



THE TREE LINE

News for Sunland Construction & Affiliates

July 2019 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.

Eastern Division

The end of 2018 marked a change in leadership for Sunland's Eastern Division. Lucas Veillon transitioned into his role as Division Manager, as did Candice Gingo into her role as Office Manager. Division 12 also welcomed Sr. Project Manager, Damon Mesecher to the team. See Co-Worker Connection to learn more about Damon! In addition, Melissa Nichols signed on in Business Development. Zachary Purington joined Eastern this year in March as HSE Coordinator.

Congratulations are in order to both Walter Ward and Benjamin Aton on their promotions to President and Vice President within the Sunland Organization!

While all the new faces at once could have proven difficult, Eastern is blessed to have such a great group of staff and crew working to insure the divisions' success. Thus far in 2019, Eastern has maintained its' projected goals and continuing to gain more traction with new and old customers.

This year so far, was kicked off with a series of jobs in Ohio and Pennsylvania. Eastern Division has been able to run 6 jobs this year from one central yard location in Barnesville, OH. Under the leadership of PM Todd Ferry and Superintendent, Luke Gillion, these jobs have been executed on schedule. We are continuing to get more opportunities with multiple customers in the Northeast because of our quality of work. These series of jobs includes: 2,198 feet of 12-inch in Cadis, OH, 13,002 feet of 12-inch in Salesville, OH, 18,088 feet of 20-inch Jefferson Co., OH and 27,532 feet of 16-inch in Barnesville, OH.



Michael Sanford's stringing crew at work in Ohio.



Michael Sanford and his tie-in crew preparing to put a creek crossing in.



Jarrod Leachman setting up riser.

Superintendent Lee McGlothin and crew have also been working out of the Barnesville yard with jobs consisting of installation of 30-inch valves in Green County, PA and installation of 2,320 feet of 12-inch in Jefferson Co., OH.

Also, a new transfer into Eastern Division in 2019, Superintendent Michael Cardwell began work in February in Wilmington, IL, just outside of Chicago. His crew was tasked with 1,600 feet of 18-inch HDD with tie-ins. The crew has faced many challenges due to weather and outside labor issues. With the client's support, Cardwell and crew have worked through the challenges and are currently in the process of completing this project.

Superintendent Brian Ward went back to work in Rockville, MD on a project utilizing small crews to pinpoint, excavate and make repairs to the distribution system.

Superintendent Landle "Bubba" McGee and crew finished up their Valve Replacement Project in Anderson, SC, then moved on to Red Oak, IA, where they will remain until late October.

Superintendent George "Bubba" Spratlin and crew have just finished up installation of 2,300 feet of 10-inch pipe in Clearwater, FL.

The crew has had to perform their work amid heavy congestion on the roadway (traffic) and the ROW (multiple utilities.)

Thank you to everyone for all your hard work this year! Together we can finish 2019 strong!



Michael Cardwell and team assembled the approximately 200' temporary bridge in this picture to access the pipe side of the 1600' x 18" HDD near Wilmington, Illinois. This was required to overcome the lack of access across the Forked Creek. This same type of bridge is deployed and utilized worldwide by the Military.



George Spratlin and team carefully and skillfully installed a 10" gas line adjacent to and partially under the very busy US Highway 19 in Clearwater, Florida. This picture is the southern tie in location. The team worked diligently to face many challenges such as sharing the ROW and often times the ditch-line with multiple utilities and even more evident, fast passing motorists.



Chris Phillips being trained on a SKA-PAK air respirator.





Melissa Nichols

Business Development



Melissa Nichols was born the youngest daughter of Raymond and Ramona Sims, of Clinton, MS. Melissa was a happy surprise for her parents, who after having daughters Monica and Michelle, thought they would remain a family of four. Life had other plans, however, and Melissa was born 9 years later. Even with the age difference, Melissa says they remain a very close family. She still makes her home in Mississippi with her husband Jay, and daughter Carson.

Melissa attended the University of Mississippi, then later transferred into Mississippi University's Nursing program. She changed her major to Biology after fainting one day in class. Nursing's loss has been our gain, as she has turned out to be a wonderful addition to Sunland's Business Development team.



Melissa Nichols hosting a booth on behalf of Sunland at an industry golf tournament.

Melissa Nichols began her career working for Varsity Brands Inc., where she acted as Spirit Coordinator at Mississippi State University. She later transitioned into Business Development and Sales Training. While the product Melissa is selling has now changed from athletic equipment to Pipeline Construction, a lot of the strategies she learned while there have served her well in her new position.

"As a Trainer, I developed selling/research and customer service strategies for new sales reps, as well as the verbiage to use when contacting new customers," said Nichols. "Forming relationships, and the organizational skills are similar, but I have had to learn a great deal about the industry."

According to Melissa, one of her biggest challenges has been not knowing the "lingo" of the pipeline industry. So, as she learns a term and its meaning, she adds it to a glossary she created for future reference. She also relies on her research skills, learning everything she can about existing and potential clients. She supplements that knowledge with maps of pipelines, which helps to complete that mental picture.

Prior to employment, Melissa Nichols paid a visit to the Eastern Division office in Tuscaloosa. She walked in and introduced herself and said she would be working in Business Development. She must have been doing her research on Sunland as a potential employer. She apparently liked what she saw, because about a month later, Melissa showed up for her interview. Upon seeing her, I remembered her stopping in that day to introduce herself. After she left her interview, I overheard the interviewer say, "We should hire her... that's a no-brainer." And it really was. Congratulations, Melissa on a great first year with Sunland!

Written by Laura Turner



**BUSINESS
DEVELOPMENT**



Co-worker Connection



Damon Mesecher
Sr. Project Manager
Eastern Division



Which company do you work for and how many years of service? Sunland Construction, Inc. Division 12 for 7 months.

Tell us about your family? Jennifer is my bride of 20 years. We met in Iowa when I was a laborer on a pipeline project in her hometown of Maquoketa. We have 4 children, 1 son Bryant (16) and 3 daughters, Lorelai (13), Allie (6) and Ellie (6). Yes, that's right, 6 year old twins and 2 teenagers!

What do you enjoy doing in your spare time? Watching anything to do with Alabama football, in person or on TV. I also enjoy spending time with my family at the beach.

This year, what has been your biggest work-related challenge? Starting over in a new (well new to me) system. I was with my previous team for over 13 years and did not realize how much of what we do as a PM is rooted in the details of procedures and protocols. My default is as a high-level leader much more than a manager. So, it was (or rather is) quite a challenge for me to grasp the day to day functions we utilize here at Sunland. I am not one to just go with the flow, I want to understand what I am doing and why. To me the "why" is so much more important than the what.

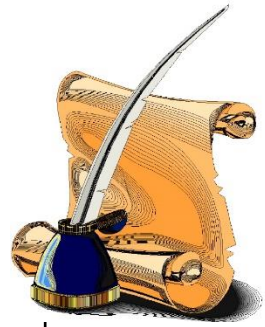
This year, what has been your biggest work-related achievement? Being able to bring new ideas to the team here in Tuscaloosa without trampling over the current team and their ideas. I believe trust and quality relationships within the team are the biggest keys to long term success. "If everyone is moving forward together, then success takes care of itself." – Henry Ford

If you could have dinner with anyone past or present, who would it be and why? Dave Ramsey – In addition to my bride and my family, Dave as I call him, helped me convert my crazy younger self into the man I am today. Dave Ramsey's ideas and content were brought into our life at the perfect time, when we were expecting our first child. We were able to follow his baby steps and begin to achieve personal success. Later with his business and leadership content, I have learned and continue to learn so much about what the journey to becoming a real leader looks like. I would just want to at the very least tell him thank you for all he has helped me achieve so far, but given the chance I think he could teach me so much more in life and business. It may take two dinners.

From Our Desk to Yours

Perseverance and Family

When I was asked to write a piece for “From Our Desk to Yours”, I believe I struggled as many past Sunland employees have, to come up with a topic and a message that would accurately represent my time, experiences, and what I have learned while being employed at Sunland Construction. I brainstormed and wrote down ideas and topics to help me convey a message that would resonate with my Sunland family and co-workers to no avail. This went on for quite some time and my frustration was starting to build.



Finally, I put the pen and paper down and took a step back and thought “Let’s keep it simple, what has been your biggest takeaway while working at Sunland?” Thankfully, the answer was pretty simple and came to me quickly as I thought, “I’m proud of my time at this Company, it hasn’t always been easy, but I’ve been able to persevere and accomplish many of my goals with the help and guidance of my Sunland family.” To me, this directly ties into two of our core values: **Perseverance and Family.**

To touch on each in my own words; Perseverance is staying the course, being persistent and steady during difficult and trying times. A good example for me would be being on a difficult project where there seems to be no end in sight, but waking up each morning, putting your boots on, and setting out to do your part in getting the job done. During these trying times, Family is what keeps most of us going. Outside of my work family, I’ve always been blessed to have a loving and supportive family at home, my parents who always put their children first, a beautiful wife that is also a wonderful mother to our two children, Henry and Thomas (Thomas will be making his arrival in 3 short weeks).

Thinking back on many of my past experiences at Sunland, multiple examples come to mind where these two values were in full display. Whether it be receiving help from fellow Project Managers while working through a difficult bid, working in the field with Superintendents, Foreman, and others putting a plan together to work through a challenging Client request, or having the support and guidance from upper management and executive management members on how to handle Change Orders, Client Relationship, etc. That’s one of the great things about Sunland, we are a family and normally the solution to any question you may have is only a phone call away.

Ultimately, I want to say thanks to the countless individuals in this organization that make the term Family not just a word you see on our Company website and in individuals’ signatures on emails, but show the true meaning of it day in and day out.

Thanks,

Chase G. Fruge
Estimator/Project Manager
Gulf Coast Division

Information Technology Steering Committee

Recently we added company property in Workday to track equipment that is assigned to each employee, such as laptops, tablets, hotspots, keys, etc. GDS and the division HR Partners/Assistants are responsible for maintaining these assignments. When equipment is returned or reassigned, it needs to be updated in Workday to ensure the correct property is assigned to the employee. Each employee can view the property assigned to him/her in Workday by clicking on his/her profile and then clicking **Job → Additional Data**.

Each employee who has company property is responsible to ensure the equipment is secure both inside and outside of the office. Here are some important tips for staying safe while out of the office. To get more information on device security and other IT topics, access **Workday Learning**, click on **Topics**, and select the **Software Application** topic.



Why is Mobile Device Security Important?

Mobile devices are gateways to sensitive corporate and personal data

- Documents, systems, and confidential info and passwords
- Email accounts
- Customer data and records
- Contact information
- Text messages
- Financial information
- Social media accounts
- Calendars

Don't leave your devices unattended

- A thief can snatch up a smartphone or tablet in a second.
- It takes just a few minutes to install spyware or snoop through contacts, emails, and texts



Don't leave your laptop in your car

Never leave your laptop unattended in your vehicle. Not only can thieves easily break into the vehicle and become the device's new "owner", extreme temperatures can also damage the device.



Locking Mechanisms

PINs, passwords, swipe patterns, and fingerprint scanners can help prevent access. However, some options are not as strong as others:

- Four-digit PINs are relatively easy to break.
- Simple PINs and passwords (birthdays, anniversaries) are easy to guess.
- Fingerprint trails on a screen can reveal swipe patterns.
- Use a random 6-digit PIN or complex swipe pattern at minimum, and clean your screen regularly. Choose alphanumeric passwords and fingerprint IDs for more security.

Unsecured Public Networks

The advantage of free Wi-Fi is also a disadvantage: anyone can connect to it at any time. Hackers can snoop on open-access Wi-Fi connections and spy on your online activities.

If you don't take security precautions, criminals could see your user names, passwords, important emails, credit card information, or distribute malware

- Use VPN when you can – VPNs create secure connections, using encryption and other measures to allow data to be transferred safely over the internet.
- Limit your activities if you are not on the VPN.
- Avoid transferring sensitive data.



Don't trust unknown USB chargers

Many hotels offer built-in USB chargers in their room desks and desk lamps as a convenience to guests. While the risk may be slight, there is a chance that malware could be installed on your device by some mechanism in the lamp or desk. Stick with wall plugs and your own chargers. If you bring and use a USB-based charger, you at least know it's safer.

