



THE TREE LINE

News for Sunland Construction & Affiliates

March 2019 Edition
Gotta Dig-it

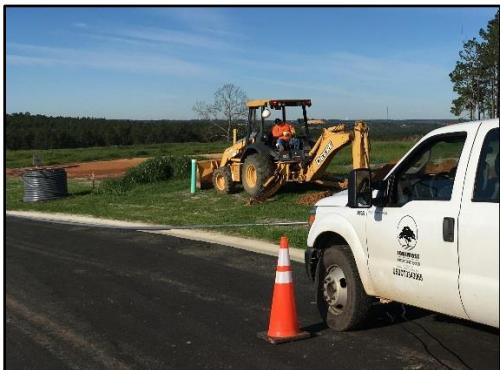
Your Hard Work in the Spotlight. Thanks for your hard work, your professionalism and workmanship have kept jobs in the pipeline.

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.

Foremen: Kenneth Beavers, Seth Schwarz, Jason Gastley, James Lucas, Andrew Spain, Floyce Hart, Chase Frisbee, Chris Vincent and Jeremy Honeycutt

Recently, Foremost successfully negotiated renewed contracts with three of our clients. We also recently were awarded what is a relatively large bid job for Foremost to do some duct bank work in Chapin, SC that is expected to start in April. We continued our recent tradition of hosting regional Annual Safety Training sessions to emphasize topics such as Last Minute Risk Assessment (LMRA), H.E.L.P. and overall trenching and excavation safety. Given our recent run of Safety Excellence, we always take a moment to reflect on how we got to where we are but always end by emphasizing that it is an ongoing, everyday process, not a milestone.

As we exit from this wet, dreary tunnel we have been in for a few months, we can't help but be excited about the opportunities and volume of work in front of us. With our continued dedication, focus and hard work, we believe we are in line for another successful year in the Carolinas.



Terry Gant working a job in Aiken, SC installing electrical conduit for the client in a new subdivision.



Annual Safety Training in Columbia where Michael Orr provides a live demonstration extolling the values of a hard hat to an amused Tim Haechten.



Co-worker Connection



Richard Todd Wingard
District Supervisor
Foremost Pipeline



Which company do you work for and how many years of service? Foremost Pipeline, I have been employed here for 12 years now.

Tell us about your family? My wife and I just celebrated 16 years of marriage. We have a son and daughter as well as 5 grandchildren.

What do you enjoy doing in your spare time? Camping, fishing salt water, hunting, and just being in the outdoors.

Where do you see yourself (career wise) in 10 years? I was just recently promoted to this position and have a lot to learn, so I'd say still being a superintendent.

This year, what has been your biggest work-related challenge? Hiring and keeping young employees.

This year, what has been your biggest work-related achievement? Keeping a good working relationship with our client.

If you could have dinner with anyone past or present, who would it be and why? I'd have to say any of my grandparents. I still have a lot of questions I'd like to ask them.

From Our Desk to Yours

"Perseverance and Paranoia"

Perseverance – The determination to survive changing times through flexibility and innovation

Paranoia – An instinct or thought process believed to be heavily influenced by anxiety or fear

When I was given the honor of writing this article, I thought at first that I would write about a theme involving transitions. After all, I had gone through a major transition myself recently and it seems like almost daily our world changes in dramatic ways. Whether it is work or life throwing you a curveball, it seems like they just keep coming.

Yet, the more I thought about transitions, the more I kept coming back to one of Sunland's core values, **Perseverance**. One could easily argue that in the end, transitions are all about surviving and moving forward. I know that in my case, focusing on the future, as unknown as it may have been at the time, is what kept me moving forward.

I worked for Intel Corporation for over 18 years, having started in Portland, OR before moving to Columbia, SC. When I made that career move, I essentially went from the Intel Ocean of 30,000 employees to the Intel Puddle of 200. Intel's small site in South Carolina existed mostly because NCR had let go of a handful of engineers in the late 90s that Intel immediately hired, and it grew from there. I learned about perseverance early on from my new, small site as every employee there knew that with every downturn in the economy came the possibility that they would pull the plug on us. It forced us to be excellent, but also made us a bit paranoid.

In most places, admitting you're paranoid would be perceived as a negative quality. At Intel, it was celebrated. After all, the company's most famous CEO, Andy Grove, not only coined the phrase "Only the Paranoid Survive", but also wrote a book with that same title. Our small site in South Carolina embraced that mindset and it pushed us to be excellent year after year. We persevered through the dot-com bubble burst, the subprime mortgage crisis and multiple internal reorganizations. We were the number one validation site in the company for server processors, we were highly respected by our peers, and we just signed a five-year lease on our building. Then, less than a year into that new lease, our current CEO had a "pound my fist on the table" moment and it all came crumbling down.

During what has to be the slowest ramp down of a site in history (it took almost two years), I noticed something. The people, whether they were relocating to Texas or moving onto something else in South Carolina, held their heads high. For we all knew that we had beaten the odds for an Intel Puddle; we had truly persevered longer than most thought we would. When I joined Sunland, I asked a lot of questions about the culture and what was valued. When I saw **Perseverance** in that list, I knew I had found the right new home.

Jeff Gindlesperger, Foremost GM

"Business success contains the seeds of its own destruction. The more successful you are, the more people want a chunk of your business and then another chunk and then another until there is nothing left. I believe that the prime responsibility of a manager is to guard constantly against other people's attacks and to inculcate this guardian attitude in the people under his or her management." --Andy Grove in Only the Paranoid Survive

