety Professionals to the Brink team.

Kevin Moser joined the team on January 2<sup>nd</sup> and most have gotten to meet him as he travels to the different job sites. He comes to us from the SD Highway Patrol where he emphasized in DOT regulations. He will continue to travel to the different job sites so please welcome him as you see him in the field.



Kevin McCormick joined the team on March 18<sup>th</sup> and will be focusing on specific projects. He is currently on 177 in Oklahoma and will be transitioning to 183 in Colorado. Kevin has close to 30 years in a variety of aspects of the utility industry (including being a certified Journeyman Lineman). Those who worked on 104 may also remember Kevin being there as a lead inspector for Otter Tail Power so he is familiar with the Brink way and is excited to join the Brink team.

Craig Clements is the most recent person to join the Safety Department on April 1<sup>st</sup>. He has over 20 years of experience as a Safety Professional in the ET&D field, working for other powerline construction and Quanta companies. Craig will be supporting our Florida operations, but will get the opportunity to travel to other jobs as the needs arise.



In addition to the additional manpower in the safety group, we are adding quite a few new employees in the field. As we welcome everyone to the Brink team, we need to pull them in and teach them the Brink way of doing things. One major piece of this is communication, which includes our weekly safety meetings, morning meetings, JHA's, and goes all the way to asking what we do if something changes or how do I fix a piece of equipment.

Once we have been through the experiences, we can start to teach others the Brink way. Whether you have been here for 6 weeks, 6 months, or 6 years, odds are pretty good that you have experienced what others are now facing and looking for guidance on. We need to always remember this and think that no matter how low you are on the totem pole, somebody is looking up to you as their mentor. Since we never know who is watching, we need to strive for excellence and be proud of our work and experiences. Having pride in getting work done thoroughly and safely will help teach others the proper way to do things and help everyone succeed safely.

## T-Line Spotlight with Aaron Hatley

### 2019 Storm Restoration Projects

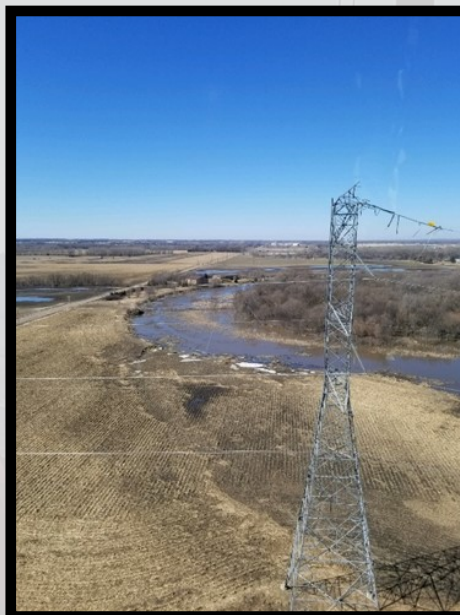
#### NPPD—2019 Storm Damage

**Nebraska slammed by worst flooding in 50 years after massive 'bomb cyclone'**

Beginning on March 12<sup>th</sup>, 2019 heavy rainfall and rapid snow and ice melt caused catastrophic flooding across the Missouri River Basin, and three-fourths of Nebraska's 93 counties declared an emergency, Gov. Pete Ricketts said. The cost of the damage has surpassed \$1.3 billion, state officials said, according to The Associated Press. That includes \$449 million in damage to roads, levees and other infrastructure; \$440 million in crop losses; and \$400 million in cattle losses.



On 3/21/19 we were contacted by NPPD to assist with emergency response to damage to transmission lines 3515/1162C that the District sustained as a result of the flooding. As the Elkhorn River reached historic flooding levels south of Norfolk, it created a new channel and overcame the double circuit 345/115kV structure and toppled the tower into the new river path. Brink was asked to assist in removing the tower from the river and installing temporary wood poles to secure the conductor over the river to prevent further damage.





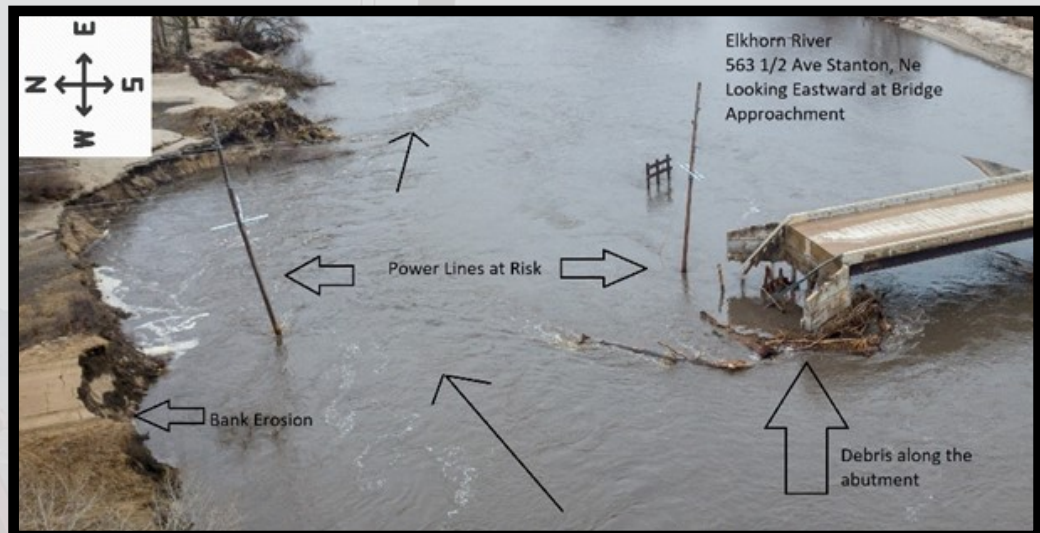
## T-Line Spotlight with Aaron Hatley

### NPPD Storm Fiber Repair

During the response to the downed lattice tower in the Elkhorn River, NPPD also requested assistance restoring critical communication to the substation on the line as the OPGW had been broken in the collapse of the tower. As an added scope of work, Brink installed 3 miles of Optical Groundwire (OPGW) along the Elkhorn River, South of Norfolk, Nebraska, through 14 additional lattice structures. All the tower work and OPGW installation was completed in a two-week timeframe highlighting NPPD's decision to select Brink for our ability to respond swiftly and due to good experience's on past projects.

### Stanton County PPD – 2019 Storm Repair

Also, as a result of the historic flooding along the Elkhorn River, Stanton County Public Power District suffered damage to their 69kV system at the river crossing approximately 12 miles southeast of Norfolk near Stanton, NE. After multiple failed attempts at locating a contractor capable of completing the work, Brink was asked to install a temporary pole along the river edge and de-clip the conductor from the poles in the water and remove the existing poles in the water to float the conductors over the river. This work was completed utilizing a helicopter and done in one day helping to prevent the poles from washing away and damaging the conductor.





## T-Line Spotlight with Aaron Hatley

### IRBY – GRE-Minnesota Storm Project

**Left in the dark: Ice storm snaps poles, damages transmission lines across area**

More than 70,000 utility customers in southwest Minnesota and eastern South Dakota were without power over the last 24 hours beginning April 9<sup>th</sup>, 2019 as freezing rain wreaked havoc with power lines and utility poles. Power lines and poles were coated with more than an inch of ice in some locations. The city of Worthington established rolling blackouts to keep homes livable and avoid having to open emergency shelters. As of April 12<sup>th</sup>, 2019, Great River Energy had 323 transmission line structures down on its system, and 15 substations without power.

We were contacted by Irby Construction, a Quanta operating unit, on April 11<sup>th</sup> for availability of resources to assist with the restoration around Worthington Minnesota. With crews available only 3 hours away in Norfolk after finishing the response to flooding damage there, we began working on assisting with response to the ice storm. Crews worked for 3 weeks to help remove damaged poles and replace them with new ones. Work was completed on Friday May 3<sup>rd</sup>.



This was impressive display of storm response on multiple projects from our crews as they worked many long days and weeks to help strengthen our regions electrical grid. Good job to the guys for persevering through the challenges of this work all the while making sure everyone went home safely in the end.



## Project 179—Charleston Substation

In January we started the Charleston Substation for Wheatland Electrical Cooperative (WEC). This is the last of a four station upgrade that has taken place over the last three years. Brink has been responsible for the construction of three of those stations. Just as with all of our other projects we experienced a very wet winter but were able to complete this station on time. Clayton Heavlin constructed this substation with the help of Alton Kee, John Poppen, Holden Murphy, Walker Stadheim, and Ryan Mitchum.



**Picture Above: Distribution structure area**  
(foundations buried in 3 foot of snow)

**Picture Right:**  
Distribution structure  
complete. Gravel  
surfacing is being  
installed.



**Picture of entire yard (taken from the road).**  
Station is completed, sub-contractor is working on gravel surfacing.





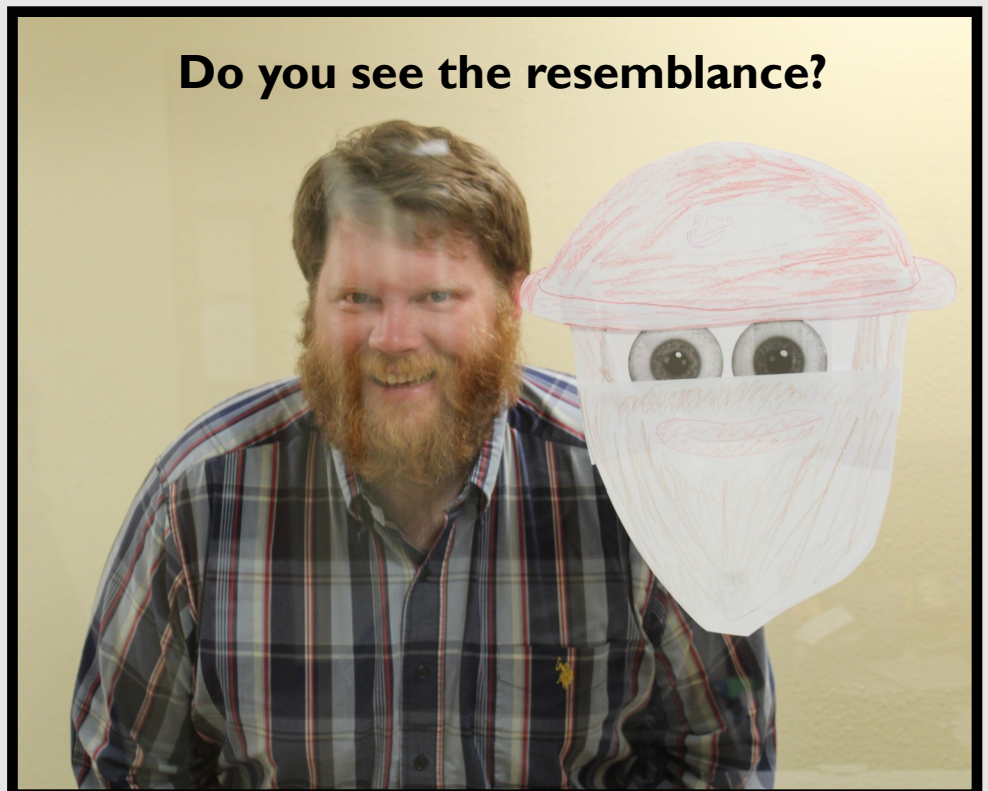
### Stay out of the Dog House!

Cowboy thought it would be helpful if the gals in the Accounting department had a dog house to help keep track of who might need a little extra push with credit card receipts. Who might #66 be?

Justin Hood thought it would be a nice addition to add a lineman to Tammy Richey's office window. It has been a fun addition and has brought a few laughs to the office. As you can see below, the lineman can easily change looks too!



### Do you see the resemblance?







### Hired January 2nd

From left: Nickolas Flood (Temp. Data Entry Specialist),  
Kevin Moser (Safety Professional)



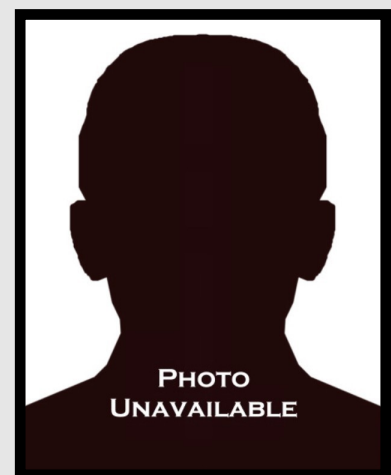
### Hired January 7th in FL

From left: Jason Evans, Jonathan Brunson, and Peyton Gallian.  
Jason and Peyton are Apprentice Lineman and Jonathan  
is a Project Manager in FL.



### Hired January 21st in FL

Joseph Sigala, Brandan Weiler, Michael Popovich, Levi Longtin (photo not available)  
All four new hires are Apprentice Lineman in FL.







### Hired February 25th

From left: Zach Pierce, Wyatt Bloom, Andrew Carlisle, Tyler Trautman, Leo Castillo, Chase Bradley, Andres Quinonez. All are Apprentice Lineman.



### Hired March 1st

Zach Johnson  
(Project Administrator)



### Hired March 18th

From left: Casey Foss (Groundman), Ethan Gomez (Apprentice), Christain Goodwin (Apprentice), Alexander Burdick (Apprentice), Kevin McCormick (Safety Superintendent), Charles Diem (Apprentice) and Rob Curry (Lineman/SubTech)





### June

Will Brengle	6/1/2018	1
Lane Merrill	6/4/2018	1
Tim Torres	6/4/2001	18
Richard Tyler	6/4/2018	1
Cameron Sims	6/4/2012	7
Matt Gustafson	6/10/2013	6
Chris Nash	6/12/2017	2
Payton Applegate	6/12/2017	2
John Goettle	6/17/2013	6
Clayton Heavlin	6/18/2008	11
Zane Graham	6/19/2017	2
Sarah Alfson	6/20/2016	3
Carolyn Scheler	6/20/2018	1
Paul Jorae	6/22/2015	4
Lane Meier	6/25/2018	1
William Murphy	6/25/2018	1
Christopher Freese	6/25/2018	1
Justin Funderburk	6/25/2018	1
Christopher Erker	6/25/2018	1
Jaykob Smith	6/25/2018	1
Dawson Rhodes	6/25/2018	1
Wade Stanford	6/25/2018	1



are good for you. The more you have the longer you live.  
but younger than tomorrow, Happy Birthday!

## April

Austin Biers	April 2
Tanner Iseminger	April 3
William Murphy	April 8
Leo Castillo	April 11
Dustin Beeson	April 12
Jordan Meyer	April 13
Devvon Roets	April 14
Caleb Wood	April 16
Dan Bachmann	April 21
Johnathan Fenske	April 22
Taylor Wickersham	April 23
Ryan Mitchum	April 29
Brandan Weiler	April 29

## May

Andre Easter	May 8
Luke Evenson	May 11
Christian Blom	May 12
Joseph Sigala	May 12
Skyler Beringer	May 17
Cruz Plasencia	May 18
James Thomas	May 21
Parker Thompson	May 22
Aaron Hatley	May 25
Payton Applegate	May 25
Christain Goodwin	May 26
Ethan Gomez	May 30
Alexander Burdick	May 31
Lane Merrill	May 31

## June

Christopher Gallo	June 3
Tony Cuzela	June 4
Kevin Chavez	June 5
Evan Digirolamo	June 6
Kolby Martinez	June 7
Paul Jorae	June 8
Justin Winkler	June 10
Zane Graham	June 12
Tim Kehr	June 15
Chase Bradley	June 16
Will Davis	June 19





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# Human Resources with Megan Brink

As we are already almost halfway through 2019 (crazy!) and gearing up for a busy summer, there has been some things that I have been focusing on with my own workload to make things more manageable.

I find that it is a challenge to prioritize multiple projects, requests, and at the same time assist our employees. As I want to be the best I can be for our employees, I have really focused on mental health.

I want to make everyone aware of resources available to all of us, as you have heard me on the past few safety calls mention our Employee Assistance Program. Mental health isn't always a topic to bring up or address. In this industry, I find it is the norm to not talk about our feelings or acknowledge when things stress us out. We power through and get the work done. This is a very stressful job not only in the field, but in the office as well. I have a responsibility for this company, but I also have a responsibility for the wellbeing for all of you, our wonderful employees. If I am not the best I can be, then I am not the best for you.

As we move forward into another successful and busy year, I encourage every one of you to do something for yourself and take care of yourself. Work/Life balance is important. If you are feeling burned out, you will not perform as you should and in turn, not perform safely.

I will refer to our mission statement, "Safety First, Equipment Second, and Production Third."

Let's think of safety as taking care and thinking about our own wellbeing. If you come to work prepared and fit for duty, body and mind, you can focus on operating and performing tasks, that then will result in production.



May is **Mental Health Awareness Month**. Did you know that one in five adults in the U.S. experience a mental health condition within a given year? Youth mental health is worsening too, with severe depression rates continually increasing. While this is important to address year-round, emphasizing mental health awareness during **May** provides a time for people to come together and help reduce mental illness stigma.

**Take a moment to look at the resources attached and information below** so you can get the help you need, when you need it, to lead a healthy and productive life.

- ♦ Review the attached flyer to know the myths and facts about mental illness
- ♦ Call your program to schedule an appointment with a counselor or coach
- ♦ Go online to [MagellanAscend.com](https://MagellanAscend.com) to get started with the self-care apps for help with depression, substance misuse, chronic pain, insomnia and more
- ♦ Download articles, graphics and other helpful information at [MagellanHealth.com/MYMH](https://MagellanHealth.com/MYMH)

Your program is here to help you and your household members **24/7/365**. No enrollment is necessary and all services are **free** and **confidential**. Call your program today or go online to [MagellanAscend.com](https://MagellanAscend.com). With your help, we can bring awareness to the prevalence of mental health conditions in our organization and communities.



### POLICY

#### STANDARD WORK WEEK

It has come to my attention that there is some confusion around our policy update that happened at the beginning of the year concerning standard work weeks. Each department has a set standard hours for each week:

- 50-hour standard work week for field
- 45-hour standard work week for shop
- 40-hour standard work week for office

This is important to point out as these affect the amount of PTO the employee may take per standard work week.

No employee may use PTO that would exceed their total standard work week hours.

For example, an office employee works Monday through Thursday, working 8 hours a day. They take Friday off as PTO. They may only take 8 hours as they have already worked 32 hours.

A field employee may work 40 hours in 4 days by working 10 hours a day. They take Friday off. They may only take 10 hours of PTO to meet 50.

A shop employee may work 3 days a week and have 27 hours. They take Thursday and Friday off, so they can only take up to 18 hours of PTO for those 2 days.

#### TRAINING PAY

It has been determined by management to eliminate the \$15 per hour training pay from our current pay structure effective April 8, 2019.

Going forward all training will be paid according to an employee's current wage and subsistence.

A formal policy will be forthcoming but in the interim the following is a recap.

All Training (Apprenticeship Training, Crane Certification, OSHA Cert, Grounding, Forklift, Safety Summits) will fall under the following procedure:

- Hourly wage rate will remain the same as the employee is being paid presently.
- Subsistence will be paid based on the location of training.
- Trainings will be held either onsite at current job location or offered voluntarily at off-site locations.
- Relocation pay will not be compensated for the trainings that are considered voluntary at off-site locations.
- If the training is held off-site then a block of rooms will be secured, and it will be up to the employee to reserve and pay for his/her own accommodations.
- Brink will no longer pay for hotel accommodations since subsistence will be paid.

New hires at orientation will be compensated at the regular rate of pay outlined in the offer letter. Brink will continue to provide lodging for the new employees and therefore, the new employees will not receive subsistence pay.

As always, please let me know if you have any questions, concerns, or comments. I am happy to assist.

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