

SUMMER 2023



THE UNDERGROUND PIPELINE



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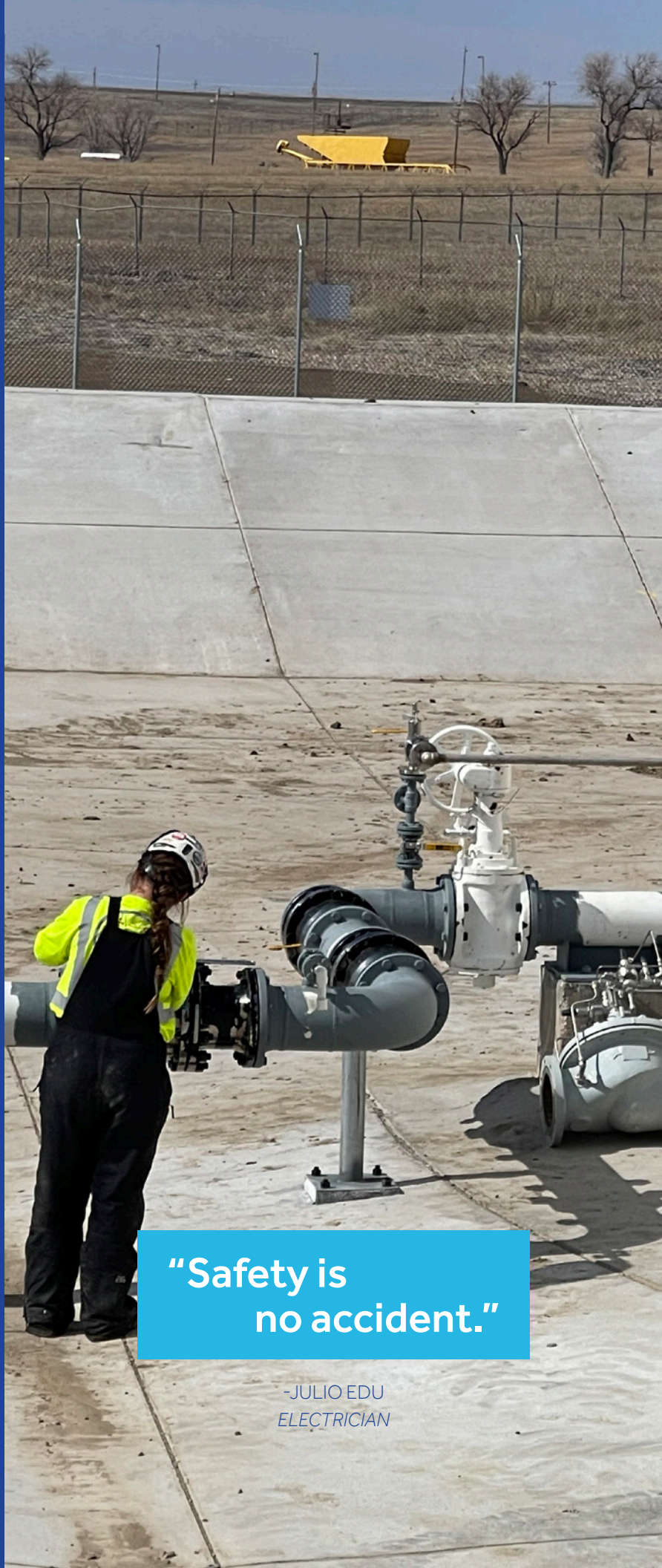
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**"Safety is
no accident."**

-JULIO EDU
ELECTRICIAN



PRESIDENT'S MESSAGE

The spring of 2023 was very exciting and fortunate for Nova Group! We were awarded all three of the large projects that were in the bidding pipeline from year 2022.

The Fuel Tankage Project at Yokota AB in Japan, the Pipeline and Hydrant Fuel System on the island of Tinian, and the Hydrant Fuel System at Beale AFB in California. The Yokota project is a Joint Venture with Obayashi Corporation, the Tinian project Nova is a subcontractor to Black Construction and at Beale we are the prime contractor.

These three projects along with the current work Nova has on the books will provide for a very healthy backlog of successful work for years 2024 & 2025.

Our Estimating Team has been working overtime on three other new large-scale solicitations that if successful will bolster our backlog even further! These projects are:

- Bomber Apron & Fuel Hydrant Loop at RAAF Tindal, Australia.
- Transmission Line & Substation Upgrades, Los Alamos National Laboratory, New Mexico
- Phase 2 of Manchester Tank Farm Improvements, Bremerton WA

I can't thank our Estimating Team enough for the long hours, different time zones and coordination with other Quanta Operating Units who are learning the uniqueness of bidding Federal work. Please thank them when you see them.

Teamwork and patience throughout all of Nova departments is what it is going to take to make all of this new and upcoming work successful and profitable.

I want to thank each and every one of you for making Nova Group successful!

A handwritten signature in blue ink that reads "Scott Victor". The signature is stylized and cursive.

Scott Victor,
President & COO

NEW PROJECTS

REPLACE DELTA PIER SWITCHING STATION, B/7035, BANGOR, WA

Nova Job Number: 2302

Administered by (Owner): NAVFAC Northwest

Current Contract Value: \$9,450,000

Project Start Date (site work): TBD

Expected Demobilization Date: TBD

Project Team:

Project Manager - Kit Larson

Assistant Project Manager - Mike Harmon

Project Superintendent - Jeff Maulin

Quality Control Manager - Burt Cardell

Site Safety & Health Officer - Sheila Hammond

Contract Administrator - Dusty Otterstrom

AP Specialist - Lety Valdez

NEW PROJECTS

CONSTRUCT JET FUEL BULK STORAGE TANKS, PHASE 1, YOKOTA AB, JAPAN

Nova Job Number: 2301

Administered by (Owner): USACE Japan

Current Contract Value: ¥7,081,000,000

Project Start Date (site work): August 2023

Expected Demobilization Date: November 2025

Project Team:

Senior Project Manager - Ken Woehler

Project Manager - Eric Kelley

Asst Project Manager - Toshiya Imazato

Project Superintendent - Dale Bergman

Asst Superintendent - Tomoki Ogata

Quality Control Manager - Rey Pelagio

Site Safety & Health Officer - Shigeru Oshita

Environmental Manager - Takanobu Ishii

Interpreter/Translator - Misae Sagiya

Contract Administrator - Teri Miller

AP Specialist - Jose Hernandez



Yokota AB, Japan / Nova Job 2301



HYDRANT FUEL SYSTEM REPLACEMENT — BEALE AFB

Nova Job Number: 2305

Administered by (Owner): USACE Sacramento

Current Contract Value: \$43,406,600

Project Start Date (site work): October 2023

Expected Demobilization Date: August 2025

Project Team:

Project Manager - Lucilla Olkeriil

Asst Project Manager - Philip Neumann

Project Superintendent - Lance Parks

Quality Control Manager - Bayo Adeyemi/Scott McKee

Site Safety & Health Officer - Armando Barron

Contract Administrator - Teri Miller

AP Specialist - Lety Valdez

NEW PROJECTS



TINIAN, COMMONWEALTH OF NORTHERN MARIANA ISLANDS

Nova Job Number: 2304

Administered by (Owner): NAVFAC Pacific

Current Contract Value: \$47,930,217.50

Project Start Date (site work): 01/2024

Expected Demobilization Date: 10/2026

Project Team:

Senior Project Manager - Bruce Levan

Project Manager - TBD

Project Superintendent - TBD

Quality Control Specialist - TBD

Safety Specialist - TBD

Contract Administrator - Dusty Otterstrom

AP Specialist - Jose Hernandez

PROJECT NAME: REFURBISH MAIN DEWATERING PUMP #1, PUMPWELL 2, BREMERTON, WA

Nova Job Number: 2303

Administered by (Owner): NAVFAC Northwest

Current Contract Value: \$6,412,777

Project Start Date (site work): TBD

Expected Demobilization Date: 3/2025

Project Team:

Project Manager - Francisco Juarez

Project Superintendent - Josh Lemke

Quality Control Manager - Rebecca Riley

Site Safety & Health Officer - Gary Pryor

Contract Administrator - Dusty Otterstrom

AP Specialist - Lety Valdez

PROJECT NAME: EXTEND CHT/ SOD VENT PIPING EHW-2, B/7137, BANGOR, WA

Nova Job Number: 2306

Administered by (Owner): NAVFAC Northwest

Current Contract Value: \$920,500

Project Start Date (site work): 09/23

Expected Demobilization Date: 11/23

Project Team:

Project Manager - Kit Larson/Mike Harmon

Project Superintendent - Joey Lakoduk

Quality Control Manager -

Quinn Cartwright/ Jim Hubbeling

Site Safety & Health Officer - Josh Lemke

Contract Administrator -

Teri Miller/ Dusty Otterstrom

AP Specialist - Judy Anderson



CURRENT PROJECTS



Marysville, CA / Nova Job 2102

Aguadilla, Puerto Rico / Nova Job 2202

FUEL RECEIPT AREA & STORAGE, BEALE AFB

REBUILD BASE DETACHMENT & AIR STATION BORINQUEN, AGUADILLA, PUERTO RICO

Nova Job Number: 2102
Administered by (Owner): US Corps of Engineers, Sacramento District
Current Contract Value: \$14,977,037
Project Start Date (site work): 1/17/2022
Expected Demobilization Date: 2/13/2024

Nova Job Number: 2202
Administered by (Owner): United States Coast Guard
Current Contract Value: \$66,541,438
Project Start Date (site work): 11/2022
Expected Demobilization Date: 11/2024

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/Ravena Parks
Project Administrator - Michelle Espinosa
Contract Administrator - Teri Miller
Bookkeeper - Lety Valdez

Project Team:
Senior Project Manager - Ken Woehler
Project Manager - William Wells
Project Superintendent - Chris Hodgkinson
Quality Control Manager - Nicholas Nguyen
Site Safety & Health Officer - Art Mendoza
Contract Administrator - Dusty Otterstrom
Bookkeeper - Jose Hernandez

CURRENT PROJECTS

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

Nova Job Number: 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:

Senior Project Manager - Ken Woehler

Project Manager - Mark Pracanica

Assistant Project Manager - Ramsey Gharazeddine (Nacap)

Project Superintendent - Kyle Bush (Nova)

Assistant Project Superintendent - Tim Allen (Nacap)

Electrical Supervisor - Rob Priest (Nacap)

SSHO - Bruce Naysmith (Nacap)

Quality Control Manager - Rey Pelagio/Greg Larson (Nova)

Assistant Quality Control Manager - Patricia Tedja (Nacap)

Project Administrator - Skye Allen (Nacap)

Contract Administrator - Teri Miller (Nova)

Bookkeeper - Lety Valdez (Nova)

**“Get back or
get hurt!”**

-JARED OLSEN
CARPENTER



Tindal, Australia / Nova Job 2203

P447 DRY DOCK 4 AND PIER 3 MODERNIZATION, PUGET SOUND NAVAL SHIPYARD, BREMERTON, WA

Nova Job Number: 2005

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

Current Contract Value: \$46,557,473.81

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

Expected Demobilization Date: 10/2023

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 - Dusty Otterstrom

AP Specialist - Lety Valdez

REFURBISH MAIN DEWATERING PUMP #2, PUMPWELL 2, BREMERTON, WA

Nova Job Number: 2206

Administered by (Owner): NAVFAC Northwest

Current Contract Value: \$4,893,127

Project Start Date (site work): 9/26/22

Expected Demobilization Date: 9/21/23

Project Team:

Project Manager - Francisco Juarez

Project Superintendent - Josh Lemke

Quality Control Manager - Rebecca Riley

SSHO - Larry Tinney

Contract Administrator - Dusty Otterstrom

AP Specialist - Lety Valdez

CURRENT PROJECTS



Milwaukee, WI / Nova Job 2207

Livermore, CA / Nova Job 2208

REPLACE TYPE III HYDRANT FUEL SYSTEM, GENERAL BILLY MITCHELL ANGB, MILWAUKEE, WI

BLDG. 191 HEAF ATRIUM CONVERSION TO SHOT READY WORKSPACE CONSTRUCTION, LLNL, CA

Nova Job Number: 2207
Administered by (Owner): USACE Omaha
Current Contract Value: \$35,159,500
Project Start Date (site work): 2/1/23
Expected Demobilization Date: 12/5/24

Nova Job Number: 2208
Administered by (Owner): Lawrence Livermore National Security (DOE)
Current Contract Value: \$7,111,782
Project Start Date (site work): 1/2023
Expected Demobilization Date: 11/30/2023

Project Team:
 Project Manager - Walt Schwartz
 Project Superintendent - James Dugger
 Quality Control Manager - Kurt Kuha
 Asst Quality Control Manager - Quinn Cartwright
 SSHO - Mike Shrum
 Contract Administrator - Dusty Otterstrom
 AP Specialist - Lety Valdez

Project Team:
 Project Manager - Bridget Healey
 Project Superintendent - Wesley Halks
 Quality Control Manager - Mike McCawley/Jeff Blike
 SSHO - Zane Halks/Cole Davis
 Field Office Administrator - Michelle Espinosa
 Contract Administrator - Dusty Otterstrom
 AP Specialist - Jose Hernandez

COMPLETED PROJECTS



REPLACE JET FUEL COMPLEX, FRESNO ANGB, CA

Nova Job Number: 2008

Administered by (Owner): USACE Monterey

Contract Value: \$17,155,653.55

Project Start Date (site work): 2/2021

Project Demobilized Date: 12/2022

Project Team:

Project Manager - Drew Glover

Project Superintendent - Chris Hodgkinson/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



BULK FUEL STORAGE TANKS, ROYAL AUSTRALIAN AIR FORCE BASE, DARWIN, AUSTRALIA - NOVA NACAP JOINT VENTURE

Nova Job Number: 1905

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

Current Contract Value: \$64,966,708.00

Project Start Date (site work): Feb 2020

Demobilization Date: July 14, 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)

Asst 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)

COMPLETED PROJECTS

REPLACE FUEL HYDRANT SYSTEM AT ELLSWORTH AFB, SD

Nova Job Number: 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: 7/2023

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



**"Accidents hurt,
safety doesn't."**

-RICK BARTELS,
EQUIPMENT OPERATOR



COMPANY UPDATES

ENGINEERING, SHOP, & FABRICATION UPDATES

Nova's Engineering and Shop Team are busy wrapping up ongoing projects and preparing for the wave of new work we have on the books. Engineering is completing as-built drawings for Darwin, DD4, and Ellsworth this summer and Beale Tanks that are coming up soon. The Shop is working our way through fabrication for the Tindal and HEAF projects and training new employees to prepare for the production ahead. We have eight interns this summer, a record for the ENG&SHOP group, joining us from Butte College, Long Beach State, Napa High, and Middletown High. We also recently hired Jason Reyes to join the shop team, who interned for us last summer and completed the Napa College Welding Program this year.

Nova Shop was awarded the 2023 top honor for safety from The Fabricators & Manufacturers Association, International this year. From FMA: "The Rusty Demeules Award is the highest level of honor in the safety awards program. It was created to recognize one company each year that excels beyond OSHA recordable incidence rates and demonstrates an established safety culture." Nova will be featured in an upcoming article in The Fabricator magazine, discussing safety in our industry and how we invest in safety as a critical part of our business. Congratulations to the Shop Team and thanks to them for embracing safety and living it every day. A safety program is just a stack of paper unless it lives and breathes in the culture of the site and team!

Chris Chell, *Engineering, Fabrication, & Equipment Manager*



ESTIMATING & MARKETING UPDATE

Since our last update in January of 2023, there has been a great deal of activity in our Pre-Construction Department, with six projects awarded with a total value of over \$160 Million!

These projects are:

- Construct Jet Fuel Bulk Storage Tanks, Phase 1, Yokota AB, Japan
- Replace Delta Pier Switching Station, NB Kitsap, Bangor, WA
- Refurbish Main Dewatering Pump #1, Pumpwell 2, NB Kitsap, Bremerton, WA
- Tinian Combined Projects (Sub to Black Construction for fueling portion), Northern Mariana Islands
- Fuel Hydrant System Replacement at Beale AFB, CA
- Extend CHT/SOD Vent Piping, NB Kitsap, Bremerton, WA

In addition, we are currently awaiting decisions on a few other projects and will likely be bidding projects in the

rest of 2023, including large projects in Australia and New Mexico, with values potentially totaling hundreds of millions of dollars. So, our prospects look good.

Beyond that, our Pre-Construction Services team remains the same, with Brenda Abel-Kiser as Vice President of Pre-Construction, and Charlie Gay as Chief Estimator, leading other estimators Dee Fedrick, Cheryl DiPiero, Alvin Li, and Cesar Novelo. Al Anderson and Connor Greene hold down the Marketing side, with support from TJ Johnson in Japan and Stacey Westra Johnson in Chicago.

For the most part things in our department continue on as usual, and we have had department lunches and a recent department barbecue, with Alvin still looking for that perfect medium-rare hamburger (he can never quite find it) and Al still trying to convince Dee that the A's are better than the Giants (a tough sell nowadays).

Overall, it's been an eventful 2023, considering all our activity and project awards, and we expect more excitement and success in the remainder of 2023!

Al Anderson, *Proposal Manager*

CONTRACTS / SMALL BUSINESS UPDATE

Nova’s Success in Small Business Subcontracting.

In the Quanta family, Nova is unique in that the Department of Defense has been Nova’s primary client since late 1970. Nova contracts with the U.S. Army Corps of Engineers (USACE), Naval Facilities Engineering Command (NAVFAC), Department of Energy (DOE), and Defense Logistics Agency (DLA) to perform prime construction contracts in the U.S. and on U.S. bases or joint U.S. bases around the globe. Nova understands and supports the importance of the Government’s Small Business Program to promote acquisition opportunities where small business can best support the needs of our sailors and marines and that small businesses and non-traditional suppliers are key to the defense industrial base and strengthening America’s economy. In the past 47+ years, Nova has established a successful small business program and procedures to find, cultivate, and maintain a large pool of subcontractors to meet, and exceed, the government’s established goals. In 1992, Nova began tracking and reporting subcontract award information. Since 1992, Nova has been awarded over \$2.5 billion (with a “B”) dollars in federal government contracts. Over 72% (\$781 million . . . or on average \$26M each year) of the subcontracts awarded have been issued to small business concerns either as subcontractors or suppliers. Overall, we have been very successful in meeting or exceeding the goals approved by the government on each contract - due to the gallant efforts put forth by the Estimating Team, each Project Team, Operations, and Contract Admin to find and utilize small business concerns which in today’s environment of supply chain and staffing issues has sh,uttered a number of small business concerns, making our job even more challenging. Job well done by all!

Mona Carlson, *Contracts Manager & Small Business Officer*

		<i>Nova’s Achieved Goals</i>
Total Contract Awards	\$ 2,504,974,331	
Total Subcontracts Awarded	\$ 1,080,189,323	43.12%
Small Business	\$ 781,952,345	72.39%
SDB	\$ 269,363,998	24.94%
WOSB	\$ 199,826,178	18.50%
HUBZONE	\$ 129,574,277	12.00%
VOSB	\$ 124,512,773	11.53%
<i>(Established in 2003)</i>		
SDVOSB	\$ 84,559,665	7.83%
<i>(Established in 2003)</i>		

QUALITY CONTROL UPDATE

Nova’s Quality Control Managers support our company projects throughout the globe. From Australia, Greg Larson is finishing the Darwin project and taking over QC at Tindal. From Japan, Rey Pelagio has left Tindal and now relocated to Yokota. From Puerto Rico, Nick Nguyen is on the Coast Guard Aguadilla project. In the middle of the US, Bruce Levan is finishing Ellsworth AFB in Rapid City, South Dakota and Kurt Kuha and Quinn Cartwright are mobilized on site at Mitchell AFB in Milwaukee, Wisconsin. Moving to the Northwest US, at the Bremerton Shipyard, Jim Hubbeling and Burt Cardell should have Dry Dock 6 / Pier 3 completed by year end. Burt is transitioning to the MCC project at Bangor Base. Jim Hubbeling is transitioning to Assistant Corporate Quality Director. Becca Riley, now newly married as Becca Burlingame, has just completed the Dry Dock 6 project and is transitioning to three projects at the shipyard at Pumpwell 2. Joe Pizzini has recently joined the Northwest quality team after 9 years in the Navy and is supporting many projects in many ways. Joe and his family are welcomed to the Nova family. South to California, Scott McKee is at Beale AFB with one project to be completed near year end and then to start another project on base just several miles away. Mike McCawley is at Lawrence Livermore National Laboratory, on the High Energy Explosives Building project also scheduled to finish near year end. In the South Pacific on the Island of Tinian, work is scheduled to begin next year with a Quality Control Manager to be named later. With Nova’s global presence supporting many military operations, the sun doesn’t set...or doesn’t set for long on Nova projects or the Quality Control Managers. These are exciting times with more to come as Nova bids work and wins work all over.

Jeff Blike,
Corporate Quality Control Director

SAFETY UPDATE

GOOD CATCH REPORTING

Good Catch reporting allows your experience, attention, and voice to be both heard and acknowledged for the benefit of yourself, your co-workers, and the company at large.

WHY ARE GOOD CATCHES IMPORTANT TO NOVA'S WORKERS?

Good Catches are leading indicators, designed to help identify areas of safety, quality, production, and environmental before tasks start and while tasks are being performed, which help prevent injury, incidents, and rework. No worker wants to be injured on the job. Keeping your antennas up for Good Catches and using the Capacity Model helps keep everyone safe and protects the environment. No worker wants to perform work more than once. Looking for quality, production, and environmental Good Catches help first time acceptable inspections with solid production rates.

WHY ARE GOOD CATCHES IMPORTANT TO NOVA GROUP, INC.?

Nova Group is a company where workers can be heard, thrive at work, and go home safely every day. Sending our employees home safely every day brings higher profit margins, lowers insurance premiums, and is the right thing to do.

Minimizing rework increases the profitability of projects. This allows Nova to bid more projects and adjust production rates for more competitive bids on future projects.

More projects allows Nova to offer jobs with good living wages, both now and in the future, that are enjoyed by all Nova employees.

GOOD CATCH REPORTING - SUMMARY

Safety: Catch a potential STKY hazard or opportunity for improvement before injury or loss can occur.

Quality: Catch an activity or material before rework is required.

Production: Catch means and methods of an activity before standard production is decreased or rework is required.

Environmental: Catch an environmental situation before negatively impacting the environment, Nova's reputation, or result in clean up and/or fines.

Cole Davis, Corporate Safety Director

HOW TO SUBMIT A GOOD CATCH

1. Visit the Nova Website:
Novagr.com --> Good Catch Report
2. Scan the QR Code:



ENVIRONMENTAL UPDATE

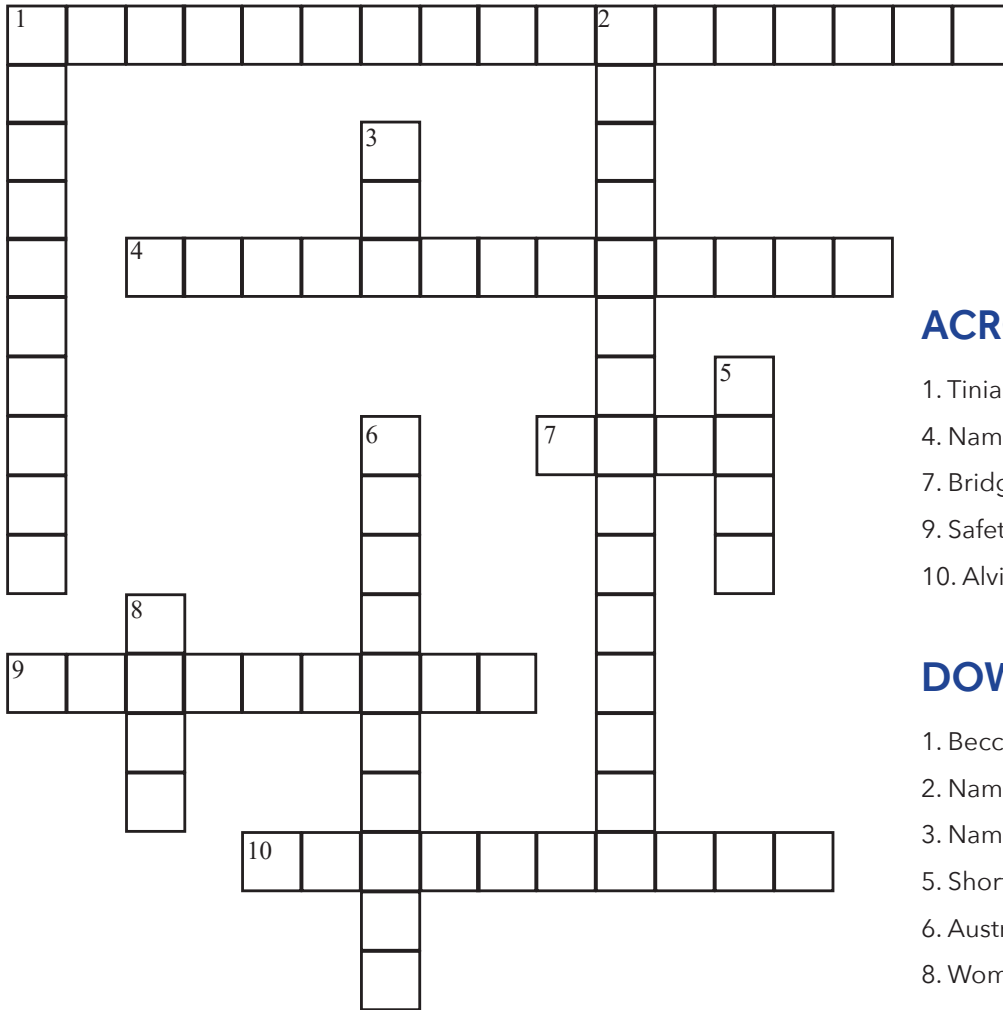


The Environmental Team continues to forecast and prepare for environmental obstacles. Updating from the last newsletter, our SSHOs have been certified as qualified EPA CGP inspectors. We are still tracking updates in State CGPs and how that affects our current and new projects. South Dakota CGP has expired and is soon to be revised; it's a race between project close-out and CGP reissuance at 2007 Ellsworth and so far, we are ahead. CA formally approved their new 2022 CGP back in September. All new CA projects starting September 2023 or later must adhere to the new CGP. The good news is that old projects are grandfathered into the old permit and CA projects that have submitted their stormwater permits prior to September 2023 can still apply for the old CGP.

Some frightening policy changes have been coming out recently. The EPA has doubled-down on their approach to Per-/Poly-fluoroalkyl substances (PFAS). PFAS, also known as "the forever chemical," is a group of thousands of chemicals that breakdown incredibly slowly. Because they have been linked to causing harmful health effects in humans and animals, the EPA is soon to add PFAS to the CERCLA hazardous substances list. Additionally, the EPA has instructed the states to leverage their National Pollutant Discharge Elimination System (NPDES) to restrict upstream discharges of PFAS into the environment. So, what does that mean for Nova? It means that stormwater permitting, material hauling, and waste disposal are going to get much stricter in the next couple of years.

James Dugger, Superintendent
Nicholas Nguyen, Quality Control Manager

TEST YOUR NOVA KNOWLEDGE



ACROSS:

- 1. Tinian Prime Contractor
- 4. Name of 2023 Shop Award
- 7. Bridget Healey Project
- 9. Safety Reporting Program
- 10. Alvin Li Hamburger

DOWN:

- 1. Becca New Last Name
- 2. Name of Girls Camp Nova Supports
- 3. Name of Jared Olsen's Baby
- 5. Short for Poly-Fluoralkyl Substance
- 6. Australian Air Force Base
- 8. Woman-Owned Small Business



NOVA INTERNS INNOVATE

DRAIN MOISTURE SENSOR

This summer, a small team of talented engineering interns embarked on a challenging journey to devise an innovative solution to a one-of-a-kind problem.

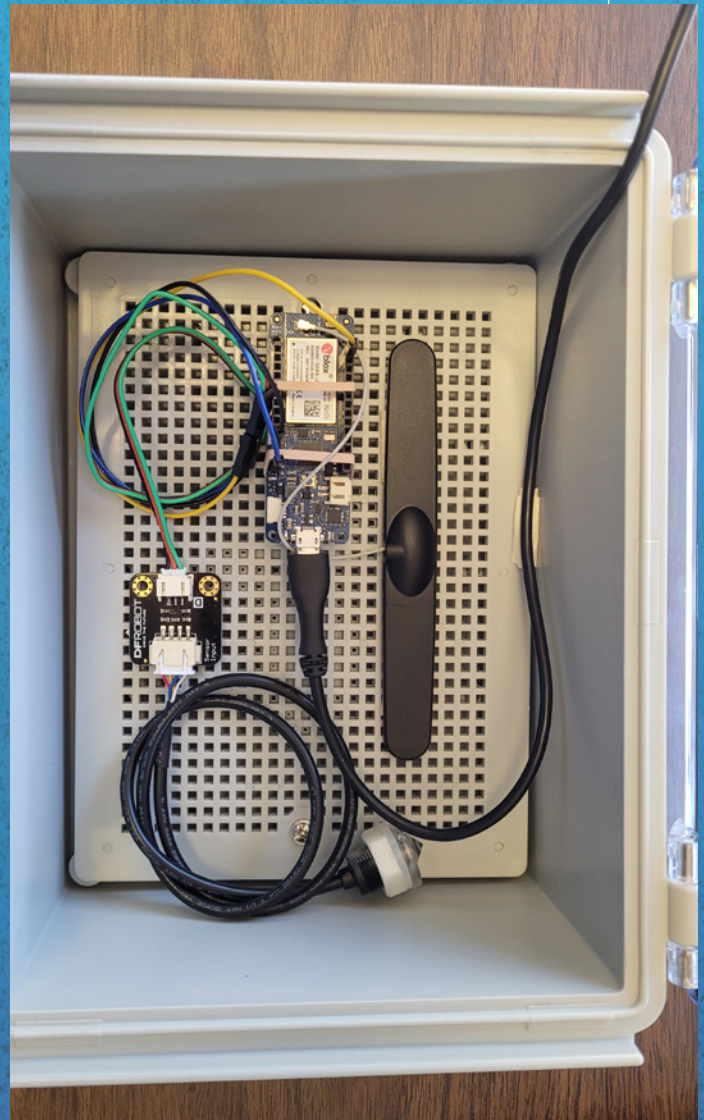
To provide some background, at Nova HQ we have an in-house Stormwater Pollution Prevention (SWPP) team. An important part of their duties is to monitor and test the rainwater runoff from our property that drains into the public water source to watch for possible pollutants.

The team desired a better way of keeping an eye on our runoff at a discharge pipe on the border of our property. Initially some sort of monitoring camera was proposed, but because of the more remote location of the discharge drain, that option was unreasonable. After some back and forth, a higher tech method was suggested: a smart moisture detector.

Led by engineer James Gnam and manager Chris Chell (with an assist from SWPP team lead Austin Worthington), engineering interns Mia Andrilla and Daniel Theunissen set out to create a wireless smart device that sends a text message to Nova's SWPP team whenever rainwater runoff is detected in the stormwater discharge pipe on Nova HQ's property.

Through research, trial and error, and perseverance, a device was created that is powered by solar cell and battery and uses an Arduino PCB and custom code that takes data from a photoelectric sensor and instructs an attached SIM card to send a text message to any given phone numbers, notifying the recipient of water in the runoff line. The final product is in the last stages of development and will be implemented soon.

We are so proud of our internship program and this project is just one small example of the ingenuity and cleverness we love to see here at Nova!



**"Safety! It's
a way of life!"**

-STEPHEN BERGMAN,
CARPENTER FOREMAN

EMPLOYEE SPOTLIGHT

FRANCISCO JUAREZ



Title/Role: Project Manager

Location: Port Orchard, WA

How long have you been with Nova? Almost nine years.

What's your favorite thing about working for Nova?

While it might sound cliché, what I treasure most about my experience at Nova is undoubtedly the people who comprise this exceptional community. The nature of our industry presents its fair share of challenges, yet having the privilege of working alongside individuals who share a unified purpose adds an invaluable layer of support and inspiration. Our group has a long history in this industry, the ability to tap into a wealth of diverse knowledge and perspectives means that solutions are often found just by asking questions of the people around me.

Furthermore, the bonds we form within the Nova community extend beyond professional collaboration. It's our daily interactions, the shared moments of successes, and the support when facing challenges that transform coworkers into friends and superiors into trusted mentors.

In essence, my favorite aspect of being part of Nova is the realization that I'm part of something greater than a job; I'm a part of a team that's passionate about making a difference and is unafraid to lean on one another for support. This collective team not only enhances our projects but also enriches the overall journey of our personal and professional growth.

What was your favorite project to work on? One project that truly stands out to me is the Bonneville Main Unit Circuit Breaker and Instrument Transformers Replacement. This project was a departure from my prior experiences, offering a new set of challenges and opportunities for growth. Navigating through the complexities of this project provided me with a valuable learning curve, particularly around electrical components and scope. What made this project especially memorable was not only its technical complexity but also the unique environment of it. Nova projects often grant us access to exclusive locations that remain out of reach for most people, and the Bonneville Dam project was no exception. Working within such distinctive surroundings added an extra layer of significance to the entire experience.

How would you explain the culture of the company?

The culture at Nova is an atmosphere of cooperation, support, and empowerment that runs consistently throughout every facet of the organization.

One of the standout qualities of our company's culture is the emphasis on collaboration. There's a genuine willingness among colleagues to join forces, share

insights, and work together toward common goals. This collaborative atmosphere fosters a sense of camaraderie and fuels the innovation and creativity that drive our projects forward.

Equally remarkable is the level of support I experience here. Nova's leadership team understands the importance of autonomy in fostering individual growth and success. This empowerment extends to the decisions I make that directly impact our projects. Having the freedom to take ownership of decisions instills a sense of accountability and confidence, knowing that my contributions are valued and trusted.

What truly sets Nova apart is the commitment to providing unwavering support. Management is not only approachable but also actively engaged in guiding us through challenges. The assurance that I can seek guidance or assistance whenever needed creates an environment where I feel comfortable pushing my boundaries and aiming for excellence.

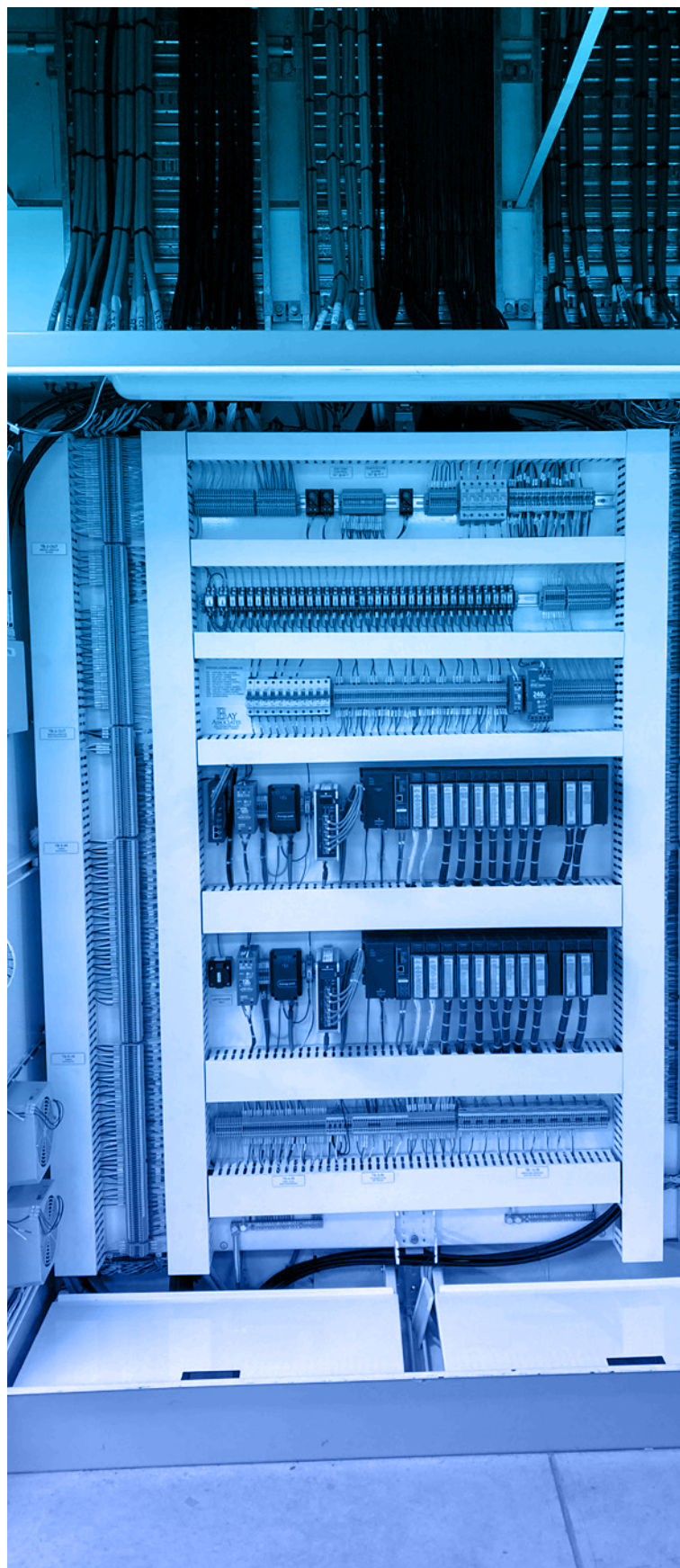
In essence, the culture at Nova isn't just a "buzzword"—it's a reality that shapes my everyday experiences. It's a culture that values collaboration, empowers individuals to take initiative, and provides the safety net of strong support.

What do you feel is the biggest accomplishment you made while working for Nova?

Reflecting on my journey at Nova, one accomplishment that stands out prominently is successfully getting our PW5 project across the finish line. This project presented a unique set of challenges, having weathered numerous delays and undergone significant changes along the way. What makes the successful completion of the PW5 project particularly rewarding is not just overcoming the typical hurdles that our customer presents, but also being able to have "short" successful negotiations with our customer.

What is your obsession away from Nova?

Well, it's the summer in the Pacific Northwest so my obsession revolves around embracing being outdoors. Doesn't matter what the activity is, if there is a way to do it outdoors, I'm doing it outdoors. Connecting with the vibrant Pacific Northwest summer not only renews my spirit but also fuels my commitment to preserving our stunning landscapes for the future.



EMPLOYEE SPOTLIGHT

BRIDGET HEALEY



Title/Role: Assistant Project Manager

Location: BLDG 191 HEAF, Lawrence Livermore National Labs

How long have you been with Nova? I joined Nova on July 14, 2021.

What is your favorite thing about working for Nova? I never have the chance to get bored. Nova has continuously given me the opportunities and support needed to try new things, from engineering to drafting, quality control, and project management. A single week can have me visiting the office and the jobsite, interacting with each of our different departments and projects. Every job brings new problems and new opportunities, and it's exciting to see which one will come next.

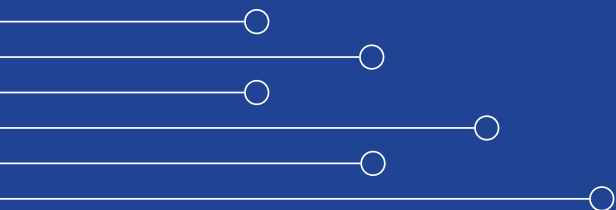
What was your favorite project to work on? I think HEAF is probably the most interesting one I've worked on yet. The location's unique, our relationship with the lab's personnel is great, and it's very different from our typical DOD work.

How would you explain the culture of the company? Dog friendly, family friendly, friendly.

What makes you proud to work at this company? We take care of our own, and that's apparent in the loyalty of the employees that have been with Nova for 15, 25, or even 30 years.

What do you feel is the biggest accomplishment you made while working for Nova? Having my first intern, and hearing her call me "her mentor". Up till now, I've always been a mentee but now I can start to train the next group of talents.

What is your obsession away from Nova? Whenever I have time (and enough to keep my kindergartener occupied) I paint. I've been painting since I was a child, mostly landscapes or animals and flowers, but I always love to try new subjects and methods.



EMPLOYEE SPOTLIGHT

CONNOR GREENE



Title/Role: Proposal Coordinator

Location: Napa Office HQ

How long have you been with Nova? A little over a year.

What's your favorite thing about working for Nova? Being part of a company that is internationally recognized and has a positive reputation and impact in the construction industry.

What was your favorite project to work on? Well since I work on projects pre-award, I get to see a lot of projects as they come out. My favorite proposal that I worked on was for the HEAF Atrium Conversion at Lawrence Livermore National Laboratory. It was a very technical RFP package, but putting together the narratives and project descriptions was enjoyable for me. It was even more satisfying when we were awarded the job a few months later.

How would you explain the culture of the company? The company plays to employees' strengths and encourages involvement with Nova in and outside of work. Nova cares about its employees, which is shown in all the longevity of employees here and the recognition that employees receive.

What makes you proud to work at this company? Being able to play a role in bidding on very large federal projects that span years makes me feel like an important part of the Nova mechanism. It's very exciting when we are awarded a project that I got to play a role in bidding.

What do you feel is the biggest accomplishment you made while working for Nova? I think one of the biggest accomplishments for me personally was working on three separate proposal packages that were all due within a week of one another earlier this year. My supervisor was on PTO that week, so I was a bit intimidated to be the one responsible for submitting two of the three proposals before he returned. I didn't think I would be able to do that without him there, but doing so definitely boosted my confidence.

What is your obsession away from Nova? Spending time with my fiancé and going out to new places (restaurants, towns, shopping centers, etc.). She brings out my adventurous side and we love to try different things we haven't seen or done before. We are unlikely to re-watch a movie or show the other one has already seen (unless it's our favorite). I guess we are both obsessed with new things. But we do have a favorite sushi restaurant in Concord called Kansai that we will go back to over and over.

**"The company plays to employees' strengths...
Nova cares about its employees."**

-CONNOR GREENE, PROPOSAL COORDINATOR

MILESTONES

FAMILY MATTERS



Remiel Isagani B. Quiambao
 12/17/22, 1:25 PM
 8.3lbs, 21"
 Daughter of Clarissa Quiambao,
 AP Specialist



Ray Olsen
 6/6/23, 4:44 PM - in ambulance #44
 7lbs 14oz
 Son of Jared Olsen,
 Carpenter / Foreperson



Rebecca Burlingame
 Rebecca Riley, Quality Control Manager
 married Jonathan Burlingame on
 May 13, 2023 and is now
 Mrs. Rebecca Burlingame

WELCOME NEW EMPLOYEES

- Bayo Adeyemi**, Quality Control Manager
- William Baker**, Engineering Drafter
- Jossefine Gonzalez**, Shop Laborer
- Braxton Griffin**, Shop Laborer
- Javier Jimenez**, Field Laborer
- Philip Neumann**, Assistant Project Manager
- Matthew Olsen**, Field Craft Worker
- Jason Reyes**, Shop Laborer
- Alyssa Pires**, Field Craft Worker
- Joseph Pizzini**, Assistant Quality Control Manager
- Joseph Ruminer**, Field Craft Worker
- Alex Woehler**, Assistant Project Manager

**“Check yourself
 before you wreck
 yourself.”**

-TOJO ESPINOSA,
 EQUIPMENT OPERATOR

PUZZLE ANSWERS

- DOWN:**
- 1. Burlingame
 - 2. Rosie the Riveter
 - 3. Ray
 - 5. FFAS
 - 6. RAAF Tindal
 - 8. WOSB
- ACROSS:**
- 1. Black Construction
 - 4. Rusty Demelles
 - 7. HEAF
 - 9. Good Catch
 - 10. Medium Rare

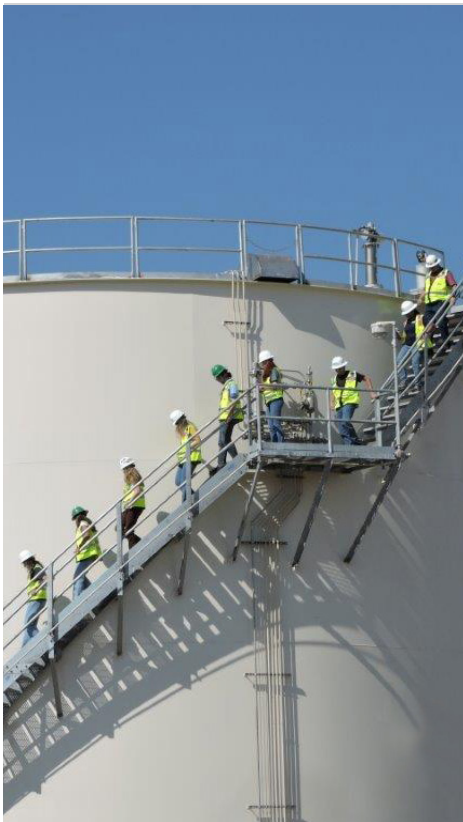
QUANTA CARES

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.



2023 SUMMER INTERNS

Abigail Anderson
University of Hawaii -
Majoring in Political
Science, Minor in
Sustainability

Mia Andrilla
Napa High School -
Drafting

William Baker
Butte College
- Drafting/Civil
Engineering

Grace Becker
Butte College -
Construction
Management

Ella Bond
Butte College
- Construction
Management/
Welding

Nicholas Davies
Butte College -
Construction
Management

Alexandria Disbrow
San Francisco State
University - Civil
Engineering

Edwin Fuentes
Napa High School -
Shop/Welding

Kayla Fong
University of
California, Davis -
Civil Engineering

Jossefine Gonzalez
Napa High School -
Shop/Welding

Braxton Griffin
Middletown High
School - Welding

Tana Holt
Butte College -
Welding

**Diana Calderon
Montanez**
California State
University, Long
Beach - Mechanical
Engineering

Daniel Theunissen
Napa High School -
Drafting

Pablo Ulargui
California Polytechnic
State University, San
Luis Obispo - Civil
Engineering

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linkedin.com/company/nova-group

NOTEWORTHY



IN THE COMMUNITY

Nova is continuing to educate our youth about the career opportunities in construction. This year so far, we have hosted four group site visits. This includes youth from Camille Creek Community School in Napa, Richmond Police Activities League (PAL) and Rosie the Riveter Girls Camp.

Nova has helped change the views of the youth on how they look at construction and opened their eyes to the fact that there is more to construction than just swinging a hammer. Some have wanted to become electricians and welders after visiting our headquarters.

We've hosted some pretty quiet groups at least when they first arrive, but after they tour the shop they seem to have plenty of questions and are a little more talkative about what they did and saw during their hands on tour. We look forward to more visits this year.



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.

“Safety is our most important tool.”

- Armando Barron, SSHO

FREE EMPLOYEE ASSISTANCE PROGRAM

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 themself

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

QUANTA PWR DISCOUNT MARKETPLACE

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

Travel	Entertainment
Auto	Restaurants
Electronics	Health and Wellness
Apparel	Beauty and Spa
Local Deals	Tickets
Education	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@benefithub.com

NORTH BAY BUSINESS JOURNAL BEST PLACES TO WORK

Nova received the North Bay Business Journal Best Places to Work award for the 15th year in a row! Receiving this award is exclusively due to the survey participation of our employees. We can't thank you enough for participating and recognizing Nova as the best place to work. We value your opinion and input. The survey results are currently being evaluated so we can continue to be considered a best place to work.





OUR VISION

SAFETY, QUALITY & INNOVATION IN CONSTRUCTION

OUR 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.

Napa Office

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707-265-1100 | www.novagr.com

Email submissions to: hr@novagr.com

UNDERGROUND PIPELINE IS A NEWSLETTER ISSUED BY NOVA GROUP, INC.