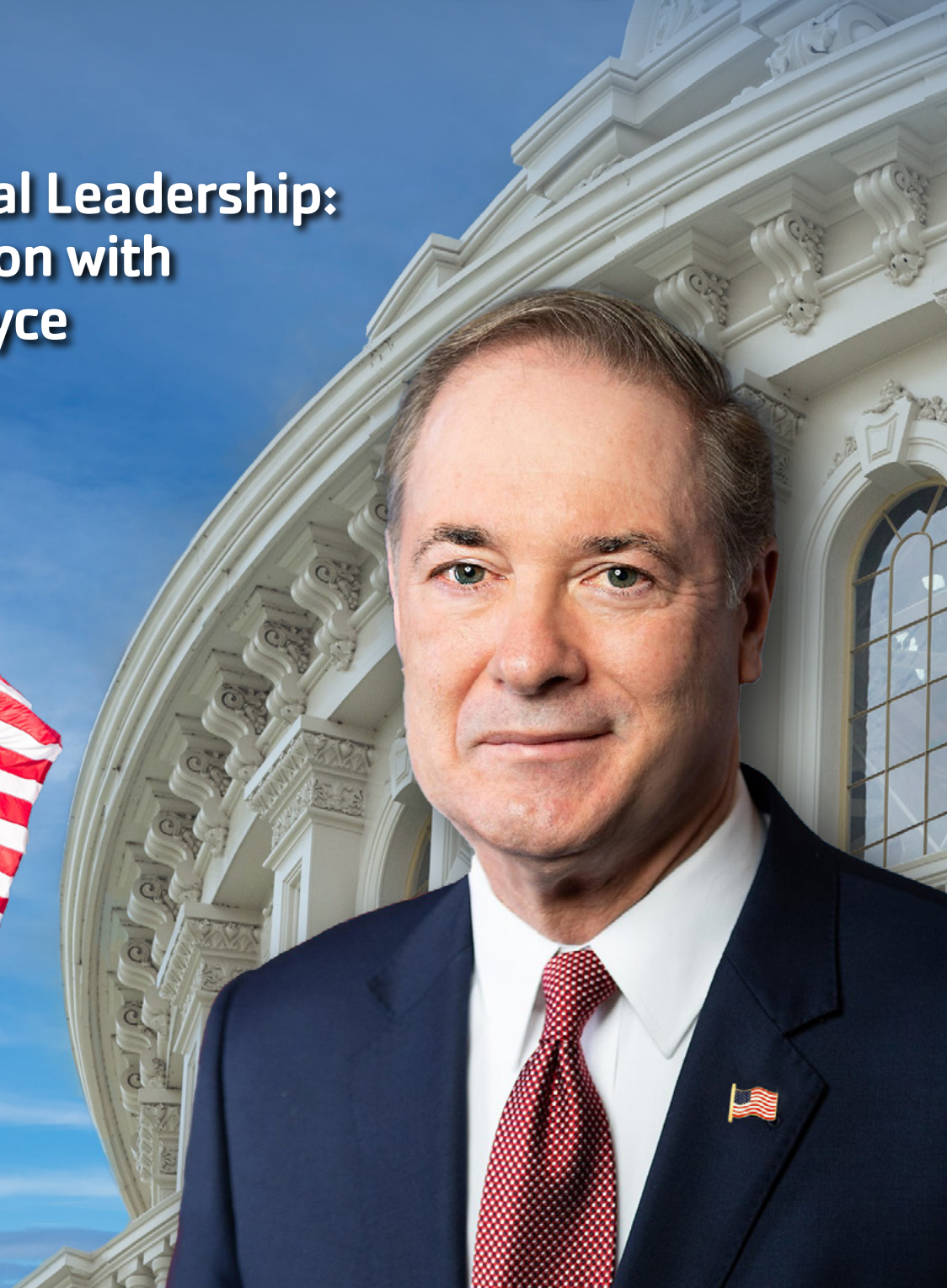


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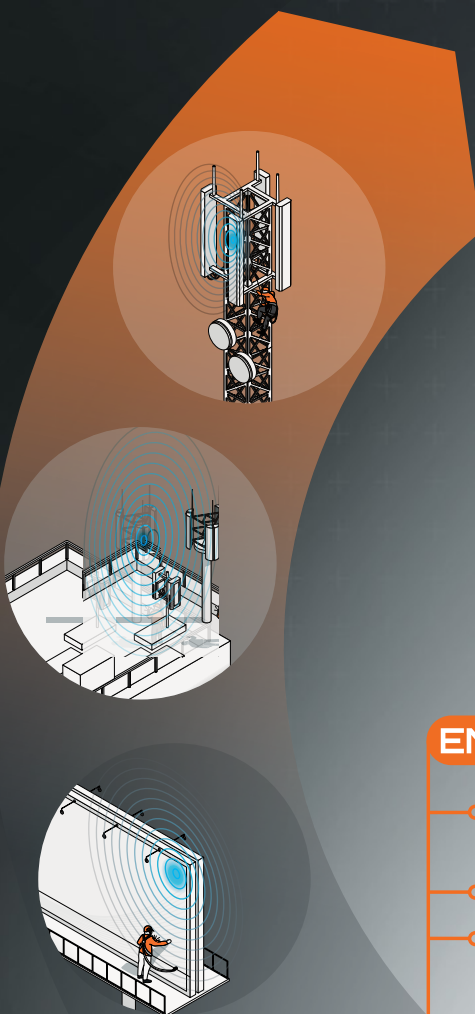
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**Congressional Leadership:
A Conversation with
Rep. John Joyce**



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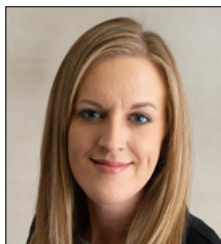
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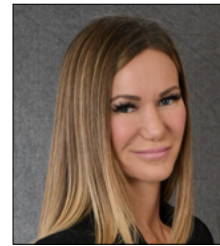
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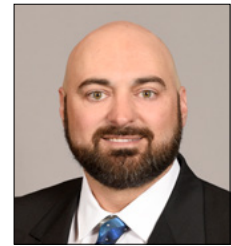
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NATE Mission Statement

- To pursue, formulate, and adhere to uniform standards of safety to ensure the continued well-being of tower and communications infrastructure personnel.
- To educate the general public, applicable government agencies, Congress, and clients on policy priorities and continued progress toward safer standards and practices within the industry.
- To keep all members informed of issues relevant to the industry.
- To provide a unified voice for tower and communications infrastructure construction, service, and maintenance companies.
- To facilitate effective safety training for the industry.



PIM Free Stackable Grommet Holder for 1-5/8" Grommets (Part # TH285-GH158)

When installed properly, the stackable grommet holder meets the requirements for installation in High Risk PIM Zones. For use in High Risk PIM Zones, this product must be used in conjunction with other High Risk PIM Zone approved products.

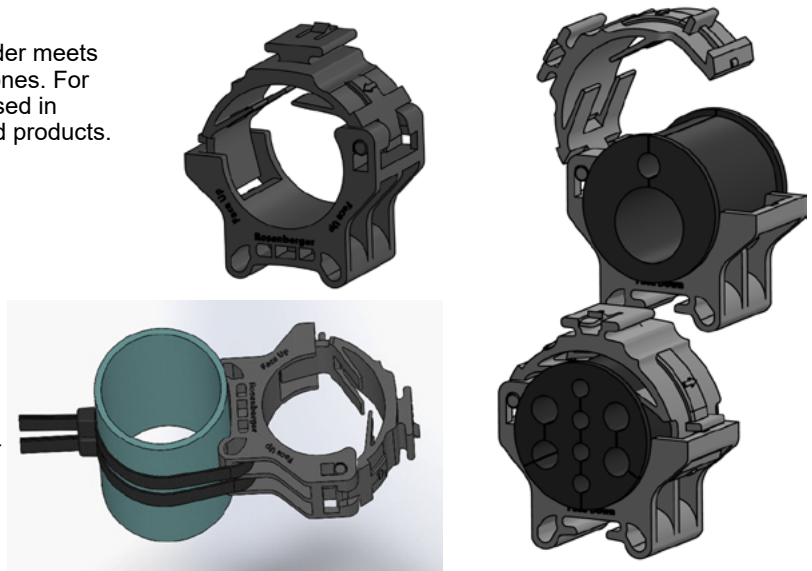
Features:

- Grommet Size: 1-5/8" Grommet
- Grommet per clamp: 1 (one)
- Stacking Height: 3 (three) max
- Packaging quantity: 10 pcs

Installation:

- Pipe / Minimum OD: 60.33 mm [2.375 in]
- Banding Material: 2x 1/2" banding
- Suggested Spacing: Install one grommet holder every 3 ft

*****PATENT PENDING*****

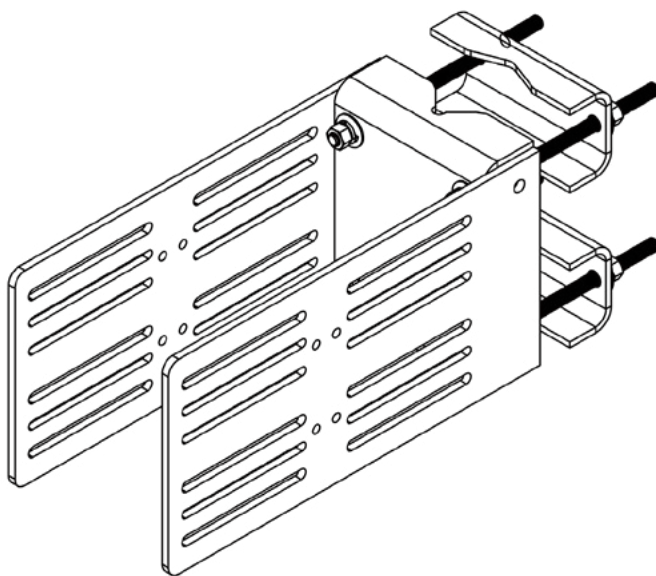


*Rubber Grommets sold separately



Universal Low PIM 6 Slotted RRU Mount

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Hole Patterns Suitable for:

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- High Power Micro FDD Radios: Radio 4455, AIR 4455
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- FDD Dual-band & TDD Macro Radio: Radio 4449, 4467, 4490, 4890, 8843, 8863
- Micro FDD Radios & RP6339 & R308: Radio 2203, 2205, 4402, 4408; RP6339

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Rep. John Joyce
Background Photo: Adobe Stock



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As we open member renewals for NATE's 30th Anniversary year, I ask that you not only renew your membership, but also consider joining the STAR Initiative and opt-in to participate in the NATE-OSHA-FCC Partnership.

At the member meeting in Memphis, Tennessee, I explained that this information is critical for NATE to demonstrate to OSHA, our customers, and the industry in general, that NATE members are safer than non-NATE members.

The early data reflects a 75% - 80% reduction in deficiencies between NATE and non-NATE members, but we need more data to prove our case.

your audit checklist is tabulated in a master spreadsheet, and your audits are destroyed. The information is not kept or distributed.

Why should my company do this?

We know NATE members are safer, but we need to show the industry this is why one calls a NATE member first.

I have an audit that had issues, do I submit that?

Yes, this data is used to identify trends to help us improve and focus on areas in which our industry is weak. Please submit the good, the bad, and the ugly. ●

Please see pages 48-51 for more information on the NATE STAR Initiative Enrollment Process which runs from July 1 – August 31.

What do you need to do to participate?

You need to agree to meet the requisite levels of standard industry training, implement a safety and health program, have a competent person at each job site, and conduct and submit safety audits.

If you are in this business, it is highly likely you already do all of these items.

What happens to my audits?

All of your company information is redacted,



Victor Drouin is the Chairman of NATE and President of Green Mountain Communications, Inc. in Pembroke, New Hampshire. He can be reached at 603-717-7117 or v.drouin@greenmtncomm.com.



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Building Together

By Todd Schlekeway

NATE on Capitol Hill

The cover story of this edition of *Tower Times* magazine features a Q & A article highlighting Pennsylvania Congressman John Joyce. Rep. Joyce, who hails from Pennsylvania's 13th District, was recently presented with the 2024 NATE Legislative Champion of the Year Award.

Rep. Joyce is a worthy recipient of this award due to his leadership serving on the influential House Energy & Commerce Committee and his support advocating for many policy priorities of importance to NATE member companies. Rep. Joyce and his staff have also personally invested time to learn more about the work that NATE member contractors and their technician workforce do daily to enable connectivity, both in the 13th Congressional District, the Commonwealth of Pennsylvania, and the United States.

Speaking of Washington, D.C., earlier this spring I had the privilege of joining members of NATE's Legislative & Regulatory Council for two days of meetings with Congressional and Senate staff on Capitol Hill.

NATE leveraged these Hill meetings to provide updates to Congress on the current state of the industry and marketplace slowdown.

NATE forcefully advocated that it is urgent that Congress appropriate \$3 billion to close the "rip and replace" funding shortfall that would serve to remove old Huawei and ZTE equipment from tower infrastructure and safeguard America's communication networks. Our delegation also emphasized that NATE member contractors are on the front lines conducting this "rip and replace" work and appropriating the funds would be a \$3 billion "shot in the arm" to the industry right now with the private sector experiencing reduced network investments and spending.

During these meetings, NATE also indicated that Congress must extend the FCC's spectrum auction authority without delay. Without an extension of the FCC's authority, the agency is inhibited from scheduling and building a pipeline of future spectrum auctions for the industry to acquire this valuable commodity. NATE member contractors and their technician workforce are the entities that transform spectrum airwaves into connectivity and the lack of future available spectrum is another contributing factor to the current slowdown in the marketplace.

Spring Conference Circuit

It was great to visit with so many NATE members this spring at various industry conferences and events. There was a stretch this spring where I traveled four consecutive weeks representing the Association and many NATE staff members did as well. I am always



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energized when I can talk with the Association's members around the country in person, and there is no better way to get a pulse of what is going on in the industry than speaking directly to NATE employers and employees.

One area of optimism I picked up on is that some of the prominent site acquisition companies have informed me they are starting to see an uptick in activity in their pipeline. After the last year or so, that was an encouraging sign to me, and I am hopeful this indicates we are in for an increase in CAPEX/network deployment spending later this year.

Membership Renewal Season

As I write this column, the membership renewal cycle has begun. Please prioritize renewing your membership in the Association to continue to help NATE grow in impact and stature. NATE membership dues remain affordable compared to other "peer" national trade associations, both in and outside of our industry. The Association is also offering a two-payment plan this year where companies can elect to pay their dues in two installments.

Let us keep building together! ●

Attention! Hidden Logo Contest

There is a small greyscale illustration of the NATE logo hidden in this issue of *Tower Times* magazine. Those who find it will qualify for a drawing to win a NATE logo prize.

If you find the object hidden in this issue, enter the drawing by sending the page number and your contact information to sara@natehome.com.

Please only one entry per person. Entries must be received by August 31, 2024. Participants can only win once per calendar year.



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July 17-18, 2024 • Centennial, CO / Littleton, CO

3rd Annual CellSite Solutions Charity Golf Tournament Benefitting Tower Family Foundation

July 18, 2024 • Riverside, IA

Global Lifting Awareness Day — #GLAD2024

July 18, 2024

Virginia Wireless Association Shield and Sheath Axe Throwing

July 18, 2024 • Richmond, VA

New York State Wireless Association Day-at-the-Races

July 18-19, 2024 • Saratoga Springs, NY

PPE for Telecom Workers: Hazard ID, Selection, and Use Training Course

July 19, 2024 • Frisco, TX

17th Annual Illinois State Wireless Association Golf Outing and Social

July 25-26, 2024 • St. Charles, IL / West Chicago, IL

Fiber Connect

July 28-31, 2024 • Nashville, TN

CALWA - NorCal Summer Networking Event

July 30, 2024 • West Sacramento, CA

FAA Drone and AAM Symposium

July 30 - August 1, 2024 • Baltimore, MD

APCO 2024

August 4-7, 2024 • Orlando, FL

Mountain Connect

August 5-7, 2024 • Denver, CO

NATE Summer Conference 2024

August 6-8, 2024 • Louisville, KY

Texas Association of Broadcasters Event (TAB)

August 7-8, 2024 • Round Rock, TX

ASSP Safety 2024

August 7-9, 2024 • Denver, CO

PPE for Telecom Workers: Hazard ID, Selection, and Use Training Course

August 8, 2024 • Louisville, KY

Safe + Sound Week

August 12-18, 2024

Ohio Wireless and Broadband Association Golf Tournament

August 15, 2024 • Dublin, OH

North West Wireless Association Charity Golf Tournament

August 15, 2024 • Mukilteo, WA

Tennessee Wireless Association Golf Tournament

August 19-20, 2024 • Brentwood, TN

ISE EXPO

August 20-22, 2024 • Dallas, TX

Florida Wireless Association Beach Social

August 22, 2024 • Deerfield Beach, FL

California Wireless Association SoCal Summer Networking Event

August 28, 2024 • Location TBD

Avalon Test Equipment's Sixth Annual Charity Golf Tournament

August 29, 2024 • Poway, CA

Commercial UAV Expo

September 3-5, 2024 • Las Vegas, NV

2024 CCA Annual Convention

September 9-11, 2024 • Amelia Island, FL

Regional Fiber Connect

September 10, 2024 • Des Moines, IA

TowerXchange Meetup Africa 2024

September 10-11, 2024 • Nairobi, Kenya

Carolinas Wireless Association 18th Annual Golf Tournament

September 11, 2024 • Greensboro, NC

Minnesota State Wireless Association Annual Golf Tournament

September 12, 2024 • Coon Rapids, MN

Colorado Wireless Association 8th Annual Clay Shooting Challenge

September 12, 2024 • Bennett, CO

Alabama Wireless Association Golf Tournament

September 12, 2024 • Birmingham, AL

NSC Safety Congress and Expo

September 13-19, 2024 • Orlando, FL

2024 BICSI Fall Conference & Exhibition

September 15-19, 2024 • Las Vegas, NV

PPE for Telecom Workers: Hazard ID, Selection, and Use Training Course

September 17, 2024 • Tampa, FL

AUVSI Industry Insight Summit

September 17-18, 2024 • Alexandria, VA

iNOVATIONS USA Conference

September 18-19, 2024 • Arlington, VA

Kentucky Wireless Association Golf Outing

September 19, 2024 • Louisville, KY

2024 Women’s Leadership Summit

September 19, 2024 • San Diego, CA

NATE Emerging Technologies EXPO in Partnership with Valmont and NEIA Golf Event

September 24-25, 2024 • Valmont Campus, Valley, NE

SCTE TechExpo

September 24-26, 2024 • Atlanta, GA

Nebraska/Iowa Wireless Association Golf Event

September 25-26, 2024 • Omaha, NE

New England Wireless Association 17th Annual Charity Golf Tournament

September 26, 2024 • Plymouth, MA

Pennsylvania Wireless Association East Social and Golf Outing

September 30 - October 1, 2024 • Downingtown, PA

ACP Resource & Technology Conference

September 30 - October 2, 2024 • Phoenix, AZ

JULY

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[natehome.com/nate-newsroom/
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 listing of industry events.



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Congressional Leadership: A Conversation with Rep. John Joyce, NATE's Legislative Champion of the Year

By Nathan Leamer

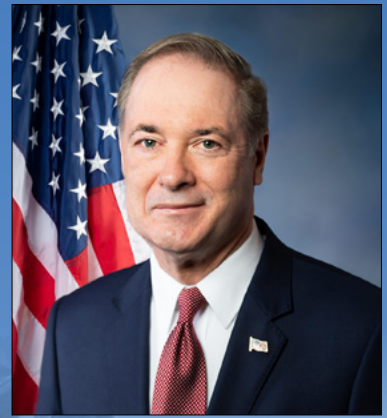


Photo Caption???

Crown Castle Team with Rep. John Joyce.

The following is a Q&A with Rep. John Joyce (R-PA) who was recently awarded the 2024 NATE Legislative Champion of the Year for his leadership on Capitol Hill. Throughout his tenure Rep. Joyce has worked diligently on policy initiatives to close the digital divide. This May, a contingency of the NATE community had the honor of meeting with Rep. Joyce, to present him the award and discuss legislative efforts to expand the deployment of next generation connectivity.

An example of Rep. Joyce's leadership was evident this past year when his bill, the 5G SALE Act, which required the Federal Communications Commission to release previously auctioned spectrum to expand access to 5G broadband to rural communities, was signed into law by President Biden.

This was an important accomplishment that has spurred improved internet connectivity and, in a divided government, has been a model for bipartisan legislative success.

How does the makeup of your district (PA-13th) impact the way you think about policy efforts to close the digital divide?

It is an immense honor to represent and champion the rural communities of south-central Pennsylvania in Congress. In addition, my role on the Energy and Commerce Committee's Communications and Technology Subcommittee puts me in a unique position to ensure that we consider rural Americans when determining telecommunications policy.

My constituents face an uphill battle to ensure that providers are reaching them, that fiber is deployed, and that they have strong wireless signals. By making sure that we here in Congress are pushing policy that considers the digital divide and looks to close it, we can ensure we don't leave my constituents behind. Every American should have affordable, reliable, high-speed internet access, and given the significant federal

resources dedicated to this cause in recent years, particularly the Broadband Equity Access and Deployment (BEAD) Program, we are making significant steps toward that goal.

Members of NATE have had the honor of meeting with you and your team to talk about policy issues, but I also understand you have done a tower visit in the district. Can you share that experience? Any takeaways you can share for our readers?

Tower visits are excellent opportunities to see the innovative technology being deployed to connect our communities, and better understand the logistical challenges that NATE members are facing on the ground. In fact, just last week, my team and I visited a tower operated by Crownest Broadband in Blair County, along with the Executive Director of the Pennsylvania Broadband Development Authority and executives from Tarana Wireless, to demonstrate some of Tarana's latest next-gen fixed wireless technology that is being used to bridge the digital divide for my constituents.

Since March of 2023, the FCC's spectrum authority has lapsed, how do you see this impacting efforts to improve connectivity over the next year?

By allowing spectrum auction authority to lapse, we are absolutely hindering our ability to improve connectivity. Worse, our inaction is allowing other countries to gain ground in the race to be the global leader in telecommunications. The longer we wait, the more opportunities we cede to actors like the Chinese Communist Party (CCP).

We need to be able to auction and issue new spectrum, and we need to be able to do more than study future bands. We need to be able to deploy new bands. For your members, if auctions are stalled, then incentive to expand and invest in new towers and technology isn't there, and we lose out on providing well-paying and critical jobs.

Considering your past professional experience as a physician and personal interest in technology, is there an innovation in the telemedicine space that you are particularly excited about? Or said another way, how are you seeing telemedicine transforming the experience for patients and doctors?

(CONTINUED ON NEXT PAGE)



Nathan Leamer is the CEO of Fixed Gear Strategies in Alexandria, Virginia. He can be reached at nathan@fixedgearstrategies.com.

Feature Story (CONTINUED FROM PAGE 13)

What we are seeing right now is the incredible benefit that telemedicine visits can have for patients, especially in rural areas. The ability to have patients meet with specialists who are outside of their area, avoiding a lengthy or unnecessary trip to a doctor's office in Philadelphia or Pittsburgh, and receive expert care from the comfort of their home has led to better outcomes for patients in rural areas.

But, if we want to capitalize on these gains in telemedicine, we need to make sure my constituents have reliable access to engage these services regardless of where they live.

On the Energy and Commerce Committee, we will continue working to ensure that these visits are properly covered, and that broadband is being deployed to places where it can do the most good for our constituents.

While Congressional efforts to reauthorize the FCC's spectrum auction authority have stalled, you authored the 5G SALE Act which was signed into law late last year. This legislation released previously auctioned bands of the electromagnetic spectrum to expand access to 5G broadband to rural communities. Can you explain what prompted you to take on this issue?

Absolutely. I took on this issue after learning that Chairwoman Rosenworcel had stated that she did not have the authority to grant the bands from Auction 108 due to the lapse in auction authority. The validity of the Chairwoman's assertions aside, the reality was that the FCC wasn't acting when they were supposed to – so we did what we needed



Congressman Joyce joined Christopher Mika and the Novotech Construction, Inc. crew at a tour site.

to do to hold them accountable and deploy these bands, which they finally did two months after my legislation was signed into law.

I'm grateful to see these licenses issued and deployed, and thankful for the opportunity to work with Senator Kennedy to get this legislation across the finish line.

This seems like an important template for solving problems instead of allowing larger debates to delay policy progress. Since its enactment, can you comment on improvements on rural connectivity, either in your district or nationwide?

Since the enactment of the 5G SALE Act, I've heard from my constituents that speeds and connectivity have improved in our district. The boost offered to providers who purchased licenses is a major relief, and it is providing consumers, especially those in rural areas, with better service. Seeing the benefit of this spectrum deployment, it is critical that we find a solution to resume auction authority as soon as possible.

When thinking about efforts in the US to deploy next generation connectivity, both in urban and rural communities, what role do you see infrastructure workers like those represented by NATE playing in this endeavor? Are there any barriers to entry or red tape at the federal level that you see ripe for reform and improvement?

Infrastructure workers are the backbone of connectivity across the nation. We would not have the ability to connect Americans nationwide without their tireless work that often takes place in



Members of the NATE Legislative and Regulatory Council present Pennsylvania Representative John Joyce with the 2024 NATE Legislative Champion of the Year Award.

difficult and isolated locations. They ensure we have critical access to the internet, which can be an absolute lifeline when someone has daily telehealth visits with their doctor or for a student who needs access to their schoolwork.

It is vital that we create incentives for upskilling and encouraging technicians to enter the telecommunications field. Barriers to entry can be tackled and reformed at the federal level and I look forward to working with my colleagues on the Education and Workforce Committee to find solutions that allow more skilled technicians to enter the labor market.

What are some of the challenges you see that impact the ability of the US to compete on the global stage when it comes to leveraging next generation connectivity like 5G?

Next generation connectivity can only be reached if we are encouraging research and development here in the U.S. If we want to encourage American ingenuity and innovation, then Congress needs to get out of the way and stop contributing to the regulatory morass that hinders your members and our job creators.

When we look at our biggest rivals on the global stage, like the Chinese Communist Party (CCP), for example, it is clear that we have one large advantage that China does not have: an economy that encourages and rewards innovation, and a non-interventionist government. That has always worked to our advantage, as we saw when the U.S. won the race to 4G, and we need to ensure we are winning the race in other bands as well.

Central to conversations around connectivity is ensuring our networks are safe from cyber-attacks and other vulnerabilities. Do you see fully funding the Rip and Replace program path forward politically this Congress?

We cannot continue to let small providers shoulder the burden of an unfunded mandate, while at the same time, we cannot continue to let the Chinese Communist Party (CCP) continue to have unfettered access in America. This Congress, we have

introduced legislation to provide more than \$3 billion for providers to continue to comply with “Rip and Replace” policies as part of the Spectrum Auction Reauthorization Act led by Chair Cathy McMorris Rodgers. This legislation was unanimously voted out of committee last May and I look forward to seeing the bill come to a full vote in the House. ●

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Board of Directors Election Procedures

1. To qualify as a candidate for the NATE Board of Directors, an individual must be an active member and have participated in NATE related committees, initiatives or NATE sponsored events in the Association for a specified amount of time as outlined in the application, and must be a managing owner of a Principal Contractor Member company or firm, defined as a person who can legally encumber that company or firm, or who is commonly known as the President, Chief Executive Officer or Chief Operating Officer, or its equivalent, tasked with facilitating the day to day operations of the company.
2. Individuals apply for candidacy by submitting the application form, a brief position/background statement (maximum of one page in length that includes a brief summary of the candidate's industry experience and articulates why the candidate wants to serve on the NATE Board of Directors), one letter of recommendation from a NATE Principal Contractor Member Company, and a full-color business photograph, to the NATE office. Additionally, if the candidate is currently not the company owner, a letter of reference from the company owner describing the candidate's time and experience with the company is required.
3. Applications are currently being accepted and **must be received** in the NATE office on or before **October 1, 2024** to be considered for candidacy. *To determine applicants have met the eligibility criteria outlined in the NATE Board of Directors Candidate Application, the Association's Eligibility Committee reserves the right to conduct a follow-up interview with applicants.*
4. NATE will publish all candidate information in Volume 3 - 2024 and Volume 4 - 2024 issues of *Tower Times*. Candidates who wish to have their statement of candidacy published in the *Tower Times* magazine must have their information submitted to the NATE office no later than June 1, 2024, for the Volume 3 issue and September 1, 2024, for the Volume 4 issue. Candidate information will be available for online viewing at **natehome.com** as they are received.
5. Candidate information will be updated as each Board of Directors Candidate Application is received, and eligibility is verified, through October 1, 2024.
6. The NATE Board of Directors election will be conducted exclusively online. Online voting will be open November 1 through December 1, 2024. Each Principal Contractor Member (voting member) company will be allowed to submit one ballot. Further detailed information regarding the online voting system procedures and protocol will be mailed to Principal Contractor Members in October.
7. Votes **must be cast online** on or before December 1, 2024.
8. The candidates who receive a plurality of votes (top vote getters) equivalent to the number of Board seats available will be elected to the Board of Directors.
9. In the event of a tie, the candidates who are tied will be determined by a runoff election whereby a plurality of votes cast (top vote getter) will determine the winner.
10. Once all Board positions are filled, the candidates will be advised of the election results.
11. Results of the election will be announced once all Board positions are filled and will be published in the *Tower Times*.
12. Those elected to the Board of Directors will begin serving their three-year term at the annual meeting in February 2025.
13. The newly elected Board will choose its Executive Officers at the annual meeting.

*If you have any questions, please contact NATE Director of Operations **Nikki Gronau** at **605-882-5865** or **nikki@natehome.com**.*



Board of Directors Election Application

To be a candidate for the NATE Board of Directors, the Association’s Bylaws require that, “an individual must be an active member in the Association and must be a managing owner of a Principal Contractor Member (Voting Member) company or firm, defined as a person who can legally encumber that company or firm, or who is commonly known as the President, Chief Executive Officer or Chief Operating Officer, or its equivalent, tasked with facilitating the day-to-day operations of the company.” *Note: To determine applicants have met the eligibility criteria outlined in the NATE Board of Directors Candidate Application, the Association’s Eligibility Committee reserves the right to conduct a follow-up interview with applicants.*

To declare your interest in running for the Board of Directors, please answer the following questions.

Candidate Questionnaire

Candidate’s Name: _____

Title: _____

Company Name: _____

Company Address: _____

Business Phone Number: _____ Mobile Phone Number: _____

E-mail Address: _____

1. Is your company a Principal Contractor Member (voting member) of NATE? Yes No

2. Have you participated in a NATE Standing Committee or Ad-Hoc Committee for a minimum of 2 years? *(Please note – participation time credit will be granted for being on a NATE Standing Committee or Ad-Hoc Committee waiting list).* Yes No

3. Has your company been a NATE member for a minimum of 5 years? Yes No

If No, please specify the number of years company has been a NATE member): _____

4. Have you attended the annual NATE UNITE conference at least 3 times in the last 5 years? Yes No

5. Are you commonly known as the President, Chief Executive Officer, or Chief Operating Officer, or its equivalent, tasked with facilitating the day-to-day operations of your company? Yes No

If No, please explain your title and job duties: _____

6. Do you have the authority to encumber or bind your company in legal transactions, including signing bank notes, signature authority on banking accounts, and the authority to sign tax returns? Yes No

CONTINUED ON NEXT PAGE

7. Is your company owned in whole or in part by a publicly traded company, holding company or are you a subsidiary company? Yes No

If Yes, please specify holding company or subsidiary relationship: _____

8. Do you have any additional business ventures or business relationships that could potentially be viewed as a conflict of interest to serving on the NATE Board of Directors? Yes No

If Yes, please explain: _____

Declaration of President, Chief Executive Officer or Chief Operating Officer (or Equivalent Title)

I, _____, _____ of _____ hereby confirm
(Name) (Title) (Company or Firm)
 that _____ does hold the position and possess the authority as described above.
(Name of Candidate)

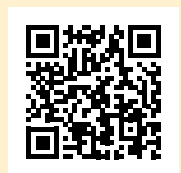
(Signature of Chief Officer of company or firm)

Board of Directors Election Application Submission Checklist

- Completed NATE Board of Directors Application
- NATE Board of Directors Candidate Position/Background Statement (1 Page)
- One Letter of Recommendation from a NATE Principal Contractor Member Company
- If currently not the company owner, a letter of recommendation from company owner describing the candidate's time and experience with the company
- Candidate's Full-Color Business Photograph

Please submit your completed Application, Candidate Position/Background Statement, Letter of Recommendation, and Full-Color Business Photograph using the following link:
bit.ly/NATEBoardElection.

If you have any questions, please contact NATE Director of Operations **Nikki Gronau** at **605-882-5865** or **nikki@natehome.com**.





THE COMMUNICATIONS INFRASTRUCTURE CONTRACTORS ASSOCIATION

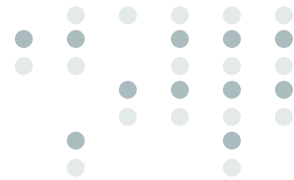
Trade Talks



Kent Ramey

General Manager

*Metro Site Fabricators
Commerce, Georgia*



➔ **How long have you worked at your company?**

Eighteen years.

➔ **How did you get into/why did you choose this industry?**

The owner and founder is my cousin, and I started helping him on the weekends. I did that for a few years and then came on board full-time because I saw an excellent opportunity to become part of a growing company within an industry that makes a difference in people's lives. This decision has helped me comfortably support my family through consistent work.

➔ **What does your typical day entail?**

Typically, I am the first person to the shop, and I get everything open and running. Then, I start my day with daily paperwork for shipments to our galvanizer. Once that task is completed, I answer emails and field calls from various clients and potential customers.

➔ **What is an aspect of your role that you enjoy most?**

I enjoy helping our customers with unique situations and new projects that are in the works. I also enjoy working with our nearby school systems with their CTAE program (Career Technical and Agricultural Education). That program helps young adults get started in a trade. My son is an excellent example of what that program can do. He is in his last semester of mechanical drafting.

➔ **What accomplishment are you most proud of?**

First and foremost, I am proud of starting a family with my wife and watching our son grow into a fine young man. In addition to our biological son's significant accomplishments, we were fortunate enough to have a bonus son join our family in 2023, and that was a fun and challenging endeavor. They are both doing great in their continuing education. I am also thankful to have been a part of Metro Site's growth over the years.

➔ **What is a stressful part of your job?**

Having to field a call from a contractor having an issue with something we have been a part of, knowing all these field techs want to do is get done and be with their family and friends.

➔ **What is an issue you would like resolved?**

I want to see schools cater to trades more than athletics. I am not saying that athletics have no place in kids' lives, but a priority adjustment is warranted.

➔ **Do you have a personal mission statement?**

I want to see more companies work together for a common goal.

➔ **What is one thing you would like to improve?**

The industry should have more transparency about what is coming up so that we, as manufacturers, can be better prepared to adjust to ramp-up and ramp-down time. I highlight this because we are all eager to do our part to make everyone successful.

➔ **What are your hopes for the industry?**

I hope it continues to strive for the utmost safety and growth.

➔ **What advice would you give to new hires?**

Keep grinding and never give up on your dreams. Also, take constructive criticism and don't interrupt someone while they are talking.

➔ **What three words describe you best?**

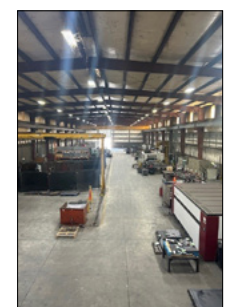
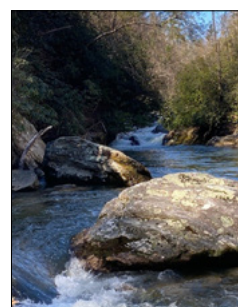
Honest, dependable, and hardworking.

➔ **What is something on your bucket list?**

I would like to take 3-4 months off and do the TAT (Trans America Trail).

➔ **Do you have a hobby/hobbies?**

I like to ride Dual Sport motorcycles and camp.



➔ **Is there anything else you would like our readers to know?**

Always strive to do your part in whatever it is you are doing. ●



Javier Alvarado

CEO/Owner

Alvarado Telecom, LLC
Fort Worth, Texas

➔ **How long have you worked at your company?**

I started my company in 2019 as I saw it as a business that would always be in demand, and I intend on passing it down to my kids to have them continue when I am ready to retire.

➔ **How did you get into/why did you choose this industry?**

In 2010, I started working in this industry as a crew lead for a few other companies. I worked hard to learn as many aspects of this industry as I could before deciding to start my own company.

➔ **What does your typical day entail?**

My day starts at 6 AM to check my emails while drinking my coffee to see if there are any updates for the workload. Then I check in with my crew to make sure they are where they need to be. I visit each crew to check on how the projects are progressing and be sure we are meeting/beat our deadlines to complete the job. While doing this, I am checking my email to keep in contact with the Construction Manager on how the jobs are progressing. After all the site visits are completed, I will head home/hotel to wrap up any loose administrative ends that are needed for that day. My days tend to finish in the late evening and early night hours.

➔ **What is an aspect of your role that you enjoy most?**

I really enjoy my site visits in the field and working with my crews. I work hard to build a respectful relationship with each one of my crew members by showing them I am working with them when they need additional support. This fosters trust and respect between us all.

➔ **What accomplishment are you most proud of?**

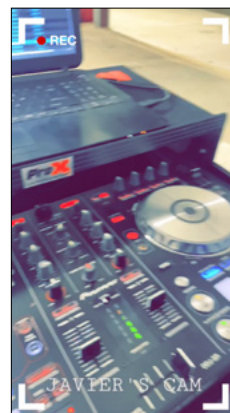
I am proud of the relationship I have built with all my crew members. They know that I really care about them and their well-being and I am working hard for all of us to be successful in this industry.

➔ **What is a stressful part of your job?**

Probably one of the most stressful parts of my job is when we are sent out to troubleshoot alarms because there is never any consistency about the alarms. Most of the time the alarms are new, and it takes a lot of concentration to figure them out.

➔ **What is an issue you would like resolved?**

One thing that is very personal for me is how immigrants are sometimes viewed in the industry. Most of the time, immigrants are coming from very insecure living environments that they grew up in and feel like they can have a better opportunity to help bring their families out of those beginnings by working here. In this culture, you are taught to work as hard as you can to help your entire family and be proud of the work you are doing. If people could just take time to really learn more about immigrants, I believe they would find, we all have the same values, work ethics, and loyalties.



➔ **Do you have a personal mission statement?**

My personal mission is to build this company big enough for my kids to be financially stable when I pass it over to them. Then I can have a stress-free retirement and have little to no worries about my family's financial future.

➔ **What is one thing you would like to improve?**

I struggle with patience at times. I am a work in progress just like most people and each day I am learning how to be more patient.

➔ **What are your hopes for the industry?**

I would like to see the industry to continue to take steps to give our crews a safe place to work. I believe that safety is the number one priority in this industry as it affects more than just the crew members working but also their families and companies.

➔ **What advice would you give to new hires?**

New hires who are young people just starting out in this industry need to take safety very seriously as accidents could happen at any time. They need to be very aware of their surroundings and be present with the crew of what is going on when they are on a site. Make sure to keep distractions away from yourself when on site.

➔ **What three words describe you best?**

Communicator, friendly, professional.

➔ **What is something on your bucket list?**

One thing I have on my bucket list is to own a restaurant that has its own food truck for events.

➔ **Do you have a hobby/hobbies?**

I like to DJ. Music is a passion of mine.

➔ **Is there anything else you would like our readers to know?**

I would like everyone to know that if you work hard and consistently, you will be able to accomplish your dreams. There will always be hard times but by working hard and getting through them, you will see the rainbow at the end of that struggle. Keep your face towards the light and the darkness will always be behind you. ●



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NEW

ACX POWER ASCENDER



POA-001

The **ACX** power ascender allows for battery operated portable ascent and descent.

NEW

TRITON TOWER



G-US-1163-T

The **TRITON** harness is an innovative design featuring superior comfort, versatility and durability.

NEW

SIRIUS



A-050

SIRIUS is our first self-locking descender specially designed for all kinds of rope-based access and rescue.

CLAW NEW AND IMPROVED

Smooth running **CLAW** Vertical Cable Sleeve for 3/8 & 5/16 inch diameter wire ropes.



CL-001

IGNITE PROTON TOWER

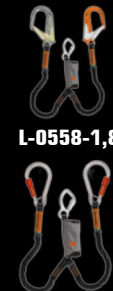


G-1132-T

SKYSAFE PRO FLEX 6 FT & 12 FT FREEFALL CERTIFIED



L-0562-1,8



L-0533-1,8

LORY PRO



L-0695

SKYLOTEC offers you a highly innovative and functional range of fall protection, rope access and rescue equipment. The **IGNITE PROTON TOWER** harness features a light-weight design built for durability and comfort. The **SKYSAFE PRO FLEX** lanyards eliminate the need for two different lanyards. The **LORYPRO** positioning lanyards allow you to work hands free with complete adjustability. These products are ideal for work at height in the wind energy, telecommunications, and electrical utilities industries. For more information please email us at ordersna@skylotec.de. **skylotec.com**

SKYLOTEC North America LP
Denver, CO USA
Tel: 303-544-2120



Beyond the Classroom: Unveiling the Learning Journey of a Military Veteran

By Mike Workman



I am often asked, “Where did you go to college?” It is a question that often comes up, serving as a common point of reference in our society, much like the common cocktail party question: “What do you do for a living?” Many individuals don’t realize that I have never stepped foot in a college classroom; I have never enrolled in a single college course. Instead, my professional journey has been shaped by a different institution altogether: the United States Army.

While my peers were pursuing degrees in lecture halls and seminar rooms, I was undergoing a rigorous regimen of training and instruction, honing skills that are just as valuable - if not more so - than those gained in a college setting.

From adaptability and discipline to hands-on learning and teamwork, the lessons learned in the United States military offer a distinct pathway to personal and professional growth, one that deserves far more recognition and appreciation than it currently receives.

In the realm of education and skill acquisition, both military training and college education stand as formidable institutions, each offering unique pathways to personal development and professional success. In many circles, colleges and universities are traditionally viewed as the primary avenues for academic growth and critical thinking. Often overlooked in this regard, military service equips veterans with a set of skills that are comparable to those gained in college classrooms alone.

One of the most profound aspects of military training is its emphasis on adaptability and rapid learning. In the United States Armed Services, service members are required to acquire new skills and knowledge under high-pressure situations and within tight time frames. From mastering intricate weapon systems to understanding complex tactical maneuvers, the ability to quickly grasp and

apply information is not just valued, it is often essential for survival. These traits arguably translate directly to any civilian occupation and even into an individual’s personal life.

Likewise, the military’s emphasis on rapid learning closely mirrors the real-world demands of the telecommunications industry, where the ability to swiftly adapt to new technologies, procedures, and environments can determine one’s success. In contrast, college education often prioritizes theoretical knowledge and academic discourse over practical, hands-on learning experiences. While this approach certainly fosters critical thinking and analytical skills, it may sometimes leave graduates lacking in practical application and adaptability.

Additionally, military training instills a strong sense of discipline and resilience in those that serve, qualities that are invaluable in any learning environment.

The structured nature of military instruction cultivates habits of self-discipline, time management, and perseverance. In education, these same characteristics, often referred to as grit and stick-to-itiveness, are often expected but rarely taught.

The learning environment in the military is often characterized by its immersive and experiential nature. Trainees learn by doing, whether it is through simulated combat exercises, field training maneuvers, or on-the-job apprenticeships. This hands-on approach not only enhances retention but also fosters a deeper understanding of the subject matter. In some situations, college courses prioritize lectures and theoretical discussions over



Mike Workman is the VP of Safety & Training at QualTek Wireless LLC and serves on the Military of NATE Committee. He can be reached at 815-751-8575 or mworkman@qualtekwireless.com.

practical application. This approach may lead to a disconnect between classroom learning and real-world scenarios.

Another significant aspect of military training is its focus on teamwork and collaboration. Service members learn to operate as part of a cohesive unit, where individuals contribute their unique skills and expertise towards a common goal. This collaborative mindset promotes effective communication, leadership, and problem-solving skills, which business and industry leaders are clamoring for and are essential for success in any professional setting.

Skills acquired through military service are not only comparable to but may exceed those gained through college education. However, it is important to recognize that both military training and college education play vital roles in shaping personal and professional development. By drawing parallels between the two, we can gain a deeper understanding of the diverse ways in which individuals learn and grow. Learning is a journey and a transformative experience that shapes and prepares each of us for the challenges that lie ahead.

As businesses navigate the professional landscape, it is crucial to recognize the wealth of skills and experiences non-traditional learning can bring to the table. Too often, job requirements prioritize degrees over real-world competence, leaving many highly qualified veterans overlooked in the hiring process. The lack of formal education should not be a barrier to employment opportunities for veterans. Instead, let's value their unique skill set, honed in military service, and give them the chance to excel in civilian life and improve the collaboration and output of our teams. The next time you are setting minimum experience requirements and evaluating candidates, remember: a diploma may open doors, but the lessons taught in the military can truly drive success. ●



2024 CHALLENGE COIN

Challenge coins have a rich history dating back to World War I when they were used to symbolize camaraderie and unit identity among military personnel. Over the years, these tokens of honor have transitioned into the civilian world, where they continue to commemorate service and support noble causes. The **Military of NATE 2024 Challenge Coin**, minted at Gray Water Ops, is no exception.

On one side of this year's Challenge Coin, you will find the iconic Military of NATE logo, representing the commitment and dedication to service members and veterans within the organization. On the other side, the coin proudly displays the emblems of the six branches of the United States military: **Army, Navy, Marine Corps, Air Force, Coast Guard, and Space Force**.



Engraved in relief on the coin is the Latin motto "Si Vis Pacem Para Bellum," which translates "If you want peace, prepare for war." This motto reflects the readiness and determination of U.S. military forces to ensure the safety and security of the nation and its citizens.

What makes the Military of NATE 2024 Challenge Coin even more special is that the proceeds will go to a worthy cause. This year, the chosen recipient is Disabled Sportsman, a nonprofit 501(c)(3) organization headquartered in Utah. Disabled Sportsman is dedicated to "Supporting & Creating Opportunities for Outdoor Sportsmen & Veterans with Disabilities."

By owning the Military of NATE 2024 Challenge Coin, you proudly carry a piece of history, support a noble cause, and celebrate the dedication of U.S. military and veterans. It is a token of honor that embodies the spirit of service and unity, transcending boundaries to make a positive impact on the lives of those who have served our nation.

The 2024 Military of NATE coins are available for purchase for **\$60.00** (includes coin, shipping, and handling). The coins will be sold on a first come, first served basis and in numbered sequence.

natehome.com/military-of-nate-initiatives

PRODUCTION OF
THE COIN SPONSORED BY:

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Veteran Sourcing Program (VSP)

CONNECTING You to the Veterans You Need

1

Step One: Tell us **WHAT** entry-level workers you need. We actively **CONTACT** vets to tell them about CLIMBING and GROUND BASED career opportunities like Tower Technician, ISP or OSP Technician, Battery Technician, Drafting Technician (CAD), Field Technician, Drone Pilot, and Real Estate/Site Acquisition Specialist opportunities.

2

Step Two: Tell us **WHERE** you need entry-level workers. Send the geographic locations to: kkennedy@warriors4wireless.org or call 202-603-6131. We contact over 1,600 veterans per week; if you tell us where you have entry-level needs, we can, in many cases, find veteran candidates to fill them!

3

Step Three: Tell us **WHO** your point of contact is for candidate resumes. Supply the email and phone number (prefer a primary and secondary point of contact) where you want us to send resumes to as we find willing and ready candidates.

All Services Are Free: The Veteran Sourcing Program (VSP) exists to help veterans and welcomes the opportunity to help our industry address its workforce shortfalls by **CONTACTING**, **COACHING**, then **CONNECTING** veterans to prospective employers. This is a mutually beneficial effort that serves those who have faithfully served our nation!

The Veteran Sourcing Program (VSP) **CONTACTS** over 90,000 veterans annually to find candidates that fit the entry-level requirements of our hiring partners.

The VSP **COACHES** 20,000 veterans annually. Every interested candidate is screened for mental willingness, physical readiness, and ability to pass standard screening questions.

The VSP **CONNECTS** every willing and able veteran directly to a prospective employer OR helps them attend one of our Veterans Affairs-approved training courses prior to being connected to an employer.

The 100+ Hour Training Courses We Facilitate

The Military of NATE through Warriors4Wireless, teams with Safety LMS, Corning, FOA, Aesalon, and two VA-approved schools to produce highly trained entry-level candidates for Tower Technician, Fiber Optic Technician, and Drone Pilot roles. The 13-calendar day courses provide over 100 hours of academic and field training in state-of-the-art training facilities to earn foundational certifications in each area.

Certifications Awarded

TOWER TECHNICIAN: Authorized Climber/Rescuer, Job Site Hazard Awareness, First Aid/Blood Borne Pathogens, CPR, OSHA 10, Capstan Hoist Operations, Basic Rigging, Light/Grounding, and Exothermic Welding, RF/EME Awareness plus OSHA 10, First Aid/CPR/AED and more.

FIBER TECHNICIAN: Fiber Optic Association Certs as CFOT, CFOS-T, CFOS-W.

DRONE PILOT: FAA Part 107 Certification plus hands-on training across various drones ranging from hobbyist to professional.

Career Field Expectations for Program

- Every veteran we coach learns these positions are full-time jobs paying \$18-22 per hour.
- The average entry level technician can make between \$45,000 and \$65,000 their first year.
- We explain the typical career path over the initial 3 to 5 years and the average technician travel (50-70%) across that time.

Contact: kkennedy@warriors4wireless.org or 202-603-6131

warriors4wireless.org



natehome.com/military-of-nate-initiatives/veteran-sourcing-program/

Veteran Spotlight

Christopher “Dutch” Kretzmeier

This month, we are proud to highlight the incredible journey of Christopher “Dutch” Kretzmeier, a shining example of dedication and success in the telecommunications industry.

After serving as an 11c (Indirect Fire Infantryman) in the Army, Dutch transitioned to the telecommunications industry with the help of Warriors4Wireless. He trained to acquire the necessary skill set and has since excelled in multiple roles, showcasing his versatility and commitment.

Dutch obtained his BA degree and is currently pursuing his Masters, continuously striving for excellence in his field. Dutch was selected by his university to speak at graduation ceremonies for his academic achievements as a veteran and performing at the top of his class!

In the telecommunications industry, Dutch has worked as:

- Satellite Technician
- Safety/Quality Auditor
- Safety and Quality Instructor
- Safety Manager

Dutch joined the Telecommunications Industry Registered Apprenticeship Program (TIRAP) and completed his Apprenticeship as a Wireless Technician. He now falls under Journeyman/Mentor.

He is now making a significant impact at Congruex, LLC as a Lead Safety Instructor/Manager, ensuring safety and quality standards are met across the board.

Dutch’s journey is a testament to the potential of our veterans to achieve great success in the communications infrastructure industry. We are honored to support and celebrate his achievements.

Learn more about our mission and how we support veterans like Dutch at:

natehome.com/military-of-nate-initiatives/military-of-nate-mission/military-of-nate-mission/

Connect with us on LinkedIn for more inspiring stories: www.linkedin.com/company/militaryofnate/



Join us in celebrating Dutch and all our veterans who continue to make a difference!



PLANNING ADVISORY NOTICE

Network Performance Impacts vs. Structural Failure

This Planning Advisory Notice (PAN) is intended to convey information on some of the design considerations for antenna supporting structures (structures). The ANSI/TIA-222 Standard as adopted by the International Building Code is titled “Structural Standard for Antenna Supporting Structures.” The key reason these structures exist is to support the network infrastructure deployed upon them. While there are various reasons as to why a structural engineer may assess a “failing” capacity ratio (i.e., the proposed load exceeds what the code allows for a design event), this PAN will focus on two primary categories of failures:

1. Structural Failure
2. Network Performance Impacts

Before analyzing structure failures and network performance impacts, it is imperative to understand the term “design event.” A design event is when the structure experiences code-prescribed wind, ice, or seismic loading. An example of a wind design event is a structure in an area where the design wind speed would be 115 MPH; in this location a 115 MPH wind gust pushing against the structure would be considered a design event. Turning to the structural failure classification; a structural failure typically occurs when a primary member or connection exceeds its structural capacity as a part of a design event. For a wind design event, the engineer will analyze the structure for the design loads in an area and if the members are not able to sustain the pressure on the structure from the design requirements, then the winds could stress the members beyond their structural capacity. If this occurs, it may result in a physical “failure” of the structure such as members bending or breaking. It’s important to recognize that there are many factors of safety built into the structural analysis of a structure. The wind

speed used for an analysis is often a 700-year return period 3-second gust of wind. This wind event is expected to occur on average once every 700 years. Thus, while an analysis by an engineer may report the structure as failing on paper, it does not necessarily mean the structure itself is in imminent danger of collapse. However, the structure does not meet code requirements. It is also possible that a code-compliant structure will experience loads higher than the design loads, such as a tornado, resulting in a structural failure. While not a desired outcome, it is important to recognize that it is a proper application of ANSI/TIA-222.

A network performance impact failure occurs when there is a potential negative impact on network performance due to movement of a portion of the structure, antennas, mounting support, or other equipment installed upon the structure. While a structural failure must be remedied to be code compliant with the authority having jurisdiction, a network performance impact is in more of a gray area as it is based on End User requirements, customer expectations, and preference for the design performance based on the intended use of the structure. An example is a temporary microwave installed on a structure that may have the potential for twist to be exceeded in a design event that might impact the performance of the microwave. Depending on the End User’s intent, the microwave may be allowed to have the performance drop, especially in areas where the coverage is not primary or essential.

Engineers are required to ensure the structure has adequate structural strength to support the equipment during a code-prescribed wind, ice, and/or seismic design event. Preventing structural failures during a design event is paramount to ensure the safety, health, and welfare of the public. It should be noted that it

(CONTINUED ON PAGE 28)

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10TH EDITION

SEPT. 3-5, 2024

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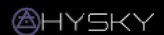
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is permissible for a structure to be designed in a way that exceeds code-prescribed design loads as required by the structure owner or authority having jurisdiction. Additionally, it is important to understand the structure owner's election of intended use which will allow the engineer to properly determine the risk classification of the structure. The TIF White Papers "Risk Categorization in Accordance with ANSI/TIA 222-H and the 2018 IBC" (May 2018), as well as "Reliability of Telecommunications Structures" (Nov. 2020) can be referenced for additional information. Maintenance loads and any fall protection requirements must be considered in accordance with consultation between the engineer and End User and is not a focus of this paper.

Professional Licensed Engineers are beholden to the National Society of Professional Engineers (NSPE) Code of Ethics for Engineers. Two of the fundamental canons of the Code of Ethics are: 1) hold paramount the safety, health, and welfare of the public; and 2) act for each employer or client as faithful agents or trustees. Engineers acting as faithful agents to their employer or client are obligated to not only consider the safety, health, and welfare of the public but also what options their employer or client have available to economically achieve the same safe outcome.

End Users such as carriers, government bodies (e.g., e911), broadcasters, or the entity engaging a contractor to perform the installation, must be the party to define the acceptable tolerance for potential network performance impact. It is a recommended best practice that the End User also discuss with their engineer what is important to them for their network based on the intended use of their assets. This is where the aforementioned example of the microwave antenna is applicable. If this is a redundant path that carries minimal or intermittent traffic it may be acceptable to the End User to allow installation on a structure where the twist might induce a design event that impacts the microwave path. However, if this is a critical microwave path the End User should ensure that the engineer properly evaluates not only for structural failures, but also for network performance impacts to the microwave path.

The role of a consulting professional engineer is to not only communicate results from a structural analysis, but also to provide the End User with guidance on solutions based on their design intent and intended use. Some solutions may require thinking outside the box, highlighting the importance of understanding the End User's tolerance for potential network performance impacts based upon design events, network redundancy, site history,

and ability to respond for adjustments. Potential network service impacts on a single site may be an acceptable condition for the End User given their ability to correct the failure in a timely manner or redundancy in the local region. An allowance for potential network performance impacts may enable the End User to have flexibility financially to build greater redundancy in a network. An example of this would be the possibility of a member rotating during a wind design event that might impact the antenna position. The End User may elect to manage that through storm response vs. investing in upgrading the mounts and connections. Another good example is temporary installations for sporting events or a state fair. It is possible to design with a lower level of network reliability based on the monitoring of the structure and the use. Safety is never to be neglected as a part of these decisions, but use of reduced factors can be considered based on the intended use and reliability requirements.

Many mount systems utilize round or pipe members with connections incorporating U-bolts or threaded clamps. These types of connections are reliant on the installer tightening the connection sufficiently (per AISC requirements) to ensure the U-bolts or clamps do not rotate about the round member. These friction connections may fail by slipping or rotating under a design event based on the load position. However, this failure is not a structural failure if the slipping or rotating of the connection does not result in the mount to yield, rupture, or disconnect in any way. That said, the movement about the round member could result in a failure due to a negative network performance impact provided by that mount during an extreme weather event. If the existing condition is prone to a network performance impact, there are potential cost-effective solutions the engineer can propose to the End User to reduce the risk and potential network performance impacts.

NATE

These solutions do come at a cost that may be better used to add more redundancy to the network rather than installing modifications that may never be utilized.

These examples demonstrate the importance of communication and collaboration between the End User and engineer to delineate a structural vs. a network performance impact in order to optimize the End User's

allocation of resources for network upgrades. The engineer must consider that while they are being consulted as the expert on structural design, it is the End User who possesses the necessary information and expertise concerning their network redundancy, overlays, degradation, and intended use, as well as monitoring and maintenance programs. Presented next are three illustrative examples commonly occurring in the telecommunications industry which require engineers to evaluate both structural failures and network performance impacts of their designs.

Illustrative Example 1: Stiff Arm Angle

It is very common to see sector frames installed facing different directions rather than being perpendicular to the tower legs; it is mainly due to the End Users' desired azimuth not matching the azimuth of the tower leg. If the difference between azimuths is significant, then it will result in sector frame stiff-arms (tiebacks) being installed outside the designed angle range. Standard manufactured sector frame stiff-arms are typically designed with an angle range of 20 - 25 degrees (i.e., a skewed angle). While it is a common practice to install stiff-arms at such an angle, installing sector frames in this way does impact the designed capacity of sector frames. **Figures 1** and **Figure 2** below show the impact of designed perpendicular angle versus a skewed angle on the stiff-arm from a deflection standpoint.

Significant deflection on stiff-arms can impact the rigidity of the sector frames, allowing it to move more noticeably. In some cases, it is perceived as a structural failure but that might not always be the case. It is structurally acceptable to recommend stiff-arms installation with a skewed angle as long as it meets the slenderness ratio limit and the deflection on the stiff-arms are checked and approved by the engineer. Additionally, when stiff-arms

are installed outside of the manufacturer-specified range, considerations should be made for potential network performance impacts. It is important that engineers, acting as faithful agents, communicate these potential impacts with the End User and explore other alternative solutions such as recommending additional bracing across the tower face, when possible, to allow for stiff-arms to be installed within the designed angle range.

Illustrative Example 2: Deflection Based on Stiff Arm Angle

Sector frames are one of the most popular mounts in the telecommunication industry. A sector frame typically includes a V-boom, face horizontals, mount pipes, and connection hardware. Some V-booms consist of a single diagonal bracing on each side of the V-boom designed to carry tension force only. However, a V-boom might be installed upside down in some cases, causing the diagonal bracings to carry compression force instead. When this scenario occurs, the diagonal bracings could be overstressed during a design event in the structural engineering model due to a high slenderness ratio and low compressive strength.

Figure 3 and **Figure 5** depict the sector frame being installed incorrectly as both diagonal bracings are upside down and overstressed. However, when deleting these diagonal bracings directly in the model, the sector frame is passing (see **Figure 4** and **Figure 6**). When the diagonal bracings are overstressed, they will deform and become ineffective. The stress would then be redistributed based on adjacent members' stiffness. The stress of the overall sector frame after diagonal bracings' overstress can be obtained by ignoring the diagonal bracings in the model. Based on the result from **Figure 4**, we could see that the sector frame will still pass without these diagonal bracings. An alternative approach to deleting the diagonal bracings is to set the upside-down diagonal bracings as tension only members. Tension only members have zero

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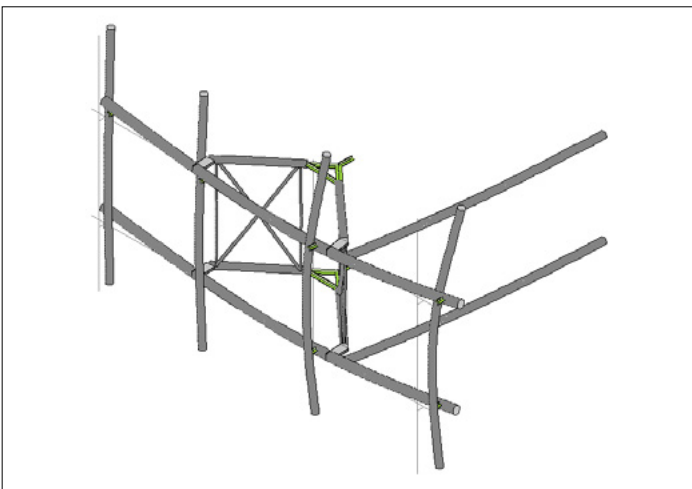


Figure 1 – Deflection on stiff-arms with designed angle

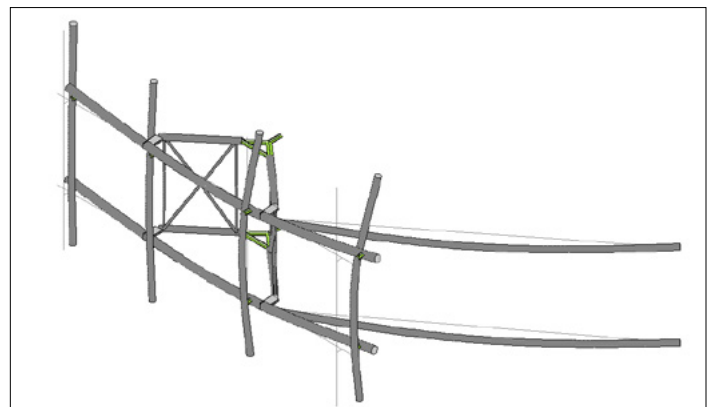


Figure 2 – Deflection on stiff-arms with skewed angle

Planning Advisory Notice (CONTINUED FROM PAGE 29)

capacity in compression, which will help to redistribute the stress to simulate the result after these diagonal bracings are deformed. There are additional considerations that may need to be taken into account when modeling the mount based on the design intent of the individual members and/or driving alternative load paths. These approaches reduce the need to modify or replace mounts that in reality do not fail but merely have a member that reflects a failure in analyses that would never be controlling or an intended use of the member.

In summary, a consulting professional engineer shall critically think about results from a structural engineering model and provide necessary adjustment on whether the overstressed members could cause an overall failure of the antenna mount or not. The engineer should reevaluate the results especially when only redundant members are overstressed to ensure a mount's structural integrity. In this case, the incorrect installation of this sector mount will not cause a structural failure, but the local failure on those diagonal bracings could be considered as a potential network performance impact leading to a larger deflection and loss of service. At this point, a discussion between the engineer and End User is warranted.

Illustrative Example 3: U-bolt Rotation

In the telecommunication industry, U-bolts are a widely used component of antenna mounting systems. The strength of a U-bolt connection in transferring forces parallel to the longitudinal axis of a supporting member and rotation about the longitudinal axis of a supporting member has been provided by telecommunication industry association standard, ANSI/TIA-222 Rev H and Rev I. However, there are many unknown factors that could impact the actual capacity of the U-bolt connection, such as installation temperature, humidity, actual pretension

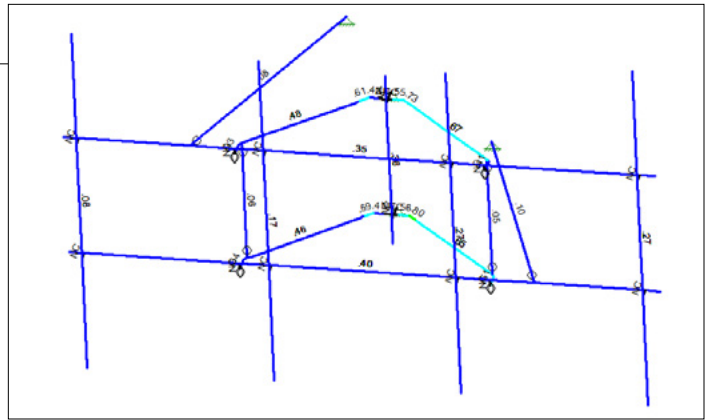


Figure 4 – Passing Sector Frame

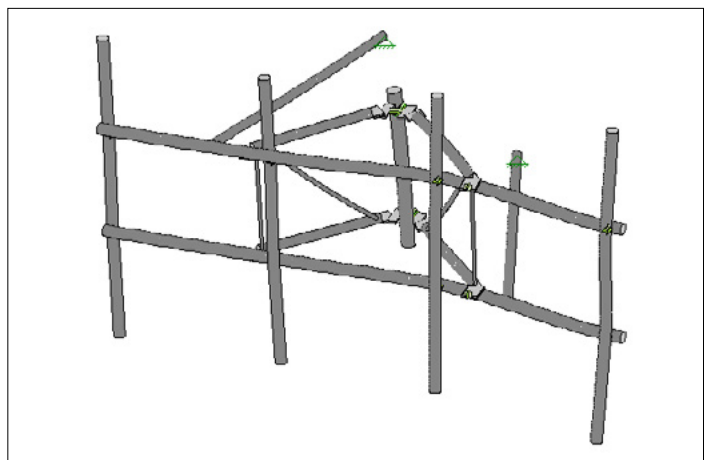


Figure 5 – Failing Sector Frame (Deflection)

by installers, pipe sizes, number of U-bolts, and installation sequence. Due to these unknown factors, it is not possible for the engineer to determine an accurate capacity of the U-bolt connection. However, ANSI/TIA-222 Rev H and Rev I does provide guidance for determining torsional resistance for U-bolt connections. While this standard mentions that the U-bolt connections shall not be utilized to transfer torsion to a

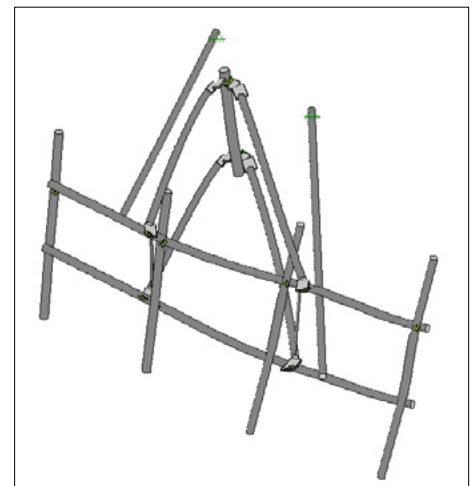


Figure 6 – Passing Sector Frame (Deflection)

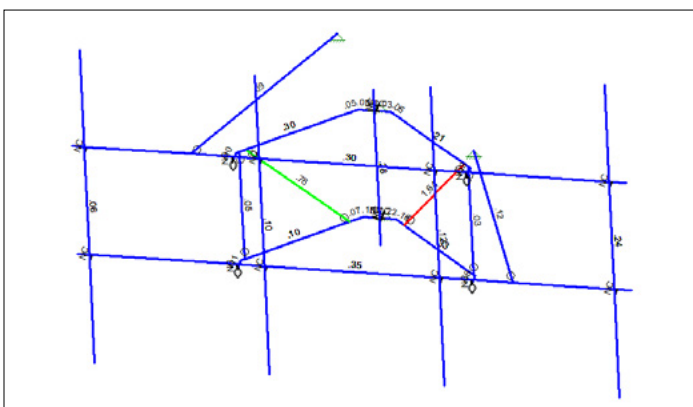


Figure 3 – Failing Sector Frame

(CONTINUED ON PAGE 32)

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Planning Advisory Notice *(CONTINUED FROM PAGE 30)*

round supporting member required to maintain strength and stability of a structure, the limitation under this loading condition shall not apply to connections used for appurtenances (e.g., a mount).

When thinking about the capacities of U-bolt connections, both sliding and torsional capacities are determined by the friction between the U-bolt and supporting member with crossovers. Proper selection of crossover connections is critical to limiting potential network performance impacts. U-bolt connections with crossover channels (see **Figure 8**) are recommended rather than regular crossover flat plates (see **Figure 7**) at connections for appurtenances, especially if only a single attachment is applicable to allow for increased frictional capacity. An example of this would be at the connection of a stand-off member of a T-Arm to the mount face, or the connection of the mount pipe to the horizontal member.

Without a support member, frictional resistance of the connection is the primary component preventing the rotational resistance of the mount. While rotation of the mount may not be considered a structural failure, it could cause network performance impacts. The End User should be notified about the potential network performance impact resulting from mount rotation and sliding under a design event. At that time, the End User may choose to accept a passing mount deliverable understanding that horizontal rotation may occur and network performance should be monitored. It should be noted that there are a substantial number of mounts currently in use with a documented history showing no issues with this type of connection. The End User should be aware of the concern while also being made aware of other guidance that may be developed for a network. One example would be where the antennas are centered on the T-Arm allowing for equal pressure on the antenna above and below the connection. In **Figure 9** and **Figure 10**, the mounts all had the antenna centerlines offset vertically from the mount (cheated up) which increases the risk of rotations significantly, leading to a potential network performance impact.

Effective communication between the engineer, End User, and contractor can allow for an effective means to accomplish a quality, code-compliant, safe installation that meets the End Users' intended use and network reliability requirements. In designing these quality and safe installations, it is best practice for engineers to evaluate both the structural acceptability and network performance impacts of a design, while giving deference to what is constructible.

Effective communication between the engineer, End User, and contractor can allow for an effective means to accomplish a quality, code-compliant, safe installation that meets the End Users' intended use and network reliability requirements. In designing these quality and safe installations, it is best practice for engineers to evaluate both the structural acceptability and network performance impacts of a design, while giving deference to what is constructible.

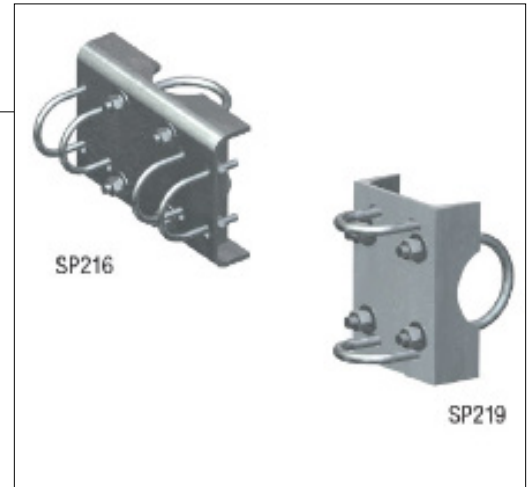


Figure 8 – Crossover Channels



Figure 9 – T-Arm Mount Face Rotation



Figure 10 – Single Mount Pipe Rotation



Figure 7 – Regular Crossover Flat Plates



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Making NATE Work for You

By Sean Cooper

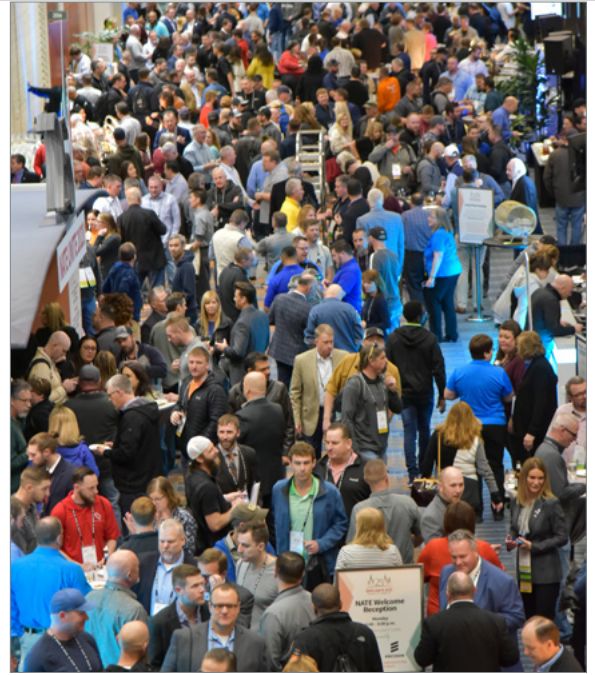
I was recently involved in a lively and public debate with a colleague about the benefits of NATE membership.

The first NATE Conference and Exhibition in 1996 drew 223 attendees and 25 exhibitors. NATE UNITE 2024 drew 2,319 attendees and 176 exhibitors. I will leave that here for now with a promise to circle back.

Naturally those of us who are intimately involved are quick to tout the many benefits of being a NATE member. Some of us started as attendees or members who eventually volunteered time and resources to further the mission. We can't imagine being in the tower industry without having the support and benefits that come from NATE membership. Sometimes our excitement and genuine gratitude for what this organization has done for us is lost on the outsider or newcomer. Do they see us as employees? (We are not.) Do they see us as having some vested interest in growing the organization? (We do!)

Trade organizations and related conferences and events exist in every imaginable industry. Are you a catfish farmer? Are you a barber? Are you a purveyor of fine clothing? There is a trade organization that your industry uses to help bring like-minded people together. This is the basis and primary function of trade/professional groups. Perhaps the initial driver was safety. Perhaps in some other organization, it is increasing U.S. market shares in an international market. Maybe the initial need was to increase user awareness. Ultimately all these needs begin to be met by bringing people together. After bringing as many people as possible together (who share a common goal), everything else is icing on the cake.

Let's talk about some of that icing as it relates specifically to NATE. Starting with networking. Wait! We already talked about that. Yes, we talked about bringing people together so that the initial goal can be tackled. But networking can be a benefit and includes business opportunities, knowledge shared with or gained from



national colleagues, and rival competitors may become allies. It is an incredible benefit, the value of which can't be quantified. How about access to the latest tools and technology? I dare say there is nothing of any real consequence, beneficial to our industry, that we do not get a chance to see, touch, and hear about at our annual trade show. Educational opportunities abound whether through educational sessions offered at NATE UNITE, at WIN gatherings, online resources, and even Susan Harwood grant courses. Through NATE, we have a voice in Washington D.C. to help guide and influence policy. Speaking of influencing policy, NATE volunteers have written the ANSI standards that apply to the industry.

Why is all this important? How high is the level of importance? Is involvement worth the rewards? These are the questions you as an individual, a manager, or a company owner need to ask yourself. Compared to other similar organizations, NATE is an incredible value.



Sean Cooper
is the Director of Operations at Kilowatt, Inc. and serves on the Trade Show Committee. He can be reached at 540-529-3253 or sean@kilowattinc.com..

(CONTINUED ON NEXT PAGE)

Whether you are a contractor, a consultant, or an equipment/materials vendor, the return on investment for involvement with, and membership in, NATE is well worth it for our current 1,106 members!

So, let's recap.

- NATE's first Conference and Exhibition in 1996 drew **223** attendees and **25** exhibitors.
- NATE UNITE 2024 drew **2,319** attendees and **176** exhibitors.
- NATE's membership in 1995 was **67** members.
- In 2024 membership has grown to **1,106!**

It doesn't take a tower scientist to deduce that this many companies can't be wrong.

See you at NATE UNITE in Raleigh, North Carolina! ●

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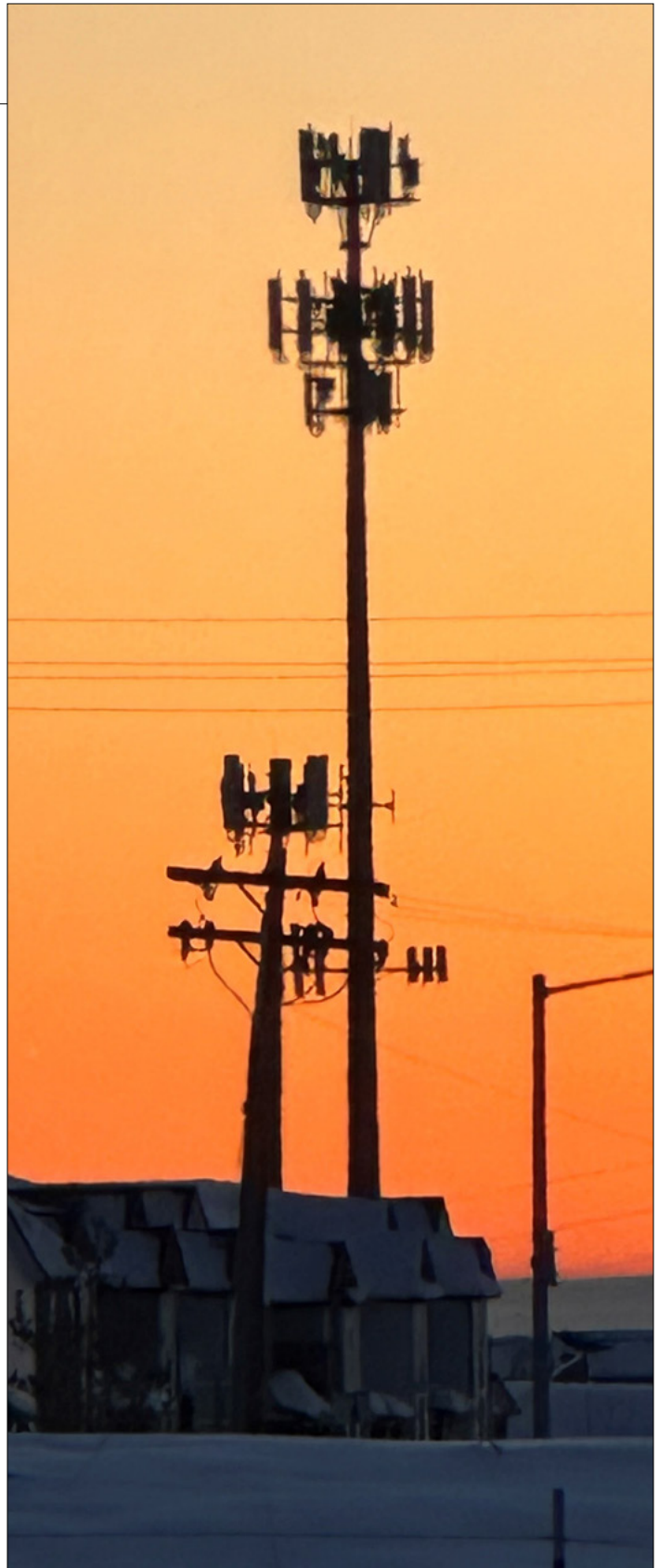


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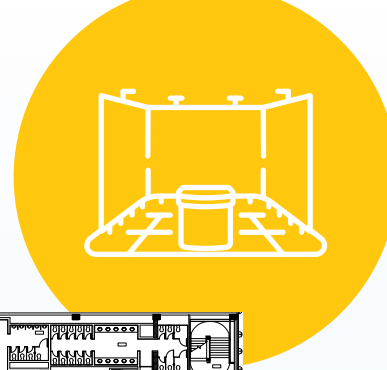


- Sponsors will have the option to pay directly through Map Your Show or click “Bill Me” and NATE will email a payment link upon completion of the online form.
- Please email your company logo in an AI, EPS or SVG (vector) and JPEG or PNG format to shari@natehome.com.
- All sponsors are encouraged to complete the online Application/Contract by July 1, 2024 to retain all sponsor benefits, including priority booth selection. After July 1, 2024, remaining booth space will be available on a first come, first served basis.
- **Questions? Please contact the NATE office at 605-882-5865.**

Please note: Sponsorships MUST be secured by December 31, 2024 to appear on signage, t-shirts, or receive recognition in the Show Guide.

Eligibility to attend, exhibit and sponsor at NATE UNITE is open to all individuals or firms engaged in the diverse telecommunications, wireless, and broadcast industry.

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- Please Note: All exhibitors with earned seniority points are encouraged to complete the Application/Contract and submit 50% payment before July 1, 2024. After July 1, 2024, remaining booth space will be available on a first come, first served basis.
- **Questions? Please contact the NATE office at 605-882-5865.**



Emerging Technology and Its Effect on Your Workforce

By Jostin Coleman

The telecommunications industry thrives on continuous technological advancements and the ever-evolving need for network development. Consequently, the knowledge, skills, and attributes required for our workforce are constantly changing. I have no doubt that hardworking and dependable individuals will be essential for the next phase of network development, but the technical skills required will undoubtedly differ from those of the past.

Investing in the future workforce is essential for maintaining a competitive edge in the market. Organizations and industries that prioritize employee development will be better positioned to capitalize on opportunities arising from emerging technologies. Conversely, organizations and enterprises that fail to adapt to these evolving needs or neglect workforce development will struggle to stay relevant in the future marketplace due to the limited skill set of their workers.



The NATE Workforce Development Committee continues to focus on increasing industry awareness, specifically with those who plan to enter the workforce in the next decade.

New technology will force us to address challenges like power consumption, processing power, and network security, among others. With each of these challenges will come new opportunities and the demand for new skills. If our industry is to remain at the forefront of technology, so must our workforce. That means proactively forecasting industry trends, staying ahead of emerging technology, and anticipating the skills and roles required to meet demand. It also means investing in education and training through strategic partnerships like technical colleges, high schools, and specialty programs.

Thankfully, the committee has a diverse group of individuals who are well positioned to help identify the emerging needs of the industry, but we cannot do it alone. I encourage you as a NATE member company to do your part in promoting industry awareness and to take advantage of all the resources available to you on the NATE website including the career pathways brochure, TelecomJobsConnect.com job portal, *Vertical Freedom* poster and much more. Additionally, if you have a local community college or organization in your area that you think could benefit from the TTT-1 program or any of the NATE resources, please reach out to the committee with a point of contact. We are always excited to explore new partnership opportunities and to further industry awareness. ●

But one of the challenges of doing so is to look to the future and help these budding future workers understand the growing number of opportunities and roles that will arise over the next few years. It is common for organizations to emphasize traditional roles when speaking with the future workforce and, while these traditional positions are undeniably important, they may not fully represent the future of the industry.



Jostin Coleman is the Director of Safety at One Way Wireless Construction, Inc., and serves on the NATE Workforce Development Committee. He can be reached at 952-270-5254 or jcoleman@owwc.com.



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NATE IN ACTION



- A** NATE Participated in Senator Fischer and Commissioner Carr’s Broadband Event. Pictured L-R: NATE President & CEO Todd Schlekeway, U.S. Senator Deb Fischer, FCC Commissioner Brendan Carr, and U.S. Cellular Senior Manager Access Deployment Brandi Vandenberg.
- B** Board Member Chris Mallon of TowerMRL, LLC. represented NATE at the ENTELEC Conference and Expo in Houston, Texas.
- C** NATE Vice Chairman Randy Scott of Texoma Contracting, Inc. represented NATE at the 2024 Q1 Charity Golf Tournament and Horse Races Event sponsored by Arkansas Oklahoma Wireless Association that benefited the Tower Family Foundation.
- D** NATE President & CEO Todd Schlekeway and Board Member Mike Young of ANCO Wireless represented the Association at the 2024 South Dakota Broadband Summit in Sioux Falls, South Dakota.
- E** Reggie Redwine of Branch Communications, LLC; Sherri O’Dell Deuer of Deuer Development; Stephanie Brewer of USA Telecom Insurance Services; and Randy and Serita Scott of Texoma Contracting, Inc represented NATE at the Texas State Wireless Association Charity Golf and Networking Social in Irving, Texas.
- F** NATE Director of Finance and Human Resources Kari Stein attended the NAB Show in Las Vegas, Nevada, with Board Member Dominique Valdez of Wireless Construction Solutions and were happy to see several NATE members.



- G** NATE President & CEO Todd Schlekeway attended the 2024 EHSCP Symposium in Minneapolis, Minnesota, and discussed the future of the industry with fellow NATE members.
- H** NATE Member Services Manager Jill Rethke attended AUVSI's Xponential 2024 in San Diego, California, with Geoff Schneekluth of TFI, LLC/ Tower Foundations.
- I** NATE Director of Safety, Health & Compliance Kathy Stieler attended the SPRAT Annual Conference in Reno, Nevada, that included technical presentations, workshops, and networking events.
- J** NATE President & CEO Todd Schlekeway and Projects Manager Kimberly Elliott attended the Wireless West Conference in Denver, Colorado, and visited with several NATE members.
- K** NATE Director of Safety, Health & Compliance Kathy Stieler attended the ANSI Z359 meeting in Chicago, Illinois, with several NATE members.
- L** Representatives from MILLERCO, Safety LMS, and Warriors4Wireless participated in the ribbon cutting ceremony that was held for Mississippi Gulf Coast Community College's new TTT-1 program.

(CONTINUED ON NEXT PAGE)

NATE in Action (CONTINUED FROM PAGE 41)



- M** Dale Shumaker, Vice President Strategic Partnerships at Diamond Communications, LLC attended the Broadband Communities Summit in Texas to discuss strategies for delivering connectivity for communities across the United States.
- N** The NATE WIN Southern California Regional Networking Social was held at the GME Training Facility and sponsored by GME Supply Co, Buckingham Mfg. Co., Inc, and Ronin Revolution Corporation.
- O** Members of the NATE Legislative & Regulatory Council present the 2024 NATE Regulatory Champion of the Year Award to Doug Kalinowski, OSHA's Directorate of Cooperative and State Programs.
- P** Congratulations to Pennsylvania Representative John Joyce who was awarded the 2024 NATE Legislative Champion of the Year by members of the NATE Legislative & Regulatory Council.
- Q** NATE President & CEO Todd Schlekeway and Board Member Joel Hightower of Hightower Communications, Inc. attended the Connect(X) Conference in Atlanta, Georgia.
- R** NATE Events and Meetings Manager Shari Wirkus is pictured with Member Services Chairwoman Jordyn Ladner and Trade Show Chairwoman Amanda Stegall both of MILLERCO ready to visit about NATE Member benefits at the 2024 UTC Telecom & Technology Conference in Mobile, Alabama.

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Understanding the Impact: Updates to ANSI A10.48-2023 Standard

In the ever-evolving landscape of safety standards, staying abreast of changes is paramount for professionals across various industries, including broadcast and wireless telecommunications. The recent updates to the ANSI A10.48-2023 Standard, though directly applicable to construction and rigging activities, hold significance for those involved in projects concerning radio and broadcast structures. Let's delve into the key changes and their implications.

Transition from “Should” to “Shall”

To align with OSHA criteria and enhance regulatory compliance, the language throughout the document shifted from permissive “should” to more restrictive “shall.” This change signifies a tightening of regulations, emphasizing mandatory adherence to safety protocols. Making this key change now allows OSHA to incorporate by reference portions of the A10.48-2023 Standard.

Name Change from Rigging Plan to Construction Plan

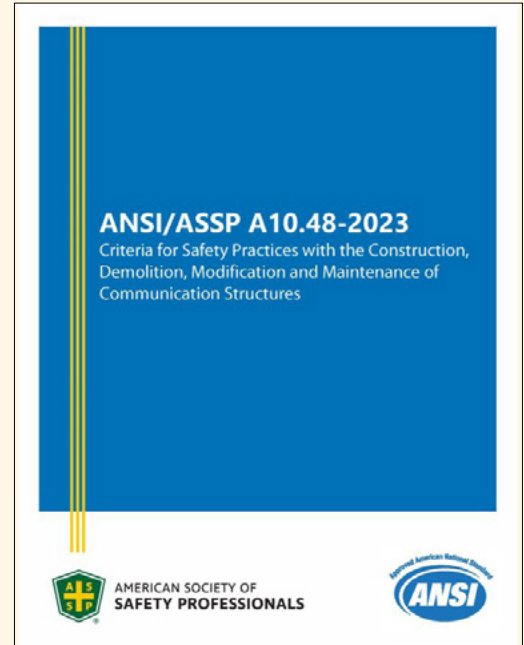
Recognizing the need for precision in terminology, the standard underwent a significant name change. What was formerly known as a “Rigging Plan” has been rebranded as a “Construction Plan.” This shift underscores the comprehensive nature of the plans encompassing all construction activities beyond just lifting operations.

Updated Language and Definitions

The 2023 version saw updates and reconciliations with existing A10 chapters and other relevant standards in the telecom industry. One notable change was the change to the term for a JHA from “Job Hazard Assessment” to “Job Hazard Analysis” to fall in line with the terminology OSHA uses. Redundant content was replaced with a reference directly to existing standards.

Consolidation of Rigging Plans and New Documentation Mandate

Class 1 rigging plans were merged into Class 2 plans, doing away with the only class of plan without a documentation requirement. Now, all construction plans must be documented and reviewed with all relevant stakeholders.



Introduction of New Exceptions and Operational Requirements

The update introduced a lightweight hoisting exception for light loads attached to an appurtenance with a redundant connection back to the main structure. The gin pole and structural sections were revamped to focus on operational requirements and safety considerations.

Addition of Electrical Safety Section

Recognizing the inherent risks associated with electrical hazards, a new section was added to address electrical safety, directing users to existing information in the National Electrical Code (NEC) and the National Fire Protection Association (NFPA).

In conclusion, while the updates to the ANSI A10.48-2023 Standard primarily target construction and rigging activities, their implications extend to projects involving radio and broadcast structures. By fostering a culture of safety and standardization, these changes aim to mitigate risks, enhance regulatory compliance, and ultimately contribute to safer work environments across industries. To purchase a copy of the updated standard, scan here:



<https://bit.ly/ANSI-ASSP-A10-48-2023>



Dominique Valdez serves on the Board of Directors and Chair of the NATE Safety & Education Committee. Ms. Valdez is the VP of Operations for Wireless Construction Solutions in San Antonio, Texas. She can be reached via e-mail at dv@dgjpholdings.com.

Enhancing Mental Health Awareness and Support in the Workplace

By Ken Holder and Steve Wilder

In contemporary work environments, where stress levels are frequently high and the pace is relentless, mental health has emerged as a pivotal issue that requires attention from both employees and employers. It is crucial to not only recognize the signs of mental health struggles among colleagues but also understand how to effectively support one another. Addressing mental health concerns in the workplace is not just about improving individual well-being; it is about fostering a healthier, more productive environment for everyone.



Behaviors without a clear reason can be signs of mental health difficulties.

Recognizing the Signs of Mental Health Issues

Mental health challenges can manifest in various ways, often subtle and easily overlooked. Recognizing these signs is the first step in providing support:

1. **Changes in Performance:** A decline in the quality or productivity of work, missing deadlines, or a lack of engagement in projects can be early indicators of mental health issues. This might also manifest as an increased error rate or an unusual lack of focus.
2. **Social Withdrawal:** An individual who was once sociable and active within the team might suddenly become withdrawn, skipping team meetings or social events, which can indicate struggles with mental health.
3. **Mood Fluctuations:** Look for sudden mood changes, increased irritability, or emotional responses that seem disproportionate to the situation. These can all suggest underlying mental health challenges.
4. **Physical Signs:** Changes in appearance, such as poor personal grooming, signs of sleep disturbances, or significant weight changes, can be outward indicators of mental distress.
5. **Increased Absenteeism:** Regularly missing work, frequent late arrivals, or early departures

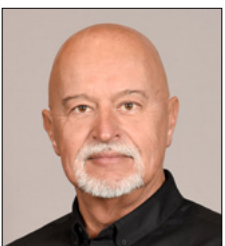
Understanding and Responding to Mental Health Disclosures

When a coworker confides in you about their mental health, responding with empathy and discretion is crucial:

1. **Listen Actively and Empathetically:** Engage fully, validate their feelings, and avoid making judgments. Often, just having a supportive listener can help alleviate some of their stress.
2. **Encourage Professional Help:** Recommend consulting with mental health professionals. Remind them of available workplace resources like Employee Assistance Programs (EAPs), which often provide confidential counseling.
3. **Provide Resources and Information:** Offer information about mental health resources available both within and outside the organization. This can include brochures, links to helpful websites, and contact information for local mental health services.
4. **Maintain Confidentiality:** Ensure that the details shared with you are kept confidential. This fosters trust and makes the individual feel secure in sharing their personal challenges.



Ken Holder is the National Safety Director of Atlantic Tower Services, Inc. (ATS) and can be reached at 409-549-1673 or kholder@accessats.com.



Steve Wilder is the President of CITCA LLC and can be reached at 800-313-5159 or swilder@citca4training.com.

They serve on the Safety & Education Committee.

(CONTINUED ON NEXT PAGE)

5. **Regular Follow-Ups:** Continue to check in with them after your initial conversation. Persistent support can make a significant difference in their recovery journey.
6. **Practice Reflective Response:** Repeat key concepts as they share. You do not have to agree with them but try to understand them. Be sincere, never sarcastic. They likely are not looking for a solution, but will appreciate a caring listener.

Fostering a Supportive Work Environment

Creating a workplace culture that promotes mental well-being involves a concerted effort from all levels of an organization:

1. **Educational Programs:** Implement regular training sessions to educate employees and management on recognizing and addressing mental health issues.
2. **Promote Open Dialogue:** Encourage an environment where employees feel safe discussing mental health without fear of stigma or repercussions.
3. **Supportive Policies:** Develop policies that support mental health, including flexible work hours, mental health days, and access to professional mental health resources.
4. **Leadership Role:** Leaders should model healthy behavior and make clear that they prioritize mental health. This can include sharing their own experiences with mental health challenges.
5. **Team Building and Resilience Training:** Activities that strengthen team bonds and resilience can be very effective in boosting overall workplace morale and mental health.
6. **EAP and Counseling Services:** Maintain a relationship with an independent Employee Assistance Program provider or a qualified counselor. Make these services available to the employee, and reassure them that all such services are confidential, and the employer will never know what is discussed.

Conclusion

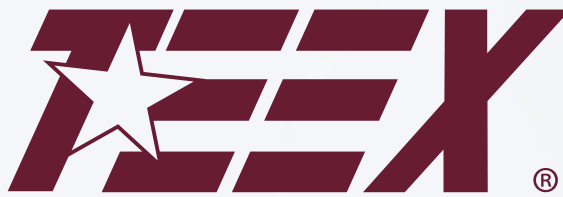
The importance of mental health in the workplace cannot be overstated. By recognizing the signs of mental health issues, responding appropriately to disclosures, and fostering a supportive work environment, organizations can greatly enhance the well-being and productivity of their workforce.

Mental health is a collective responsibility, and a proactive approach can lead to significant positive changes in the workplace dynamics and employee satisfaction.

To provide a comprehensive and credible article on mental health in the workplace, here are some general references you can consider using to enhance your article with factual data and expert opinions:

1. Mental Health America (MHA) - This organization provides a wealth of information on mental health in the workplace, including statistics, toolkits, and best practices for employers and employees. Their resources can be particularly useful for detailing support systems and educational programs. Website: [Mental Health America] (<https://www.mhanational.org>)
2. The National Institute of Mental Health (NIMH) - As the lead federal agency for research on mental disorders, NIMH offers detailed guides and statistics on mental health issues, which can help in explaining the signs and symptoms of mental health conditions. Website: [National Institute of Mental Health] (<https://www.nimh.nih.gov>)
3. Centers for Disease Control and Prevention (CDC) Workplace Health Promotion - The CDC provides resources on workplace health, focusing on mental health as part of their overall health promotion efforts. This is a good source for recommendations on creating a supportive work environment. Website: [CDC Workplace Health Promotion] (<https://www.cdc.gov/workplacehealthpromotion/health-strategies/depression/index.html>)
4. The American Psychological Association (APA) - The APA offers resources specifically geared towards mental health in the workplace, including stress management tips and how to foster a psychologically healthy workplace. Website: [American Psychological Association] (<https://www.apa.org>)
5. Harvard Business Review - Offers articles and case studies on managing mental health at work, the role of leadership in mental health advocacy, and how companies can effectively support employees' mental health. Website: [Harvard Business Review] (<https://hbr.org>) ●

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NATE STAR Initiative **Enrollment: July 1 – August 31**



The annual open enrollment period for the *NATE STAR Initiative* opened July 1, 2024. The NATE Safety, Training, Accountability and Reliability (STAR) Initiative is an elite program designed for members that would like to demonstrate a superior commitment to tower safety practices while recognizing industry best practices in safety and professionalism.

The enrollment period for the 2024-2025 *NATE STAR Initiative* program is July 1 through August 31, 2024. Applications must be completed online at members.natehome.com. NATE members interested in participating in this **FREE** program, as well as all current STAR participants, must complete an application online prior to August 31, 2024.

Here is a brief overview of the *NATE STAR Initiative* program:

Eligibility

NATE members will be deemed eligible for participation in this program by the responses received on the application/agreement form and the signature of your company's chief officer. This FREE program is designed to recognize those companies who are dedicated to a higher level of safety. Therefore, adherence to the established criteria is required to participate and to remain in the program.

NATE Member Requirements

Participating NATE members must agree to:

- Requisite Levels of Training – Tower related OSHA 10-Hour Training, or its equivalent, is required for all personnel who will be working on a tower site. OSHA 30-Hour Training, or its equivalent, is required for anyone operating in the capacity of a supervisor or competent person on-site. All personnel who will be working at heights of six feet or more above the ground must be trained in fall protection that meets or exceeds the *NATE Climber/Rescuer Training Standard (NATE CRTS)*.
- Implementation of a Safety & Health Program – All applicants must implement an effective safety and health program that meets or exceeds applicable industry standards.
- The Presence of a Competent Person – A competent person for safety and health must be on-site at all times. (Affiliate and Construction Members are exempt from this requirement unless they are working on site).
- Conduct and Submit Site Safety Audits* – The Site Safety Audit form provides a comprehensive checklist to enhance safety in seventeen specific areas. A competent person from the participating company must conduct site safety audits each quarter and submit them to the NATE office via the NATE website at members.natehome.com or the NATE Mobile app. Audits must be submitted for 10% of a

company's projects, or 6 audits per quarter, whichever is less. *(Affiliate Members are encouraged to submit Site Safety Observations utilizing the STAR Audit documentation).

- [Complete List of Requirements](#) – For a complete list of requirements please refer to the application/agreement form online at members.natehome.com.

While STAR stands for Safety, Training, Accountability and Reliability, NATE will not be providing the actual training for your employees. As always, training employees to meet the necessary standards for safety remains the responsibility of their employer.

Becoming a NATE STAR Initiative Member

The application process is simple. NATE members must complete the STAR application/agreement form and submit it to the NATE office. NATE reviews all applications and will notify the companies that have been accepted into the program and sends cards and certificates to those accepted companies. The Initiative year officially begins on October 1, 2024. The first quarterly audits will be due from all participating companies (excluding tower owners and carriers) on December 31, 2024.

NATE Mobile App

Program participants can once again submit audits from the field utilizing the NATE Mobile App. This all-inclusive NATE Mobile App allows our members to access safety materials, member benefits, event information, and submit STAR Audits, just to name a few. The NATE Mobile App significantly enhances the participant experience and provides a convenient means of submitting Site Safety Audit documentation in real-time directly from the field via smart phone, tablet, or another mobile device. The NATE Mobile App is available as a free download in both iOS (Apple) and Android platforms or by scanning the QR Code.



Prove Your Dedication

The *NATE STAR Initiative* is an excellent opportunity for NATE members to have an impact on safety and recognizes those companies that embrace the highest standards to safeguard their employees. All eligible members are highly

encouraged to consider participating in this exclusive program. Submit your application today!



NATE, the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA), and the Federal Communications Commission (FCC) are in the first year of a five-year renewed partnership agreement. These Partners, through a common vision, are committed to providing a safe and healthful work environment for employees and contractors involved in the wireless and broadcast communications infrastructure construction, repair, and maintenance industries, including all associated entities involved in the transmission of radio frequency (RF) energy.

OSHA's Strategic Partnership Program works with employers, employees, professional and trade associations, and other interested stakeholders to establish specific goals, strategies, and performance measures to improve worker safety and health. The *NATE-OSHA-FCC Strategic Partnership* utilizes a multi-tiered approach, organized by a series of operational teams. Nominated individuals from NATE member companies have been selected to provide leadership and oversight to the partnership by participating on the Executive Team or Steering Team. These teams are designed to provide equal input from all critical industry representatives involved.

Partnership Goals:

- Eliminate fatalities and reduce serious injuries and illnesses.
- Establish root causes of fatalities, injuries, and illnesses.
- Develop and implement Best Practices to eliminate the number of fatalities, injuries, and illnesses.
- Development and Delivery of Training.
- Communicate safety and health Best Practices within the industry.
- Establish an effective evaluation strategy to ensure that the goals of this OSP are met.

What are the Benefits of Becoming a NATE-OSHA-FCC Partnership Participating Company?

- Enhance the culture of worker safety and training within your respective company.
- Receive promotion and exposure through NATE as an official NATE-OSHA-FCC Partnership company.

(CONTINUED ON NEXT PAGE)

- Opportunity to utilize the newly revised NATE STAR Initiative Safety Audit documentation process to proactively identify safety deficiencies while work is on-going at communications infrastructure sites.
- OSHA citation penalties generally will not be assessed for other-than-serious violations which are abated within 24 hours of the inspection.
- Construction inspections of limited scope may be conducted in accordance with OSHA policy and shall reflect all significant hazards in the industry. OSHA's focused inspection platform will be used for these investigations, where applicable.
- OSHA inspections will normally result in Compliance Officers recommending a good faith penalty reduction of up to a maximum of 25 percent based on current FOM guidelines, where the employer has fully implemented a written SHMP.
- Realize the opportunity to be on the frontlines to improve safety in our industry.
- An opportunity to participate on the various Task Teams needed to focus on relevant safety and health topics and implement the goals of the partnership.
- Provide cumulative Tower Site Deficiencies Data that will be utilized to monitor overall Site Hazards and Safety Trends within the industry.

Please Note: All Data Reported to the NATE-OSHA-FCC Partnership Group will be Reported as Cumulative Data (Company-Specific Data will Remain Confidential).

How can our Company Enroll to Participate as an official **NATE-OSHA-FCC Partnership** Participating Company?

- It is simple, just complete the revised one-page NATE STAR Application Agreement and opt into the Partnership.
- Agree to utilize the *NATE STAR Initiative* Safety Audit Documentation Process to Collect Tower Site Data Instrumental to the Partnership.

Enroll Today as a **NATE-OSHA-FCC Partner!**

Congratulations and thank you to the following NATE member companies who have demonstrated their dedication to safety. All the companies listed below participate in the *NATE STAR Initiative* and those companies in bold print are also included in the *NATE-OSHA-FCC Partnership* for the 2023-2024 program year!

A.R. Wireless, Inc.
Above Wireless LLC
 ADB Companies, LLC
Advanced Tower Services, Inc.
Advanced Wireless and Logistics, Inc.
Advanced Wireless Solutions, Inc.
 Amatel, Inc.
ANS Advanced Network Services LLC
AnSCO & Associates, LLC
Apex Site Solutions
AscendTek, LLC
Atlantic Construction Companies
Atlantic Tower Services, Inc. (ATS)
B+T Group
Banner Enterprise LLC
 Bayed Communications LLC
B-C Walker, Inc.
Betacom, Inc.
 Black & Veatch
Blackhawk Tower Communications, Inc.
BlackTower Group Inc
Bluewave Communications, Inc.
Branch Communications, LLC
Bright Lighting, Inc
Broadcast Construction Solutions
C2C Communication, LLC

Capstone Solutions Inc
CellSite Solutions, LLC
Centerline Communications LLC
Circet USA
Clifton's Tower Service, Inc.
CMS Wireless, LLC
Code USA LP
 Crockets Materials and Services Inc.
CSB Communications, LLC
Dan Combs Consulting Inc.
Danella Companies
 DAWCOM
Design 1
Design Telecommunications Inc.
Diverse Construction, Inc.
Diversified Communications Services
E.M. Enterprises General Contractors, Inc.
 East Coast Communications
Elevated Services, LLC
 Elexco, Inc.
Elite ICT
 Elite Tower Solutions, INC.
 Embark Telecom Group, INC
Emergency Radio Service, Inc.
ENERTECH
Engineering Wireless Services, LLC (EWS)
ERI Installations, Inc.
ET Tower
Excalibur Builders and Maintenance, Inc.
Excel Construction, Inc.
FastTrac Telecom Services LLC
 FDH Infrastructure Services, LLC
FordCom Wireless
Fritts Communications LLC.
 Fullwave Tower and Broadcast LLC
Global One Communications Co. (GOCC, Inc.)
Global Tank and Tower, LLC
 Grapevine Solutions, Inc.
 Gray's Tower Service LLC
Green Mountain Communications, Inc.
 Gulf Services
Hayden Tower Service, Inc.
Heartland Tower Solutions, LLC
Heights Tower Service, Inc.
Hightower Communications, Inc.
Illini Drilled Foundations, Inc.
Independent Network Services, LLC
Industrial Communications West, LLC.
Industrial Communications, LLC
Innov8 Technologies
Innovated Tower Solutions
InSite Telecom, LLC
JDH Contracting, Inc.
JDR Technologies, LLC
K & S PCS, LLC
KCCTech LLC
KCI Communications Infrastructure
Kilowatt, Inc.

KMM Telecommunications
 Larson Tower Specialists, LLC
 Legacy Telecommunications, LLC
 Long Wave Inc.
 Mason Wireless Solutions, Ltd.
 MasTec Network Solutions
 McPhee Electric
 MDTS
 Meridian Blue Construction, LLC
 Mesquite Valley Communications, Inc.
 Metro RF Services, Inc.
 Michigan Towers Incorporated
 Microwave Transmission Systems, Inc.
 Mid Atlantic Contracting, Inc.
 Midland Communications Inc.
 Midland Tower Construction, Inc.
 Midwest Tower Erection, Inc.
 MILLENNIA CONTRACTING, INC.
 MILLERCO
 Mountain Wireless Construction
 Murphy Tower Service, LLC
 MUTI - Sabre Industries Telecom Services
 MZI Group
 NDC Communications, LLC
 NEC Group
 Neticom, LLC
 Network Building & Consulting, LLC
 NeuComm Solutions, LLC
 New Horizons Telecom, Inc.
 Newkirk Electric Associates Inc
 NextEdge
 Nokia
 North Sky Communications, Inc.
 Northeast Towers, Inc.
 Northern Pride Communications, Inc.
 Nighthawk
 Omega Development Company
 One Way Wireless Construction, Inc.
 Patriot Towers Inc.
 Paul J. Ford and Company
 PCI GlobalCom
 PCRG, LLC
 Peak Signals, LLC
 Perfect Wireless, Inc.
 Pilgrim Communications, Inc.
 Pillar Innovations LLC
 Pinkham Cyr, Inc.
 Pioneer Telephone Cooperative, Inc.
 Premise, Inc.
 Primoris Electric, Inc
 Pyramid Network Services
 QualTek Wireless LLC
 R & M Electrical Telecom/Maint., Inc.
 Ramapo Communication Corp.
 Randal's Tower Tech Inc.
 Resound Networks
 RIO Steel & Tower, Ltd.
 SAC Wireless LLC
 SAI Group
 SiteMaster, Inc.
 SkyTower, LLC
 Southern Electric & Construction, LLC

Speelman Electric, Inc.
 SPX Aids To Navigation (AtoN)
 STARR Tower Solutions, LLC
 STERLING Telecommunications & Construction, Inc.
 STG Communication Services
 Stout & Company, LLC
 Structural Tower Services, Inc.
 STS Communications, Inc.
 T Steele Construction Inc.
 TCSI
 Telworld Solutions
 Teltronic Towers, Inc.
 Texoma Contracting, Inc.
 Thayer Wireless LLC
 The Pinoy Group
 Tiller Engineering Inc.
 Tillman Infrastructure
 Tilson Technology Management, Inc.
 Timberline Communications, Inc.
 Total Service Telecom, Inc.
 Total Telco Specialists, Inc.
 Tower & Turbine Technologies LLC
 Tower Communications Expert, LLC
 Tower Engineering Professionals, Inc.

Tower Inspection, Inc.
 Tower Systems, Inc.
 Tower Technics, LLC
 TowerMRL, LLC.
 Tri County Tower, LLC.
 Triforce Communications, LLC
 TriStrux LLC
 Tryzub Tower Services, LLC
 US Tower Services, Inc.
 Versacom LP
 Vertical Technology Solutions, Inc
 VERTICOM (Network Connex)
 Viking Maintenance
 Vinco, Inc.
 Windy City Tower Techs LLC
 Wireless Construction, Inc.
 Wireless Horizon
 X3 Management Services, Inc. ●

For additional information, please contact
Sandy Jurgens NATE Programs Manager at
 sandy@natehome.com.

NATE STAR INITIATIVE Application/Agreement for NATE STAR Initiative

Company Name: _____
 Membership Category Principal Contractor Subcontractor Construction Affiliate
 Address: _____
 City, State, Zip: _____ County: _____
 Company Telephone: _____ Email: _____
 Company Contact: _____
 STAR Initiative Contact: _____ Email: _____
 STAR Initiative Contact Phone (Office): _____ Mobile or Cell: _____
 NATE Code: _____

I. REQUIRED SUBMISSION FOR PRINCIPAL CONTRACTOR AND SUBSIDIARY CONTRACTOR MEMBERS

For employers with 11 or more employees at any point in the prior year, please use your OSHA 2024 log to complete the following. For employers with 10 or fewer employees in the prior year, please complete the following:

| | 2021 | 2022 | 2023 |
|---|-------|-------|-------|
| A. Annual average number of employees | _____ | _____ | _____ |
| B. Total hours worked by all employees last year | _____ | _____ | _____ |
| C. Total number of days away from work | _____ | _____ | _____ |
| D. Total number of cases with days away from work | _____ | _____ | _____ |
| E. Total number of cases with job transfer or restriction | _____ | _____ | _____ |
| F. Total number of other recordable cases | _____ | _____ | _____ |
| G. Total number of days away from work | _____ | _____ | _____ |
| H. Total number of days of job transfer or restriction | _____ | _____ | _____ |
| I. Experience Modification Rate (EMR) | _____ | _____ | _____ |

If no EMR, please provide explanation: _____

II. REQUIREMENTS FOR CONSTRUCTION, PRINCIPAL CONTRACTOR AND SUBSIDIARY CONTRACTOR MEMBER PARTICIPATION

A. Implement and/or establish a safety and health management system; Yes No
 B. Require employees to adhere to company health and safety policies; Yes No
 C. Hold employees responsible for following health and safety policies; Yes No

(CONTINUED ON PAGE 2)

NATE STAR Initiative Application/Agreement Page 2

D. Have a competent person on site at all times; Yes No
 E. Hold documented on-site Hazard Analysis (i.e. JHA) meetings to review scope of work and relevant safety issues; Yes No
 F. Hold weekly safety meetings; Yes No
 G. Perform regular on-site safety audits conducted by a competent person; Yes No
 H. Follow all applicable best practice requirements for your membership category; Yes No
 I. Utilize continuous fall protection when and where required; Yes No
 J. Require all contractors and subcontractors who will be performing work on tower/structure sites to meet all the qualifications of the NATE Checklist for Post-tensioning Qualified Contractors, by the affirmative completion and submission of that checklist; Yes No
 K. Submit site safety audits to NATE online on a quarterly basis for 30% of your work sites or on less per quarter, whichever is less; Yes No
 L. In the event of a fatality, submit site safety audits for 25% of your sites, or 15 per quarter, whichever is less, for the next two years; Yes No
 M. Will you ensure all of the above items will be met? Yes No

III. ADDITIONAL REQUIREMENTS FOR PRINCIPAL CONTRACTOR AND SUBSIDIARY CONTRACTOR MEMBERS

A. Provide all tower climbers with tower climbing training to be provided to assess the training of the NATE Climber/Rescuer Training Checklist (CRTR) prior to them working at heights on a tower or similar structure; Yes No
 B. Provide all non-supervisory personnel engaged in construction activities the OSHA 30-Hour Course or its equivalent; Yes No
 C. Provide all supervisory personnel of dependent persons engaged in construction activities the OSHA 30-Hour OSHA or its equivalent that relates to the broadcast or telecommunications base industry within one year of signing this agreement; Yes No
 D. Provide NATE with success stories on a voluntary basis regarding your organization's safety efforts; Yes No

IV. ADDITIONAL INFORMATION REQUIRED CURRENT CALENDAR YEAR FOR PRINCIPAL CONTRACTOR, SUBSIDIARY CONTRACTOR AND CONSTRUCTION MEMBERS

A. Number of employees affected by your company's participation in the STAR Initiative: _____
 B. Number of employees trained by the OSHA 10-H: _____
 C. Number of employees trained to the OSHA 30-H: _____
 D. Number of employees trained to the OSHA 500: _____
 E. Total hours of safety training (any type) provided to all employees during current calendar year: _____
 F. Do you have anyone in your company that is NWSA certified? Yes No

(CONTINUED ON PAGE 3)

NATE STAR Initiative Application/Agreement Page 3

V. REQUIREMENTS FOR AFFILIATE MEMBER PARTICIPATION

Do you agree to meet the following conditions:

A. Implement a safety and health management system; Yes No
 B. Require contractors to comply with all applicable federal and state laws, rules and regulations; Yes No
 C. Require all contractors and subcontractors who will be performing work on tower/structure sites to meet all the qualifications of the NATE Checklist for Post-tensioning Qualified Contractors; Yes No
 D. Do you have anyone in your company that is NWSA certified? Yes No

Affiliate Members are encouraged to submit Site Safety Observations utilizing the STAR Audit documentation.

NOTE: The foregoing language constitutes the general requirements of participants as expected to follow in the NATE STAR Initiative. NATE reserves the right to remove any member from the program if compliance with program requirements, regulatory requirements, or other practices deemed necessary to the success of the program by the NATE Board of Directors are not met.

It remains the sole responsibility of the participating member to submit timely audits. Although the NATE office may provide reminders, audits are due at the end of each quarter without exception. Failure to provide timely audits will result in removal from the program.

I hereby agree to meet the aforementioned requirements of participation in the NATE STAR Initiative Program:

President/CEO, COO or its equivalent (please print): _____
 Signature (please provide handwritten signature): _____
 Person Completing Application (please print): _____
 Title: _____
 Signature (please provide handwritten signature): _____ Date: _____

(CONTINUED ON PAGE 4)

NATE STAR Initiative Application/Agreement Page 4

Agreement for NATE-OSHA-FCC Partnership

In December 2023, NATE renewed a five-year national strategic partnership with OSHA and the FCC. At this time only approved OSHA/OCC/NATE STAR Initiative participants have the option to participate in the NATE-OSHA-FCC Partnership.

Your involvement in the NATE STAR Initiative and the NATE-OSHA-FCC Partnership demonstrates your commitment to the highest level of tower site and worker safety.

What are the benefits of becoming a NATE-OSHA-FCC Partnership participating company?

- Enhance the culture of worker safety and training within your respective company;
- Receive promotion and exposure through NATE as an official NATE-OSHA-FCC Partnership company;
- Opportunity to utilize the NATE STAR Initiative Safety Audit documentation to proactively identify safety deficiencies;
- OSHA citation penalties generally will not be assessed for other-than-work-related violations which are abated within 24 hours of the inspection;
- Construction inspectors of limited scope may be contacted for assistance with OSHA safety and shall not add significant burdens in the industry. OSHA's focused inspection path platform can be used for these investigations, where applicable;
- OSHA inspectors will normally result in citations/penalties recommending a good faith penalty reduction of up to a maximum of 25 percent based on complete fall conditions. Manual FCM guidelines, where the employer has fully implemented a certified Safety and Health Management Program (SHMP);
- Opportunity to be on the forefront to improve safety in our industry; and
- Opportunity to participate on the various task teams needed to focus on relevant safety and health topics and implement the goals of SHMPs.

I agree to participate in the NATE-OSHA-FCC Partnership.

Benefits: NATE STAR Initiative data will be reported to the Partnership as cumulative data and not company specific. Site safety data will be used to monitor overall trends and deficiencies within the telecommunications industry.

I do not agree to participate in the NATE-OSHA-FCC Partnership.

Benefits: The NATE STAR Initiative safety data submitted to NATE will not be reported to the Partnership.

I hereby agree to meet the aforementioned requirements of participation in the NATE-OSHA-FCC Partnership:

President/CEO, COO or its equivalent (please print): _____
 Signature (please provide handwritten signature): _____
 Person Completing Application (please print): _____
 Title: _____
 Signature (please provide handwritten signature): _____ Date: _____

NATE - The Communications Infrastructure Contractors Association
 8 Second Street SE | Washington, South Dakota 57001 | Tel: 605-886-5865 | natehome.com

NATE Statement on Spectrum and National Security Act of 2024

NATE: The Communications Infrastructure Contractors Association issued the following statement on the introduction of the Spectrum and National Security Act of 2024:

“NATE commends Sen. Maria Cantwell (D-WA) for introducing the Spectrum and National Security Act of 2024. The legislation is an important contribution to the ongoing deliberations regarding the US’s future policy framework for spectrum and national security. We are particularly encouraged that the proposal would fund the rip and replace program, which is important for securing our networks, protecting consumers from emerging cyber-threats. Additionally, the legislation would go a long way to improving workforce development efforts in the communications industry.

Both improving the integrity of our communications infrastructure and preparing the next generation of the communications workforce are essential to closing the digital divide,” said President & CEO Todd Schlekeway.

“We look forward to participating in these important conversations with members of the Senate Commerce Committee as they consider this path forward.”

To read the full text of the Spectrum and National Security Act of 2024, visit bit.ly/SpectrumNSAact2024. ●

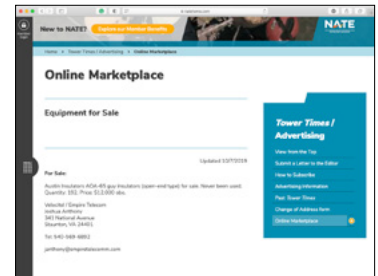
For additional information on NATE, please visit natehome.com.

NATE Online Marketplace

As a benefit to members, NATE offers an online “Marketplace” as an avenue for members to buy and sell used equipment. Although anyone is allowed to view the online classified ads, only NATE members may post an ad. This online “Marketplace” is available for members to place an ad at no charge.

Rules and Regulations

- Only NATE members are allowed to place an ad.
- This marketplace is for buying and selling used equipment only.
- Ads are limited to 40 words. Ads submitted with more than 40 words will be rejected.
- It is the advertiser’s responsibility to notify the NATE office when their equipment sells or they have found the used equipment requested and they want their ad removed from the marketplace.
- Please allow 3 to 5 working days for your ad to be posted.
- Ads may be placed online on the NATE website at: natehome.com or by emailing towertimes@natehome.com.
- All ad submittals must include a contact name, company name, street address, email address and phone number.
- NATE reserves the right to reject any ad for any reason.



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Speaking of Safety

By Kathy Stieler

Time

I am headed down the highway when a song comes on the radio – “If I could save time in a bottle – the first thing that I’d like to do... There never seems to be enough time to do the things you want to do.” The words started me thinking about how quickly time is passing these days.

It is hard to believe that we are already in the summer months of the year. Where has the time gone? I think the old wives’ tale about time passing faster as you get older is so very true. Seems like just yesterday I was graduating from college and starting my “safety career.” That was just yesterday, correct? They say that our brains process less information as we grow older, which makes time seem to speed up.

Along with time passing quickly, times have changed as well. But time has not changed some things about me. My passion, and sometimes overzealousness, for saving the world from that unsafe act that may prevent a person from going home at night, will never change. It keeps me awake at night. I will read an article about safety, and then think, did I forget to tell everyone about this bit of information that is important? And then I think, most importantly, did I tell everyone, or do they know they are treasured, that they are so very important to me?

Let me state right now to all of you, that you are treasured.

A song comes on the radio – “I’m ninety-nine for a moment, and dyin’ for just another moment... Fifteen, there’s never a wish



better than this, when you only got a hundred years to live.”

Now these words have me thinking – I’ve only got a hundred years to live. And time passes quicker these days...ugh!

Speaking of time, I am sitting in the car right now, listening to the radio as my husband drives us to Indianapolis to watch an Indiana Fever basketball game. Truth be told, I would not be going to watch the Indiana Fever team, except I am a huge fan of Caitlin Clark and I enjoy watching her play. I was dozing off a



Kathy Stieler is the NATE Director of Safety, Health & Compliance. She can be reached at 605-882-5865 (office), 812-204-8832 (cell) or kathy@natehome.com.

The cover of the NATE Annual Marketing Toolbox 2024-2025. It features the NATE logo at the top, a landscape image, and the title 'ANNUAL MARKETING TOOLBOX (2024 - 2025)'. Below the title, it lists various marketing services: EXHIBIT, SPONSOR, PRINT ADVERTISING, DIGITAL ADVERTISING, PUBLISH, and SPEAK. At the bottom, it says 'VALID MARCH 1, 2024 - FEBRUARY 20, 2025' and includes social media icons for Facebook, LinkedIn, and YouTube.

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Visit bit.ly/NATEMrktToolbox to download the digital copy.

bit, (hey, it's early), when a commercial came on the radio about don't take your eyes off the road to just (they hesitated) Text. The commercial stated that if you just look down for a few seconds to text, read a text, or check for a text, those few seconds equate to a football field of travel during that time. Wait, what? A football field? It got my attention.

So much can happen during a football field of travel. An animal could dart out in front of you and run across the road, or the truck in front of you could drop material out the back because it wasn't secured correctly.

The person in front of you could slam on their brakes to avoid trash on the road or slam on the brakes because THEY dropped their hot coffee in their lap.

Think about it. How often do you travel and a driver in front of you, causes you an issue? How often have you

had to be the one on the defensive to prevent an accident? How often has an incident happened in front of you where you had to make a last-second decision to avoid being in an accident?

Another song comes on the radio, "It's something unpredictable but in the end it's right. I hope you had the time of your life."

Incidents on the road – they are unpredictable. They take our precious time from us.

My plea and request is for you to always be on the defensive. Drive attentive. Drive like your life depends on it, because it does. Back to that song about you only have a hundred years to live. Let's live it to its fullest.

I wish for everyone to have a summer of memories; cherished memories of time spent with family and friends. Time is precious, and it passes way too quickly. Don't let a distraction while driving take that precious time from you.

You are treasured. ●

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Defensive Driving: The Fun of It

By Ryan Pietzsch, MS

I grew up in a suburban area in the Midwest, where houses, office buildings, restaurants, and retail centers were as accessible as the vast corn fields just outside of town. As my daughter approaches high school graduation, I am reminded of those days when I too was approaching graduation. One of our favorite pastimes was driving around. I remember my mother asking, "Where are you going?" "Don't know," I would answer. I think she thought I was lying, but that was the absolute truth. We would drive until we either found something to do or ran out of gas (and no one had \$2 to add more). We drove because it was fun. It provided us with a sense of freedom.

Today, fewer people seem to be driving for fun. Everything has to be some sort of competition where you either win or you lose. If you feel like our roads are more dangerous since the COVID-19 pandemic, you are correct. In fact, they are drastically more dangerous. Deaths increased 11% in 2021 following an 8.3% increase in 2020. So, what has changed? We have, and our driving behaviors have too. Our society has moved from caring about our neighbors and fellow drivers to a society of don't lose at any cost. Unfortunately, too many Americans are losing. They are losing their lives on the roadways.

Driving doesn't have to be your primary job for you to receive a workplace injury on the roads. If you are reading this, you likely travel from worksite to worksite.

Therefore, even though your primary work task may be something other than driving, you are considered a fleet driver. Fleet drivers have a lot more at stake than driving for personal reasons. The company reputation, your employment status, and your ability to do your job all depend on the behaviors that you choose when you are behind the wheel of a vehicle. Yet, when was the last time your employer provided you with some form of driver training? Many have told me that their employer has never provided them with driver training. We need to change that.

Roadway-related incidents are consistently one of the leading causes of work-related injury and death. In fact, until two years ago it was number one for several decades. Only overdoses now exceed the number of fatalities in the workplace.



Ryan Pietzsch is the Program Technical Advisor for Driver Safety for the National Safety Council. He can be reached at 630-337-6732 or ryan.pietzsch@nsc.org.

Defensive driving is more important now than ever before. There are six choices that every driver can make to improve their chances of survival on the roads. Those include:

1. Slow down
2. Choose a three second-plus following distance
3. Give 100% of your attention to the act of driving (don't drive distracted)
4. Do not drive impaired...while fatigued or under the influence of substances (alcohol, over-the-counter medications, or illicit drugs)
5. Share the road and yield the right of way
6. Make safe and controlled turns

If you properly execute and choose these driving behaviors every trip, you will greatly decrease your likelihood of being involved in a collision. Having trouble holding yourself accountable? Try downloading one of the many telematics apps. Your insurance provider likely has one that they use or recommend. In addition to providing self-accountability to drive defensively, you could earn a discount on your insurance premium. Who doesn't like to save money!

You can learn more about defensive driving techniques from the many in-person or online training programs offered by the National Safety Council. Our Defensive Driving programs are celebrating their 60th Anniversary with over 80 million attendees to date. The most recent addition to our catalog includes vehicle-specific training as requested by many employers. Visit nsc.org for more information on our Fleet Essentials programs and offerings.

Driving may not be as fun as it used to be but is it a necessity in our lives today. You are an important part of your organization and can make a difference in the broader roadway community. The decisions that you make every second of every day regarding your driving affect hundreds of people around you, their loved ones, and of course all of those that rely on you (your employer, your co-workers, your family, those you love and that love you). Pay attention to your own driving habits. Don't compare yourself to anyone but yourself. Are you a responsible and respectful driver? Could you be better? Remember, the only way to win on the roads is to arrive at your destination safely. Borrowing a great line from another safety professional; when you drive for work, the most important delivery that you can make is delivering yourself home.

Supporting Facts:

Speed



(Photo Source: National Safety Council)

Law enforcement officers from around the country have told me that virtually every motor vehicle fatality that they have investigated recently has involved excessive speed as a factor. Slow down and follow the posted speed limits. Choose the appropriate speed for your abilities, your vehicle's abilities, and the road conditions.

Proper Following Distance



(Photo Source: National Safety Council)

Making sure that you have space around you is a fundamental element of defensive driving. Leaving yourself room to react and avoid a collision from another person's driving errors starts with the space in front of you.

When stopped at a stoplight or stop sign with another vehicle in front of you, you should stop so that you can see the bottom of their rear tires touching the road surface. This is called your "standing distance." Standing

(CONTINUED ON NEXT PAGE)

Defensive Driving *(CONTINUED FROM PAGE 57)*

distance is important as it provides you a buffer should you be hit from behind, but it also provides you space to react if you need to move around the vehicle in front of you, if you need to move to the side of the road for an approaching emergency vehicle, etc.

When traveling behind another vehicle, you should follow the three second-plus rule. Find a stationary object on or just off the road. When the vehicle in front of you passes the object, start counting: one thousand and one, one thousand and two, one thousand and three. You should not cross that same point until you complete counting. If you do, you need to increase the distance between your vehicle and the one in front of you. This three seconds is for optimal driving conditions (your condition, your vehicle's condition, as well as the condition of the road and driving environment). One second should be added to your following distance for every adverse condition.

So Many Distractions



(Photo Source: National Safety Council)

Using a cell phone while driving – whether it's a hand-held or hands-free device – makes a crash four times as likely. The cost to employers of distracted driving crashes is high – not just in lives lost, health care costs, and vehicle repair costs, but in the millions of dollars paid out in liability cases.

In an NSC public opinion poll, 66% of drivers nationwide said they would make phone calls while driving through parking lots. Respondents also said they would:

- Program GPS systems (63%)
- Text (56%)
- Use social media (52%)
- Send or receive emails (50%)
- Take photos or watch videos (49%)

It is a dangerous misconception that driver use of hands-free cell phones or in-vehicle infotainment systems is safer than handheld cell phone use. Research shows that all three increase cognitive distraction – the inability to focus on a primary task such as driving. The human brain is not capable of multi-tasking, i.e., doing two things at once. Instead, the brain is constantly attention-switching between the two tasks, never giving full focus to either one. This is harmless if one is using a phone and watching TV at the same time. It can be deadly if one is using a phone and driving at the same time.

Impaired Driving



(Photo Source: National Safety Council)

Impaired driving is not always a result of substance impairment. Fatigue and distracted driving also impair driving ability.

Awake and attentive drivers keep everyone safer. Driver fatigue is a significant cause of motor vehicle crashes. According to the Virginia Tech Transportation Institute, 20% of crashes and 16% of near crashes involve fatigue. Keep in mind that:

- You are three times more likely to be in a motor vehicle crash if you are fatigued
- Losing even two hours of sleep is similar to the effect of having three beers
- Being awake for more than 20 hours is the equivalent of being legally drunk

Every hour in the United States, one person dies in a crash involving a driver using an impairing substance – that's 28 people dying each day. For decades, approximately one-third of all traffic crash fatalities in the U.S. have involved alcohol-impaired drivers, with potentially other impairing drugs also present in these drivers.

Drinking and consuming other impairing substances should be a completely separate activity from operating any vehicle, especially those weighing thousands of pounds, whether for work or on personal time. To this end, we recommend people make appropriate plans for safe mobility when choosing to consume impairing substances:

- Start out on the right foot and do not drive to a destination where you may be consuming impairing substances
- Designate a driver
- Use a ride-hailing service or take a cab
- Take mass transit if it is available

Right of Way



(Photo Source: National Safety Council)

Defensive drivers are predictable. Obviously you cannot yield the right of way to everyone on the road; you would cause unnecessary backups behind you or even gridlock. Yielding the right of way to another road user is often the respectful decision but there are a few situations where the law requires you to yield. For example, you are required to yield to pedestrians in crosswalks. You must know your state's laws and abide by them and remember that each state or even local jurisdictions may have slight differences in traffic laws. You are required to know the laws and you must take your turn when the right of way is yielded to you. The key is to be predictable, make eye contact with other road users and proceed with caution when it is safe to do so.

Proper Turns



(Photo Source: Adobe Stock)

The deadliest crash is the head-on collision. These and T-bone style crashes are often a result of a driver misjudging the rate of closure from an oncoming vehicle when turning left. Only cross over lanes when it is safe to do so and you have enough space to clear the entire lane of travel before an oncoming vehicle approaches.

Never enter an intersection that you cannot pass through. This is referred to as “blocking the box.” If a traffic signal is green but you are unable to make it completely through the “box” (the entire intersection), you should wait behind the stop line for the next cycle. Blocking the box blocks other road users from moving and can cause gridlock.

Additionally, when you are turning you must enter the new lane from which you started. In other words, if you are turning right from the right lane onto a multi-lane road, you must turn into the right lane. If you must merge, only do-so after entering your proper lane, and then signal and merge as necessary. ●

A promotional banner for NATE. The background shows a communication tower against a sunset sky. The NATE logo is prominently displayed in the upper right. Below it, three bullet points list 'SAFETY', 'STANDARDS', and 'EDUCATION'. At the bottom, there is a QR code, the website 'NATEHOME.COM', and icons for Facebook, Instagram, LinkedIn, YouTube, Twitter, and a magnifying glass.



D.C. Download

Powered by Fixed Gear Strategies

By Nathan Leamer

It is increasingly clear that the NATE community has an important role to play in current policy debates in DC and state capitols across the country, advocating for the interests of our community and working on both sides of the aisle to improve policies to close the digital divide. A top issue of interest this year is fully funding the Rip and Replace Program. This Congressionally approved program provides funding to American communications providers to remove suspect equipment like Huawei and ZTE from our communications infrastructure. However, the longer Congress waits to address its funding shortfall, the more we jeopardize America's national security by leaving our networks vulnerable to espionage by adversaries like China.



communications infrastructure. Fully funding the Rip and Replace program not only serves to safeguard our domestic infrastructure, it would also provide a \$3 billion “shot in the arm” in the marketplace to NATE member contractors who will be tasked with this deployment work.

As a WIN leader, we are asking all of you to help NATE unleash the grassroots power of the Association's advocacy arm. How can you help? Just follow the simple steps below by copying the e-mail language below into the body of your e-mail address (make sure to personalize the e-mail accordingly), select the staff member e-mail address from your state's U.S. Senators and U.S. Representatives and press send.

To this end Fixed Gear Strategies and the NATE Wireless Industry Network (WIN) are collaborating on ways to effectively engage policymakers and advocate for fully funding the program.

Step 1: Use the e-mail subject: Congress Support for Fully Funding the Rip and Replace Program

Dear Senator (Insert Sen Name) or Representative (Insert Rep Name):

We are at a critical juncture in safeguarding our nation's telecommunications infrastructure and national security. Currently the FCC's Rip and Replace program remains inadequately funded.

The urgency of fully funding this program cannot be overstated. As a member of the NATE Wireless Industry Network, we understand that communications networks are the backbone of modern society, and any vulnerabilities pose a

Below is a call to action email we recently sent to members of WIN. Because of the issue's importance to our industry and community, we are also sharing it here for you to consider making your voice heard in engaging your Representative and Senator:

NATE believes it is urgent that Congress appropriate the remaining \$3 billion to fully fund the Rip and Replace program to remove Chinese manufactured Huawei and ZTE equipment from the United States' telecom-



Nathan Leamer is the CEO of Fixed Gear Strategies in Alexandria, Virginia. He can be reached at nathan@fixedgearstrategies.com.

significant risk to our national security. With the looming threat of espionage by adversaries like China, it is imperative that we act swiftly to remove suspect equipment, such as those provided by Huawei and ZTE.

We urge you to prioritize funding the remaining \$3 billion for the Rip and Replace program. By doing so, we can protect consumers by equipping American communications providers with the resources needed to remove compromised equipment and fortify our networks against malicious actors. This action would also provide an infusion of investment into the economy to support America's communications infrastructure contractors and their respective technician workforce.

Delaying action only prolongs our exposure to potential threats. It is time to ensure the safety and security of our telecommunications infrastructure.

Sincerely,
[Your Name]
[Your Contact Information]

For a copy of this letter, please email megan@natehome.com.

Step 2: Track Down your state's U.S. Senators and U.S. Representative e-mail addresses at the following link Congress.gov link: <https://www.usa.gov/elected-officials>



Step 3: Send individual e-mails to each U.S. Senator in your state and to your individual U.S. Representative where your company is located. ●



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Exciting Developments in Member Services at NATE

By Jeff Little

At NATE, we are thrilled to announce a series of dynamic initiatives aimed at enhancing member services and expanding our impact in the telecommunications industry. Our teams are working tirelessly to deliver exceptional value to our members, and we are excited to share the details of these initiatives with you.

Boosting Member Retention

One of our top priorities is to increase our retention rate by 5%. To achieve this, we are focusing on several key areas. First, we are improving our visibility and communication efforts to ensure that members are always informed about NATE's activities and contributions to the industry.

By keeping members up-to-date with the latest news and developments, we aim to foster a sense of community and involvement.

We are expanding our range of educational opportunities, offering more resources and training programs to help members stay ahead in the ever-evolving telecommunications field. These efforts are geared toward making our members feel valued and supported.

Expanding Principal Contractor Membership

Another major focus is increasing our Principal Contractor members to 50% of the overall membership. To reach this goal, we have developed targeted marketing strategies to attract new members. These strategies are tailored to highlight the specific benefits and opportunities that NATE offers to Principal Contractor Members, making our association an attractive choice for professionals in this sector.

We are also actively engaging current Principal Contractor Members to share their positive experiences and success stories. By showcasing the real-world benefits of NATE membership, we hope to inspire others to join. Additionally, we are ramping up our local events collaborating with state associations to organize more gatherings that foster networking and community building. These local events provide valuable opportunities for members to connect, share insights, and strengthen their professional networks.

Broadening Outreach

To further spread the word about NATE, we are increasing our marketing and advertising efforts. This includes launching new campaigns to educate the industry about the advantages of NATE membership and the resources offered. We are also encouraging members to actively promote NATE, leveraging their networks to reach a wider audience.

In addition, we are strong advocates for innovative startups and new companies. We aim to drive innovation and growth within the telecommunications industry. This investment not only benefits the startups but also enriches our community with fresh ideas and technologies.

Revamping the Website

The website natehome.com is a crucial tool for member engagement and information dissemination, and we are committed to enhancing its functionality and usability. We are focused on making the website more user-friendly and efficient, ensuring that members can easily access the information and resources they need.

As part of the strategic web marketing plan, we are developing new content and features that will attract and retain visitors. This includes seeking proposals for communication enhancements that will improve the overall user experience. To ensure the success of these initiatives, we are considering a third-party consultant to provide expert insights and guidance. We are carefully considering budget and timeline



Jeff Little is the CEO of Above Wireless LLC and serves on the Member Services and Emerging Technology Committees. He can be reached at 937-573-8929 or jeff@abovewirelessllc.com.

constraints to deliver a high-quality website that meets the needs of our members.

Looking Ahead

These initiatives represent just the beginning of our efforts to enhance Member Services and expand our impact. At NATE, we are committed to continuous improvement and innovation, always striving to provide the highest level of service and support to our members. We are excited about the future and look forward to sharing more updates and successes as we continue to lead the way in the telecommunications industry.

Stay tuned for more exciting developments and join us in our mission to advance safety in the telecommunications field and support our members every step of the way. Together, we can achieve great things and make a lasting impact on the industry. ●

Welcome New NATE Members

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Allo Towers Inc.

Bell Tower Corporation, Inc

Bill Lesko

Centdoor Limited

Diamond Communications, LLC

Elmen Construction Trust

INNOVATE WIRELESS, INC.

Mardec Group, Inc

Michael Pelletier

National Institute of Standards and Technology (NIST)

Phoenix Telecom Inc.

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5 MEMBERS

Casey Banner

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|--------------|---------------|
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| Justin Pitts | Darrin Wagner |

3 MEMBERS

| | | |
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|----------------|-------------------|--------------|

2 MEMBERS

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|------------------|---------------|-------------------|
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| Kevin Dougherty | Robert McCoy | Brian Szubinski |
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1 MEMBER

| | |
|-----------------------|------------------|
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| Keith Cendrick | Sam McGuire |
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| Brad Dorough | Jimmy Miller |
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| Christy Hall | Zane Windham |
| Doug Harradine | |



In Memoriam

Scott Krouse

December 30, 1954 – April 1, 2024



It is with heavy hearts that the Association announces the passing of former NATE employee and communications tower industry veteran Scott Krouse. Scott passed away due to health complications on Monday, April 1, 2024. The NATE community extends our heartfelt thoughts and prayers to Scott's family and friends during this time of mourning.

Georgia. In 2008, Valmont acquired Site Pro 1, an after-market products supplier. Scott then served as a regional sales manager where he successfully developed the customer base in two separate territories.



After several years in the trucking industry, Scott Krouse got his start in the communications tower industry in February 1985 at UNR-Rohn (as it was known then) in the customer service/shipping department. He was the Past President of the Transportation Club of Peoria, Illinois, as well

as the Peoria Motor Carriers Association. During Scott's 15 years with Rohn, he worked in various departments including construction contracts administration, tower quoting, inside sales, international sales, and manager of the after-market telecom accessories group. In April 2000 Scott joined PiRod Tower in Plymouth, Indiana, as a national accounts manager for after-market products. One year later, Valmont Industries acquired PiRod and Scott became a regional sales manager for structures and components, based in Atlanta,



Throughout Scott's tenure in the wireless industry, he worked closely with NATE, including nine years on the NATE Trade Show Committee. In August 2016, Scott joined the NATE Staff, working first as Special Projects Manager and then as Director of the newly established NATE Wireless Industry Network (WIN). In addition

to working with all fifty-eight State WIN Liaisons and Ambassadors, Scott also organized the successful NATE WIN Regional Conferences across the country, and represented NATE at various industry trade shows, conferences, networking, SWAP (State Wireless Association Program) events, and other industry events.

In Scott's role as the WIN Director, he also worked closely with the NATE Tower Family Foundation (TFF) Golf Committee to coordinate the annual TFF Golf Event powered by WIN for several years. Scott officially retired in April 2021, after over 36 years working in the wireless industry. After Scott retired in April 2021, he joined NATE as a Retired NATE Member and continued to represent NATE on a volunteer basis at various annual industry events and trade shows.



In February of 2023, Scott was honored as a recipient of the prestigious NATE Chairman's Coin at the NATE UNITE 2023 Conference in Orlando, Florida. ●





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For more information or to request a
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How AI is Changing Telecom Deployments and Why It's Important for You to Pay Attention

By Sean Shahini

AI has become one of the most significant contributors to the U.S. economy, helping the country navigate economic downturns and foster growth. No longer a nascent technology, AI is now solving complex problems across various sectors, including telecom. This article explores how AI can enhance telecom services, improve workforce capacity, reduce business costs, and provide better service to MNOs, Tower Cos, cities, and more. This is why it is important to leverage AI to get ahead of the competition and build your own AI vision for yourself as a professional and for your company.



more quickly and helping cashflow to be better managed. Additionally, AI ensures consistency and compliance with engineering and client standards, reducing the likelihood of errors and omissions. AI's capability to generate hundreds of documents in minutes will rapidly transform how services are offered in the telecom industry.

Quality Control of Documents and Site Reports

High standards in documentation and site reports are crucial for successful telecom projects. AI enhances quality control by systematically reviewing documents and site reports for accuracy, completeness, and compliance. For example, AI can identify inconsistencies between RFDS and drawings or between drone data and drawings, ensuring all aspects of the project are properly documented and verified before final approval and potential issues are caught early on.

Conclusion

AI is revolutionizing the telecom industry by enhancing critical processes such as site due diligence, site acquisition, architecture and engineering, and construction management. However, AI is not replacing jobs but transforming them. The telecom workforce of the future will use these tools and train them to perform tasks, allowing employees to focus on more complex tasks that require their innovation. These advancements improve efficiency and accuracy and enable more informed decision-making and better project outcomes at a rapid scale with less hassle. As AI technology becomes the new norm, businesses that adapt and stay ahead will thrive, with AI's impact on telecom driving innovation and setting new standards for building and scaling America's infrastructure. ●

AI for Parsing and Understanding Documents

Document management is a critical aspect of telecom services, involving numerous documents that are often inaccurate and difficult to understand. AI-powered tools can parse through these documents, such as RFDS, applications, leases, and drawings, extracting and comprehending key terms and information. Natural Language Processing (NLP) algorithms enable AI systems to interpret technical language, identify essential elements like deadlines, payment terms, and construction requirements, and flag potential risks or discrepancies. Once this information is extracted, it can be automatically validated to catch mistakes and address problems upfront.

Generating Contracts, Construction Drawings, BOMs, and More

AI can streamline the creation of new contracts and documents. They can generate contracts, drawings, analyses, BOMs, and more, tailored to specific project requirements with no volume limit within minutes. These systems can input relevant data, adapt language based on project scope, jurisdictional, or client requirements, and ensure that all necessary clauses are included.

This automated document generation accelerates timelines, allowing work to commence



Sean Shahini is the CEO of INORSA INC and serves on the Small Cell and DAS Committee. He can be reached at 800-509-6905 or sean@inorsa.com.

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Autonomous Drones: The Future of Telecom Industry Efficiency and Safety

By Rodney Murray

Emerging technologies, particularly Artificial Intelligence (AI), 5G networks, robotics, and automation, are transforming various industries. In the telecom sector, autonomous drones stand out, offering a revolutionary approach to enhancing efficiency, safety, and profitability.

Revolutionizing Data Collection with Autonomous Drones

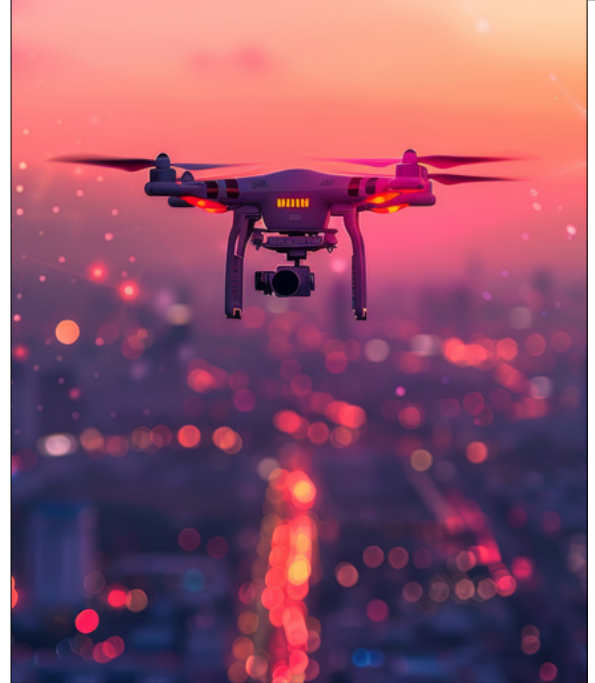
Efficient data collection is a critical area where autonomous drones are making significant inroads. These drones can survey and inspect critical infrastructure, construction sites, and remote areas, providing high-quality data without human intervention.

Equipped with AI and machine learning algorithms, autonomous drones make real-time decisions, optimizing data collection processes and ensuring precision.

The ability to collect data from hard-to-reach areas safely and efficiently is invaluable. Drones can inspect cell towers, antennas, and other high structures, eliminating the need for technicians to perform dangerous climbs. This enhances safety while reducing downtime and operational costs.

Processing and Managing Data Collected by Drones

Managing the vast volumes of data collected by autonomous drones is the next challenge. Cloud processing and storage solutions offer scalable infrastructure without significant investments. These solutions can meet stringent data security and privacy policies. Leveraging cloud technology, telecom companies can manage and process drone-collected data efficiently, turning raw data into valuable insights.



Deriving Insights and Making Informed Decisions

Analytics play a crucial role in deriving meaningful insights from the data collected by drones. Filtering out irrelevant information to focus on critical aspects allows for better business decision-making. With cloud computing and application integration (API), the entire process, from data collection by drones to analytics, can be seamless, enabling faster and more accurate insights.

AI-powered analytics can identify potential issues in infrastructure before they become critical, allowing for proactive maintenance and reducing the risk of unexpected outages.

Enhancing Incident Response and Maintenance

Autonomous drones can enhance the ability to quickly assess and respond to incidents that could lead to outages, damage, or harm. Rapid response times with the right resources in the right place can prevent costly repairs, revenue losses, and potential harm to individuals. Improved response times translate directly



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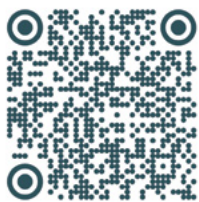
to increased network reliability and better business continuity.

Condition-based maintenance, facilitated by continuous monitoring through autonomous drones, represents a significant shift from traditional time-based maintenance. By continuously monitoring the condition of equipment and infrastructure, maintenance can be performed as needed rather than on a fixed schedule, enhancing overall efficiency.

The integration of autonomous drones into the telecom industry holds immense potential. These drones can revolutionize data collection, processing, and analytics, leading to quicker insights and improved incident responses. Embracing autonomous drones will enhance productivity, safety, and profitability, positioning telecom companies at the forefront of technological innovation. The future of the telecom industry is undoubtedly airborne, with autonomous drones leading the charge. ●

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Managing Post-Accident Communications - Preserving Legal Privileges and Limiting Liability

Some employers will never experience a serious workplace accident involving personal injury, property damage, or both.

If one of these unfortunate accidents occurs, this article provides recommendations to respond in a forthright manner while avoiding potential additional legal liability and a public relations fiasco.



Mark A. Lies, II is a Labor and Employment Law attorney and Partner with Seyfarth Shaw LLP. Mr. Lies can be contacted at 312-460-5877 or mlies@seyfarth.com.



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sonal fine and six months in federal prison. If employee interviews are not properly managed and employees provide false or untruthful information, including documents, to OSHA, there can be personal criminal liability for lying or obstruction of justice.

Advances in communication technologies (e.g. smartphones) have made communication easier and faster than ever. These communications will now be preserved digitally for future litigation and the legal risks of miscommunications have become far more serious. Studies indicate that the period immediately following an accident is the breeding ground for workplace miscommunications -- rampant communications with the lowest instances of factual accuracy and containing potential unfounded "admissions" of company or management liability in the form of "finger pointing." Employers need to develop crisis management policies and train employees to restrict their communications to accurate information and avoid speculations that could hurt the company. The company should

Scenario

An accident just occurred at one of your company's worksites, injuring an employee. Upset employees across the country are calling and emailing each other, speculating on the root causes of the accident, the inadequacies of safety procedures, and the company's response to the accident. One email even suggests that the company knew about the hazard and willfully exposed the employee. Any of the unfounded speculations in these emails could serve as a "smoking gun," supporting a personal injury plaintiff and his attorney or an OSHA compliance officer's theory as to why the company could be liable for the accident. If the accident resulted in a fatality, a manager could be facing a criminal prosecution by the Department of Justice, a \$250,000 per-



have a crisis communication plan in place, to centralize information flows through a designated company spokesperson and inform the appropriate authorities regarding crisis response. The company must regulate what statements are made and be careful to create and maintain legal privileges including attorney-client privilege and work product, where applicable.

Careful Communications Policy

The best way to prevent communication mishaps following a workplace accident is to have comprehensive and effective policies in place beforehand that informs employees on how to communicate. With a careful communications policy, employers can train employees to think ahead, scrutinize their methods of communication, and limit their communications to accurate and necessary information. With this policy, employees will be mindful of the need for coordinated communications that are based on whether there is a “need to know” the information before communicating it internally or to third parties. The basic elements of a careful communications policy are:

Method of Communication (In-person, Telephone, Email, Social Media)

The policy should help employees evaluate whether an email is the necessary and preferable form of communication. Communications made on social media may not be private (regardless of the employee’s privacy settings) and may not be deleted. Social media comments must be prohibited as a means of disseminating authorized company communications.

Audience

Employees are required to evaluate who will be the audience for the communications, and how the sender can carefully craft the communication to be appropriate for the audience. In a crisis, this may require the sender to limit technical language and detail for a high-level audience for the communication to be effective.

100% Factual Accuracy

Employees should be instructed to speak factually in all authorized communications and emails. Their communications should clearly state facts of which they have first-hand knowledge and therefore are credible. Relaying hearsay information that may not be credible since it may be nothing more than “gossip” and needs to be prohibited.

Speculation

Employees should be instructed to avoid speculations, including unfounded “opinions” on what may have oc-

curred or assessing “fault” or “blame” in emails, particularly on areas outside of their expertise. Absent specialized knowledge, speculations and assumptions result in inaccurate communications.

Professionalism

Workplace communications such as email and text should maintain a level of professionalism akin to respectful in-person communication. A professionalism provision will help prevent harassing, offensive, and retaliatory communications.

Legally Valuable Documentation

Sometimes documentation is necessary to confirm that employers have responded in a timely manner and corrected or abated hazards. Employee discipline, particularly with regard to addressing potential violations of safety rules that may have caused or contributed to the accident, should be carefully scrutinized before being committed to a documentary format.

Record Retention

Employees should follow the company’s record-retention guidelines for maintaining documents, including those containing electronically stored information (ESI). In some cases, the documents generated may need to be retained by law. For example, those documents that may constitute ESI and may be related to potential litigation. The company will have to issue a “litigation hold” notice within the company to preserve such documentation.

Second Opinion

Employees should consider obtaining a second opinion on communications which are questionable through the designated company spokesperson or legal counsel.

Emotional Emails

The greatest risks may come from impulsive emails, sent under the stresses and strains of a workplace accident. In many cases, there is a kneejerk reaction to a serious accident in which employees express shock, outrage or disgust about the occurrence through internal or external communications. The policy should direct employees to consider talking through issues rather than writing an emotional email, or to save a draft and review it after the emotional environment has subsided.

Crisis Communication Plan

For reasons outlined above, employers should have a Crisis Communication Plan in place to manage commu-

(CONTINUED ON NEXT PAGE)

nications during a crisis. The plan will instruct employees on how to centralize information, release verified information, deliver a pre-written initial press statement, deal with rumors, and keep accurate logs of inquiries and news coverage. The crisis communication plan will prohibit speculation on the causes of the accident, or the time for resolving a crisis. The plan will prohibit the release any information potentially placing blame for the crisis, misleading the media, and releasing information that is confidential or privileged, unless it has been cleared by the communications department or the crisis team. With regard to the physical site of an accident, the plan will designate who will control access to the site and who will escort and monitor third parties on the site. An effective crisis communications plan will simplify information management, provide employees with a resource for accurate information, and limit potential sources of miscommunications, particularly to the media or third parties.

Creating Legal Privileges

The attorney-client privilege only protects a communication between an attorney and a client in which legal advice was sought or rendered, and which was intended to be and was in fact kept confidential. This means a client cannot protect facts simply by incorporating them into a communication with the attorney. Merely CC'ing in-house counsel will not create an attorney-client privilege. Where the client also seeks business advice, the communication will only be protected so far as the communications concern the provision of legal advice. Accordingly, employers should take caution with regard to attorney-client privilege and limit emails to attorneys to legal advice. Attorney-client privileged communications should be appropriately labeled in the email or other correspondence, for example "Privileged and Confidential Legal Matter."

Maintaining Legal Privileges

As discussed above, to be protected by the attorney-client privilege, a communication must reasonably have been intended to be confidential. This includes documents generated by or at the direction of legal counsel which are the attorney's "work product." Work product

cannot be disseminated within the company to employees who are outside of the "control group," that is, those employees whose job responsibilities will require them to have access to and utilize the work product to make decisions affecting the company within their area of responsibility. Dissemination beyond the control group can result in waiver of the legal privilege and make work product discoverable in litigation. The communication must not be shared with any third-party, which will waive the privilege. Where an attorney seeks information, the attorney's discussions with an employee may generally be shared with other designated non-attorney employees and still maintain privilege. However, employees should be careful not to disseminate legal advice outside of the company, or to copy legal advice in internal business discussions.

Accident Investigations with the Advice of Counsel

Following an accident, investigations into the causes of an accident can be protected by attorney-client privilege and work product if they are conducted at the direction of counsel. Employers regularly consult outside counsel to commission investigations and protect them in privilege. The company should create and maintain the documentation confirming engagement of counsel for the post-accident investigation.

Conclusion

Employers should maintain clear communications and crisis response policies. Following an accident, employers should maintain attorney-client privilege and conduct third-party investigations through counsel. In the event that there is litigation or a regulatory inspection, including OSHA, the company will not have to defend itself against

1. Unfounded or conflicting communications within the company that may create the impression of wrongdoing by the company or management; and
2. Waiver of important legal privileges that can be utilized to defend against liability claims. ●





By Molly Cooper

In line with the Wireless Industry Network’s (WIN) program objectives, NATE has been advocating for crucial workforce development and broadband infrastructure legislation. These efforts include supporting bills such as the “Training America’s Workforce Act,” “American Apprenticeship Act,” and “American Workforce Empowerment Act,” which aim to create robust apprenticeship and trade pathways.

NATE also supports the push for a technology-neutral approach in broadband deployment by supporting the “Broadband Grant Tax Treatment Act” and the “Rural Internet Improvement Act” legislative measures which are essential in closing the digital divide.

State Wireless Association Programs (SWAP) were also invited to these discussions. We brainstormed ideas on how WIN can be more involved with the Wireless Associations and how we can better support each other. These virtual sessions aim to enhance collaboration among NATE, NATE WIN, and our member companies all over the country.

As the South Carolina WIN Liaison please reach out to me anytime to further discuss these issues or other issues not mentioned here.

To find your WIN representatives visit natehome.com/WIN.

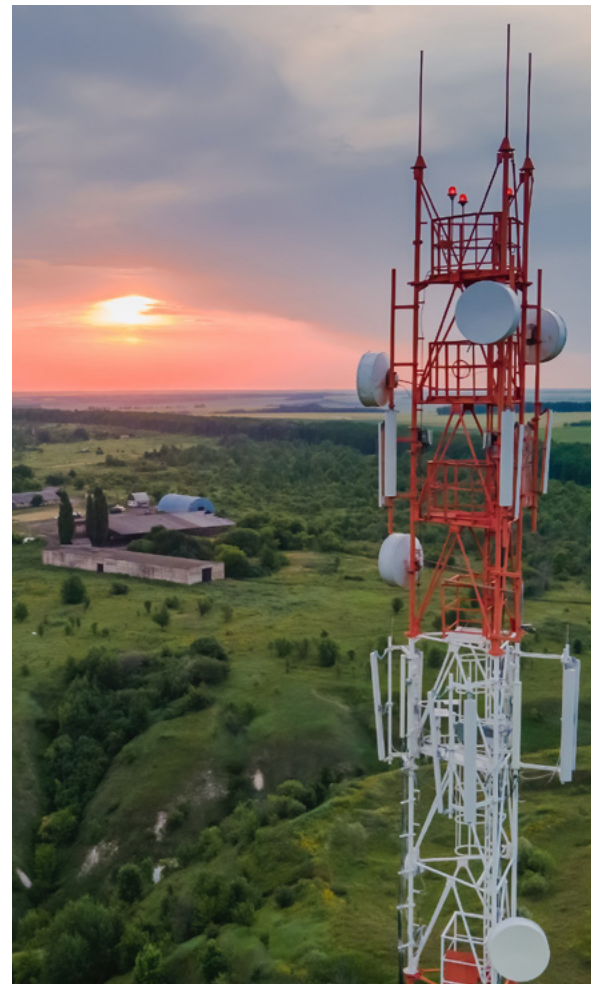
These regulatory initiatives directly support WIN’s goals by promoting the deployment of safe, high-quality, and standardized wireless infrastructure across the nation, thereby fostering education and employment opportunities within the industry.



Molly Cooper is the Special Projects Coordinator at eSystem Training Solutions and serves as the South Carolina Liaison of the Wireless Industry Network (WIN). She can be reached at 210-861-3140 or mc@esystem-training.com.

NATE’s advocacy for streamlined permitting processes, fair pole attachment cost allocation, and extended FCC spectrum auction authority will facilitate efficient and widespread deployment of communications infrastructure, ultimately benefiting the entire wireless ecosystem.

NATE WIN held its second quarter roundtable discussions in mid-June. During the roundtables, the WIN Network was given a legislative update from Nathan Leamer of Fixed Gear Strategies and an update from NATE President & CEO, Todd Schlekeway, on what is currently happening in the industry. The presidents of the



Tower Safety and Solutions for Africa's Difficult Climates

By Matthew Edwards

Most of the world lags the United States in health and safety for work at height, and one of the laggards remains Africa. Operators, towercos, and contractors have united to change that through a program called Lifting Safety To New Heights, something TowerXchange has been supporting through sessions at our Meetups for many years.

Among panel discussions on corporate governance, build-to-suit and ESG, we have seen leadership prioritize health and safety in the African tower industry. Unlike in more mature markets in Europe and the US, Africa lacks a consistent and universal framework for HSE practices – contractors may not even follow the same protocols from job to job. Differences in standards by country, by customer, and by supplier means that there is a huge range of practices varying from strict to almost non-existent.

Helios Towers and HSE specialist Gravity Training delivered a joint presentation at TowerXchange Meetup Africa 2023 about the importance of HSE, highlighting how a lack of legislative frameworks, high volumes of suppliers and partners and multi-tiered contractual engagements makes keeping track of management and practices extremely challenging.

The resourcefulness of people in Africa is one of the continent's greatest strengths. But this

ability to solve problems with whatever tools and solutions are available can cause “process entrepreneurs” to sidestep safety protocols that are there for a reason. This comes with a cultural mindset that is more willing to take risks when tasks need completing and can act as a barrier to following HSE practices and standards that are seen as top-down impositions. Often, site workers must, or feel like they must, make unsafe decisions to ensure tasks get done. Encouraging managers to be supporting and create an environment where workers feel comfortable speaking up about how safe they feel can help create a safer work environment.

One particular challenge that African site teams face is travel, as many sites are in remote and hard-to-reach areas, requiring long travel distances where transportation infrastructure and driving standards can be poor.

There are also additional risks in countries with instability and high rates of crime. Due to this, car accidents make up most fatalities and injuries for site teams.



Matthew Edwards is a Product Director for TowerXchange. He can be reached at matthew.edwards@towerxchange.com or +44 789 994 7585.

Climate also makes working safely in Africa a challenge. Wet weather can make roads dangerous, and traffic fatalities and injuries already account for most of dangers faced by the field force in Africa. High temperatures can cause a lack of adherence to safety protocols that require heavy safety attire and the remoteness of sites make oversight difficult. Winds are generally low across Africa, and are especially calm in West Africa, but dust storms can affect visibility during construction, maintenance, and travel. But digitization might be the key to tackling this.

Improvements in predictive maintenance, efficiency-enhancing software and remote monitoring can all help minimize the need to send out site teams, reducing the chances of accidents traveling to or being on-site. There is also a big separation between HSE initiatives by top-level management and what is practiced on-site, especially if this is outsourced to local suppliers who might not have oversight of their day-to-day standards. Coordination in process across operators, contractors and vendors can help put a floor to safety processes.

Platforms that monitor the actions of contractors and internal teams can help ensure these practices are adhered to. Drones can also help mitigate risks of on-site teams by reducing the need for site visits, utilizing digital twins to provide visibility on the tower, while also reducing the need for teams to work at height. Precision data-gathering via drones can also help reduce human error in data gathering. The key to making HSE in African towers a success will be ensuring representation from all industry stakeholders, giving those at the bottom of the chain a voice, while providing education for those at the top about what goes in to site visits.



For the first time in 11 years TowerXchange Meetup Africa is moving to a new home, The Kenyatta International Conference Centre in Nairobi, Kenya. On September 10-11 we will be uniting the telecom tower community in Africa with digital infrastructure leaders from ITW, Datacloud, and our new Digital Infrastructure Power Summit. Health and safety will be a top concern on site and I hope to see some of NATE's readers there. ●

community in Africa with digital infrastructure leaders from ITW, Datacloud, and our new Digital Infrastructure Power Summit. Health and safety will be a top concern on site and I hope to see some of NATE's readers there. ●

Calling all NATE Member photography enthusiasts!

NATE welcomes your assistance with collecting tower and communications infrastructure related photos to be used for NATE's various initiatives, projects, and promotional materials. Submit your photos to NATE Marketing Manager Sara Goddard at sara@natehome.com for a chance to have your photo showcased.

Please include the following with your photo:

1. Company Name
2. Contact
3. Photographer
4. Address
5. City/State/Zip
6. Phone
7. Email
8. Brief Description of Photo/Location



- Photos may be submitted as 8" x 10" or larger prints or as TIFF, PNG or JPEG high resolution digital images with a MINIMUM of 300 dpi and/or 2400 x 3000 pixels.
- Photos will not be returned.
- All photos must be relevant to the tower and/or communications infrastructure industries.
- Any photo portraying improper safety will not be considered.
- NATE reserves the right to use any photo submitted, as long as proper credit is given.
- By submitting your photo you are granting NATE permission to use your photo.



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NATE Congratulates the Graduates of the PPE for Telecom Workers: Hazard ID, Selection, and Use Training Courses that were Recently Hosted by the Association



Warwick, Rhode Island • April 12, 2024



Denver, Colorado • April 24, 2024



Philadelphia, Pennsylvania • June 17, 2024



Tustin, California • May 10, 2024



Mobile, Alabama • May 24, 2024

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PPE for Telecom Workers: Hazard ID, Selection, and Use Training Course



Mark your calendar!

The *PPE for Telecom Workers: Hazard ID, Selection, and Use Training Course* is coming to a location near you in 2024. This training is available to employers and their employees through NATE and a U.S. Department of Labor grant.

We have also added full day instructor-led **REMOTE TRAINING OPTIONS** on June 17, 2024, August 8, 2024, and September 17, 2024 for those who may have missed our previous training courses. We kindly require in-person attendance for those within 100 miles of the in-person training course locations.

Please see the links at right to register for the remote training for each specific location.

Training is for both NATE members and non-members.

In-Person Registration

For more information and to register visit:
<https://bit.ly/3SbkU0y>



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DATES/LOCATIONS

Friday, July 19, 2024
9:00 AM-4:30 PM (CDT)
Frisco, Texas

Thursday, August 8, 2024
9:00 AM-4:30 PM (EDT)
Louisville, Kentucky

REMOTE TRAINING REGISTRATION:



bit.ly/HarwoodKY8-08-24

Tuesday, September 17, 2024
9:00 AM-4:30 PM (EDT)
Tampa, Florida

REMOTE TRAINING REGISTRATION:



bit.ly/HarwoodFL9-17-24

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NATE Releases Electrical Safety Awareness Video

Video is the Second to Debut in Volume 7 of the Association’s Popular #ClimberConnection Series

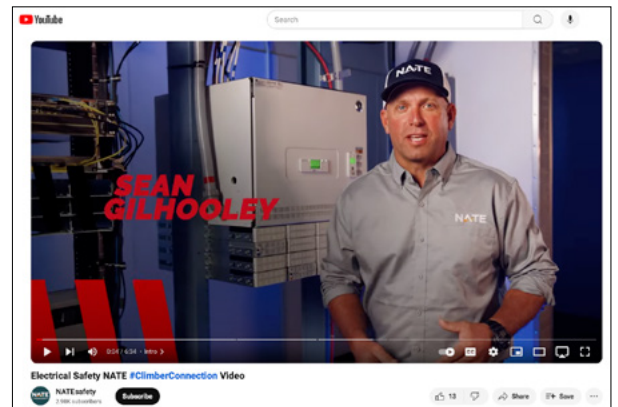
NA TE: The Communications Infrastructure Contractors Association recently unveiled a video shining a spotlight on the topic of Electrical Safety Awareness. The video is the second to debut in Volume 7 of the Association’s popular #ClimberConnection Series.

The NATE Electrical Safety Awareness video is intended to provide guidance to the industry’s technician workforce regarding the hazards associated with working near power lines as well as the equipment and training protocols necessary to keep workers safe in these environments. The video also highlights the NATE Electrical Safety Awareness training resources that are available for free to the Association’s members and stakeholders in the industry.

“As convergence happens and the industry continues to evolve, we are seeing more scenarios where tower technicians are getting exposed to overhead and downed electrical hazards while deploying wireless and broadband services,” said Corey Manus, Vice President Business Development and Special Projects at TES, a Congruex Company.

“The video touches on many crucial elements on which the industry’s workforce needs to be educated and trained to ensure their safety when working in these environments. I would strongly encourage companies in the industry to incorporate this video into their tailgate safety meetings and training sessions,” added Manus.

Scan here to watch the Electrical Safety Awareness #ClimberConnection Video. NATE encourages tower technicians, contractor companies, tower owners, wireless carriers, public safety communications officials and all communications infrastructure stakeholders to actively take part in this campaign by posting the video on their respective social networking platforms using the hashtag #ClimberConnection.



The Association also encourages industry workers to subscribe to NATE’s YouTube Channel and share their comments on the video through social interaction on the Association’s Facebook, Instagram, LinkedIn, Tumblr, X and YouTube platforms.

To access NATE’s Electrical Safety Awareness Training Curriculum and Resources, visit the Association’s website at the following link: <https://natehome.com/safety-education/susan-harwood-grant-courses/2023-electrical-safety-awareness-for-telecom-workers-training-course/>.

The #ClimberConnection Volume 7 campaign is designed to supply education on timely topics directly to the industry’s workforce. ●

For additional information on NATE, please visit natehome.com.

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NA TE values and appreciates the role that our members play in the industry. This Member Anniversary Recognition feature appears in each edition of *Tower Times* in order to honor the companies who have been members of NATE for 15+ years.

The following companies first became members 15+ years ago during the months of July, August, and September. Happy anniversary and thank you for your loyalty and dedication to the Association!

A & W Communications, Inc.

AIIG Fabrication

ANS Advanced Network Services LLC

Arcosa Telecom Structures

ATG Communications, LLC

Beal-PMI, Inc.

Chaffin Tower Services, Inc.

COMTRAIN

Dialight Corporation

Dillon Force Measurement

Epic Communications

Excalibur Builders and Maintenance, Inc.

Fent Tower Services L.L.C.

Global One Communications Co. (GOCC, Inc.)

Higgins Tower Service, Inc.

HighTower Solutions Inc.

Kilowatt, Inc.

MCIS, Inc.

Microwave Transmission Systems, Inc.

Mid Atlantic Contracting, Inc.

Midland Tower Construction, Inc.

MID-STATE Communications & Electronics, Inc.

NEC Group

Northern Pride Communications, Inc.

Northern Tower Erection Co.

Omega Development Company

Phillystran

Pilgrim Communications, Inc.

Pioneer Telephone Cooperative, Inc.

Preformed Line Products

RIO Steel & Tower, Ltd.

Shane Davis Tower Painting Inc.

SiteMaster, Inc.

Sky-Comm, Inc.

Smith Bagley, Inc; dba Cellular One of NE AZ

Speelman Electric, Inc.

SPX Aids To Navigation (AtoN)

Steimel Communications, Inc.

T Steele Construction Inc.

Tessco Technologies

Tower Engineering Professionals, Inc.

Tower Technologies Group LLC

TowerMRL, LLC.

Wicomm Construction

Windy City Tower Techs LLC





The Next Generation

By Lindsey Westphal

As another school year has come to a close it is important to look at the generation that is entering the workforce full-time. With all the ebbs and flows that we have seen over the years, it is essential that we show those entering the workforce the necessity to see the many opportunities in our industry. We need to reach out and diversify.

Women are strong and visionary employees that are missing in many roles in our industry. From tower technicians to high-level positions and even women owned companies, the Women of NATE feel that there is a vital need to reach out and empower all women.

The Women of NATE (WON) is proud to be able to offer WON Education Scholarships that were founded to promote and encourage more women to enter our industry. Through the establishment of the Women of NATE (WON) initiative, the Association is proud to recognize the vital contributions of women in the diverse tower and communications infrastructure industry.

We are very excited for our 4th annual Women's Leadership Summit in San Diego, California, on September 19, 2024. Registration and sponsorships are now live. Register today to secure your spot. The Women's Leadership Summit is an event to grow and empower women in the industry. The Summit brings together women from different aspects of the industry to learn together and promote collaboration.

If you are interested in applying for the WON Education Scholarship watch for the 2025 WON Education Scholarship application which opens November 1, 2024 through mid-January 2025. In addition to the one-page application form, applicants must provide an essay on why they believe the WON Education Scholarship will help them achieve their career goals in the telecommunications industry; proof of acceptance or enrollment in college, technical school or continuing education program; and a letter of nomination from a current NATE member company.

Watch for the monthly newsletter, *Women of NATE Today*, that goes out via email and is posted on the NATE website. The newsletter includes profiles of women in the industry, photos, featured educational articles, upcoming events, and more. Visit natehome.com/women-of-nate to subscribe to the newsletter. If you would like to be profiled, or know someone who should be, have photos at industry events or on the job, or other content, please email Jessica Cobb at jessica@mdtsusa.com.

As we send the next generation into the world to find their place, be sure to encourage them to see the opportunities that lie waiting in our industry.

Empower the opportunity for diversity. ●



Lindsey Westphal is the CFO of WAVE Communications and serves on the Women of NATE (WON) Committee. She can be reached at 608-837-9050 or lindsey@blackhawktower.com.



Visit bit.ly/NATEMrktToolbox to download the NATE Marketing Toolbox for Women's Leadership Summit sponsorship opportunities on page 12.



Build a Disaster Preparedness Kit

After an emergency, you may need to survive on your own for several days. Being prepared means having your own food, water and other supplies to last for several days.

A disaster supplies kit is a collection of basic items your household may need in the event of an emergency.



Make sure your emergency kit is stocked with the items on the checklist below. Download a printable version to take with you to the store (https://www.ready.gov/sites/default/files/2024-05/ready_supply-kit-checklist.pdf). Once you take a look at the basic items consider what unique needs your family might have, such as supplies for pets or seniors.

Basic Disaster Supplies Kit

To assemble your kit store items in airtight plastic bags and put your entire disaster supplies kit in one or two easy-to-carry containers such as plastic bins or a duffel bag.

A basic emergency supply kit could include the following recommended items:

- Water (one gallon per person per day for several days, for drinking and sanitation)
- Food (at least a several-day supply of non-perishable food)
- Battery-powered or hand crank radio and a NOAA Weather Radio with tone alert
- Flashlight
- First aid kit
- Extra batteries
- Whistle (to signal for help)
- Dust mask (to help filter contaminated air)
- Plastic sheeting and duct tape (to shelter in place)
- Moist towelettes, garbage bags and plastic ties (for personal sanitation)

- Wrench or pliers (to turn off utilities)
- Manual can opener (for food)
- Local maps
- Cell phone with chargers and a backup battery

Additional Emergency Supplies

Consider adding the following items to your emergency supply kit based on your individual needs:

- Soap, hand sanitizer and disinfecting wipes to disinfect surfaces
- Prescription medications. About half of all Americans take a prescription medicine every day. An emergency can make it difficult for them to refill their prescription or to find an open pharmacy. Organize and protect your prescriptions, over-the-counter drugs, and vitamins to prepare for an emergency.
- Non-prescription medications such as pain relievers, anti-diarrhea medication, antacids or laxatives
- Prescription eyeglasses and contact lens solution
- Infant formula, bottles, diapers, wipes and diaper rash cream
- Pet food and extra water for your pet
- Cash or traveler's checks
- Important family documents such as copies of insurance policies, identification and bank account records saved electronically

How to Contact

OSHA: For questions or to get information or advice, to report an emergency, fatality, inpatient hospitalization, amputation, or loss of an eye, or to file a confidential complaint, contact your nearest OSHA office, visit www.osha.gov or call OSHA at **1-800-321-OSHA (6742)**, TTY **1-877-889-5627**.

or in a waterproof, portable container

- Sleeping bag or warm blanket for each person
- Complete change of clothing appropriate for your climate and sturdy shoes
- Fire extinguisher
- Matches in a waterproof container
- Feminine supplies and personal hygiene items
- Mess kits, paper cups, plates, paper towels and plastic utensils
- Paper and pencil
- Books, games, puzzles or other activities for children

Maintaining Your Kit

After assembling your kit remember to maintain it so it's ready when needed:

- Keep canned food in a cool, dry place.

- Store boxed food in tightly closed plastic or metal containers.
- Replace expired items as needed.
- Re-think your needs every year and update your kit as your family's needs change.

Kit Storage Locations

Since you do not know where you will be when an emergency occurs, prepare supplies for home, work and cars.

- **Home:** Keep this kit in a designated place and have it ready in case you have to leave your home quickly. Make sure all family members know where the kit is kept.
- **Work:** Be prepared to shelter at work for at least 24 hours. Your work kit should include food, water and other necessities like medicines, as well as comfortable walking shoes, stored in a "grab and go" case.
- **Car:** In case you are stranded, keep a kit of emergency supplies in your car. ●



GREAT PLAINS REGIONAL CONFERENCE

Wednesday, October 9, 2024

UMB Field Room at Children's Mercy Park Stadium

1 Sporting Way | Kansas City, Kansas

More information on Speakers and Session Topics to be announced soon.
For details on Sponsorships, please refer to the NATE Marketing Toolbox.



For more information contact NATE Manager of
Wireless Industry Network (WIN) Megan Reiffenberger
at megan@natehome.com.





529 Plan Withdrawals

Taking Distributions for College and Other Education Expenses

If you have been funding a 529 college savings plan and are now planning to start withdrawing those funds, it is important to understand the IRS distribution rules so you can take out your hard-earned savings without paying unnecessary income taxes and/or penalties.

Before going through the distribution rules, let's review who makes the distribution decisions.

The account owner, usually the parent or other contributor, controls the account, including deciding when, to whom and how much to distribute.

The designated beneficiary does not have the authority to take ownership of the assets or direct distributions on the 529 account with one exception—if the 529 is set up as a UTMA/UGMA 529.*

Paying for College Expenses

Since the primary goal of a 529 plan for most people is to pay for college expenses, you can expect distributions for qualified higher education expenses to an eligible postsecondary school to be exempt from both federal and state income tax.

Let's look at these two important definitions:

1. Eligible Postsecondary School

- The school must be eligible to participate in a student aid program

administered by the US Department of Education (which maintains the list on its website).

- Virtually all accredited US post-secondary institutions qualify, and certain institutions located outside the US also qualify.
- Qualified schools include colleges and universities, whether two-year or four-year, in state or out of state, public or private, undergraduate or graduate, in-person or online. Vocational or trade schools and certain apprenticeship programs also qualify.

2. Qualified Higher Education Expenses

- Tuition and fees.
- Books, supplies, and equipment.
- Purchase of computer equipment, software, internet access or related services (but not generally software for sports, games, or hobbies).
- Registered and certified apprenticeship program fees, books, supplies, and equipment.
- Special-needs services in connection with a special needs beneficiary's school enrollment.
- Room and board if enrolled at least half time, either the actual cost for residing in school-owned housing, or the room and board allowance in the school's cost of attendance (even students who live at home and commute to college have a room and board cost of attendance).

(CONTINUED ON PAGE 86)



This article was provided by **Michael Cole** and **James Willers**, Financial Advisors with UBS Financial Services Inc. in Sioux Falls, South Dakota.

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Paying for Expenses Other Than College

While paying for college may be the most common use of 529 balances, you can take distributions for other reasons including:

K-12 Expenses

529 plans can also be used for elementary and secondary school expenses but are more limited than for post-secondary expenses and are not recognized by all states. Check with a tax advisor regarding whether your state might require you to pay state income tax and penalties on K-12 withdrawals. Here's what qualifies:

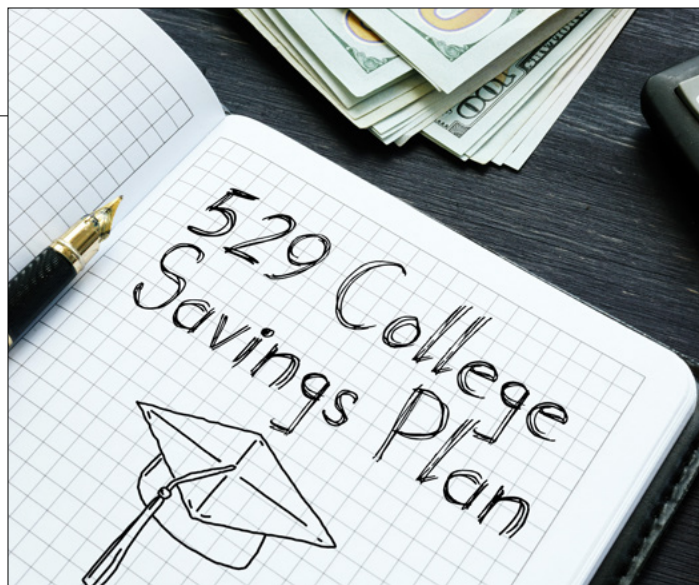
1. Eligible elementary or secondary school - includes public, private, or religious schools for grades K-12.
2. Qualified elementary and secondary education expenses - tuition costs alone, up to \$10,000 per year.

Student Loan Repayments

Up to \$10,000 can be distributed free of federal income tax to pay for principal or interest on qualified education loans (generally all federal student loans and most private student loans) of the 529 beneficiary or a sibling. However, it may be considered a non-qualified distribution in certain states and therefore subject to state income tax.

Non-qualified Distributions

- Anything other than the reasons above will most likely be considered a non-qualified distribution. This includes many things including medical insurance or expenses and transportation expenses even if they are required to attend the school.
- Since 529 contributions are made on an after-tax basis at the federal level, the contribution portion will never be subject to federal income taxes.
- Since the earnings portion grows tax-deferred, it is subject to federal income taxes and generally also a 10% federal penalty if it's a non-qualified distribution.
- Any distribution from a 529 plan is made on a pro-rata basis, meaning each withdrawal consists of a proportional amount of contribution and earnings.
- The earnings portion of a non-qualified distribution is taxed as ordinary income to the person who receives the withdrawal. Note that the account owner chooses whether they or the beneficiary will receive the withdrawal at the time they request it from the 529 plan.
- In cases of death, disability or attendance to any of



the US Armed Forces academies of the beneficiary, the 10% penalty does not apply (but the earnings are still taxable).

- If the beneficiary receives a scholarship, a penalty-free distribution may be taken in that calendar year up to the amount of the scholarship (but the earnings are still taxable).
- If a state income tax deduction was taken on the original contributions, state "recapture" income must generally be reported.
- There may also be state income tax penalties for nonqualified distributions.

Note that all 529 distributions will result in an IRS form 1099-Q issued to the individual receiving the distribution. If the funds were used for qualified education expenses, there is usually nothing to report on a federal income tax return. If nonqualified distributions were taken, work with a tax advisor to calculate and report the amount that is taxable and to coordinate the 529 distribution with any Coverdell Education Savings Account distributions and America Opportunity and Lifetime Learning credits.

Rollovers

Rollovers to a New Beneficiary

When a 529 account is established, a beneficiary must be named. The 529 account owner may decide at any time that they want the funds moved to another beneficiary.

A non-taxable rollover is permitted to members of the beneficiary's family, which include the beneficiary's:

- Spouse
- Child (including a stepchild, foster child, adopted child, or a descendant of any of them)

- Siblings including a step-sibling
- Parents or their ancestors
- Stepparent
- Sibling of a parent
- In-laws including child, parent or sibling of the beneficiary's spouse
- Spouse of any individual listed above
- First cousin

Parents of multiple children may choose to save the same amount in a 529 plan for each child, but each child might vary in how much their school costs, how long they attend, etc., so it's comforting to know that any money left over for one child can be easily rolled over to another who needs more money to finish their schooling.

Rollovers to a Roth IRA

529 assets may now be rolled over to a Roth IRA with a few limitations:

- May only roll over to a Roth IRA for the 529's beneficiary (not to the account owner's Roth IRA).
- 529 account must have been opened for 15+ years.
- Maximum lifetime rollover of \$35k per individual.
- Maximum annual rollover of the lesser of earned income or the annual contribution limit each year (currently \$7,000), reduced by any IRA contribution made for that year.
- Amounts contributed in the past five years and their earnings are ineligible to be rolled over.
- Not all states recognize this feature and may tax the 529 distribution at the state level.

This new 529 to Roth rollover option provides more investment flexibility in that some money left over in the beneficiary's 529 can be used to jump-start their retirement savings.

Rollovers of Refunds

When refunds of tuition, fees, room and board, and similar payments are received from the school, they should always be redeposited within 60 days to the 529 to be used for future education expenses and to avoid owing income tax on the refund.

Rollovers to the Same Beneficiary

It's important to note that rollovers to a new 529 plan for the same beneficiary, which typically happens when moving to a different 529 plan, is also allowed but it must be completed within 60 days of distribution and is limited to only one rollover per beneficiary in any 12-month period. It might be confusing to keep the 529 change limits

straight so here's a handy chart:

| Type of change | Limits |
|---|--------------------------|
| Change of beneficiary | Unlimited |
| Rollover to the same beneficiary/another 529 plan | Once per 12-month period |
| Investment change | Twice per calendar year |

Best Practices for 529 Distribution Recordkeeping

Paying College Tuition and Fees

It is typically easiest to direct your 529 provider to pay the bill for tuition and fees directly to the school. From the time the student receives the bill until the time it is due, there is usually ample time to request the withdrawal check that your 529 provider will mail directly to the school. Have the correct address at the school to receive the check and include the student's account number or ID in the memo field, and your 529 provider will likely store that information in their website for future distributions to the same school.

Paying for College Books, Supplies and Equipment

Since books, supplies, and equipment are usually not going to be paid as part of a bill from the school, you can pay those out of pocket and then request a 529 plan reimbursement. We recommend keeping the receipts of required book purchases, laptops or other computer equipment in case of an audit.

Paying for "Room and Board" While in College

When using on-campus housing and a meal plan, these charges will be included in the same bill as tuition and fees so paying all these expenses together in one 529 withdrawal direct to the school is usually the neatest way to go. Off-campus housing payments can be a little trickier since you are paying a landlord and not the college for a private apartment or house rental. Most times, the cost of off-campus housing will be less expensive than on-campus dorms and apartments so it is acceptable to pay the rent and get reimbursed. Do not use your 529 plan to pay for the costs of rent and food for times the student is not attending college at least half-time. Keep records of rent payments and food costs and make sure they remain lower than the school's posted cost of attendance for those expenses. If food costs are not from a regular or "commuter" meal plan, you should consider keeping a log of supermarket or restaurant charges and make sure you only reimburse for reasonable expenses that are lower than the school's estimate for food costs. Obtain the cost of attendance from the school's website. See a sample cost of attendance from a public university to understand what to look for:

(CONTINUED ON NEXT PAGE)

2024-25 Undergraduate Estimated Cost of Attendance

| On/Off Campus | New York | |
|-------------------|----------------|--------------|
| | State Resident | Non-Resident |
| Tuition | \$7,070* | \$24,910* |
| Fees | \$3,293 | \$3,293 |
| Books | \$1,000 | \$1,000 |
| Housing and Meals | \$18,809** | \$18,809** |
| Transportation | \$250 | \$450 |
| Personal | \$750 | \$750 |
| Total | \$31,172 | \$50,462 |

Source: Binghamton.edu/financial-aid/cost.html.

* As of December 2023 and subject to change.

** Figures reflect median housing plan and meal plan C.

Timing of Getting Reimbursed

Perhaps the most important thing to remember is that a 529 reimbursement must be made in the same calendar year as the cost was incurred. Do not save up years of expenses to get reimbursed all at once because this will result in a large non-qualified distribution.

Transportation

Even though a college’s official cost of attendance includes an allowance for transportation expenses, the definition of qualified higher education expenses does not include transportation expenses. This applies even if the student lives at home and commutes via car or public transportation. Those expenses must be paid out of pocket.

Options for Overfunded 529s

The following options can be considered when a 529 account has more money than needed to pay for the beneficiary’s education expenses:

1. Rollover to a sibling or other eligible family member.
2. Leave the account for the beneficiary’s future higher education, e.g., graduate school.
3. Leave in the account for the beneficiary’s future children and change the beneficiary when the child or children are born.
4. Rollover to the beneficiary’s Roth IRA when eligible.

Consider whether all eligible expenses in the current year have been submitted - this includes off-campus housing and food expenses (even for students living at home), purchases of laptops, books and other items. You can submit for these expenses in the calendar year in which they were incurred.

Let Us Have a Conversation

While we expect this overview provides a good start in understanding how 529 distributions work, let’s have a conversation about any questions you have on your 529 plan(s). You should also discuss your withdrawal plans with your tax advisor. ●

* A UTMA/UGMA account balance can be transferred to a 529 but it retains the UTMA/UGMA ownership characteristics, meaning the child is the account owner and takes control of the 529 at the age of majority. The advantage of moving UTMA/UGMA assets to a 529 include potentially increasing the child’s eligibility for federal student aid.

Refer to IRS Publication 970 at irs.gov for more information on 529 plans.

Purpose of this document.

This is marketing material intended to help you understand services and investments we offer. It should be used solely for the purposes of discussion with your UBS Financial Advisor and your independent consideration. UBS does not intend this to be fiduciary or best interest investment advice or a recommendation that you take a particular course of action.

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**ATTENTION
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MEMBERS!**

NATE
**MEMBER
BENEFIT
HIGHLIGHT**

NATE Member Portal

NATE recently launched the new NATE Member Portal to improve members' access to information and NATE Member Only benefits. The NATE Member Portal allows member company's employees to create their own account to access safety materials while keeping organizational information and Member ID's secure so only key individuals in the company can access and update information.

Effective **June 3, 2024**, the traditional Member Login page on the **natehome.com** website will redirect to the NATE Member Portal. In order to access the portal, you must set up your NATE Member Portal account.

If you have previously logged in, use your existing credentials (these are the same credentials utilized for the NATE Mobile App).

Each NATE member company employee can create their own login. The NATE member primary company contact will have access to add employees, remove employees, and update company information at any time. Individual employees can create their own profile, access NATE member benefits and safety resources at any time via the portal or through the NATE Mobile App.

The new NATE Member Portal grants access to all member only materials. Set up your account today to ensure uninterrupted access to all NATE member benefits.

Please contact Member Services Manager, **Jill Rethke** (jill@natehome.com) or Member Services Coordinator, **Rhonda Arbogast** (rhonda@natehome.com) with any questions or concerns.

It's Renewal Time!

NATE

**Keep Your Partnership In Safety, Standards and Education
and Renew Your Membership Online Today!**

Go to the NATE Member log in section of the website (natehome.com) to access the NATE Member Portal and go to "Renew My Membership." This process allows members to easily update your company information and submit your payment.

Each member has their own credentials. If you have questions, please email the NATE office at jill@natehome.com or rhonda@natehome.com or call **605-882-5865**.

NATE | 8 Second St SE | Watertown, SD 57201

What is safety and how is it defined or used in the telecommunications industry? If we google the word safety, we get this definition; “The condition of being protected from or unlikely to cause danger, risk, or injury.”

In the old days of telecom, we heard stories of telecommunication workers climbing or working on communication towers with just a safety belt and a rope. There was not a 100% tie-off guideline.

OSHA was signed into law in 1972, by President Nixon. Research shows that the rate was 10.9 cases per every 100 workers in 1972. This was greatly reduced to 2.8 cases per every 100 workers in 2018. Through the years we have lost a lot of good people and these deaths have affected everyone in the tower industry, from the back office to the guys in the field.

Telecommunications is an industry where we all consider each other family. It is a brotherhood/sisterhood. We are building networks and infrastructure worldwide to ensure reliable and efficient communication. Over the years this industry has grown from broadcast/media to cellular and now includes the agriculture industry with tractors and farm equipment using wireless technology; advanced clean technology; renewable industry; and a lot more.

With the growing trends that our industry faces, we are finding increased pressures of deadlines and cutting costs on projects. These pressures are more than some would like or understand, which leads to safety being ignored or corners cut to meet the deadlines and increase a company's bottom line.

One of the guidelines of safety that is often ignored is mental awareness. Men and women in the telecommunications/construction industry are often working on the road for 12 to 14 hours a day. In good weather, they work from sunup to sundown to beat the weather windows and get the job done faster. Workers frequently spend four to six weeks on the road away from their families, resulting in minimal home life.

With the slowdown in cellular, we have seen several good workers leave the industry. They are finding jobs closer to home to be with their families. It is not that they are giving up on what they love; they are frustrated with how this industry treats them; the fluctuating work; lack of a national work standard across the board for projects; the payments that they are getting for the work they are doing; increased pressure to get things done faster and cheaper. To this end, clients are seeing a lack of quality in their projects. Contractors are submitting change orders because they unbid the job and need to put money back in their pockets.

With all these issues, what can we do as an industry to fix these problems or at least start to break them down and find adequate solutions to negate the issues that cause these problems?

First, we can go back to doing our due diligence on projects. The end client, the engineer, and the worker should be meeting to discuss the work. Site walks are one thing this industry has gotten away from. But these site walks spelled out the field working conditions before the job was bid or started. It kept everyone on the same page and honest when it came to providing pricing for jobs.

Second, we can share resources on projects. In the old days, if you needed a few guys to help on a job, you called one of your buddies to lend a hand. We all shared the work and got it done within budget and on time. The only change orders we had were for unforeseen things we encountered in the field. These changes were few and far between.

Third, we need to pay more attention to the mental awareness of the workers. We need to activate the buddy system. Pay attention to those who are feeling “off.” They may be going



Carey Bailey is the CEO of Northpoint Construction and Tower Services LLC and serves on the OSHA Relations Committee. She can be reached at 434-664-5178 or carey@northpointtowers.net.



through personal issues or just feeling overwhelmed with the work. Stress is a big thing. Stress has been a leading cause of accidents over the years. I have had to personally clean up a few of these accidents. This is one area we need to come together to review and address.

Lastly, we need to mentor the workers in the field. The old days are gone and we need to face that, but there are still enough of us tower gods (Vikings as we are sometimes referred to). We need to accept the fact that our time in the industry is passing. We must teach the ones coming behind us. This is called building a legacy.

In closing, the telecommunications industry needs to work together to address and solve our safety needs. NATE has formed committees like the NATE OSHA Relations Committee. These committees are doing their best to identify the issues and come up with ways to solve them. But this is not enough. I am a firm believer that every company owner needs to go and work side by side with their crews on a few different projects; to see what happens out there in the field and see the issues that often do not make their way back to the office to be addressed. Together we can make that difference. Together we can be united. ●

The NATE PERKS program is designed to allow NATE members to leverage discounts and perks from fellow NATE member companies. The NATE PERKS program is a series of discounts and perks provided by NATE members, exclusively for their fellow NATE members. To redeem the offered discount, you must reach out to the participating company to receive the appropriate discount code. You may be asked to prove your NATE membership. We encourage you to utilize this benefit to save money on supplies and services your company needs.

NATE PERKS PARTICIPATING COMPANIES

AS OF APRIL 10, 2024



Tailgate Safety Topic

For more information: www.toolboxtopics.com

When Your Body Gets Hot

You know you're stressed out from the heat when you sweat a lot, have muscle spasms, get a headache, get tiny red bumps on your skin, or feel dizzy, weak, or sick to your stomach. If this describes you on a hot work day, drink plenty of water throughout the day. Take your rest breaks in a cool or shady area. Massage muscle cramps. Use a mild drying lotion to get rid of heat rash. Taking salt tablets is NOT necessary. There's enough salt in your normal diet!

If a fellow worker passes out from the heat, get them into shade, loosen clothing to cool them down, and give water only when they are conscious.

What Signs Do You Notice When Your Body is Too Hot?

First, you may notice that you are tired and less mentally alert. This increases the danger of accidents. You may sweat. The body produces sweat so the evaporation will cool you off. Sweating is not as effective if the air is very humid, because not as much sweat evaporates. Heat rash is possible. You get it when your sweat glands swell and get plugged up. You can get sunburn if you are in direct sunlight too long without using a sunscreen to protect your skin. Sunburn can be painful and may even lead to skin cancer.

Heat Stress, Exhaustion, and Stroke

If you do not pay attention to these early symptoms and get out of the heat, you can get **heat stress**. What does this do to your body?

The first symptom is usually **heat cramps**. If you do not replace the fluids and salts (called electrolytes) that you lost by sweating, you may get muscle pain or muscle spasms. These are most common in the arms, legs, back, and stomach.

Heat exhaustion can follow. Your whole body (especially your circulatory system) is extremely stressed out. Some



possible symptoms are a pale and flushed face and neck, clammy skin, heavy sweating, fatigue, shortness of breath, headache, dizziness, or fainting, nausea, vomiting, rapid heartbeat and breathing.

Heat stroke is the most serious stage of heat stress. Your body temperature shoots up. 50% of people with heat stroke die. Symptoms are: dizziness and confusion; red, hot, dry skin; nausea and vomiting; very little sweating; rapid pulse, high body temperature around 105 degrees; convulsions; fainting. Anyone with **heat stroke** must be taken to a doctor or hospital immediately.

What is the Best Treatment for the Different Stages of Heat Stress?

Heat cramps - Stop work, drink fluids, and rest in a cool area. Drinking Gatorade or other electrolyte replacement fluids may also help.

Heat exhaustion - Give first aid by moving the person to a cool place to rest. Remove as much clothing as possible. Give the person water. Drinking electrolyte solutions may also help. Do not allow the person to get chilled, and treat for shock if necessary. Get medical help.

Heat stroke - Call 911 to get medics immediately. Immerse the person in cool water or ice.

What to Do When Working in the Heat

- Drink a lot of cool water or an electrolyte replacement drink like Gatorade. You may need a quart or more depending on conditions. Drink even if you don't feel thirsty.
- Take frequent breaks in an air-conditioned or shaded area.
- Wear appropriate clothing when you are in the sun. The best clothing is a loose, lightweight cotton shirt and pants in a light color.
- Wear a wide-brimmed hat in the sun. Wear a light-weight long-sleeve shirt and long pants if it's over 95 degrees.
- Use a sunscreen product to protect your skin from ultraviolet rays in sunlight. It should have a sun protection factor (SPF) of at least 15 or more. Check the label.
- Limit your use of alcohol. Ask your doctor about prescription drugs you're taking. ●

PRESS RELEASE

NATE Announced Emerging Technologies EXPO – Registration Now Open



This Event is in Partnership with Valmont and the Nebraska/Iowa Wireless Association (NEIA)

NATE: The Communications Infrastructure Contractors Association in partnership with Valmont and the Nebraska/Iowa Wireless Association announced the NATE Emerging Technologies EXPO will take place September 24-25, 2024, at Valmont's extensive facility including an enhanced test site and expanded fairgrounds in Valley, Nebraska.

The world of communications infrastructure is rapidly evolving, and with it, so are the needs and capabilities of the teams who build, serve, maintain, and manage it.

NATE members, telecom industry stakeholders, and technology enthusiasts are encouraged to sponsor and attend this one-of-a-kind industry event. Registration for the event is required but FREE.

The NATE Emerging Technologies EXPO will host networking events, demonstrations, and educational sessions. Join subject matter experts and educational panels as they embrace a wider range of technologies and explore new frontiers while positioning NATE and its members at the forefront of the next wave of advancements in critical infrastructure.

Check out the NATE Emerging Technologies EXPO portal at https://uas24.mapyourshow.com/8_0/#/ to view sponsorships, registration, hotel reservations, etc. ●

For additional information on NATE, please visit natehome.com.

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Vertical Freedom, the film festival recognized, feature length documentary movie, is now available on your favorite platform!

Vertical Freedom chronicles the lives and times of six diverse tower climbers who overcome personal struggle and every-day danger to perform extraordinary work at very high levels to connect us all.

For more information on the movie, visit verticalfreedomthemovie.com.

NWSA Reaches Major Milestone, Surpassing 15,000 Certifications Issued

The National Wireless Safety Alliance (NWSA) announced that the organization has officially surpassed 15,000 certifications issued to workers in the communications infrastructure industry. NWSA reached the 15,000 credentials mark in a 7-year time span, having started offering certification programs to the industry in 2017. The organization made the official announcement live from the 2024 Connectivity Expo Conference at the Georgia World Congress Center in Atlanta, Georgia.

“The 15,000 certifications milestone is a great accomplishment for the industry, validating its adoption of the first and only ANSI accredited trade certifications for telecommunications tower technicians. The momentum of NWSA’s credentialing programs continue to have a positive impact on worker safety, quality and professionalism,” said Executive Director Duane MacEntee. “All of the dedicated industry stakeholders, including the NWSA Board of Directors, Board of Governors, subject matter experts, volunteers, and companies who have committed to NWSA credentialing as a pathway for their employees should be extremely proud of this achievement,” added MacEntee.

The NWSA currently offers the following certification programs leading to worker credentials: Telecommunications Tower Technician 1 (TTT-1), Telecommunications Tower Technician 2 (TTT-2), Antenna & Line Specialty and Foreman. NWSA will also be launching the Advanced Rigging Specialty certification later this year.

Industry workers, companies and stakeholders are encouraged to visit the NWSA website at www.nws-a.org to learn more about the organization and how to begin the process of obtaining certification. ●



About National Wireless Safety Alliance

The NWSA is a non-profit organization that has been established to provide thorough, independent ANSI accredited assessments of knowledge and skills and provide verifiable worker certification to enhance safety, reduce workplace risk, improve quality, encourage training, and recognize the skilled professionals who work on towers and other non-standard structures.

For more information, visit www.nws-a.org.

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Award Recipients Honored

NATE: The Communications Infrastructure Contractors Association honored two legislative and regulatory leaders for their contributions to the organization and industry. The following honorees were presented their awards by NATE's Legislative & Regulatory Council:

Legislative Champion of the Year Award

U.S. Representative
John Joyce
Pennsylvania - 13th District



Regulatory Champion of the Year Award

Doug Kalinowski
OSHA Directorate of State and Cooperative Programs



"On behalf of NATE's 1,060 member companies, we offer our congratulations to both of the award recipients, said NATE Chairman Victor Drouin from Pembroke, New Hampshire.

"These annual NATE Awards allows the Association to continue legacy building by honoring the dedicated men and women who have helped the Association grow and ultimately served to advance safety and professionalism in the industry," added Drouin. ●

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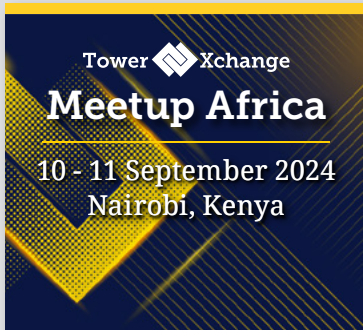
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A square QR code located in the bottom left corner of the graphic, used for quick access to the event information.

For additional information on NATE, please visit natehome.com.

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360° View of the Continent's Entire Digital Infra Ecosystem



TowerXchange Meetup Africa

10-11 September, Kenyatta ICC

TowerXchange has been the home of the African telecom tower industry for over 11 years. Meet the end-to-end industry supply chain all in one place with established and new towercos, MNOs, investors, advisors and vendors for the Who's Who of African towers.

Scan to register for 4 events:



Digital Infra Power Summit

11 September, Kenyatta ICC

New for 2024, the Digital Infra Power Summit will uncover strategies for securing reliable, cost-efficient and renewable power for digital infrastructure around the world for regulators, data centre operators, network providers, cloud and vendors servicing digital infrastructure.



ITW Africa

10-12 September, Radisson Blu

New in the ITW event services, ITW Africa is the region's dedicated meeting for the digital infrastructure community, facilitating deal-making, networking and learning between the continent's decision makers and international connectivity providers and enablers.



Datacloud Africa

10-12 September, Radisson Blu

The brand-new Datacloud Africa event brings together pioneers in data centre, cloud and vendors supporting the rapid growth in data connectivity. Expect world-class thought leaders to share insights on the pivotal role data centres have in designing the future of continent-wide connectivity.

What To Do in Case of An Accident



Even companies with the best safety records know they need to be prepared and have a well-developed plan of action to follow should the unlikely event of a serious, or even catastrophic, accident occur.

Being prepared means having immediate access to the necessary support to ensure that the best possible care is readily available. It also means making certain that all parties in the company know what to do and when it should be done.

It is important to read and understand the laws that are in place regarding accident reporting and the availability of medical services and first aid. These regulations include CFR 1904.3 “OSHA Reporting,” and CFR 1926.50 “Medical Services and First Aid.”

To assist NATE members with developing their own accident contingency plans, the NATE Board of Directors and Safety & Education Committee have developed the following list of suggestions. This list is not intended to be an exhaustive compilation of all possible actions, but is intended to act as a guideline for member companies to develop their own plan of action. The items below are not presented in any particular order.

Emergency Checklist

1. Check the injured individual(s) immediately and assess his/her condition. Apply first aid, if necessary.
2. Call the nearest Emergency Medical Services (EMS), if necessary. As per your company safety program, make certain that all crew members are capable of giving clear directions to the site, and that all crew members have easy access to the EMS phone number. Site directions and the EMS phone number must be easily and readily accessible to all crew members.
3. After calling the EMS, phone the home office and give them as much detail as time allows. An office representative will fill out the required forms.
4. Secure the site so that nothing related to the accident is moved by anyone until the investigation is complete.
5. Before the EMS leaves, be sure that you have their company name and know where they are taking the injured individual(s).
6. The home office should appoint a temporary spokesperson. Only the spokesperson is allowed to make any statements.
7. OSHA and police officials have the authority to question witnesses. Refer to your company policy for guidance. If the police do not arrive to secure the site, then a company representative should remain there.
8. Take pictures of the accident site as soon as possible following the accident, making certain to include any equipment involved, the perimeter and entrance facing the accident scene, and close up pictures of any important items.
9. Office personnel will contact the families of the individual(s) involved in the accident when they have enough information to pass along. How to tell loved ones is a delicate situation, and, if deemed appropriate, clergy may be preferred. Under no circumstances should employees contact family members of other employees.
10. Office personnel must advise the insurance carrier of the accident. This will enable the insurance company to begin its own investigation procedures.
11. The office needs to determine who is going to conduct the company's investigation and if that person is not on site, then they need to be mobilized immediately.
12. The office needs to develop a file on the accident containing all photos taken at the accident scene, copies of all witness reports, copies of all initial written documents, copies of all files concerning personnel at the accident site, copies of all information used on the site, and copies of all contracts, job orders, and correspondence concerning the site.
13. The customer, tower owner, and landowner may need to be contacted per your company policy and/or contract. A company representative should interview witnesses and involved personnel and gather all relevant information.
14. If OSHA conducts interviews, the company representative must obtain permission from the employees to be in attendance (this may vary from state to state, so check with your attorney). Employees may be asked to sign a statement and/or note taken by an OSHA representative. Advise your employees that they are under no obligation to sign anything. If, however, they do choose to sign, then encourage them to review their statement carefully, and remind them that they are entitled to ask for a copy. Additionally, if the employee so chooses, he or she may provide a copy to their employer.
15. No work should be continued until all necessary information has been gathered, and the safety of the work site confirmed.
16. A company may provide counseling before returning to work. ●

PLEASE NOTE: NATE maintains a list of law firms who have experience involving a wide variety of tower industry and labor related issues. In addition to assisting with issues that arise in the day-to-day operations of the Association, these firms are available for hire by member companies as industry-related and company specific legal concerns arise. Please contact the NATE office at **605-882-5865** or **nate@natehome.com** to receive a listing of these law firms.

Introducing the Groundbreaking Tempo® Communications Fiber Trainer

Introducing the groundbreaking Tempo® Communications Fiber Trainer, an advanced solution custom-designed to revolutionize the training landscape for technicians entering fiber optics. Recognizing the pressing need for immersive, technology-driven training in fiber, we have meticulously crafted the Fiber Trainer to empower technicians with hands-on experience like never before.

At the core of this cutting-edge system lies a compact yet powerful platform designed to simulate real-world scenarios in fiber optic installation, testing, and maintenance. The Fiber Trainer is not just a tool; it's a gateway to a dynamic learning experience, offering a comprehensive suite of features to enhance skill development and proficiency in fiber optics.

Key highlights of the Fiber Trainer include:

1. **Simulated Loss Events:** Experience realistic challenges with simulated faulty connectors, Macro bends, and damaged fiber optic cables, enabling technicians to troubleshoot and rectify issues effectively.
2. **1km Fiber Link:** Dive into a practical learning environment with a 1km fiber link that mimics real-world scenarios, complete with midway faults for hands-on OTDR setup, testing, and evaluation.
3. **Fusion Splicing Exercises:** Master the art of fusion splicing with two fiber spools, providing ample fiber for multiple practical fusion splicing exercises. The integrated connectors facilitate seamless loss

testing, ensuring accurate measurement and validation of fusion splice loss.

4. **Comprehensive Training Modules:** Equip technicians with essential skills through modules covering connector inspection and cleaning, fault identification using visual fault locators, cleaving and splicing techniques, fiber loss measurement using optical power meters and light sources, and advanced OTDR usage in Auto or Expert modes for precise length and loss measurements.

Visit <https://www.tempocom.com/products/fiber-trainer/> to learn more. ●



NATE Members may email their product press release along with a full color photo of their product to the NATE office at towertimes@natehome.com. Emailed text must be saved as a PDF or a Microsoft Word document. Graphics and photos must be EPS, TIFF or JPEG files (300 dpi at 8" x 10" is ideal). Press releases will be edited for length and style considerations.

Tower Times highlights NATE Member products that may be of interest to members. *Tower Times* focuses on new products or products that have seen recent updates. Products are selected at random according to the amount of space available in each issue. No preference is shown for advertisers vs. non-advertisers. Submitting a product press release to *Tower Times* does not guarantee publication. In addition, publication in a particular issue cannot be guaranteed.

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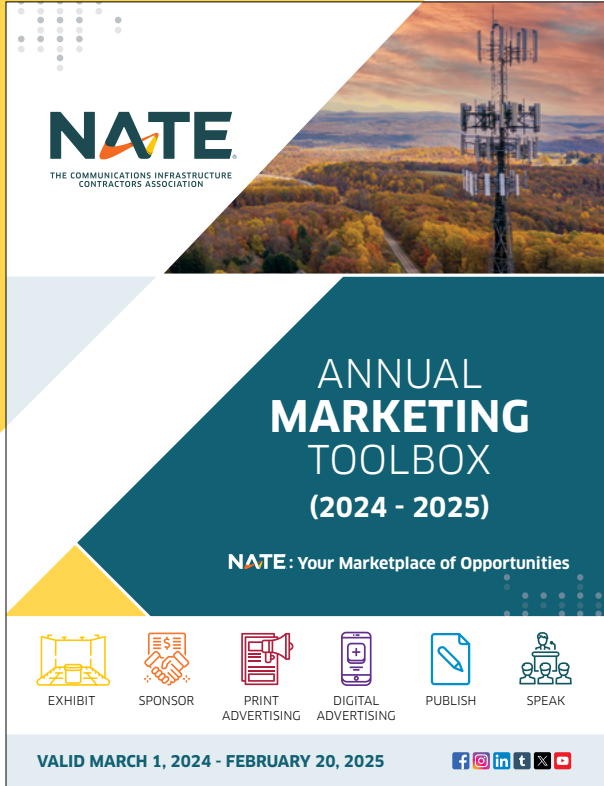
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