



Safety, Quality, & Innovation in Construction

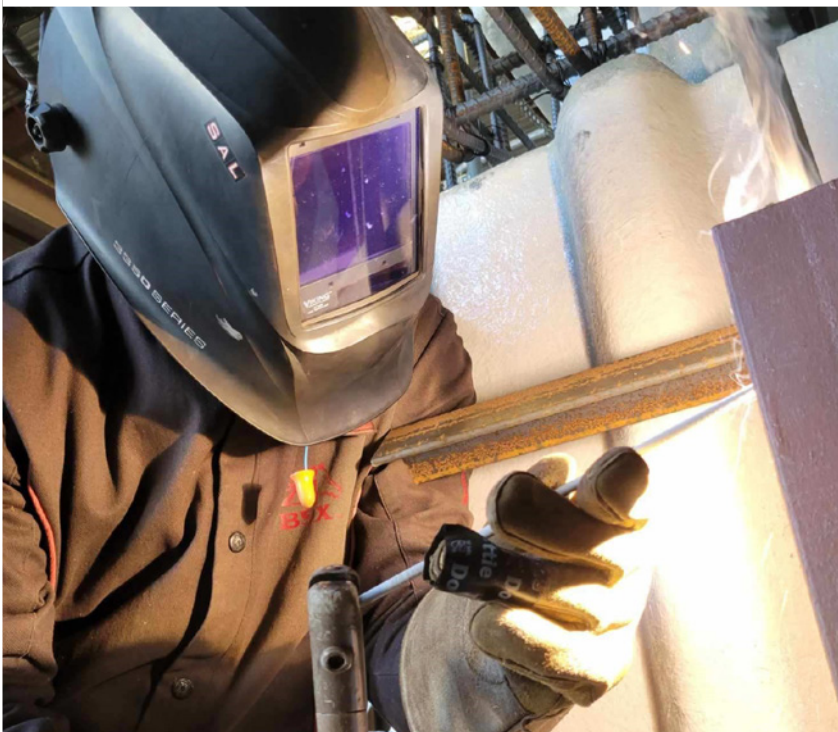
A QUANTA SERVICES COMPANY



THE UNDERGROUND PIPELINE

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“SAFETY MAY START
WITH S, BUT IT
BEGINS WITH U”
-PRESTON DAVIS
LABOROR AT DD4 & PIER 3
MODERNIZATION, PSNS



PRESIDENT'S MESSAGE

I want to take a moment to acknowledge our halfway point for the year on our safety record. We are still at zero OSHA recordable incidents and zero DART cases! I firmly believe this is because of everyone's dedication to The Capacity Model safety program we have implemented. Our history in our safety program has hit certain milestones that bring Nova to another level and The Capacity Model safety program is one of those milestones. Nova continues to learn the power of this program and the mindset it influences in each Nova Group employee. Nova still has much to learn that will continue to improve our success in sending everyone home each day injury free.

One of Nova's goals this year is to diversify with other opportunities outside of the Department of Defense work Nova excels in. Nova is not getting away from our core business, just augmenting our line of business. Being part of the Quanta family provides Nova some great opportunities in the electrical sector and telecom. Be prepared for some new and different opportunities coming Nova's way!

The project awards this year of Aguadilla PR, Tindall AUS and grout stabilization at DD#6 in Bremerton are a great start to the year. There are plenty of other opportunities we have in process and in the bidding pipeline: Tinian, Japan, Puerto Rico, Hawaii and other domestic locations.

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

A handwritten signature in blue ink, reading "Scott Victor". The signature is stylized with a large, sweeping initial 'S' and a distinct 'V'.

Scott Victor
President & COO

NEW PROJECT UPDATES

COCO FUEL STORAGE & RELATED SERVICES

Al Udeid Air Base, Qatar

Nova Job 2201

[Option 3 Period- 21 Jan 2022 through 20 Jan 2027]

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

AP Specialist - Lety Valdez



REBUILD BASE DETACHMENT & AIR STATION BORINQUEN

Aguadilla, Puerto Rico

Nova Job 2202

Administered by (Owner): US Coast Guard

Current Contract Value: \$66,541,438.00

Project Start Date (site work): 07/2022

Expected Demobilization Date: 10/2024

Caddell Nova a Joint Venture

Project Team:

Senior Project Manager - Ken Woehler

Project Manager - Drew Glover

Project Superintendent - Chris Hodgkinson

Quality Control Manager - Will Wells

Site Safety & Health Officer - Art Mendoza

Contract Administrator - Dusty Otterstrom

AP Specialist - Clarissa Quiambao



JET FUEL STORAGE TANKS ROYAL AUSTRALIAN AFB

Tindal, Australia
Nova Job 2203

Administered by (Owner): NAVFAC Pacific
Current Contract Value: \$80,407,700.00
Project Start Date (site work): 08/2022
Expected Demobilization Date: 02/2025
Nova Nacap a Joint Venture

Project Team:

Senior Project Manager - Ken Woehler
Project Manager - Mark Pracanica
Project Superintendent - Kyle Bush
Asst Project Superintendent - Tim Allen
Quality Control Manager - Greg Larson
Asst Quality Control Manager - TBD
Site Safety & Health Officer - TBD
Contract Administrator - Teri Miller
AP Specialist - Lety Valdez



REBUILD MAIN DISCHARGE PUMP 3, PUMPWELL 2, PSNS, NBK BREMERTON

Bremerton, WA
Nova Job 2204

Administered by (Owner): NAVFAC
Current Contract Value: \$959,100.00
Project Start Date (site work): Unknown
Expected Demobilization Date: 01/2023

Project Team:

Project Manager - Francisco Juarez
Project Superintendent - Mike Harmon
Quality Control Manager - Kirk Allen
Site Safety & Health Officer - Larry Tinney
Contract Administrator - Lori Phillips
AP Specialist - Lety Valdez

REPAIR CONCRETE AND SETTLEMENT MITIGATION DD6, PSNS, NBK BREMERTON

Bremerton, WA
Nova Job 2205

Administered by (Owner): NAVFAC
Current Contract Value: \$4,874,225.00
Project Start Date (site work): 08/01/2022
Expected Demobilization Date: 04/10/2023

Project Team:

Project Manager - Francisco Juarez
Project Superintendent - Joey Lakoduk
Quality Control Manager - Kirk Allen
Site Safety & Health Officer - Larry Tinney
Contract Administrator - Lori Phillips
AP Specialist - Lety Valdez

CURRENT PROJECT UPDATES

BULK FUEL STORAGE TANKS ROYAL AUSTRALIAN AIR FORCE BASE

Darwin, Australia
Nova Job 1905

Administered by (Owner): NAVFAC Pacific (US Navy)

Current Contract Value: \$64,601,103.00

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)
AP Specialist – Lety (Nova)



FUEL RECEIPT AREA & STORAGE BEALE AFB

Nova Job 2102

Administered by (Owner): US Corps of Engineers, Sacramento District

Current Contract Value: \$14,320,000

Project Start Date: Mid-January 2022

Expected Demobilization Date: 23 Oct 2023

Project Team:

Senior Project Manager – Ken Woehler
Project Manager – Lucilla Olkeriil
Project Superintendent – Lance Parks
Quality Control Manager – Scott McKee
Site Safety & Health Officer – Armando Barron
Project Administrator – Michelle Espinosa
Contract Administrator – Teri Miller
AP Specialist – 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: \$22,258,924.00

Project Start Date (site work): 2/2021

Expected Demobilization Date: 2/2023

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

AP Specialists - Clarissa Quiambao / Judy Anderson



P447 DRY DOCK 4 AND PIER 3 MODERNIZATION

*Puget Sound Naval Shipyard
Nova Job 2005*

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

Current Contract Value: \$45,691,984.72

Project Start Date (site work): 08/29/2020

Expected Demobilization Date: 08/2023

Project Team:

Project Manager - Kit Larson

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

AP Specialist - Lety Valdez

CURRENT PROJECT UPDATES

FRESNO AIR NATIONAL GUARD REPLACE JET FUEL COMPLEX

Fresno, CA
Nova Job 2008

Administered by (Owner): US Army Corps of Engineers

Current Contract Value: \$16,833,786.63

Project Start Date (site work): 2/2021

Expected Demobilization Date: 9/2022

Project Team:

Project Manager - Drew Glover

Project Superintendent - Zane Halks

Assistant Superintendent - AJ Remigio

Quality Control Manager - Rebecca Riley

Site Safety & Health Officer - James Dugger

Project Administrator - Kara Schug

Contract Administrator - Dusty Otterstrom

AP Specialist - Lety Valdez



KC-46A ADAL HYDRANT FUEL SYSTEM AND PAVEMENT, TRAVIS AFB

Fairfield, CA
Nova Job 2101

Subcontractor to The Ross Group

Administered by (Owner): NAVFAC

Current Contract Value: \$3,515,000.00

Project Start Date (site work): 2/2022

Expected Demobilization Date: 9/2022

Project Team:

Senior Project Manager - Ken Woehler

Assistant Project Manager - Bridget Healey

Project Superintendent - Wes Halks

Mechanical Superintendent - Dennis Bonilla

Project Administrator - Michelle Espinosa

Contract Administrator - Teri Miller

AP Specialist - Clarissa Quiambao



SAN DIEGO INTERNATIONAL AIRPORT (SAN) ADDITIONAL STORAGE TANKS

San Diego, CA
Nova Job 2003

Administered by (Owner): Burns & McDonnell

Current Contract Value: \$9,404,446.10

Project Start Date (site work): 9/8/2020

Expected Demobilization Date: 06/2022

Project Team:

Project Manager - Lucilla Olkeriil/ Mark Pracanica

Project Superintendent - Dale Bergman

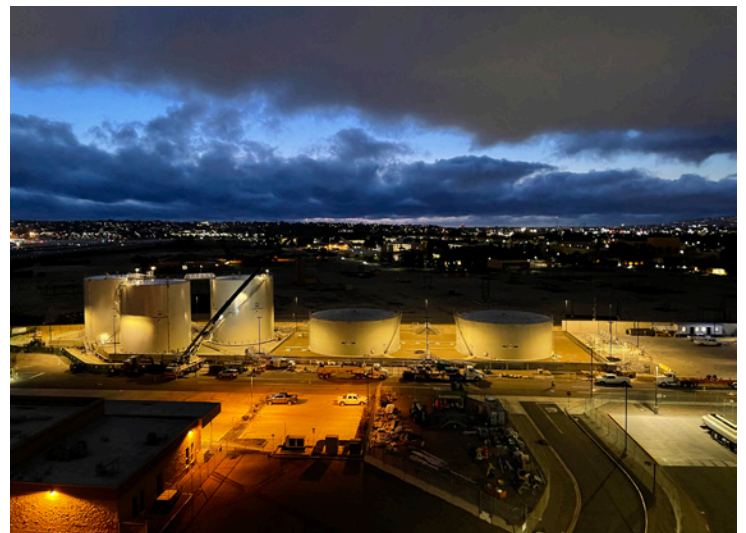
Mechanical Foreman - Dan Pendleton

Quality Control Manager - John Knibbs

Site Safety & Health Officer - Dale Bergman

Contract Administrator - Teri Miller

AP Specialist - Clarissa Quiambao



“DO YOU KNOW THE DIFFERENCE BETWEEN EDUCATION AND EXPERIENCE? EDUCATION IS WHEN YOU READ THE FINE PRINT; EXPERIENCE IS WHAT YOU GET WHEN YOU DON’T.”
- PETE SEEGER

COMPLETED PROJECTS

EXASCALE COMPUTING FACILITY MODERNIZATION (ECFM) LAWRENCE LIVERMORE NATIONAL LABORATORY (LLNL)

*Livermore, CA
Nova Job 2001*

Administered by (Owner): Lawrence Livermore National Lab

Contract Value: \$55,378,343

Project Start Date (site work): 4/2020

Project Completed Date: 3/2022

Project Team:

Project Manager - Mark Pracanica

Project Superintendent - Dale Bergman and Drew Glover

Concrete/Civil Superintendent - Wes Halks

Mechanical Superintendent - Dennis Bonilla and Dan Pendleton

Electrical Superintendent - Cory Neufeld

Quality Control Manager - Jeff Blike

Site Safety & Health Officer - Art Mendoza

Project Administrator - Michelle Espinosa

Contract Administrator - Dusty Otterstrom

AP Specialist - Clarissa Quiambao

ECFM is virtually wrapped up and ribbon cutting is scheduled for 6/15. We have a few warranty items and a change order to resolve a design issue the week of 6/6. The project provided LLNL sufficient power systems and liquid cooling capacity to support two exascale-class computer systems simultaneously within the B453 facility, which is now scaled to 85MW of power and 28,000 tons of liquid cooling. This need will be realized with the deployment of the NNSA's first exascale system, El Capitan in 2023, and its successor coming in the latter half of this decade, Advanced Technology System (ATS).



ESTIMATING & MARKETING UPDATES

Since our last update in December of 2021, there has been a great deal of activity in our Pre-Construction department, with four projects awarded with a total value of over \$152 Million! These projects are:

- DB Rebuild Utilities at Base Detachment & Air Station Borinquen at Aguadilla, Puerto Rico
- Jet Fuel Storage Tanks at RAAF Tindal, Northern Territory, Australia
- Rebuild MDP3 (Pumpwell 2) at Bremerton
- Repair Concrete & Settlement Mitigation at Drydock 6, Bremerton

Beyond this, we were awarded a place on the new Hawaii Waterfront MACC, which will give us the opportunity to bid multiple task orders with limited competition over the next five years on projects that will have a cumulative total of \$995 Million in value.

We also have several important projects where we are awaiting decisions, and we will likely be bidding projects over the rest of the year with values totaling hundreds of millions of dollars. So, our prospects look good.

Beyond our busy proposal schedule, the pre-construction services team has undergone some personnel changes in the last couple of months. Dee Fedrick is stepping down as Vice President of Pre-Construction, though he apparently likes us all so much he is staying on for now as Senior Estimator. Brenda Abel-Kiser has therefore been promoted from her long-time role as Chief Estimator to be the new Vice President of Pre-Construction. In turn, Charlie Gay has been promoted from Senior Estimator to Chief Estimator.

On the marketing side, we are sad to see that Stacey Johnson will be retiring from her role as Business Development/Proposal Writer. Stacey has worked remotely from the Chicago area, but she has been with Nova in various roles for 30 years, starting with Nova right out of college. We are happy to see her spend more time with her family, but she will be missed. In her place, Connor Greene will be reporting to Al Anderson as our new Proposal Coordinator, so we are excited to have a new person join the team.

Overall, it's been an eventful 2022 and we expect more excitement and success the rest of the year!

Al Anderson
Proposal Manager



SHOP, ENGINEERING & EQUIPMENT UPDATES

The Engineering and Fabrication Team continues to expand our capacity and capability in 2022. Engineering has added personnel, including two dedicated interns for the summer, and increased support to the projects on Electrical, Startup & Commissioning Plans, Calculation packages, Precast Concrete design, to name a few areas. The Shop team has developed new welding procedures to meet our market requirements, and our welders have stepped up to the challenge. We also have new equipment inbound that is going to change the way the Shop cuts, bevels, and prepares pipe for welding!

Midway through 2022 we are in wrap up mode on several projects. The shop drawings for LLNL, San Diego, Darwin, Fresno, and Ellsworth are complete and fabricated or in process. We are working on job close out with As Built and submittal support and our field teams wrap up construction. We have started to focus on getting Beale AFB off to a good start with shop fab, with the main pipe work orders coming up soon. With the recent award at Tindal, the Engineering team will be starting to look at shop drawing deliverables and getting a head start on fabrication very soon!

Chris Chell

Engineering / Fabrication / Equipment Manager

“TIE OFF OR DIE OFF”

—STEVEN NELSON

**CARPENTER AT DD4 &
PIER 3 MODERNIZATION,
PSNS**



SAFETY UPDATE

Nova just celebrated Safety Week in May with the theme: **Connected, Supported, Safe.**

Safety is a bond that unites us. It's our connection to each other, and to something bigger than ourselves. Being connected gives us strength, because it means we are not alone in building a stronger, safer industry, and creating a safe, supportive environment for our workers. Supported means we are here for one another, and we have each other's backs in every possible way, providing the tools and resources necessary to ensure everyone can do their best work and return home safely every day. When we're connected and supported, we are better able to help ourselves and our teams stay present and focused on the job. We are better able to create a culture and workplace where everyone feels safe. The more we stay connected and committed, the more we can show up fully to support one another. The more we feel supported, the safer choices we make, and the better work we deliver, leading to safer selves, safer teams, and safer job sites.

According to the Centers for Disease Prevention, construction has the highest rate of suicide, as well as the highest number of suicides across all occupational groups. With a suicide rate that is four times greater than the national average, our industry is facing a crisis. Our workers are at a heightened risk for suicide for a variety of reasons that can all be addressed.

If you are thinking about suicide or need help, we have several free resources that provide confidential support at all hours. If you're concerned that a friend, family member or co-worker is at risk for suicide, you can **call the National Suicide Prevention Lifeline at 988** or contact **Nova's EAP 1-800-327-2189** anytime.

CIASP - Home Page (preventconstructionsuicide.com)

Thanks,

Cole Davis
Corporate Safety Director

**When you've got a police, fire, or
rescue emergency, you call 911**

**When you have an urgent mental
health need, call 988**

988
SUICIDE
& CRISIS
LIFELINE



QUALITY CONTROL UPDATE

Benjamin Franklin was quoted as saying, "When you're finished changing, you're finished." Quality Control is continuing to build with subtle changes including emphasis with QC Minutes at job meeting, quality review included in the newly published RED Book, quality good catches, quality on the spot recognitions, Thinking Quality hard hat stickers and celebrating quality achievements at BBQs. With projects beginning and ending, the quality control managers have been active. Scott McKee is now entrenched at Beale AFB. Becca Riley, at Fresno AFB will soon be engaged in project system start up activities. Bruce Levan and Quinn Cartwright have survived the South Dakota winter at Ellsworth with production picking up as weather improves. Jim Hubbeling and Burt Cardell at Drydock 4 have approximately a year to completion and are staying ahead of production with their QC support. John Knibbs is close to the finish line at San Diego Airport with fuel oil pipe hydrotesting & flushing as well as closeout submittals. Kirk Allen is finishing two projects at Bremerton Shipyard and is also going to QC the newly awarded Pump Well 2 project, which is also at the shipyard. Rey Pelagio and Greg Larson are approximately a year from completion at RAAF Base Darwin and are planning to support the newly awarded RAAF Base Tindal project on site and remotely as it ramps up later this year. Will Wells is immersed in the design build portion of Aguadilla Puerto Rico with portions of the project at the 35% design and 65% design. Nick Nguyen, former LLNL intern and recent graduate from Cal Poly SLO will be joining the QC team in July. Brisa Carver has left Nova to pursue another opportunity and we all wish her well. So, in summary and according to Ben Franklin, Nova QC is certainly not finished.

Jeff Blike
Corporate Quality Control Director



CONTRACTS UPDATE



In Government contracting there is a lot of fine print and the “experience” path is very painful. The fine print in a Government contract is the 1% of the contract that often undoes the 99% of the important work. Over the last 3 years Contracts has worked hard to update our procedures and processes to keep us on the education path and not the experience path so we can do what we do best - construct. The Contract Admin team is second to none and has worked hard to provide better subcontracting tools and processes. These include Internal Notices to Proceed to make sure all documents are in order such as schedule revisions for better documentation for REAs/Claims, monthly meetings to get ahead of problems, and annual PM Round Table meetings. More importantly, everyone at Nova has been helpful in identifying what needs to be improved and 110% receptive to implementing these improvements. In the future expect to see new processes to ensure our labor records withstand an audit (fine print), additional agenda items in our monthly meetings to track hot topics, improvements in our subcontracting documents to make invoicing less difficult, procedures for earlier project “buy out” to keep material costs down and timely, etc. There is always the potential for a new “experience,” but collectively we can minimize them. If you have a question, concern, or hiccup – reach out to Contract Admin or me to help you with the “fine print”. PMs . . . bring your hot topics to the July PM Round Table!

Mona Carlson
Contracts Manager & Small Business Officer

HUMAN RESOURCES UPDATE

Hello from Human Resources!

HR is excited for the first half of this year as we have on boarded 10 new interns as of 6/20/2022 and we are looking forward to seeing how they grow within Nova. HR has also been working on multiple Best Business Awards and we hope you contribute to the surveys being sent out and to Nova’s success.

Human Resources is advocating for the training of Mental Health and Safety for all Nova employees and has engaged with the Safety team for all of HR and SSHO officers to attend Mental Health First Aid Training this month. As Safety has covered, construction has the highest rate of mental health concerns and Nova wants to be prepared to help in those situations.

HR is also currently collecting all certifications for employees. We want to congratulate you and update your resume as needed. Whenever you complete a training, course, certificate, etc. please let us know and submit to hr@novagrp.com. If you have any renewal certifications, please also send those. If you have any questions, please reach out and let us know.

Chad Richmond
HR Generalist



AGC OF AMERICA CONSTRUCTION RISK PARTNERS BUILD AMERICA MERIT AWARD - GUAM

Nova Group was awarded the 2022 Construction Risk Partners Build America Merit Award in the Federal & Heavy New category for the outstanding work we completed at Andersen Air Force Base in Guam. It was an amazing, complicated project and we'd like to congratulate everyone who participated for winning this prestigious award. We could not earn it without your dedicated expertise and creative problem solving each day in Guam.



**BUILD
AMERICA
AWARDS**

construction risk
partners

TOP WORKPLACES 2022 WINNER

Nova Group has been awarded a Top Workplaces 2022 honor by the San Francisco Bay Area Top Workplaces. The list is based solely on employee feedback gathered through a third-party survey administered by employee engagement technology partner Energage, LLC. The anonymous survey uniquely measures 15 culture drivers that are critical to the success of any organization including: alignment, execution, and connection, just to name a few.

We would like to thank everyone for making Nova one of the best places to work in the Bay Area.



San Francisco Chronicle

**Nova Group is a 2022 Top
Workplace!**

NORTHBAY BIZ TOP 500

Nova Group was named as one of the top 500 revenue-producing companies in the North Bay! Nova is shoulder to shoulder with the other top 499 local companies doing business in the area. Check us out in the NorthBay biz 500 special edition and online at <https://www.northbaybiz.com/northbay-biz-top-500-lists/> along with the other top 499 local companies doing business here.

Thanks to our talented team for making this possible!



KEVIN SHAW SPOTLIGHT

At Nova it would be tough to find a more experienced and dedicated superintendent than Kevin Shaw. Kevin has executed a variety of roles at Nova including Superintendent and Project Manager working out of the Napa main office. From the Midwest, to the East Coast, to the Hawaiian Islands and throughout the Pacific, and beyond – no job is too tough, too large, or too complicated for Kevin.

When did you join Nova Group?

July 5, 2014. I joined Nova and immediately supported the Earle US Coast Guard project in New Jersey. The job was already mobilized and in production. I joined at Nova HQ in Napa as the PM, with the role to support the active project.

Describe your career with Nova.

The first 3 years at Nova were tough because I was in the main office in a project manager role. I'm more comfortable, and would rather be on a project as a superintendent. I have a lot of respect for the main office, and do my best in the field with the crews. However, it was an important time in my life not to be on the road so I could be stationary at Napa so my son, Tanner, could finish high school, where he ultimately graduated. During my time at Nova HQ, I supported a lot of jobs including Holloman and Tinker before ultimately returning back into the field for the MCAS Kaneohe project. Following MCAS Kaneohe, I went on to run the PMRF Makaha ridge project. During and between all projects, there were opportunities to support job walks or estimating efforts based on project type or location. Currently I'm available and support estimating as well as production feedback until the next project opportunity opens up.

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

Of course it is the people. We work in a complicated industry with a large variety of egos and personality types. Nova is respectful to all team members here. For the organization to succeed, you need good people in the field to be productive, efficient, and safe, as well as receive deep support from the main office.

What does Nova do wrong?

Sometimes we support our employees into the wrong roles. We do this because of the dedication and loyalty of individuals, but at times they may not be the best fit for the role; are we working too hard to push team members into roles they ultimately don't want, or shouldn't be in?

Most rewarding project?

All projects are challenging, and rewarding. That's why I like this industry. I really have enjoyed the opportunity to mentor and work with the next generation of superintendents that are willing to learn, grow, and have the ability to listen.

Best part of Nova?

How Nova treats their employees. I don't know if everyone at Nova recognizes how they treat their employees. I have worked at other companies before I joined Nova, and the culture and care of employees is completely different. Nova strives to open opportunities and support growth while relieving stress and not simply grinding employees for the sake of profit or production.

Toughest project?

I don't think of a specific project, but I think it can be tough when we encounter road blocks with our own employees, or navigate challenges of the system. Sometimes our own system can be the biggest challenge for a project to success with layers of protocol or procedures or governance.

What is your obsession away from Nova?

My kids. Without a doubt it is my family. While my kids have grown up and are on their own, their lives and families are growing too. I am slowly building my dream in Oklahoma where I'll ultimately retire someday.

How have you seen Nova change through the years?

Biggest change is the changing of the old guard with new growth of new energy. I appreciate the opportunity being created for the young guns that have respect for the legacy and knowledge from the seasoned leaders.

How do you take your coffee?

Don't drink it. I don't want to drink something that requires me to have to get used to the taste.

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

I'm ready for the next project. Anywhere, anywhere in the world.

Kevin is a truly amazing, forward thinking leader. If you've had the chance to work on a project, you know exactly how he plans, leads, and his unmatched work ethic. Make sure to reach out and introduced yourself to Kevin; he would love the opportunity to share his knowledge with our team as we build complicated infrastructure, anywhere and everywhere.



DIANE VAVRICKA SPOTLIGHT

Behind the scenes at Nova within our amazing accounting team is Diane Vavricka. From payroll to certified payroll, she is critical for everyone at Nova because she is the one that is responsible to ensure that we all receive our paycheck! For over 21 years, her attention to detail and dedication to our team have made her a critical member across all Nova operations.

When did you join Nova Group?

January 2001. My family was established in Napa, and my previous employer was a resort establishment within the region. I was there for 15 years managing the organization, but a change and opportunity surfaced that ultimately led me to Nova. I was hired by Deb and Elbert. They were the absolute best. At the time, my boys were in kindergarten and 2nd grade, and since the beginning, Nova was accommodating and supportive of me with my family. It is really nice to work with a company where you can ask and get support of any kind.

Describe your career with Nova.

I started in payroll and what we call today Human Resources managing employee time, PTO, benefits, and certified payroll. The department of HR wasn't as sophisticated or established as it is today. There were others that supported the department, but working with these responsibilities led to more opportunity as well as learning more about each discipline. I enjoy numbers, that is what I like. I really enjoyed to help our employees with their time and pay. It is really important to me to get my job right because I know that I am directly responsible to ensure their pay is right and I have to do my best to make sure we don't have mistakes.

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

The sense of family that exists here at Nova. I am comfortable to go to anyone at any time. We all support each other and truly care about one another.

How have you seen the office and support at HQ change?

I've been fortunate enough to be part of the Nova foundation - I feel I'm part of the Nova "lifera" here at the company.

As happens with time, retirement is occurring for some of our team that have been here a long time. In addition to retirement, there are also a lot of new team members that are building upon the foundation to develop the next generation of Nova. It is encouraging the growth of the team, the changes of our industry and technology but it all comes back to the core values of what makes Nova, Nova; the people. I do enjoy getting to support the team members that join our family.

Most rewarding project?

Doing my job - doing payroll and getting it right. I feel my best when every employee is supported and their needs are met without unanticipated challenges. I take a lot of pride to get payroll correct each week. If I make a mistake, I'll be the first to admit it and work as fast as possible to ensure the situation is resolved.

Best part of Nova?

Working with the Accounting team. In addition, I like that we as a team come together, often. We are a family, and connect like a family. We have frequent social events, our Christmas Party, or even our Shop Safety BBQs. Those are important and a great part of our culture and amplify the family cohesive group we have.

Toughest project?

The Vista conversion. That was a tough and complicated project. It came to be, and we had to figure it out. It was important, and we took it very seriously to get it setup, working, and functional as fast as possible. It goes back to the support we provide, and we have to ensure we're building an effective solution for Nova and our employees.

What is your obsession away from Nova?

My family. My immediate family with my husband, my two boys, and their wives. We do a lot to get outside with camping trips and vacations. We try to be outdoors as much as possible. I absolutely cherish my family time.

How have you seen Nova change through the years?

Retirement is happening for some of

the Nova lifers. There is a younger generation coming in, at every aspect of the company including at Napa and at our projects. It is different with the next generation of employees that expect more. Myself, and others, are getting into planning for retirement and we want to pass on and share all we know and have learned with the team to ensure the legacy of Nova. This is really important for employee growth at Nova and with their families.

How do you take your coffee?

General Foods International Coffee, with whip cream from time to time.

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

I'm a Nova Lifer, but retirement is coming. I enjoy what I do for Nova. It is amazing here where we get to work, and the family of Nova. I look forward to the future of my family, and hope for grandkids....I look forward to being a Grammie.

Diane is the first to arrive at the office everyday (after Mike who opens the gates and the shop). Her dedication, positivity, and support to everyone at Nova makes her an amazing member of our team! Next time you're in the main office, make sure to stop by and thank Diane because ultimately; she allows each and every one of us to receive our paycheck!



KIT LARSON SPOTLIGHT

Currently in Port Orchard is Kit Larson, Project Manager at Nova Group. Kit has a long history of managing multiple US Navy projects with NAVFAC Northwest, usually more than one at a time. His dedication to the Nova team and client, along with dedication and performance is how Kit has proven to be a successful leader. From land to over the water, Kit leads large teams breaking down complicated projects into simple, effective solutions.

When did you join Nova Group?

2013. Chris Mathies hired me based on the recommendation of a few Nova members I was working adjacent to in the region. I had a brief break from Nova starting in 2017, ultimately returning to Nova in 2019 back in the Port Orchard office as Project Manager.

Describe your career with Nova.

It has been great. I love everyone that I get to work with. Nova is special because the people genuinely care about each other and each others families. Sometimes our clients can be challenging, for whatever reason, so it is important and necessary to have the support and resources from the entire Nova team. We couldn't be who we are without our Nova Family. Our client seems to have evolved over the past few years ultimately becoming more challenging due to demands and outside forces; and this has changed the relationship between client and contractor. We have evolved as well to continue to be successful, to develop new members of the team. We do a better job compared to our client as well as other contractors with culture and support.

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

The people. Absolutely the people. Everyone at Nova wants to do a good job and get the job done. Also, and just as important, we all want to do the right thing; the right thing for our client, or how we do the work, or how we leave the community and areas where we work. We are passionate about what we do, and I've seen this with every team member and person I've had the chance to work with here.

How have you seen the office and support at HQ change?

I can see how we're coordinating better knowledge transfer and support across all of Nova. It takes a lot of effort to keep the entire team updated, to support what is going on across the organization, and keep all teams aware of changes and advancements of Nova.

What does Nova do wrong?

We are too nice to our client. We are extremely passionate about taking care of our client and being the best solution for them. I have seen how our efforts are not appreciated or they don't understand what we do for their success and it is overlooked or lost. It is a balance, and we need to be aware so we don't get taken advantage of.

Most rewarding project?

Our current Project 2005 DD4 has been an amazing experience. I'm proud of the entire project team, and that I get to work with such amazing leaders and professionals at every level. It is a complicated project, in a risky location, with a very dynamic schedule dictated by changes from the Navy with multiple stakeholders. Time after time we build a plan, work the plan, and navigate challenges and obstacles that come to the project. It really has been an amazing experience.

Best part of Nova?

The employees at Nova. We work together and genuinely care about each other and our families as well as our lives outside of work.

Toughest project?

All projects are challenging, but the 1608 DD6 Compressor Project was tough. There were a lot of lessons learned due to complicated dynamics the project encountered. It is really important for the efforts of buy out and vendor selection, which ultimately can dictate the success of the project.

What is your obsession away from Nova?

Family. My kids and wife. Sports and outdoor activities are important to us. My son is really into baseball and getting more active with other team sports. My daughter has really gotten into more of

the water type activities, such as paddle boarding. I really like Golf, Camping and skiing. Oh, and Go San Francisco Giants!

How have you seen Nova change through the years?

Progress to improve controls and processes. We have come a long way to support our projects with consistency and procedures. We have a very robust contracts team that has advanced how we do business. Every department and team has advanced. As a project manager, I have a lot of support and it has been great - we are all evolving.

How do you take your coffee?

Mostly black.

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

I want to continue learning and building projects as a Project Manager. I would like to be involved with a fueling project and work with my current team, along with working with other team members across Nova. We do really, really amazing things all over.

Kit is a forward thinking team leader that has a long history of navigating challenging projects. It is clear his appreciation for the Nova team as well as everyone's families. He cares deeply about perfection in what he does, and working to shape the success of Nova into the future. Make sure to reach out to Kit next time you're in Port Orchard!



WOMEN IN CONSTRUCTION WEEK MARCH 7-13, 2022

These multifaceted leaders are just some of the women that make up the innovative workforce at Nova Group. We are proud of your accomplishments and contributions to our industry. You have our respect, admiration, and appreciation during Women in Construction Week (and every week)!



IN THE COMMUNITY BOY SCOUTS OF AMERICA

The Boy Scouts of America is a non-profit organization that gives kids from 11-17 years old the experience of hands-on life events. These events can be anything from camping to changing the oil in a car to learning how to use a chainsaw. Scouts are more likely to embrace positive social values, develop kindness, helpfulness, and cheerfulness and have a greater sense of hope for their future. Nova Group is honored to support the Napa Boy Scouts of America for the past few years with monetary donations and building items they need. Our fabrication shop recently constructed and donated two fire pits and a flagpole holder.



SUMMER INTERNS 2022



Cody Stuart
California State University,
Chico
Civil Engineering



Joseph Dirck
Cal Poly, SLO
Bachelors in Manufacturing
Engineering



Kenneth "Tate" Lovelady
Brigham Young University –
Idaho
Bachelor of Science in
Construction Management



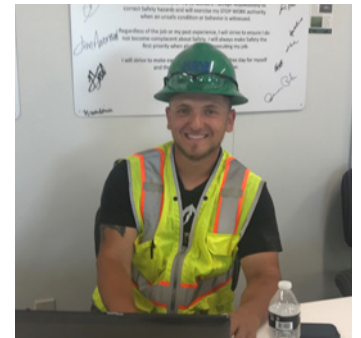
Madeline Chinchay
Butte Community College
Heavy Equipment
Operator Program



Mia Moya
Butte Community College
AS Civil Engineering Technology
AS Drafting and CAD Technology



Riley McWilliams
Boise State University
Construction Management
Undergrad



Andrew Simion
Butte Community College
Heavy Equipment Operator
Program



Erik Macias Gonzalez
Cal Poly SLO
Bachelor of Science in Civil
Engineering



Adam Squires
Butte Community College
AS Engineering Graphics



Ewan Smith
Cal Poly SLO
Bachelor of Science in Civil
Engineering



NOVA QUICK RESPONSE (QR) RESOURCE

We have developed Quick Response, or "QR" codes for use across all Nova Operations. Initially developed with Nova Equipment and the Safety Department, the concept was to develop a website dashboard for a "Reference" to quickly connect our teams to Nova programs using smart devices (phones, tablets, etc.). As tools, resources, and programs evolve, we can update the website dashboard while maintaining the same primary QR code. Instead of having a variety of codes (decals, etc.) that could be confusing, the primary code is the "Quick Reference" code that immediately takes a user to the QR section of the Nova website. You will also notice "Quick Reference" has been added to the top toolbar ribbon of the Nova website.

WE NEED YOUR TRAINING CERTIFICATES!

If you have completed training(s) outside of BirdDog HR, please email your certificate(s) to hr@novagrp.com so we can assure we have accurate tracking.

ADDRESS UPDATES

Have you moved recently?
Please send your new address to
hr@novagrp.com.





The Quanta Services CEO Innovation & Entrepreneurial Award is a cornerstone of Quanta's entrepreneurial business model, and we are proud to highlight our finalists at the Annual Presidents' Meeting. The response from applicants each year is what keeps our Quanta entrepreneurial spirit at the forefront of everything we do to lead the industry.

Criteria for Consideration

- Relevance Across all of Quanta
- Ability to Scale and Replicate
- Uniqueness
- Implementation Simplicity
- ROI
- Magnitude of Impact

Benefits of Submitting Your Innovations

- Since 2013, over \$900k has been awarded to finalists.
- Finalists present at the Presidents' Meeting.
- It is a chance to showcase an idea or a product that can revolutionize Quanta
- Showcase your organization's entrepreneurial culture to Quanta's senior management and Board of Directors, as well as the other Operating Units' leadership.
- More than 60 different OpUs have submitted applications since 2013; make sure your company is in that mix.

At Qcentral, you will find:

- Past submissions
- Application

Do I have to submit as an Individual?

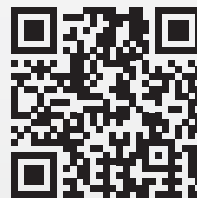
- No, you may submit as a team. Teams may consist of employees from different operating units, but they must be Quanta employees.

Categories

- Safety
- Operations
- Equipment
- Technology
- Process
- Environmental
- Other

How to Submit

Visit QuantaiAwardApplication.com to submit an application



Email all questions or comments to iAward@quantaservices.com



WE WANT YOU!

Submission Deadline
Sept 30, 2022

INNOVATION/PRODUCTIVITY AWARDS

All employees of Nova are eligible to receive innovation or Productivity awards for ideas that save us time, money or materials, that improve service or quality, or make jobs more efficient, easier and safer. Awards range from \$50 to \$500 for suggestions, which are approved and used, as judged by Nova. Some of the factors we consider are originality of the idea; value of the idea in net savings or improved quality; and to the degree to which the idea is beyond the line of regular duty. Your written suggestions should be placed in the suggestion box, emailed to the Internet suggestion box, given to your supervisor, or faxed to the home office, attention InNOVation/Productivity Awards.



HEAT ILLNESS PREVENTION



Prevent Heat Illness at Work

Outdoor and **indoor** heat exposure can be dangerous.

Ways to Protect Yourself and Others

Ease into Work. Nearly 3 out of 4 fatalities from heat illness happen during the first week of work.



- ✓ **New and returning** workers need to build tolerance to heat (acclimatize) and take frequent breaks.
- ✓ **Follow the 20% Rule.** On the first day, work no more than 20% of the shift's duration at full intensity in the heat. Increase the duration of time at full intensity by no more than 20% a day until workers are used to working in the heat.



Drink Cool Water

Drink cool water even if you are not thirsty — at least 1 cup every 20 minutes.



Take Rest Breaks

Take enough time to recover from heat given the temperature, humidity, and conditions.



Find Shade or a Cool Area

Take breaks in a designated shady or cool location.



Dress for the Heat

Wear a hat and light-colored, loose-fitting, and breathable clothing if possible.



Watch Out for Each Other

Monitor yourself and others for signs of heat illness.



If Wearing a Face Covering

Change your face covering if it gets wet or soiled. Verbally check on others frequently.

First Aid for Heat Illness

The following are signs of a medical emergency!



- Abnormal thinking or behavior
- Slurred speech
- Seizures
- Loss of consciousness

- 1** > **CALL 911 IMMEDIATELY**
- 2** > **COOL THE WORKER RIGHT AWAY WITH WATER OR ICE**
- 3** > **STAY WITH THE WORKER UNTIL HELP ARRIVES**



Watch for any other signs of heat illness and act quickly. When in doubt, call 911.

If a worker experiences:

Headache or nausea
Weakness or dizziness
Heavy sweating or hot, dry skin
Elevated body temperature
Thirst
Decreased urine output



Take these actions:

- > Give water to drink
- > Remove unnecessary clothing
- > Move to a cooler area
- > Cool with water, ice, or a fan
- > Do not leave alone
- > Seek medical care if needed



OSHA Occupational Safety and Health Administration

For more information: 1-800-321-OSHA (6742)
TTY 1-877-889-5627 www.osha.gov/heat

Federal law entitles you to a safe workplace. You have the right to speak up about hazards without fear of retaliation. See www.osha.gov/workers for information about how to file a confidential complaint with OSHA and ask for an inspection.

OSHA 3426-07/2021

QUANTA CARES



QuantaServices.com

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.

**“SAFETY ISN’T
EXPENSIVE, IT’S
PRICELESS”**

**—GREG NELSON
CARPENTER AT DD4 &
PIER 3 MODERNIZATION,
PSNS**





FOLLOW ALONG ON FACEBOOK,
LINKEDIN & INSTAGRAM



VISION

**SAFETY, QUALITY, & INNOVATION
IN CONSTRUCTION**

MISSION

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



NOVA

G R O U P I N C.

Safety, Quality, & Innovation in Construction

A QUANTA SERVICES COMPANY

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