

DANELLA[®] **PRIDE**

Vol. 4.0 | Fall 2019

CONSTRUCTING SMALL CELL TOWERS

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EMPLOYEE SPOTLIGHT Paul Knight

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A MESSAGE FROM OUR CHAIRMAN AND CEO

I want to thank all our employees for their hard work and dedication this past year. The impact of your efforts has made 2019 a year of significant growth at Danella.

We have expanded our operations with new overhead electrical contracts, vegetation management services, and by adding small cell construction to our repertoire. Growth has become a cornerstone for Danella, and we are on track for more growth in 2020.

As our footprint continues to grow within the United States, it is important to put renewed focus on Human Performance. Defined as completing tasks following standards for accuracy and efficiency, Human Performance is closely tied to safety. I encourage your continuation in our Near Miss program, Stop Work Authority, and premortem initiatives, so all employees make it home safe to their loved ones every night.

Over the past few months during management meetings, we have discussed Human Performance and the concept of weak links. In 1786, Thomas Reid stated, "We're only as good as our weakest link." A group or organization is only as strong as the weakest or least powerful person. During these meetings, I have used the visual aid of 10 chain links – 9 made of strong metal and the tenth link, a paper clip. The strength of this chain is determined by the weak paper clip because once it breaks, the rest of the links do not matter.

How does this apply to Danella? For our organization, we are only as good as our weakest link. We need to challenge each other in a respectful, meaningful way, in order to find weak links. Once identified, we can work together to strengthen the bonds of the "link," to ensure that we are better together. By strengthening our weakest points, we continue to grow.

The future of Danella is what we, as an organization, make it.

I wish you all the best in the New Year. May 2020 bring good health and much happiness.


James D. Danella



Danella employees Jacob Rogers and Josh Lively from Danella Construction, Inc. installing the pole for a small cell tower in Greensboro, NC. The pole installed was the first official Danella installed pole for our work in small cell construction. Photo: JPG Photography



CONTACT



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610-828-6200

Scholarship

- > Full-time employees with a child accepted to Villanova University for the Class of 2020 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 at szitron@danella.com for additional information.

IN MEMORIAM

David Woeste, 69, passed peacefully on October 29, 2019, surrounded by his family. David a former US Army veteran, joined Cincinnati Bell and continued his career at J. Daniel & Company (a division of Danella) in April of 2001. David was an Engineer and a valued member of the team and will be missed by all. David is survived by his loving wife, daughters, and many grandchildren.



PHOTO CONTEST



RUNNER-UP WINNER:

William Atwood
Lineman, Danella Storm

This photo was taken during a storm response in Dover Plains, NY.

COMPANY NOTES

Near Miss Safety Award

We would like to thank the following individuals for their work to keep Danella's job sites safe by utilizing their Stop Work Authority.

- Jeton Zabiku (DCC-PA) was selected for the third quarter first place award due to his work in identifying a potential sinkhole prior to starting work. Later on, a small void appeared. Due to Jeton's work and creating an alternative dig plan, our crews stayed safe, avoiding the dips in the road.
- J. Daniel's Danny Gallagher was selected as a runner up for the third quarter after taking caution to install a trench box in a less than five foot trench due to the presence of water and changing conditions. Danny exhibited situational awareness, which is important no matter the line of work.
- John Dedcovich (DLSI) joined our third quarter winners for his work in identifying a tie down chain that was damaged during pre-trip inspection. This identification prevented a serious situation had the equipment come loose during transportation.



Don't forget to submit your near misses to your management team so you can be entered every month and quarter into this new award program. For more information, speak to your management team.

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.

OVERALL WINNER:

Shaun Sizemore
Superintendent, DPS-CA
DPS-CA crew doing night work in San Bernardino county.





COMMUNICATIONS EXPANSION: SMALL CELL TOWER CONST.

In the last year, Danella has begun to engage in small cell Communication contracts with some of the top communication utilities in the country. But what exactly are small cells, and how do they work within the ever-growing 5G cellular network?

The History of Our Cellular Networks: Defining 5G

Throughout the last thirty years, cellular networks have been evolving. In 1991, 2G became the powerhouse cellular network—enabling users to have a phone conversation and encrypting SMS. At the turn of the century, 3G debuted, allowing for faster data transfer speeds, access to the internet, and video calls from mobile devices.

But the biggest change in cellular connectivity came in 2008 when the iPhone became available, enabling users to do more than the phones of the past were capable of doing. Soon after 4G debuted in 2009, it added more mobile connectivity, adding the ability to play games on the go, watch television, video conference, and experience 3D technology. 4G was and still is for many parts of the United States the way to communicate.

The use of mobile data is continuously growing, with a 54% increase in 2017 alone. However, 5G is a wireless revolution. With its debut this year (2019), it has the potential to change the way we communicate with each other and the world.



An example of a completed 4G small cell tower in Nashville, TN.
Photo: JPG Photography

A combination of technologies, including millimeter waves, small cells, and fiber optics, result in 5G delivering data rates as high as 1 gigabyte per second—twenty times faster than 4G networks. Even though it may not seem like the transition from 4G to 5G is much, it will transform the way we consume media,

get our information, and see the world. 5G opens the possibility for more wearables, device internet connectivity (e.g., fridges, ovens, thermostats), and many more types of technologies for households. The capabilities to share information will also lead to higher efficiencies in diagnosing and treating illnesses and responding to emergencies more efficient.

So Why Small Cell Towers?

Traditionally cellular data comes from Cell Towers. Located strategically throughout communities, cell towers transmit signals over a large geographic area. However, as more people use the tower, the coverage slows and can cause issues.

Have you ever had full bars but can't place a call? Then you do not have coverage; you have data capacity. The data is having an issue with coverage, and the cell towers can only provide so much coverage.

Small cell towers are the solution to create adequate cellular coverage. Though they are not a new solution, they are becoming ever popular for communication companies as the small cell towers can be more cost-effective. The smaller towers help to increase wireless density—or the wireless signals (coverage) connecting your phones to the local larger cellular tower. Lower to ground, and often attached to streetlights or utility poles, small cell towers add additional coverage and capacity for the ever-growing cellular network.

Danella's Work in the Small Cell Sector

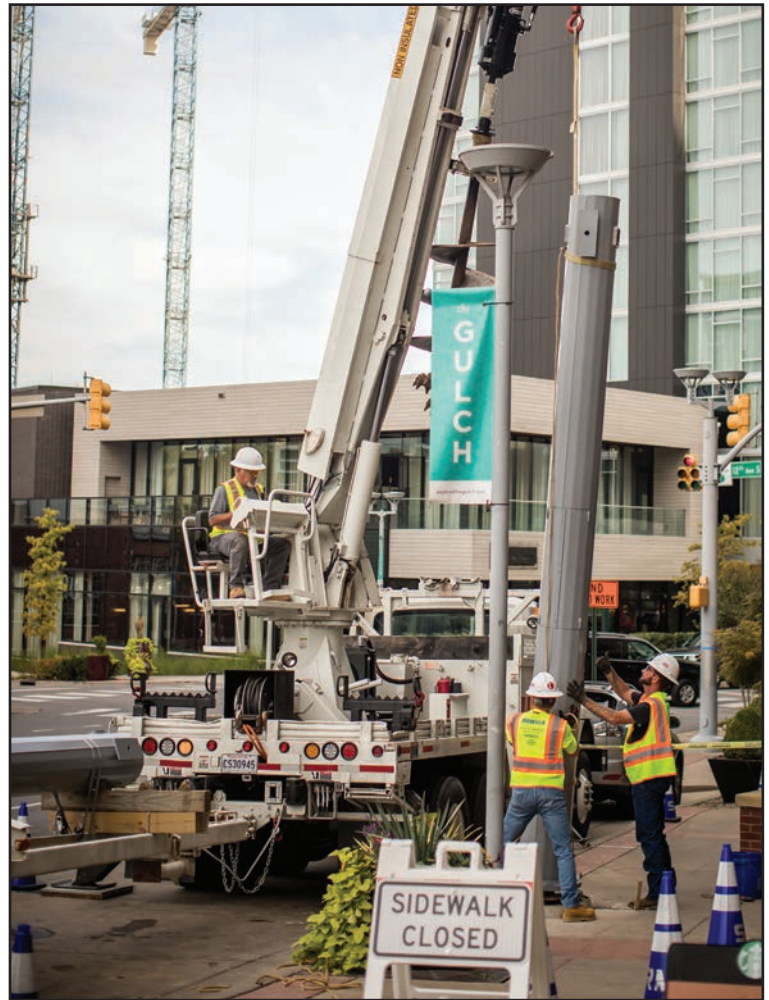
Danella broke into the small cell sector at the beginning of 2019, with contracts won in North Carolina, Florida, Tennessee, and many more states. By July, contract execution began as supplies and equipment became available from the customer and suppliers.

As we look towards 2020, Danella continues to expand its work in the small cell sector, with additional work being awarded for network extensions to the towers. This type of work includes the running of fiber optics and power to the installed towers to complete their activation.

Overall the work we do continues to offer challenges, as we are sometimes working in heavy traffic conditions and heavily populated areas within cities. Pictured on the right are just a few of our crews currently working to install small cell equipment for our customers.

Keep an eye open as you travel around your communities, as small cell towers are continuing to pop-up, helping to increase our mobile connectivity and coverage.

Information for this article was supplemented from crownncastle.com.



Above, Crews in Nashville, TN installing a small cell tower in the up-and-coming neighborhood, The Gulch. Photo: JPG Photography

Below, A crew member in Tampa, FL installing small cell tower equipment. Photo: Steven O'Donnell, Supervisor, DCC-FL



DANELLA'S PAUL KNIGHT

Thirty-three years at one company demonstrates not only dedication, but loyalty to an organization. Paul Knight began his career in 1986 and throughout the years, has proven to be a goal-driven, quality-oriented, and customer-focused manager. Starting as a foreman, Paul began his career at Danella in our Plymouth Meeting, PA office. In 1996, he and his family moved to the Maryland area. There he managed a Verizon contract until this past October.

“My wife jokes that I bleed Danella blue. Danella has enabled me to provide a comfortable life for myself and my family—my wife, Barbara; my daughter, Julie; and my son, Kenny,” Paul commented. “My interest in construction started in high school when I took courses in carpentry and mill work. After graduation, I enlisted in the Army, where I was in a construction/combat engineer unit. I enjoyed working outside and seeing a project through from when it’s on paper to the finished product.”

Working in Washington, D.C., a unique and heavily congested city, posed a challenge for Paul. Daily he managed changes in the volume of work, the crews and locations. Paul also ensured that an open line of communication with the customer was always available: “I made myself available to our customers in the evenings and on vacation. My family members would hide my work phone while on vacation, so my time wasn’t taken away from them.”

Paul has always focused on safety. Each day he would head to the crews to observe production and safety. He also made sure that any

“While growing up, my father always taught me what hard work is and how to have a good work ethic.”



Paul and Ken at a job in D.C.

Ken Knight, Ops. Manager
Danella Construction, Inc.

billing or accounts payable work was approved for the accounting team in Plymouth Meeting. While also keeping maintenance records current on the equipment.

Growing up in Bristol Borough, PA, Paul was an athlete in high school, playing football, baseball, and wrestling. After his enlistment in the U.S. Army, he married his high school sweetheart, Barbara, and has been married for 44 years. When not working, he enjoys watching the wildlife on his property in rural Maryland and spending time with his family, including three grandchildren.

“The greatest pride of my career is watching my son, Kenny, rise within Danella.” Paul stated, “My wife brought Kenny to a job in Philadelphia when he was three years old. I remember holding him so he could look down at a manhole being built.” From there, Kenny’s

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WINTER TIME DANGERS: MONITORING YOUR HOME

Brett Rose

Safety Manager, J. Daniel & Company

With winter upon us, it is very important to check your smoke detectors and carbon monoxide detectors in your home. Our homes hold things that are sacred to us, like our children, family heirlooms, and other personal belongings that need to be protected. It is very important to take the time to check all of your smoke detectors, making sure they are properly working. Smoke detectors save lives; the detector batteries should be changed twice a year. One of the best-known quotes is this “when you change the clocks in your home, change the battery in your smoke detector.” If you get into this habit, it will ensure you have a working smoke detector in your home to protect those that are dearest to you.

A family should take the opportunity to set what we called in the fire service, “EDITH” which stands for “Exit Drills in The Home.” These drills prove to be very helpful in the event of an actual emergency in your home. Everyone should be made aware of a special meeting place outside of the building and how each one should exit the building. First, by rolling out of their bed crawling to the door to investigate whether or not the door is hot. If so, do not open it as there is a possibility of fire being on the opposite side. Otherwise if the door is cool, it is okay to open it and continue to crawl out of the room following your already discussed exit plan. Smoke detectors should be tested regularly so everyone in the home knows what it sounds like if it were to activate during an emergency late at night. There are sounds around us every day that can be like those of a smoke or carbon monoxide detector. Becoming familiar with the actual sound will allow for a quicker response and, therefore, improving your chances of exiting the home safely.

Here are some facts pertaining to smoke detectors in residential homes. Smoke detectors were present in seventy-four percent of homes that were involved in fire from 2012-2016 (NFPA). However, forty percent of the deaths that resulted from a home fire were because no smoke detectors were present or seventeen percent did not operate. Forty-three percent of these detectors that failed to operate, had batteries disconnected or missing. Dead batteries cause twenty-five percent of all smoke alarm failures.

Do you have a carbon monoxide detector in your home? These devices are very important when it comes to monitoring odorless gas that can cause you to become ill, or worse, a fatality. The devices should be located on every floor of your home to detect the presence of carbon monoxide. When installing these devices, it should be noted that carbon monoxide is lighter than air and will rise to the ceiling. Placing them higher up to detect their presence is best practice. For the safety of our families, it is important to educate them on the symptoms of carbon monoxide poisoning. The first symptoms you will feel are flu-like, dizziness, weakness, and fatigue.

SAFETY TIP

Unless you live in a warm climate, winter driving can be challenging. There are several things to consider during cold weather months to help you “survive the drive.” Keeping your windshield wipers in good condition and your windshield fluid reservoir full is important in order to effectively clear snow and ice from your windshield.



These devices are designed to provide early warning to the occupants of the home. Please take the time to check all of your devices. Winter is here, so our homes are being kept warm in several different ways: fuel-fired furnace, fireplaces, and space heaters. All of these can cause a fire if not properly inspected and well maintained, but the furnace is the one that will produce the carbon monoxide. It should be inspected by a professional to ensure the proper mixture of fuel and air so that it is burning efficiently and safely. I hope all of you have safe holidays.

Brett is a former firefighter having served full-time for over 33 years in the Cincinnati, Ohio suburbs.

REMINDER: If you see an unsafe working condition at a job site use your STOP WORK AUTHORITY. Report the issue immediately to your supervisor and correct the issue before proceeding to do work. If the issue continues call the Safety Hotline at (888) 676-SAFE.

100 Workout Challenge: A Workout Idea for 2020



Robin Bender

Benefits Administrator and Wellness Coordinator

Have you ever thought to yourself, I've put on a little weight this year, but it's no big deal? If you continue to put on "a little weight" each year, it doesn't seem that drastic until you are severely overweight. For example, say you require a surgery, the doctor is concerned with you being too overweight. With multiple medical issues and your weight, the doctor is afraid you may die on the table, as a result the doctor will only give alternative medicine, like cortisone shots, to help ease the pain.

The scenario is one that is becoming more common and is a real story of a friend of the Danella Family, Craig. Craig left the doctor's office feeling that he "went in for a consultation, but came out with a death sentence." Unhealthy eating and inactivity are self-inflicted.

You may feel like you are in similar shoes to Craig. To take control, you need to take action for your hopes and goals. By making an action plan to eat healthier, exercise more, and setting small goals, you can overcome the weight gain. Small goals can lead to larger accomplishments!

By making an action plan, you can create a focused mindset and total commitment to making your goal or goals happen. When Craig started his journey, he had problems tying his shoes and could barely do five push-ups. Craig hired a nutritionist and Mental Toughness coach who helped him create an action plan. With their help, Craig lost 100 pounds in six months.

You don't need to shell out hundreds or thousands of dollars to obtain coaches and nutritionists. Most insurance companies benefits, like Danella's Independence Administrator plans, provide free nutritionist sessions, as well as wellbeing coaching.

In addition to the coaches, Craig participated in the "100 Workout Challenge," which is completing 100 push-ups, 100 air squats, 100



sit-ups, and 1000 meter rowing at the ten setting. This challenge and others work to set a goal. Perhaps your first goal would be 25 and the 50 and so on. The key is to make a commitment, a plan, and to go for it. Remember, before you start any exercise program please consult with your physician.

We hope that if you decide on a plan for self-improvement, the plan you put in place becomes a reality.

From the Wellness Team at Danella, we wish you a happy and healthy 2020.

WELLNESS PROGRAM NOTICE

Significant changes to the Danella Wellness Program structure were made for 2020. An information packet with details will be available in January to those who opted-in to the program during Open Enrollment.

WELL-BEING SUPPORT

STRUGGLING TO COPE? MEDICAL QUESTIONS? JUST HAVING A HARD TIME?

Health Advocate, Danella's Employee Assistance Program (EAP) provider, is available 24/7 to assist employees and their families with medical questions, 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 be reached at (877) 935-5262 or coach@bhsonline.com.



FIVE CHALLENGES TO YOUR RETIREMENT

With life expectancies on the rise, it's possible that your time spent in retirement could last as long as your career, or possibly longer. With that being the case, careful retirement planning may be crucial to achieving – and maintaining – the retirement lifestyle you've been envisioning.

When it comes to retirement planning, there's no such thing as being too prepared. Knowing what challenges you might face as you prepare for and transition into retirement can go a long way towards helping you achieve your retirement goals.

With that thought in mind, let's take a brief look at five often-overlooked challenges that could impact your retirement.

Challenge 1: Inappropriate Asset Allocation

Fortunately, one of the biggest retirement challenges is also one which you have plenty of control over: asset allocation. Asset allocation is your personal investment strategy which balances risk and reward among the assets in your portfolio.

This particular risk is twofold. On the one hand, there's the risk of positioning a portfolio too conservatively. In this scenario, avoiding market risk could temper any real returns your portfolio might generate. As a result, you may be forced to draw on more of your principal balance than you originally planned. Conversely, there is also the risk of being too aggressive with your positioning, putting at risk capital which you may need to draw upon in the shorter term.

Challenge 2: Higher Interest Rates

If interest rates rise how could this affect your portfolio?

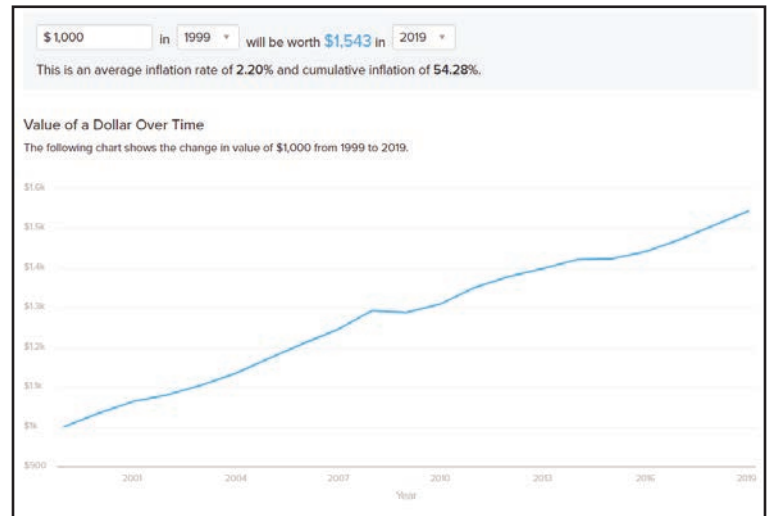
Following the financial crisis of 2007-2008, investors flocked to fixed income holdings, such as bonds, as a means to minimize the financial uncertainty associated with the recession.

When interest rates rise, bonds as a whole tend to underperform stocks. In such a scenario, a portfolio geared toward capital preservation in the bond market runs the same risk of tempered returns as a portfolio positioned too conservatively.

Challenge 3: Rising Health Care Costs

Health care costs continue to rise for many in the United States. Compounding the issue, the future of Medicare and Medicaid remain a subject of debate as U.S. government leaders struggle to rein in costs.

What's not in question, however, is the fact that you'll likely need to account for rising health care costs in your plans for retirement by setting aside more money for future medical care. Otherwise, an untimely illness or accident could negatively impact your nest egg.



Screen Capture: SmartAsset.com Inflation Calculator

Challenge 4: Inflation

Inflation – defined as a decrease in purchasing power – is of particular concern to investors taking a long-term view of their plans for retirement. The risk of inflation should not be ignored.

The chart uses the average Consumer Price Index to show how far \$1,000 in today's economy would stretch in years prior. As the data shows in the chart, given a long-term view of inflation, purchasing power has decreased dramatically.

To understand how inflation could impact your portfolio, let's take a look at a hypothetical scenario. Imagine for a moment you have \$10,000 invested in bonds. Let's say those bonds pay an annual dividend of 2%, meaning you earn \$200 per year on your investment (2% of 10,000 = 200). At the end of the year, you now have \$10,200.

Now let's account for inflation. For this scenario, let's say inflation rises by 3%. This means the purchasing power of your \$10,200 is actually only \$9,894 (3% of 10,200 = 306, and 10,200 – 306 = 9,894). Because the rate of return on your investment didn't surpass the rate of inflation, you're not actually coming out ahead.

Challenge 5: Market Risk

The 2007-2008 financial crisis and the resulting drop in the housing market should serve as a clear and present reminder as to the impact that market volatility can have on your portfolio.

But in case the sting of that lesson is starting to fade, consider this: every 30-year period since 1950 has included at least one bear market. This becomes especially important when you consider the fact that recovering from market losses can be more difficult for those who are withdrawing money from their retirement portfolios.

Article provided by The PNC Financial Services Group, Inc. © 2019

WELCOME TO DANELLA

The Accounting Department (Plymouth Meeting, PA) welcomed Thomas Yacavino and Sean Duffy as Division Controllers in 2019. Throughout the year, the team also welcomed several new members, including:

- **Megan Barry** (Accounts Receivable / Accounts Payable)
- **Laurie Foulds** (Assistant Controller)
- **Hannah Guffey** (Accounts Receivable)
- **Seoha Im** (Payroll)
- **Medina Johnson** (Payroll)
- **Christine Sowden-Haase** (Accounts Receivable)
- **Quentin Sowers** (Staff Accountant)

Danella Construction, Inc. (DCI) has hired a new safety manager, **Ryan Arbogast**. Ryan has 9 years of experience in construction including 6 years in pipeline.

Danella Line Services added several new faces to the team including, Superintendents **James Melchione** (Eastern NY) and **Tom Gilbert** (Central NY).

Danella Power Service (DPS) continues to grow. In recent months **Kevin Coe** (Project Manager), **Keith Rittle** (Lineman) and **Lizanne Moran** (Project Administrator) have joined the office staff. DPS has also expanded with the addition of several new crews.

Danella Utility Construction recently welcomed several new hires:

- **Terrell Bridges, Jr.** (Laborer)
- **Reginald Coffie** (Laborer)
- **Reinaldo Garcia** (Pipe Layer)
- **Larry Mathis** (Electrical Lineman)
- **Gustavo Valdivia** (Laborer)

Danella Construction Corp. of CT (DCC-CT)

- > DCC-CT has been awarded a new Master Contract for gas mains and services installation throughout Westchester County.

Danella Construction Corp. of NY (DCC-NY)

- > DCC-NY Gas Operations has successfully completed the 5th mile of a 36" Gas Transmission Main and has commenced with the construction of the 6th mile Design/Build portion.
- > The Steam Operations continue to support the infrastructure of NYC with a 24/7 workforce and has recently completed a high profile, 24" diameter steam main relocation on 5th Avenue and 20th Street.

Danella Line Services (DLSI)

- > DLSI has been awarded a new contract for work from Greenlight Networks in the Rochester, NY area.
- > The team has also been awarded a contract to place fiber from Hopewell, NJ to Philadelphia, PA.

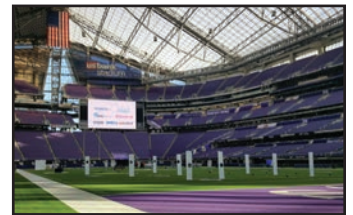
Danella Power Services of California (DPS-CA)

- > DPS-CA Groundman James Alvarez is pictured right, as he works to set a pole in Redlands, CA. James is just one of many new employees that have joined our DPS-CA group since the beginning of 2019.



Danella Rental Systems, Inc. (DRSI)

- > In September, DRSI was a sponsor during the Railway Interchange Conference. The team was also one of the Supply Chain Partner Hosts for the Premier Industry Networking Event held at the Minnesota Vikings Stadium (Minneapolis, MN). Photos right.



J. Daniel and Company (J. Daniel)

- > During a safety meeting in November, J. Daniel engaged with its crews on Cable Reel Cart Safety. The talk was led by Doug Boden, Fleet Superintendent. (Photo Below)



Need a Safety Refresher?

Check out our Safety Training Videos by going to youtube.com/DanellaCompaniesInc



Feel sick or have a sinus infection? How about a bad case of poison ivy?

You don't need to visit your doctor and take time from work. Call SwiftMD and speak to a certified doctor. To use the services, contact SwiftMD 24/7 by calling 833-794-3863 or going online at mySwiftMD.com.

(You are automatically enrolled if you are enrolled in Danella's medical plan.)



CONTINUED

PEOPLE OF DANELLA: 33 YEARS OF DEDICATION

Continued from Page 6

interest in Danella grew; at 14, he worked part-time at the Maryland office. Paul continued, "At 18, he started going out in the field as a laborer. He was in trenches, pulling the cable, placing conduit, and operating backhoes or excavators. He soon became the safety manager of Danella Construction, Inc. also known as Long Lines. He moved into the operations side of the business and has since become the operations manager and part of the leadership team for Danella. When I look back at my career at Danella, my best memory is watching my son learn, grow, and rise to where he is today."

Kenny responded in kind about his father when asked about Paul's influence on his career and life. "From a young age, my father has been my hero, someone I have always looked up to and strive to be like. When my wife and I got married, my father was my best man. My father has shown me how to be a father and a man. While growing up, my father always taught me what hard work is and how to have a good work ethic. From as young as I can remember, I helped my dad on different side jobs that he had. Anything from finishing concrete, to building decks, garages, and yard work. Taking breaks for me was never an option; I was always expected to work harder and longer than anyone around."

When asked what he wished the customer knew about Danella, Paul spoke about how Danella's fleet is second to none, and the longevity of our employees at Danella. "Many of the employees have worked at Danella for many years, making a deep knowledge base for all types of jobs and situations."



Paul, Ken, and Ken's three children having fun while on vacation.
Photo: Ken Knight

He also gave one tidbit of advice: "Don't expect to get anything in return if you don't give 100%. Do every job to the best of your ability. Take pride in the quality of your work."

Paul chose not to retire just yet after the closure of the Washington, D.C. location and shifted to Danella Construction, Inc. to assist with project management of a contract in Winchester, Virginia. Paul is currently working with Kenny as an Area Manager. If Paul decides to retire in 2020 as he has stated previously, he will surely be missed. Kenny included: "Now as my father works for DCI and is nearing retirement, I hope he gets to relax and enjoy life. We are even working on planning a camping and fishing trip to get away and relax." As a company, we wish Paul continued success and the best in the future.

Wishing you
a peaceful and happy
Holiday Season.

DANELLA®



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