

CURRENT FLASHES



IN THIS ISSUE:

EMPLOYEE OF THE QUARTER

Congratulations Josh Collins on being selected Construction Employee of the Quarter.

NEWS OF THE CREWS

From Texas to Oklahoma to Florida. We have all the news from what is happening on the ground at the Irby Construction Sites.

IRBY UPDATES

Recent notable events that have transpired since the last issue.

COMMUNITY FOCUS

See how Irby gives back to the communities we serve.

DEPARTMENT SPOTLIGHT

Learn about the members of the Human Resources Department and why they love Irby.



IN THIS ISSUE:

A Word from Lee	3
Employee of the Quarter.....	4
FYI	7
News of the Crews.....	8
Happy Retirement.....	22
Irby Updates	24
Community Focus	30
Department Spotlight	37
Who's Who.....	39



LETTER FROM LEE



As we quickly approach the halfway point in 2017, I would like to personally thank everyone for their hard work. This year's construction model has been different than what we experienced last year, in that we have been tasked with executing much smaller projects and less large, long-term projects. With that said, everyone has done a great job communicating in regards to man-power and equipment to accommodate this type of portfolio of work. We are missing our revenue mark slightly due to a temporary slowdown in the market, but we are offsetting the operating income with successful planning and execution.

The industry outlook is VERY favorable across our customer base. A common phrase I hear from many of our customers is, "We have more than you can handle." In this case, it's just a matter of timing. We are seeing lots of activity beginning late summer / early fall this year. In addition to this work, we are bidding a large volume of Engineering Procurement Construction Direct Assign programs to many engineering firms that have construction start dates around the first quarter of 2018. We are confident we will capture a large portion of this market share.

Just a few highlights for the quarter: we successfully completed construction of the Thomson-Vogtle 500kV transmission line project for GPC which will be a featured project on Quanta's website; we executed a Master Service Agreement contract for LCRA for substation work; and we started distribution work for Entergy Mississippi. We have also had many positive meetings with new and existing customers regarding future opportunities.

Our current success and future opportunities are a direct result of everyone's hard work and focus on safety. As a group, we have strengthened our safety numbers; however, we always have room for improvement. Let's continue to strive to be the industry leader, and make sure all of our employees come home safely.

A handwritten signature in blue ink, reading "Lee M. Jones".

Lee M. Jones

President



CONSTRUCTION EMPLOYEE OF THE QUARTER: *JOSH COLLINS!*



"I first started working for Irby back in 2007 outside Phoenix, AZ, under David McGee. Those of you who know Dave can imagine what an adventure that was right out of the gate! Despite his ways, there are few better to have trained under as Dave is incredibly knowledgeable and knows the ends and outs of Irby, having been around Irby all his life. In 2008, after having worked in Arizona and then in North Dakota, I left Irby and then returned in 2011. Upon rehiring, I was sent to the Florida regional office to work for Brent Croft and Mike Caudill to be brought up to speed. It was a great experience, and I really enjoyed learning from Mike. Fortunately Josh Baxley is an avid hunter so I lucked into spending a couple weeks outside of Atlanta filling in for him while he was away on a hunting trip. I guess they figured out I was too close to home because I soon found myself heading to Oklahoma with Mike Smith to kick off a group of AEP TRANSCO projects-who knew six years later I'd still be here in OK. The last few years I've had the opportunity to work with a lot of great Superintendents and Assistants Superintendents like Dean Anglum, Carl Bell, Tom Mehlin, Donnell Swanson, Mike Anglum, Randy Franks, Tony Collins and many others. I've also been real lucky in working with a lot of amazing office folks here in OK such as Nicole Sparks, Tara Reid, Gabby Navarro and Marsh Turner in particular. The crew's members of whom there are too many to name, all these folks have made it a real pleasure to work here at Irby. Those of you who know me, know how much I hate to talk about myself so I think this is about as good as it gets. I would like to thank everyone who reached out when they heard I was selected as Construction Employee of the Quarter-it was very much appreciated, and I'm very grateful to have gotten to know y'all over the years."

-Josh Collins

CONGRATULATIONS, JOSH!

"Congratulations Josh! I first met Josh when he came to McAlister, OK, and worked out of his motel room and the front seat of his company truck until they got the office set up. He was always on top of things even without an office, and I always wondered why they got an office for him to work out of. I'm just kidding about the office, not what kind of job Josh does-and I want to thank you for all you have done to make Irby successful and for all the help you have always given me. Keep up the good work, and I know the company is going to be in good hands for years to come with you here to watch over it. Congratulations Again!!!!"

-Pete Tomlinson, Director of Operations

"I would like to take this opportunity to Congratulate Josh on being selected as the Construction Employee of the Quarter. This is an honor well deserved. I have been impressed with your dedication and the attention given to every detail of your responsibility. Good luck to you and may you have many more years with Irby Construction Company."

-Charles Gatewood, Senior Vice President

"Congratulations to Josh on being Construction Employee of the Quarter! I first met Josh in September of 2011 when he came to our Georgia office for a few weeks to help out before transferring to Oklahoma. Josh has always seemed quiet and positive, and the type of person to go out of his way to help someone. He's always been a big help and been there to answer questions or be a set of ears when I need to blow off some steam. He's a big asset to our company, and I wish him many more years with Irby. Congrats again!"

-Josh Baxley, Office Manager

"Congratulations, Josh, on being selected the Construction Employee of the Quarter! I have known Josh for..... his whole life! Many of you will be glad to know that Josh is a Razorback fan now! (just kidding!) I am thrilled to have Josh working on my projects! Josh's work ethic and work capacity is exceptional. His knowledge of Irby rules and procedures are second to none. Congratulations again Josh Collins, an honor well-deserved!"

-Randy Berry, Vice President of Operations

"Congratulations, Josh, we wish you many more years of success."

-Rufus Killen, Superintendent

"Good job Josh, keep up with all the hard work."

-Jesse Beel, Office Manager

FLASHBACK...

This was the front page of The Current Flashes 20 years ago! Do you recognize anyone?



The Current flashes

A Publication of Irby Construction Company

News of the Crews



Volume 32 No. 8

July 1987

CONSTRUCTION MAN OF THE MONTH

Steve A. Jinks

On June 17, 1921 in the town of Marysville, Ohio a Construction Man of the Month was born. The proud parents, Henry and Nadie Jinks.

Steve started to work in California for Irby Construction Company as a lineman under the direction of Gene Hardy. He has worked in many places including: Ohio, Kentucky, Indiana, Georgia, Florida, Kansas, Arkansas, Wyoming, Colorado, Arkansas, California, Texas, Mississippi, Nevada and Louisiana. His abilities include: distribution, transmission, fiber optic, underground and overhead, operator and foreman.

At this time Steve runs one of our crews out of the Baton Rouge Louisiana office.

Steve is married to "Tammy". He enjoys fishing and hunting.



Congratulations to another second generation Irby employee. The job in Arkansas was the first time I worked around Steve, but I have known of him for a long time. He did a very good job while working in Newport, AR on the concrete pole line. Then I came to south Louisiana where Steve was already working on the maintenance crew in Baton Rouge. He did whatever was asked of him and sometimes even more. Steve helped us out on the Coby-Sorrento job recently while still working trouble for maintenance on the side. He is now running one of the

maintenance crews for Joel Votaw out of Baton Rouge and doing a good job.

Thanks for all the help you have given me since we have worked together. I wish you much more success in life as well as your career with Irby.

—Pete Tomlinson

I have known "Pinky" almost as long as his dad has known him. The biggest change I've seen in him is that his pants have gotten longer! Since we work NOPSI and he works Gulf States, we don't know first-hand. We do

understand that he is doing a fine job running one of the maintenance crews. You are doing a fine job since you have worked your way up and out of those short pants.

—Michael Smith

Steve Jinks came with Henry to Belle Glade, Florida to work in the swamp. I was impressed by the fact that he jumped right in no matter what the task or how deep the water.

Congratulations Steve, you are an asset to any job that you are on.

—Lawrence McGee

FYI...



Benefit Information Highlight:

Open Enrollment is great time to review your benefits plans, beneficiaries and make any changes in your current plans. Open Enrollment will be held during the month of October and advance notice will be sent out with the specific dates. You can only make changes to your benefit plans during Open Enrollment in October of each year unless you have a Qualifying Event. Qualifying Events are: Marriage, Birth, Death, Divorce, previous insurance coverage ends, change in spouse's job status, spouse gains or loses insurance and adoption. You have 30 days from the time of the Qualifying Event to change coverage or you will be required to wait until open enrollment to change coverage. You will also need to provide supporting documents for the Qualifying Event such as Marriage/Birth Certificate, Divorce Decree, Death Certificate or Certificate of Credible Coverage from the insurance carrier. Meeting that timeline is important to ensuring coverage.

If you have any questions, please feel free to call Angie McWilliams at 601-960-7237 or the Quanta Benefits Helpline at 1-844-306-7032.



We have been improving Irby's social media presence and brand recognition by updating the following platforms weekly. Please utilize these sites to learn more about Irby as we continue to grow.



FACEBOOK:

www.Facebook.com/irbyconst

-LIKE and SHARE our page



INSTAGRAM:

[irbyconstruction](https://www.instagram.com/irbyconstruction)

-FOLLOW us and LIKE our posts



LINKEDIN:

[Irby Construction Company](https://www.linkedin.com/company/irbyconstruction)

-FOLLOW us

-LIKE & SHARE our posts



TWITTER:

[IrbyConst](https://twitter.com/IrbyConst)

-FOLLOW us

-RETWEET & LIKE our tweets



WEBSITE:

www.irbyconst.com

-Visit frequently to stay up to date on all things Irby!

Field Notes

GEORGIA REGION

Job 1929 GTC Cumming - Pinecrest 230kV

Congrats to Josh Collins on being selected as Irby's Construction Employee of the Quarter. Being led by Kelly Rutherford, we are rolling right along here in Georgia working through some challenges with delays and outage constraints. The weather has also been unpredictable, from raging wildfires to non-ending rain, we've seen it all. We want to thank the TX Region for sending Adam Godfrey and his crew to assist us earlier this year. We've now welcomed Richard Griggs and his crew to our project since their maintenance work for 1452 was cut short for a little while. We also want to thank the Richland Equipment Department for their continued support. They are a big help and probably get overlooked sometimes. All in all, we have a great group of guys who are committed to see Irby succeed. Stay safe everyone.

"I want to personally thank each and every one of my Irby family who called, texted, and emailed me and my family over the passing of my son Will. The thoughts and prayers sent our way were very much appreciated and moving. I want to thank Lee and the Equipment Department for their help in making this time memorable and to commemorate Will as a lineman doing what he loved to do. I can't explain the feeling of knowing that this company had my back in a time of need. My family and I can't say thank you enough."

-Kelly Rutherford



All photos are Job 1929.



Job 1796 - Wrens, GA

Greetings from Job 1796. This will be the last article for the GA Thomson - Vogtle 500.

This has been a great project to work. We have received many thanks from the local business owners and they wanted to let us know that we will be missed.

This project started with foundations in June 2015. It has consisted of 193 Structures, 9,257,076.1 LBS of steel for the towers, and 756.8 MF of conductor, along with all the materials to go with it.

There were many changes and challenges over these last two years, from inside and outside the company and many new faces along the way. We would like to say a final "Thank You" to all of you who helped make this project a success.



All photos are Job 1796.



Jesse Norton climbing.

Field Notes

OKLAHOMA REGION

1910 Hugo Tap- In May, Adam Godfrey and his bare hand crew came back to OK and completed the outstanding hot work on the project in Valliant, OK. Thanks to their help we were able to close the books on this 21-mile rebuild that Bobby Jones, Tony Collins and crew did such an amazing job on last year. They were able to build this line and retire the old line in less than five months, with the help of Brandon "Hollywood" Cox and Chris Swindoll's crew.

1939 McAlester-Atoka Phase 1- In January we began the first section of what will be a 45.3 mile rebuild from McAlester, OK to Atoka, OK consisting of 5.67 miles of transmission and 2 miles of distribution under-build through the center of McAlester. Construction is now complete and restoration is underway, despite the usual difficulties associated with working in town, our crew did an outstanding job! David Hulsey's distribution crew in particular really knocked this one out of the park, and we appreciate their hard work and dedication.

1940 Cornville-Maud Phase 4- This is the rebuild of a 138kV Transmission line, 112 steel poles and approximately 12 miles out in the middle of nowhere central Oklahoma. We started in January, and we were very fortunate to not receive much snow this winter. However, mother-nature made up for it in the spring with a lot of rain and thunderstorms, but we didn't let all the mud slow us down. Tom Mehlin, our Superintendent and Donnell Swanson, our Assistant Superintendent had the crew moving right along down the line. In the middle of the second to last wire pull we received word that our crew was needed in Fort Cobb, OK to complete an AEP 138kV line for K & D Construction. The kicker was we had about a week and a half before we had to be mobilized in Fort Cobb. These guys kicked it up into high gear and got it done. There are still a few folks remaining on 1940 completing the ROW cleanup but the line was energized on May 9th.

1962 Lone Oak- Broken Bow- Randy Franks and a small crew journeyed once again to Broken Bow, OK, to replace a span of conductor into the Broken Bow substation for AEP. The work was performed on the 78 mile rebuild that was wrapped up by Carl Bell and Randy in December of 2016. We began the first section of this line back in 2014 and over the course of the last

couple years about everyone in the state has worked on it at one time or another. It's without a doubt the roughest terrain we've encountered in OK and there were a lot of obstacles but thanks to everyone's hard work and commitment to safety it was completed right on time.

1976 Comanche-Waurika Material Unloading- A few of our folks are receiving material for the AEP Comanche, OK to Waruika, OK transmission line. It is unknown at this time when line construction will start but we are keeping our fingers crossed to begin this summer.

1964 McAlester-Atoka Phase 3- April found us kicking off the third phase of McAlester-Atoka consisting of 17 miles of rebuild going from wood H-Frames to Steel Monopoles, upgrading from 69kV to 138kV. Thus far, it's progressing extremely well, and we hope to complete around September with enough time to roll into Phase 4 and wrap up another 8 miles before Christmas. About the middle of June, we'll be transition to a new staging yard in Stringtown, OK, which should be quite interesting as the best yard we could find happens to be next to the Mack Alford Correctional Center. Despite the new neighbors the crew is looking forward to the open country and escaping the confines of working in town.



Job 1964-Jesus and Salvador Aispuro rigging while framing.

1984 CTT Inspections- We're extremely happy to welcome Carl Bell back to the region! Carl is bringing a half dozen of his crew who have been working in TX, and picking up about six more folks from 1964 to provide support to welding inspectors in Pampa, TX. Soon after we hope to have Carl and his entire crew back with us.

1969 Carnegie-SW Station- This project is the rebuild of an AEP 138kV line which is approximately 16 miles for K & D Construction. Tom Mehlin's crew will be topping out/setting 18 steel poles, removing old wire and installing 3 phases of new conductor. The new conductor is T2 Hawk 477. This braided wire is a new one for us. With the short notice on this project, we were scrambling to get all the tools and equipment needed to facilitate the braided conductor. Special sections were located and purchased for the conduit equipment, but our fearless leader Dean Anglum came through. The sections arrived just in time for the first pull. We hope to complete this job by the end of June.



Sammy Allen operating a dozer.



Danny Hawkins operating a digger truck.



Steve Rucker and Mason Landreth.



Job 1964-Ethan Nuttall transferring wire.

FLORIDA REGION

Job 212: The Florida region would like to say Congrats to Josh Collins for being chosen as Construction Employee of the Quarter. Currently, we have crews spread all over the state of Florida from way down south in Ft. Myers, to all the way up to near the Florida/Georgia line. We'd like to thank our office personnel, Mike Caudill, Theresa Ortiz and Zack McGee for their hard work and dedication on keeping track of all 200 employees in Florida, along with all the different jobs it entails. Mr. Harry Carbo has recently moved into the office somewhat since he has taken over overseeing all the equipment operations in the state as well.

Job 1451: Distribution crews for Duke Energy. This job has grown from five crews to six since the last Flash was passed out, thanks in part to a few really good apprentices coming from Georgia. Bo Wilder and Tony Martin are still overlooking all operations. Mike Morgan and Rick Parrish both supervise three crews a piece each week. These crews are run by Andrew Marr, Art Eld, Alex Rodriguez, Arnie Socrates, Mark Sparks, and Benny Willis. Benny, Arnie, and Mark have all just finished big feeder jobs while Andrew and Mark are just starting on some themselves. Art has been doing viper reclosures. Also, we can't forget to recognize Stacy Balcom in the office for all the hard work and dedication she gives each day for these guys. As always, thank you all for everything that you do.

Job 1733: FPL Transmission Maintenance and Hardening Projects. Brent Croft and Brad Cameron are still over seeing all operations on the Transmission side of the state.

Robert Benson is back to working nights down south around Indiantown and Boca Raton.

We are glad to have Harvey Bonner's crew back in Florida after a short absence. They are now working around Starke, which is in the northern part of the state, setting poles.

Richard and Jeff Cumberland have just finished a big 230kV job in Ft. Myers and are currently working in Starke alongside Harvey's crew.

Wyatt Dietz has also rejoined us here in Florida. His crew is now working in Lake City, setting poles, and wrecking out structures.

We are happy to say that Andy Harris's crews have come back to Florida to help out. They are currently working in Yulee as well.

Clyde Dotson's crew has just begun some distribution work in Lake City.

John Van heel is now working back and forth between Palatka and St. Augustine.

Ray Simmons has been working on an ampacity upgrade job in St. Augustine.

Dexter Lee's crew is down in Ft. Myers changing out poles on several Lidar jobs.

Job 1891/1944: Andytown-Orange River 500kV replacement. We are glad to have gotten Tommy Jinks's crew from Texas to work on job throughout Florida.

Job 1950: Duval-Poinsette 500kV. Carl Schaefer and Ricky Jinks teamed up to change out 24 500kV structures. The job is now on hold until the Fall due to clearance issues.

Job 1951: Emerson-Rawls new 230kV and Emerson-Rawls Rebuild 230KV. Roy King, Steven Maradik, and Dennis Winston have all teamed up to get this job off and running. This job calls for installing new concrete poles and stringing wire over a 25 mile section of line from Ft Pierce to Vero Beach, Fl.

*We'd also like to congratulate and thank Carl Schaefer on FIFTY-FIVE YEARS of service to Irby! WOW! *

In conclusion, we would like to thank all of you around the country for everything you do. We would not be able to do everything that we do without the help and support from our Irby and Quanta team.

-The Florida Region



Pictured (left) is Ricky Jinks's and James Eidson's crews working on Job 1733 in Cape Canaveral, FL.

Pictured (right) is James Eidson's crew performing distribution work on Job 1733 in Okeechobee, FL.



Ricky Jinks's crew working on Job 1891 in Andytown, FL.



Job 1451

TEXAS REGIONS

San Saba, TX

Transmission Line – Assistant Superintendent Brandon Cox (Hollywood) and crew are currently working on removing 35 miles of 69 kV and replacing it with 138 kV rebuild. This line will run from Lampasas, TX, to the Substation in Lometa, then continue into San Saba, TX. All 255 structures will consist of steel or concrete poles. A special thanks to Leif Larson and Ivan Brewer who have worked closely with land-owners getting ROW access and ensuring that everyone is happy as we enter their property. We have finished half of this line, and are waiting on clearance for the next section. Hollywood and his crew were sent to Victoria, TX, to pull wire across a busy intersection of HWY 59 for AEP as we waited for the next clearance.

Foundations – Superintendent Bobby Barr, along with his foundation crew, began work in November, 2016, pre-drilling holes for the pole setting crew and pouring anchor bolt piers. We had a rough start due to a challenging ROW (hitting rock at almost every hole) but we kept pushing forward getting through that hard rock. Bobby and his guys have gone to complete other smaller projects as they waited for the clearance of the next section. Crews are scheduled to come back to Lometa on June 19th, 2017, to finish up all loose ends.



All photos are Jobs 1921 & 1922.

Ozona, TX

Hello from Ozona, Texas.

We have a crew led by Robert Barfield installing foundations at an LCRA 345kV switching station.

As of February of 2017, we have poured 101 piers and 4 pads, and we are steadily progressing.

The project completion date is set for early March, and we are confident we will get this job completed safely and on time.

Crew members include Alejandro Hernandez, Jose Gonzalez, Manuel Sigala, Manuel Ortiz, Gustavo Ortiz, Eric Allen, Jarad Cola, Jose Baez, and Miguel Ramirez.



All photos are Job 1930.



Fannin, TX

When Chris Swindoll and his team commenced work on these projects, they were faced with a multitude of unique challenges. For Job 1946, a 69kV re-conductor and tower upgrade job covering 15 miles between Victoria and Fannin, TX, some of those challenges were a tight deadline, an obstacle-riddled ROW, unfamiliar ACCC (aluminum conductor, carbon fiber core) wire, and working on towers shared by 138kV and 345kV parallel lines.

Arriving at the laydown yard near Fannin, TX, Chris Swindoll knew some things were going to have to work in his favor to complete Job 1946 on deadline and under budget. Jose Meza headed up efforts to replace lattice towers on nearly 80 existing towers, while crews led by Joe Larison and Ian Brandl set out to remove old towers and set new steel poles within the confined Victoria Power Station where energized lines were going in and out in every direction. An engineering survey conducted by TransDesign determined which towers should be replaced to strengthen and extend the lives of the structures. Because the towers are so old, many have twisted or shifted. The mechanic, Joey Cannon, had to work with the steel teams to cut, drill, or otherwise alter pieces of lacing to fit the towers. TransDesign's engineers, who were present at all times taking notes, snapping photos, and approving alterations, found 32 towers that needed additional repairs. Nearing the end of pulling wire, Oscar Garcia and his crew began back-tracking and installing jumpers at the dead-end towers. When AEP wanted u-bolts replaced on several towers, Chris Swindoll reached out to the Irby family for reinforcements. Despite the extra work being handed to the crew, the deadline was successfully met.

CONGRATULATIONS to Josh Collins on being selected as Construction Employee of the Quarter!!

Victoria, TX

Transmission Line - As crews waited for the outage in Lometa, Hollywood and his guys were sent to pull wire across HWY 59 at Victoria, Texas. This work consisted of setting poles, removing old wire, removing old towers and stringing new conductor to reroute a double circuit 138kV line in preparation for construction of an overpass. This project was completed before the scheduled end date and Hollywood and crew had time to run to the other side of town to assist Chris Swindoll and his crews finish up in Fannin, TX - Job#1946.

Congratulations to Josh Collins on being named "Construction Employee of the Quarter."

We would like to say THANK YOU to each and every one of our guys here in Lometa. You all have continued to work hard, being productive while working safe. Always remember, you are Your Brother's Keeper!!

Until next time, Stay Safe!

Lometa, TX - LCRA Region

Job 1968- Bakersfield, TX

Greetings from Bakersfield, TX.

Assistant Superintendent John Good with a crew of seven are currently working on installing two large Substation-Reactor Foundations in Bakersfield. The crew is moving right along despite the 100° heat that they've had. Crews mobilized to Bakersfield to begin work in May, and are right on schedule to complete this project at the end of June, 2017.

We would like to congratulate Isaac Chacon and Dominic Avalos on receiving their 2nd Year Apprenticeship Certificates. Also, we would like to say "Congratulations to Josh Collins" for Construction Employee of the Quarter.

Until next time...Be safe!

Job#1968 - Foundation Crew

Job 1943 - Galloping Devices

Don Turner and his five-man crew have been hard at work all over Texas installing anti-galloping devices on several lines. Currently they are about 20 minutes south of San Angelo in a small town called Christoval. They will be finished up in this location June 16. Don and his crew have done an outstanding job safely completing these projects, and not to mention, ahead of schedule.

Congratulations are in order for Robert Eastman on purchasing a new truck and Aaron Andree on purchasing a new RV!!

And last but not least, Congratulations to Josh Collins on being named Construction Employee of the Quarter!!



All photos are Job 1943.



Job 1922- We would like to Say GOOD JOB to Mark Embree for receiving a Clean DOT Inspection! Keep up the good work!

Field Notes

SUBSTATION GROUP

We have gone through substantial changes since the last posting from Substations. Joe Bunn is the Superintendent over the field. Joe will be mentoring Skylar Bradshaw and giving Skylar his vast knowledge. We completed AEP Smoky Hill and LCRA Bow Wood in late May and GPL Gibbons Creek in June.

Our new substation projects include LCRA Schneeman, LCRA Starke, LCRA Moulton, Basin Leeland Olds and Sharyland Alibates.

Our group continues to grow. We are bringing up new people like Jerome Whitehair and Jeremy Morris who have been with us for a while and have been promoted to Foreman. Raul Acevedo worked under Skylar and was promoted to Foreman over the Schneeman project. Franklyn Smith was also working for Skylar and was recently moved into a Foreman position and is being trained in Construction Management.

Don Mullins is joining our group as an onsite Project Manager. He will be traveling to the sites and making sure that the field understands the tracking process we will be implementing to help project our projects. Amanda Cobb will also be involved from the Mississippi office. I would like to extend my sincerest welcome to Don.

Jennifer and Michelle in our office have been have been going out to the job sites to help inventory tools and getting the guys up to speed on documentation.

In our estimating department, James Carter is carrying the load on the estimating and has landed the Sharyland Alibates, Basin Leland Olds projects. Thanks to him for being there to help with that load.

Lastly, I would like to extend a sincere thanks to Pat Shouse, David McGee, and Stuart Bradshaw for helping the substation group with all needs. It is nice to know someone has your back and these guys stepped up when it was needed.



LCRA Starke Substation



LCRA Starke Substation



LCRA Schneeman Substation

Field Notes

OKAY CONSTRUCTION

Hello from Minnesota. For the most part, we could not really complain about our winter with mild temps, nothing crazy like the -30 degrees the year that the California guys came up to help. I am sure they will never forget that winter. We had an extremely wet spring and this week we experienced temperatures of 97 degrees. I give Minnesota credit for never keeping our weather dull.

Job 1938: Saint Joseph, MN

Jake Dooner and his crew built a new 2 mile 115kV line for Great River Energy from the West Saint Cloud Sub to Xcel Energy Quarry Sub, crossing the Sauk River. This small crew did a great job.

Jobs 1880, 1908 and 1927: Park Rapids, MN

In March of 2016, the crew began building a new 7 mile 115kV line from Hubbard Sub to Straight River Sub (1880). This new line then traveled from the Straight River Sub to Blueberry Sub (1908), another 7 miles of 115 kV. Once that portion was about done, they began from the Blueberry Sub to Redeye Sub. Collectively these 3 jobs were 21 miles. They finally wrapped up the project a couple months ago. Dan Niebuhr, Gerrit Van't Hul and Wayne Schneider lead the pack and Great River complimented on how proficient and organized this group was. Not only did we complete it under the allotted time frame but under budget. Start to finish, these projects went extremely well!

Job 1941: Motley, MN

We started constructing a new 16 mile line of 115kV in December and the folks are hoping to have it completed by August. This is a larger crew for us at approx. 18 people and the towns are small so the amenities are very limited. Wayne Schneider, Dan Niebuhr and Rick Kosloski have handled this one quite well. If you look closely in the picture below, that is our fearless leader, Dave Aubrey, at the helm.

**Job 1503: East Central Energy** - Distribution, Pole Change Outs and Animal Protection.

Bob Razink and Will Henriksen have organized and replaced approximately 275 square tag poles this spring. They were able to have numerous conversations with farmers and homeowners. We started Animal Protection this week and that should take the crews until fall to complete.

Job 1580: Miscellaneous work for Great River Energy

The miscellaneous work seems to always happen in time of need. Gerrit Van't Hul had a small crew at Bingham Lake replacing a small line. Jake Dooner and his crew moved over to Stockade, 6 miles of 115kV, and is in the finishing phase.

Job 1957: Sub 6

Sub 6 is located at the Great River Energy Generating Plant about 20 miles south of our office. We are replacing two transformer slabs that were originally poured in 1948. The crew is also installing a new oil containment system. They are hoping to be done the end of July.

That is all from Minnesota. Until next time - Be safe!

Field Notes

DISTRIBUTION GROUP

Electrical Distribution line construction was the mainstay of Irby's early years with over 150,000 miles of distribution and low-voltage transmission lines built.

In 2016 after taking the job as President, Lee Jones developed a plan to increase our distribution to support our efforts in Minnesota, California, Florida, and increase our local presence in Mississippi. Since then we have hired a very reputable management team to lead the effort along with top quality distribution crews.

We were recently awarded the Entergy Bozeman Road project. This project consists of adding three new circuits on existing poles coming out of the existing Bozeman Road Substation in Madison, MS. This is a total of 6.6 miles of line.

We have also had the opportunity to do storm work for Entergy on a regular basis since launching the Bozeman Road Project.

Our goal going forward is to continue to SAFELY grow here at home and other areas across the United States and become one of the largest and best distribution contractors.



All photos are Job 1977- Entergy Mississippi Distribution.



HAPPY RETIREMENT CHARLES AND BOB!



"To all of you wonderful people whom I have had the opportunity to work with over the last 50 years-- Thank You for putting up with me. To those of you who have shared in the fun, laughter and accomplishments that all of us have experienced, I express my gratitude. You are what makes this company so special. I am very proud of what we have achieved and these have been times I will never forget. I sincerely hope this atmosphere will continue long after I am gone."

-Charles Gatewood, Senior Vice President

WE WILL MISS YOU!



"As I look back on my 25 years here at Irby, I can only say that it has really been an honor to work with so many great people over these years. The friendships that have been developed have been inspiring and made work and coming to work fun. My hope is that you will always keep this feeling about Irby alive and well...Thanks for the memories!!"

-Bob Croft, Executive Vice President & CFO

2017 SUPERINTENDENTS' MEETING

Irby Construction hosted the Annual Superintendents' Meeting on Wednesday, May 24th, and Thursday, May 25th this year in Biloxi, MS, at the Beau Rivage Casino and Resort. Irby President Lee Jones kicked off the annual meeting at 8 AM on Wednesday morning. With an audience of about 90 people, he gave attendees a warm welcome, a summary of the past year and a high-level overview of several projects and opportunities for our company in the near future.

A series of speakers gave department-specific company updates. Presentations included Safety and Training, Operations, Equipment, Recruitment, Legal, Business Development, Marketing, Accounting and Human Resources.

As Irby employees, we were very fortunate to have a few Quanta Corporate employees in attendance as guest speakers as well. Newly appointed Quanta Vice President of Health, Safety and Environmental, Matt Compher, stressed Safety in all aspects of our company and explained how all employees can benefit from it.

Quanta Vice President of Business Development Matt Mikeska gave insights to how Quanta acts as a support system to Irby along with other operating units, and how our combined capabilities can drive new business opportunities over the next few years. Finally, Quanta Vice President Jody Shea enlightened the audience with motivation and enthusiasm. From Journeyman Lineman to owner of operating unit, to serving as Vice President of Quanta Services, Jody stressed that we should all teach someone something today and lead by example.

Following all of the updates and presentations, on Thursday evening we honored upcoming retirees Senior Vice President of Operations Charles Gatewood with 50 years of service, and Executive Vice President and Chief Financial Officer Bob Croft with 25 years of service. Thank you for your dedication and service over the years.

After a successful two days of meetings, updates, presentations and good food, the meeting adjourned. We look forward to seeing everyone again next year and appreciate all the attention in 2017!



The audience focuses on the presenters.



Greg Berry speaks about Irby Recruitment.



Irby Superintendents' Meeting 2017



Keith Copeland speaks on Irby Orientation.



Members of the audience in discussion.



Lee Jones kicks off the Meeting.



APPRENTICESHIP LINEMEN AT A&M



2nd Year Apprentice Linemen at Texas A&M.

To maintain our base of talented and qualified personnel, we have developed an apprenticeship program together with Texas A&M University where classroom instruction is combined with hands-on, skill-based training. We employ the latest in video training and interactive computer technology to keep our employees continuously updated on evolving techniques, procedures, and equipment.

In addition to our partnership with Texas A&M, Irby Safety and Training offers a one day class entitled "Weights and Forces." In this class each individual learns to calculate conductor weight for various types of conductors, line tension, guy tension, bisect tension, mechanical advantage of rope blocks, and compressive force, as well as how to make adjustments to the calculations for such things as weather and terrain. Each class is interactive providing you with practical exercises to apply to real life situations.

We encourage field management to contact Jason Stewart, Irby Construction Training Manager at jcstewart@irbyconst.com or (601)-201-8147 for class schedules for your project, as each employee would benefit from this educational experience.



GPC THOMSON-VOGTLE LUNCHEON



Shannon Berry congratulates crew members on their dedication to safety.

On Thursday, March 23, several Irby corporate employees visited the Thomson-Vogtle 500kV Transmission Line job site to host lunch with crewmembers and Georgia Power employees to celebrate the project in Wrens, GA.

Irby Construction was awarded construction of the Greenfield 47.08 mile, 500kV transmission line for Georgia Power in 2015. This project is located just south of Augusta, GA, and is scheduled to be complete this June. The line will carry 3-bundled 1113 45/7 ACSR (Bluejay) conductor and utilize 2-7#8 AW shieldwire.

The Thomson-Vogtle 500kV transmission line is being erected to add transmission infrastructure to support two new nuclear units. The total line route is 55 miles long. It begins at Plant Vogtle in Waynesboro, GA and ends at the Thomson Primary substation in Thomson, GA. Georgia Power constructed the first eight miles. The transmission line will be in service by 2018.

Irby Construction is pleased to have collaborated with Georgia Power on a project that will have such a significant impact on its capacity to serve customers. The 500kV line that is nearly complete is imperative for the success of the two nuclear units scheduled to come on line in the near future.

The nuclear unit 3 is scheduled to come on line in 2019 and unit 4 in the following year, making both units operational by 2020. Each unit will produce 1,100 MW of electricity for a total increase of 2,200 MW and will serve 800-1,000 households. The power produced with the addition of these units will allow Plant Vogtle to produce enough power to serve a total of 1.4 million homes.

While on site, Irby Construction Executive Vice President Rick Shouse, Vice President of Operations Doug Blake, and Director of Operations Shannon Berry congratulated Irby and Georgia Power crewmembers for the hard work and dedication they have applied to this project.

QUANTA ENTREPRENEURIAL RECOGNITION



Jeff Pittman's invention.

Each year, Quanta challenges its employees and all operating units to apply for the CEO Innovation and Entrepreneurship Award. This award brings recognition to the spirit of the individual(s) and operating unit(s) that foster the successful implementation of innovative thinking and the entrepreneurial spirit.

Irby Construction's own Jeff Pittman was honored in the top 10 of contestants for the 2016 submittals considered for the Award. Jeff is a utility construction worker who created a line of field applied attachment points for equipotential grounding work in the high-voltage industry referred to as the "Specialized Tool to assist with Equipotential Grounding." Due to the high risk of electrocution when working around live equipment, it is important to ensure that all nearby surfaces are at the same potential or voltage. Jeff's invention consists of a means by which high reliability and low resistance grounding connections can be provided for equipotential grounding used in high voltage work.

This safety-enhancing tool is sturdy and durable, and it can be used in equipotential grounding and bonding for high voltage work. It also provides enhanced grounding ability when performing maintenance or repair work around high voltage lines in a manner which is quick, easy, and effective.

"I guess you could say that one could never predict the outcome unless you put forth the effort and try," Pittman said. "It's like playing the lottery-you can't win unless you enter the drawing."

Congratulations Jeff, on your admirable commitment to safety and your Quanta-recognized invention.

SPIRIT OF RICHLAND AWARD



Irby Construction employees humbly accept the award.

On March 30, Irby Construction Company was presented the “Spirit of Richland” award by the Richland Economic Development Association (REDA) at their 2017 Annual Meeting at the Richland Community Center.

This acknowledgment is given to a business each year that demonstrates outstanding community support and economic development for the City of Richland.

Since moving to Richland in 2012, our company has sponsored organizations such as Richland Fire Department, Richland High School, and REAL Christian Foundation.

“Part of our DNA as a company is giving back to the communities we serve,” Executive Director of Business Development Andre Foster said.

Irby Construction employees were in attendance to accept the honors. Irby Senior Vice President Charles Gatewood expressed gratitude to the community on behalf of the company.

Irby Operations Assistant, Josh Boyd, has served as a REDA Board Member for the past three years and was also present.

“It feels good to be able to give back to the city that I grew up in, and I think it’s great that Irby Construction can be a part of that,” Boyd said.

Irby is grateful to be a part of the Richland community and especially grateful for the people that have welcomed the company so graciously.

Richland is located in Rankin County and is part of the Jackson Metropolitan Statistical Area (Jackson Metro). It is just South (less than five minutes) of Jackson, the capital city of Mississippi.

GEORGIA POWER CLAY SHOOT



Doug Blake, Greg Berry, Josh Boyd and Duane Bennett representing Irby Construction.

The 9th Annual Georgia Power Clays Tournament took place on May 5th, and Irby Construction was eager to participate. This clay shoot benefitted Citizens of Georgia Power, and all proceeds raised from the event were donated to Electric Kids, Inc., a registered charity for the children of deceased or disabled Georgia Power employees. This is an event that has raised over \$250,000 since 2010 and we were happy to be a part of that this year.

The tournament took place in Gay, GA at Bid Red Oak Plantation. A lunch followed the event where teams and players were given a chance to network and socialize.

We were especially excited to participate in a Georgia Power event because of our 2-year project that we recently completed for them. To read more about the GPC Thomson-Vogtle 500kV Transmission Line Project and others, visit our website at www.irbyconst.com/projects.

SERVING OUR FIRST RESPONDERS

Irby employees look forward to every third Thursday of the month because of the monthly cookout. Visiting with co-workers, eating good food and recognizing employee birthdays' is one way we stay connected as a family. The May cookout was a little more special because we were able to honor both the Richland Fire Department and the Richland Police Department. In the City of Richland, we are surrounded by an amazing team of first responders, and this was just a small way for us to show our appreciation for them.

Mr. Bill Joy arrived at Irby around 3AM on Thursday morning to begin preparing the mouthwatering brisket that everyone enjoyed. Thank you Bill for you and your team's dedication to make our third Thursdays a little brighter!



Richland Fire Department with Irby Employees
Amanda Lott and Bonnie Burnham.



Bill Joy finishes up the cookout preparations.



Marvin Hazlewood and John Welch preparing the brisket.



Richland Police Department with Amanda Lott.



Police Chief Russell James spoke on behalf of the Richland Police Department.



The First Responders talk amongst themselves before their meal.

SI ROBERTSON CLAY SHOOT



Greg Berry, Jason Clayton, Brad Davis, Kevin Croft and Robert Croft pose with Si Robertson.

Irby Construction employees participated in the 2nd Annual Si Robertson Sporting Clay Shoot benefitting Homes of Hope for Children on March 31st. Homes of Hope for Children has a mission to serve children in crisis throughout Mississippi by providing strong, Christian homes to every child that lives on campus while ensuring that each child is loved unconditionally and has their physical, spiritual and emotional needs met.

The tournament took place in Lumberton, MS, at Pine Belt Gun Club. Irby's team consisted of Greg Berry, Jason Clayton, Brad Davis, Kevin Croft and Robert Croft. Irby was honored to participate in an event for such an endearing cause.

"We were happy to go out and shoot for such a good cause that is beneficial to the children in the state of Mississippi," Irby Team Captain Jason Clayton said. "It was fun to meet Si and compete with each other too."

MERCY HOUSE GOLF OUTING

Irby Construction served as the corporate sponsor for the 3rd Annual Mercy House Teen Challenge Golf Tournament on Friday, June 9th. Mercy House is a 14-month men's residential Christian discipleship program that provides men with a Christian faith-based solution to life-controlling drug and alcohol problems in order to become productive members of society.



Intake Coordinator Barry Hyde and Andre Foster.



Irby's sponsorship banners along the course.



Barry Hyde, Andre Foster, Pete Tomlinson, Jerry Martin and Gary Wiggs.

IRBY HOSTS BLOOD DRIVE



MBS Donor Bus



All donors were registered to win this truck.

Irby Construction hosted a blood drive through MS Blood Services (MBS) at the Richland office on Monday, June 5th. Over 30 Irby employees donated blood, with some of us giving double, for a total of 39 units donated.

"I used to never give blood, but I'm healthy, and I realized that there's really no reason for me not to donate," Lisa Albright, Assistant to the Irby President said. "Now I donate every month that I am eligible, so I was happy to give on behalf of Irby."

We were so happy to give back to the community in a way that would benefit not only us as donors but other Mississippians as well. According to Health.com, there are several health benefits that donors benefit from as a result of donating blood, such as more balanced iron levels and better blood flow. MBS launched their Road2Life campaign that registered every donor to win a Dodge truck with a value of over \$40,000, which was one more positive factor of donating blood.

MBS Marketing Representative Dana Brohaugh commented, "MS Blood Services requires hundreds of units every day to supply blood and blood products to our hospitals for their patients' needs. Because of the generosity of Irby employees, we were able to collect 39 units, which in turn can help save up to 120 Mississippian's lives!"

After the success of this event, we look forward to hosting more blood drives in the future through MBS, Mississippi's only donor service headquartered in the state.

DEPARTMENT SPOTLIGHT: HUMAN RESOURCES



Pictured from left to right: Kristi Pitts, Keith Copeland, Rosie Pace, Desiree Bernardo, Angie McWilliams, Gina McKay, Amanda Lott, Kevin Croft.

MEET THE TEAM

Keith Copeland: I am originally from Philadelphia, MS and now live in Madison, MS. 34 years ago I married my high school sweet heart (we started dating when she was 14 and I was 15 on November 12th ,1978). We have 3 children, Benjamin (29), Briana (27) and Gracie (9) and 2 grandchildren Harley (3), Raylan (1). NOTE: Gracie was born after my wife and I had been married 25 years and no that was not in the plans but God knows best! I love working here at Irby because of the caring people that make this company great.

Kevin Croft: I was born in Warren, Ohio, but have lived in Mississippi since I was 10 years old. I have two beautiful daughters, Caroline 14 and Ava 9, who are very active in sports and other activities and make straight A's in school (I am very proud of them!) and a silver lab named (Stella). I like spending time outdoors hiking, fishing, hunting and other sports and activities. I attended college (University of Mississippi), grad school (Millsaps College) and law school (Mississippi College School of Law)—all in Mississippi. I have worked for Irby for about 6 years, but my first stint with Irby was as a Groundman working on an IID project in California immediately after I graduated from college in 1993. My brothers (Brent and Robert) and father (Bob) all work for Irby and this Company has been an important part of my life for many years. I love my job and Irby is a great Company with a rich history and operating in a thriving industry and all of the great people (employees) make Irby a great place to work. I look forward to working at Irby for years to come!

Amanda Lott: *I was born in Gulfport, MS and have lived in Mississippi all my life. I have one son, Bradley who is 27 and he has a successful local country music band. I have one dog, Little Dog, a Jack Russell/Rat Terrier Mix, who is spoiled rotten! I am a HUGE Elvis Presley fan and have been all my life. I graduated, Valedictorian from Jackson State University and have over 10 years of Human Resources Experience. I truly love working at Irby Construction and love working in HR. I truly do what I do because I love helping people.*

Desiree Bernardo: *My full name is Desiree Nichole Martin Bernardo (now). I just got married on April 22, 2017 to my sweet husband, Dave Bernardo. We have two dogs, Dottie and Salpico. We bought a house in Brandon last year and shortly after I came to work for Irby. I have been with Irby since August, 2016 in the HR Department. So far I have really enjoyed working for Irby and I am very happy with my decision to come here. I would have to say that my favorite part of working here is the people. I have yet to meet a stranger.*

Angie McWilliams: *I was born in Cheraw, South Carolina but grew up in Pearl, MS. Greg and I have been married for 25 years and we have 2 sons, Brady and Hunter. We live in Magee, MS on a farm where we raise cows and British Labs. We like to go to car shows on the weekend where we show our restored 1972 Ford Bronco. I also like to camp and go fishin. I started working for Irby in 2001, and I love the family atmosphere and the people that I work with.*

Kristi Pitts: *I currently reside in Florence, Mississippi with my husband, Jack. We have a seven month old little girl named Klara Jane who is the light of our lives. I am a graduate of Mississippi State University and have been working professionally since 2010. I enjoy traveling (especially to watch the Bulldogs play) and spending time with family and friends. My favorite thing about Human Resources at Irby is the interaction with our employees.*



WHO'S WHO?





NOTES FROM THE EDITOR

It has been an honor to bring all of your hard work and dedication to life through this issue of The Current Flashes. If you have any suggestions or submissions for The Current Flashes, please reach out. Be sure to set your camera on the highest possible resolution if you are taking photos to be sent in. Please send pictures with a description of: job number, where the picture was taken, who is in the picture and what sort of work they are doing. Feel free to call or email Sara at **601-709-3933** or **srogers@irbyconst.com**.

Thank you all for your help with The Current Flashes! -Sara



Headquarters:

318 Old Highway 49 South
Richland, Mississippi 39218-9449

Mailing:

PO Box 180819
Richland, MS 39218-0819

Irby Construction Company is a wholly-owned subsidiary of Quanta Services, Inc. (NYSE: PWR).

