

RBC Cable News

February
2019
Edition



Volume
#9

Mike Rakoz President

Happy New Year!

I want to wish all of you a Safe, Healthy and Prosperous 2019 for you and your family. I want to thank you for your hard work and dedication to helping make RBC successful as well as the sacrifices by your families for those of you working on remote projects. With 2018 in the rear-view mirror, I would like to give a quick 2018 re-cap and speak briefly about our direction going forward.



In the spring of 2018 we were unsuccessful in retaining the Frontier Master Service Agreement (MSA) contract, so we decided while ramping down MSA work we would seek out opportunities to backfill the void. We feel it is important to keep balance in our backlog of work between service work and projects in order to keep a stable workload and opportunities for all RBC employees. We found it difficult to backfill the work with enough volume and profitability in a few specific areas. So, we decided to downsize in a couple locations and look to focus on projects in these markets Tri Cities and Denver. These decisions were not easy, but the overall success of the company was dependent on reducing our costs and the sale of excess and aging equipment tied directly to the Frontier contract.

Now moving forward in 2019 while working through the changes above we were successful in winning the ZAYO Hermiston-Prineville project. In addition, we increased our workload for Charter in the Southern Oregon region and extended our NoaNet contract in the Washington State to help bolster our MSA workload. We are very excited to participate on many project opportunities in all markets. This includes millions of feet of long-haul work and engaged in opportunities within the energy sector. We had some turnover last year and we wish them all the best and appreciate their dedication over the years.

I would like to wrap this up with some really good news. We have a large backlog with many opportunities on the horizon. We are much stronger from a financial perspective and have resolved a dispute on a project in Alaska. So, the road in front of us is clear and we feel very fortunate to be in this position. In order to be competitive and successful it will take all of our talents to continue to be a market leader. We hope to share success with you in 2019.

Thank you for your time,

Mike Rakoz
President

Condon, OR



Brandon Wolf on excavator



Chris Wolf performing restoration



Equipment Spread



Can't tell we were there

Out here on the projects side of things we have been blessed with a nice work load now for the last couple of years with Zayo. We have been awarded a project that spans from Hermiston, OR to Prineville, OR which consist of just over 900k feet. We estimated just over 50 miles of that to be rock. So, it will take this experienced crew of, 40+ full time craft employees, two field supervisors, and three office staff working the build to make the dates. We started this phase in September of 2018 in the higher elevations and worked down to the lower to save work for the winter months. We have completed 85% of the placing from Hermiston to Condon, and 95% from Fossil to Service Creek with two plows for most of the time and three as room allows. We have West Pacific Drilling doing all our drilling on the project with three full time drills and two that come and go.

In our spare time over the holidays our employees donated to the tree of sharing in Condon, we were able to send out over 70 presents to the community. For the Condon town parade, we entered our lowboy with Santa and his reindeer flying into the night and took the biggest and brightest award, fifty dollars which of course went back into the community.

The future work load looks very promising as well, we must provide pricing by the end of February for the next phase from Prineville, OR to Reno, NV. Hope to have our pencils sharp and take a chunk of that project to carry us into 2020.

Sincerely,
Jim Cooper - Project Manager

Grand Coulee Elmer City



Mac Curran (ground) Steve Huey (lineman)



Steve Huey (lineman)

Astoria - Warrenton OR



Alex Pedroza setting anchors



Lewis and Clark River Crossing



WIN EVERY DAY



From the HR Desk - Mary Hargrave

Long-Term Incentive Bonus

In addition to our traditional employee benefits (medical/vision/dental insurance, 401(K) 2% match and PTO) RBC created the Long-Term Incentive Bonus 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.

There was a change from the original way we paid the Incentive Bonus. Originally, we stated an employee can use this bonus as pay for time off on an hourly basis throughout the year or elect to receive a cash payout at any time. We found it much easier and beneficial to the employee, to pay the employee the total Incentive Bonus the week of their anniversary date so they were in control of those funds to use as they wanted.

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

Jose Esparza	2001
Julio Lluvias	2003
Carlos Pinto	2004
Bill McCoy	2006
Jim Cooper	2007
Leslie Cooper	2007
Joe Bergren	2008
Jonathan Jensen	2008
Dave Beardslee	2009
Tim Cooper	2009
Martina Tarango	2012
Dave McMillen	2012
Shawn McMillen	2012
Kendal McMillen	2012
Shane Soares	2012
Holly Akimseu-Leitgeb	2013
Toland Severson	2013
Mark Vermeulen	2013
Ron Hanson	2014
Blake Saranto	2014

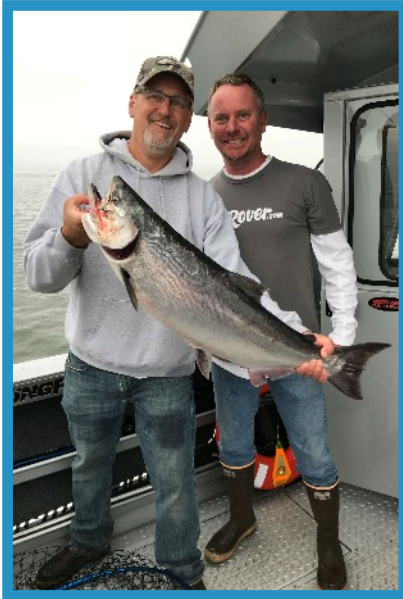
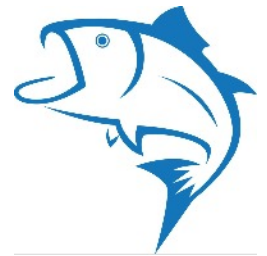


This Incentive Bonus reflects our appreciation of your hard work and dedication to Robinson Brothers Construction.





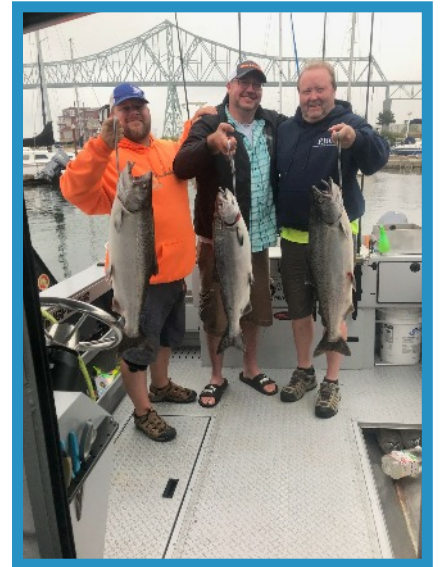
Let's Go Fishing!



Craig Sorenson & Jerry Brown
(fishing guide)



Merle Sorenson, Hank Edelbrock &
Tyler Brown (fishing guide)



Esau Clauson (BNSF Rep), Bill
McCoy, Dave McMillen

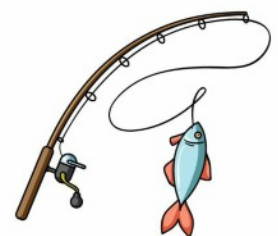


Jerry Brown & Dave McMillen

Tyler Brown, Craig Sorenson,
Stan Sorenson & Jerry Brown



Jerry Brown, Merle Sorenson
& Hank Edelbrock



A message from Joe Bergren

Field Safety Supervisor

Team RBC,

As we all know last summer was a record across most of the nation for heat and fire related issues. The beginning of 2019 is doing just the opposite with cold and record snow falls.

We as a team have thus far avoided any major issues regarding the afore mentioned and that is proof positive from the top down that safety has and going forward will be priority.

There are some exciting things progressing on the safety side of our company. We have been given an opportunity to advance our Manager and site employee OSHA training and enrollment started in February. We will also continue our in-house training going forward on an as needed basis.

We have seen great improvement over the last couple years on the team taking safety very seriously with the improvement on reporting, JHA'S, P.P.E, weekly and monthly safety meetings and just the general attitude and care for safe work environments.

The entire team at RBC deserves a genuine thank you for all your efforts, and a special thanks to all the admin teams that support our daily operations, they are a vital key in making our jobs effective and prosperous.

Continue with the safe and effective work out there!

Sincerely,

Joseph Bergren - Field Safety Supervisor

1/9/18 Owen Barnes received RBC Tool tote bag for excellent load securement on truck # 11008.

1/9/18 Carlos Pinto Received RBC Tool tote bag for excellent load securement on truck # 11008.

1/9/18 Noah Tribble Received RBC Buck knife for excellent attention to detail in CPR,FA,AED Safety Class.

1/10/18 Al Johnson Received choice of RBC Buck Knife or Wireless Bluetooth speaker for outstanding score on TSE Exam

1/10/18 Tanner Porter Received choice of RBC Buck knife or Wireless Bluetooth speaker for outstanding attention to detail during CSE class.

1/19/18 Sam Farra Received RBC tote bag for OSHA Site compliance inspection Wilsonville OR 18-FOM-002

1/19/18 Jose Esparza Received RBC tote bag for OSHA Site compliance inspection Wisonville OR 10-FOM-002

2/6/18 Jeff Keith Received RBC tote bag for being highly safety conscious on projects Medford OR area

2/14/18 Obie Garza Received RBC tote bag for high scores on safety training exams Tri Cities

4/17/18 Zayo Barlow Trail Crew all received RBC Buck Knives, Phil Callahan, Don Elder, Edgar Maciel, Michael Nelson, Matt Madson for safe excellent work and detailed JHA.

4/17/18 Ellensburg job # 18-MIS-O12, Obie Garza and Walker Mattlin both received RBC Buck Knives for safe job set up and JHA

5/9/18 Medford OR, Tommy Brian received RBC Tote Bag for onsite safety

7/30/18 Hermiston OR 18-ZAY-006 Entire crew #1 received RBC gear for OSHA site visit deemed in compliance: Chris Wolf, Michael Jensen, Kyle Hoopes, Bill Degroot, Justin Fisher, Mac Curran

Crew #2 Phil Callahan, John Burns, Brian Byrne, Kendall McMillen, Jon Jasper, Tom Jasper, Matt Matson, Austin Jasper, Cindy Larot

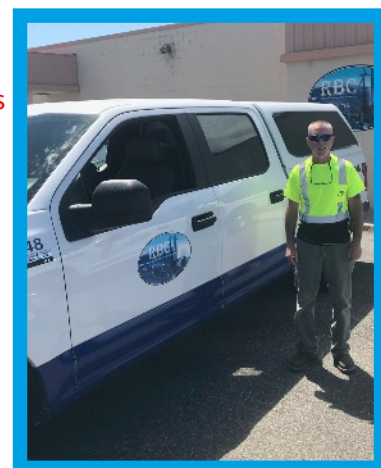
1/15/19 Sandy Oregon 17-ZAY-027 Entire crew received gift cards for excellent Safety minded job set up: BJ Hill, Mark Lawson, Jerry Jones, Jose Esparaza, Brandon Retherford, Devin Bird

1/22/19 Roseburg OR 19-CHA-021 Jacob Franke and Jacob Thompson both received RBC Knives for safe job set up, JHA and P.P.E

1/23/19 San Juan Island Al Johnson received RBC Buck knife for excellent JHA and site safety set up

1/24/19 Orcas Island Obie Garza received RBC Buck knife for excellent inspection on aerial safety

1/29/19 Mukilteo Yard Nate Myers received RBC Buck knife for excellent and safe work wrapping up the yard



Myrtle Creek, OR Office & Crew

Duane Schoeneck
Area Manager



(Left to right): Tracy Clark, Chris Brooker, Josh Huskey, Kyle Walker, Jacob Logsdon, Jacob Franke, Jeremy Petrie, Mitch Dawson, Duane Schoeneck (front): Rick Logsdon



Myrtle Creek, OR Shop



Jeremy Petrie
19CHA021 Aviation Dr
Roseburg, OR

Marvin Porfily - VP Logistics & Equipment

Team RBC,

I would like to start off by saying, thank you all for your continued efforts to improve our DOT rating and keeping track of our fleet. Your attention to the safe operation of our fleet has helped us have a very satisfactory rating by the DOT. This is very important to the future success of RBC. You all know that in order to have a successful job or project it all comes down to people and equipment and good planning. RBC continues to invest in training of our valued employees as well as our equipment. We have sold off a number of our older or under-utilized trucks and equipment. We have many new aerial placing trucks, 1 tons and pickups as well as a very modern fleet of big iron.

A crucial key to being able to replace our older assets is the proper reporting of their hours of usage. Each asset has an established rate that is charged to our jobs based on the hours you report. This allows us to be able to replace trucks and equipment as they come to the end of their useful life. It is also very important that you report the miles and hours of the assets you have on your jobs so that servicing and maintenance can be done at the correct time. We take great pride as a team in our first-class fleet and need to work collectively to keep it that way.

We have also secured a larger area in our Vancouver yard to facilitate better organization of our trucks, equipment and material inventory. I ask for you to call me on material needs before placing an order, chances are we may have it in stock. Also, please help me out by keeping the yards organized.

Sincerely,

Marvin Porfily - Fleet and Logistics Manager



Daily Job Hazard Assessment Sheet

RBC Job Number: 18CL-019 Location: Chapman & Associates
 Date: 1-22-19 Operation: UG
 Day of Week: Tue Prepared By: Al Johnson
 Plan For Day: Deep road site from slope pull back if rain
 Describe the steps taken to complete this task:

1	Verify location of road and utility zone
2	Track & PL conductors - Recheck as needed
3	Form for concrete slabs - x-back & ODC equipment
4	PL Cable & Reel if Time allows
5	Secure site

Risks	Obvious Risk	Additional Planning	Special PPE	Required
Equipment Operation	<input checked="" type="checkbox"/>		Hard/Lowback Chaps	<input checked="" type="checkbox"/>
Trenching/Excavation	<input checked="" type="checkbox"/>		Face Shields	<input checked="" type="checkbox"/>
Trenching/Shoring	<input checked="" type="checkbox"/>		Cranes	<input checked="" type="checkbox"/>
Confined Space/HAZOP	<input checked="" type="checkbox"/>		Welding Hood	<input checked="" type="checkbox"/>
Traffic Light-Level	<input checked="" type="checkbox"/>		Welding Leathers	<input checked="" type="checkbox"/>
Weather Area Profile	<input checked="" type="checkbox"/>		Top/Face Guards	<input checked="" type="checkbox"/>
Excavators to Falls Slips-Trips	<input checked="" type="checkbox"/>		Harnesses	<input checked="" type="checkbox"/>
Hazardous Materials	<input checked="" type="checkbox"/>		Eye Protection/PLP	<input checked="" type="checkbox"/>
MSDS Attached	<input checked="" type="checkbox"/>		Gloves as needed	<input checked="" type="checkbox"/>
Electrical UG "No"	<input checked="" type="checkbox"/>		Standard PPE	<input checked="" type="checkbox"/>
Utilities UG "Live"	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>
Lift Plan Cabovers	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>
Iron Work	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>
Other Safety Hazards	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>

Note: Please explain additional planning on back of sheet and attach applicable documents

Reviewed By: (All present):
 Name/Signature: Al Johnson Cefel
 Name/Signature: Bob Robertson Mark

Excellent JHA submitted
By
Al Johnson

Equipment Additional Planning/Special Considerations:

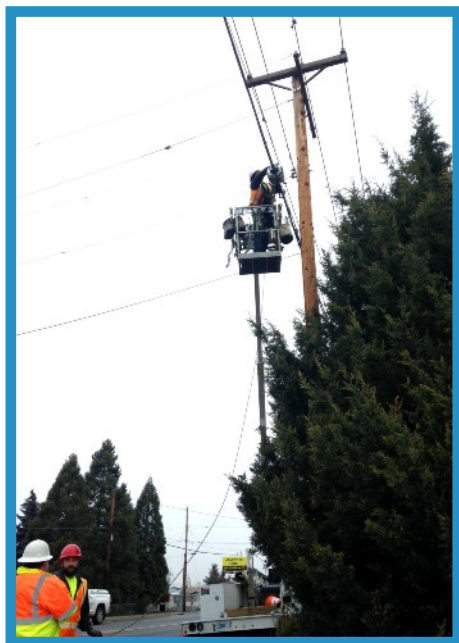
- * 1 Equip. Proper Use, Swing Radius - Awareness - Pre Contact & Communication w/ at & Groundman - Use Caution
- * 2 Trenching, Cord Splicing, Ask Questions, Awareness - Hand dig to expose util. Support util. as Required - Use Caution
- * 3 Light Vehicle Traffic and Foot Traffic Awareness - Assist thru on Around Site
- * 4 Stick on Wet Surfaces, Uneven Terrain, Trenches, etc. - 3 pr Contact in and on tractors, Hoos, Trucks, etc.
- * Live util. Power, tel, Water, Air hole, Exposed. Area - Main Hazards Known, Use Caution
- * 5 Proper Lifting, Ask for Help. Proper Chains on Slings - Lift and Set Heavy Objects. EXTRA Caution Placing over live cables - Fingers, Toes, Hand, Feet, Back - Know where things are
- * 6 Proper Tool Use, PPE as Required - Chaps for Damage when PPE's, if its No Good Replace it - Let us know its Broken - Common Sense

Comments: All for Real Emergency - NOTIFY RBC when for
Nearest Medical - Peace Health Hospital Friday H
1117 Spring St (24 Hrs) "ER" (360) 378-2141
Walk in Clinic - San Juan Healthcare 689 Airport
(360) 378-1338

Medford, OR

Hard at work

John Wildey
Medford Area Manager



Brad Merrit (bucket)
Greg Harris & Cameron
Harris (ground) -
Medford, OR



Jacob Franke (ground)
Jacob Thompson (drill)
Roseburg, Airport Bore



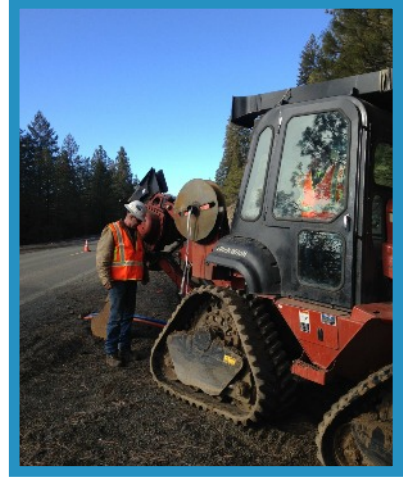
John Crum (bucket)
Cameron Harris (ground)
Medford, OR





Don Elder

Fossil, OR



Todd Sannar (ground)
Tim Cooper (plow)

Hermiston, OR



Nate Woolsey unloading splice vaults



John Burns (reel trailer) Phil Callahan (operator)
Alex Toledo (ground) - Hwy 207



Bore setup to bore under Hwy 730



Bore under Hwy 730

Chris Blayne (back),
Sparky Murry (front)
Blowing fiber in newly placed
duct -Frontage Road





Brad Robertson (front)
Al Johnson (back)
Roche Harbor, San Juan Islands



Cory Rosenow, Obie Garza &
Steve Huey - Orcas Island



Obie Garza (bucket)
Orcas Island



Tree Trimming Crew hard at work



Al Bean topping a tree



Christmas 2018



Paige & Lauren Rakoz
Prepping Christmas
Baskets to deliver to our
Customers



Toys for Tots -
Vancouver, WA



The RBC crew from Condon, Oregon is feeling quite comfortable in their new community! Our first task on the agenda was an entry into the local Festival of lights Parade, themed 'Polar Express'.

The crew decorated the lowboy, which was decked out with bright lights, Christmas music and carrying Santa and his reindeer!

Mr. Cooper was busy throwing candy to the parade watchers and having a grand time! Our float **WON 'The Biggest and Brightest' award!**



Next on our agenda was to 'give back' to the wonderful community of Condon, Oregon. The town of Condon has warmly welcomed RBC to this area with kindness, graciousness and have bent over backwards to assist us while we settled in.

The crew sponsored a 'Tree of Giving' that was adorned with gift request tags. K'lynn Lane, President of The Condon Chamber of Commerce, provided us with a list of 6 families that could use some extra help during the Christmas holiday.



The crew purchased an array of gifts for these 12 children and 11 adults! This included warm blankets, gloves, mittens, socks, toys, a Christmas tree with decorations and several other miscellaneous items to bring a smile to their faces on Christmas morning! To complete the festivities, we were able to provide each of the families with a turkey, ham and all the necessary ingredients for a holiday dinner.

Thank you from Condon Oregon!

Hi there, my name is Norie Wright and I was just reaching out to say thank you! I wanted you to know how amazing the presence of RBC has been in our community. I was born and raised in this community and my husband are raising 5 kiddos of our own here! I have never seen a company come in and be so helpful! RBC and the employees have been incredible to us. Randy has spent countless hours on the loader, clearing paths to get our horses water, moving snow to allow farmers to move livestock to safety from the fierce snow storm, clearing our city streets, parking lots, and so much more to keep our little community going during this harsh winter. Theresa continues to check in with all of us to see what else they all can do to help! Anything we have needed from defrosting pipes to snow removal... RBC was there! I hope you know what an outstanding crew you have and how thankful we all are for them and you for allowing them to help! RBC will ALWAYS have a home here in Condon Oregon!

I have attached some photos of our horses and kids, they have cleared roads for and Randy so hard at work!!! Thank you again for everything!

And for showing our children that big companies can be HUGE helpers in small communities!



RBC out making
a difference in a
small
community





Myrtle Creek, OR Shop

Crazy winter storms, I thought Punxsutawney Phil (groundhog) **DID NOT** see his shadow!!

Myrtle Creek received over 7 inches of snow in the beginning of the week and still snowing.

But during the crazy snow storm, our Myrtle Creek crew was responding to emergency call-outs for our clients.



Rick Logsdon (saw) Josh Huskey building shelves for Myrtle Creek shop



Jacob Franke - Emergency Call-out
Melrose, OR



Myrtle Creek Crew
Emergency Snow Storm Call-Out



Jacob Franke - Emergency Call-out
- Plant Replacement - Riddle OR



Left to right: Rick Logsdon, Jonathan Reilly, and Jacob Franke - Temporary Aerial Lead for ODOT - Powers OR



Chris Wolf - Territorial Hwy Veneta, OR



Snow Storm in Tri-Cities, WA
Truck # 10048 - Joe Bergren

Snow Storm in Tri-Cities, WA
Grader on Pasco Kahlottus Hwy
- Joe Bergren



ATTENTION ALL EMPLOYEES \$500 REWARD

This is a program we have implemented to try and add new employees to our team. If you as an employee recommend someone to RBC and they are hired and stay a minimum of 6 months You will receive \$500.00!!

IT'S THAT EASY!!



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

Condon Office

602 N Washington St. Condon, OR 97823
Office Phone: 541-384-2390

Medford Office

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

Myrtle Creek Office

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

Northern Idaho & Eastern Washington Region Office

14199 Thayer Street Rathdrum, ID 83858

Ellensburg WA Remote Office/Yard

2410 N. Dolarway Rd Ellensburg, WA 98926

Fossil Yard

48643 Old Hwy St. Fossil, OR 97830

Prineville Yard

201 NW 10th St. Prineville, OR 97754



Austin Jasper placing 27 way duct System - Hermiston, OR



Chase McCall (ditch) l to r: Brian Byrne, Austin Jasper & Kendall McMillen - Hermiston, OR



Brian Byrne placing 27 way duct system - Hermiston, OR