From Zane Brink

It has been a great and productive year here at Brink Constructors. We have produced a lot of work this year and have a lot of work sitting in our back log. The amount of back log is unusual for the construction industry. We are hoping to build on this back log with new projects that we are bidding.

We have an employee development week coming up in the first week of January 2017. I hope you take advantage of all that the Safety Department has put together and take it back to the field and into your personal life’s. Safety is an attitude that starts at the most miniscule level. No amount of money spent on safety supplies or amount of training can make you safe. The only person that is going to make the workplace safe is you. It is a choice and I hope you are making that choice not only in your day at work but also your time at home. Safety cannot be turned on and off, it must be consistent throughout your life. When you come to Rapid City for employee development week I would encourage you to take full advantage of this opportunity and be ready to learn. I will be out to the projects in the month of December to talk to all of you about this upcoming week and if you have any questions please feel free to ask me at that time.

The acquisition of Brink by Quanta has provided us with some resources that we did not have and with our expertise and Quanta’s resources we have a bright future. It is a very exciting time for me and I hope everyone feels the same. With this bright future is coming some additions to our Management Group. Brent Voorhees joined Brink as a VP/CFO in October and I welcome him to our group in assisting all of us with the corporate world. Brent comes from the Investor Owned Utility world and is and will be a great asset to our organization.

Other additions this year are:

Mike Olson, Operations Manager. His bio is included in this newsletter.
Sarah Alfson joined the environmental group as an environmental tech. Sarah graduated from Western Dakota Vo-Tech as an Environmental Technician.
Jackie Schad, Contract Manager, joined the contracts group to assist Katryna with all the bidding and contract work. She is a paralegal and we are looking forward to her input.
Scott Flockhart, EMT/Safety Professional, joined the Safety Department concentrating on the Ottertail Project. This is the first EMT we have had on our projects and it is already a success.
Ben Hawks, Project Manager, joined the Substation Group. He enjoys spending time with his family, skiing and most of all HUGS. Ben graduated from South Dakota School of Mines a few years ago and has been working in the mining industry prior to Brink.
Austin Wilbanks, Project Manager, joined the Substation Group. He is giving Tito a run for his money in the hair department. Austin recently graduated from South Dakota School of Mines.
Shonna (was Banke) McBride, Project Manager, joined the Substation Group. Shonna come to us from a material supplier in the utility industry and is going to be focusing on helping us better manage the material. Utility industry is nothing new to her as her Dad is a lineman working in Minnesota.
Sean Hogard, Project Manager, joined the Foundation Group. Sean come to us via a couple of different contractors and has helped manage multi-million dollar projects. We look forward to his continued success with Brink.
Chuck Noteboom, Safety Professional, joined the Safety Group and will be looking to help with our apprenticeship program. Chuck has been a lineman for over 30 years and we are excited to bring his talents to Brink.

Welcome to the Family!

Zane Brink
New Management Staff

Brent Voorhees VP/Chief Financial Officer
Brent comes to Brink Constructors after 13 years of service with Black Hills Corporation where he held many positions in the accounting and finance departments. Most recently, he was in an operations role as the Director of Asset Management for the Power Delivery division. Prior to Black Hills Corporation, he spent seven years in the public accounting industry where he obtained his CPA designation. Brent and his wife, Dawn, have three boys - Cooper, Tyler and Brayden. Brent is highly involved with the Raider wrestling program coaching both the Westside Raider Wrestling Club and Rapid City Stevens High School. He also serves as the treasurer for both the high school and the youth programs. He and his wife enjoy following their boys in sports and spending time camping in the summer.

Michael Olson, Operations Manager
Mike grew up on a farm/ranch near Ipswich, SD. He attended Northern State University after high school for couple years before changing careers to become a lineman. He then attended and graduated from Mitchell Tech in 1994. He worked 12 years with 2 different rural electric cooperatives and spent 6 years as a Combination District Rep for MDU. The past 5 years he worked as the Chief Operations Officer for an oil field completions company as well as owning a couple of other businesses. He has been married to wife Robyn for 23 years and they have 4 children and 5 grandchildren (with #6 due in April). They enjoy time with family as well as hunting, golfing and riding their motorcycle.

Jackie Schad, Contract Manager
Jackie grew up in Rapid City, graduated from the University of South Dakota and National College, and spent the past 21 years as a paralegal at private law firms, most recently at Black Hills Corporation. Her free time is spent skiing, shopping, traveling, and trying to keep track of her two teenagers.

Safety doesn't take a Holiday
www.thechecker.net
@thecheckrr
EMPLOYEE STUFF

W-2’s & ADDRESSES – VERY IMPORTANT

Please take a couple of seconds and review your direct deposit stub each week when you receive them. With the end of the year quickly approaching, we want to ensure that the information that we have on file for each employee is accurate. Yearend information for 401k, any insurance you make take part in, your W-2’s and much more will be sent out soon and we need to make sure it goes to the correct address. Please call Kelly: 605-718-2138 or Loren: 605-718-2133 at Brink with any changes that need to be made.

Family Status Changes

Please remember that any changes in your family status must be reported within 30 days. These changes may include situations such as the birth of a child, the adoption of a child, getting married or getting a divorce.

Please call Loren: 605-718-2133 or Kelly: 605-718-2138 as soon as possible after the event occurs if someone will be added or removed from your insurance coverage.

Insurance

Insurance changes that you have elected for 2017 will be taking effect on January 1st, 2017. Please watch your paystubs to ensure accuracy in the amounts that is being withheld from your pay. If you are unsure of what you signed up for please call Kelly: 605-718-2138 or Loren: 605-718-2133 and they will be able to look up your information. Also, as soon as Quanta has the information compiled, we will be sending out confirmations to everyone that is enrolled in any coverage such as life, health, dental, vision, and so on. Please take the time to look these over, sign them and give to your supervisors so they can return them to the office for our records.
Why complete the Apprenticeship program?

Brink has approximately 80 apprentice linemen and substations technicians. Being an apprentice lineman/substation tech. means that you signed on at Brink Constructors for two reasons: to have a job and make a good living and to reach the holy grail!!, a Journeyman Lineman/Certified Substation Technician!

Although our apprenticeship program is voluntary, to become a journeyman lineman/certified substation technician, you need to complete the program. Again, why would you want to complete the apprentice program? First, the obvious reason is the money! Going from eighteen or nineteen dollars per hour to thirty-three plus per hour should be good incentive and for many that is reason enough. However, after talking to some veterans of the trade, there are a few other reasons to complete the apprenticeship program. Second, completing the apprenticeship program gives you a nationally recognized certification as a Journeyman lineman/certified substation technician. Obviously, we at Brink want you to stay working with us, but you literally can work anywhere in the country after earning your journeyman/substation certification. Third, another reason that resonates within the industry is you just entered a brotherhood. Only a few can or are willing to do the job you do as a lineman/substation tech. When any lineman/sub-tech needs help, you are there for each other. When a brother tells you he has your back, considered it covered. You go into the rain, snow, heat and cold to get the job done. You work with “funny wires” that can kill or maim you.

You will never see the recognition like our law enforcement, firefighters or EMT’s, but you provide a service that is just as important and dangerous! Who gets called first then the power goes out! People call it an art, some call it a craft, bottom line you have become a professional skilled tradesman!

Remember you “get what you give” so hit the books, take the tests, get your hours documented; your hard work now will reap huge rewards for you down the road and for a lifetime.
<table>
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<tr>
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<tr>
<td>Gary Sims</td>
<td>11/20/1995</td>
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<td>Dylan Ferdandes</td>
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<td>Mike Beason</td>
<td>12/5/2011</td>
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<td>Brandon Sanderson</td>
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<td>Brady Doty</td>
<td>1/13/2014</td>
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<td>Nichole Larsen</td>
<td>1/31/2014</td>
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<td>Ryan Johnson</td>
<td>1/7/2016</td>
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<tr>
<td>Sean Hogard</td>
<td>1/11/2016</td>
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**Project 996 – HDR – Sunflower Mingo Substation**

HDR contracted with Brink to install a new 115kV/345kV transformer at the Mingo substation near Colby, KS. The project entails modifying the existing substation fence, ground grid, conduit and cable trays, along with modifying and installing new foundations, steel, bus work, switches and breakers. The project also has a TLine portion to tie in the new dead end structures. The crew on site is finishing up wiring in the control house under the 5th and final outage.

**Project 101 – Tri-State G & T – Montrose Substation Expansion**

Tri-State contracted with Brink to expand the 345kV yard in Montrose, CO. This project involves extensive site and fence work as preparations are made for a future 230kV yard. The bus ring was modified through the installation of new bus, breakers, and switches. The new dead ends installed and the incoming lines modified by the TLine guys. This work was completed to accommodate the future installation of a 230kV/345kV transformer. The transformer will provide the feed to the future 230kV yard. The crew is finishing up wiring in the new equipment. At Tri-State’s request, a planned break will take place after Thanksgiving, with work resuming in March 2017.
Project 105/106 – Tri-State G & T & Big Horn REA – Nahne Jensen Substation

Brink Constructors was contracted by Tri-State to expand the Nahne Jensen substation near Greybull, WY. We expanded the existing yard to install a new transformer. This involved the modification and expansion of the site fence, ground grid, conduit and bus work. New switches and a circuit breaker were installed as well. A new oil containment liner was also installed around the existing transformer. Upon award of the Tri-State contact, Brink was contacted by HDR/Big Horn REA to install a new box structure in the expanded area of the yard. Currently the crew is finishing up.


Tri-State contracted with Brink to install new bus work, switches, and breakers at the Bullock Substation in Montrose, CO. This work was performed to increase the ampacity of the 12.5kV portion of the yard due to increasing electrical demands. When awarded, Brink was contacted by Exponential Engineering/DMEA to upgrade the bus in the distribution feeders. Brink installed new bus work, and replaced two switches to increase the ampacity. The crew completed project 108 on Nov 18th, and upon return from Thanksgiving break will finish the Tri-State bus work and jumpers, along with installing new conduit and cable to the new circuit breaker.
Project 110 – Rocky Mountain Power/PacifiCorp – Buffalo Substation

Rocky Mountain Power contracted with Brink to replace a failed 230kV circuit switcher with a new 230kV SF₆ breaker. Rocky Mountain Power crews had previously removed the failed switcher and jumpers. Brink crews removed the existing pier foundations, and with assistance from the Foundation crew installed the new sub-base and pad for the breaker. The pad will cure over Thanksgiving break. Once the crew returns from Thanksgiving break, they will set the new circuit breaker, and install new conduit, cable, and jumpers to the breaker.

Kris Gonzales, Construction Manager

I would like to thank everyone for all the hard work throughout the year. It has been another busy and successful year here at Brink. It’s exciting to see the growth our company has made over the last year or so. I feel we are setting ourselves up for the future which will open opportunities for all employees.

It’s great to see so many projects going on at once and the number we have completed this year. With continued employee training, advancement and retainage, I think the possibilities going forward are endless. I foresee the development of live TLine maintenance crews, distribution crews, foundation crews and the continued success of the transmission line and substation divisions for years to come.
Lastly, I would like everyone to look out for one another. Let’s set some goals this year and help one another achieve them. Let’s make sure everyone goes home the way they show up for the day. Make each other better each day. Strive to be great, keep positive attitudes and work as a team!

Have a Safe and Blessed Thanksgiving and Christmas

Kris

**Project 104 Otter Tail Power, Big Stone (SD) to Ellendale (ND)**

We have begun the Big Stone South to Ellendale 345 kV project for Otter Tail Power Company. The project consists of **163 miles** of bundled T2-477 “hawk” conductor with **754** weathering tubular steel monopole structures all on foundations. We have been on site for 6 weeks receiving material, hauling, and framing. I must commend our crew on working safely to get on par production right out of the gate. On November 16th, we set our first structure, a **130’ tangent**. Only 753 structures to go!

We have an excellent start and I am excited for the next 2 years working from Milbank, SD to Ellendale, ND. Keep up the good work and keep safety your number one goal at work and at home. When everyone works together to ensure every person goes home the same way they came and accomplish a satisfying days’ worth of work, this will be a legendary project for Brink Constructors.

Chris Shagla
Project 995 Black Hills Power, Osage to Lange 230kV
In our backyard, the TLine build across the Black Hills has been going since August 1st. The project is 44 miles of wood structure 230kV construction which runs from the SD/WY border (west of Deerfield Lake) to the Lange Substation in Rapid City (behind Harley Davidson on I-90). 90% of the project runs through the Black Hills and the men have been rising to the challenge of gaining access to these structures that are in very difficult locations. They are conquering extreme terrain daily, using special pole hauling trailers, skidders and dozers to deliver wood poles up to 120’ H4 in size. The diggers have been fighting solid rock on the entire project, using rock augers and core barrels equipped with rock teeth to cut through the rock so the poles can be set and structures can be aerial framed. The crews are hauling, framing, setting, pouring foundations and will begin installing the 1272 ACSR “Bittern” conductor the first week of December. Winco will be providing helicopter assistance installing pilot line, clipping and moving dollies ahead just to name a few things. The project is scheduled to be complete in April of 2017.

Project 998 Basin Electric Power, Judson to Tande
This project in Williston ND has 75 miles of TLine construction, mostly steel poles on concrete foundations. Work began May 9th with receiving poles and laying matting in the swampy areas. Then our foundation guys began digging and pouring the foundations, and soon hauling of the poles began. Recently crews have focused
on pulling wire through some priority areas and after Thanksgiving they'll go back to setting poles. The project is forecast to last through next summer and finish in August 2017.

In each issue of Focus on the Drive, National Safety Council Senior Transportation Program Manager Deborah Trombley tackles tough distracted driving questions:

Poll: Sad Truth is, People we Love are Jeopardizing our Safety

While analyzing results of a distracted driving public opinion poll, NSC President and CEO Deborah A.P. Hersman halted in her tracks upon arriving at a heart-breaking truth. Eighty-two percent of Americans said they felt the most pressure from their families to drive distracted.

"It is a sad irony that the people we love are actually jeopardizing our safety," Hersman said in a news release. "If you really care, don't call to say, 'I love you.' Instead, encourage your family to set everything else aside, disconnect and focus only on the road."

More than 38,000 people died in motor vehicle crashes in 2015. In Injury Facts, NSC identified the three leading causes of traffic fatalities: Alcohol (30.8%), Speeding (30%), Distracted driving (26%)

When it comes to distracted driving, people tend to contradict themselves and cling to a "never going to happen to me" attitude. Sixty-seven percent of those surveyed said they felt they were at risk because another driver was distracted by technology. Yet, only 25% said their own distraction from technology was putting others at risk.

And it's not just a call anymore, either. Social media is more and more of a distraction, according to the poll released by NSC in April 2016. Respondents said they would use the following platforms while driving: Facebook (74%), Twitter (37%), YouTube (35%), Instagram (33%) and Whatsapp (24%).