



G R O U P I N C.

Safety, Quality, & Innovation in Construction

A QUANTA SERVICES COMPANY



THE UNDERGROUND PIPELINE

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PRESIDENT'S MESSAGE

We just finished our second year in a row with zero OSHA recordable accidents! While this is an amazing feat and one we should all be proud of, we could not have achieved this milestone without everyone's continued commitment to safety. Nova has adopted and embraced Quanta's program, the Energy Wheel and Capacity to Fail, and it is paying off well for us. Sending everyone home every day injury free is something we should all be proud of.

What a crazy year we experienced with Covid-19 in 2021. I appreciate everyone's adherence to the ever-changing rules and regulations regarding mask wearing, testing requirements, and vaccine mandates. It wasn't easy, but the entire Nova team did amazing things in the heart of the pandemic. Hopefully the recent Omicron surge is nearly over, and we can return to some sort of normalcy in the workplace.

I can't thank everyone enough for the amazing year we just completed. 2021 will be the most successful year in the history of Nova Group. We achieved this amidst an ongoing pandemic. How did we do this? Our teams focused on performing the work safely with production and quality in mind. We cleaned up some old projects, got them off the books and we closed out some significant claims on long-term projects.

We are going to have many opportunities in 2022 to chase just as well. We are very excited about our recent award at Aguadilla Coast Guard Base in Puerto Rico. There is more work out to bid in Puerto Rico, so we are positioned well for further success. Many other opportunities on the west coast, Hawaii, Japan, Tinian, and Australia are also coming soon. All of this potential work is in our DoD market. With the recent infrastructure bill passed by Congress, even more opportunities will open up.

Thank you again for all you do for Nova Group. I appreciate each and every one of you.

Scott Victor
President & COO

**“EFFECTIVE
COMMUNICATION
HELPS TO KEEP THE
TEAM WORKING ON
THE RIGHT PROJECTS
WITH THE RIGHT
ATTITUDE”**

CURRENT PROJECT UPDATES

COCO FUEL STORAGE & RELATED SERVICES

Al Udeid Air Base, Qatar
Nova Job 2201

Administered by (Client): Department of Defense / Defense Logistics Agency - Energy, Ft. Belvoir, VA
Total Cumulative (20 years) Contract Value: \$247,658,698.00
Current Option 3 (5 years) Contract Value: \$54,444,780.00
Project Start Date (site work): 03/2004
Project Start Date (services): 01/20/2007
Option 3 Completion Date: 01/20/2027
Project Team:
Project Manager - Paul Sciacca
Project Superintendent - Cory Neufeld
Contract Administrator - Teri Miller
Bookkeeper - Lety Valdez



BULK FUEL STORAGE TANKS ROYAL AUSTRALIAN AIR FORCE BASE

Darwin, Australia
Nova Job 1905

Administered by (Owner): NAVFAC Pacific (US Navy)
Current Contract Value: \$64,827,064
Project Start Date (site work): 02/2020
Expected Demobilization Date: 06/2023
Project Team:
Project Manager - Ken Woehler (Nova)
Asst Project Manager - Andrew Emami (Nacap)
Project Superintendent - Danny Sargiotto (Nova)
Asst Project Superintendent - Jay Bean (Nacap)
Quality Control Manager - Rey Pelagio (Nova)
Assistant Quality Control Manager - Greg Larson (Nova)
SSHO - Jason O'Hara (Nacap)
Field Office Administrator - Emma Lyons (Nacap)
Contract Administrator - Teri Miller (Nova)
Bookkeeper - Clarissa Quiambao (Nova)



FRESNO AIR NATIONAL GUARD REPLACE JET FUEL COMPLEX

Fresno, CA
Nova Job 2008

Administered by (Owner): US Army Corps of Engineers
Current Contract Value: \$16,658,328
Project Start Date (site work): 02/2021
Expected Demobilization Date: 07/2022
Project Team:
Project Manager - Lucilla Olkeriil
Project Superintendent - Chris Hodgkinson
Assistant Superintendent - AJ Remigio
Quality Control Manager - Scott McKee
Assistant Quality Control Manager - Luanna Pugliese
Site Safety & Health Officer - Kody Schuyler
Project Administrator - Kara Schug
Contract Administrator - Dusty Otterstrom
Bookkeeper - Lety Valdez



FUEL RECEIPT AREA & STORAGE, BEALE AFB

Beale AFB
Nova Job 2102

Administered by (Owner): US Corps of Engineers, Sacramento District
Current Contract Value: \$14,320,000
Project Start Date (site work): Mid-January 2022 (estimated)
Expected Demobilization Date: 10/23/2023
Project Team:
Senior Project Manager - Ken Woehler
Project Manager - Lucilla Olkeriil
Project Superintendent - Lance Parks
Quality Control Manager - Jeff Blike
Site Safety & Health Officer - Art Mendoza
Project Administrator - Michelle Espinosa
Contract Administrator - Teri Miller
Bookkeeper - Lety Valdez

KC-46A ADAL HYDRANT FUEL SYSTEM AND PAVEMENT

Travis AFB
Nova Job 2101

Subcontractor to The Ross Group
Administered by (Owner): NAVFAC
Current Contract Value: \$3,581,500
Project Start Date (site work): 02/2022
Expected Demobilization Date: 09/2022
Project Team:
Project Manager - Kevin Leonardo
Project Superintendent - Wes Halks
Contract Administrator - Teri Miller
Bookkeeper - Clarissa Quiambao

CURRENT PROJECT UPDATES

EXASCALE COMPUTING FACILITY
MODERNIZATION, LAWRENCE LIVERMORE LAB

Livermore, CA
Nova Job 2001

Administered by (Owner): Lawrence Livermore National Lab

Current Contract Value: Over \$53,054,312

Project Start Date (site work): 04/2020

Expected Demobilization Date: 03/2022

Project Team:

Project Manager - Mark Pracanica
Assistant Project Manager - Drew Glover
Assistant Project Manager - Kevin Leonardo
Assistant Superintendent - Wes Halks
Assistant Superintendent - Dennis Bonilla
Electrical Superintendent - Cory Neufeld
Quality Control Manager - Jeff Blike
Site Safety & Health Officer - Art Mendoza
Project Administrator - Michelle Espinosa
Contract Administrator - Dusty Otterstrom
Bookkeeper - Clarissa Quiambao



SAN DIEGO INTERNATIONAL AIRPORT
(SAN) ADDITIONAL STORAGE TANKS

San Diego, CA
Nova Job 2003

Administered by (Owner): SAN Fuel Committee

Current Contract Value: Over \$9,224,593

Project Start Date (site work): 09/8/2020

Expected Demobilization Date: 04/2022

Project Team:

Project Manager - Lucilla Olkeriil
Project Superintendent - Dale Bergman
Quality Control Manager - John Knibbs
Site Safety & Health Officer - Dale Bergman & John Knibbs
Contract Administrator - Teri Miller
Bookkeeper - Clarissa Quiambao



P447 DRY DOCK 4 AND PIER 3
MODERNIZATION

Puget Sound Naval Shipyard
Nova Job 2005

Administered by (Owner): Department of the Navy, NAVFAC Northwest

Current Contract Value: \$43,826,432

Project Start Date (site work): 8/29/2020

Expected Demobilization Date: 08/2023

Project Team:

Project Manager - Kit Larson
Assistant Project Manager - Brisa Carver
Project Superintendent - Jeff Bauer
Electrical Superintendent(s) - Jeff Maulin; Shawn Ward
Civil Superintendent - Mike Harmon
Mechanical Superintendent - Joey Lakoduk
Quality Control Manager - Jim Hubbeling
Alternate Quality Control Manager - Burt Cardell
Site Safety & Health Officer - Sheila Hammond
Contract Administrator - Lori Phillips
Bookkeeper - Lety Valdez



REPLACE FUEL HYDRANT SYSTEM AT
ELLSWORTH AFB, SD

Rapid City, SD
Nova Job 2007

Administered by (Owner): US Army Corps of Engineers

Current Contract Value: \$22,213,163

Project Start Date (site work): 02/2021

Expected Demobilization Date: 11/2022

Project Team:

Project Manager - Francisco Juarez
Project Superintendent - Kyle Bush
Project Engineer - Quinn Cartwright
Quality Control Manager - Bruce Levan
Site Safety & Health Officer - Mike Shrum
Project Administrator - Theresa Puckett
Contract Administrator - Lori Phillips
Bookkeeper - Clarissa Quiambao / Judy Anderson



COMPLETED PROJECTS

FIRST POWERHOUSE MAIN UNIT CIRCUIT BREAKER & INSTRUMENT TRANSFORMER REPLACEMENT

Bonneville Dam, OR
Nova Job 1404

Administered by (Owner): US Army Corps of Engineers, Portland District
Contract Value: \$31,042,072.00
Project Start Date (site work): 03/2015
Project Completed Date: 10/2021
Project Team:
Project Manager - Francisco Juarez
Assistant Project Manager - Will Wells
Project Superintendent - Jeff Cravens
Quality Control Manager - Doug Craig
Site Safety & Health Officer - Roe Simmons
Contract Administrator - Lori Phillips
Bookkeeper - Lety Valdez



UPGRADE POWER PLANT AND ELECTRICAL DISTRIBUTION SYSTEM, PACIFIC MISSILE RANGE FACILITY

Makaha Ridge, HI
Nova Job 1802

Administered by (Owner): US Navy NAVFAC Pacific
Contract Value: \$41,025,710
Project Start Date (site work): 04/2019
Project Complete Date: 12/27/2021
Project Team:
Project Manager - Dan Fox
Asst Project Manager - Nick Pfeifer
Project Superintendent - Kevin Shaw
Project Superintendent - Ted Moulding
Assistant Superintendent - Tyler Parnell
Quality Control Manager - Scott McKee
Site Safety & Health Officer - Sheila Hammond / Shani Gomez
Project Administrator - Christy Larson
Contract Administrator - Dusty Otterstrom
Bookkeeper - Shelise Cowan



AIRFIELD LIGHTING MODERNIZATION, MARINE CORPS BASE HAWAII

Kaneohe Bay, HI
Nova Job 1613

Administered by (Owner): NAVFAC Hawaii
Contract Value: \$26,754,995
Project Start Date (site work): 12/2016
Project Completed Date: 07/18/21
Project Team:
Project Manager - Dan Fox
Asst Project Manager - Mark Pracanica
Project Superintendent - Kevin Shaw
Project Superintendent - Ted Moulding
Quality Control Manager - John Fackrell
Site Safety & Health Officer - SeaRay Beltran
Project Engineer - Luanna Pugliese
Project Administrator - Christy Larson
Contract Administrator - Teri Miller



REPLACE SALTWATER SYSTEM PIPE RISERS ON PIER 5, BUILDING 715, PSNS, NAVAL BASE KITSAP

Bremerton, WA
Nova Job 1904

Administered by (Owner): US Navy NAVFAC Northwest
Contract Value: \$2,368,000
Pending REA Value: \$464,554
Project Start Date (site work): 03/2020
Project Complete Date: 10/2021 (BOD)
Project Team:
Sr. Project Manager - Walt Schwartz
Project Manager - Brisa Carver
Project Superintendent - Joey Lakoduk
Assistant Superintendent - Josh Lemke
Quality Control Manager - Kurt Kuha/ Bruce Levan/ Rebecca Riley
Site Safety & Health Officer - Joey Lakoduk
Contract Administrator - Lori Phillips
Bookkeeper - Lety Valdez



COMPLETED PROJECTS

REPAIR DEWATERING PUMPS & MOTORS AT DRY DOCK 5

Bremerton, WA
Nova Job 1503

Administered by (Owner): US Army Corps of Engineers
Current Contract Value: \$16,658,328
Project Start Date (site work): 02/2021
Expected Demobilization Date: 07/2022

Project Team:
Project Manager - Francisco Juarez
Project Superintendent - Mike Harmon
Assistant Superintendent - Josh Lemke
Quality Control Manager - Kurt Kuha
Contract Administrator - Lori Phillips
Bookkeeper - Lety Valdez

REPAIR SALTWATER DISTRIBUTIONS SYSTEM PSNS & IMF NAVAL BASE KITSAP

Bremerton, WA
Nova Job 1603

Administered by (Owner): US Navy NAVFAC Northwest
Contract Value: \$12,747,405.22
Project Start Date (site work): 03/2017
Project Completed Date: 05/2020

Project Team:
Project Manager - Francisco Juarez
Contract Administrator - Lori Phillips
Bookkeeper - Lety Valdez

P-431 DRYDOCK 6 MODERNIZATION & UTILITY IMPROVEMENTS AT NAVAL BASE KITSAP

Bremerton, WA
Nova Job 1608

Administered by (Owner): US Navy NAVFAC Northwest
Contract Value: \$20,933,825
Project Start Date (site work): 12/2016
Project Completed Date: 12/2021

Project Team:
Project Manager - Kit Larson
Project Superintendent / Electrical Superintendent - Jeff Maulin
Alternate Superintendent - Mike Harmon
Quality Control Manager - Kirk Allen
Site Safety & Health Officer - Larry Tinney
Contract Administrator - Lori Phillips
Bookkeeper - Lety Valdez

ESTIMATING & MARKETING UPDATES

Pre-Construction Services Update

Following a very successful 2020 (despite having fewer projects to bid than normal), 2021 has been a busy year for Estimating and Marketing, bidding 18 projects with a combined value of over \$780 Million! Here are some facts for those who love statistics (and who doesn't?):

- 19 projects were bid; 3 were cancelled by the government after bid (or just before), and 7 are still to be decided.
- Virtually all of the undecided projects, valued at a little under \$300 Million, will be decided next year.
- Please refer to the bid list (sent on Fridays) to see what projects we are bidding, and what projects are awaiting an award decision.

We were awarded two projects this year:

- Fuel Receipt Area & Storage Tank at Beale AFB, CA — \$14,320,000
- KC-46A ADAL Hydrant Fuel System & Pavement at Travis AFB (Sub to Ross Group) — \$3,515,000

For the first half of 2022 there is likely over \$400 Million worth of projects that we can realistically bid, with many others to follow in the latter half of 2022, so there will be no lack of significant project possibilities. New projects to be bid include:

- Hydrant Fuel System at Beale AFB, CA
- Hydrant Fuel System at Mitchell ANGB, WI
- Mega Project with Significant Fueling Component on Tinian (US island north of Guam)
- Coast Guard task orders in Puerto Rico, Oregon, and Alaska
- More projects at Lawrence Livermore National Laboratory
- A few significant projects in Japan
- NAVFAC Northwest Marine MACC task orders (number unknown)
- NAVFAC Southwest Marine MACC task orders (number unknown)

Beyond our busy proposal schedule, the Pre-Construction Services Team is all back in the office and have even restarted our tradition of going out for birthday lunches, where we can once again hear Alvin Li make his traditional complaints about the quality of the local hamburgers. It's very heartwarming. Sadly, a key member of our team, Stacey Westra Johnson, cannot attend these lunches, because she lives near Chicago, but after completing one of her many marathon runs she will often eat a White Castle burger in our honor. Other key members of our team are Dee Fedrick, Brenda Abel-Kiser, Cheryl DiPiero, Cesar Novelo, Al Anderson, and Charlie Gay, who is expecting another baby boy (with some slight help from his wife).

In summary, we look forward to another busy and successful year in 2022!

Al Anderson
Proposal Manager



SAFETY UPDATES

Are Nova’s jobsites really that safe as our lagging indicators and awards suggest or are we simply getting lucky?

Is everyone stopping unsafe acts and unsafe conditions when they see them? Are our managers, foremen, and crews exercising their “Stop Work Obligation”?

Do you walk by trip hazards and fall exposures, look the other way when an operator isn’t wearing a seatbelt, or allow someone to enter an unsafe trench even if it is just for a second?

Unfortunately, a plethora of jobsite hazards still exist in our line of work as Nova self performs most of our work around the world.

Because we are a specialized general contractor working in heavy construction, it is crucial for our senior leadership and foremen to maintain continuous safety and environmental education. If we empower our leaders with knowledge and education, they can make smarter decisions when it comes to safety, health, and environmental issues we face day to day.

If you, or one of your colleagues need additional training and/or education, please don’t hesitate to reach out to your supervisor and/or myself to see what all is available through our vast network of trainers such as: AGC, OSHA Training Institute (OTI), BirdDog HR, etc.

Thanks,

Cole Davis
Corporate Safety Director

QUALITY CONTROL

Exciting times with the Quality Control team at Nova. As the country western song says, “The House Don’t Fall When the Bones are Good” and I can happily report that Nova’s Quality Control House has good bones (thank you Tonya Johnson and all QCM’s of Nova past and best wishes to Tonya on her new job). In my first two weeks as QC Director, there has been overwhelming support for quality and continuous improvement in the QC conversation. I have been to two job sites and look forward to talking quality with all our projects.

Scott McKee has completed his work at the very successful Makaha project and will be moving to the Beale Air Force Base project. The QCM for Aguadilla BTM in Puerto Rico will be identified in the coming months as the design portion of the project is developed.

Jeff Blike
Corporate Quality Control Director



SHOP & ENGINEERING UPDATES

The Engineering department had a busy 2021, just like the rest of Nova! While wrapping up at 2001 LLNL project, we pressed forward with San Diego, Ellsworth, Fresno, and Darwin work. Tank piping and pumphouse packages were issued to the shop, along with a myriad of pipe supports, structural steel, and miscellaneous fab items. The team also worked through as-built drawings for Kaneohe, Darwin LDBO, and Makaha. Juan Guardiola is working with Sean Armstrong to support our electrical work from the engineering side, with the support of Wade Archer. Bridget Healey came on as an intern for engineering and transitioned to full-time shortly after, supporting Jessica Ariani with our civil/structural calculations. Bridget and Wade both spent time on site in Livermore this year, gaining valuable field experience. On a sad note, Jessica Ariani moved on from Nova in December 2021, and Aaron Strieby is leaving to attend Chico State working towards his Mechanical BS. We wish them luck in their new adventures!

Following right along with Engineering, the Nova Fabrication Shop has been slammed all year fabricating all that pipe and steel. We’ve grown and pushed our welding team and now have four qualified pipe welders knocking out pumphouses. 2021 saw a record number of loads leave the shop and our shipping team, led by Richard Fata, has done a great job. Jose Ramirez is the Shop Employee of the Year and we appreciate his leadership in our safety program as well as in the paint and fiberglass shop. Nova Fabrication continues to add value to our internal projects as well as working on other opportunities, including fabrication for other Quanta operating units, FAA light cans, and more. The shop recently completed our recertification with Cal/OSHA VPP, ensuring our STAR site status into 2024.

Chris Chell
Engineering/Fabrication/Equipment Manager



HUMAN RESOURCES UPDATE

Hello Nova! I am Chad Richmond, and I am the HR Generalist here in Napa, CA. I am new to Nova and started at the beginning of January of 2022! It is crazy to think it has been a month already and I have enjoyed meeting a lot of people in person and virtually throughout my days and look forward to meeting you if we have not already. I am not originally from California as I come from the Midwest (Indiana) but do not miss the snow and am greatly enjoying California. As the HR generalist I am here to help with employee matters, concerns, and help streamline the process for applications. If there is one thing, I want you to know about me it is that I am here to help. If you have questions regarding a job, concern, policy and procedures, benefits, etc. I am happy to help. I like to try and give quick responses as much as possible so feel free to give me an email, call, or text if you ever need to get ahold of me. I look forward to continuing to get to know you all better and Nova as a whole!

Chad Richmond, HR Generalist

ACCOUNTING UPDATE

- 2021 was a crazy year of changes for the accounting department. We had a few faces leave, Monica Samuel (AP Manager), Shelise Johnson (AP Specialist), a new addition, promotion, and a retirement. 2021 Highlights included:
- We were lucky to welcome Clarissa Quiambao to our team in September and she has done a fantastic job learning and mastering all areas of our AP department.
 - Diane Vavricka celebrated 20 years with Nova. We are very lucky to have dedicated employees like her.
 - Sarah Woehler was promoted to Accounting Manager, overseeing the accounts payable group as well as supporting myself and the rest of the department.
 - Walt Birdsall, our incredible CFO of 16 years moved to Texas at the end of 2020 and then took the big leap to retirement at the end of 2021. I am sure all of Nova will miss him (I know I sure do), but we wish him and Pam all the best in retirement.
 - Nova accounting was audited by Quanta Internal Controls and passed with zero audit findings. That is a big accomplishment for the department and acknowledges their dedication to following policy and procedures.

I would like to introduce our current department.

Sherri Silva – VP Finance/Accounting	Mia Smith – Staff Accountant	Lety Valdez – AP Specialist
Sarah Woehler – Accounting Manager	Tamera Frediani – Financial Analyst	Clarissa Quiambao – AP Specialist
Cathie Rowe – Staff Accountant	Diane Vavricka – Sr Payroll Specialist	Lynette Collins – Front Office / Accounting Admin

Moving into 2022, we plan on strengthening the team with continued cross training, working on goals to improve Nova’s profitability, improving our efficiency and support to all Nova departments. Look for some exciting training opportunities that accounting will provide to share some back office secrets.

Sherri Silva, VP of Finance and Accounting

SAFETY AWARDS

Nova is extremely proud to be the recipient of the prestigious AGC of California Construction Safety Excellence 1st Place award in the 400,000 Man Hour Category for the Heavy/Civil/Highway Division.

We appreciate everyone’s attitude and participation towards our safety program and continued improvement. We wouldn’t be able to submit for an award like this if it were not for everyone’s commitment to keeping our people safe!



AGC OF CA EMERGING LEADERS PROGRAM

This past August I had the opportunity to join AGC’s Emerging Leaders Program. This program is designed to help young professionals build leadership skills, connect with others in the industry, and much more. Since joining, I have attended monthly meetings, taken a class to help improve my Excel skills, and was able to attend the Construct Conference in Indian Wells, CA. From the monthly meetings, I was able to meet new people and learn what AGC does to advocate for our industry. Come to find out, they are the reason we are considered essential workers. Pretty cool! The Excel class was eight weeks long and packed full of great information. I can’t wait to see what other classes they offer. The Construct Conference was a blast. I learned so much about the industry, gained new skills, made countless connections, and I was able to be there when Nova received the 1st place Safety Award in the 400,000 Man Hour Category for the Heavy/Civil/Highway Division. I feel honored that I was chosen for this program, especially since this is not usually for those in the accounting department. I think it is awesome Nova gets all our departments involved. It has been beneficial to me in deepening my understanding of the construction industry outside of my usual scope. I’m looking forward to all that’s to come in 2022.

Sarah Woehler
Accounting Manager

Chris Hodgkinson, Superintendent was also recently accepted into the program.



AGC OF CA PROJECT ENGAGE

Project Engage was created in a dynamic partnership between Procore and the AGC of California in response to a question asked by leaders across our industry, “How can we leverage leadership and culture development to increase business success?” The answer... engagement.

The Power of Engagement

Leaders who cultivate higher and healthier engagement of their people experience 21% greater profitability and outperform less engaged competitors by 147%. (Gallup)

Your Invitation

Procore and AGC of California have teamed up to offer a world-class leadership development experience framed with interactive cohort connections, hands on learning experiences, and premier 1:1 executive coaching with a clear objective: Increase leadership capacity, elevate team engagement, and celebrate business success.

By the industry, for the industry...

Project Engage was created by the industry, for the industry. The goal is to provide leaders in construction with the leadership tools they need to become the employers of choice for the future.



LANCE PARKS SPOTLIGHT

The people of Nova are what make the organization great. We are fortunate to have incredibly talented employees at every level of the organization. Lance Parks is certainly no exception, and part of the legacy member category. For over 30 years, Lance has been leading diverse projects as well as teams to safely build incredible projects around the world.

When did you join Nova Group?

1991, in Hawaii. I knew of Nova and wanted to join their team. Ultimately, I was able to connect with Dick Hansen and he hired me as a Carpenter Foreman. My first official Nova project as a large duct bank at Pearl Harbor. There were many legacy Nova members there at the time in various stages of their career including Rick Fedrick. Not long after I joined Nova, other team members officially joined including Dale Bergman, Steve Bergman, Dan Pendleton, Stacey Westra-Johnson, and many others that are still with us today.

Describe your career with Nova.

I moved around a lot. After completing my first project at Pearl Harbor, I immediately started to get engaged with other projects Nova had in the area and then really started moving around with the company. From Pearl Harbor; Rick, Stacey, and I went to a project at Wheeler Army Airfield (also on the island of Oahu, Hawaii). Shortly thereafter, I was promoted to Project Superintendent after Rick was reassigned to a project on the East Coast, and Stacey and I remained there for 2 years to complete the project.

I bounced around Hawaii as Project Superintendent for many DoD projects and then transitioned to the first (of two) Carrier Warf projects that Nova completed in San Diego. This is when I first met Walt Schwartz, and many other Nova legacy employees. This was a truly amazing project. Next, I went to Diego Garcia, the tiny island in the middle of the Indian Ocean, for that completely amazing project. Following Diego Garcia, back to San Diego for the second carrier wharf, then continued on from there back to Hawaii, Edwards AFB, Nellis AFB, San Diego, and now to our current project at Beale AFB.

I have had the distinct pleasure to travel the world with Nova. To get to these projects, we’ve been everywhere; across the US to Southeast Asia and on.

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

People. I know it gets said often, but the people. Nova truly cares about every member of the team. We are a family. Just in my experiences, which are not all of Nova’s experiences, we have truly grown amazing talent, and supported them

to build careers; Cesar, Nelo, Josue, Dennis, Tojo, Michelle, and the list goes on and on. I think it is rare the magnitude of our team that travels with the company. We really are the best of the best.

I also believe the philosophy of Nova is really important. Our culture is the key to our success; the trust, how we promote from within, how we grow and stretch our team, how we rise to the occasion, our ability to chase, secure, and be involved with technically challenging and complex projects. I’m extremely proud of what we have built and how we built it.

What does Nova do wrong?

That’s tough. There are many opinions that all of us have, and we don’t all understand every decision or dynamic that the organization navigates. Nova leadership protects its people, and the organization navigating the big picture to keep the organization safe and successful. I don’t have anything that I can say Nova does wrong; but I will say how well Nova does right by taking care of its people that in effect, benefits the company.

Most rewarding project?

Diego Garcia. I’ve been part of some truly unique and projects, but Diego Garcia is at the top. We were on a tiny island in the middle of nowhere with no resources except our team. The level of planning and logistics was unlike anything I’ve ever been part of. There were no suppliers, vendors, or resources. In addition to the challenges of the project, being able to support the mission with the fuel system we built was truly remarkable. This was made possible with support from some legacy Nova team members including, and not limited to Dale Bergman, Steve Bergman, Kurt Lau, John Fackrell, Rush Duncan, and Scott Victor (PM at that time).

We were extremely proud that for the entire project, the only material that challenged us was a single misplaced 4” 45-DEG PVC fitting, that ultimately we had to overnight through a cargo plane out of Singapore that cost us about \$150.

Best part of Nova?

Same as above; our people and what we do along with the trust and how we do it. Through changes, growth, new members to the team, Nova has always maintained our identity internally as well as with our clients and industry.

Toughest project?

The carrier wharf projects in San Diego were challenging. We did some truly unique methods that changed this type of construction. Working over the water, dealing with tides, pile methods, forming systems, on and on – were truly unique.

Also, the pace and production was extremely swift. These projects had truly brilliant people and always different and while challenging – they were fun.

What is your obsession away from Nova?

My family. My wife, kids, and my grandkids. Every spare moment we have is with them.

How have you seen Nova change through the years?

We are getting younger, and that is good. Our ability to grow and provide development is something I’m proud of. Technology is changing everything, and it is hard to keep up. But without a doubt, as we change, holding true to the core of our philosophy and taking care of our people is paramount to our success.

How do you take your coffee?

Black. Strong.

Where do you go from here? What’s next for Lance?

I look forward to getting Beale mobilized and completed, and then look forward to the next opportunity Nova has for me to support. Big picture, I’m planning for today while being future focused for our success.

Nova is incredibly fortunate to have Lance as part of the Nova family. The legacy of projects accomplished has led to an exciting future for the next generation of Nova projects and leadership. If you don’t know Lance, make sure to introduce yourself at the next opportunity to learn more about his tremendous accomplishments.



CHARLIE GAY SPOTLIGHT

For over seven years, Charlie Gay has been instrumental to the success and growth of the Nova team. During his entire time here, he has been a pillar in the Nova Estimating department.

When did you join Nova Group?

November 2, 2014. I knew of Nova Group for many years, with my first recollection was during my time at CR Fedrick. I actually interviewed at Nova in 2009-ish, but ultimately went to work for a utility contractor, then to a large paving and grading contractor before ultimately joining the Nova team in 2014.

Describe your career with Nova.

I’ve exclusively been in the Estimating department, with some brief time in operations on an as-needed basis. Part of my role with Estimating is the crucial transition of an awarded project from the estimating team to the operations team. Since I’ve been at Nova, I’ve also seen our capacity increase for magnitude and scope of international projects in the federal space, and enjoyed our growth into the commercial space.

Ever visit projects?

Every now and then I am able to visit a project; usually during a stopover with our active projects while on with adjacent RFP Job Walk; for example, I was able to see 1613 MCAS Kaneohe airfield lighting project while I was in Hawaii for the 1802 Makaha Ridge RFP job walk. Thanks to the project teams and location to Nova, I was able to have a few visits to both 1703 Travis AFB and the contracts at Lawrence Livermore National Laboratory. I really appreciate, and value every time I’m able to connect to the project team leadership and craft for their perspective and valuable insight. This is critical for us in estimating to piece the puzzle together beyond the plans and specifications.

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

People. I hate to sound cliché, but of course it is the people of Nova. Diving deeper, I can’t emphasize enough how important the invaluable relationship is between the project team management and home office management. We know at headquarters how critical it is to have that connection, and the support that we need to give the field.

What does Nova do wrong?

Interesting question. Its not “wrong” but I look forward to the opportunity for us to grow in the mindset of when to wear/change the “military

contractor” hat and when to wear the “private contractor” hat. We need to be aware of the differences between what our clients “want” and what they “need” and what they will “take”. We have very different clients with a variety of strengths; sometimes the same client but different people wearing the same hat.

Most rewarding project?

My response to this is from an estimator’s perspective, not a traditional “project” that Nova has completed. I was fortunate to be part of the solution when Nova advanced from the Precision Estimating platform to what we use today, HCSS. This was a large undertaking, and I was proud to be part of the team that made this happen. The flexibility to drive this evolution was key, and aligns with the core structure of Nova operations. The path to navigate the huge change was rewarding to the success of our program, and the key was the flexibility and trust Nova management empowered me with to deliver.

Best part of Nova?

I recognize the importance of the Nova Engineering and Fabrication team. This is an enormous strategic advantage for us. Our ability to coordinate anything, adjust and control schedules and resources for both our client and projects, along with their technical abilities is an invaluable resource for us.

Toughest project?

Again, from an estimator’s perspective, joint ventures are a unique challenge. They are powerful for the value added from two organizations for a magnitude of reasons. Every joint venture brings unique opportunities and challenges to figure out; cultures, financials, ways of doing business, international challenges, corporate requirements, etc. I’m very proud of our successful joint ventures that we have in place; both are strategic opportunities for Nova performing now and into the future.

What is your obsession away from Nova?

Family. My wife and son, and our parents. Also getting outdoors as much as possible. Camping, dirt bikes, fishing, anything outside. My son is getting into the outdoors and that is extremely enjoyable to watching him grow.

How have you seen Nova change in recent years?

Can I mention changes from Covid? I have the unique perspective that I joined Nova after the Quanta acquisition, but prior to Ron Sr. retiring, and was part of the advancement to where we are today as an operating unit part of a publicly traded company. It has been amazing to be

part of the growth. I also know how extremely sophisticated Nova is in the fields in which we operate. Nova has changed in so many positive ways in this corporate growth, but also as we navigate changes by the federal projects.

How do you take your coffee?

Black. Simple.

How are your dirt bikes and camper doing?

Good. Too clean. I did get a new dirt bike during the pandemic, used but new to me. We look forward to getting back outside as winter opens up.

Where do you go from here? What’s next for Charlie Gay?

Nova is incredibly well positioned with tremendous opportunities in the federal space where we operate. Even more exciting are the other opportunities in other markets and sectors that Nova is tracking; commercial, utilities, etc. With all opportunities, there are also challenges, but we can do it. That is the spirit of Nova.

Charlie is part of the Nova Secret Formula in Estimating in Napa. Make sure to stop by, and tell him ways we can improve next chance you get!



JOEY LAKODUK SPOTLIGHT

From our Nova office in Port Orchard, Joey Lakoduk is a critical member of our team that leads the way for safe and successful projects. His leadership, professionalism, and contagious positive attitude are the key ingredients of the success of Nova.

When did you join Nova Group?

April 2015. I was with a different contractor in the region, and had an opportunity to join Nova Group. I was most excited for the opportunity to work with Walt Schwartz. At the time, I was very aware of EHW; the large project Nova was building at Bangor submarine base.

Describe your career with Nova.

I've been part of a lot of challenging projects out of the Port Orchard office in the shipyards, most recently on the Salt Water/Fresh Water projects. I really enjoy mechanical piping and heavy civil/dirt work projects, and appreciate our increasing scope and technical execution of electrical projects. Our footprint and experience at PSNS has allowed for an abundance of projects. I appreciate the trust and opportunity for projects and our crews, and look forward to our future of growth and success.

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

The people. I know it said often, but it is 100% true. The people, by far, are the best part. We have a very talented team, and we continuously leverage our teamwork. We are a family. I appreciate that Nova leadership continues to focus on people including supporting them, keeping them, and finding new members for our team.

What does Nova do wrong?

In the basic sense of this question, I don't think we do anything wrong. We continuously improve and evolve as we need to. Thinking about this question in a bigger picture; we give our owners a lot more than our contracts require. It isn't necessarily wrong, but I'm not sure if we give too much, or if our owners understand how much we do that truly is above and beyond. We all recognize this strategy is what makes us Nova.

Most rewarding project?

Whew, tough question. I've been on a lot of projects, and they are all rewarding in different ways. Most recently, 1904 Pier 5 Saltwater was extremely rewarding to me and the team. It was a difficult job due to all the variables; complex system, access to the infrastructure, tides, working over water, at times unrealistic client demands. But our Nova team brought safe and productive efforts along with some creativity

and ingenuity at all levels to deliver a successful project for our client that we can all be proud of.

Best part of Nova?

The talent and capability of our entire team along with the type of work we execute. It is extremely amazing how talented every member of Nova is, and how each member rises to the occasion when an opportunity is presented. It is never boring here!

Toughest project?

1904 Pier 5 Saltwater Risers and 1603 Repair Saltwater Distribution were tough projects; especially the client expectations. We are flexible, knowledgeable, and understand all perspectives to support what we need to do for success.

What is your obsession away from Nova?

Family. Anything outside; fishing, hunting, hiking, camping. According to our 9-year old son and 4-year old daughter, I'm still cool. Also, my wife and I do a lot of woodworking together which is a lot of fun.



How have you seen Nova change in recent years?

I'm proud of how Nova continues to grow and build our people at every level of the organization. Nova holds employees in high regard, and I'm proud to be part of such a great team.

How do you take your coffee?

Black.

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

I look forward to more of the projects that we are currently executing and future projects, along with growing our team through training and opportunities.

Nova is extremely appreciative of all that Joey does. Anyone who has had the opportunity to work with him knows his dedication to the team and organization with a positive attitude that is contagious. When you see him at Port Orchard or out in the field at PSNS, be sure to say hello!

2021 AWARDS

YEARS OF SERVICE AWARDS

40 YEARS

Dan Fox

30 YEARS

Jim Timmons

20 YEARS

Rey Pelagio
Julio Edu
Pilar "Tojo" Espinosa
Dennis Bonilla
Diane Vavricka

15 YEARS

Cory Neufeld
Dusty Otterstrom
Walt Schwartz

5 YEARS

Shayne Klingenberg
Brisa Carver
Drew Glover
Ryan Burdge
Doug Craig
Jared Olsen
Hugo Gonzalez
Eric Sweat
Enrique Lozano
Trish Shaw



2021 EMPLOYEES OF THE YEAR

Field Employee

Cory Neufeld, Superintendent – Lawrence Livermore Lab

Office Employee

Sherri Silva, Controller – Napa Office

Shop Employee

Jose Ramirez, Shop Foreman/Painting – Napa Shop

2021 SAFETY AWARDS

Safety Team

2001 Lawrence Livermore Lab

Kevin Leonardo, Assistant Project Manager
Dale Bergman, Superintendent
Drew Glover, Superintendent
Cory Neufeld, Superintendent
Wes Halks, Assistant Superintendent
Art Mendoza, SSHO
Jeff Blike, QC Manager
Michelle Espinosa, Project Administrator

2021 SUMMER INTERNS



Jonathan Keefer
CSU Cal Poly, SLO
Civil Engineering



Shane Albrecht
University of Colorado, Boulder
Civil Engineering



Mateo Jekabsons
University of Mississippi
Mechanical Engineering



Ryan Preciado
CSU Cal Poly, SLO
Construction Management,
Heavy Civil



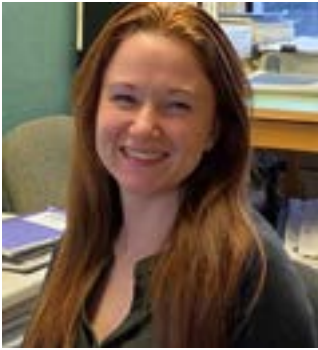
Joan Leal
Butte Technical College
Construction Management,
Operations



Brad Garey
Butte Technical College
Welding
Hired as full time Nova Employee



Nicholas Nguyen
CSU Cal Poly, SLO
Civil Engineering



Bridget Healey
CSU Cal Poly, SLO
Architectural Engineering
Hired as full time Nova Employee

NOVA 1Q22 RECRUITING

- 1. 32nd Annual Civil & Environmental Engineering Career Fair at Cal Poly
- 2. ASC Region 6 & 7 2022 Student Competition
- 3. Butte Technical College Industry Days
- 4. Washington State University Spring 2022 Career Expo
- 5. University of Washington Virtual Civil & Environmental Engineering Career Fair
- 6. Sacramento State University Spring 2022 Engineering & Computer Science Career Fair
- 7. California State University, Chico Technical Career Fair
- 8. Oregon State University Career and Internship Fair

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.

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 an application.



FREE EMPLOYEE ASSISTANCE PROGRAM (EAP)

When life presents you with problems that you're having difficulty resolving on your own, take advantage of the counseling sessions offered by your program. Therapy is not just for mental health issues, it can help you with support, education, guidance, learning about yourself and provide you with the resources to learn and practice new ways of coping.

Common reasons people seek therapy:

- To work on marriage issues
- To cope with a big life transition
- To develop better parenting skills
- To manage mood swings
- To improve career prospects
- To process grief
- To become more assertive
- To mitigate harmful thoughts
- To process trauma
- To gain a deeper understanding of themselves

Struggling alone and doing nothing is never the answer. There's no need to feel anxious or guilty about seeking help. Your program provides assistance in a convenient, confidential, safe, and non-judgmental environment.

How it works

- No cost to you and your household members
- Confidential and provided by a third party
- Meet with a counselor face-to-face or by video conference (available for participating providers)

Call your program today

Counseling sessions are part of your program. Give us a call to get started.

Employee Assistance Program
1-800-EAP-2189 (327)
MagellanAscend.com

NOVA BUCKS

- How the program works:
1. An employee is recognized for an effort, event or accomplishment with an On the Spot Recognition (OTS). OTS can be submitted online at www.novagrp.com/on-the-spot
 2. Nova Bucks are awarded, and points are loaded to employees Nova Store/Constructed for Excellence account.
 3. Employee logs onto Nova Store account at www.novagrp.com/store and shops the hundreds of available items.



VISION

SAFETY, QUALITY, & INNOVATION IN CONSTRUCTION

MISSION

NOVA IS RECOGNIZED THROUGHOUT THE WORLD FOR USING INNOVATION TO CONSTRUCT QUALITY PRODUCTS THAT EXCEED IT'S CUSTOMERS' EXPECTATIONS SAFELY, PROFITABLY AND IN A MATTER THAT REWARDS TEAMWORK.

“TEAMWORK DIVIDES THE TASK AND MULTIPLIES THE SUCCESS”



NOVA

G R O U P I N C.

Safety, Quality, & Innovation in Construction

A QUANTA SERVICES COMPANY

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