

SPRING 2024



# THE UNDERGROUND PIPELINE



# In this Issue

PAGE 1  
President's Message

PAGE 2  
New Projects

PAGE 4  
Current Projects

PAGE 10  
Completed Projects

PAGE 12  
Company Updates

PAGE 14  
Safety Update

PAGE 15  
Contracting and Small  
Business Department Update

PAGE 16  
Employee Spotlights

PAGE 20  
Crossword Puzzle

PAGE 21  
Mental Health Resources

PAGE 22  
Milestones

PAGE 23  
Employee Information

**"If you don't have time to do it right (safely), you don't have time to do it over."**

– James Dugger, *Superintendent*



## PRESIDENT'S MESSAGE

As of this writing, I'm very proud to share that Nova Group has gone just over 5 years without an OSHA Recordable Accident. While this statistic is looking at the past 5 years, the real accomplishment is everyone's commitment to our Capacity Model Safety Program, which includes STKY and the Energy Wheel. This focused forward thinking approach to safety is what provides Nova Group the OSHA record we are all proud of.

We have a lot of new work starting up in 2024, so we need to stay focused on STKY and not get complacent on our focus for safety. Thank you to everyone for our continued STKY focus and commitment.

For 2024 and 2025 Nova Group has a record backlog of healthy work on our books. With the award of the Los Alamos National Laboratory project in December of 2023, recent task order awards in the Northwest and our current work really getting going (Mitchell ANG, Beale Hydrant, Tinian Hydrant Fuel, Yokota Tankage, Tindal Fuel Tanks) we are on track for an amazing year.

We also have three significant projects in the proposal pipeline we are waiting to hear about. Emergency Repairs Tang Rd, Bangor WA, Manchester Tank Farm Improvements Phase 2 and RAAF Tindal P-500 Fueling & Apron.

The only way to make this successful is for everyone to focus on executing our work with safety, quality, and production in mind.

I'm looking forward to the team effort from everyone to make this a historic year!

Scott Victor,  
President & COO

# NEW PROJECTS

## ELECTRICAL POWER CAPACITY UPGRADES (EPCU), LOS ALAMOS NATIONAL LABORATORY, NM

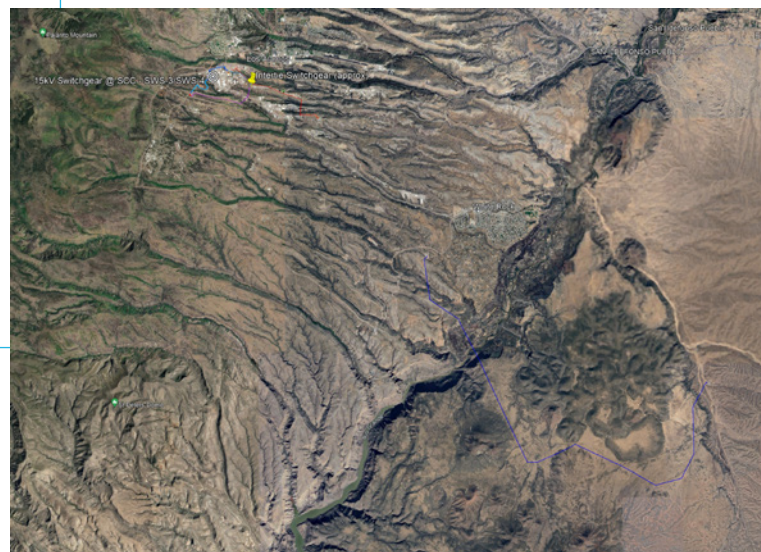
**Nova Job Number:** 2307  
**Administered by (Owner):** Triad National Security, LLC  
**Current Contract Value:** \$148,040,760  
**Project Start Date (site work):** Design 2/2024; Construction 1/2025  
**Expected Demobilization Date:** 11/2027

**Project Team:**

- Operations Manager - Drew Glover (Nova)
- Project Manager - Will Wells (Nova)
- Project Superintendent - TBD (Nova)
- Quality Control Manager - TBD (Nova)
- Assistant Project Manager - Bridget Healey (Nova)
- Assistant Project Manager - Ashleigh Klare (Nova)
- Planning Superintendent - Eric Jones (Summit Line)
- Project Engineer - Russell Wiggers (Probst)
- Lead Field Engineer - Brock Smith (Summit Line)
- Field Superintendent - Bryan Chandler (Summit Line)
- Site Safety & Health Officer - TBD (Nova)
- Principal Design Engineer - Andre LaBry (Dashiell)
- Primary Commissioning Agent - Grier Oberholtzer (Dashiell)
- NERC Compliance POC - Jon Buttrum (Dashiell)
- Contract Administrator - Dusty Otterstrom (Nova)
- Project Administrator - Michelle Espinosa



Los Alamos National Laboratory / Nova Job 2307



Los Alamos National Laboratory / Nova Job 2307

# NEW PROJECTS

## MARGINAL WHARF SHORE POWER UNDERVOLTAGE RELAYS, B7176, BANGOR, WA

**Nova Job Number:** 2308  
**Administered by (Owner):** NAVFAC Northwest  
**Current Contract Value:** \$1,420,000  
**Project Start Date (site work):** 9/2024  
**Expected Demobilization Date:** 12/2024

**Project Team:**

- Project Manager - Kit Larson
- Assistant Project Manager - Mike Harmon
- Project Superintendent - Jeff Maulin
- Quality Control Manager - Burt Cardell
- Assistant Quality Control Manager - Shawn Ward
- Site Safety & Health Officer - Gary Pryor/ Sheila Hammond
- Contract Administrator - Julissa Ramirez



# CURRENT PROJECTS



Marysville, CA / Nova Job 2102

**FUEL RECEIPT AREA & STORAGE TANK, BEALE AFB**

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

**Project Team:**

- Senior Project Manager - Ken Woehler
- Project Manager - Lucilla Olkeriil
- Project Superintendent - Lance Parks
- Quality Control Manager - Scott McKee
- Site Safety & Health Officer - Ravena Parks
- Project Administrator - Michelle Espinosa
- Contract Administrator - Teri Miller
- AP Specialist - Lety Valdez



Aguadilla, Puerto Rico / Nova Job 2202

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

**Nova Job Number:** 2202  
**Administered by (Owner):** United States Coast Guard  
**Current Contract Value:** \$69,335,643  
**Project Start Date (site work):** 11/2022  
**Expected Demobilization Date:** 07/2025

**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 - Julissa Ramirez
- AP Specialist - Jose Hernandez



Bangor, WA / Nova Job 2302

**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):** 6/2024  
**Expected Demobilization Date:** TBD

**Project Team:**

- Project Manager - Kit Larson
- Assistant Project Manager - Mike Harmon
- Project Superintendent - Jeff Maulin
- Assistant Superintendent - Shawn Ward
- Quality Control Manager - Burt Cardell
- Site Safety & Health Officer - Sheila Hammond
- Alternate Site Safety & Health Officer - Gary Pryor
- Contract Administrator - Dusty Otterstrom
- AP Specialist - Lety Valdez



Tinian / Nova Job 2304

**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):** 3/2024  
**Expected Demobilization Date:** 10/2025

**Project Team:**

- Senior Project Manager - Bruce Levan
- Project Manager - Collin Morris
- Project Superintendent - Danny Sargiotto
- Quality Control Manager - TBD (Combined role with Super/SSHO - BMC providing QCM overall)
- Site Safety & Health Officer - TBD (Combined role with Super/SSHO - BMC providing SSHO overall)
- Contract Administrator - Dusty Otterstrom (Transitioning to Lori Phillips)
- AP Specialist - Jose Hernandez

## CURRENT PROJECTS

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

**Nova Job Number:** 2207

**Administered by (Owner):** USACE Omaha

**Current Contract Value:** \$35,159,500

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

(Site Work Suspended as of 3/15/23)

**Expected Demobilization Date:** 12/31/2025

**Project Team:**

Project Manager - Walt Schwartz

Project Superintendent - James Dugger

Quality Control Manager - Kurt Kuha

Assistant Quality Control Manager - Quinn Cartwright

Site Safety & Health Officer - Mike Shrum

Contract Administrator - Dusty Otterstrom

AP Specialist - Lety Valdez



As of February 2023, the project at General Mitchell International Airport (128th WI ANG Refueling Wing) has been on suspension due to issues associated with PFOS/PFAS contaminated soils. The concentrated amounts of PFOS/PFAS and the volume of soil have caused this suspension due to a multitude of factors associated with treatment, transportation, and disposal of the soils in question. Nearby facilities are not equipped to handle the quantities needed to be removed from the site. Facilities capable of handling the volume are not able to process soils containing the elevated levels of contaminants leaving a very costly transportation and disposal of the soils to facilities located multiple states away from the project site. The project team has been working with a multitude of companies and government agencies to minimize the amount of soils to be removed from the site to include the installation of geotechnic piers to help stabilize the soils under the tank area. By installing the geo piers, it reduces the amount of soil to be removed by stabilizing the area without needing to over-excavate and bring in engineered soils in hopes of meeting requirements for compaction. The project has continued to perform all administrative requirements to include submittals, RFI's, and engineering/drawing updates. Shop fabrication has been busy getting all items ready for delivery and materials have continued to be delivered to the site in preparation of the project start.

Beginning March 4th, 2024, additional soil sampling will be conducted to segregate an area under tank number two where the highest levels of contaminants have been detected. Should the soil volume estimates meet a targeted amount designated by the disposal facility then all soil for disposal will be taken to facilities in Michigan; if the volume is greater, then those segregated soils will need to be shipped to a facility in Idaho. Installation of Geotech piers is currently scheduled to begin on March 18th, 2024. The beginning of this project has been challenging negotiating new environmental requirements that are still being developed. The team looks forward to the rescinding of the work suspension and Notice-to-Proceed of all contractual construction activities.



### 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 Burlingame

Site Safety & Health Officer - Larry Tinney

Contract Administrator - Lori Phillips

AP Specialist - Lety Valdez

### REBUILD MAIN DISCHARGE PUMP 3, PUMPWELL 2, BREMERTON, WA

**Nova Job Number:** 2204

**Administered by (Owner):** NAVFAC Northwest

**Current Contract Value:** \$959,100

**Project Start Date (site work):** 9/2022

**Expected Demobilization Date:** 8/19/24

**Project Team:**

Project Manager - Francisco Juarez

Project Superintendent - Josh Lemke

Quality Control Manager - Rebecca Burlingame

Site Safety & Health Officer - Larry Tinney

Contract Administrator - Lori Phillips

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:** 5/11/24

**Project Team:**

Project Manager - Francisco Juarez

Project Superintendent - Josh Lemke

Quality Control Manager - Rebecca Riley

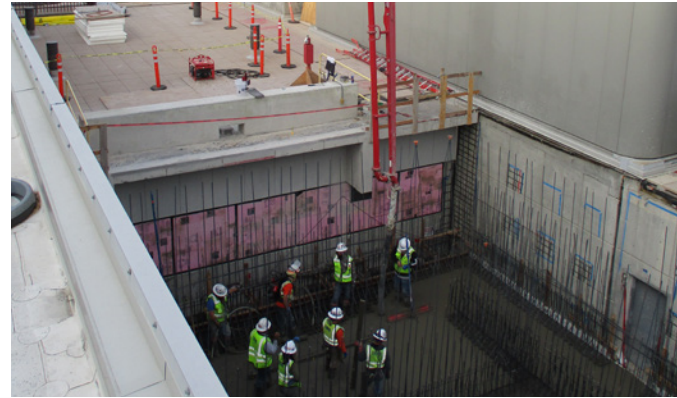
Assistant Quality Control Manager -

Site Safety & Health Officer - Larry Tinney

Contract Administrator - Dusty Otterstrom

AP Specialist - Lety Valdez

# CURRENT PROJECTS



**Beale AFB, CA / Nova Job 2305**

## HYDRANT FUEL SYSTEM REPLACEMENT, BEALE AFB, CA

**Nova Job Number:** 2305  
**Administered by (Owner):** USACE Sacramento  
**Current Contract Value:** \$45,685,779  
**Project Start Date (site work):** 10/2023  
**Expected Demobilization Date:** 8/2025

**Project Team:**  
 Project Manager - Kit Larson  
 Project Superintendent - Lance Parks  
 Mechanical Superintendent- Dennis Bonilla  
 Concrete Superintendent- Wes Halks  
 Quality Control Manager - Bayo Adeyemi/Scott McKee  
 Site Safety & Health Officer - Armando Barron  
 Contract Administrator - Teri Miller  
 AP Specialist - Lety Valdez

**Livermore, CA / Nova Job 2208**

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

**Nova Job Number:** 2208  
**Administered by (Owner):** Lawrence Livermore National Security, LLC (DOE)  
**Current Contract Value:** \$7,800,944  
**Project Start Date (site work):** 1/2023  
**Expected Demobilization Date:** 3/2024

**Project Team:**  
 Project Manager - Bridget Healey  
 Project Superintendent - Zane Halks  
 Quality Control Manager - Mike McCawley/Jeff Blike  
 Site Safety & Health Officer - Zane Halks/Cole Davis  
 Contract Administrator - Dusty Otterstrom  
 AP Specialist - Jose Hernandez



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

**Nova Job Number:** 2203  
**Administered by (Owner):** NAVFAC Pacific  
**Current Contract Value:** \$80,453,660  
**Project Start Date (site work):** 8/1/2022  
**Expected Demobilization Date:** 2/2025

**Project Team:**  
 Senior Project Manager - Ken Woehler (Nova)  
 Assistant Project Manager - Alex Woehler (Nova)  
 Project Superintendent - Kyle Bush (Nova)  
 Assistant Project Superintendent - Tim Allen (Nacap)  
 Electrical Supervisor - Rob Priest (Nacap)  
 Mechanical Supervisor - Shannon Carter (Nacap)  
 Quality Control Manager - Greg Larson (Nova)  
 Assistant Quality Control Manager - Patricia Tedja (Nacap)  
 Site Safety & Health Officer - Bruce Naysmith (Nacap)  
 Field Office Administrator - Skye Allen (Nacap)  
 Contract Administrator - Lori Phillips (Nova)  
 AP Specialist - Lety Valdez (Nova)

# COMPLETED PROJECTS



## 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:** \$47,123,297  
**Project Start Date (site work):** 8/29/2020  
**Expected Demobilization Date:** 11/2023

**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  
Alternate Site Safety & Health Officer - Gary Pryor  
Contract Administrator - Dusty Otterstrom  
AP Specialist - Lety Valdez

## 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):** 9/2023  
**Expected Demobilization Date:** 11/2023

**Project Team:**  
Project Manager - Kit Larson/Mike Harmon  
Project Superintendent - Joey Lakoduk  
Quality Control Manager - Quinn Cartwright  
Site Safety & Health Officer - Josh Lemke  
Contract Administrator - Teri Miller/Dusty Otterstrom  
AP Specialist - Judy Anderson

**“Teamwork is the secret that makes common people achieve uncommon results.”**

*– Adam Squires, Quality Assurance/Safety Specialist*



# COMPANY UPDATES

## ESTIMATING & MARKETING DEPARTMENT UPDATE

Since our last update in the summer of 2023, there has been a great deal of activity in our Pre-Construction Department. We have won two awards since then, with one of them quite small (\$1.4 Million), but our other win raises the total value to almost \$150 Million!

These projects are:

- Marginal Wharf Shore Power Undervoltage Relays, B7176, NB Kitsap, Bangor, WA
- Design-Build Electrical Power Capacity Upgrades at Los Alamos National Laboratory, NM

The Department of Energy project at Los Alamos National Laboratory is significant in both size and scope. It is a joint venture with our sister company, Probst Electric, who we have teamed with multiple times at the Lawrence Livermore Lab. The project will be a true "Quanta Solution," with sister company Summit Line as the key subcontractor and sister company Dashiell as the designer. The project will provide 115kV transmission lines and a 13.8kV distribution system with the capacity and resiliency to deliver a minimum 200MVA to the Lab. The project includes, among many other features, an overhead transmission line that crosses the steep Rio Grande River gorge. We anticipate that this will be a future award-winning project.

In addition, we are currently awaiting decisions on whether we will gain a place on the Air Force Worldwide POL Systems MATOC, and on our proposal to NAVFAC for the Bomber Apron (with utilities) at RAAF Base Tindal in Australia. Many other large projects are in the pipeline to be bid throughout 2024, so our opportunities are plentiful.

We should also add that we prepared and submitted a successful award package. The recently completed Nova Nacap joint venture fuel facility at RAAF Base Darwin in Australia won an AGC of America Merit Award in the International category, and special congratulations need to go to our Australia operations team!

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 newly-married Connor Greene hold down the Marketing side, with support from TJ Johnson in Japan and Stacey Westra Johnson in Chicago.

Overall, 2024 has gotten off to a good start, and we expect plenty of excitement and success throughout the remainder of the year!

Al Anderson, *Proposal Manager*

## SAFETY UPDATE

Nova finished 2023 with Zero OSHA Recordable Injuries or Illnesses. This accomplishment was made possible by each of you, understanding, planning, and executing work, while building in the capacity to fail safely. These controls put into place for each task, allowed Nova to experience near misses, first aid injuries, utility strikes, and incidents without having STKY(a) "Stuff That Kills You" actual or any OSHA recordable injuries. Nova is fortunate to have these "Non-Life Threatening" failures occur so that we can learn from them and share best practices via Safety Flashes.

Nova knows that it's not if failure will occur, but when, and we are putting controls in place that allow failure to occur safely and mitigate the consequences of STKY events: life-threatening, life-altering, or life-ending events.

We are using the Energy Wheel during our pre-task "RED Book" reviews as a hazard identification tool that helps our employees systematically evaluate the types of energy they are exposed to on the jobsite before work begins. The Energy Wheel focuses on hazards that can cause a life-threatening, life-altering, or life-ending injury, allowing our workers to build the capacity to fail safely.

Cole Davis, *Safety Director*

It is important to remember the seven (7) Human Performance Principles to understand how normal human behavior plays out on the jobsite so that we can plan our work accordingly.

1. People Make Mistakes
2. Failure Can Occur Safely
3. Context Influences Behavior
4. Violations Are Rarely, if Ever, Malicious
5. Incidents Can Stem from Normal Deviations
6. Management's Response to Failure Matters
7. Learning Is a Deliberate Improvement Strategy

## ENVIRONMENTAL UPDATE

Hello again from the Environmental Team! To update from our last newsletter, we are continuing to monitor policy changes that affect construction permitting. No updates to states' CGPs are anticipated in the next couple of years. Luckily, no major announcements on PFAS regulations affecting construction permitting yet, but we are expecting the states to incorporate PFAS regulations into their CGP within the next few years.

We've also been engaging with Quanta more and more. Since the last newsletter, Quanta has a new environmental manager, Kevin Cahill. Additionally, Quanta has been expanding their environmental resources made available to their OpUs. These resources include training material for both management and crew and environmental services for both our project and potentially even the Napa Shop. The Environmental Team is looking forward to working more closely with Quanta and the Quanta family to provide our project teams with the resources they need.

James Dugger, *Superintendent*

Nicholas Nguyen, *Quality Control Manager*

## ENGINEERING, SHOP, & FABRICATION DEPARTMENT UPDATE

The Napa Shop kicked off 2024 by celebrating 6 years of safety with a BBQ and custom hoodies and jackets for the shop team. This year we will be continuing our journey of continuous improvement and recertifying with Cal/OSHA VPP as a Star Site. We look forward to sharing with the VPP team the strides that Nova Group has made on our safety programs, including the launch of Good Catch 2.0, which the shop has embraced, and the Capacity Model which has become a daily part of our culture.

Nova Engineering has been cranking out drawings, calcs, lift plans, and everything else needed to support the field at full tilt. We're growing the Engineering Team to meet the demands of the field, recently adding Alexandria Disbrow to our group. Some may remember Alexandria from her internship this past summer. Having completed her master's in civil engineering we brought her on full time, and she's been working on intercompany projects and engineering calculations.

The shop team had a busy first quarter supporting the logistics for our overseas projects on top of the normal fabrication and shipping workload. We've added some team members and equipment to support getting over 50 loads of material on the water in just the first couple months of 2024. Led by Shipping and Receiving expert Richard Fata, load after load of material has been loaded, secured, inspected, and rolled out of the gate bound for Australia, Japan, and Tinian.

The Engineering and Shop team continues to work with and within the community supporting career readiness and opportunities for youth to get into our industry. We've recently hosted youth groups, Boy Scouts, and attended a career fair expo for the Napa School District. We're actively recruiting summer interns for both Engineering and Fabrication from Butte College, Napa Valley College, Napa Schools, and Middletown High. We look forward to the continued impact that these early professionals will have on Nova Group.

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





## QUALITY CONTROL UPDATE

Gary "The Grader" Green was quoted as saying, "Hard hats and steel-toed boots; the real suit of the modern hero."

With that introduction, let's go over what Nova's Quality Control Modern Heroes are doing on projects domestic and international. Scott McKee is completing the first Beale AFB project and will be transitioning to the Beale AFB Hydrant Fueling project in April to join Bayo Adeyemi who has been QCM since the project mobilized on site. Kurt Kuha and Quinn Cartwright have their preconstruction meeting at Mitchell AFB set for March, to be followed with the beginning of geo-pier work on site. Mike McCawley is finishing commissioning and close-out at LLNL HEAF and will then transition to his new position in Napa as an office QCM supporting multiple projects. Becca Burlingame is supporting the Beale AFB Hydrant Fueling project with submittal reviews and submission. Becca is also getting ready for the Bremerton Pumpwell 2 - Pump 2 project that goes to the field in May. Burt Cardell is very busy with engineering reviews and QC submissions for two Bangor projects, Delta Pier Switching Station, and Wharf Shore Power Undervoltage Relays. His electrical expertise fits these projects very well.

Moving internationally, Greg Larson is supporting the RAAF Tindal project. Between the Darwin and Tindal projects, Greg has been in Australia for 4 years as of March 5, 2024. But he and family are coming back to the United States in March/April for vacation and a refresher course in being a Yank. Rey Pelagio is doing well managing the Yokota project which includes having a staff from the project partner Obayashi to include an Assistant QCM and Technical Specialists that cover all the project major disciplines. Nick Nguyen is at the US Coast Guard Base in Puerto Rico on the infrastructure project with the project partner Lord Construction. Nick reports that the project conditions dictated change conditions and a change order such that the project will extend until July 2025 now.

Joe Pizzini moved from his role as Assistant QC to work with Kirk Allen's Electrical group supporting all Nova's projects. Joe is doing well, and his help is much appreciated. Jim Hubbeling left his short-lived role as Assistant Quality Director to take a position with Stantec as a Project Manager



at the Bremerton Shipyard. We all wish Jim much success in his new position. And with personnel shifting or leaving, this opens opportunities. Filling the role of Quality Control Specialist - Project Engineer for the Tinian project is Gerald Mora. Gerald traveled globally as a USAF Civil Engineering Officer at bases from Abu Dhabi to Guam. Gerald has recently spent time in Palau and is looking forward to going back to that region.

To finish this update, here is a quote from Rebecca Barnessin, which says, "In the construction world, tools are important. But the greatest tool you have is your mind."

Nova can be very proud of the fine minds of the Quality Control Managers that sharpen evermore with each project.

**Jeff Blike,**  
Corporate Quality Control Director

## CONTRACTING & SMALL BUSINESS UPDATE



In 1962, President John F. Kennedy visited NASA for the first time. During his tour of the facility, he met a janitor who was carrying a broom down the hallway. The President then casually asked the janitor what he did for NASA, and the janitor replied, "I'm helping put a man on the moon." That sentiment remains true today. Every team member, every Nova employee - whether they wear a hard hat or not - is critical to the success of Nova. Behind the piles of dirt, there is a daunting pile of paperwork that without continuous attention would not keep the project moving forward. While the number of projects keep growing, between September 2022 and September 2023, the Contracts Team processed over \$63M dollars in subcontracts and purchase orders through hundreds of agreements, amendments, incorporating clauses, bonds, insurance, Davis Bacon Payroll documents, W-9, pay applications, safety data, certifications, etc., etc., etc. As of late, there have been more concerns/questions from our subcontractors and vendors on the terms and conditions associated with Government requirements so at times we are processing the paperwork multiple times - and as we know, sometimes putting the project schedule at risk. And then if you consider our subcontractors and

vendors have several lower tier subcontractors or suppliers, the pile of paper and work gets even higher. With an average of 20 active projects in various stages from just awarded to final closeout, issuing the documents, updating the files, reviewing the submittals, following up on insurance documents, getting the agreements into Vista, and just managing the paperwork can be overwhelming. Nova is extremely fortunate to have an experienced and dedicated Contract Admin Team that makes that magic happen. Their commitment to Nova and their jobs cannot be understated and a huge "thank you" must go out to

- Teri Miller, who has been with Nova 19 years;
- Dusty Otterstrom, who has been with Nova 18 years;
- Lori Philips, who has been with Nova 8 years; and
- Julissa Ramirez, who has been with Nova almost 2 years.

They may not wear a hard hat, but we couldn't do it without them.

**Mona Carlson,**  
Contracts Manager & Small Business Liaison Officer

## EMPLOYEE SPOTLIGHT

## ALVIN LI



**Title/Role:** Estimator

**Location:** Napa Office

**How long have you been with Nova?**  
15 years & 10 months

**What's your favorite thing about working for Nova?**

My favorite thing about working for Nova is the people that I get to work with on a daily basis. That makes it a joy for me to come to work every day. That's why I've been with Nova for over 15 years. Back when I was in the military, there's a saying that if you don't like the people you work with, that situation will change in about 2 years as we transfer to another duty station.

**What was your favorite project to work on?**

On the Operations side, one of my favorite projects to work on was the Repair Utilities Project at Naval Weapons Station Earle, New Jersey. As the project manager on this project, it presented both a personal challenge and an opportunity for learning and growth. This was a design-build project and Nova was also a subcontractor on this project. This project also presented a lot of challenges, beginning with the design phase and then during the construction phase as well, but we were able to get this project done. The precast concrete beams became so much bigger during the design phase than what was originally estimated at bid time. As a result, we had to come up with innovative solutions to reduce the size of these concrete beams to prevent it from blowing our budget and contingency right from the start. This was also the last project I worked on in Operations before I later transitioned to the Estimating Department. On the Estimating side, one of my favorite projects to work on was the Exascale Computing Facility Modernization (ECFM) project at Lawrence Livermore National Laboratory. This project was not a typical Department of Defense project, and it had a lot of unique mechanical features and equipment items that were different from the traditional DoD fueling projects that I have worked on. During the bidding process, I had to research every piece of mechanical equipment in order to find a vendor that could quote them. I'm glad that my efforts helped our Estimating Team win this project.

**How would you explain the culture of the company?**

The culture here at Nova is like a family. I have been a member of the Estimating family for over 8 years. During that timeframe, members of the Estimating Department have become my work family. We now know each other's birthdays, as we've gone out to lunch

together to celebrate all the birthdays. We may even know each other's favorite food and drinks by now.

**What makes you proud to work at this company?**

I'm proud to work at Nova because I feel that I am a key part of a team. Each estimator plays a vital role of the Estimating Team and contributes to the success of winning projects for Nova to construct. That builds camaraderie among the team, and we don't want to let each other down. We will do whatever it takes to make each other successful.

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

One of my biggest accomplishments so far at Nova is managing and completing the Repair Utilities project at Naval Weapons Station Earle, New Jersey. That was a very challenging project from the start, and I had to put in a lot of time and effort day in and day out. And I couldn't have done it without the help of other teammates assigned to that project, from the designers, craft workers, superintendents, as well as upper management. And it also took some lawyers to help close out the project. That was a great personal and professional learning experience and it helped me out with future endeavors with Nova.

**What is your obsession away from Nova?**

While away from Nova, my obsession is spending quality time with my family and kids. As my kids get older, they have more and more activities on the weekends so most of my time is spent with them. I have to cherish this time with them because pretty soon they will want to hang out with their teenage friends instead of their father. My other obsession is running whenever I have some free time and participating in half marathons around the Bay Area.



## EMPLOYEE SPOTLIGHT

## MIKE HARMON



**Title/Role:** Superintendent & Assistant Project Manager

**Location:** Port Orchard

**How long have you been with Nova?**  
Rapidly approaching 10 years.

**What's your favorite thing about working for Nova?**  
The people, and that many of our projects support the overall mission of our military branches.

**What was your favorite project to work on?**  
They all have their own set of unique challenges. It is rewarding to see the teams come together and overcome the challenges and complete each project. Two projects came to mind, Explosive Handling Wharf-2 (EHW) and Land Water Interface, (LWI) both were located at Naval Base Kitsap Bangor, Silverdale Washington.

**How would you explain the culture of the company?**  
Safety and employees first, family oriented, flexible.

**What makes you proud to work at this company?**  
Again, the fact our projects have an impact around the globe.

**What do you feel is the biggest accomplishment you made while working for Nova?**  
The teams and projects I have been able to be a part of.

**What is your obsession away from Nova?**  
Family and dogs. All things outdoors, hiking, fishing, hunting, and motorsports.

## EMPLOYEE SPOTLIGHT

## TOJO ESPINOSA



**Title/Role:** Operator

**Location:** Beale AFB

**How long have you been with Nova?**  
Going on 25 years.

**What's your favorite thing about working for Nova?**  
Working for Nova, I have been able to contribute to the improvement and advancement of Military Fuel Farms both on Land and Sea. Which in turn has provided me with a sense of pride and accomplishment in my career.

**What was your favorite project to work on?**  
I have two projects that I would consider my favorites. The Second Carrier Wharf Job in Coronado, CA  
The Loading Dock on San Nicholas Island, CA

**How would you explain the culture of the company?**  
Nova supports all employees both personally and professionally. I have been around a long time; I have worked in the field for the duration of my time with Nova. I have traveled from job to job, across the country, it is imperative that every employee feels valued and supported by their employer. I am still here and going strong! That to me says a lot about the culture of Nova.

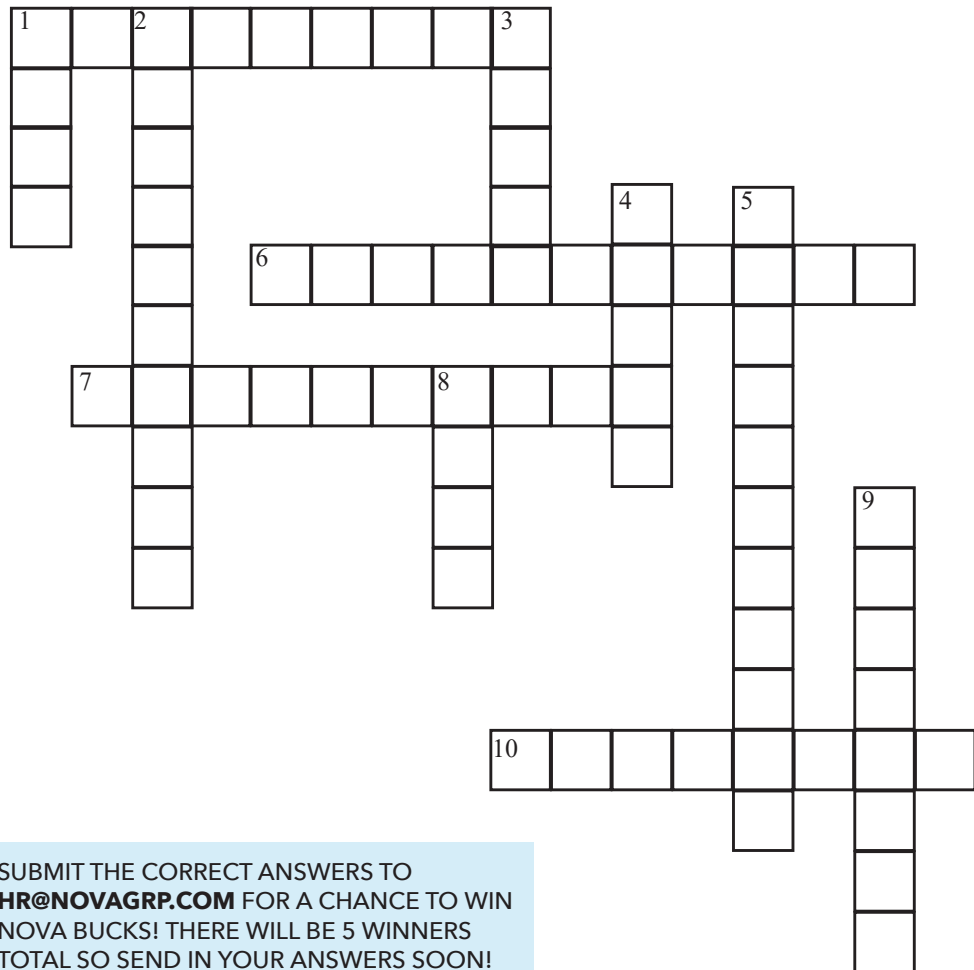
**What makes you proud to work at this company?**  
I did not serve in the Military but working at Nova and working on Federal jobs has provided me with a sense of pride. It is my contribution to supporting our troops and our country.

**What do you feel is the biggest accomplishment you made while working for Nova?**  
The knowledge and professional skill set I have gained, as well as the career I have built working with Nova.

**What is your obsession away from Nova?**  
Well besides my beautiful wife Michelle, I love watching Ridiculousness and all things sports.

My latest obsession is to travel to all the great baseball stadiums around the country I have been to many already, but this year will be Wrigley Field to see the Yankees (my favorite team) play.

# TEST YOUR NOVA KNOWLEDGE



**ACROSS**

- 1. Place Common to Nova and Robert Oppenheimer
- 6. Quanta's New Environmental Manager
- 7. New Member of Engineering Team
- 10. Number of Years Teri Miller Has Worked For Nova

**DOWN**

- 1. Project Partner in Puerto Rico
- 2. Nova Sister Company Subcontractor
- 3. Number of Human Performance Principles
- 4. Nova Australian Sister Company
- 5. Nova Shipping & Receiving Expert
- 8. Favorite Nova Animals
- 9. Mrs. Espinosa

SUBMIT THE CORRECT ANSWERS TO [HR@NOVAGRP.COM](mailto:HR@NOVAGRP.COM) FOR A CHANCE TO WIN NOVA BUCKS! THERE WILL BE 5 WINNERS TOTAL SO SEND IN YOUR ANSWERS SOON!



# MENTAL HEALTH RESOURCES



## MENTAL HEALTH RESOURCES

FREE 24/7 SUPPORT

**HEADWAY**

Appointments in the next 24 – 48 hours

Add your insurance details and provider preference so we can get the exact cost for your session

Book an appointment and we'll handle the rest. You'll only be billed after your session.

\*Headway only available for Quanta BCBSTX members



**EMPLOYEE ASSISTANCE PROGRAM**

Free, confidential services to help you and your household members manage everyday challenges and work on more complex issues; finances, legal, mental, and physical well-being.

HTTPS://MAGELLANASCEND.COM/HOME/LOGIN

1-800-327-2189 (TTY 711)

PASSWORD: 800EAP2189



**CRISIS TEXTLINE**

Text "HOME" to 741-741

Get help via text message with anxiety, depression, suicide, school, crisis, and more.



**POSTPARTUM SUPPORT**

Call or text "HELP" to 1-800-944-4773

Support for grief, loss, depression, or crisis related to pregnancy, birth, and parenting.



**LGBTQ+ SUPPORT**

1-866-488-7386 or Text "START" to 678-678

Crisis support for LGBTQ+ and their loved ones.



**TRANS SUPPORT**

1-877-565-8860 or Text "START" to 678-678

Peer support for trans people, even if you are not in crisis or if you are not sure if you're trans. Support is provided by trans or nonbinary peers.



**SUICIDE PREVENTION**

Free, private, 24/7 help for people in crisis or thinking about suicide. Access crisis support and prevention tools for you and your loved ones. Support is available in multiple languages.



**LIFELINE**

If you're experiencing emotional distress, 988 provides quick free and confidential support 24/7 for anyone.

CALL OR TEXT:  
988

**DOMESTIC VIOLENCE SUPPORT**

1-800-799-7233 or Text "START" to 887-88

Free, private, 24/7 help for people experiencing domestic violence or abuse. Access crisis support and tools to help you find safety and live abuse free.



# MILESTONES

## FAMILY MATTERS



**Connor Greene**  
 (Proposal Writer) Napa Office  
 Bride Name: Savannah  
 Date: October 14, 2023



**Jonathan Pryor**  
 (Field Laborer) Project 2102  
 Bride Name: Naomi  
 Date: January 12, 2024

**“Safety is the foundation that holds a construction project together.”**

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

## WELCOME NEW EMPLOYEES

- |                   |                     |                    |
|-------------------|---------------------|--------------------|
| Esiquio Cervantes | Alexandria Disbrow  | Kevin Bautista     |
| Calem Dennis      | Marissa Bender      | Dave Baumann       |
| George Espinosa   | Sergio Delgado      | Sheri Schoemann    |
| Eric Kelley       | Bueno               | Deondre White      |
| Collin Morris     | Christopher Bergman | Ansaar Gandy       |
| Angel Pantoja     | Michael McCawley    | Ronald Lingford    |
| Tyler Halks       | Cathrine O’Connell  | Francisco Gonzalez |
| Dylan Gilfoy      | Gerald Mora         | Steve Gonzalez     |
| Cristian Galindo  | Ashleigh Klare      |                    |
| Bradly Garey      | Ivan Aguilar        |                    |

## SHOP SAFETY AWARDS 2023

Congratulations to our shop employees who won the quarterly safety awards in 2023!

- 1st Quarter - Jose Ramirez
- 2nd Quarter - Jimmy Timmons
- 3rd Quarter - Salvador Tapia
- 4th Quarter - Jimmy Timmons

## 2023 EMPLOYEES OF THE YEAR

**Congratulations to these outstanding Employees! Thank you for all you do for Nova.**

**Office:** Ken Woehler, Sr. PM (Napa Office)  
**Field:** Michelle Espinosa, Project Admin (Beale AFB)  
**Shop:** Salvador Tapia (Napa Shop)  
**Safety:** Dry Dock 4 & Pier 3

- |  |   |  |
|--|---|--|
| Larry Tinney, SSHO                     | Joey Lakoduk, Mechanical Superintendent | Kirk Allen, Electrical Project Manager |
| Burt Cardell, Alt. QC Manager          | Josh Lemke, Assistant Superintendent    | Kit Larson, Project Manager            |
| Francisco Juarez, Project Manager      | Joseph Pizzini, Assistant QCM           | Mike Harmon, Civil Superintendent      |
| Gary Pryor, SSHO                       | Judy Anderson, Project Administrator    | Rebecca Burlingame, QC Manager         |
| Jeff Bauer, Superintendent             |   | Sean Armstrong, Superintendent         |
| Jeff Maulin, Electrical Superintendent |   | Shawn Ward, Superintendent             |
| Jim Hubbeling, QC Manager              |   | Sheila Hammond, SSHO                   |

## 2023 ANNIVERSARIES

**5 Years**  
 James Shearer  
 Kirk Allen  
 Wes Halks  
 Mike Morgan  
 James Dugger

**10 Years**  
 Kurt Kuha  
 Ravena Parks

**15 Years**  
 Alvin Li  
 Larry Tinney  
 Sean Armstrong

**20 Years**  
 Jose Ramirez  
 Cheryl DiPiero  
 Lance Parks  
 Paul Sciacca

**25 Years**  
 Stephen Bergman  
 Dan Pendleton

**30 Years**  
 Dale Bergman  
 Ken Woehler

## 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.



## FOLLOW US ON FACEBOOK, LINKEDIN & INSTAGRAM!



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 @nova\_group\_inc  
 linkedin.com/company/nova-group

# NOTEWORTHY



## BOY SCOUTS

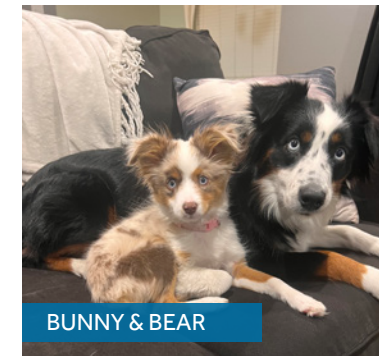
Members of two local Boy Scouts Troops visited the Napa shop to work towards earning their welding merit badges. They worked with shop personnel to learn cutting, grinding, and MIG welding techniques and got to do a lot of the work themselves. They successfully fabricated flagpole stands and cast-iron pot lid lifters, which they brought back to their troops to use on camping trips.

## NOVA QUICK RESPONSE (QR RESOURCE)

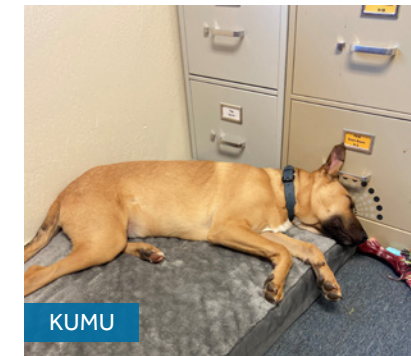


Our QR code has been updated with helpful and useful links. This code will quickly link our teams to Nova programs using smart devices (phones, tablets, etc.). As tools, resources, and programs evolve, we will update the website dashboard while maintaining the same primary QR code. The primary code is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

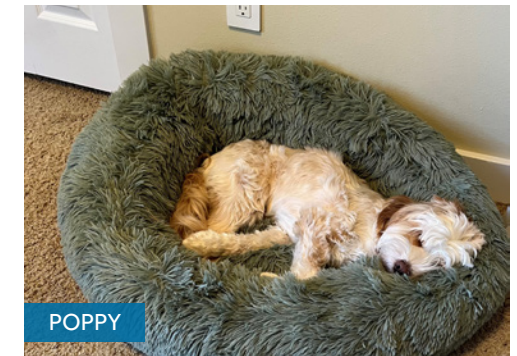
## OFFICE DOGS OF NOVA



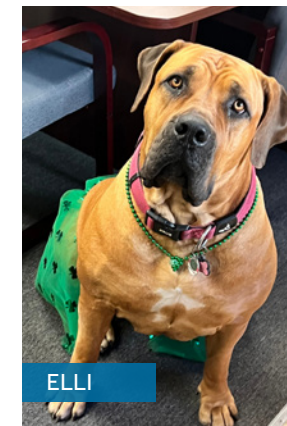
BUNNY & BEAR



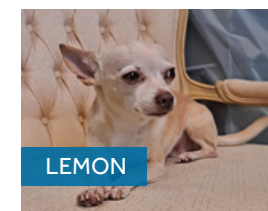
KUMU



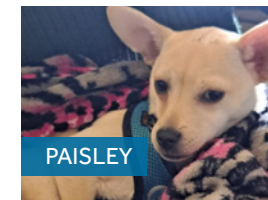
POPPY



ELLI



LEMON



PAISLEY



## CAREER FAIRS

We have been actively recruiting for our next round of interns for Summer 2024. Below is a list of schools we visited in the past 6 months. We have met a vast number of great students and potential future Novans. Thank you to all who attended and helped with the recruiting efforts.

- University of Washington Construction Management Fair
- Central Washington University Engineering, Technologies, Safety & Construction Fair
- Cal Poly Construction Management Career Fair- Fall
- Cal Poly Civil & Environmental Engineering Career Fair
- University of San Diego SE Day Spring 2024
- Cal Poly Construction Management Career Fair - Spring
- ASC Regions 6 & 7 Student Competition Career Fair
- San Diego State University STEM Career & Internship Fair

## QUANTA PWR DISCOUNT MARKETPLACE

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

- |             |                     |
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| Auto        | Restaurants         |
| Electronics | Health and Wellness |
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| Local Deals | Tickets             |
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**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](mailto:customer-care@benefithub.com)



## 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

185 Devlin Road, Napa, California 94558  
707-265-1100 | [www.novagr.com](http://www.novagr.com)

Email submissions to: [hr@novagr.com](mailto:hr@novagr.com)

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