

Our Safety & Quality are EPIC

President's Spotlight

Happy New Year to Our Employees!

In our last newsletter, we introduced the GBI Success Formula ($S + P^2 = \text{Production}$). When we start with Safety and incorporate it into everything we do, we are helping drive a company culture that is self-sustaining. Every employee, every day, every task CAN be completed safely with zero harm.

Certainly most of our high risk environments are in the field or fabrication divisions. However, even our office personnel can help drive a safety culture. Every time we hold any type of meeting in the office, we start with a Safety Share moment where anyone present can share an observation, experience, or idea about safety. We also encourage all staff at our office locations to do back-in parking, allowing for forward exit. Research has shown this is a safer parking configuration.

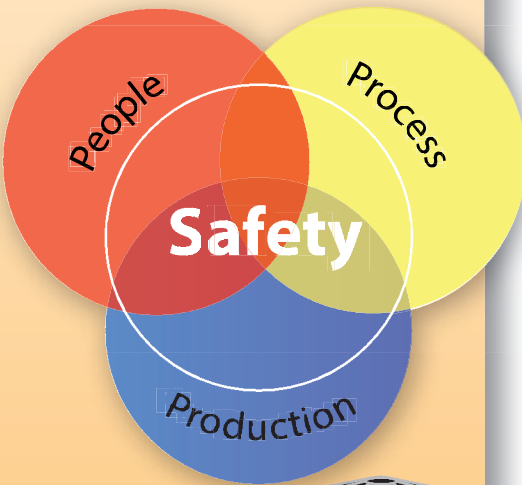
We are all expected to observe and communicate any near misses.

They should be communicated immediately to your supervisor, who in turn will work with our Safety Director to put together a root cause analysis and develop solution/steps to take for future prevention — not only on your site, but throughout the company.

If something doesn't look safe or correct for the job, every employee has an obligation to themselves and to their fellow workers to say speak up and offer help. If we don't work safely, we won't work at all, anywhere. When we work with safety at the center of our focus and planning, our reputation will continue to grow and we will have all the work we can handle.




Dan Clegg, President





● Pats & Congrats

Plymouth and Rock Spring Teams

Congratulations to the entire shop and Wyoming teams as well as all other employees who contributed to successful openings of the new facility locations in Plymouth, UT and Rock Springs, WY!

Thanks for Weathering the Weather

A huge thank you and congratulations to all of the crews who have faced very harsh winter weather on their jobsites and have been able to achieve safe work production in spite of the cold temperatures and heavy precipitation, in some cases. Your commitment to working safely and staying focused is recognized!

● Culture & Values — People By Jeff Reading, Construction Director

One thing that attracted me to GBI was the caliber of its people and the team environment that was fostered. At GBI, we value people.

Great Basin Nation is powered by people. We treat employees, customers, contractors and suppliers with respect. We strengthen relationships by engaging in fair, direct and open communication.

We recently had nearly 70 of the company's managers together for leadership training. It was great to see many familiar faces, as well as to meet many new and talented people who have joined GBI from a variety of backgrounds.



GBI has a diverse and skilled workforce of hard-working men and women. We might not always see things the same exact way, but we can all work together for success without being disagreeable. What is important is that we unite around a common GBI way of doing things in our standards and practices.

● New Facility Update

GBI Expands into Plymouth, UT



Dan Clegg and Scott Kent, co-owners, cut the ribbon at the company's expanded fabrication facility in Plymouth, UT. Joining Dan and Scott are Box Elder County Commissions; Jeff Scott and Stan Summers.

Kaysville, UT – Great Basin Industrial (GBI) is excited to announce the opening of our expanded fabrication facility in Plymouth, UT. The new facility resides on 32 acres and contains 60,000 square feet of fabrication capabilities as well as a large paint booth, machine shop and blast building.

GBI selected the site for the expanded location in Box Elder County due to the great people in the area including a



Photo of Plymouth facility

strong workforce and community leaders eager to support local business. The new facility took over a year to construct at a cost of approximately \$6 million.

With a total workforce of over 400 employees including office, shop and field personnel, GBI employs a skilled workforce of approximately 32 people at the Plymouth facility in addition to field warehouse personnel remaining at our original facility located in nearby Tremonton, UT.

The new location will allow for expanded volumes to serve GBI's customers; leading the way with quality and timely delivery of products to our job sites around the U.S. and Canada.

● GBI In The Community



**During the holiday season,
GBI employees raised over
\$1000 for 3 different worthy
causes including:**

**Utah Food Bank
Safe Harbor Crisis Center
Sub for Santa**

***Thanks to all those
who contributed!***

● Safety Corner

By Scott Dahle, Health & Safety Director

Mark Twain is credited for saying: *"If you do what you have always done, you'll get what you've always got."* Meaning... if you want something different, you have to do something different.

In terms of safety, we refer to what we regularly do and what we accept as our 'culture'. If you want to know what GBI's safety culture is today, stop, take a moment and look around. What you see is our 'culture'. No matter the results of your evaluation, there is always room for safety improvement.

Changing culture means changing behavior and, therefore, changing our safety outcomes. Simply put, our motto for 2015 and going forward is:

Our work is never so urgent, nor our schedule so important, that care cannot be taken to avoid injury.

When it comes to changing culture, particularly safety culture, not only can a small number of people have a profound effect, but so can relatively small changes. Please know that what you do matters and you make a difference.



Congratulations to the following employees for their 5+ years of service to GBI Nation! This anniversary milestone was recognized by enjoying a weekend in Deer Valley in celebration of their hard work and dedication to GBI and its customers. When asked what he thought of the experience, Hoss King replied, "I thought it was a lot of fun, especially the balloon ride. It was good for upper management to show their employees their appreciation toward them and their hard work."

Employee Spotlight



Back row, left to right: Randy Kent, Larry Williamson, J.D. Oldham, Hoss King, Kurtis Brinkerhoff, Carlos Medina, Dan Clegg, Chad Kent, Jamie Astle, Sloan Naisbitt

Front row, left to right: Beau Boylan, Rob Godwin, Joanie Kent, Scott Kent, John Bui

Not pictured: Gene Tangaro, Thai Nguyen, Julian Carmona, Jeff Murray, Jesse Memmott

HR Spotlight

by Marjory Howes, HR Manager

Tele-Medicine

GBI is rolling out its first-ever Telemedicine reminder: The next time you have a minor medical problem, why not give Tele-Medicine a try? A doctor is just a phone call away, and best of all it's FREE.

Telemedicine (HealthiestYou):

24/7 phone access to physicians for common ailments

Enrollees call : **866-703-1259**

Member.healthiestyou.com

In-House Payroll Processing

The GBI Accounting Team is excited to roll out in-house payroll processing utilizing Viewpoint. This means more accuracy, efficiency, and nearly real-time cost reporting for our jobs! Since payroll will be processed at HQ, all pay-related issues and problems need to be reported to your manager who will submit the request to the payroll department at HQ for resolution. Please submit any payroll related changes/updates, including updates to Direct Deposit accounts, W-4 exemptions, mailing addresses, and pay-card questions and requests, to HR@myGBI.com.



Benefits Reminder – Changes to Benefits, and "Qualifying Life Events"

Our benefits team gets lots of questions about changing, adding or removing employees and family members from GBI health plans outside of open enrollment. Under federal guidelines, GBI can only enroll employees in benefits within 30 days of hire, rehire, or if they experience a Qualifying Life Status Event which includes:

- Marriage
- Divorce/legal separation
- Birth of a child
- Death
- Loss of dependent status
- Change in number of dependents
- Loss/gain of other coverage
- Changes resulting from a judgment, decree, Medicare/Medicaid entitlement or FMLA leave of absence
- Change in residence which causes a loss of eligibility

If an employee qualifies for one of the above listed events, Human Resources must receive enrollment paperwork within 30 days of the event, otherwise the employee will have to wait for annual open enrollment in August. Please contact the HR department with questions or to get the appropriate forms.

● Project Spotlight

Great Basin Industrial Rail Services Manager

By Bill Stout,
Rail Services Manager

Q. When did GBI's involvement with Rail Services in Wyoming begin and what are some of the current and future business opportunities offered by providing Rail Services?

A. We began in May of 2014 serving the oil and gas industry as well as trona and hard rock mining, and fertilizer production plants. In the future, we are seeking opportunities to grow our maintenance service offerings for main line rail operators.

Q. What are the primary types of services that are offered by the Rail Services Division?

A. Constructing rail access roads, track installation and repairs, design, inspection, preventative maintenance, civil engineering, and emergency services such as derailment response.

Q. What are you most proud of in terms of the rail work projects you and your team have completed?

A. I was able to bring a solid customer base with me to GBI. That strong client base is our best advertising!

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

A. GBI is willing to go the extra mile and invest in tools and resources to get the job done right. GBI steps up to the plate to ensure success for the customer, our crew and the company.



In Memoriam

GBI Nation has the Astle family in its prayers due to the loss of their 19 year old son, Bryce. As many of you know, Bryce was tragically killed in an avalanche while training with the U.S. Alpine Ski Team in Austria on January 5, 2015. Bryce was the son of GBI co-owner, Jamie Astle, and his wife, Laura.



Bryce Astle

GBI is celebrating the life of Bryce through a ski scholarship to remember the kind person and fierce competitor that he was. Those interested in supporting this effort may do so by contacting Marjory in HR.

Announcements

Beginning in March, be on the look-out for the new GBI employee intranet site containing all sorts of useful information to answer your questions 24/7. (internal job postings, insurance, payroll, numbers, contacts, etc.)

Check out the new and updated GBI website at
www.myGBI.com

**We Want to Hear
From YOU...**

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



1284 Flint Meadow Drive
Kaysville, Utah 84037
801-543-2100

www.mygbi.com
marjory@greatbasinindustrial.com



Welcome! New Employees Oct - Dec 2014

Kelly BAKER • Welder/Fitter
Tyrone BEGAYE • Field Welder 2
Derek BENALLY • Hole/Fire Watch
Devon BLACKWATER • Field Laborer 2
Paul BROWN • Welder/Fitter
Benjamin BURNS • Field Welder 2
Michael BUSICO • Hole/Fire Watch
Charles CAMPTON • Rail Laborer 2
Carson CANNON • Hole/Fire Watch
Ralph CLARK • Shop Laborer 1
Michael CORBETT • Civil
Felecia CROFTS • Hole/Fire Watch
Joseph DAHLE • Safety Manager
Aneudi DeJesus VARGAS • Rail Laborer 2
Patrick DOLL • Hole/Fire Watch
Stacy EVENSON • Project Assistant
Michael FARRELL • Field Laborer 1
Brandon FINLINSON • Field Laborer 1
Brooke FINLINSON • Field Welder Foreman
Lucus FULLER • On Site Safety
Jennifer HARWOOD • Hole/Fire Watch
Randy HATCH • Shop Laborer 1
David HEWITT • Electrician Apprentice
Skylar ISAACSON • Shop Laborer 1
Hunter JENSEN • Hole/Fire Watch
Skyler KETTS • Shop Welder 1
Paul KIMBER • Shop Laborer 1
Stephen KOONTZ • Project Manager
Jovany LEAL • Shop Laborer 1
Jared LEE • Safety Manager
David MAGANA • Carpenter/Finisher
Hector MARISCAL • Rail Laborer 1
Ricky OSTROM JR. • Shop Laborer 1
Michael OWENS • Shop Welder 1
Eli PALI • Shop Welder 1
Trevor PAPPAS • Hole/Fire Watch
Tyler PARKER • Field Laborer 1
Stephen PHILLIPS • Welder/Fitter
Jake PHILLIPS • Field Safety Attendant
Karey POULSON • Project Manager
Jacob READING • Field Welder 1
Eric SECKLETSTEW • Carpenter/Finisher
Kyle STANLEY • Field Welder 1
Colter STEINMETZ • Inspection Instructor
Richard STUART • Field Safety Attendant
Phillip SUMNER • Field Welder 3
Judith TAYLOR-MCAFE • Administrative Assistant
Seth TRAFTON • Field Laborer 1
Eric WARNER • Electrician Apprentice
Charles WARNER • Electrician
Tim WATKINS • Shop Welder 2
Jennifer WATSON • Controller
Kelly WISE • Shop Painter 2