

DANELLA[®] **PRIDE**

Vol. 2.3 | Summer 2018



INDUSTRY DISCUSSION

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EMPLOYEE SPOTLIGHT CARLOS LOPES

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Photo: Danella Construction of PA working outside of The Children's Hospital of Pennsylvania (CHOP).

A MESSAGE FROM OUR CHAIRMAN AND CEO

The future of Danella is a driving force throughout each decision we make as an organization. For myself, there is always one statement from a client that resonates with seeing the future fulfilled: “We can get anyone to dig a ditch. We need a contractor who is going to bring more to the table.”

With all of you, the people of Danella, I have been working to bring “more” of that extra piece to the table for the last 46 years. What is the extra piece? The piece is ever evolving. Again and again, we work to anticipate problems, facilitate solutions, and bring to our clients the experience and expertise only we as a company can exhibit. We work to build relationships with our clients and vendors to ensure our success.

There are many different visions of what Danella can become in the years to come, but the one thing is clear, we cannot do it without that extra piece to the puzzle. The loyalty of our people and clients is the backbone to our success. We must as a company continue to develop those individuals that make it possible for us to operate daily. Working toward the future means inventing in the education of our laborers, operators, superintendents, and our staff about the newest safety protocols, trainings, and certifications.

Dedication to safety is how Danella continues to invest in our people and to make sure that each and everyone arrives home safely to their families. With the introduction of our “Near Miss Program” in the last year, along with the “Stop Work Authority” initiative, further outlined within this issue of *Danella Pride*, we continue to take steps to reduce potential injuries that not only affect our people, but our clients, in ensuring everyone gets home safe.

We have the infrastructure in place to take advantage of every opportunity out there in the coming years. As always, I would like to thank everyone for being part of the Danella family, being an integral part of our success, and belonging to something “more” t hat every client expects.




James D. Danella



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Scholarship

- > Full-time employees with a child accepted to Villanova University for the Class of 2019 are eligible to submit an application form to be considered for The James D. and Carmen A. Danella Endowed Scholarship. This scholarship supports a full-time student over the course of four years at Villanova. Contact Shauna Zitron, szitron@danella.com for additional information.

Important Info

- > **WANTED:** Join us in sharing the success of Danella's Wellness Program. If you have a **success story**, email Robin Bender at rbender@danella.com. The Wellness Program helps each of us to keep our overall well-being in the forefront. Why not share your story? Individuals participating in these stories will receive a \$100 gift card.
- > The 2018 **WELLNESS PROGRAM** plan year is coming to an end as of November 30, 2018. Participants must have complete all requirements of the plan to receive the 2019 plan year insurance discounts. Please contact Robin Bender (rbender@danella.com) with any issues.
- > Have you received or scheduled your **FLU SHOT** yet? If you received a vaccination from a provider other than your physician and had to pay out-of-pocket, it may be reimbursable. Contact either the insurance company or Health Advocate to assist with getting reimbursed. Remember, for wellness participants you can receive 20 wellness points.

Congratulations



Danella Construction of CT welcomed a new member on June 7, 2018. Son of Jeanne Marie, and Project Manager, **Peter V. Mazzari**, Bryan Mazzari weighed 8.6 lbs and was 21 inches long. He is the grandson of Peter A. Mazzari, Division Manager of NY and CT.

We congratulate **Reis Szigethy**, Operator, DCC-NY, and wife Jennifer, on the birth of their baby girl, Stella in July. Stella is the granddaughter of Carlos Lopes, Superintendent, and niece of David Lopes, from the Bronx office.



We would like to congratulate **Bobby Guldin**, **DCC-PA Superintendent**, on completing the 2018 Tour de Shore (Irish Pub) Ride from Philadelphia, PA to Atlantic City, NJ. Bobby completed the 65 mile charity ride within 2 hours and 45 minutes. In total 2,600 riders participated in the event, with all proceeds from the ride going to children charities and the families of Fallen First Responders in Philadelphia and South Jersey. The ride was a personal best for Bobby who avidly competes in rides throughout the northeast.

PHOTO CONTEST

Want to see your photos in the next issue?

Send your high-quality photos, featuring our logo and work, to news@danella.com and have a chance to win a gift card!



RUNNER-UP WINNER:

John Mazzari, Superintendent, DCC-NY
A 36" Gas Transmission Main Project in Bronx, NY



OVERALL WINNER:

Doug Coleman, Safety Manager, DCC-FL
Our new tree trimming equipment working in Florida



INDUSTRY DISCUSSION: Skilled Tradespeople Shortage

As witnessed by those in the utility construction field, including Danella, work continues to increase as the country's infrastructure ages and new technology is implemented. Not only in the utility construction field, but throughout all trades (mechanical, plumbing, carpentry, etc.), work is increasing.

However, since 2005, interest in the trades for those under the age of 24 has declined by 30%. The United States Department of Education reports that in the next few years 68% more jobs will be open in the infrastructure fields, as proposed government legislature turns to improving the nation's roadways, bridges, airports, and utility structures. A shortage of skilled tradespeople has begun leaving almost 70% of companies with rosters partially filled and taking longer to complete jobs at a higher cost.

So where are all the qualified tradespeople?

The labor shortage exists because of a combination of factors including: the late-2000s recession, industry veterans retiring, and a lack of high school students having interests in the trades.

For companies in states that were hit hardest during the 2000s recession, and who have a high cost of living (e.g. Massachusetts, New Jersey, and California), it is increasingly harder to find skilled tradespeople. The recession resulted in many younger tradespeople switching career paths to support their families, while older individuals turned to retirement, if it was a viable option. In 2012, 18.6% of workers were over the age of 55. As older field workers are retiring or are looking to move into different roles within organizations, it is becoming increasingly difficult to find younger and more able-bodied individuals to fill their shoes.

In part however, the shortage is due to the lack of career and technical (CTE) programs offered as an option for students during

secondary and post-secondary education. The recession caused many schools to deem trade programs unnecessary, resulting in a lack of educational opportunities for students interested in options other than college.

Often kids begin thinking about careers in the seventh grade and are steered towards four-year college degrees throughout their secondary education. For some this is not the answer; 3 out of 10 students do not end up earning a degree within six years—for those three individuals' other options, such as the trades, might be a better fit. In addition to schools, parents also play a part in the lack of young adults entering the trades, due to stereotypes of the trades not being successful and unsafe.

The Start of a Government Plan

The United States government over the last few months has taken steps to help provide the skills needed in today's workplace, especially in the trades. In July, the Strengthening Career and Technical Education for the 21st Century Act (H.R. 2353) was passed through both the House and Senate to help revitalize the 1984 Carl D. Perkins Career and Technical Education Act. The Perkins Act previously provided federal support to state and local careers and technical education programs, and has not been reauthorized since 2006.

The US Committee on Education and the Workforce writes that the 21st Century update will assist young Americans entering the workforce with gaining the knowledge and skills needed to compete for good-paying, in-demand jobs in critical trade industries. Nearly \$1.2 billion in federal grants are being allocated to vocational training for secondary and post-secondary schools as of July 31, 2018. The Act will empower state and local community leaders, utilize sector partnerships and expand work-based learning models.

A Cultural Rebuild

Yet, there is a larger cultural or branding rebuild that needs to take place around CTE programs. Parents influencing their children on career paths, may not always see the trades as an option, however the cost of CTE programs, can be half that of a traditional college education, and in some states free.

The financial return from a college degree is softening, with the average student debt continuing to go higher and higher. The trades offer an option for students who struggle with the traditional education system, with a field of work that can be a rewarding long-term career. The trades begin paying employees almost immediately, earning sometimes \$20,000 more to the average new college graduate who is burdened with enormous debt—along with offering benefits and pension options. The cultural divide about what the trades are, is an issue that every organization, state, and the government needs to tackle before the trade industries suffer any more employment loss.

What is Danella Doing?

Danella is taking steps as a company to help educate individuals about the importance of the trades. We work with our current teams to make sure they have continuing education and are able to safely make it home to their families every day. For those that have not joined our team, we work to provide information on potential fields and the necessary qualifications. Several of our divisions offer work-study programs to students in the utility infrastructure field—giving them viable real-life experience before finishing their trade programs.

As an industry, utility infrastructure companies are seeing the shift, and will need to continue to take part in the conversation around the trades. No matter the cost, the cultural divide that has been developing since the early-2000s, needs to be breached to ensure that, we as an organization, and a country, continue to be able to make life go.

Sources: Committee on Education and the Workforce, NationalSkillsCoalition.org, Workingnation.com, NPR.org, The Washington Post, PBS, Forbes, Wall Street Journal

Safety Day: Continuing Our Employees Education

As we continue to grow our safety program at Danella, we work to reinforce protocols with every employee. Through the ingenuity of John Tuerck, Safety Manager from our J. Daniel division, Ohio employees on May 18, 2018, were immersed in a refresher course on excavation safety, cave-in prevention, and one-call procedures.

The Safety Day, which began with a classroom portion, included not only J. Daniel employees but also contractors, local vendors (United Rentals and Ditch Witch), and local Goshen Fire and EMS departments. John Tuerck spearheaded the day and was integral in the education of trench safety, along with Dave Pancoast (Corporate Safety Director), Dan Derenski (Vice President), Carl Heinlein (American Contractors Insurance Group (ACIG)), Seth Coyle (Foreman), Rick Rose (Foreman), and Rick Childress (United Rentals).

The classroom training comprised of presentations and verbal instruction on excavation, cave-in prevention, and one-call procedures. Employees were also given booklets, that can be kept on hand at the job site to reference OSHA and one-call protocols. After lunch, employees moved into a hands-on portion and were separated into three training areas, comprised of the different types of cave-in prevention methods used in the field: timber shoring, hydraulic shoring, and shield shoring (trench box).

“Being able to teach in a classroom setting and then moving into real hands-on training is a great way to educate our workforce,” Dave Pancoast reflected. “We continue to increase the accessibility to safety resources enabling our employees to understand the hazards of the work and the precautions necessary to be safe.”



The training portion was led by Tuerck, Coyle, Rose, and Childress in a field adjacent to the J. Daniel facility. The afternoon was spent discussing and implementing preparation, installation method, removal methods, and when/where the different types of shoring should be utilized.

Carol Heinlein remarked about the incredible impact this day had: “The J. Daniel Safety Day is truly a testament to Danella’s industry leadership and its commitment to providing the best trained and educated workforce for their customers. J. Daniel is also committed to providing a safe work environment not only for their workers, but their industry partners and the public.”

Overall, J. Daniel’s Safety Day received an enormous amount of positive feedback from all attendees and upper management. We are looking forward to conducting future training in a similar manner throughout Danella.



NEW YORK'S FIELD SUPERVISOR CARLOS LOPES

Coming together as a team is one of the most important parts of our culture at Danella. Without teamwork our success would not be what it is today. For over 16 years, Carlos Lopes has been working to bring the New York team together, starting as a Foreman, and moving through our ranks.

Joining Danella back in 2002, Carlos quickly took on additional responsibilities as the team grew to assist with rebuilding the infrastructure surrounding Ground Zero after 9/11. "One of the most notable memories was the first job I worked—working on the reconstruction of the utility infrastructure at the World Trade Center." Carlos stated, "It was humbling to see so many different people come together among all that destruction, and to have the chance to work on repairing the damaged buildings and infrastructure at Ground Zero."

Currently, Carlos serves as a Field Supervisor, and works to make sure that all work is done timely, safely, efficiently and with quality. He works closely with DCC-NY's clients to ensure that the jobs are getting done right. Complex projects, and hundreds of years of history buried beneath the streets of New York, the work can be stressful. Working in the Big Apple takes someone that is focused, detail-oriented and reliable to complete projects on time. Luckily those are all traits that Carlos possess.

In 2006, Carlos was recognized by Con Edison for his work in achieving environmental, health, and safety excellence. Peter A. Mazzari, Vice President of DCC-NY, commented similarly to what Con Edison saw in Carlos: "I have known and worked with Carlos for over 30 years. His professional work ethic, detail to quality, safety

"[Carlos's] professional work ethic, detail to quality, safety and productivity is well known throughout DCC-NY, as well as the myriad of clients that have worked with Carlos over the years."

Peter A. Mazzari, Vice President, DCC-NY

and productivity is well known throughout DCC-NY, as well as the myriad of clients that have worked with Carlos over the years. It is a pleasure having him on our team and an equal pleasure for me to call him my friend."

A key part to Carlos' job is not to only supervise the field operations, but to help new employees grow into their positions, especially foreman as he shares his experiences and expertise. He is an integral key to ensuring the Danella Safety program continues to thrive—an appreciates the safety culture implemented from the top-down. Carlos expressed that, "Danella's mantra of 'Safety First' permeates everything we do, and I find that even at home, I am always looking out to make sure anything I'm working on is being done in the safest manner possible."

Immigrating from Portugal to the United States when he was 25-years-old, Carlos came to New York City in 1984. He soon met and married

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A PICTURE IS WORTH A THOUSAND WORDS



John Tuerck
Safety Manager
J. Daniel and Company

I have heard that “a picture is worth a thousand words” my whole life, and always believed in it. When it comes to incident investigations, this statement is not necessarily true. I have seen photos that speak volumes about an incident, and I have also seen photos that only raise more questions.

You have probably played the memory game where you look at a group of objects for a minute. When the objects are taken away, you are supposed to write down every one that you can remember. If there are a substantial number of objects, it is unusual for someone to remember and name all of them. In a similar way, the details of an incident can quickly be forgotten.

At Danella, a part of our work in safety involves documenting the facts of incidents, and that is why taking pictures at the scene of an incident, whenever possible, is so important—not relying on just memory.

Photographs show elements that may have been overlooked which could assist you in determining a root cause. Along with video recordings, photographs aid in preparing and delivering a safety report, as well as analyzing conditions at the site of the incident. Photos and video are also useful when briefing management teams and the field. By utilizing photos and video of an incident, it is easier to visualize the incident when reviewing, and it should also be retained for future record. In many cases, you can reference the saved photos and video for use during training and safety meetings. They

SAFETY TIP

If a tool or equipment is designed to be used with a guard—use it. No tool or equipment is to be started or used without guards in place if required by the manufacturer, OSHA, or Danella. If you see that guards are missing or defective, STOP! — don’t use the tool or equipment; take it out of service and report it to the appropriate person for repair or replacement.

may also be used to settle any disputes in the future that may arise from the initial incident.

The key thing to remember, is that just a picture or video may not be enough to tell the whole story on its own. You may have to use some additional markings to describe what has happened in the picture. Markings can be easily added by using a pen or digital software. By applying markings on your photos, anyone that looks at them will have a better understanding of its content without someone needing to explain the photo.

Photographs and video are a vital piece of a safety investigation. When utilized correctly, these tools will help all of us prevent incidents from occurring in the future. This will save lives, and help everyone of Danella to continue to have “Pride in Everything We Do.”

NEW INITIATIVE Employees’ Stop Work Authority

As Danella continues to move towards the future, we are working to ensure that each employee arrives home safely to their families. In the Winter 2018 issue of *Danella Pride*, the “Near Miss Program” was introduced, which works as a learning tool to help identify and prevent potential accidents. A near miss can be anything that is an unplanned event that did not result in injury, illness, or damage—but has the potential. As part of the program and for every employee’s safety, an initiative to empower the ability to stop work if a hazard or unsafe practice was identified as an important step towards our future.

The Stop Work Authority initiative empowers every person on a Danella project to take responsibility to ensure safety and quality. Each employee has the authority, and the obligation, to stop work and report any unsafe practices, including near misses, to

their supervisors. Once reported, the unsafe practices or condition must be eliminated, and then work can continue.

Employees are encouraged to report any incidents that can lead to injury, illness, or damage. When done in good faith, no employee will be discouraged or reprimanded for using their “Stop Work Authority.” As a reminder, if you see unsafe situations that are unresolved, please call our toll-free Safety Hotline at 888-676-SAFE or email safety@danella.com to report any issues.

Danella continues to work towards ensuring the safety of every employee, so they can return home safely to their families every day.





What is the Difference? Telemedicine , Urgent Care, ERs



Robin Bender

Benefits Administrator and Wellness Coordinator

You are cutting a cucumber and you slice your finger. There is some pain, not bad, but the cut looks deep and you are bleeding badly. What do you do? Do you go to the emergency room (ER) or head to the nearest urgent care center?

The differences between using a telemedicine provider, going to an urgent care clinic or the ER, is the level of care and treatment that is needed. If you face a life-threatening injury or very severe illness, the emergency room is the best option for immediate care.

If you experience symptoms that need to be treated quickly, but are not life-threatening, an **URGENT CARE CLINIC** is typically the treatment option that will be the most efficient and least expensive. Urgent care clinics usually have extended hours and are open seven days a week. Typically there are shorter wait times than an ER and facilities are equipped to respond quickly to a variety of non-life threatening illnesses and injuries, such as:

- Minor fractures
- X-rays
- Back pain
- Animal bites
- Blood/lab work
- Stitches
- Bumps, cuts and scrapes
- Foreign objects in the eyes or nose
- Fever

For infants and toddlers when feverish, the ER may be more appropriate.

If you have access to a **TELEMEDICINE PROVIDER**, like Danella's health care option SwiftMD, it is the most convenient (available 24/7/365) and the least expensive way to receive care for minor illnesses, ailments or personal medical concerns. These phone lines are managed by board certified doctors to assist in diagnosing and prescribing medication, if necessary. Why make an appointment with a physician, when this service is a phone call away. Telemedicine providers can assist with issues such as:

- Allergies and Rashes
- Bone or joint pain, strain or injury
- Cold sores
- Pink eye
- Upper respiratory infection
- Stomach problems, nausea, vomiting
- Lice
- Urinary tract infection

EMERGENCY ROOMS are the best option for life-threatening conditions that may require advanced treatment. These medical facilities are open 24 hours a day, 7 days a week, and offer quick access to a range of specialists. The high level of care typically given at the ER increases the cost, but is necessary when dealing with complex medical problems. A few medical problems that require emergency room attention include:

- Confusion
- Head injury
- Coughing up blood
- Severe chest pain
- Shortness of breath
- Abdominal pain
- Sudden vision changes
- Spinal injuries
- Uncontrollable bleeding
- Severe vomiting and/or diarrhea
- Seizures
- Drug overdoses
- Severe burns

You may be thinking that an emergency room will treat all these problems, so why should I use SwiftMD or go to urgent care? Here are a few reasons:

1. Both SwiftMD and urgent care cost less than a visit to the ER.
2. SwiftMD and urgent cares also have board certified doctors and nurses.
3. The objective of convenience, SwiftMD is just a phone call away or available online, while the urgent care is often at nearby locations.
4. There is less waiting time at urgent cares with 84% of patients in and out within an hour.

The difference between telemedicine providers, urgent care and emergency rooms is the severity of the health problem. If the condition is life-threatening, go to an emergency room. If the condition is a minor injury or illness, take advantage of the convenience and affordability of contacting a telemedicine provider like SwiftMD, or go to your local urgent care!

401(K): HOW TO ACCESS THE RETIREMENT WEBSITE

Whether you recently enrolled in The Danella Companies 401(k) Plan or if you have been a participant for some time, it is important to have your User ID and Password set up so you can access the Retirement Directions Website (www.retirementdirections.com). The Retirement Directions Website is designed to help you manage your account and improve your overall financial fitness.

The new PNC Dashboard and Road Map allow you to easily track your account activity and even make future projections according to your retirement age, rate of return, and contribution level. It's a great way for you to get a clear picture of what your potential monthly income in retirement could look like.

You can also initiate transactional changes such as changing investments of your existing or future contributions. Here are a few tips on setting up your User ID and Password:

HOW DO I ACCESS MY ACCOUNT?

For your initial login to both the web site and Vested Interest® Response Line (1-800-374-4631), your Social Security number without dashes will be the User ID. Your birth date will be the Password for the website. For example, if your birthday is July 25, 1975, then your Password and PIN will be 07251975. After your initial login you will be prompted to create a unique user ID and password.

HOW DO I MAKE CHANGES TO MY INVESTMENT OPTIONS?

You can make changes to your account by either calling the Vested Interest® Response Line or logging on to the Retirement Directions Web Site. Under the 'My Investments' section of the Dashboard, you can transfer your existing balances, by selecting 'Start a Fund Transfer.' To make changes to where your future money will be invested choose 'Change Your Elections'.

WHO CAN I CONTACT WITH QUESTIONS?

Should you have any questions regarding your account, please contact 1-800-374-4631 to speak with a Customer Service Representative. These representatives are available between the hours of 8:00 A.M. and 10:00 P.M., ET, Monday through Friday. Keep in mind, if you have not logged into your PNC Retirement Account in over one year, your Login ID will need to be reset.

Please contact Robin Bender at rbender@danella.com if you have any additional questions, or if you would like to learn about enrolling in the 401(k) plan.

The PNC Financial Services Group, Inc. ("PNC") uses the marketing names PNC Retirement Solutions® and Vested Interest® for defined contribution plan services and investment options provided through its subsidiary, PNC Bank, National Association ("PNC Bank"), which is a Member FDIC. PNC Bank also provides custody, escrow, and directed trustee services; FDIC-insured banking products and services; and lending of funds. PNC does not provide legal, tax, or accounting advice unless, with respect to tax advice, PNC Bank has entered into a written tax services agreement. PNC does not provide services in any jurisdiction in which it is not authorized to conduct business. "Vested Interest" and "PNC Retirement Solutions" are registered service marks of The PNC Financial Services Group, Inc. Investments: Not FDIC Insured. No Bank Guarantee. May Lose Value. ©2018 The PNC Financial Services Group, Inc. All rights reserved.



Reminder: SwiftMD

SwiftMD, a Telemedicine service, is just one part of the health benefits provided to you and your family by Danella. You are automatically enrolled in this benefit if you enroll in Danella's medical/RX plan. SwiftMD's certified doctors can assist with common medical conditions such as allergies, rashes, pains, fever, and flu. For more information or to utilize the benefit, contact SwiftMD any time 24/7 by calling 833-794-3863 or going online at mySwiftMD.com.

NOTE: MEDICARE PART D CREDITABLE AND NON CREDITABLE COVERAGE

On a yearly basis, the Centers for Medicare and Medicaid (CMS) require that Danella Companies provide notification to eligible Medicare Part D participants of the upcoming election period, which begins on October 15 of each year. The full notice was included in your open enrollment or new hire newsletter packet. Contact Robin Bender at 610-397-1247 or rbender@danella.com if you need another copy of the notice or have any questions.

WELCOME

Danella Companies is excited to welcome Shauna Zitron who joined the team in June 2018 as James Danella's Executive Assistant. Shauna comes to Danella with a background in finance from New York City, and worked previously as a professional operatic musician.

Danella Construction Corp. of CT (DCC-CT)

- > DCC-CT was awarded a master contract in the Westchester County area for gas main installations. This is the first master contract for DCC-CT in Westchester County.

Danella Construction Corp. of NJ, Inc.

- > DCC-NJ and all of Danella would like to congratulate Dave Spivey, Superintendent, for successfully completing the OSHA 30 requirements.

Danella Construction Corp. of NY (DCC-NY)

- > On June 19, 2018, a 20-inch 86-year-old steam pipe exploded in the Flatiron District of New York (Fifth Avenue and 21st Street). Con Edison turned to the DCC-NY team to repair the aged steam structure in the area. (Photo Right)



- > DCC-NY has been awarded and continues to operate both gas and steam operations throughout New York City. Recently work has began on a 36" steel gas transmission main. Installation of 30-ton precast concrete regulator manhole in Bronx, NYC was also completed.

Danella Construction Corp. of PA (DCC-PA)

- > DCC-PA on July 14, sponsored the 3rd annual Clay Shooting event at Lehigh Valley Sporting Clays. Employees from DCC-PA, DCC-NJ, and Danella Power Services all enjoyed a fun day. The team consisting of Rich Hartley, Cory Postell, Dan Aversano, and Nick Tenaglia took home the trophy.

Danella Line Services (DLSI)

- > DLSI has been awarded 9 projects for Frontier Telephone in NY, placing aerial and underground fiber as part of their New York State Broadband program. In addition, we have won projects for ATT in Harrisburg, PA, Needham, MA, Tauton, MA, Providence, RH and Philadelphia, PA.

Danella Rail Services Corp. (DRSC)

- > DRSC was recently awarded a three year Master Service agreement with VTMI for the support of their maintenance contract With TRI-RAIL. The rail division, along with Danella Rental Systems supplies both on and off track rental equipment and operators.
- > Expanding services, DRSC has broadened their work into vegetation management. Recently, a state-of-the-art vegetation spray truck was purchased. This truck, along with our operators have sprayed over 150 miles of track and wayside for VTMI on TRI-RAIL's main line and yard tracks. This will be a process

CONTINUED

PEOPLE OF DANELLA: CARLOS LOPES

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his wife, having two wonderful children both with ties to the Danella organization. Carlos was recently blessed with his first grandchild.

Like many of our employees, Carlos chose the construction field for the ability to be outdoors. When not at work, he likes to be outside even more! He actively plays soccer, exercises with his chocolate Labrador, hunts, and barbecues with family. Carlos is also an active member of several Portuguese-American Cultural Centers working to help promote the culture he grew up in, to the younger generations and local communities. On top of everything, he enjoys spending time with his family as much as possible.

When asked about who has impacted his career the most at Danella, he could not choose a favorite, but names a few. Peter A. Mazzari's strong leadership, tenacity, and character have helped, and the whole division from the start; guiding Carlos to become the leader he is

today. John Mazzari, for his friendship and charisma, while always being there as a support when dealing with issues. Charlie Agro, for his experience and support, and his constant effort to ensure that the crews continue to learn from his experience, and to improve. All three have contributed to Carlos' ongoing work within the DCC-NY team, building the family atmosphere to make Danella a special place to work.

The people at Danella are just one part of why Carlos continues to work with our team; it is mainly the cultural components: safety, family, and being an individual not a number. "No other company I have worked for has embodied [safety] as much as Danella, and just the feeling of being valued as an employee rather than just a nameless component in a big machine. The honesty and integrity of the Danella family [really] is an experience apart from any other contractor out there." At Danella, we work to keep bringing our teams together, to not only ensure safety, but family, too.



done on an annual basis as part of their vegetation management program. We are also developing more customer relationships to expand our vegetation management program. (Photo Above)

Danella Utility Construction, Inc. (DUCI)

- > On June 2, 2018, DUCI held their annual Danella Company Picnic at Quiet Waters Park in Deerfield Beach, FL. Employees and their families enjoyed a barbecue, games, bounce house, and music. (Photo Below)
- > DUCI has been awarded several new projects from Florida Power and Light. In addition, they have completed several of the projects previously awarded over the last few months with the utmost safety and efficiency in pursuit of “Pride in everything we do.”



CONGRATULATIONS

We would like to recognize J. Daniel & Company for reaching 3 million-man hours (December 2000 - July 2018) without a Lost Time Worker Injury. We congratulate every employee for their hard work and dedication to making J. Daniel a safe place to work.



CORPORATE NEWS

- > Team Danella is proud to support *Brave Hearts for Strong Minds*, a charity providing college education funding for children who have lost a parent. On June 15, 2018 the team participated in BHSM’s annual charity walk in Flourtown, PA helping to raise funds with the communities surrounding our Corporate Headquarters in Plymouth Meeting, PA.
- > On June 30, 2018, Danella families were invited to enjoy our fourth Family Fun Day. Instead of Hersheypark this year we went to the Philadelphia Phillies. Despite the high temperatures, families enjoyed an evening of fun, a winning home game, and a fireworks show.

Near Miss Highlights

An important reminder to all our drivers, is to know the height of your vehicles, loaded and unloaded. In August, a DCC-NJ driver, Joe Adams, was approaching a bridge in his dump truck, towing a trailer with a backhoe. Joe noticed that the bridge was low, and did not have any information about his vehicle’s height while towing the trailer. He was able to determine that the bridge was too low, pulling over and safety turning the truck around, finding a different route.

At the beginning of August, DLSI’s driver, Dominik Koziol, noticed that the pin that secures the hook to the chain on the tie down for a trailer was missing. The chain was attached by someone else and was used to secure steel road plates on a trailer. The missing pin could have resulted in the hook and chain becoming disconnected and striking other vehicles, and the road plates to shift and fall in transit. Always complete a pre-trip inspection of your truck, trailer, and cargo before driving.

DO YOU NEED WELL-BEING SUPPORT?

Health Advocate, Danella’s Employee Assistance Program (EAP) provider is available 24/7 to assist employees and their families with medical, claims, mental health, and financial questions. This free benefit is available to all employees. Call (866) 799-2728 for support today. In addition, Danella’s wellness partner can also be reached at (877) 935-5262 or coach@bhsonline.com.



CONGRATULATIONS!

We would like to recognize J. Daniel & Company, a Danella Company, for reaching 3 million-man hours (December 2000 - July 2018) without a Lost Time Worker Injury. We congratulate every employee for their hard work and dedication to making J. Daniel a safe place to work.

www.danella.com

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