



G R O U P I N C.

Safety, Quality, & Innovation in Construction

A QUANTA SERVICES COMPANY



THE UNDERGROUND PIPELINE

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**“WE CAN ONLY
ACHIEVE THIS
GOAL WITH
EVERYONE’S
COMMITMENT
TO SAFETY.”**



PRESIDENT'S MESSAGE

I am honored to share with our Nova team that 2018 was a huge success for Nova, both financially and operationally. Nova had a financially profitable year, our first in three years. This success was not the result of luck but was due to hard work and dedication from all of Nova personnel, during times of challenging projects, challenging owners and controlled growth.

This success is truly a team effort. I want to thank the full team who makes all of this possible:

- The Estimating Team, who chases the opportunities for us,
- The Project Management Team, who gets the projects ready to execute and then monitors through the life of the contract.
- The Field Operations Team, who executes the work in all types of extreme working conditions and challenging owners.
- The Safety Team who helps keep everyone safe, from project planning to completion
- The Quality Team, who impresses our owners while helping us all maintain our high standards.
- To the Engineering and Shop teams that support our field operations.

And of course, all of these teams are supported by our main office staff in Accounting and Human Resources. Again, thank you everyone!

Nova is positioned to have another successful year in 2019. We currently have a respectable backlog but are actively pursuing more projects to bolster this year and 2020.

We continue to see heavy opportunities in our niche markets of Fueling, Marine and Electrical. We are also making a concerted effort to enter the commercial fueling market this year.

Most of our challenging projects are now behind us and we are seeing continued improvement in the remaining projects.

I cannot stress enough the need to remain focused on our safety culture to ensure we keep our employees safe every day. We have already had one OSHA recordable incident for 2019, let's make sure that it is also our last!

I look forward to another successful year with our continued commitment to our core values of Safety, Quality and Innovation.

PROJECT UPDATES

REPLACE FUEL STORAGE AND DISTRIBUTION SYSTEM

NAS Lemoore, CA
Nova Job 1752

Status: 67% Complete as of 2/1/19

Nova Engineering has completed all shop drawings required for this project, including a full resubmission on the pipe supports due to rejection of APTIM requested adjustable supports. Fabrication is complete on all structural work orders except the tank fill and suction access platforms and the redesigned supports. APTIM has been good to work with and has benefited from Nova ENG knowledge of fueling systems with regards to the misc metals being supplied on the project.

Newsorthy Events:

Nova has been invited to bid on multiple projects to APTIM since this project started since we have formed a good relationship. The project construction has been very challenging for APTIM which has delayed Nova from being able to proceed on the original schedule to complete in June-July 2018. The change from adjustable single stand pipe supports to fixed height is a new direction for DOD Fueling and something to watch for on future projects as it can lead to challenges with pipe elevation coordination and installation.

Administered by (Owner): NAVFAC

Current Contract Value: \$905,346

Award Date to NOVA Shop: 11/17

Expected Completion Date: 5/19

Project Team: Nova Engineering & Shop



PROJECT UPDATES

P-1611 REPLACE HYDRANT FUEL SYSTEM (G), TRAVIS AFB

Travis AFB
Nova Job 1703

Status:

Over the last quarter of 2018, in between the rain storms, Nova crews have been working on excavating, setting and backfilling of the new 12" diameter hydrant loop piping within two of the six airfield apron phases. These two phases make up approximately 7,000 LF of pipeline or just over half of the entire loop system. As quickly as we have been able to install the pipe and place the aggregate base course, our PCC paving subcontractor, Vanguard Construction has been right behind us replacing the PCC concrete and sealing the joints. Based on our current schedule, we anticipate being complete with the remaining phases of apron work by the end of Spring 2019. Within the new POL area, our tank subcontract has finished up the erection of both 10,000-barrel aboveground fuel storage tanks and our coating subcontractor, Purcell Coatings has begun erection of the scaffolding around one of the two tanks in order to begin abrasive blasting and coating of the tanks. The construction of the pumphouse building has progressed nicely. Over the past quarter, we have completed the construction of the concrete slab on grade, pump pads and pipe supports. While anxiously awaiting the arrival of the pumphouse pipe spools, our mechanical crew has worked on setting the fuel pumps and filters separators & erection of the steel pipe supports. With the recent completion of the control room split faced CMU walls by our masonry subcontractor, Rock Star Masonry, our crews have followed with the installation of the bar joists, structural deck and placed the concrete for the roof structure. With dryer weather on the horizon, we hope to start up and commission the new fuel system by late fall just before the holidays.

Newsworthy Events:

Our QC Assistance, Homero Bemonte has relocated to Pittsburgh, PA in order to provide assistance to the 1702 Pittsburgh project team. The Travis team appreciated everything that Homero did over the past several months and wish him well with his new assignment (stay warm).

Administered by (Owner): NAVFAC Southwest / ROICC Travis Office

Contractor: CSG-Nova, A Joint Venture

Current Contract Value: \$27,215,111.00

Project State Date: 5/21/18

Expected Demobilization Date: 10 / 2019

Project Team: Danny Sargiotto (Project Superintendent), Art Mendoza (SSHO; Environmental), Scott McKee (QC Manager), Taylor Tobler (Asst. Quality Control, CWI), Wes Hawks (Concrete Foreman), Kolby Beckman (Civil Foreman), Dennis Bonilla (Mechanical Foreman), Ken Woehler (Sr. PM), Lucilla Olkeriil (Asst Project Manager), Dusty Otterstrom (Contract Administrator), Tamera Roberts (Bookkeeper)



PROJECT UPDATES

P-902 AIRFIELD LIGHTING MODERNIZATION MCBH

Kaneohe HI
Nova Job 1613

Status: Aloha from Kaneohe Bay. From the actual start of construction back in August of 2017 and up until the construction suspension on June 25th 2018, our field team has managed to successfully complete 68% of the project. From the beginning, Kevin and his team have developed a very good relationship with both the govt FEAD and airfield operations which has allowed us to perform our airfield lighting activities in multiple locations on and around this very active airfield. The most significant opportunity was being allowed to work on the active taxiways in coordination with tower operators. Personnel and equipment would be radioed to pull back and allow unobstructed aircraft passage. This gave us the ability to work on multiple phases for both civil and electrical disciplines. Hats off to Kevin, Alain and team for building that high level of trust. One major challenge was getting the construction started at the NAVAID building. Due to multiple A/E specifications, archeological and site facility issues, the start of this building was delayed. However, both our crews and subcontractors got us back on schedule. To date we have installed over 41,256 LF of duct bank with approximately 2010 CU YDS of concrete, 103,285 LF of electrical conduit, 163,560 LF of # high voltage cable and set over 345 FAA approved light cans. As well, a major part of this electrical distribution system requires the construction of concrete sign pads and junction can plazas for the electrical circuit routing. The average size of the JCPs is 4D x 5W x 5L and all below grade. All of this work has been accomplished through a very wet rainy season with no lost time accidents.

As previously mentioned, the construction suspension on Monday, June 25th 2018, was a day that the Nova Kaneohe team will forever remember as the beginning of our discontent. The week started like any other; crews performing multiple tasks at multiple locations on the air field and our goal well in hand to complete the project as scheduled when it all came to an abrupt stop. We had uncovered what appeared to be an unknown burial site and with that unfortunate discovery came what has now been an eight-month project suspension. The archaeologist responsible for maintaining the excavation drawing locations was in error which resulted in the complete unraveling of the base cultural agreements with both federal and state government entities.

During these last eight months our team has navigated in areas we do not normally encounter. Crews on standby, partial suspension, full suspension and employee layoffs with no date certain for restart. To date, we have no craft workers on our payroll but are very hopeful that with the current negotiations we will be able to restart hiring by mid-February.

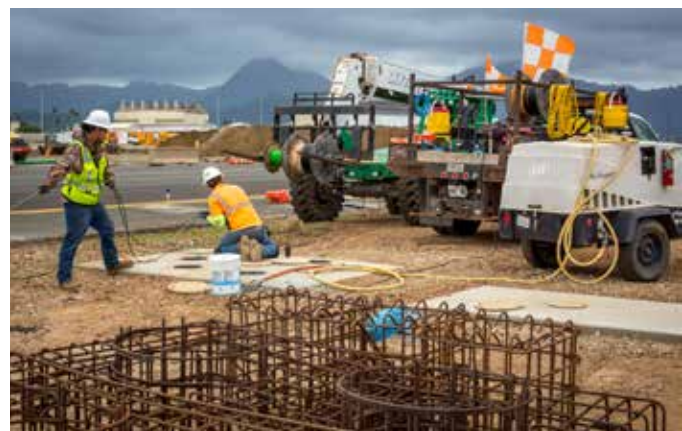
Administered by (Owner): ROICC Kaneohe Bay

Current Contract Value: \$20,490,633.11

Project Start Date (site work): 5/4/17

Expected Demobilization Date: 2 / 2020

Project Team: Kevin Shaw (Project Superintendent), Alain Dappen (Asst Superintendent), Scott Weber (SSHO; Environmental), John Fackrell (QC Manager), Christy Larson (Admin), Dan Fox (Project Manager), Mark Pracanica (Asst Project Manager), Terri Miller (Contract Administrator), Sarah Woehler (Bookkeeper)



PROJECT UPDATES

REPAIR MAIN DEWATERING PUMPS AND MOTORS

Naval Base Kitsap, Bremerton, WA
Nova Job 1304

Status:

Project Updates:

1. Work continued and was completed for the new electric service upgrades
2. Nova completed MDP-4 Mod/CO issued to improve the structure of the main floor to support new motor loads
3. MDP-4 is complete, commissioned and accepted
4. Revisions to docking schedules and funding limits will move completion into 2020
5. The project integration to some of the existing systems continues to challenge the team and offer opportunities for additional work

Milestone Updates:

1. Project funding expired in 2018 and funding has been moved to 2019 funds
2. Mod/CO #07 issued to move project forward building
3. Pump, shaft and motor engineering confirmed as acceptable, proceeding with the building structural upgrade
4. Building movement survey completed confirming tidal influence and structural deficiencies exist
5. Downstream discharge valves are sticking and will need repairs

Recent Challenges:

1. Shipyard Operations and NAVFAC are spread thin and answers come slowly and often change the planned project direction
2. Incomplete and deficient designs have continued to slow or halt progress
3. The continuously changing client operations has accelerated other Nova projects requiring shuffling craft and staffing to stay on schedule elsewhere
4. The project integration to some of the existing systems continues to challenge the team

Project Successes:

1. Nova's staff has identified deficiencies in the design and spear headed solutions to resolve the issues
2. Nova's work under contract has gone well and without issue relating to Nova
3. Work in place has been performed Safely & Nova has had no negative performance issues and NAVFAC
4. MDP-4 commissioned and accepted
5. Switchgear 10-1 & 10-2, as well as Tx 1 & 2 are installed, commissioned and accepted.

Administered by (Owner): Department of the Navy, NAVFAC NW, Puget Sound Naval Shipyard, Bremerton, WA

Current Contract Value: \$14,240,401.28

Project Start Date (site work): 1/20/2014

Expected Demobilization Date: Unknown

Project Team: Chuck Allaire (Project Manager), Jorge Castro (Superintendent), Cody Manzer (Quality Control Manager), Lori Phillips (Contract Administrator)



PROJECT UPDATES

REPAIR DEWATERING PUMPS AND MOTORS

*Dry Dock 5
Nova Job 1503*

Status: Nova's subcontractor (GE Motors) has completed the rewinding of Motor #1 for Pumpwell 5; it has been delivered and is currently stored off site. The new 54" valve (DeZurik) and electrical components (AmeriMex) have been delivered and are stored at our shop. Additional components (Flowserve) such as the shafting, impellers and suction head are being held at the manufacturer ready for shipping as we receive direction.

Nova's outage request for start on the install of motor and components was denied due to limited access to the Drydock and work start has been delayed. The work required the lifting of access hatches to allow for equipment to be lowered to the install location via a 130-ton crane. Currently, a ship is docked at the Drydock and is being supported by a Shipyard crane full-time that runs over the hatches; therefore, Nova cannot occupy the crane rail area as in previous work sequences. With the direction of the Navy, Nova will complete all the crane rail area work on Sundays only. This change has been priced and we are awaiting direction to proceed with the work.

DB REPAIR SALTWATER DISTRIBUTION SYSTEM

Nova Job 1603

Status: The Nova team has completed demolition and installation of 95% (approximately 2,000 LF) of the under-pier pipe installation, as well as all the new pipe supports and hangers. Most of this pipe was installed during 'tidal' work hours which allowed the craft enough access to the pipe location area, as well as during utility outages dictated by the in-water work fish windows. The remainder of the pipe will be demolished and replaced during the remaining underwater pipe installation at Drydock 5, due to outage sequence requirements.

The underground pipe installation is 99% complete (approximately 1,371 LF). This piping was installed throughout various Drydocks. A common occurrence during the installation of the pipe was the unearthing of various abandoned utilities, unknown/unmarked electrical conduits, and unknown structural components of Shipyard buildings and crane rail supports. The remainder of the pipe to be installed (13 ft. of 16" pipe for a final connection) has been stopped due to an unknown utility obstruction. Nova will complete as we receive RFI responses from NAVFAC with direction on how to proceed with a possible reroute or removal of obstructions.

The underwater piping has been removed and replaced by Ballard Marine in Drydocks 2 and 4 (approximately 750 LF). Final connection has been completed and final testing is underway for turnover to the Shipyard. Piping at Drydock 1 and Drydock 5 will be completed during the next fish window, July 15, 2019 to February 15, 2020.

With the help of Ballard Marine, a new cathodic protection system has also been installed by the Nova team on the piping, both underwater and under pier.

Administered by (Owner): NAVFAC Northwest

Current Contract Value: \$7,739,150.00

Project Start Date (site work): 08/2015

Expected Demobilization Date: 12/2019

Project Team: Shawn Ward (Superintendent/SSHO), Cody Manzer (Quality Control Manager), Francisco Juarez (Project Manager), Lori Phillips (Contract Administrator), Lety Valdez (Bookkeeper)

Administered by (Owner): NAVFAC Northwest

Current Contract Value: \$10,843,641

Project Start Date (site work): 08/25017

Expected Demobilization Date: 02/2020

Project Team: Joey Lakoduk (Superintendent), Sheila Hammond (SSHO/Environmental), Mike Gourdin (Quality Control Manager/Environmental), Francisco Juarez (Project Manager), Lori Phillips (Contract Administrator), Lety Valdez (Bookkeeper)

PROJECT UPDATES

REPAIR DRYDOCK 5 STEEL NOTCH BRIDGE

PSNS, Bremerton, WA
Nova Job 1607

Status:

Project Updates:

1. Revised docking schedules accelerated the completion to end of July 2018
2. Work commenced in mid-April of 2018 due to Mod/CO issued required a redesign to improve the structure of the bridge abutment & and bridge steel. All work complete.

Milestone Updates:

1. Funding approved for additional work
2. Mod/CO #01 & 02 issued to move project forward on the design recent challenges:
3. Shipyard Operations and NAVFAC were spread thin, answers came slowly and often changed the planned project direction
4. Incomplete and deficient designs slowed and halt progress at times, Nova's design team and vendors worked cooperatively to change orders
5. The continuously changing client operations accelerated other Nova projects requiring shuffling craft and staffing to stay on schedule for all shipyard projects
6. Shipyard operations required an early completion by the end of July 2018

Recent Challenges:

1. Nova & COWI staff identified deficiencies in the design and spear headed solutions to resolve the issues
2. Successful negotiations on design modification pricing
3. All Mods were completed per the design within the CCD
4. Removal and disposal of the old bridge went according to plan
5. The new bridge was pre-assembled off site, sectioned for shipping and then field assembled. Nova's crews working in cooperation with the shipyard crane crew placed it in a single pick, and it fit

Administered by (Owner): Department of the Navy, NAVFAC NW, Puget Sound Naval Shipyard, Bremerton, WA

Current Contract Value: \$1,830,311

Project Start Date (site work): 4/10/2018

Expected Demobilization Date: 10/08/2018

Project Team: Chuck Allaire (Project Manager), Shawn Ward (Superintendent), Cody Manzer (Quality Control Manager), Sheila Hammond / Larry Tinney (Safety), Lori Phillips (Contract Administrator)



GLOVE USE GUIDELINE



Full Leather Glove



Kong Super Dexterity



Kong Knit Cut Resistant



Disposable Nitrile Gloves



PVC Gloves



Maxi-Flex (Finishing)



Welder's Helper



Kong Cut Resistant 5



Tillman 850



Tillman 750

	Abrasive Blasting	Material Handling	Excavation	Housekeeping	Chemical	Concrete	Demolition	Electrical	Rigging	Grinding	Pipe Wrap Removal	Pipe Wrapping & Coating	Welding / Cutting
Full Leather Glove	X	X	X	X			X		X	X			
Kong Super Dexterity		X	X	X			X	X					
Kong Knit Cut Resistant		X					X			X			
Disposable Nitrile Gloves					X						X		
PVC Gloves					X	X							
Maxi-Flex (Finishing)			X	X		X					X		
Welder's Helper	X								X				
Kong Cut Resistant 5		X	X	X			X	X		X			
Tillman 850												X	
Tillman 750										X		X	

This glove has special requirements - See Safety Department

SAFETY UPDATES

Another year, another serious hand injury. Only 16 days into the new year and we've already experienced our first OSHA recordable injury requiring 9 stitches to a carpenter's hand. We are all aware of our exposure when lifting heavy loads with sharp edges and we have all seen what tools and saws can do to our hands when not handled and/or stored properly. Nova has created a Glove Use Guidelines matrix showing which gloves shall be used for different operations (See Below).

Why do these serious accidents continue to occur? Let's begin with the definition of complacency:

Definition of complacency

1. self-satisfaction especially when accompanied by unawareness of actual dangers or deficiencies
2. an instance of usually unaware or uninformed self-satisfaction

We should all be aware that over 90% of all accidents, incidents, and near misses are caused by unsafe acts. This means that subconsciously we unintentionally make mistakes like: choosing to ignore or bypass operator and equipment manuals, use common sense, pre-plan for unanticipated failure, skip necessary steps, work in a hurry, choose the wrong tool for the job because it was convenient, and take unnecessary and occasionally devastating risks.

Taking the time to pre-plan and communicate with our crews' step-by-step instructions necessary to effectively and safely build Nova projects is crucial to our success and Nova's reputation as a safe contractor. We must do a better job at anticipating failures and ensuring our most important assets, our fellow Novan, is not in the line of fire when these mistakes and failures occur.

– Cole Davis



QUALITY CONTROL

There are a couple of announcements from the corporate side. First, Quanta has hired Lizy Rhea as their Corporate Quality Manager. We've been working closely with Lizy to find new resources for everything from referenced standards to software to certified inspection personnel. She is also a great source for finding training courses. The QC world can often be limited and specialized, so we're excited to have her broad experience and expertise in our realm. Welcome Lizy!

In other corporate news, Nova has again received certification as an Accredited Quality Contractor (AQC) through Associated Builders and Contractors, Inc. (ABC). We have held this certification continuously since its inception in 1993! The AQC certification requires strong programs in quality, safety, craft training, community relations and diversity, benefits, and management education. It truly takes a team to make a quality project and a quality company!

And speaking of management education, congratulations to Scott McKee (QCM at the Travis project) for getting his ACI Field Testing Technician Grade I certificate! You may have noticed that part of Nova's newest Strategic Plan includes a focus on personnel development. Training is an essential part of our growth as employees and as a company. We'll be looking for more training opportunities this year, so let your supervisor know if there's something you're interested in.

– By Tonya Johnson



CONGRATS ON YOUR RETIREMENT

CAROLE BIONDA, Vice President

Carole joined Nova in 1986 to oversee the company's legal affairs, an evolving position that over the years has required her to manage a variety of roles that have included human resources, contract compliance, small business outreach and compliance, and industry involvement. During her career with Nova, Carole devoted a significant amount of time towards the betterment of the construction industry at the local, state and national level through a variety of industry organizations. She has served on multiple committees throughout the construction industry. Her list of accomplishments is numerous; some notable highlights include:

- 2014 Woman of the Year Achievement Award - Women Construction Owners & Executives (WCOE)
- 2004 National Chairperson of the Associated Builders and Contractors (ABC) (first woman elected to this position)
- 1999-2001, WCOE National President
- 1995 Associated Builder & Contractors Golden Gate Chapter President

Carole will be dearly missed for her many years of service to Nova and for her positive contributions to the construction community on behalf of the company.

RONALD M. FEDRICK, Founder and Chief Executive Officer

In 1976, starting with a single job and two employees, Ron grew this general engineering construction company to a business exceeding \$100,000,000 in annual revenues with projects stretching from Florida to Alaska and from Hawaii to Diego Garcia. Under his guidance, Nova ventured into the Middle East, constructing the Department of Defense's largest fuel facility at Al Udeid Air Base, Qatar. Today, Nova and its employees continue to embody the values Ron embraced from the beginning: uncompromising quality, safety, and a heartfelt concern for the well-being of all Nova employees.

Ron also devoted much of his time to professional construction and engineering organizations. His greatest commitment, however, is to continuing education and training in the construction industry. Ron served on the National Center for Construction Education & Research as the first Chairman of the NCCER and most recently served at the Director of the Beavers Charitable Trust. Nova employees are encouraged to continue Ron's traditions to be active in professional associations and give back to the construction industry and charitable organizations.

On January, 31, 2019, Ron officially retired, five years to the day after Quanta Services Inc. acquired Nova Group, Inc. Those of us in Napa still get to see Ron as he is keeping an office at Nova's headquarters' to pursue his other business interests, but for all of us it marks the end of an era. If you have not already done so please take a moment to thank Ron in some way for his many years of leadership, sacrifice, ingenuity, and mostly his generosity that each of us, and many others before us, have been the beneficiaries of. Thanks Ron and we all wish you much success and God's Blessings on the next leg of your journey!



2018 EMPLOYEES OF THE YEAR

Office: Mark Pracanica, Assistant Project Manager (Napa Office)

Field: Danny Sargiotto, Project Superintendent (Travis AFB)

Shop: Charles Jones, Shipping/Receiving Foreman (Napa Shop)

Safety:

Nellis AFB Safety Team:

Lance Parks – Project Superintendent

Rey Pelagio – QCM

James Dugger – SSHO

Chris Hodgkinson – SSHO

Safety:

Napa Shop Safety Team:

Mike Enochs – Plant Manager

Josh Lemke – Assistant Plant Manager

Chris Chell – Engineering, Fabrication & Equipment Manager

2018 AWARDS

YEARS OF SERVICE AWARDS

25 YEARS

Dale Bergman, Project Superintendent
Ken Woehler, Sr. Project Manager

15 YEARS

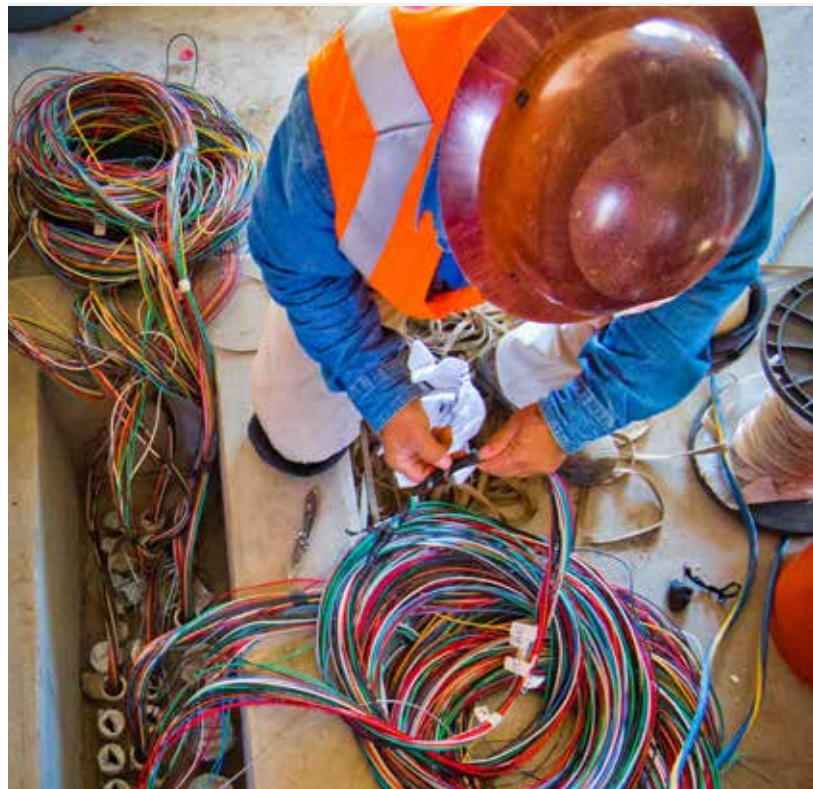
Cheryl DiPiero, Estimator
Jamie Lalu, Electrical Superintendent
Jose Ramirez, Paint/Fiberglass Foreman
Paul Sciacca, Project Manager

10 YEARS

Sean Armstrong, Estimator
Alvin Li, Estimator

5 YEARS

Alicia Dela Cruz, Accountant
Tammy Phelps, SSHO



PROGRAM MANAGER OF THE YEAR

On January 27, 2019, Scott Victor, Nova Group President and Chief Operating Officer, received the prestigious Program Manager of the Year from the National Petroleum Management Association (NPMA) in San Antonio, Texas.

The NPMA annually presents Excellence in Aviation Fueling Awards to the top Industry and Government organizations and personnel, recognizing outstanding contributions to the Aviation Industry for organizational excellence and outstanding individual performance. The awards were established to recognize enduring contributions to the aviation fueling world and the hard work performed every day all around the world to recognize, "the Best of the Best".

Scott was selected by the NPMA Awards Committee. Past winners of this prestigious award include Government Representatives, engineers, as well as key partners. Scott delivered a heartfelt thank you speech during his acceptance of the award, making a point to express his acceptance of the award based on the efforts of all members of Nova Group.

Please join me in congratulating Scott with this prestigious award!



PROFESSIONAL CIVIL ENGINEER

On January 22, 2019, Drew Glover was notified by the State of California Board for Professional Engineers that he successfully met all required criteria for licensure as a Professional Engineer. Drew is now a licensed professional Civil Engineer!

Drew joined Nova as an intern in the summer of 2014, then returned in 2015 for the Nova summer intern program supporting 1308 Point Loma Pier, 1403 Tinker AFB, and 1401 Guam projects, just to name a few. Drew joined Nova full time in 2017 based at Nova Headquarters in Napa where he successfully served as Assistant Project Manager, then Project Manager for the Nova Constructors fuel system project in Misawa Japan. He currently is acting in the role of Assistant Superintendent at the 1609 Land Water Interface project at Naval Submarine Base Bangor in Washington.

Please join me in congratulating Drew with this significant accomplishment!

NOVA GROUP COMMUNITY & INDUSTRY PROGRAM

One of the best kept secrets at Nova Group is the existence of the Nova Group Community & Industry Program. Initiated in October 2009, the program was established to encourage support for non-profit organizations affiliated with the construction industry and doing charitable work in the local communities where Nova's employees live and work.

The Community & Industry Program is an attempt to fulfill the desires of Nova founder Ron Fedrick for having employees get involved to make a difference in the construction industry and their local community. The program has two components, a donation matching program through which Nova will donate up to \$1,000 to match a non-profit donation made by employees, and a management participation program in which Nova management and professional employees are encouraged to donate their time supporting non-profit charitable, industry or professional organizations.

The donation matching program is open to all regular, full-time employees, whether field or office, craft or administrative. The time participation program only includes management and professional employees whom Nova management believes should exercise their leadership both within and outside of Nova thus fulfilling one of the company's Core Values which is to "Exhibit leadership within our local communities and in our industry by investing both time and money to further the advancement of social and industry causes."

Matching donations must be approved by Nova management since it is important that the organizations which the company is donating to are consistent with the company's values. The company will match up to \$250 in donations to any 501(c)(3) organization that does charitable work or in any way supports the construction industry or is a professional organization related to the construction industry (eg, an engineering society). Matching in excess of \$250 is available, subject to Executive Management approval, up to \$1,000, for donations to non-profit organizations whose mission falls into one of the following categories:

- Education
- Family/Child Welfare
- Disadvantaged Youth
- Physically/Mentally/Emotionally Disabled Children

Employees desiring to request a matching contribution must complete a form which can be obtained from Nova's home office by contacting CFO Walt Birdsall either by email – walt@novagrp.com – or by telephone – (707) 265-1120.

In 2018 the company contributed \$2,154 to 11 different charities on behalf of 9 employees. Since the inception of the program, Nova has matched approximately \$135,000 in employee contributions! If you have any questions about either the donation matching or management participation programs, please contact Walt.



QUANTA CARES



Quanta Cares is a relief fund created to help employees impacted by natural disasters or emergency hardships (hurricanes, wild fires, house fires, flooding etc.)

It is a confidential, short-term crisis relief fund to assist with basic living expenses and necessities.

Watch this video to see how your generous donations have impacted fellow employees whose lives have been forever altered by a storm.

<https://vimeo.com/pandrprouductions/review/288445320/7fa94241f2>

You can now make tax deductible contributions from your paycheck. Contact Nova Human Resources for more information.

If you are in need of assistance, please contact Nova Human Resources for application.



NOVA WELLNESS

Nova continues to be committed to your health and well-being, and through our wellness vendor, Interactive Health, we give you the power and incentive to take charge of your health.

Nova's wellness program makes healthy living fun and rewarding. Interactive Health offers users a personalized and interactive experience to get healthy, with a variety of options and flexibility to earn incentive points.

If you are currently enrolled in Nova's Wellness Program,* the following steps can help make living healthy a lot less daunting:

1. Visit www.myinteractivehealth.com - The wellness portal offers employees* a variety of tools and resources to live healthy and earn incentives. You can customize a Personal Health Action Plan based on your overall health, lifestyle and health risk factors.
2. Don't miss out on your mid-year recheck - A six month re-check is a great chance to check your health status (and assess your progress) between annual health evaluations. Contact Interactive Health's Member Services at 800-840-6100 for more info.
3. Healthy living goes beyond physical health - Your health encompasses more than being physically fit. Explore Interactive Health's online library for other health related resources.
4. Remember, it's fun - Whether it's going for a walk with your family or pet, joining your co-workers on a company softball team or enjoying a donut every Wednesday morning, healthy living is supposed to be fun. Let loose and enjoy the journey!

** Nova's Wellness Program is available to all insurance eligible employees. Registration is now closed for employees hired before 1/2/19. Employees hired after 1/2/19 must register by 5/31/2019.*



2018 HOLIDAY PARTY



NVUSD PROGRAM

Over the last few years Nova has been working within the local Napa & Sonoma communities to foster construction management, engineering, and trades within the education systems. One of the biggest challenges our industry is facing is a lack of people power and we are working at the ground floor to build our resources back up. We have engaged students as early as middle school through outreach events like career days at River Middle in Napa and Altamira Middle in Sonoma. The Napa Shop is hosting a high school intern from New Tech High School and Engineering has an intern from American Canyon High. The Shop has been recruiting from the welding program at Napa Valley College over the last few years but now we've stepped

up our game to supporting the program. Chris Chell & Taylor Tobler spoke to the Board of Trustees to emphasize the importance and relevance of welding education and helped to secure ongoing funding support of the program. In December, Taylor performed CWI (Certified Welding Inspector) services for the students on their last day of the program, stamping the welder qualifications of those who passed visual and destructive testing. We have successfully hired two full time welders from the program and we'll be looking for more when they graduate in the spring!

CONGRATULATIONS ON THE NEW NOVA BABIES!

Greg Larson's baby – Remi Larson. She was born the morning of 2/1/2019, 9lb 3oz and 21 inches long.

Mike Gourdin's baby – Bryce Ethan Gourdin. Born October 27, 2018. 8lbs 1oz

Chris Hodgkinson's baby – Tobias Rain Hodgkinosn, December 24, 2018, 11:15PM, 7.2 LB, 21 inches



CONGRATULATIONS KEN WOEHLER ON 25 YEARS!



There are few individuals who are more "Nova" than Nova Group Senior Project Manager, Mr. Ken Woehler. Ken has been at Nova Group over 25 years, starting in 1993 when he was 26 years old in Virginia, navigating various roles and responsibilities supporting incredible infrastructure that Nova has built all over the world. He is a dedicated family man; both at home away from the office and with our Nova family. His dedication, drive, compassion and sense of humor are only a few of his tremendous attributes. It is often mentioned that Nova has constructed more fueling systems all over the world compared to any other contractor; and it can be argued that Ken has supported more fueling projects compared to any other Project Manager, of any firm. I sat down with Ken to get his perspective on his career, Nova, coffee, and the future.

When did you join Nova Group?

25 years ago; I interviewed in August 1993 when I was 26 years old. My wife (Annmarie) and I were living in Indianapolis at the time. I was working for commercial contractor and we took a vacation to the outer banks to visit family. While there on vacation, I stumbled upon an advertisement with Nova Group for a QC Manager position at Craney Island. I put on suit and tie for an interview; borrowed a car (a brown 1978 corvette) and dove to a muddy (MUDDY) Nova jobsite. I vividly remember the mud; it was a mess. I interviewed with Ron Moore while he was at the Nova project site, along with the rest of the Nova field management team. I received a phone call from Nova that afternoon with a job offer. I accepted the opportunity, and have been with Nova since. Shortly after, we moved out of Indiana to the project. When that project completed; an opportunity was presented in California at Travis AFB where I worked with Scott Victor, Brenda Abel-Kiser, Mike Rook, Dennis Bonilla, and Walt Schwartz to name a few. Following Travis AFB, we moved all over with Nova; North Island in San Diego California, then Nova HQ in Napa, then McChord AFB in Washington. I wanted to be on the production side, and was able to transition through various roles to Superintendent. When the 2nd San Diego WARF project surfaced in 2002, we moved back to San Diego. I transitioned to Project Manager and started the Coronado Island North Island Tank Project with Dale Bergman acting

as superintendent. There have been many, many projects since. Nova provided opportunity for my career, with the ability to learn in each role. I've been fortunate to work with so many great people and support many fueling projects all over the world; across the US and in Guam.

Describe your career with Nova.

Early in my career when I started with Nova, and recognizing today that I was young, my mantra was one day at a time. At the time, I didn't think in terms of building a career. Looking back at those early days; I was 26 with our young children; I went for a job and now I can reflect how well it has worked to build a career with opportunity. Now, I have another 25 to go (DON'T PUT THAT IN THERE!).

Favorite project location?

That is a hard question. I think San Diego California because not only it is an amazing and beautiful place but also because the size and scope of the projects I've been fortunate enough to be part of. Tacoma Washington was a favorite of our family; we did not anticipate how much we would enjoy to be in the Northwest. The opportunities in Guam were really enjoyable to be part of; really far away with complicated logistics and unique challenges.

What do you believe is the most valuable asset of Nova?

People. Without a doubt, it is the people. As I advance through my career; it becomes more and more apparent of how valuable our team is and how much I enjoy working with everyone.

What does Nova do wrong?

I don't see that Nova does anything wrong. We really take care of the people and make sincere and significant efforts to support each team member. I'm proud to be part of a team that does so much to support our team, our people, and the opportunities.

Most rewarding project?

Funny. Hmm. Certainly there are many ways to answer, and don't want to choose; but if I had to pick one it would be 0805, the Nova Group-Underground Construction JV Point Loma Tank Farm project. Not because it was such a successful project but because I had the ability to work with a great team comprised of so many disciplines, on a very large project, part of a Joint Venture, a supportive client focused on the mission, while navigating all the challenges that the project had to solve. Our team was incredible, the project was amazing, and to think what we built to support the mission on the side of the hill on the San Diego Bay. I vividly remember when we were awarded the project; I was on the soccer field with my Daughter Sarah when Brenda called and let me know we were awarded the project.

Although; it is hard to compare to the WARF projects; I really enjoyed my time working in the field helping the teams build those projects.

Best part of Nova?

The support from Nova. It is so important to make decision; right or wrong, just make a decision. I

have learned, particularly when I started as PM, that Nova will support any decision that I make and that is really important.

Toughest project?

The 1308 Point Loma Pier Project was very challenging. Over the water, JV dynamics, aggressive schedule and approach. We navigated many new challenges compared to projects I was previously part of and we were exposed to different teams.

Baseball or Football?

Football. Next question.

Word is that you're a Raiders fan?

Ouch. No. Diehard Indianapolis Colts fan. I did go to a Raiders game once when they played the Colts and that was interesting.

How have you seen Nova change through the years?

Safety has been a huge change. Nova has always focused on and embraced Safety; but the safety culture continues to shift to keep people safe with the focus for everyone to go home every day how they came to work. Technology has certainly changed the workplace; phones, computers, networks. We used to have fax machines that were really challenging.

While are a large business, however we have not lost the small business feeling; the Nova family is one of the best parts of Nova. Our strategy for business and our people has not changed.

What do we not know about you?

I like Thai food. Scott introduced me to it and I've enjoyed it ever since.

How do you take your coffee?

Black. With one sweetener. Pink or blue; doesn't matter.

Tell us about your Grandson, Dexter?

He is a spitfire. He is a mini version of my son. He is growing like a weed and moving fast. It has given me so much perspective as a grandparent. He is learning to talk, he waves to say hello, and is learning sign language. He knows Grandpa, but has not said it...yet. I've tried to step back and spend as much time as I can with family. I cherish every opportunity with him.

Where do you go from here? What's next for Ken Woehler?

Powerball.

Annmarie and I look forward to traveling; both with Nova and family time. Nova has treated me, and my family, exceptionally well. My wife has been absolutely incredible to support me, along with my family.

Ken has an impeccable sense of humor; anyone who has worked with Ken knows exactly what I mean. He is inspiring to work with, he has an unmatched work ethic, is amazingly talented at what he does, and is supportive to every member of the Nova team. Stop by and say hello to Ken and congratulate him on his 25 Nova anniversary when you get a chance.



NOVA

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