

Our Safety & Quality are EPIC

● President's Spotlight

Q. Tell us a little about yourself, Dan.

A. I grew up on a family farm in Grace, Idaho. I've been married for over 25 years and I have 4 children. The oldest, a daughter, lives in Bountiful, one daughter is serving a church mission in Scotland, one daughter is preparing to serve a church mission in Berlin. Our youngest, a son, is a sophomore in high-school. In my free time, I like to work on the family farm in Idaho, snowmobile, ski and hunt among other things.

Q. Describe any lessons learned while farming that you can apply to use at GBI?

A. In addition to a strong work ethic, successful farmers who survive and thrive were those who had diversification. They had the flexibility to adapt their production to varying market conditions and opportunities - whether it was hay, potatoes, cattle, wheat, or barley. When one industry or type of product is down, others are often stable or on an upswing.

Q. What are you proud of at GBI?

A. GBI has built up a diversified business model and strategy that, along with the excellent work ethic of our employees, has fueled our growth and given us staying power.

Q. What are some important items to consider for the future health of GBI?

A. We will have a strong focus on people, process and systems. We will stick to our roots and six core values; but in order to remain strong in a very competitive environment, we must continually adapt to changing business needs and continue to make wise investments for our future in people, equipment, relationships, and training.

Q. What is GBI's business strategy?

A. Our strategy includes:

- Multiple industry segments - mining, refining, storage & transport, paper & pulp, power
- Multiple crafts - in addition to tanks, we do piping, foundations, painting, masonry, electrical etc
- New Construction AND Maintenance & Repairs - even if the economy slumps and new construction drops, there is always core maintenance that has to be done
- Multiple geographic segments - we are licensed in 15 different US states and now Canada
- New fabrication plant - our current expansion will support growth well into the future.
- Ultimately, our strategy makes GBI an attractive place to retain top caliber people seeking a satisfying career.

Q. What do you want GBI employees to get out of this new employee newsletter which is set to publish quarterly?

A. All of our owners intend for the newsletter to bring people together, help make everyone feel a part of the team and special things happening at GBI, and help ensure employees stay informed on company matters.



Dan Clegg, President



Clayton W. Clegg



● Pats & Congrats

Thomas Darr, GBI Equipment Operator and Marine Corps Veteran

Congratulations to Thomas for being honored as a representative for the Wounded Warriors project in Rock Springs, WY. On February 7th, Tom was honored and thanked for his services to our country. Sergeant Darr received two Purple Hearts for wounds received in action while serving in Iraq.

Tom also just passed his CDL exam to drive truck for GBI!

**It's an honor to have people like
Thomas on our team!**

● Culture & Values

by Scott (Cub) Kent, VP Operations

I co-founded GBI in 2006 along with Jeff Murray. We shared a simple but powerful vision to deliver high-quality products and service for customers' plate steel construction needs. Our combined expertise was a key to gaining repeat customer business which fueled our rapid company growth.

We are now a trusted provider of turnkey design, fabrication, industrial construction and repair services.

One of the main areas I focus on is safety. If you haven't heard yet, *GBI's Safety & Quality are EPIC*. EPIC stands for Experience, People, Integrity and Competitive. This statement describes GBI's six core values that drive our success.

Safety is our first value. Without an excellent safety culture and track record, our customers simply will not hire us to work.

- GBI is always looking for employees' safety suggestions.
- Safety is a condition of employment.
- All employees must be thoroughly trained to work safely and are accountable for both their own safety and the safety of those around them.
- Management is held responsible and accountable.
- All injuries and illnesses can be prevented, and all operating risks/exposures can be controlled.

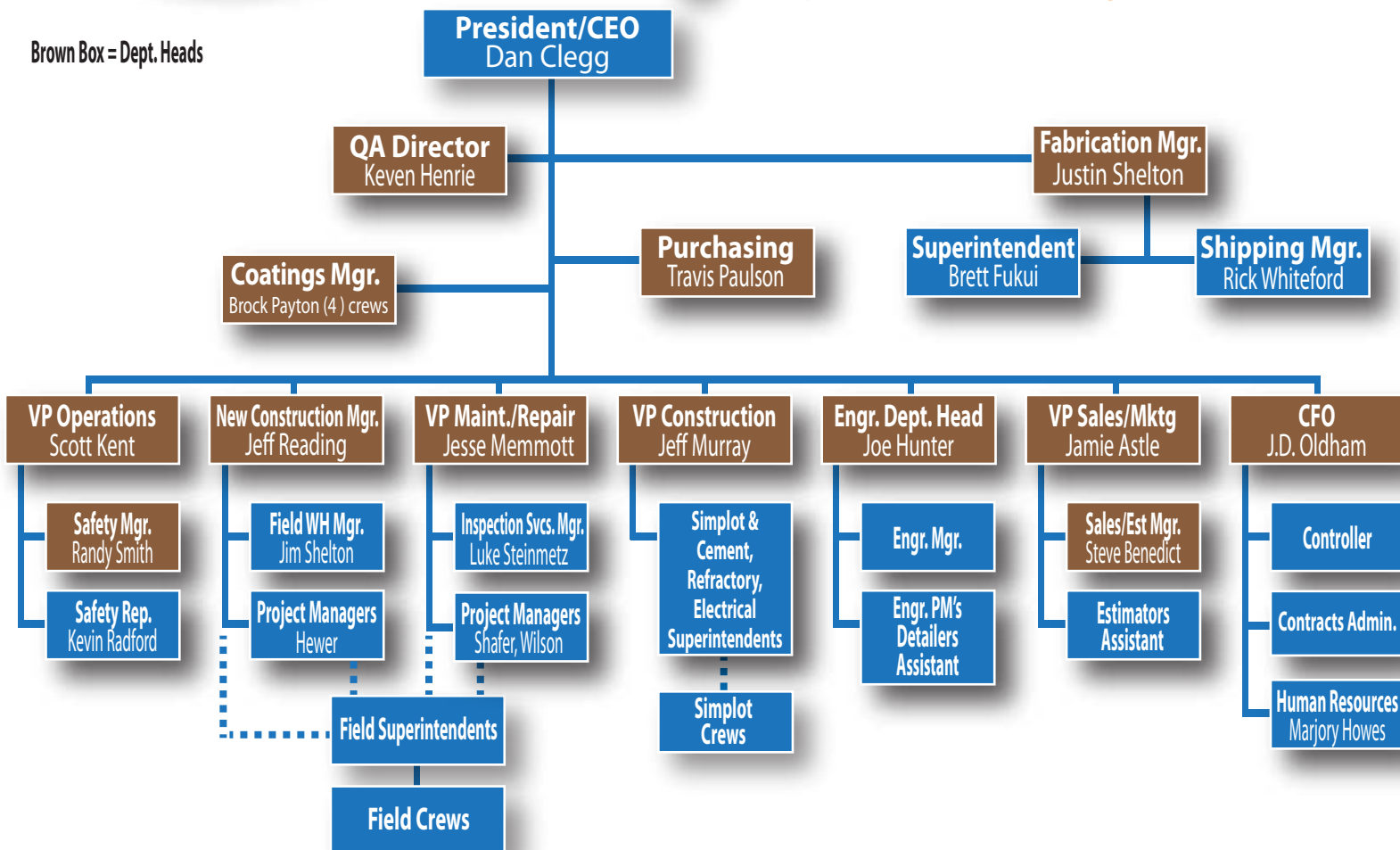
Thank you for all you do each day to work safely. Thank you for helping ensure that your fellow Great Basin Nation co-workers and construction partners work safely as well.



GBI employees working at the plant expansion project located at Barrick Goldstrike Mine near Elko, NV

Organization/Structure

Brown Box = Dept. Heads



The organizational chart above provides clarity around GBI's structure. Helpful reminders related to our structure include...

- It's important to follow the org chart or the "chain of command" when addressing business needs. When that is unclear, it's always good advice to seek out input from Marjory in H.R.
- Regarding Safety & H.R. issues....you are encouraged to first speak with your manager. If needed, you may work directly with H.R. or Safety.
- Project Managers are the project quarterbacks...they are equipped with information & resources for our field staff and field business activities. They are available for YOU!

**Look for the Pogo-Alaska
Project Spotlight
in next quarter's issue!**



Safety Corner

Hello from our safety resources - Randy Smith and Kevin Radford! With the addition of Kevin and future team members, our primary focus is to develop safety tools and resources for all employees to utilize. Randy works closely with supervision and field employees to create safe work procedures for frequently performed tasks. Kevin is developing standardized record documentation. In the near future, the department will be adding a training coordinator and document controller.

Together, the goal for all GBI team members is very achievable, and, it's expected by our employees, our customers, and most importantly, by our loved ones. Zero is the goal...zero harm, zero injuries, zero incidents, and zero fatalities. This is accomplished by continued awareness of the hazards associated with your daily activities as well as ongoing training, following the correct work procedures, and timely reporting of any issues.

It's often said that the construction industry is a "dangerous" industry. This is a false statement. The industry, like most, has hazards that when employees carefully identify and proactively plan for, zero will happen! We look forward to working with you!

Employee Spotlight

Julian Garmona, Welder

Q. How long have you worked for GBI and in what role?

A. I have been working at GBI for about 6 years as an automatic and stick welder.

Q. What has been the most challenging job you've been on at GBI?

A. Working in North Dakota during the cold winter as well as in California when the temperature outside was 112 degrees and nearly 120 degrees inside the tank. Having an on-time completion on jobs located in extreme weather conditions such as these can be very challenging.

Q. Tell us briefly about yourself...

A. I've been welding for over 18 years and I really enjoy that type of work because it makes me feel good about myself when accomplishing work in challenging situations. I have been married for 23 years and we have 3

children; 2 boys and 1 girl, as well as my first granddaughter! I like to go fishing in my free time and enjoy having my family from Mexico come to visit us in Utah.

Q. What do you like most about GBI?

A. I enjoy the crews I get to work with. It's a nice staff and a good company.

Q. What is your advice to new employees joining GBI?

A. Take an interest in what is happening in the company because GBI is a very good company to have the opportunity to work for.

Q. What suggestions do you have for GBI owners to consider that would help employees out further?

A. Take a little bit of time and call the people that work in the field. Ask them if they are happy about their job progression and happy with the job they are doing. In addition, they should review the job experience that people have more before they are hired.

Program Highlights

by Marjory Howes, Human Resources



Great Basin Nation is a phrase coined by Nate Cook, one of our Field Superintendents working at Simplot. GBI truly is a nation of diverse backgrounds, experiences, trades and crafts. However, we are also 100% united in our commitment and passion for excellence. Great Basin Nation recognizes our loyal employees annually with choices of various GBI logo gear and major trip awards (for the employee and a partner) at milestone years of 5, 10, 15 and 20.

You will be contacted by the HR department around your anniversary date to make a selection of logo gear. Awards will be distributed quarterly.

This year, 12 employees have reached the 5-year milestone and will be joining the owners on a weekend trip this fall.

Since we have a few employees with 7 years of service, we are looking forward to a 10-year milestone trip that will be a week-long event.

Great Basin Nation hardhat stickers for years of service will be rolled out soon.



GBI In The Community

Most of you may know that Scott "Cub" Kent one of our founders, received a successful liver transplant recently. His situation raised our appreciation for the selfless people who sign up as organ donors. There are more than 120,000 candidates on the organ wait list but, sadly, 18 people die each day awaiting a donor organ that never comes.

GBI will be contributing \$10 to the Donate for Life Foundation for each GBI employee who is already a donor or who becomes a donor this year.

Go online and sign-up in the individual state where you have your driver's license. <http://www.organdonor.gov/becomingdonor/stateregistries.html>. Please remember to send an email to Valerie@greatbasinindustrial.com to notify her once you are signed up.

You can save many lives through organ or tissue donation!

Project Spotlight

Simplot-Wyoming

by Jeff (Smurf) Murray, VP Construction

Q. When did the contract at Simplot begin and how long do you anticipate working at Simplot?

A. We arrived 5 years ago and hope to continue with the customer for several more years, currently employing 52 people.

Q. What are the main items that you are constructing for Simplot?

A. Our main project involves their "Sulfur Rail Upgrade" south of Rock Springs, WY. GBI is working on civil, structural, piping, mechanical and electrical construction to support their "440" expansion in production. We are also working on their "Backbone" project which ties the "440" together with the "Sulfur Rail Upgrade". We will be rebuilding an iso-thermal reactor and demo'ing and constructing a new 28% clarifier.



Nate Cook setting 82' roofs on the 440 Expansion



Concrete pour



Nate Cook, Beau Boylan

Q. What are you most proud of on the Simplot project thus far?

A. The quality of the entire crew and their overall quality of work and ability to meet deadlines. They have a tremendous work ethic. And...I'm excited to say that we've been able to purchase industry-leading, hi-tech equipment to help make this possible.

Q. What do you attribute GBI's ability to getting this contract to?

A. The quality of our superintendent's, managers and front-line crew as well as our overall reputation for focusing on the customer's needs. GBI can meet all phases of construction-needs for our customers.



SRU civil work



Chad Kent, Carlos Medina planting the flag on the Isothermal Reactor



Clint Huff, Blake Davis assembling pipe modules



Tom Darr, Operator

● Upcoming *Events*

- Saturday, June 14th - GBI annual summer family picnic at Lagoon
Look for sign-up forms in late April



Welcome To Our New Employees - January/February 2014

Robert Allison, Simplot - Electrician
Sherwin Barney, Simplot - Foreman
Stephen Barton, Sinclair – Welder
Juan Black, Sinclair – Welder
Donald Bulisco, Sinclair – Welder's Helper
Victor Correale - Painter
Thomas Darr, Simplot – Equipment Operator
Mathew Johnson, Sinclair – Safety Assistant
Justin Gojkovich, Tanks – Safety Representative
John Haskins, Tanks – Safety
Monty Higley, Tanks – Equipment Operator
Devon Hillyard, Sinclair – Welder
Shawn Hizey, Simplot – Electrician
Thanh Hoang, Tanks – Welder
Delray Holiday, Tanks – Safety Assistant
Orlando Jesus, Tanks – Welder
Thomas Kukla, Sinclair - Equipment Operator

Derrick Lichtenwalter, Sinclair – Welder
Arnaldo Martinez - Painter
Thomas Nickelson, Sinclair – Laborer
Jonathan Piatt, Tanks – Laborer
William Piatt, Tanks – Laborer
Troy Rinker, Tanks – Laborer
Saul Rivera, Tanks – Foreman
Alan Rivera, Tanks – Welder
Bailey Sandstrom, Tanks – Receiving
Tamara Sandvik, Tanks – Safety Representative
Rodney Sonzini, HQ – Engineering/Detailer
Luke Steinmetz, Inspection Services Manager
Stephanie Stevenson, HQ – Project Assistant
Corey Warren, Fabrication Shop – Welder
Joshua Whitesinger, Sinclair – Safety Assistant
Blane Yazzie, Sinclair - Safety Assistant

We Want to Hear From You...

to share success stories,
newsletter ideas,
safety tips, and

more!



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● Announcements

You may have heard about our plant expansion we started last October in Plymouth, Utah. A few quick facts you may be interested in...

- Located in Plymouth, UT
- Completion is estimated for June 2014
- The location consists of 32 total acres, 11 of which will be developed initially
- 48,600 sf fabrication space & 5,000 sf office space
- Field Warehouse and support activities will initially remain in Tremonton