



# THE TREE LINE

News for Sunland Construction & Affiliates

## BUFFALO GAP INSTRUMENTATION AND ELECTRICAL CO.



### July 2018 Edition Gotta Dig-It

*Your Hard Work in the Spotlight. Thanks to you for your hard work. Your professionalism and workmanship have kept jobs in the pipeline.*

*There are a number of jobs currently underway. If you are between jobs and are looking for a good opportunity, feel free to contact the Division Office to find out what work is available.*

So far at Buffalo Gap I&E our year has been very busy for the Industrial Group and we continue to be in the midst of most all of the Cryogenic Plants being built around the United States.

Also, our Commercial Division continues to stay busy working at a couple of the West Texas Air Force bases. They are also busy with several schools and other commercial type businesses in the Abilene area.

We are still trying to complete some of our challenging jobs that are lingering from last year, but our future market outlook is **VERY** positive.

We also have made some sustainable gains in turning our Safety department around and continue to stay focused on our "HELP" initiative. We have beefed up our Safety Culture throughout our jobs with Javier Mendez at the helm.

Our project teams are steadily improving our performance by employing some of the lessons learned from our past experiences and also improving on identifying other issues quicker to hopefully yield better outcomes.

The Cryogenic Plant Facility demands are at an all-time high. Normally, we would average 3-4 a year and currently that has doubled. Our challenge is to continue to maintain a good experienced workforce, provide a safe top quality job to our clients and be profitable. The size of these projects will easily tie-up most of our key players to where we are not doing as many of the smaller projects as we have done in the past.

The remainder of our year is already full of committed work and we are looking forward to ending it on a good note.

**Division Manager - Carlos Sanchez**



**WEST TEXAS** is the location of a large amount of our current work.

**Bobby Hamill** – One of our Principal Superintendents (going on nine years of service) is well on his way to completing a project in the Kermit Texas area. At the peak of the project he had over 85 electricians, helpers and assisting supervisors.

Bobby's crew is working on a Cryogenic plant. A facility where natural gas procued from wells is cooled to sub-zero temperatures in order to condense liquids and other hydrocarbons.

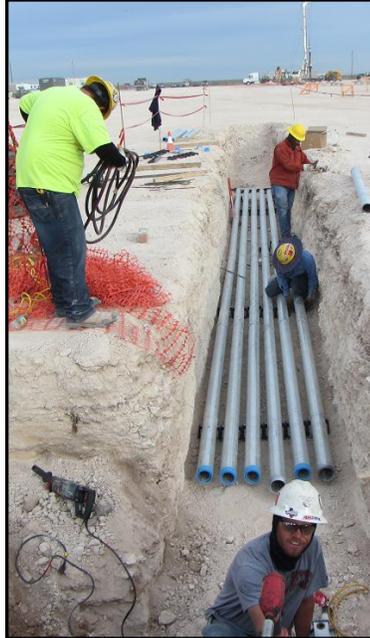


Juan Colon – Kermit, TX.

**Pat Harper** – A fourteen plus year manager has been issued the challenge of a Plant Rebuild in Sunray Texas. Starting a plant from scratch can be a monumental project but taking on a plant that has had major damage and performing demolition of existing damaged cable and tray, conduit, instruments, heat trace, junction boxes, RTU, GC, right down to lighting and the alarm horn is another challenge all together. Safety becomes an enormous concern when dealing with a burn out. Then once the demo is complete – The Replacement process begins. Pat has one of the larger crews for a BGIE project. Forty-six licensed electricians, instrument techs, apprentices and helpers.



Rudy Giron in Lift – Domingo Navarro on right.



Left- Charlie Hernandez / Top- Chris Arbizu / Middle – Juan Colon / Bottom-T.J. Brooks, in Kermit, TX.



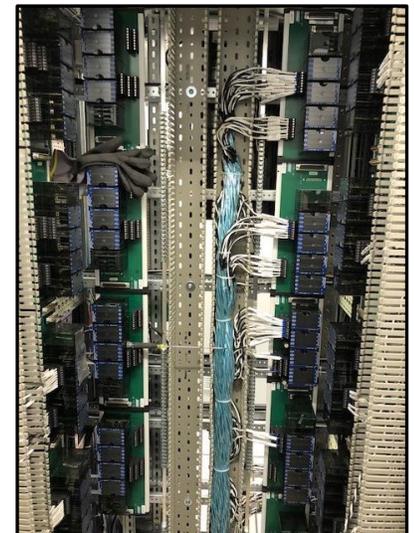
Left -Vincent Serna – Right -Rudy Giron.

## West Texas

The West Texas area is a Safety challenge with the “Hot” climate, occasional rattlesnake and massive projects on a time line that’s always tight. Thank you to our employees for being the Safety professionals that it takes.



Left -Tom Rios – Right -Rudy Giron.



Before and After- When you get right down to it instrumentation is really an art.

 **“Enjoy Your Retirement”** 



**Buffalo Gap** was privileged to have **Francis Annette Mills** with our company for seventeen years. Annette took care of our Accounts Payable Department with a rare and admiral dedication to BGIE. Annette told me she had spent some of the “best” and “worst” times of her life with us and in the “worst” times the family at Buffalo Gap was always there for her. Annette was always one of the first to step up and help others. Toys for Tots has been a passion of hers and many of you remember the October and November calls wanting to know *if you felt a need to help these kids*. One of her granddaughters works in oncology at a local hospital and helping the families that are fighting cancer always came next. Annette had first-hand knowledge of families fighting health problems and still made it a priority to help others. At a dinner in her honor a statement was made that Annette was like a fierce but loyal birddog. She has a “Bark” you better listen to and a “Heart” that’s bigger than life. Annette has no idea how much she will be missed. We want to thank her for her service with the company and even more for the friendship she was kind enough share with all of us.



**Thank you**  
**Seventeen Years**  
**Annette Mills**

**“Enjoy Your Retirement”** and take advantage of the “Pink” bikinis.



**“Great Job Debra”**



License renewal is an ongoing problem the FOA’s all help with. This month we would like to recognize Debra for an outstanding job with the numerous licenses she recently assisted with - Thank you.



Chuck Rush and Debra Gagne.



# Co-worker Connection



## Cutter Flatt

### Project Manager

Buffalo Gap Instrumentation and Electrical

**Team Flatt:** Shawna, Macy (10 Years Old)  
Sadie (4 Years Old)

**Which company do you work for and how many years of service?** I originally worked for the Buffalo Gap Commercial Division (41) for 2 ½ years. I took an 8 year hiatus and have been back and working in the Industrial Division (40) for 5 years in August.

**What do you enjoy doing in your spare time?** I have 2 daughters and a wife that keep me busy. I enjoy coaching my daughter's softball team, and as a family we have a small farm that we enjoy working on together.

**Where do you see yourself (career wise) in 10 years?** Doing what I can to prolong the success of Buffalo Gap I&E.

**What kind of music do you listen to?** I like to listen to Classic Rock and Country from the 1980's.

**This year, what has been your biggest work-related challenge?** We have been extremely busy with capital projects in areas of the country where there is a shortage of skilled labor. It has been a challenge to manage both labor and cost in these areas.

**This year, what has been your biggest work-related achievement?** We have experienced some challenging times this year and I feel like I did a good job of stepping up to keep things running smoothly (most days) under less than normal conditions.

**If you could have dinner with anyone past or present, who would it be and why?** My grandmother passed away unexpectedly this year and she was the matriarch of our family. I would like to have dinner with her to let her know that we miss her.

# From Our Desk to Yours

## “Bridging the Gap between the Office & the Field”

**News Flash:** the people working in the office and those working in the field don't always “see eye to eye”. Ok, this isn't a news flash, it is business as usual in most construction companies. Unfortunately, it is critical for the success of any organization that the office and the field come to some sort of a mutual agreement. So, how does an organization grow and prosper when the two elements of the business that are closest to the finished product exist in a strife-ridden environment? It's been proven over and over again that ultimately this natural divide comes down to one thing: communication.



Typically, great communication is not something that comes naturally to the construction industry. Organizations are filled with outstanding, highly-skilled technical people who have an affinity for building things and expect to see positive results. When you ask these individuals why they began a career in construction, many will mention in some way, shape or form, their desire to build impressive structures and their passion for seeing a project morph from nothing to something. Rarely do you hear someone say, “I got into construction because I love the people part.”

### What drives this conflict in the first place?

For some organizations, there exists an age or generation gap. In other instances, there is sometimes a clash between college-degreed, white-collar employees versus trade-oriented, blue-collar employees. Lastly, there is simply a distance gap. Front line field personnel may be isolated on jobsites, with little interaction with the back office folks.

Whether the conflicts are simply constructs of personalities gone awry, cultural stereotypes or geography, it is imperative for firms to overcome these divisions to develop world-class teams.

### Communicate the Importance of Every Role

Inter-firm strife is nothing new. Consider a firm with multiple business units—one that oversees & manages the physical/mechanical construction operations and the other that manages the administrative, financial & regulatory operations. Left to their own devices, one business unit might think they support the other business unit and vice-versa. Weak communication only exacerbates the tension that business units or satellite offices feel.

Diversification is an essential aspect of any business strategy, but selling and communicating the business case is equally important. You've got to have great technical people in the field “putting pipe in the ground” but you've also got to have great people in the office “pushing paper” making sure the organization gets paid for their hard work. Great leaders convey the roles of each business unit to the other and continually reinforce the importance of each to the firm's overarching strategy. The reality is that one simply cannot exist without the other.

### Bridge the Gap

Leaders are always shocked to hear they have weak communication in their firm. Management might say, “We have weekly meetings and annual trainings where we tell everyone the strategy. We have a company newsletter where we tell them important events. What more do they want?” Sounds like a great deal of telling but not much listening. Firm leaders (and we are ALL firm leaders) must seek to understand our internal customers just as much as we do the external ones. Take the time to reach out, ask a question, have a conversation and simply get to know someone outside of your typical work area or group a little bit better. You just might realize that the “other side” is not at all what you originally thought they were.

Ashley E. Collette  
Corporate Controller