

RBC Cable News

December
2020
Edition



Volume
#11

Merle Sorenson Chairman of the Board

I hope that as you read this letter you and your family are well. What a year it has been, and I don't think too many tears are going to be shed to see 2020 come to an end and ring in the new year. With the COVID-19 pandemic all our lives have been impacted greatly and who knows for how long. Just a reminder we still live in the greatest country and are resilient Americans and we will fight through this temporary bump in the road. As for RBC we were deemed essential from the beginning of the COVID-19 work restrictions and took many steps immediately to best protect our team members from contracting COVID-19. It is a testament to all of you doing the right thing and adhering to our policies so, thank you.

RBC has had the best year ever and has had record revenue and profits, we also have a large backlog of 57 million going into 2021. Our backlog is very diverse with long line fiber projects, wind energy power, communications, master service agreements (MSA) and as numerous other components that make up our backlog.

I would like to recognize and thank all seven of our area managers and admin teams at our regional offices for the great job they did this year. A special thanks to Bill McCoy who has led our long line division and has been very busy. Glen Senclair, Adam Mitchell and their team have built two very successful wind parks; one in Oklahoma and another in Texas. Also, I want to commend John Wildey and his team. They have had a very busy year with all the wildfires in Southern Oregon. John and his team worked countless hours seven days a week to restore communication services to many areas that were completely devastated by the wildfires. You will see just how horrible of a tragedy it was in some of the pictures in this newsletter.

(Continued on next page)



Due to your hard work and everyone's teamwork, RBC's management was proud to be able to pay out a mid-year bonus in July, over 200 thousand dollars went to our outstanding office staff and to all our outside team members. We are also happy to report that we will be paying a year-end bonus to everyone in the company due to the strong year end and RBC's profitability. I want to commend our president Mike Rakoz and VP of operations Marvin Porfily for their tireless efforts working with all of you to make every project as profitable as possible. RBC is very proud of all our behind the scenes office staff led by our CFO Marty Miller and our office manager Katie Myers. We had been geared up well before COVID-19 hit for our admin team to work remotely or from home. That has been positive as we work through this challenging time of COVID-19. I also want to thank Joe Bergren our Safety Director, and Mary Hargrave head of HR for doing an outstanding job during these difficult and uncertain times.

RBC is positioned very strong as we move into next year with many young talented individuals excelling and moving up to become operators and beyond. RBC has made many capital expenditures to have the best equipment in the industry. We want to thank all our customers, subcontractors, and suppliers for all their support of RBC over the years of our growth.

A big thank you to Martina Tarango for putting the newsletter together.

Merry Christmas and Happy New Year to all you and your families. Please stay safe and
WIN EVERYDAY!!!!

Chairman and CEO
Merle Sorenson



Letter from Mike Rakoz

President

Hello Everyone.

We began 2020 with great optimism and planned to have a year with positive results. To date we have met these goals that can only be contributed to our entire company's commitment to success. Many of you were here through some very difficult years, mentally and financially. I want to thank you for staying on course and helping the company's recovery over the last couple years, making 2020 our best in a long time. Without all your talents this would not be achievable. Thank you all for finding a way to stick through the pandemic and horrible forest fires, both of which have affected some of you. We were so excited to be able to share profitability with you at mid-year due to many successful projects.

RBC has two years of project and MSA backlog to help stabilize our future. We have diversity by adding clients and servicing existing in the communications sector, as well as the energy market specifically adding stability to our alternative energy opportunities. Our excellent reputation makes marketing so much easier.

RBC's success is contributed to our competitive nature in the industry. This allows us to quote projects with confidence knowing we are very creative, and our quality of work excepted by municipalities is second to none. In addition to our field talents, we have a great support team in our offices, key advisors on our board, great bank relationship, bonding support and can meet all customer insurance requirements. This allows us to be a major player in the marketplace.

I want to make a point of thanking all of you and our Safety Management Team for creating a safe work environment. Without a strong safety program and attention to DOT requirements we could not operate in this industry. Finally, thank you for strong communications, attention to detail with the mask wearing, hand sanitizing, social distancing during this COVID-19 time we live in, and looking forward to a more normal 2021.

I wish you and your families all a Merry Christmas and a Happy New Year!

Best wishes,
Mike Rakoz
President

RBC's Advisory Board of Directors
Back Row L to R: Darren Farrell, Merle Sorenson, Mike Rakoz, & Marvin Porfily. Front Row L to R: Craig Sorenson, Marty Miller & Lance Barrett



From the HR Desk - Mary Hargrave

Long-Term Incentive Bonus

In addition to our traditional employee benefits (Medical/Vision/Dental Insurance, 401(K) PSP 3% match, referral bonus and PTO). RBC created the Long-Term Incentive Bonus in January 2018. It was important to RBC owners to reward those long term, dedicated employees monetarily. In RBC's Employee Handbook, both Five- and Ten-year Long-Term Incentive Bonus is explained:

Employees who achieve Five years of Continuous Full-time Employment with RBC will receive an Incentive Bonus equal to 40 hours of pay at their current rate on their 5th Anniversary annually to their 9th Anniversary. Continuous full-time employment includes layoff or termination and re-hire within 6 months. An employee is paid their Incentive Bonus the week of their anniversary date separate from their regular payroll check.

Employees who achieve Ten Years of Continuous Full-time Employment with RBC will receive an Incentive Bonus equal to 80 hours of pay at their current rate on their 10th Anniversary and annually beyond. Continuous full-time employment includes layoff or termination and re-hire within 6 months. An employee is paid their Incentive Bonus the week of their anniversary date separate from their regular payroll check.

The following employees have reached either their Five- or Ten-Year milestones:

Jose Esparza	2001	Shawn McMillen	2012
Julio Lluvias	2003	Kendal McMillen	2012
Carlos Pinto	2004	Holly Akimseu-Leitgeb	2013
Mike Rakoz	2006	Toland Severson	2013
Crraig Sorenson	2006	Ron Hanson	2014
Bill McCoy	2006	Cory Rosenow	2014
Joe Bergren	2008	Fred Steinbach	2014
Jonathan Jensen	2008	Bryson Hill	2014
Merle Sorenson	2008	Jeremy Stevens	2014
Marvin Porfily	2009	Katie Myers	2015
Dave Beardslee	2009	Hope White	2015
Tim Cooper	2009	Marty Miller	2015
Martina Tarango	2012	Sam Farra	2015
Dave McMillen	2012		



This Incentive Bonus reflects our appreciation of your hard work and dedication to Robinson Brothers Construction.

\$500 Bucks

RBC offers many employee benefits such as Medical/Vision/Dental Insurance, Personal Time Off (PTO) and Long-Term Incentive Bonus. To help our dedicated non-union employees plan for retirement, another important benefit offered is RBC's 401(K) Profit Sharing Plan with Empower. We changed from American Funds to Empower investments in October 2019 to bring our employees more investment opportunities and ability to map their retirement strategy with their online tools. From October 2019 to today, Empower investments have been a great success for participating employees.

Total Participants:
115 Active, \$2.16m

Our Management Team wants to offer all non-participating eligible employees the opportunity to invest with Empower. To entice employees who are eligible but haven't started to invest in our 401(K) Plan, we'll pay \$500 into their individual 401(K) Plan if they sign up by January 31, 2021. Those who are already enrolled will also receive \$500 in their Empower investments by January 31, 2021.

If you're thinking now is the time to enroll on RBC's 401(K) Profit Sharing Plan and want to take advantage of our \$500 offer, contact Mary Hargrave at 360-576-5359 or mhargrave@rbc-utility.com for information on how to enroll.

A message from Joe Bergren

Safety Supervisor

Team RBC,

With 2020 ending and 2021 fast approaching I am extremely pleased to announce that due to attention to detail and hard work our EMR is below 1.0 and best since 2016/17. we currently sit at 0.98 and that is not due to the few or the one but the team, congratulations to all as this effect our ability to perform work for a large portion of customers.

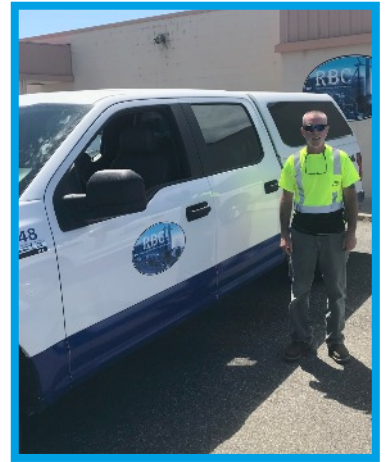
Our team also is showing great improvement on our mitigation of utility damages and prompt detailed reporting, the vast majority of utility hits are due to inaccurate locates not operator or groundsman error, finally our steady adherence to CDC, State and local guidelines has proven positive within our company as a whole to minimize our exposure to the COVID-19 Virus and or the spreading thereof, as the restrictions ease we will be ramping up our in-house safety training classes as well to continue our ongoing education on current safety practices and rules.

Have a Safe and Happy Holiday Season!

Continue with the safe and prosperous work out there!

Sincerely,

Joseph Bergren – Safety Supervisor



Intercept Vault Umatilla, OR
L to R: Owen Barnes & Taylor McCallum



Zayo Fiber Placement; Selah to Ellensburg
L to R: Bradley Robertson, Michael Clinton
Fibernet & Greg Fawn Fiber Net



Intercept Vault
Umatilla, OR

Marvin Porfily - VP Logistics & Fleet

Team RBC,

I would like to start by saying 2020 has been a roller coaster for all of us, and we all have done a tremendous job of working through these hard times.

I would like to give a huge thank you to Nate Myers and all the hard work he has done this year. He has been very instrumental in keeping our fleet operating and moving all while assisting me with the endless tracking and maintenance. Thanks to this work and these processes we hope to continue upgrading our fleet as we go.

I would also like to show appreciation to Ron Zuzio for his great work ethic when it comes to keeping RBC moving. With the plan to continue to upgrade our fleet, Ron will continue to be influential and a great asset for RBC.

Chris Zajkowski joined the RBC shop team earlier this year as our shop mechanic. He came to us from North Sky and with more than 20 years experience. He enjoys camping, fishing, hunting and playing at the dunes.

With 2020 almost behind us, we can begin to transition and focus on making 2021 a great year. We have a lot of great work lined up in the upcoming year and we wish to keep it coming. I would like to conclude by saying thank you to all of you and keep up the great work.

Sincerely,

Marvin Porfily – VP Logistics & Fleet

Nate Myers



Chris Zajkowski



Ron Zuzio



COVID-19 UPDATE

Since the start of COVID-19 restrictions on Friday, March 13, 2020 there has been an enormous amount of information dissipated by WA and OR elected officials. Most of our current projects are in OR and WA so those state updates will be discussed in this article.

WA Governor Inslee issued statewide modifications to his Safe Start plan effective November 16 to December 14 which restricted indoor/outdoor gatherings, closed restaurants and bars for indoor dine-in service, closed fitness facilities and gyms, movie theaters and museums/zoos/aquariums/bowling centers. You can find more detailed information on Safe Start modifications on this link: <https://coronavirus.wa.gov/what-you-need-know/safe-start/whats-open-each-phase>.

As Oregon's two-week statewide freeze comes to an end, Gov. Kate Brown announced each county's COVID-19 risk level, which dictates what restrictions will be in place beginning December 4th. You can find more information on the new restrictions in this link: <https://govstatus.egov.com/OR-OHA-COVID-19>

Most recently, the governors of Washington, Oregon and California issued travel advisories urging visitors entering their states or returning home from travel outside these states to self-quarantine. The advisories urge against non-essential out-of-state travel, ask people to self-quarantine for 14 days after arriving from another state or country and encourage residents to stay local. Oregon's travel advisory does not apply to people who cross state borders for "essential travel" including work, study, critical infrastructure support, supply chains, economic services, health, immediate medical care, safety, and security.

From the onset of COVID-19, the telecommunication industry has been categorized an "Essential Service" and we haven't had any disruptions to our projects. RBC has done a tremendous job keeping our employees, clients, vendors, and suppliers safe during these trying times. RBC President Mike Rakoz's quick response with COVID-19 General Guidelines communicated to our managers and their prompt discussion with employees set the tone on how to work safely. Those guidelines are still appropriate today:

- Avoid physical contact including handshakes and when possible stay 6' from others. Masks are required if employees can't maintain 6' of separation while working.
- Wash hands frequently when arriving at work, taking breaks, using the bathroom, after eating/drinking and after touching shared surfaces.
- Office employees have the option to work remotely. No meetings in conference rooms or confined spaces. If necessary, to meet in person, limit gatherings to no more than 5 people and maintain 6' social distance.
- Everyone reporting to work should be feeling well and if there is any doubt they should stay home.
- If a driver or passenger is uncomfortable riding together, they should state it to the other employee and their manager. If employees ride share, they should wear a mask.

It is important to recognize the importance our industry provides to the critical infrastructure of the internet. With these latest state restrictions, people working from home and most children not yet back to the classroom, the demand for high-speed connections is at an all-time high. We can be thankful our work is performed outdoors, and tasks can easily allow for six feet of distance between workers. We will continue to monitor all aspects of COVID-19 and share any updated news.



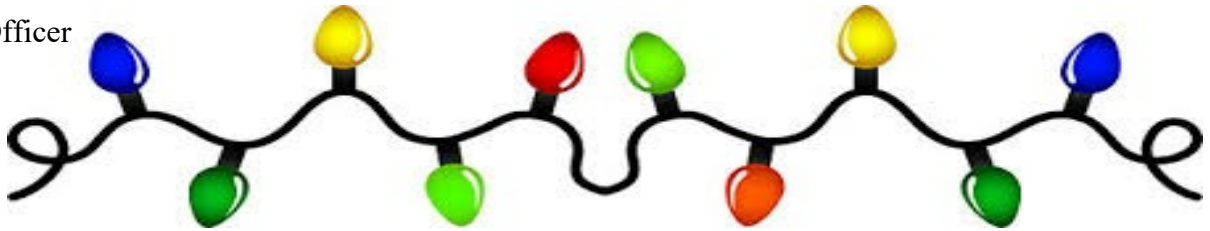
Marty Miller

Chief Financial Officer

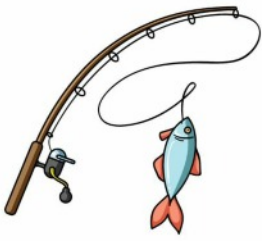
2020 has been a year filled with unexpected change. We learned new words like COVID, Social Distancing, Zoom, and the terms Working Remote and Essential Services. We were forced to adjust and adapt, much of it on the fly, and because of you, we succeeded.

As we bring 2020 to a close, I am thankful for some of the positive things this unexpected change has brought us. A renewed sense of teamwork, cooperation, communication, and most important, appreciation. I appreciate the entire RBC Team for your efforts in these challenging times and the dedication and commitment each of you has shown to make us a better company. I wish each of you and your family good health, a Merry Christmas, and a Happy New Year.

Chief Financial Officer
Marty Miller



2020 Annual Toys for Tots
Thank you all for the toys, monetary & time donations and for helping make this another great Christmas!!!



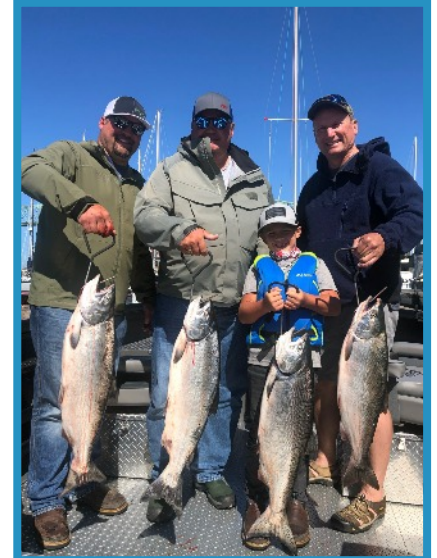
Fishing on the Astoria



Will Rakoz & Mike Rakoz



Merle Sorenson



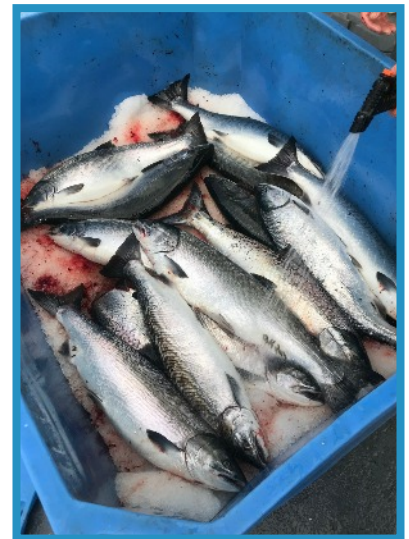
Wade Edelbrock, Merle Sorenson,
Hank Edelbrock & Mark Swanson
(Potelco - President)



Wade Edelbrock, Will Rakoz, Mike Rakoz, Alex Galbrath (Consolidated Comm), Anthony Hundt
Front: Hank Edelbrock



Mike Rakoz & Alex Galbrath



Catch of the day in Kodiak, AK

Myrtle Creek, OR Office & Crew

Greg Price
Area Manager



Rick Logsdon near Eden Valley, OR hauling in rock
to fill trench line.



Rick Logsdon, Joe Diaz, Michael Dahill, Charles Da-
hill. Filling in trench line near Eden Valley, OR.



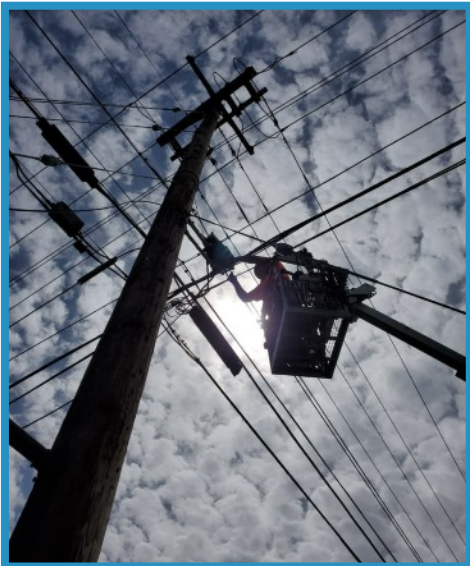
Joe Diaz filling in trench line near Eden Valley, OR



Joe Diaz in bridge truck
on Dole Rd. Bridge
Myrtle Creek, OR



Medford, OR



Steven Jones
Eugene, OR

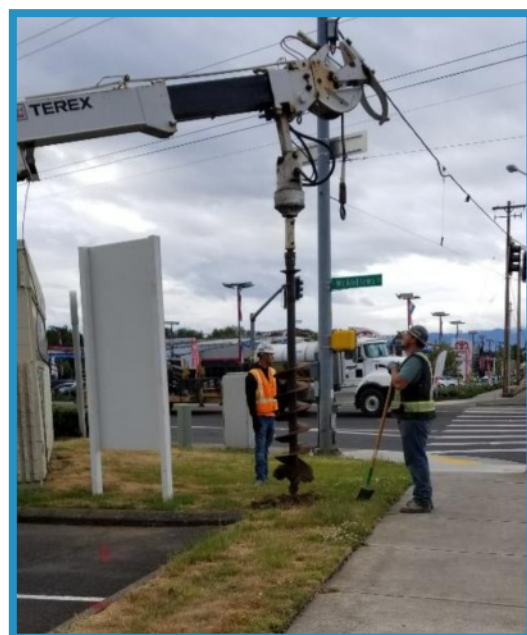
John Wildey
Medford Area Manager



Jacob Thompson &
Patrick Wiggins
Pulling damaged cable
from Alameda Fire Damage



Jay Merritt & Jacob Thompson
Pole Set - Medford OR



Dylan Padula & Jacob Thompson
Pole Set - Medford OR

Oklahoma Crew Diamond Springs



L - R: Parker Leggett, Justin Hunter, Juan Falcon, Devin Plunkett, Stefan Alexander, Robert Tison, Chance Senclair, Adam Mitchell, Nick Lyon, Braylon Mitchell, Ray Barton, Austin Davis, Harry Lovvorn, Kajuanjay Newton



Diamond Springs
Wind Farm

Glen Senclair &
Stefan Alexander
Padding the trench

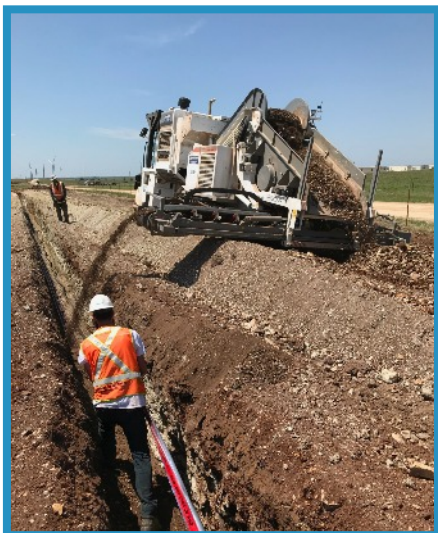


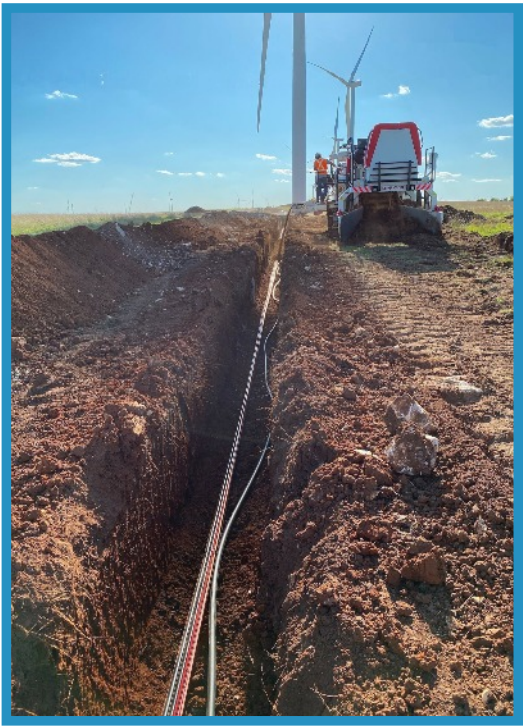
Juan Falcon, Holden
Senclair & Zachary
Pineda - Laying cable

Glen Senclair
Inspecting the
trench



Robert Tison laying
ditch tape
Stefan Alexander
running padding
machine.





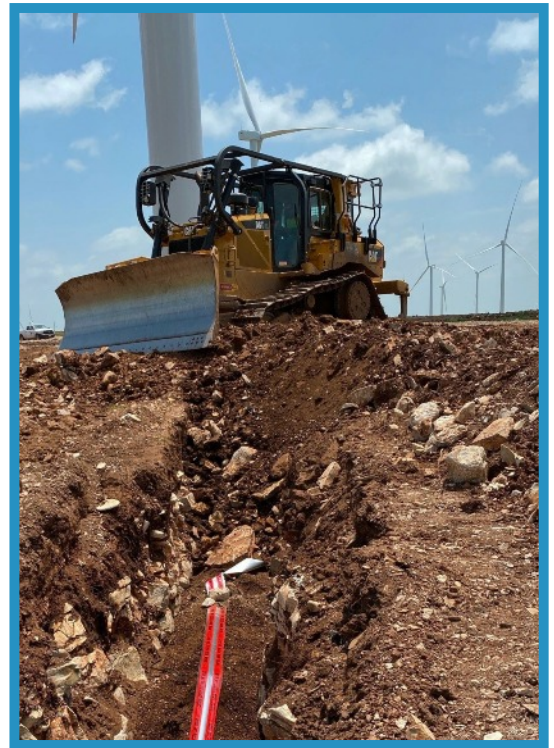
Cody Smith running padder
Padding over cable



Chance Senclair & Stefan
Alexander laying ditch tape



Holden Senclair - Bottom padding
before cable



Parker Leggett - Backfilling on
dozer

Christmas 2020

After nearly nine months of COVID-19. The Vancouver office staff decided to have some fun. We decorated our doors and got into the Christmas spirit and want to share our joy with you. Hopefully next year we can have all locations join with their decorated doors. Come join us and take a walk through our hallways.

Merry Christmas
Vancouver Office Staff



Frosty awaits for you with open arms -
Mia Martin



Warm your hands & feet by the cozy
fireplace - Katie Myers



With the new bundle of
joy at home, Toland Sev-
erson's door was neglect-
ed. Can you blame him?
:)

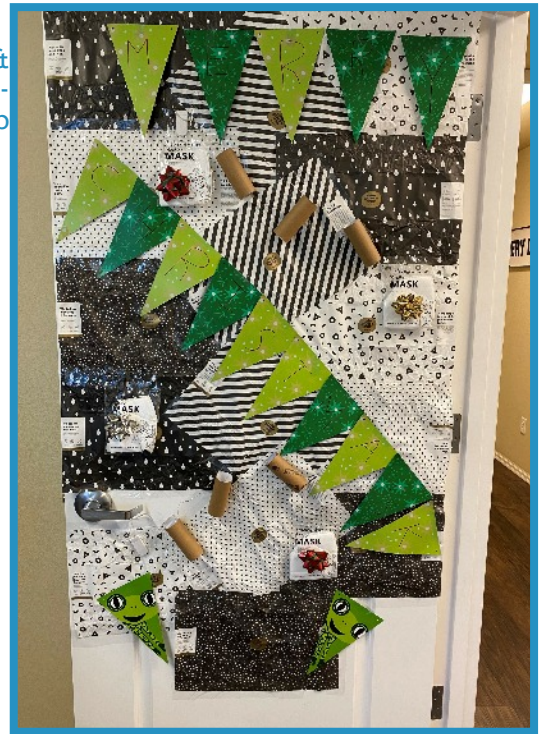
With the help of his
daughter (Paige Rakoz),
we have all executives
wishing RBC a Merry
Christmas - Mike Rakoz



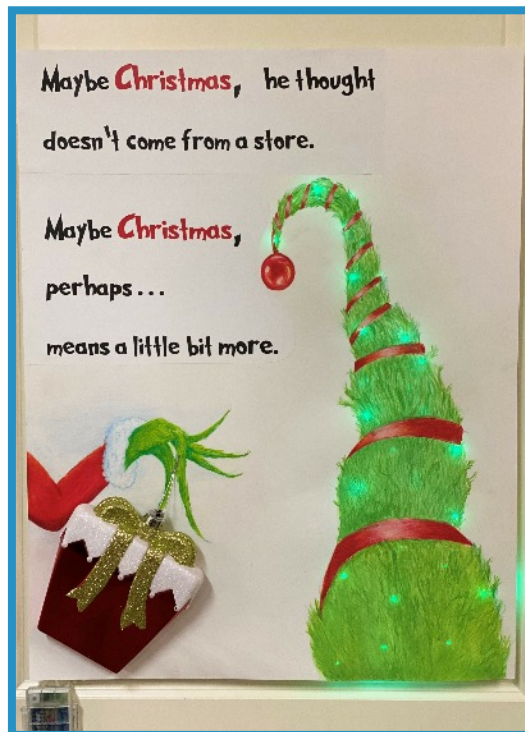


Remember your mask & stock up on some tp - Holly Akimseu-Leitgeb

Bubba J would like to share his favorites with you - Marty Miller



It's always 5 o'clock somewhere & Santa needs to relax - Lauren Rakoz



The Grinch always ready to share what he's learned - Nate Myers



Christmas is always a good reason to have a fiesta - Martina Tarango

2020 has been a busy year for RBC.
We've been kept busy throughout the year & that includes
the wildfires that kept our Medford crew busy.
Here is the Medford crew working on the emergency fire
restorations.



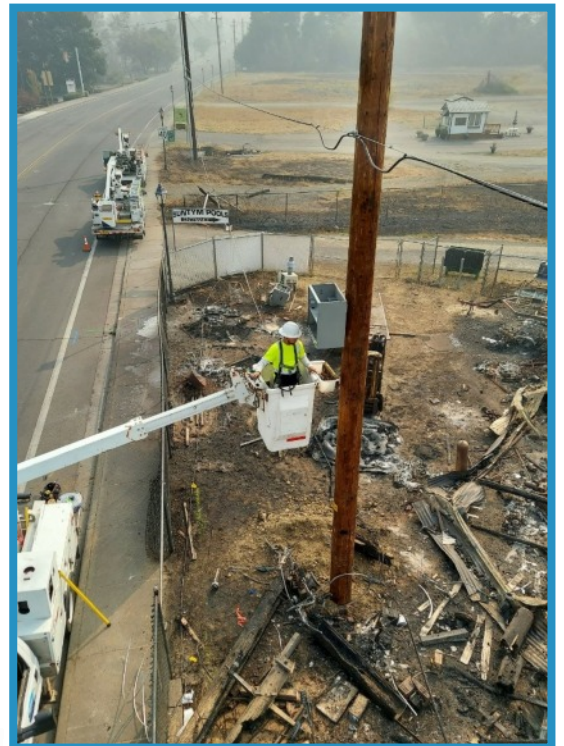
Jay Merritt on Digger Derrick Truck



Left Hand bucket - John Crum. Right Hand bucket
- Bryan Whitehead. Exit 19 Ashland OR



Clay Farley on the ground & Cameron Harris in
the bucket



Bryan Whitehead in the bucket





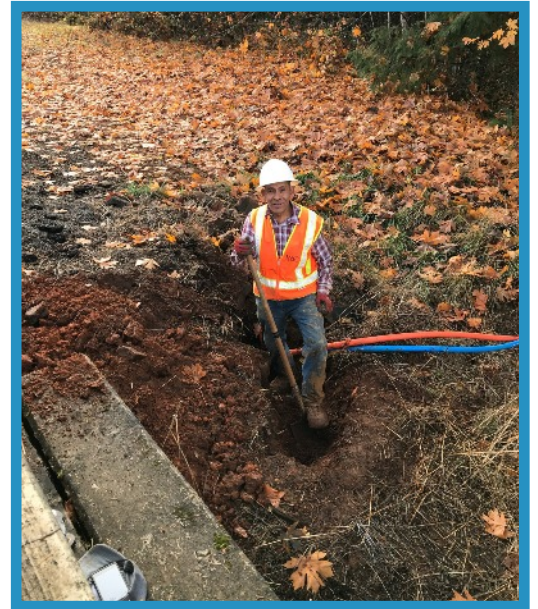
Tyler McMahan & Sam Farra placing conduit under Long Tom bridge. Noti OR



Drill Crew - L to R: Tanner Hills, Curtis McNitt & Tyler Calvillo



Phil Callahan & John Burns Mapleton OR



Jose Esparza - Longtime RBC laborer - 20 years



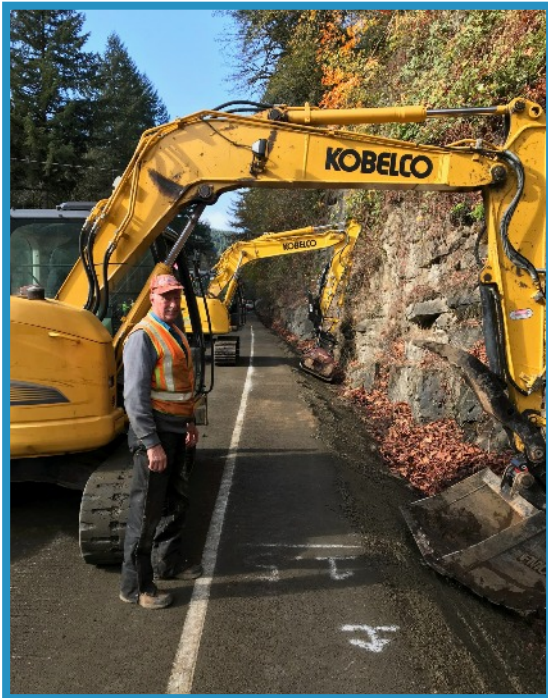
Mike Rakoz & Tyler Calvillo



Clark Lind



L to R: Jose Esparza & Brandon Retherford
Bucket: Tyler McMahan & Sam Farra



Bill DeGroot



Mark Lawson

Happy New Year
2021



Obie Garza



Cory Rosenow - framing poles & placing strands - Anacortes WA



Jack Rains - equipment & Kendal McMillen
- ground. Plowing conduit - Harrison ID



Jack Rains - Harrison ID

2021
HAPPY NEW YEAR



Corporate Headquarters

6150 NE 137th Avenue Vancouver WA 98682
Office Phone: 360-576-5359 Office Fax: 360-576-7781

Mukilteo Office

13024 Beverly Park Road Ste. 205 Mukilteo, WA 98275

Medford Office

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

Myrtle Creek Office

Physical: 550 S. Old Pacific Hwy Myrtle Creek, OR 97457
Mail: 125 Gael Lane Myrtle Creek, OR 97457
Office Phone: 541-860-7630 Office Fax: 541-860-7622

Prineville Office

1190 NW LaMonta Rd. Prineville, OR 97754
Office Phone: 360-576-5359

Northern Idaho & Eastern Washington Region Office

14199 Thayer Street Rathdrum, ID 83858

Ellensburg WA Remote Office/Yard

2410 N. Dolarway Rd Ellensburg, WA 98926

Hermiston Yard

81628 Hwy 395 N Hermiston, OR 97838

Eugene/Veneta Yard

25513 Hwy 126 Veneta, OR 97487

Oklahoma Office & Yard

3408 Chisholm Rd. Mill Creek, OK 74856



Lily Dee Steinbach 11/13/20
Fred & Dani Steinbach

Welcome
RBC
Babies



Tucker Bryan 11/7/20
Toland & Megan Severson