

Our Safety & Quality are EPIC

● President's Spotlight

It takes a TEAM (Together Everyone Achieves More)

In the early days of the company, I remember five of us being jammed into our tiny three-room office in Farmington. We all pretty much were aware of everything going on with the two or three active projects in the company and our 20 employees. Fast forward to 2014, after multiple years of high growth, we now have 25 or more projects going on at any given time in multiple states and Canada, and have more than 300 employees! GBI's success to date has corresponded with the great people we have on our team.

As we move forward, it is increasingly important that we build processes and systems (a GBI way of doing things) that can support our continued growth. What might "get us by" today will not necessarily propel us into the future competitively. My great-grandfather started on a 20 acre farm and plowed with horses. Next generations of farmers have adopted innovations and systems allowing greater production and efficiencies.

Requiring a PO for any purchase may seem bureaucratic and restraining; however, on an overall company level, it can literally save thousands of man-hours a year and result in more timely and accurate job costing.

Simply put, timely and accurate information about job costs (labor, equipment, materials, consumables) supports better decision making. Imagine driving cross-country without a map/GPS. When we play sports, we keep score to know whether we are winning or losing. On the job, it is no different; we all need to know where we are in order to take proactive actions.

Everything we do at GBI has a process. Steps to put up a tank or erect scaffold. Safety and QA process steps. Each of us has an important part in following the process steps to ensure accurate costing. Better understanding and coordination/communication of processes will drive better results for us and, most importantly, for our customers.

I am confident that we continue to have the best team in the industry working together as Great Basin Nation!




Dan Clegg, President





● **Pats & Congrats**

Skyler Power, Onsite QA/QC Rep, Sinclair, Wyoming

Skyler has earned her API 653 Inspector Certification. This certification puts Skyler in an elite group of inspectors who have proven mastery of API and ASME codes. **Way to go Skyler!**

Stephen Barton, Equipment Operator, Sinclair, Wyoming

Stephen earned his NCCO certification TLL for Telescopic Boom Crane-Swing Cab in February of this year. This nationally-recognized certification is required for anyone operating a crane on site. Stephen is one of GBI's 28 certified crane operators who help keep things running safe.

● **Culture & Values**

By Jesse Memmott, VP of Maintenance & Repair

I began my career in this industry over 17 years ago; starting as a bullganger-laborer and advancing through to welder, pusher, foreman and superintendent. I was fortunate to be taught the trade by some very skilled and knowledgeable craftsmen. Through training/education, I was able to earn API certifications and became a Certified Welding Instructor; learning about the various codes and regulations. I am proud to be among the earliest members of the GBI team!

In our last newsletter, "Cub" spoke about Safety as one of GBI's foundational values. In this issue, I would like to talk about Quality. *GBI Safety and Quality are EPIC.* That phrase is a great way for all of our employees to remember our 6 Values...Safety, Quality, Experience, People, Integrity, Competitive.

Quality is a mindset. Not just in how solid a weld is...but how you take care of tools and equipment, how clean you keep your work area (in the office or the field) etc. GBI is fortunate to have one of the industry's leading and most knowledgeable welding engineers; Keven Henrie. I encourage you to learn/study from GBI's QA/QC manual and to follow the systems and processes that are outlined within it. Quality is driven by trained employees. Furthermore, you are encouraged to be involved in ongoing investments made by GBI in terms of additional training (API, NCCO, etc.).

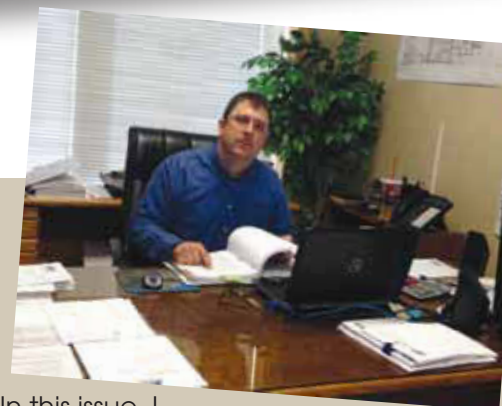
We all know that it's often a balancing act to achieve both quality and quantity in our work performance. Recognizing that GBI is competitively bid on all of our projects, our team has to wisely balance both Quality and Schedules (quantity) as a priority.

Just as Quality and quantity go hand-in-hand, so do Quality and Safety. If we are truly implementing our safety culture the way that we intend, the talented employees at GBI must always consider both Quality and Safety in all that they do. It's really the fundamental expectations such as these that we expect of everyone each day of work.

Quality assures repeat business and future growth/stability for GBI. You can be safe and efficient all day long, however, quality is a must in order to sell to customers. Our customers expect the highest in quality and craftsmanship, the best schedule with the fewest interruptions, and all of that with safety at the foundation of each day.

If you have ideas on ways to improve Quality, or other improvement ideas on GBI's values, you are encouraged to share them with your immediate supervisor.

Best of luck to everyone at GBI as we work relentlessly to focus on our 6 values, and remember a saying that Bob Power of Sinclair often uses... *"First-class safety and craftsmanship at all times"!*



Admin./Accounting Update



Jennifer & Jessica
Rock Springs, WY



Christina and Deana
Sinclair, WY



Charity
Mandan, ND



Corissa
Tremonton, UT



Debbie
Headquarters



Joanie
Headquarters



Craig
Headquarters

Since joining GBI in February, I have been impressed by the company's talent, growth, reputation and ambition to succeed. Our goal is to provide timely and accurate financial and operational information throughout GBI; making everyone's job easier and supporting good decision making.

I enjoy working with people and believe in the value of consistent training and communication. Two of my favorite business books are *7 Habits of Highly*

Effective People by Steven Covey and *The Goal*, by Eliyahu Goldratt.

I have managed systems and process supporting \$1Billion+ nationwide companies. Most recently, I was CFO of a structural steel fabricator and erector based in Oregon.

Over the next year, GBI will be making substantial investments in systems to support our management and growth needs. Some examples include fiber-optic network connections, in-house servers, Viewpoint construction software, FabSuite manufacturing software, tele-conferencing, electronic documents, and bar-coding. The most important investment we will continue to make, however, will be in our people through system and process training.

Our Accounting and Administrative team has a good mix of people in the field and at headquarters. Whether you work with just one of us or with many of us, we look forward to being a solutions provider to support your efforts.

Craig Lundskog, Controller



Headquarters: Dave, Marjory, Andrew, Kimberly, Stephanie, Valerie, Brian, Brittney, Cherie, Wendy

GBI In The Community



Giving back to the community is important here at GBI. A sense of pride in our company and an ever growing trust coming from the community are just two of the benefits we receive from extending our reach out to the communities we live and work in.

Recent Community Donations made by our Tremonton Employees include:

- 2 fire rings to Garland Library
- 2 fire rings to Bear River HS
- Jr. Livestock, County Fair
- Garland Volunteer Fire Dept.
- Fire ring to *Prevent Child Abuse* fundraiser

Safety Corner

We are excited to report that GBI's Computer-Based Training (CBT) program is now rolled out to all employees. We have three basic groups (Field, Office, Shop) and each employee is assigned to one of the three groups which contain content specific to your area of work. You should also have received a user name and password from your supervisor allowing you access. The user name is - first name.lastname and the temporary password assigned to you is - Password. Once you sign in, you will be prompted to change the password to something unique to you.

Whether your role at GBI involves field construction, shop fabrication, painting, or the office, your training content will be aligned with your work to include topics such as office ergonomics, fall protection, hearing protection, confined space, workplace violence prevention, etc.

The purpose of the CBT program is to provide continuous refresher material related to keeping safety at the forefront of GBI's culture and to continuously improve on safety performance whether you are at work or at home.

Additional information will be forthcoming about when to begin a module, how many to complete, deadlines, etc. Please contact your supervisor or a member of our Safety team if you have any questions and remember, GBI Safety and Quality are *EPIC!*

Employee Spotlight



Larry Williamson, Sales and Estimating

Q. How long have you worked at GBI and in what capacity?

A. I started with Chicago Bridge and Iron in 1985 and transferred to Rocky Mountain Fabrication in 1987. I have learned the business from the ground up; starting as a laborer before moving into welding and then foreman/field superintendent. In 2008, I joined GBI as a Field Superin-

tendent on a job in San Antonio, TX. From there, I performed the role of Project Manager where I also assisted in field hiring. Presently, I work as a Sales/Estimator.

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

A. I would have to say the project in San Antonio. GBI was in its early days of operation and, at times, it was challenging as the customer had many strong demands.

Q. Tell us briefly about yourself.

A. I've been married for 28 years and we have 3 children; 2 daughters who work in the oil/gas industry in North Dakota and a son who is 13. In my free time, my family enjoys spending weekends or vacations at our home in the mountains of Idaho. We ride dirt bikes and love to hunt/fish. As a hobby, I enjoy amateur radio and electronics.

Q. What do you like most about GBI?

A. I like the close-knit, almost family style group we have. And, I really enjoy the current role of Sales/Estimator that I'm in.

Q. What is your advice for new employees at GBI?

A. For new field employees, be sure you are doing what your heart tells you to do for a living. It's not only about the money.

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

A. Always remember the good and bad points about other companies we've worked for in the industry. Many of us used to often say that if we started our own business, we would take the positives and implement them and ensure that the negatives didn't come into a new organization. We just need to always keep a focus on both the positives and negatives we've experienced elsewhere to make GBI continually better.

Q. What are your thoughts on safety at GBI?

A. We strive to have safety at the center point of our entire business. Like all businesses, GBI will always be continually improving in this area. We owe it to one another and to our customers to keep safety as the focal point of all that we do.

HR Spotlight

Marjory Howes, HR Department

We are excited to announce that throughout the remainder of 2014, GBI will be rolling out a first-ever Performance Evaluation Program to help everyone obtain more timely and meaningful feedback on one another's work performance.

Built around GBI's 6 Core Values (Safety, Quality, Experience, People, Integrity, Competitive), the evaluation documents are a brief, one-page format highlighting various criteria that fall in one of the 6 values that GBI has identified as priorities for our employees as well as the company's future success!

Not only will supervisors evaluate employees, but employees will evaluate supervisors and field employees. In addition, project managers will evaluate field superintendents and field superintendents will evaluate them. Finally, and of equal importance, our customers will have an opportunity to evaluate how each of our field teams is performing.

Many employees have asked for this program and we are pleased to be rolling it out. If you should have questions, don't hesitate to contact me.

Thanks to all of you for being a part of Great Basin Nation!

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



• Project Spotlight

By Brock Payton, Project Manager & Coatings Manager
Freeport McMoran – Morenci, AZ



Q. When did the Morenci job begin and how long will it continue?

A. We arrived in September 2013 and plan to continue through May 2014. We also hope to obtain future work at Morenci for Freeport McMoran.

Q. Describe some of the main items that GBI constructed on this project.

A. We built 5 (125') elevated thickeners and 1 (35') thickener as part of Freeport's expansion at their Morenci processing facility.

Q. How did it end up that GBI received this contract?

A. Jacobs Engineering initially reached out to us. From there, the scope was moved direct from Jacobs to GBI. We have had historically good relationships with Jacobs originating from our work at Kennecott.

Q. What are you most proud of in terms of this project overall?

A. We went into a situation where Freeport was late getting the project started. We arrived when they were already behind schedule and, in spite of that, we achieved the targeted schedule on budget and within our safety standards! Thanks goes to Gilbert Rockwell, Jason Vance and Chad Kent as well as the other crew leads and front-line crew members for a great job dealing with a situation where we had to build rapport with this customer. We passed a full MSHA inspection of our project with flying colors; again thanks to their leadership and commitment.

GBI had 2 shifts, 3 superintendents, and up to 4 crews with 65 total people at the peak of the project. The leaders of the job ensured that all crews worked together as a team and that they did so with safety at the forefront of their mission. GBI was new to Freeport, but with open communication between the customer and all representatives of GBI, we were able to build a solid rapport and keep the project on track!





Safety • Quality • Experience • People • Integrity • Competitive

● Upcoming Events

• Saturday, June 14th - GBI annual summer family picnic at Lagoon 

Welcome To Our New Employees – March/April 2014

Nickolas	Adame	Electrician
Trenton	Beckstead	Laborer
Varian	Begaye	Welder
Paul	Cervantes	Laborer
Kevin	Chomyn	Welder
Daren	Clark	Helper
Tommy	Dang	Welder
David	Flick	Mason
Omar	Flores	Laborer
Justin	Forget	Welder
Kathy	Gerver	Hole Watch
Jessica	Gretka	Hole Watch
Adam	Johnston	Welder
Duy	Le	Welder
Hanh	Le	Welder
James	Leathwaite	Welder
Kaley	Loertscher	Safety Asst
Craig	Lundskog	Controller
Clinton	Mair	Civil
Austin	McCollum	Welder
Brad	McCollum	Project Manager
Carlos	Navas	Laborer
Brittany	Overy	Safety Asst
Jacob	Pharr	Laborer
Daniel	Potter	Laborer

William	Reeves	Welder
Herman	Rock	Rigger Welder
Tim	Root	Welder
Frank	Rosson	CRN OP
Sarah	Scott	Safety Asst
Simphiwe	Shezi	Welder
Billy	Stout	Rail DM
Kent	Swa	Electrician
Barry	Thomas	Welder
Ethan	Thomas	Laborer
Rogelio	Toledo	Civil
Samuel	Trafton	Laborer
Lucinda	Welch	Welder
Patrick	Welch	Welder

March/April 2014 Promotions

Ethan Bailey – Field Weld Foreman
Walter Barrett – Field Weld Foreman
Christopher Pierce – Refractory Foreman (Simplot)
Shawn Hizey – Electrician Foreman (Simplot)
Ivan Amaya – Field Weld Foreman (Simplot)

We Want to Hear From You...

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

more!



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● Announcements

• GBI Rail Services, based in Rock Springs, WY, is a new company division that was added in April. GBI now has the capability to help our customers with all of their rail spur construction and maintenance needs.

• GBI Scaffold Services, also based in Rock Springs, WY, is a new company division that was added in May. Initial efforts will focus on meeting all of the local Simplot plant needs during the annual plant shutdown.

• GBI's Plymouth facility expansion is progressing on schedule and will hold its grand opening sometime in early July.