



THE TREE LINE

News for Sunland Construction & Affiliates

**February 2020
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.



Rocky Mountain Division

While our first quarter of 2020 was slower than we would have liked due to some unique challenges, Rocky Mountain completed 2019 and has started 2020 strong by tailoring our efforts to clients and projects which give us the greatest chance of being successful from a safety, production, and margin perspective. As Sunland has become well known for, we continue to look outside the box to successfully perform the more difficult, challenging projects by using innovation as well as the experience and knowledge of our team. We continue to bid the pipeline projects typical to the division, with 3 spreads of 24-inch pipeline in excess of 75 miles each currently in the queue, and currently shortlisted on a 36 mile - 20-inch project near Santa Fe, NM.

One of the focus areas for Rocky Mountain this year and moving into the future is the abundant amount of integrity work to be done in our area due to the new "Mega" rule that PHMSA has adopted and put into effect. In years past, Rocky Mountain has typically done a significant amount of this kind of work. In recent history, we have

completed anomaly digs for a customer in Oklahoma, and have also started a 14-person group who are assisting a client performing support for in-line inspection tool runs covering their pipeline system spanning the entire southwest region of the US. We are looking forward to furthering and expanding our efforts with this "new-old" line of business.



Pipe and weld inspection of coating damage.

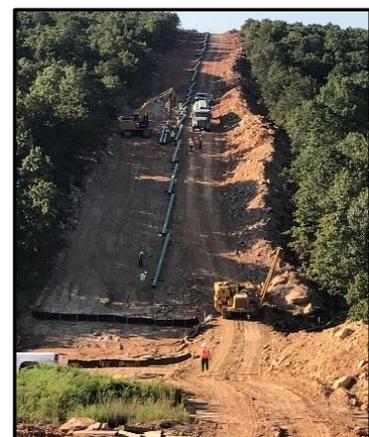


Coating damage on expose pipe.

Division 13 is wrapping up a difficult 8.3 mile, 12-inch project near Tulsa, Oklahoma which required superintendent, Tony Whitley, and his crews to remove and cleanup over 14,000 cubic yards of grade rock. The project was also challenged by getting hit with over 300% of the average rainfall during the course of the project. This project was recently completed.



Foreman Stephen Wheeler and crew clearing.

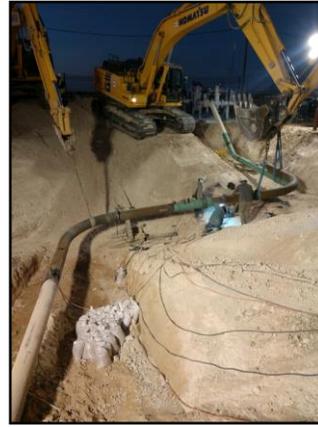


Stringing crew.

Justin Andrews, Cesar Martinez and crew have recently successfully completed a 1.3 mile, 12-inch connector to the 57-mile project that they completed earlier in the year near Wink, Texas. This project was completed on time, under budget, and with better than expected margin due to the efforts of Justin and crew. Big thank you to you guys for making this project a success!



Tie-ins east terminal.



Tie-ins, Aaron Hudson welding.



Division 15, under the longtime direction of Ed Abeyta, continues to be successful performing local maintenance work and also working with Joey Artigue and the stations group performing some larger projects across the US. Typical jobs performed by Ed's group include turbine exhaust insulation at two locations in OK, tank piping insulation for a customer in CO, and station piping insulation in AL. The pictures below do not do justice to the quality of work that these crews perform.



Turbine exhaust piping - Tatums, OK.



Turbine exhaust piping – Calumet, OK.



Tank insulation - Wheatridge, CO.

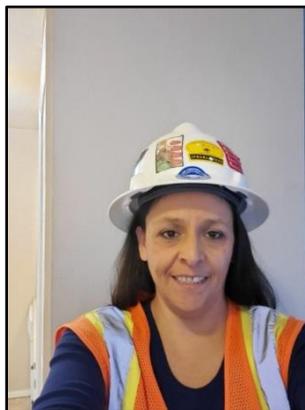


Station piping insulation – AL.

Marty Alexander and his group of safety professionals are integral to the success of the Rocky Mountain Division. Applying their guidance and direction with our established safety programs, Rocky Mountain has experienced its second year of zero accidents. A big thank you to Marty, his group, and all of the Rocky Mountain employees who have made and continue to make this goal a reality.



Marty Alexander



Donna Trujillo



Melchior Garcia

Human Interest Story

“Ron Hawks”

*Project Manager
Rocky Mountain Division*



Ron Hawks has led a varied background in his life to this point which makes him a man of many hats. Although we like to tease Ron about being “the best dressed cowboy in San Juan County”, Ron’s life journey to this point has taken him in many directions - which makes him that man of many hats. Whether it’s following and assisting his wife Susan with her barrel racing, riding and training his own horses, helping others with roundup and moving of their cattle, estimating or managing projects for us, or just visiting with customers and potential customers, it is safe to say that Ron wears his many different hats well.

Ron started out in his younger life as a race horse jockey, advanced to trainer, was a large truck tire tech, then manager for a local tire shop, and performed estimating and business development for a couple of other construction companies locally, before returning to Sunland for a second stint almost two years ago. While his role is somewhat ever changing, it is Ron’s selflessness, relentless optimism, and good manners that leave him in good standing with everyone he comes in contact with.

For many years Ron was a part of the San Juan County Sheriff’s Posse and assisted them with various activities including search and rescue which gets us to the topic of this story. On January 19, 2020, a member of the local community, Sasha Krause, was reported missing by her family. Sheriff’s office detectives, along with a family-hired, out-of-state search and rescue team, have conducted searches of the area surrounding the community searching for Miss Krause. As a part of this search effort Ron and his wife Susan, volunteered and contributed their own time and skill to the search effort the weekend of February 1, 2020. Although no longer a member of the Sheriff’s Posse, when Ron heard about the search and rescue effort being mounted, he called one of the sheriff’s detectives who is a neighbor and volunteered his and Susan’s help. While the search and rescue hasn’t yielded any positive results yet, Ron says, “I put myself in the family’s shoes and would hope that someone would care enough to do that for us.”

It’s that kind of care, concern, and willingness to help others in need that make Ron a valuable member of the Rocky Mountain team. Thank you Ron!!



Co-worker Connection



Michael Marquez
Project Manager/Estimator
Rocky Mountain
Division



Which company do you work for and how many years of service? I've worked for Sunland Construction, Rocky Mountain Division since August of 2018.

Tell us about your family? I've been married to Rachel for almost 5 years. Together we have a total of seven children. The oldest being 24 and the youngest is 4 yrs. old. We have a Durango Firefighter/Paramedic, an Army Combat Medic, a college student/office manager, a junior in High School, two in Junior High and one in Preschool. And to make matters that much more fun during the holiday season, 4 of them were born in December.

What do you enjoy doing in your spare time? A LOT of school sports, band concerts, mountain biking, wood working, fishing, camping and hanging out with my little boy.

Where do you see yourself (career wise) in 10 years? Who knows, in the army I was taught no plan survives first contact. I plan to be happy, watching my grandkids (hopefully), and hanging out with my not so little boy.

This year, what has been your biggest work-related challenge? Learning the way Sunland does business. Everyone wants to basically get to the same point, it's just learning the path to get there.

This year, what has been your biggest work-related achievement? Developing relationships with the people I work with. We all have a job to do, regardless of title or skill set, we all should have one goal in mind. Not one person can do it alone.

If you could have dinner with anyone past or present, who would it be and why? A battle buddy of mine from a long time ago. The "why" is something I don't really share too often. I made a promise, some call it an enlistment, and let's just say he and I once shared a battlefield and neither of us ever left that place.

From Our Desk to Yours

Process over Product

A philosophy that I have developed over the past years in regards to the services that we provide our customers is “*The process is more important than the product*”. I know when we first say this phrase out loud it is extremely counterintuitive, and goes against our initial thoughts of being a results-based society. To us the “result” is the completion of a construction project we are performing for our customer. You know, the result of getting them “in-service” and able to use their asset to get a return on their investment. This is what we see as the ultimate goal. This is what both parties are working so hard to achieve.

However, the product is produced by all of the steps of the process. The process day-in and day-out, living and evolving while the product is being developed by these procedural movements. The process impresses upon the product, leaving that impression on everyone involved with the project.

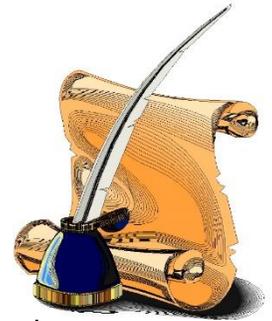
If we think back on any project that you have ever been involved with (not just an SCI project, but perhaps a personal project at your home) what do we remember? For me it is the process, the steps it took for me to achieve project completion. We smile on the memories of the positive steps of the process and curse the bad steps of the process. We remember the accomplishment of the “work arounds” of an unseen issue and how we adapted. Either way, the process is what shapes my idea on whether the project was successful or not.

For example, most of the projects and markets that we compete in have the same product no matter which contractor performs the project for the customer. The customer has securities such as construction specifications to follow, inspection staff to monitor, and warranties to insure their desired product is achieved. These securities are put in place by the customer to guarantee their product. So, if the product is certain, the variable becomes the process. Giving a customer a positive and thorough process is what sets us apart from our competition. Customer Satisfaction = Process > Product

I believe that our 5 core values: Integrity, Safety, Quality, Family, & Perseverance should shape our process. I also believe that we are the leader in the Industry because of our process, and every employee here is part of the process and has a significant impact. I honestly cannot think of a single position here that does not contribute to our process. I am thankful for the people that I work with and am happy to be part of the process. I think we should all challenge ourselves daily to look for ways to improve the process and products that we provide. Our industry is evolving and we have to evolve with it to remain the leader, which is something that we have been doing for over 45 years.

I am really excited to be back working with Sunland. It has been great getting reacquainted with old friends and meeting new ones. I really value “our people”, these are the folks that drive “our process” making us valuable to “our customers”. In the new decade, I am looking forward to working with everyone in contributing to the success of our company by improving process that we provide to achieve the desired product.

Sincerely,
Brian Young



IT STEERING COMMITTEE

Have a question on the IT Steering Committee or would like to provide feedback or project suggestions? Click here to leave your feedback or ask a question!

In-progress IT Initiatives

- **Purchase Order Request Application** – This app will allow the divisions and field to request POs, assign a PO number, route for approvals, and then once approved, import into Spectrum.
- **Windows 10 Upgrade** – We are currently upgrading the remaining divisions and field laptops. This process will involve swapping the Windows 7 laptops with refurbished Windows 10 laptop with new hard drives and additional memory if needed.

Recently Completed IT Initiatives

- **Equipment Inventory Mobile App** – This app allows the Equipment group to complete physical inventory more easily on a mobile app and include the ability to capture photos of the equipment.

Having Issues When Changing Your Network Password?

When changing your network password, you also need to change your email password on your mobile device. If you don't, it will keep trying to connect to email with your old password, and eventually lock your account. You can follow these instructions to change your email password. Your mobile device version could be slightly different from the instructions below. If you have trouble, contact the Help Desk at 844-346-7506.

Change Email Password on Android



1. Press the **Settings** icon.
2. Select **Accounts**.
3. Select **Microsoft Exchange ActiveSync**.
4. Select **Settings**, then select your Sunland account.
5. Under **Sync Settings**, choose **Password**.
6. Enter your updated Sunland password.

Change Email Password on iOS



1. Press the **Settings** icon.
2. Select **Accounts & Passwords**.
3. Select your Sunland email account.
4. Select **Account**.
5. Enter your updated Sunland password and press **Done**.

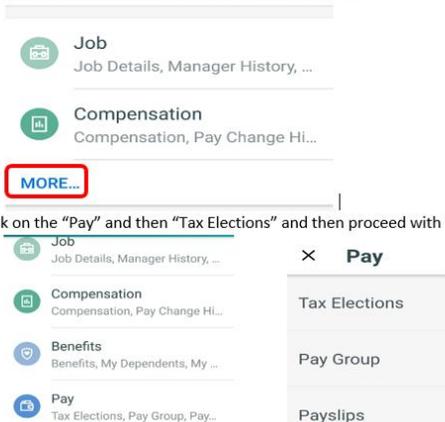
When you change your password, you may have cached credentials for SharePoint or email, which will prevent you from accessing Outlook or SharePoint on your computer. If you cannot log into SharePoint or Outlook, click [here](#) and follow these instructions in the IT Tips library.

Federal & State Tax Elections in Workday

The IRS has changed the W-4 form, effective 1/1/2020. These changes along with the ability to make your state tax elections are now available in Workday. Follow the instructions below to access your tax elections in Workday. You can click [here](#) to access the IRS site and get help on the new W-4 form.

Mobile App:

1. Access your profile>Click on your name>Click on More.



2. Click on the "Pay" and then "Tax Elections" and then proceed with desired changes.

Desktop:

1. Click on Pay Worklet on Home Page.



Pay

2. Click on the "Withholding Elections" under Actions.

Actions

Withholding Elections

3. Select Federal and/or State>select Update>Select Effective Date>OK>
4. Make desired changes and then OK.

Social Security Number XXX-XX-XXXX

Federal Elections State Elections

Click here to see more IT Tech Tips