

CHANGES TO THE 401K PLAN

Changes to our 401k Plan

The Board of Brink Constructors Inc., has decided to make some exciting changes to our plan. We are moving our plan to another retirement plan provider as we feel that both you and Brink can get better service. The black-out period is necessary to get the assets transferred over from the previous provider.

Brink has also elected to **DOUBLE** the matching that we were previously giving to each employee. Beginning with the first payroll to the new provider on March 5th, the matching will be 50% of any contributions that you make up to 6% of your salary. That means you get a 50% return on your money before you even get any returns in the market. You can't beat that kind of return anywhere else when investing money.

Don't forget all of the **tax benefits** that you get by deferring to your 401k. The money contributed reduces your federal income tax that you have to pay on earnings by the federal amount. In most cases it saves you around 33% of the deferral in taxes. We have also added a new way for you to save money into the plan- the Roth feature. Roth deferrals are made after-tax, but have the ability to come out tax-free if conditions are met. You will be able to start making Roth deferrals after the transfer to the new provider.

We will have some new funds to invest in. Our previous funds had done very well, but we feel our new partner has put together an excellent line-up of investment options. If you are currently invested in our 401k plan, your account will be mapped to the new Target Date Funds. I am particularly excited about the Target Date Funds that invest your money based upon your age. We all have different objectives in our 20's than in our 50's and these funds take care of that for you! However, as soon as the black-out period is done, you can move your funds to any of the other investment options.

We feel very passionate about our employees participating in the 401k plan. We are not sure that Uncle Sam will be able to take care of you when you retire. We want to ensure that all of our employees have a stable

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financial future. Therefore, we have changed our plan to automatic enrollment. That means when you become eligible for the 401k you will be automatically enrolled. Also, if you are currently eligible, but not participating in the plan, you will be enrolled as well. If you wish to not participate, then you have to elect OUT of the program. You will be automatically enrolled at 6% to receive the full 50% matching contribution. The deferral will increase by 1% each year until you hit 10%. Once again, you will have to elect out of the increase by doing so on-line, calling the 800 number, or contacting our payroll department.

Sometime around mid-March we will be getting in contact with the employees to roll out the new website and answer any questions that you may have.

Kelly Culberson 605-718-2138

Shelley Eisenbraun 605-718-2125

Stacey Brown 605-718-2131

Verizon Wireless Employee Discount Program

Brink Constructors is part of the Verizon Wireless employer discount program.

To find out how you can receive & apply discounts on phones, calling plans, accessories and more through this program for your personal cell phones, take your most recent paycheck stub and a picture ID to your Verizon store. They will activate the employee percentage discount to your personal plan.

VISION BENEFITS

The employee Vision Benefit is for the employees that utilize the Health Insurance that Brink Constructors has to offer. Everyone that is covered by Wellmark Blue Cross/Blue Shield is able to be reimbursed for up to \$200.00 in a single year. This can be used to cover eye exams, contact lenses, glasses or other services that can be obtained from a professional for the continued health of your eyes. All family members that are covered under the employees' health insurance are eligible for this benefit. **Please contact Kelly Culberson in Payroll at 605-718-2138 with any questions that you may have.**

HELP! HELP! HELP!

Every unit needs a Weekly Vehicle Report, this includes diggers, pullers, etc. You may have two Vehicle Reports for one unit. Ex. (truck hours and mileage and digger hours). When filling out Weekly Vehicle Reports please write the unit #, short description, job # and the hours and mileage for units that have both. Make sure that the reading is not on the trip setting and it is the total hours/mileage. It is important that you print all information legibly, in case we have any questions we know who to contact.

W-2's & ADDRESSES – VERY IMPORTANT

Please take a few seconds and review your payroll check for the accuracy of your address that we have on file for you. It is important that the address we have for you is correct because it effects information being sent to you such as, insurance information, health care updates, W2's, 401(k) statements, and much more.

Please notify Shelley Eisenbraun or Kelly Culberson with any discrepancies you may find in your personal information.

FAMILY STATUS CHANGE (FSC)

Family Status Changes" (FSC) must be done within thirty (30) days of the event.

Please inform the office of address changes, births, divorce, adoptions, or other family status changes that may alter your insurance.

Safety Article

According to the National Safety Council, one out of four vehicle accidents can be blamed on poor backing techniques. Backing accidents caused 500 deaths and 15,000 injuries per year. The use of safe vehicle backing tips by employers and employees can help prevent accidents while on the job.

- **Get to know a vehicle's blind spots.** In a medium-sized truck, blind spots can extend up to 16 feet in front and 160 feet behind a vehicle. Drivers need to remember that mirrors never give the whole picture while backing.

THE COMMERCIAL DRIVER AND WINTER CONDITIONS

- **Park defensively.** Drivers must choose easy-exit parking spaces that don't crowd neighboring vehicles and park their vehicle in the center of the parking space
- **Do a walk-around.** Walking around a vehicle gives a driver firsthand view of the backing area and any limitations. They can check for children, soft or muddy areas, potholes, tire hazards, and other dangers.
- **Know the clearances.** When performing a walk-around, drivers can check for obstructions, low-hanging trees and wires, and any other potential clearance-related problems.
- **Every backing situation is new and different.** Sometimes a driver visits the same location several times a day and should be watchful each visit for changes and any new obstacles.
- **Use a spotter.** A driver should use another person to help them when backing. The driver and spotter should use mutually understood hand signals instead of verbal ones.

SPOTTERS -AN IMPORTANT REQUIREMENT

The first requirement for safe backing is to have a spotter...someone to direct the driver. A spotter is necessary when the driver or operator doesn't have a full view of the backing path. The important rule for drivers and operators: "Don't back up unless you have a spotter directing your movement." It's an easy rule to remember and obey.

THE SPOTTER'S RESPONSIBILITIES

The primary responsibility of the spotter is to prevent the driver from backing into another person or object. It may seem to be an easy task but there are many hazards that can cause an accident. Sometimes when you're a spotter, you may have to pass behind a vehicle. If so, stop the vehicle first. As you're passing behind it, extend your hand at arm's length and place it against the back of the vehicle. Then if the vehicle starts to move because the driver's foot slips off the brake or clutch pedal, you'll be able to feel the movement and get out of the way. When directing the driver, stand at the rear but well to the driver's side of the vehicle. This gives you an unobstructed view of the entire backing path.

Use hand signals rather than voice commands. Make sure that all hand signals are clearly understood between the driver and spotter.

BE SURE YOU'RE SEEN

When acting as a spotter, wear a hi-vis reflective safety vest. At night, use a flashlight and don't blind the driver by shining your flashlight in the rearview mirror.

SPOTTERS AND DRIVERS WORK TOGETHER

Togetherness was never as important as when it comes to spotters and drivers of heavy equipment. Working as a team, they not only protect property but the lives of their fellow workers as well.

Safety Officer
Ron Wildberger

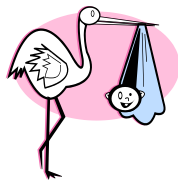
Job Prospects

Substation

- 2-18-14 Crete Substation for Highline Electric Located In Nebraska
- 2-14-14 Morgan Road Substation for Oklahoma Gas & Electric Located in Oklahoma

Transmission Line

- 2-24-14 Keota 345kv tap for Tri-State G&T Located in Colorado
- 3-25-14 Antelope Valley Judson 345kv for Basin Electric Located in North Dakota



Baby Girl Born to Edward Ochoa on 11-9-13- Adalia Ochoa

Baby Boy Born to Manual Ochoa on 1-28-14- Julian Anthony Ochoa

APPRENTICESHIP NEWS

BCI's Apprenticeship program has added five new apprentice:

Dustin Beeson, Line Erector; **Kenneth McClain**, Line Erector; **Robert Zamora**, Line Erector; **Brian Schumacher**, Line Erector; **Mike Bauer**, Line Erector

Following Completed the 1st Year of Program:

Edward Ochoa- 12-23-13; **Taylor Wickersham-** 1-6-14; **Matt Davis-** 2-10-14; **Kyle Chyma-** 2-11-14; **Cameron Sims-** 2-11-14

Following Completed 2nd Year of Program:

Kyle Garcia- 12-16-13; **Victor Woodhams-** 1-20-14

Following Completed 3rd Year of Program:

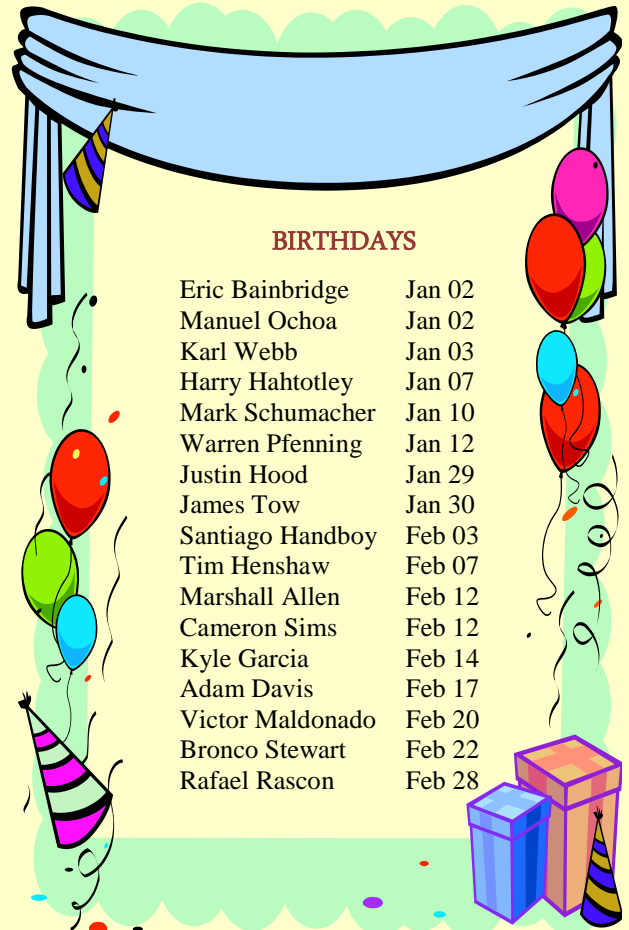
Will Davis- 1-6-14; **Adam Davis-** 1-6-14; **Jason Burfiendt-** 2-5-14; **Ryan Olsen-** 1-17-14; **Andre Easter-** 1-23-14; **Daniel Bachman-** 2-4-14

Graduated from the Apprenticeship Program:

Derek Gottschalk (OP) 12-23-14 & **Rowdy Smith** (OP) 12-23-14

Congratulations to all!

NOTE: Dennis Merchant has an interactive website <http://www.mjts.com>. There are several transformer connections from the assignment sheets. The problems are interactive, in color, and step-by-step. The tips are made available for Trainees to follow if they have questions on a particular step. Linking is available to cover any bases, which may have been missed. We are sure you will find the internet very useful. Merchant JT&S newsletter is also available on the website.



BIRTHDAYS

Eric Bainbridge	Jan 02
Manuel Ochoa	Jan 02
Karl Webb	Jan 03
Harry Hahtotley	Jan 07
Mark Schumacher	Jan 10
Warren Pfenning	Jan 12
Justin Hood	Jan 29
James Tow	Jan 30
Santiago Handboy	Feb 03
Tim Henshaw	Feb 07
Marshall Allen	Feb 12
Cameron Sims	Feb 12
Kyle Garcia	Feb 14
Adam Davis	Feb 17
Victor Maldonado	Feb 20
Bronco Stewart	Feb 22
Rafael Rascon	Feb 28

COMPANY

ANNIVERSARIES

Amber Sherwood	Jan 3	2 years
Luke Brown	Jan 7	1 year
Melvin Daniels	Jan 7	1 year
August Voie	Jan 7	1 year
Joel Bice	Jan 23	1 year
Derek Gottschalk	Jan 24	2 years
Santiago Handboy	Jan 24	1 year
Brian Schumacher	Jan 28	1 year
Brandon Sanderson	Jan 30	2 years
Seth Scott	Feb 2	10 years
Tim Kehr	Feb 5	6 years
Dustin Kearney	Feb 6	1 year
Mike Pursifull	Feb 11	1 year
Shelby Burrus	Feb 13	2 years
Kyle Chyma	Feb 13	1 year
Alton Kee	Feb 15	4 years
Victor Camacho	Feb 18	1 year
Adam Davis	Feb 18	1 year
Ryan Olsen	Feb 20	2 years
Ron Wildberger	Feb 25	1 year

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Photographs: