

RBC Cable News

December
2017
Edition



Volume
#8

Mike Rakoz President

Happy Holidays,

I hope everyone has a great Holiday Season! I really appreciate all of your efforts this year to help make RBC a more successful company. In doing so it enables us to provide employment for all of us. I would like to take some of your time to speak about another topic. I have spoken too many of you about a non-profit I and my family have been involved with over the last 9 years the organization is called Courts for Kids. It is a local (Vancouver) based organization that build sports courts all over the world the current count of courts is 139 built by 2,770 participants in 26 different countries. I currently sit on the Board of Directors and our Family has participated on 4 trips to date Falealupo Samoa, Mubende Uganda, Kupang Indonesia and most recently in August Kampong Cham Cambodia.



Many of these trips are setup through peace core volunteers that have heard of CFK. They generally work with a local school within the community to apply for a court. Once the application is accepted CFK develops a group to raise money for the trip and court. These groups include Colleges such as U of W and U of O as well as High Schools both locally and across the U.S. Our recent trip consisted of 6 families and the group consisted of 30 people the minimum we strive for is 15.

Once the court is picked the team building begins and the participant in country seeks out a local contractor to build the base and form the court. The team will then travel to the location and begin pouring the concrete. This process is generally mixing ballast, sand and concrete on the ground or you will have a 1/2 yard mixer. The concrete is shuttled either by bucket or wheelbarrow. This process generally takes 4 days to pour set up the basketball hoops and braces often volleyball poles and nets. Once the court is complete we spend and teaching basic fundamentals and enjoy the day with the community. We generally either stay on premise at the School or the community provides accommodations in their house. Meals are provided within the community and we spend a lot of time interacting through games, karaoke, talent shows soccer games it's all about the immersion of the trip to understand how others in the world live and interact. Although we all have different lives we have so many things in common. What I've learned is although we are very blessed to live in such a prosperous country many are happy with much less. It makes the sweat, hard work so rewarding when you can help provide a major means of new entertainment within a community that we often take for granted.

I want to thank you for taking the time to read this article and please if you have any questions about participating on a trip reach out to me about details or a trip you can also visit the website at courtsforkids.org. CFK raises money through an auction every other year last being November 11 2017 in which RBC partnered with Jerry Brown (Kingfisher guide service) and Scott Miller (Miller Ranch) to provide a fishing and hunting trip for the live auction and enjoyed a sponsored table with RBC board participants (continued on pg. 2)

(continued from pg. 1) and vendor. RBC embraces opportunities to work with local communities and if you have a passion for are involved with a non-profit in your community please provide the information to me and we will consider participation.

Best regards,
Mike Rakoz - President



Will, Alisa, Paige & Mike Rakoz



Marty Miller

Chief Financial Officer

The Team behind the Scenes -

RBC is a company loaded with talent. We see it every day in our Field Crews, our Project Management, our Regional Management and our Executive Team. I refer to this group as the Frontlines of our company. In summary, these are the people who find us our jobs, bid our work, construct our projects and, in short, make us the money we need to pay our bills and earn a profit.

I also want to talk about a second side to our company that I refer to as “the team behind the scenes”. Not many of our 200 employees know who these people are or what they do, but I can assure you the jobs they perform are just as vital to the success of our company as the Frontline group, and I am truly grateful to these people for the tasks they perform. They are Casey Sheleny - Controller, Holly Akimseu-Leitgeb - Accounts Receivable, Mary Hargrave - Human Resources, Martina Tarango - Information Technology, Rebecca Marshall - Payroll, Sharyl Bourcier - Accounts Payable, and Toland Severson - Contracts and Special Projects.

Just to give you a sense of what these people do, I thought I would share with you some of their highlights. On any given month in Accounts Payable, Sharyl processes 2,000 to 2,500 vendor invoices. On an annualized basis, that's over 24,000 customer bills. In Accounts Receivable, Holly is responsible for job setups, customer billings, and cash collections. On an annual basis, Holly processes approximately 1,800 new job setups and over 4,000 customer invoices. Rebecca's job in Payroll is somewhat unique and critical to RBC. She has 72 hours to process 200 timecards every week, with the goal of zero errors. Rebecca processes approximately 10,400 paychecks per year. As for Toland, we refer to him as the vampire. He works crazy hours and it's not uncommon to get an email from him at 2 am. Toland reviews all of our contracts, manages Subcontractor compliance, oversees job cost in our computer system and writes Excel programs that assist the Field and HQ with various report requirements. On any given month, RBC has 1,000 or more active jobs and Toland works with each PM to ensure the information they receive is accurate and timely. Martina's job is critical to the security of RBC. Martina manages 70 to 80 computer devices that hackers are constantly trying to penetrate. Much of what Martina does is truly behind the scenes. Martina is actively engaged with our outside IT Group (CME Services) to bring RBC up to the minute technology solutions to keep us safe. Mary has been an amazing addition to the Team and anything involving our employees from the time they are hired, to the time they depart the company, runs across her desk. She assists all of our employees with navigating health care and 401k issues, backs up Rebecca in Payroll, oversees labor and pension audits, and actively manages our Work Comp claims activity. HR is traditionally not known for making money, but don't tell that to Mary. This year alone, she has been instrumental in recovering over \$30,000 from the State of Washington L&I Employer Reimbursement program and says she is just getting warmed up. Last, but definitely not least, is Casey. He truly is a Jack of All Trades. Literally, every dollar that comes in or goes out of this company flows through his work. In addition to his regular duties running the accounting side of our business, Casey backs up Martina in IT, he backs up Holly in AR invoicing, and he backs up Sharyl in AP. He's a critical part of our day to day operations and a valuable member of this Team.



Front Row: Martina Tarango, Casey Sheleny, Mary Hargrave, Rebecca Marshall, Holly Akimseu-Leitgeb Back Row: Toland Severson, Sharyl Bourcier

As a company, we're only as good as our weakest link. The people I mentioned above work incredibly hard every day to support all YOU do. Behind the scenes, these individuals work long hours, late evenings, and weekends. They are committed to doing whatever it takes to get the job done and support Team RBC. So, the next time you have a question regarding your paycheck or hear about someone getting their computer locked up or there's a vendor issue, please know there is a group of individuals most people never see, working very hard toward your success. It's an honor to work with such incredible talent and it makes me proud to be a part of this Team!

A message from Duane Schoeneck

Oregon Coast Area Manager

The Oregon coast brings many challenges due to extreme weather and few employees, but we are managing.

With hard work and a family environment we have managed to open 2 new locations; Medford and Creswell.

We have plans on growing and expanding more as new prospects arise. We are expecting the upcoming year to be extremely busy as Charter Spectrum grows and develops along the I-5 corridor, I am looking forward to all the new growth and challenges.

I want to send out a special thanks to all my admin and field employees for all the hard work that they have done this year in this region. If it was not for you guys and gals we would not be where we are today.

Thank you,

Duane Schoeneck -Oregon Coast Area Manager



Frontier CCAFI Project - Canyonville OR
Austin Dangelo, Duane Schoeneck, Greg Price

Potholing to place cable into Rogue
Credit Union, Medford OR-
Ramon Partida & Juan Aguilar



CAFI Milo Academy
Milo, OR
Jason Knapp



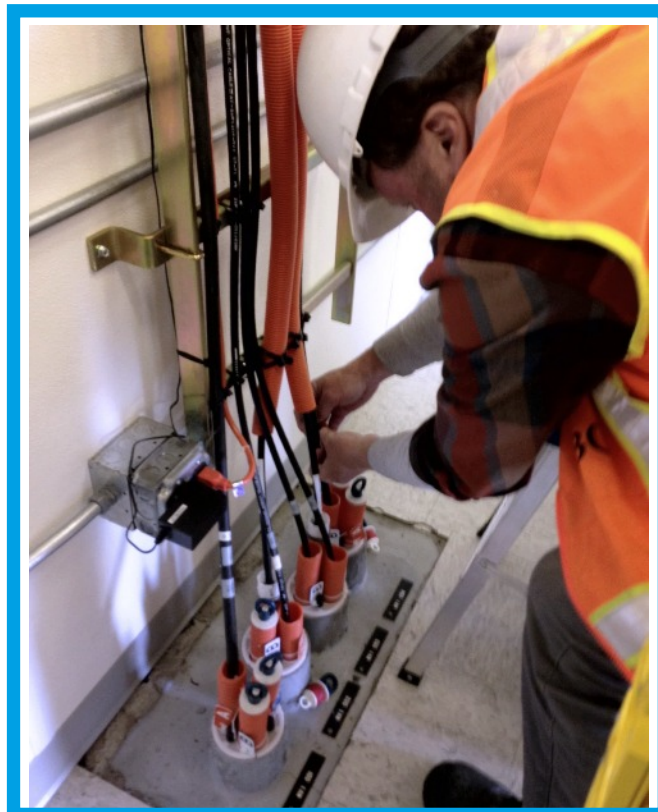
ATT Project in Siad, CA
Hayden Hinshaw, Robert
Payne & Mindy Schoeneck



Canyonville Aerial Project -
Canyonville OR
Jonathan Riley, Jessip Hult &
Jacob Franke



Greg Dechand - ATT Nisqually
Bridge Inspection



Dave McMillen - Finalizing Fiber Entry in Big Edy
Bldg. The Dalles, OR



Edgar Macial (groundsman) & Cory Rosenow (excavator)
Excavating for fiber placement
Tri-Cities, WA



300 Class Excavator - Hammering hard rock
Biggs Junction, OR

A message from Joe Bergren

Field Safety Supervisor

Team, 2017 has been a very busy year and it sounds like 2018 is going to be as well, there has been a lot of changes and updates on the safety compliance front over the past months and I have recently updated my instructor certifications.

One of my main focus points going into the New Year is employee refresher courses and safety trainings so everyone is up to date on new standards of compliance.

The new format of weekly all-hands safety meetings and record keeping we adopted this year is going quite well and the return of documentation from all regions is getting better and better, thanks to all for your commitment and sharing of this vital information, also the site inspections are coming in on a daily basis along with vehicle gate checks! Please note the list of safety award recipients.

I wish everyone of the RBC team a Merry Christmas and Happy New Year and look forward to working with all of you into 2018 and beyond.

Continue the safe and prosperous work out there!

Sincerely,
Joe Bergren
Field Safety Supervisor

Jeff Jerome 7/12/17 Received RBC Buck Knife for Excellent job Safety set up and fire protection on 17-ATT-002.

Tony Jensen 7/12/17 Received RBC Buck Knife for Excellent Job Safety set up and fire protection on 17-ATT-002.

Grant Williams 7/12/17 Received RBC Buck Knife for Excellent job safety set up and fire protection on 17-ATT-002.

John Blair 8/8/17 Received RBC Buck Knife for Excellent job prep on fire protection Phase 2 out of the Dalles 17-ZAY-015

Tom Jasper 8/8/17 Received RBC Buck Knife for Excellent job prep on fire protection Phase 2 out of the Dalles 17-ZAY-015

Gary Madson 8/8/17 Received RBC Growler for Excellent job prep on fire protection Phase 2 out of the Dalles 17-ZAY-015

Entire crew involved in 17-ZAY-015.D.1 Sewer damage repair received RBC Buck Knives for excellent safety procedures and planning Chris Wolf, Jon Jasper, Kyle Hoopes, Blake Saranto, Taylor Feller, and Mike Jenson

Greg Dechand 11/27/17 on 15-ZAY-071 Received RBC Buck Knife for excellent pre-inspection of Fall Arrest Equipment

Sparky Murry 10/12/17 Received RBC Buck Knife for production and good safety setup

Chris Blayne 10/12/17 Received RBC Buck Knife for production and good safety Setup

Ty Bain Received RBC Buck Knife for young gun that shows great potential & quick learner

Chase McCall Received RBC Buck Knife for young gun that shows great potential & quick learner





Sparky Murry - Blowing fiber near
Arlington, OR



Chris Blayne - Walking out figure 8's for blowing
fiber - Arlington, OR



Andy Dirks & Larry Sterritt
Blowing Fiber on large Zayo job
Arlington, OR



Photo courtesy of Randy Cruse



John Wildey and wife (Shelly Wildey)

RBC opened an office and yard earlier this year in Medford Oregon to primarily handle the Charter/Spectrum's work. We are very pleased how John Wildey and his crews have preformed. 2018 looks to be a very busy year in southern Oregon.



(Front Row left to right): Greg Harris, Jeff Keith, Austin Dangelo, Greg Price, Juan Aguilar, Ramon Partida
(Back Row left to right): Kaitylnn Wildey, Jacob Wildey, John Wildey, Charles Spaur, Jonathan Reilly, Jess Hult, Tom Bryan, Brad Merritt



Ramon Partida, Juan Aguilar, Jason Knapp
Medford, OR



Tom Bryan
Medford, OR

Great Day on the River



Martina Tarango and Alex Pedroza



Merle Sorenson & Family
Martina Tarango & Alex Pedroza



Salmon fishing on Lewis River
Steve Jergens (Ditch Witch), Chris Keksi and
Marvin Porfily



Jerry Brown (King Fisher Guide), Hank Edelbrock
and Courtney Edelbrock



Plowing cable near The Dalles, OR w/RT185 plow
Tim Cooper (operator),
Chase McCall (groundsman)



Tim Cooper on D8
Near Irrigon, OR



Paving Crew restoring asphalt in The Dalles, OR
Carlos Pinto (Foreman) on roller



Paving Crew restoring asphalt in The Dalles, OR
Owens Barnes, Dean Blasius & Alex Pedroza

Marvin Porfily

VP Logistics & Equipment



Team, with 2017 nearing its end and a New Year approaching I am very happy extend thanks to all on the turnaround regarding our DOT Rating.

This would not have happened without commitment from all regions continuing with gate checks, thorough walk arounds and quite frankly everyone checking up on each other and resolving any issues in a timely fashion.

I also would like to extend thanks to some certain individuals who without their hard work on keeping our equipment and vehicle assets going in a safe and productive fashion RBC would not be capable of the quality work they perform, Note: it takes all of us to make it happen but these individuals stand out, Mark Vermeulen-Shop and Field Mechanic, David Beardslee- Truck Driver, Operator and resolves issues both in the field and shop, Bob Fisher-Operator and Mechanic he can both Operate most all equipment and fix if it's down, Brian Keksi-Laborer, Parts runner, lite mechanical tasks and all around do anything asked of him worker with an outstanding attitude, Karley Lampman-Parts runner, laborer, lite mechanic duties and also has excellent attitude.

If we continue forward with this type of dedication into and beyond 2018 our daily operations will continue to become more streamlined and efficient.

Thanks for the hard work and Happy Holidays to all!

Sincerely,
Marvin Porfily - VP of Equipment



Low boy with 1100 Rocksaw on I-84 near Biggs Junction, OR
Photo courtesy of Randy Cruse

A Word from Mary Hargrave

From the HR desk.....

Bullying. Sexual Harassment. Discrimination. These are all current news topics reported almost daily in the United States. So it's timely that RBC will be introducing its Employee Handbook which discusses proper behavior in the workplace. Though the Handbook is thirty-five pages, it details valuable information and guidelines - everything from proper workplace behavior to RBC's new Personal Time-Off Policy (PTO) to a federal law entitled Family and Medical Leave Act (FMLA) that every employee should be aware of.

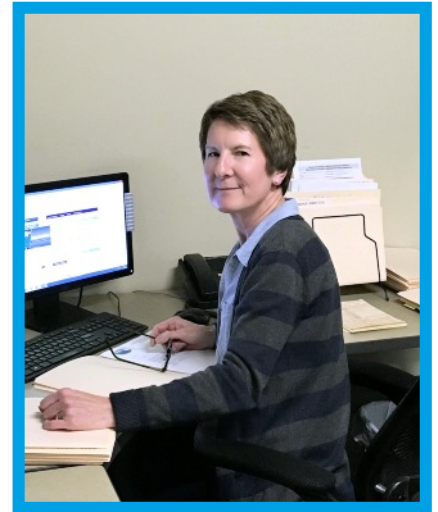
Management believes as RBC continues to grow, our employees need relevant information and workplace guidelines to help them develop and prosper too.

Since our employees are RBC's most valuable asset, its imperative we work together to build the best team in our industry.

Please take time to thoroughly read RBC's Employee Handbook once you receive it. We'll be working with Profit Center Teams to explain all the information in the Handbook so if you have questions you can ask your admin team first. If you need more insight or have unanswered questions please send me an email or call.

Wishing everyone a Merry Christmas and Wonderful New Year!

Mary Hargrave - Human Resource Manager



Photos courtesy of Randy Cruse





Toys for Tots

This is the 3rd successful year that RBC has participated in Toys for Tots and I would like to thank everyone and all of our locations that participate. I would like to give a big shout-out to Teresa Flores in our Kennewick location for bringing the idea with her. When she initially told me how she had set up a small Christmas tree and box for Toys for Tots, I thought it was an awesome idea and it would be something RBC as a company would love to do. I followed suit here in Vancouver and emailed all the locations to get them involved.

I love seeing all the pictures of the Christmas trees and toys. I especially like the shopping for the toys and when I'm pushing 2 or 3 carts full of toys and having people ask me why I have so many toys; I love to answer with "I work for RBC and all of our locations collect for Toys for Tots", the look on their faces says it all. I've had people turn around at the register and go purchase a toy once they hear why I have so many toys.

Let's keep up the awesome job in collecting!!

Merry Christmas

Martina Tarango



Vancouver, WA



Dallesport, WA



Kennewick, WA



Henderson, CO

Thank you from Alcoa Little League

Alcoa Little League recognizes the extra level of effort Robinson Brothers Construction contributed to our 2017 season.

We had a huge project planned for spring of 2017. We wanted to replace our rocky infield dirt with a nicely blended baseball dirt. When The Steinbach's realized our organization took on more than we could handle, Fred stepped in and asked RBC to donate equipment to finish the project. Fred, his family, and a handful of volunteers removed, replaced and compacted over 80 CY of dirt from our two main baseball fields. When the record setting spring rains caused our project to be delayed, Bryson Hill (and his family) also volunteered time to complete our overwhelming project.

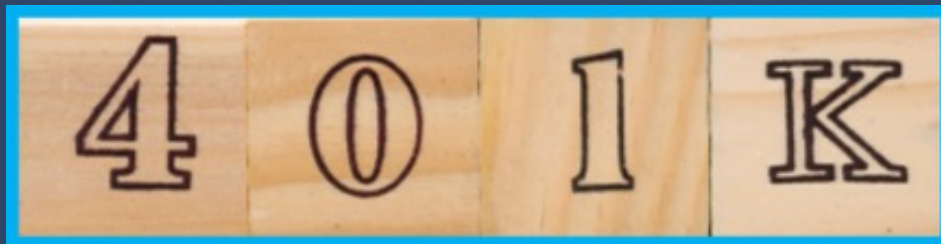
RBC's type of sponsorship is incredibly important to our organization. The last few years it has been ridiculously difficult to find sponsors. Alcoa Little League is the only Little League in Division 4 that is 100% volunteer based and self-funded. Our demographics include the largest portion of low income housing in Division 4. We offer the lowest registration fees as well as scholarships for those in need. It is our pride that we can provide the ability for any child who wants to play baseball or softball in our boundaries.

Without RBC's donated equipment, fuel and operated hours we would not have had our fields ready for our players this 2017 season. Alcoa Little League truly appreciates RBC!

Thank you

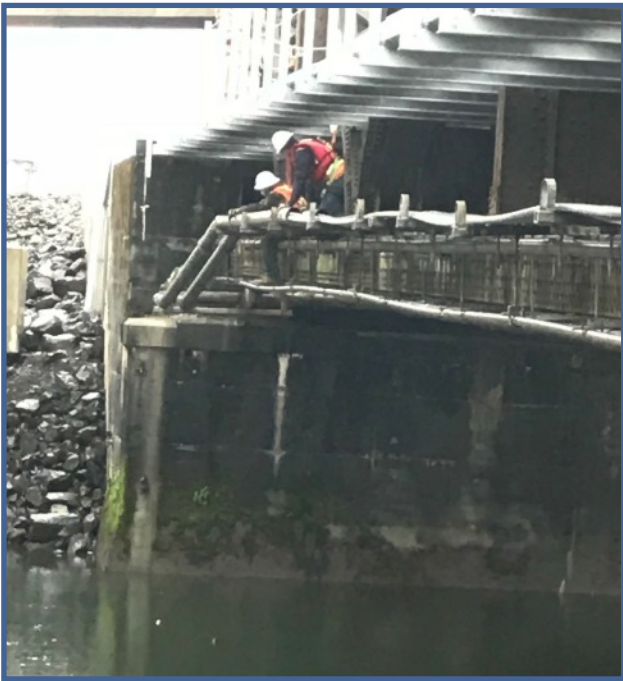


Austin, Tate and Fred Steinbach



Total Participants 216 199 Active, \$1.960M

We encourage RBC employees to take part in our 401K plan and save for your future. We match a portion of your contribution. There is no easier money than that.



ATT, MCI & Worldcom Wreckout - Coweemee River on the railroad Kelso, WA -Fred Steinbach, Tony Jensen, Greg Dechand, Alex Pedroza & Trent Steinbach



Pulling 1800 pair EMC Bandon OR Jessiup Hult



EMC Bandon, OR - Greg Price



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13024 Beverly Park Road Ste. 205 Mukilteo, WA 98275
Office Phone 425-745-8533 Office Fax: 425-745-8511

Oregon Coast Region Office

93407 Green Acres Lane Coos Bay, OR 97420
Office Phone: 541-808-3884 Office Fax: 541-808-3885

Northern Idaho & Eastern Washington Region Office

14199 Thayer Street Rathdrum, ID 83858
Office Phone: 208-687-6127 Office Fax 208-687-6130

Central Washington Region Office

4916 W. Clearwater Ave. Kennewick, WA 99336
Office Phone: 509-222-1116 Office Fax: 509-783-5122

Dallesport Office

151 S Parallel Ave. Dallesport, WA 98617
Office Phone: 509-767-0505

Medford Office

3384 Crater Lake Avenue Medford, OR 97504
Office Phone: 541-973-2045 Office Fax: 541-973-2167

Wilsonville Office

28800 SW Parkway Ave/Const Trlr Wilsonville, OR 97070
Office Phone: 503-570-0203

Ellensburg WA Remote Office/Yard

2410 N. Dolarway Rd Ellensburg, WA 98926

North Pole Office

2348 Richardson Hwy 1A North Pole, AK 99705

Gresham Yard

1300 SE 190th Avenue Portland, OR 97233

Hermiston Yard

81600 Hwy 395 Hermiston, OR 97838

Cottage Grove Yard

80614 Sears Road Cottage Grove, OR 97424