

NOVA

G R O U P I N C .

Safety, Quality, & Innovation in Construction

A QUANTA SERVICES COMPANY



THE UNDERGROUND PIPELINE

SPRING 2023

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**“ACCIDENTS HURT,
SAFETY DOESN’T”
-HUNTER AIELLO,
SHOP MAINTENANCE
TECHNICIAN**



PRESIDENT'S MESSAGE

I'm very proud to share that Nova finished the 2022 year with very positive results financially and with our safety performance.

Nova has been profitable for six years in a row. While this might not seem like a difficult achievement, being profitable as an infrastructure contractor in a market of firm fixed pricing contracts is not an easy task. I want to thank everyone for your contribution to keeping Nova in a profitable position.

Nova also just finished our 3rd year in a row with ZERO OSHA Recordable accidents. While this is a lagging indicator of how well our Safety program has performed, the real success is how well we do looking at and constantly evaluating our leading safety indicators. I firmly believe this is our success to our Safety Program and will keep all of us safe and injury free.

I'm very excited for our current work in Australia, Puerto Rico, California, Wisconsin, South Dakota and the Pacific Northwest. All of these projects are trending to succeed.

The months of March and April are going to be exciting as we will hear results on our proposals at Yokota Japan, Tinian Marshall Islands and Beale AFB California.

We are also looking at some other "out of the box" opportunities in addition to our normal market opportunities. More to be revealed in the future!

A handwritten signature in blue ink that reads "Scott Victor". The signature is fluid and cursive, with a long, sweeping underline.

Scott Victor
President & COO

NEW PROJECT UPDATES

BLDG. 191 HEAF ATRIUM CONVERSION TO SHOT READY WORKSPACE CONSTRUCTION

*Lawrence Livermore National Laboratory, CA
Nova Job 2208*

Administered by (Client): Lawrence Livermore National Security (DOE)

Current Contract Value: \$7,060,700

Project Start Date (site work): January 2023

Expected Demobilization Date: November 2023

Project Team:

Project Manager - Mark Pracanica

Asst Project Manager - Bridget Healey

Project Superintendent - Wesley Halks

SSHO - Cole Davis/Zane Halks

Field Office Administrator - Michelle Espinosa

Contract Administrator - Dusty Otterstrom

AP Specialist - Jose Hernandez



REPLACE TYPE III HYDRANT FUEL SYSTEM, GENERAL BILLY MITCHELL ANGB

*Milwaukee, WI
Nova Job 2207*

Administered by (Owner): USACE Omaha

Current Contract Value: \$35,159,500

Project Start Date (site work): 2/1/2023

Expected Demobilization Date: 12/30/2024

Project Team:

Project Manager - Walt Schwartz

Project Superintendent - Kevin Shaw

Quality Control Manager - Kurt Kuha

Assistant Quality Control Manager - Quinn Cartwright

SSHO - James Dugger

Field Office Administrator - Judy Anderson

Contract Administrator - Lori Phillips

AP Specialist - Lety Valdez





REFURBISH MAIN DEWATERING PUMP #2, PUMPWELL 2

*Bremerton, Washington
Nova Job 2206*

Administered by (Client): NAVFAC Northwest

Current Contract Value: \$4,893,127

Project Start Date (site work): 9/1/23

Expected Demobilization Date: 12/1/23

Project Team:

Project Manager - Francisco Juarez
Project Superintendent - Josh Lemke
Quality Control Manager - Rebecca Riley
SSHO - Larry Tinney
Contract Administrator - Lori Phillips
AP Specialist - Lety Valdez

**“THINK TWICE, ACT ONCE”
-JAMES SHEARER, SHOP LABORER**

CURRENT PROJECT UPDATES

BULK FUEL STORAGE TANKS ROYAL AUSTRALIAN AIR FORCE BASE NOVA NACAP JOINT VENTURE

Darwin, Australia
Nova Job 1905

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

Current Contract Value: \$64,698,876

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)

Mechanical Superintendent – Dennis Bonilla (Nova)

Quality Control Manager – Greg Larson (Nova)

Assistant Quality Control Manager – Galen Newell (Nacap)

SSHO – Jason O’Hara (Nacap)

Field Office Administrator – Emma Lyons (Nacap)

Contract Administrator – Teri Miller (Nova)

AP Specialist – Lety (Nova)



P447 DRY DOCK 4 AND PIER 3 MODERNIZATION

*Puget Sound Naval Shipyard, Bremerton, WA
Nova Job 2005*

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

Current Contract Value: \$46,550,204.74

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/Electrical Quality Control Manager - Burt Cardell

Site Safety & Health Officer - Sheila Hammond

Contract Administrator - Lori Phillips

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: \$22,815,696

Project Start Date (site work): 2/2021

Expected Demobilization Date: 4/2023

Project Team:

Project Manager - Francisco Juarez

Project Superintendent - Mike Harmon

Project Engineer - Quinn Cartwright

Quality Control Manager - Bruce Levan

Site Safety & Health Officer - Mike Shrum

Project Administrator - Michelle Espinosa

Contract Administrator - Lori Phillips

AP Specialist - Clarissa Quiambao / Judy Anderson



**“DON’T BE SAFETY BLINDED. BE SAFETY MINDED.”
TANNER CLOUD - SHOP WELDER**

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: \$16,942,941.18

Project Start Date (site work): 2/2021

Expected Demobilization Date: First demobilization completed 12/14/22 along with Beneficial Occupancy. The second demobilization will be first quarter 2023 depending on Tier 4 generator delivery.

Project Team:

Project Manager - Drew Glover
Project Superintendent - Zane Halks
Quality Control Manager - Rebecca Riley
Site Safety & Health Officer - James Dugger
Project Administrator - Michelle Espinosa
Contract Administrator - Dusty Otterstrom
AP Specialist - Lety Valdez



FUEL RECEIPT AREA & STORAGE, BEALE AFB

Marysville, CA
Nova Job 2102

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

Current Contract Value: \$14,594,129

Project Start Date (site work): January 17, 2022

Expected Demobilization Date: Nov 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
Bookkeeper - Lety Valdez





REBUILD BASE DETACHMENT & AIR BORINQUEN CADELL NOVA JOINT VENTURE

*Aguadilla, Puerto Rico
Nova Job 2202*

Current Contract Value: \$66,541,438

Project Start Date (site work): 5/15/2022

Expected Demobilization Date: 11/2024

Project Team:

Senior Project Manager – Ken Woehler

Project Manager – Will Wells

Project Superintendent – Chris Hodgkinson

Quality Control Manager – Nicholas Nguyen

Site Safety & Health Officer – Art Mendoza

Contract Administrator – Teri Miller

Bookkeeper – Lety Valdez

JET FUEL STORAGE TANKS, ROYAL AUSTRALIAN AIR FORCE BASE NOVA NACAP JOINT VENTURE

*Tindal, Australia
Nova Job 2203*

Administered by (Owner): NAVFAC

Current Contract Value: \$80,407,700

Project Start Date (site work): 8/1/2022

Expected Demobilization Date: 2/2025

Project Team:

Project Manager – Mark Pracanica (Nova)

Assistant Project Manager – Ramsey Gharazeddine (Nacap)

Project Superintendent – Kyle Bush (Nova)

Assistant Project Superintendent – Tim Allen (Nacap)

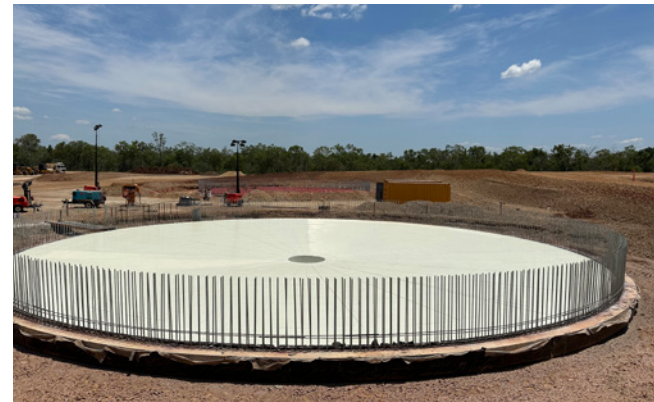
Quality Control Manager – Rey Pelagio (Nova)

Assistant Quality Control Manager – Patricia Tedja (Nacap)

Project Administrator – Emma Lyon/ Skye Allen (Nacap)

Contract Administrator – Teri Miller (Nova)

Bookkeeper – Lety Valdez (Nova)



COMPLETED PROJECTS

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

Nova Job 2101

Subcontractor to The Ross Group

Administered by (Owner): NAVFAC

Contract Value: \$3,624,305.90

Project Start Date (site work): 2/2022

Project Completed Date: 10/31/2022 (last day onsite)

Project Team:

Senior Project Manager - Ken Woehler

Assistant Project Manager - Bridget Healey

Project Superintendent - Wes Halks

Mechanical Superintendent - Dennis Bonilla

Project Administer - 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): SAN Fuel Committee

Current Contract Value: \$9,918,058.95

Project Start Date: 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



ESTIMATING & MARKETING UPDATES

Pre-Construction Services Update

Since our last update in June of 2022, there has been a great deal of activity in our Pre-Construction Department, with three projects awarded with a total value of over \$48 Million.

These projects are:

- Rebuild MDP 2 at Pumpwell 2, Bremerton, WA
- Replace Type III Hydrant Fuel System at General Mitchell ANGB, Milwaukee, WI
- HEAF Atrium Conversion at Lawrence Livermore National Laboratory, CA

In addition, we are currently awaiting decisions on several important projects totaling approximately \$170 Million, and we will likely be bidding projects in 2023 with values totaling hundreds of millions of dollars. So, our prospects look good.

Beyond that, our Pre-Construction Services Team remains the same, with Connor Greene serving since June as a Proposal Coordinator reporting to Proposal Manager Al Anderson.

Brenda Abel-Kiser has settled into her new role as Vice President of Pre-Construction, while Charlie Gay has also been thriving as Chief Estimator. He has also been busy on another front as the father of new baby Aubrey. Dee Fedrick, Cheryl DiPiero, Alvin Li, and Cesar Novelo round out the rest of the successful Estimating crew.

Overall, it was an eventful 2022 with an impressive \$195 M in project awards and we expect more excitement and success in 2023!

Al Anderson
Proposal Manager

ACCOUNTING UPDATES

As we put a close on 2022 and move into 2023 with a strong team of new and long time members, I would like to reflect on a few changes in 2022 and outline goals for 2023.

2022 Highlights:

- We were lucky to welcome two new hires in 2022 – Julissa Ramirez is our Front Office and Accounting Admin and Jose Hernandez as our Staff Accountant. Both have been wonderful additions and huge assets to our team.
- Sarah Woehler received her 5-year award with Nova. We hope Nova gets to celebrate many more of these awards with her.
- Lynette Collins and Tamera Frediani retired earlier in 2022 and have headed off for new adventures.
- Clarissa Quiambao welcomed a new Nova baby boy in December. We look forward to welcoming her back sometime in 2023.

I would like to introduce our current department.

- | | |
|--|---|
| • Sherri Silva – VP Finance/Accounting | • Diane Vavricka – Sr Payroll Specialist |
| • Sarah Woehler – Accounting Manager | • Lety Valdez – AP Specialist |
| • Cathie Rowe – Staff Accountant | • Clarissa Quiambao – AP Specialist |
| • Jose Hernandez – Staff Accountant | • Julissa Ramirez – Front Office / Accounting Admin |

Moving into 2023 our department has some great goals within our department and also for Nova as a whole. This is the high-level view.

We encourage each department to share how they would like accounting to grow and help for the upcoming year.

- | | |
|---|--|
| • Continue to improve and ensure accounting processes meet required standards | • Enhance cross training opportunities and continued education within the department |
| • Look for ways to improve company profits and cashflow | • Work on increasing reporting of helpful data |
| • Strengthen support and training for other departments | • Incorporate more team building activities with our department |

Sherri Silva
VP Finance/Accounting



SAFETY UPDATE

Nova completed another year accident free, and I truly believe that our safety achievement comes from each one of you taking personal pride and ownership of each task performed while looking out for one another. The mentoring within Nova is remarkable and the skills and experience being passed down to the younger generation will set us on the right path for future success.

While Nova is certainly not perfect, and we experience our fair share of failures and missteps. We are not afraid to share these experiences and learn from them. This all stems from how management responds to failure. Our managers shape how our organization learns by their reaction to failure. This allows learning to be a strategic and operational choice towards improvement.

We are continually following the Capacity Model which creates a work environment that focuses on preventing an incident while also building the capacity for failure by planning and executing our work as if failure is going to happen today.

Thanks,

Cole Davis
Corporate Safety Director

SHOP, ENGINEERING & EQUIPMENT UPDATES

The Engineering and Shop team closed out 2022 with some great milestones. The Shop completed a fifth straight year injury free while continuing to grow our leading indicator programs, turning in over 250 Good Catch Reports in 2022. The team also passed our audits with the SSPC, the FAA, and the AISC (for the 24th year!) without corrective actions, maintaining our certifications and ability to do specialty fabrication work.

We continue to expand our fabrication capabilities and have installed and commissioned our plasma cutting pipe machine, increasing the potential output for prefabricated piping. The shop also has some machining capacity now with a mill and lathe for special projects and we're looking to grow that organically as project needs come up.

A couple personnel items to highlight. Tanner Cloud was awarded Shop Employee of the Year for his outstanding work in the shop and helping in the field. We hired on our two summer interns from Butte College for full time roles in Engineering: welcome Adam Squires and Mia Moya to the team!

Chris Chell
Engineering / Fabrication / Equipment Manager

QUALITY CONTROL UPDATE

Albert Einstein once said, "The measure of intelligence is the ability to change." By this measure, Nova's QC Department is continuing to change and gain smarts. Becca Riley has transitioned to Bremerton Shipyard from Fresno AFB to take over the QCM roles on the Dry Dock 6 and Pumpwell 2 projects from Kirk Allen. Kirk is transitioning to an Electrical Project Manager role supporting all projects at a corporate level. Rey Pelagio has changed to QCM at RAAF Base Tindel while Greg Larson has picked up the lead QCM role at RAAF Darwin, which is changing to start up early in 2023. While the projects are 300 miles apart, Rey and Greg communicate frequently to support each other in this change. Will Wells has transitioned to Project Manager at Aguadilla while still carrying QCM duties as a replacement is being sought. Jim Hubbeling and Burt Cardell have worked with NAVFAC on Dry Dock 4 to complete turnover of the pier's east side, overcoming paperwork and contractual issues. Bruce Levan and Quinn Cartwright are into their second South Dakota winter as the project is preparing for startup early next year. Scott McKee continues to overcome the day-to-day challenges at the Beale AFB project. One new newcomer and one experienced newcomer have joined the Nova QCM ranks. Nick Nguyen started in July by supporting Fresno and Beale projects as well as working with James Dugger to lead the new Environmental committee. Nick is also preparing for the QCM role at the recently awarded LLNS HEAF project to mobilize in January. Kurt Kuha, with a long-storied history at Nova has re-joined Nova as QCM for the Mitchell project, which is set to begin mobilization in March 2023. Charles Jones is involved with the new pipe fabrication machine in the Napa shop and its quality features as well as gearing up for the LLNS HEAF project's higher level QL-2 shop fabrication requirements. People, projects, and circumstances – all changing and handled exceptionally well by Nova's intelligent QCM, as measured by Dr. Einstein.

Jeff Blike

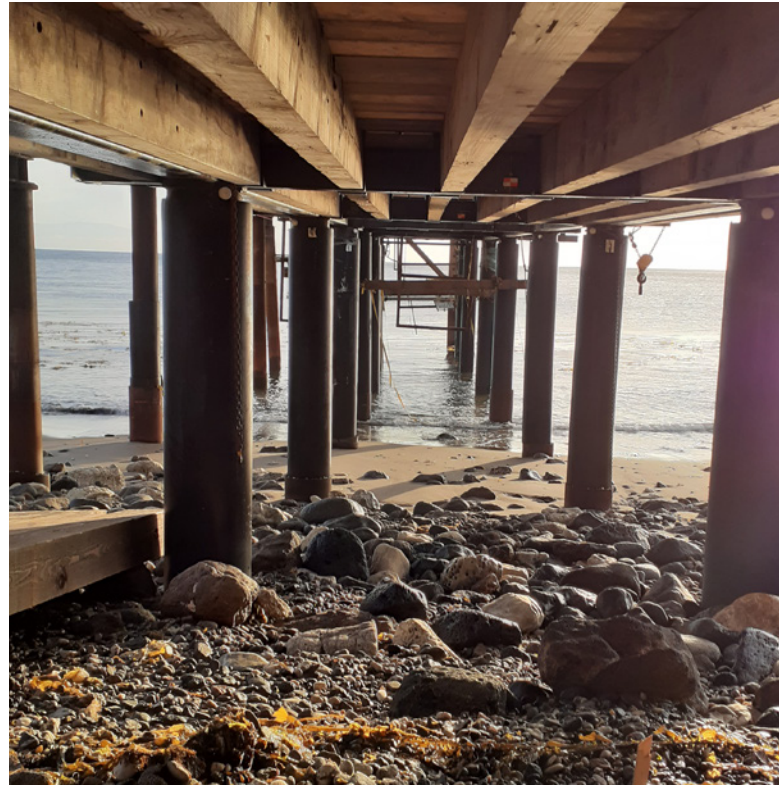
Corporate Quality Control Director

ENVIRONMENTAL TEAM UPDATE

Wow! Our first Newsletter Update! Hello from the Environmental Team. With the ongoing challenge to remain environmentally compliant, the Environmental Team was developed to ensure the success of Nova Projects worldwide through education, assistance, and compliance in accordance with International, Federal, and Local environmental laws and regulations. We originally were formed in response to the ever-changing stormwater regulations in California. Now we are tackling environmental compliance over multiple states and US territories.

With both state and federal regulations changing, the Environmental Team is focused on getting Nova ahead of the curve. This includes educating our field team about environmental controls, certifying Nova folks as environmental compliance inspectors, and updating our project teams about permitting deadlines and requirements before it's too late. The EPA recently updated their stormwater requirements, so we've been working with our Puerto Rico team. Also, the new EPA stormwater requirements grew stricter than most states. The Environmental Team is anticipating every state to tighten up on their environmental regulations within the next five years, so be prepared to hear more from us as we get Nova more comfortable with environmental.

James Dugger, Site Safety & Health Officer
Nicholas Nguyen, Quality Control Manager



WES HALKS SPOTLIGHT

Name: Wesley Halks

Title/Role: Superintendent

Location: LLNL

How long have you been with Nova? 4 Years 8 months.

What is your favorite thing about working for Nova? Unlimited Resources.

What was your favorite project to work on? ECFM

How would you explain the culture of the company? All the people at Nova believe in the slogan: Safety, Quality, and Innovation in Construction.

What makes you proud to work at this company? Nova really cares about their people and practices what we preach. It's not just lip service.

What do you feel is the biggest accomplishment you made while working for Nova? Becoming a Superintendent.

What is your obsession away from Nova? Enjoying the great outdoors.



ARMANDO BARRON SPOTLIGHT

Title/Role: SSHO

Location: Beale Air Force Base

How long have you been with Nova? I've worked for Nova for 5 years; my first project was in Las Vegas at Nellis Air Force Base.

What's your favorite thing about working for Nova? The people, the projects I've been on have been like a big family. We take care of each other in and out of work.

What was your favorite project to work on? Nellis Air Force Base because I learned so much. On this project I learned carpentry skills and got the opportunity to operate heavy equipment.

How would you explain the culture of the company? The sky is the limit. The opportunities we are offered here at Nova Group are endless. I started as a Laborer on my first project, a carpenter on my 2nd and now I'm an SSHO.

What makes you proud to work at this company? The importance of the work we do makes me proud. I'm proud to say that our company helps put our military's planes in the sky. Every level of skill and every craft comes together to successfully complete every project.

What do you feel is the biggest accomplishment you made while working for Nova? Becoming an SSHO has been my biggest accomplishment. I have been blessed with great mentors that saw in me the potential to be where I am. Every step of the way NOVA has given me the resources and support I need.

What is your obsession away from Nova? My family, My Wife Gavi and my 4 children Adrian (13), Aolanis (6), Abraham (3) and Adan (1). I am away from them during the week since they are still home in Temecula, CA but as soon as my work week is done, I drive home to be with them. We definitely make the most of our time together.



“APART FROM ALL OF THE MILESTONES, RECORDS AND SAFETY AWARDS, SAFETY IS REALLY ABOUT MAKING SURE THAT AT THE END OF THE DAY EVERYONE MAKES IT HOME IN ONE PIECE. COMPLACENCY OR ONE QUICK SHORT CUT IS ALL IT TAKES TO CHANGE THAT.”
-CHARLES JONES, SHOP QC MANAGER

MIKE ENOCHS SPOTLIGHT

Title/Role: Plant Manager

Location: SHOP/Napa

How long have you been with Nova? 30+ years

What's your favorite thing about working for Nova? It's been mentioned many times before but it's the family culture. I've met some of my best friends working at Nova.

What was your favorite project to work on? EHW and the San Nicolas bridge ramp. They were both challenging projects that maximized the shop's capacity.

How would you explain the culture of the company? Nova is very innovative and is a rewarding company that encourages employees to succeed and recognizes them when they do.

What makes you proud to work at this company? I like the way Nova treats their employees. Nova cares about them and makes it a priority that everyone goes home safe.

What do you feel is the biggest accomplishment you made while working for Nova? I've been awarded the Northbay Business Journal's Facilities Manager of the year award twice. I've also helped guide the shop to several streaks of multiple years without any OSHA recordable incidents. We are currently on a streak of over 5 years.

What is your obsession away from Nova? I love spending time with my family, traveling and I also love anything to do with sports. Watching, playing and coaching. I've coached baseball for over 30 years.



RECENTLY HIRED EMPLOYEES

(Past 6 months)

Adam Squires, Drafter

Connor Greene, Proposal Coordinator

Corey Gerard, Field Laborer

James Dugger,
Site Safety & Health Officer

Jonathan Pryor, Field Laborer

Jose Hernandez, Staff Accountant

Kurt Kuha, Quality Control Manager

Mia Moya, Drafter

Nicholas Nguyen,
Quality Control Manager

EMPLOYEES OF THE YEAR 2022

Field Employee – Mike Harmon, Superintendent

Office Employee – Jessica Mundy, HR Specialist

Shop Employee – Tanner Cloud, Shop Welder



FAMILY MATTERS



Karson Satterfield

1/25/22

Son of
Kadin Satterfield, Field Laborer



Aubrey Elizabeth Gay

12/13/22, 8:16pm

7lb 5oz, 20"

Daughter of
Charlie Gay, Chief Estimator



Remiel Isagani Batac Quiambao

12/17/22 @ 1:25 pm

8.3 lbs / 21 inches

Son of Clarissa Quiambao,
Accounts Payable Specialist

2022 ANNIVERSARIES

Brenda Abel-Kiser, VP of Preconstruction - 40 years

Mike Enochs, Plant Manager - 30 years

Bruce Levan, Quality Control Manager - 25 years

Art Mendoza, Site Safety & Health Officer - 20 years

James Gnam, Engineering Manager - 20 years

Judy Anderson, Project Administrator - 15 years

Christin Hodgkinson, Superintendent - 10 years

Cole Davis, Safety Director - 10 years

Skyler Schneider, Foreman - 5 years

Sarah Woehler, Accounting Manager - 5 years

Jeff Maulin, Electrical Superintendent - 5 years

Greg Larson, Assistant Quality Control Manager - 5 years

Stephen Killam, Electrician - 5 years

Armando Barron, Site Safety & Health Officer - 5 years

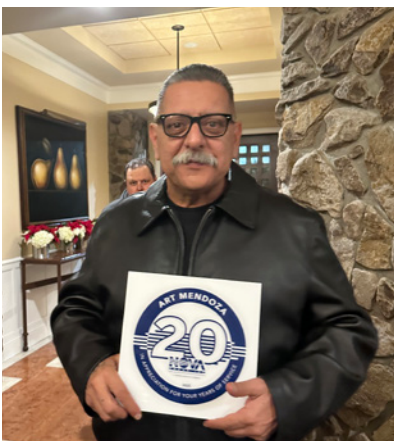
Sherri Silva, VP of Finance and Accounting - 5 years

Eugene Lowery, Network Administrator - 5 years

Gregory Nelson, Foreperson - 5 years

Steven Nelson, Carpenter - 5 years

Rebecca Riley, Quality Control Manager - 5 years



2022 SAFETY AWARDS

Safety Team:

Dry Dock 4 & Pier 3, Bremerton

Kit Larson

Kirk Allen

Jeff Bauer

Jeff Maulin

Jim Hubbeling

Burt Cardell

Sheila Hammond

Larry Tinney

Joey Lakoduk

Shawn Ward

Mike Harmon

Josh Lemke

Judy Anderson

Lori Phillips

CISE CURT AWARD

The Construction Industry Safety Excellence (CISE) Awards program was established to recognize commendable safety management and safety improvements of owners and constructors. Following an extensive blueprint for submitting Nova's Safety Management System, we were able to prove Nova has a more robust program vs. other similar companies and we won the Construction Users Roundtable (CURT) award. CURT was founded in the fall of 2000 by construction and engineering executives representing major corporations all across the United States and the world. Continuing the 30-year effort of the Construction Committee of the Business Roundtable, CURT provides a national and international forum for the exchange of information, views, practices and policies of construction users from an array of industries. CURT's primary goal is to enact broad, effective Owner representation and increased Owner leadership on construction industry issues in order to create competitive advantage for Owners.

NORTH BAY BUSINESS JOURNAL BEST PLACES TO WORK



Nova is excited to announce we received the North Bay Business Journal Best Places to work award for 2022. We have received this award every year consecutively since 2009. Thank you to all who continue to participate in the survey and recognizing Nova as a best place to work.



IN THE COMMUNITY



Nova Headquarters hosted two youth group site visits in 2022. The Rosie the Riveter group visited in July. This was a group of young girls interested in the trades and learning more about nontraditional careers for women. The second group visited in December; they were with a Contra Costa youth program. They weren't quite sure what they wanted to do in the future, so visiting Nova introduced them to the opportunities of the construction world. Both groups were able to have hands-on experience with welding and running the excavator or operating the overhead crane.

At the beginning of the visits, a couple of the youth from their group were interested in construction. At the end of the visit, there was a lot more interest and even some excitement.

Public schools don't offer Auto Shop, wood shop or other hands on classes anymore. These visits are a great way to show the youth they can obtain a sustainable career in construction and open their eyes to options that don't require college, which may not be an option for them. We plan to host more youth site visits in the future.



**“ IF YOU DON'T THINK
IT'S SAFE,
IT PROBABLY ISN'T”**

**-JONATHAN PHILBERT,
SHOP WELDER**

EMPLOYEE ASSISTANCE PROGRAM

Winter Blues

Many people get depressed in winter, or suffer from “the winter blues”. The medical name for this winter depression is seasonal affective disorder (SAD).

If the short, dark days are getting you down, what can you do to feel like yourself again?

Get more Light

If the winter blues is about lack of daylight, it’s no surprise that treatment involves getting more light into your life. If you feel low in winter, get outside as often as you can, especially on bright days. Sitting by a window can also help.

Eat yourself happier in winter

It’s also important to eat well during the winter. Winter blues can make you crave sugary foods and carbohydrates such as chocolate, pasta and bread, but don’t forget to include plenty of fresh fruit and vegetables in your diet.

Get active

There is another weapon against the seasonal slump: keeping active. Activity is believed to change the level of the mood-regulating chemical serotonin in the brain. It can also help by providing a pleasant change of scene, and helping you to meet new people.

If you feel like you can’t “shake the blues” free help is available to all employees. For information you can contact Magellan Healthcare at 1-800-EAP-2189 (327) or MagellanAscend.com. You can also reach out to our Human Resources Department.

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**

QUANTA PWR DISCOUNT MARKETPLACE

Enjoy discounts, rewards and perks on thousands of the brands you love in a variety of categories:

- Travel
- Auto
- Electronics
- Apparel
- Local Deals
- Education
- Entertainment
- Restaurants
- Health and Wellness
- Beauty and Spa
- Tickets
- Sports & Outdoors

It’s easy to access and start saving!

<https://PWRdiscounts.benefithub.com>

Referral Code: VT2GSK

Questions? Call 1-866-664-4621 or email customer care@benefithub.com



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.

NOVA QUICK RESPONSE (QR) RESOURCE

Our QR code has been updated with helpful and useful links. This code will quickly link our teams to Nova programs using smart devices (phones, tablets, etc.). As tools, resources, and programs evolve, we will update the website dashboard while maintaining the same primary QR code. 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.





**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

GROUP INC.

Safety, Quality, & Innovation in Construction

A QUANTA SERVICES COMPANY

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