



OFFICIAL MAGAZINE OF **NATE**: THE COMMUNICATIONS INFRASTRUCTURE CONTRACTORS ASSOCIATION

TOWER TIMES[®]

natehome.com
2024 • Volume 1




ANSI/ASSP A10.48-2023
Criteria for Safety Practices with the Construction,
Demolition, Modification and Maintenance of
Communication Structures



Improving Quality, Efficiency, Safety, and Communication

**ANSI/ASSP A10.48 and ANSI/TIA-322
Standards Revisions**



Telecommunications
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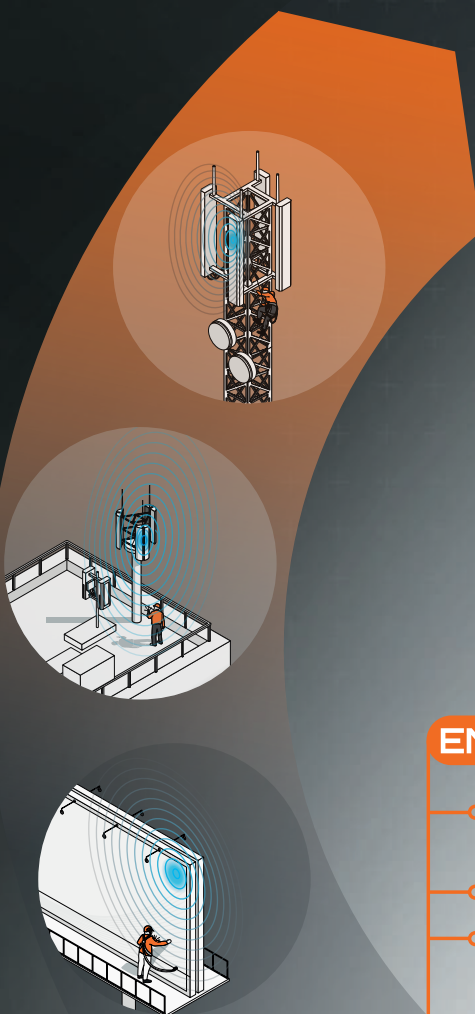
**Loading, Analysis, and Design Criteria
Related to the Installation, Alteration
and Maintenance of Communication
Structures**

EFFECTIVE JANUARY 1, 2024

ANSI/TIA-322-A
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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.



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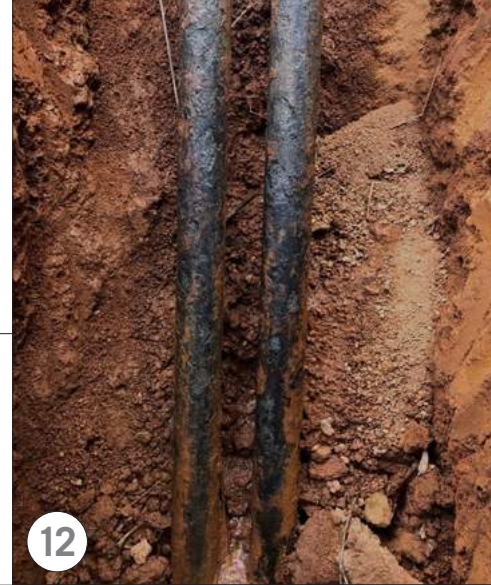
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Overview of ANSI/ASSP A10.48 and ANSI/TIA-322 Standards and How They Improve Quality, Efficiency, Safety, and Communication



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What a busy fall this has been, time has flown by since the NATE Summer Conference in Indianapolis, Indiana. We are now in the final stages of preparing for NATE UNITE 2024, in Memphis, Tennessee. I am very excited about the plans for NATE UNITE 2024. The Trade Show Committee is continually making improvements and we are encouraged by the early registrations indicating this may be one of our biggest and best shows yet.

November was a busy month with our C-Suite tour to AT&T in Dallas, Texas, down to Houston, Texas, to meet Crown Castle and then up to Bellevue, Washington to meet T-Mobile. These meetings provide a great venue to discuss and better understand the needs of some of our larger customers and it allows us a forum to present many of the issues that are important to our member companies. Topics ranged from matrix pricing, safety metrics, MSA terms, third-party vetting systems, inflation, worker recruitment and retention issues, all the way to regulatory matters and how we can support each other to provide a continual future flow of work, which will support our industry.

A few days later, we went to Denver, Colorado, where Todd Schlekeway received the Jay Kitchen Leadership Award from Radio Club of America. The Radio Club was formed in 1909 and is the world's oldest professional society for persons involved in the wireless industry. It was a great night honoring the award winners and was topped off by Marty Cooper as the keynote speaker for the event.

November ended with the election of new officers for the NATE Board of Directors. We had eleven candidates running for the four open positions. I want to congratulate Randy Scott and Aaron Paulette, who will remain on the board. Joel Hightower and Casey Banner will both be joining the Board at NATE UNITE 2024 in February. All the candidates did a great job representing themselves and the wireless industry. I would also like to thank Jimmy Miller, who will be stepping down from the board after 10 years of service to NATE. Although Jimmy will be missed in the board room, he will continue to support NATE's Legislative & Regulatory Council.

December started with my fifth visit to Washington D.C. in the last two years. This trip was to visit several new Senators, Congressmen, Congresswomen, four FCC Commissioners, and the Department of Labor. The topics with the Senators and Congressional Representatives revolved around the spectrum authority delays and the impact that it is having on our industry and in particular the NATE member companies. Simply put, without spectrum, we do not have anything to build.

The next topic was the hold up in D.C. over the allocation of new frequency bands for 6G and beyond.

The United States has continually been a world leader in technology and this delay has put us at least two years behind other countries around the globe.

Our last meeting was the signing of the NATE-OSHA-FCC National Strategic Partnership. This new 5-year agreement will allow NATE to continue leading the charge towards identifying trends in the workplace that would otherwise lead to injuries or fatalities.

Over the last two years, the committees have reviewed over 5,500 individual jobsite audits and categorized tens of thousands of data points collected through the NATE STAR participants and other industry partners. If you are not a NATE STAR participant, I would encourage you to consider it. As Chairman, I am very proud to have signed this agreement on behalf of NATE.

See you in Memphis! ●



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.

NATE Delegation Visits Washington D.C.



A NATE delegation had a great meeting on December 6, 2023, on Capitol Hill with Texas Congressman August Pfluger. Representative Pfluger is an outstanding member of the House Energy and Commerce Committee. Pictured left to right are: Nathan Leamer of Fixed Gear Strategies, Todd Schlekeway of NATE, Representative August Pfluger, Board Member Jimmy Miller of MILLERCO, and NATE Chairman Victor Drouin of Green Mountain Communications, Inc.



Thank you to Speaker of the House Mike Johnson's team for hosting a short meeting and tour of the Capitol with our NATE delegation who posed for a photo on the Speaker's balcony overlooking the National Mall after the meeting. Pictured left to right are: NATE President & CEO Todd Schlekeway, Board Member Jimmy Miller of MILLERCO, Chairman of the Board Victor Drouin of Green Mountain Communications, Inc., and Nathan Leamer of Fixed Gear Strategies.



Thank you to FCC Commissioner Nathan Simington for meeting with a NATE delegation on December 7, 2023, to discuss communications infrastructure policy and regulatory issues at the FCC Headquarters in Washington, D.C. Pictured left to right are: VP of OSHA Relations Committee John Paul (JP) Jones of Safety LMS, NWSA Board Member Duane MacEntee of Barker MacEntee PLLC, NATE President & CEO Todd Schlekeway, Board Member Jessica Cobb of MDTS, Commissioner Nathan Simington of the Federal Communications Commission, Board Chairman Victor Drouin of Green Mountain Communications, Inc., and Board Member Jimmy Miller of MILLERCO.



Thank you, FCC Commissioner Anna Gomez, for meeting with the NATE delegation on Thursday, December 7, 2023 at the FCC Headquarters in Washington, D.C. It was great visiting with Commissioner Gomez about the wireless, broadband, and communications infrastructure policy issues important to the Association's member companies. Pictured left to right are: Board Chairman Victor Drouin of Green Mountain Communications, Inc., Board Member Jessica Cobb of MDTS, Commissioner Anna Gomez of the Federal Communications Commission, NATE President & CEO Todd Schlekeway, and VP of OSHA Relations Committee John Paul (JP) Jones of Safety LMS.

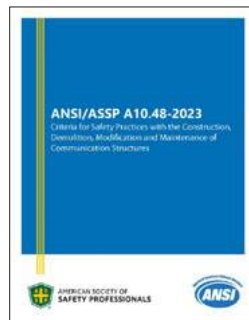
Happy New Year!

By Todd Schlekeway

I want to take this opportunity to wish all NATE member companies a Happy New Year! Let us all hope 2024 is a safe, healthy, and prosperous year for the Association's member companies and employees.

ANSI/ASSP A10.48-2023 Standard

The cover story of this edition of *Tower Times* features a Planning Advisory Notice article titled Overview of the ANSI/ASSP A10.48 and the ANSI/TIA 322 and how they improve communication, quality, efficiency, and safety.



The feature is timely as the article in part details the important updates included in the revised ANSI/ASSP A10.48-2023 *Standard – Criteria for Safety Practices with the Construction, Demolition, Modification and Maintenance of Communications Structures* document.

The updated ANSI/ASSP A10.48-2023 Standard, effective on January 1, 2024, covers the latest safety practices and training recommendations for the construction, demolition, modification, and maintenance of communication structures.



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NATE UNITE 2024

The new year means that the Association's Super Bowl, NATE UNITE, is right around the corner. The Association is excited about what is in store for NATE UNITE 2024, slated for February 19-22 at the Renasant Convention Center in Memphis, Tennessee. This year's conference is shaping up to be the largest with the most diverse array of speakers, educational sessions, luncheons, networking sessions, workshops, and events that NATE has ever hosted in one location!

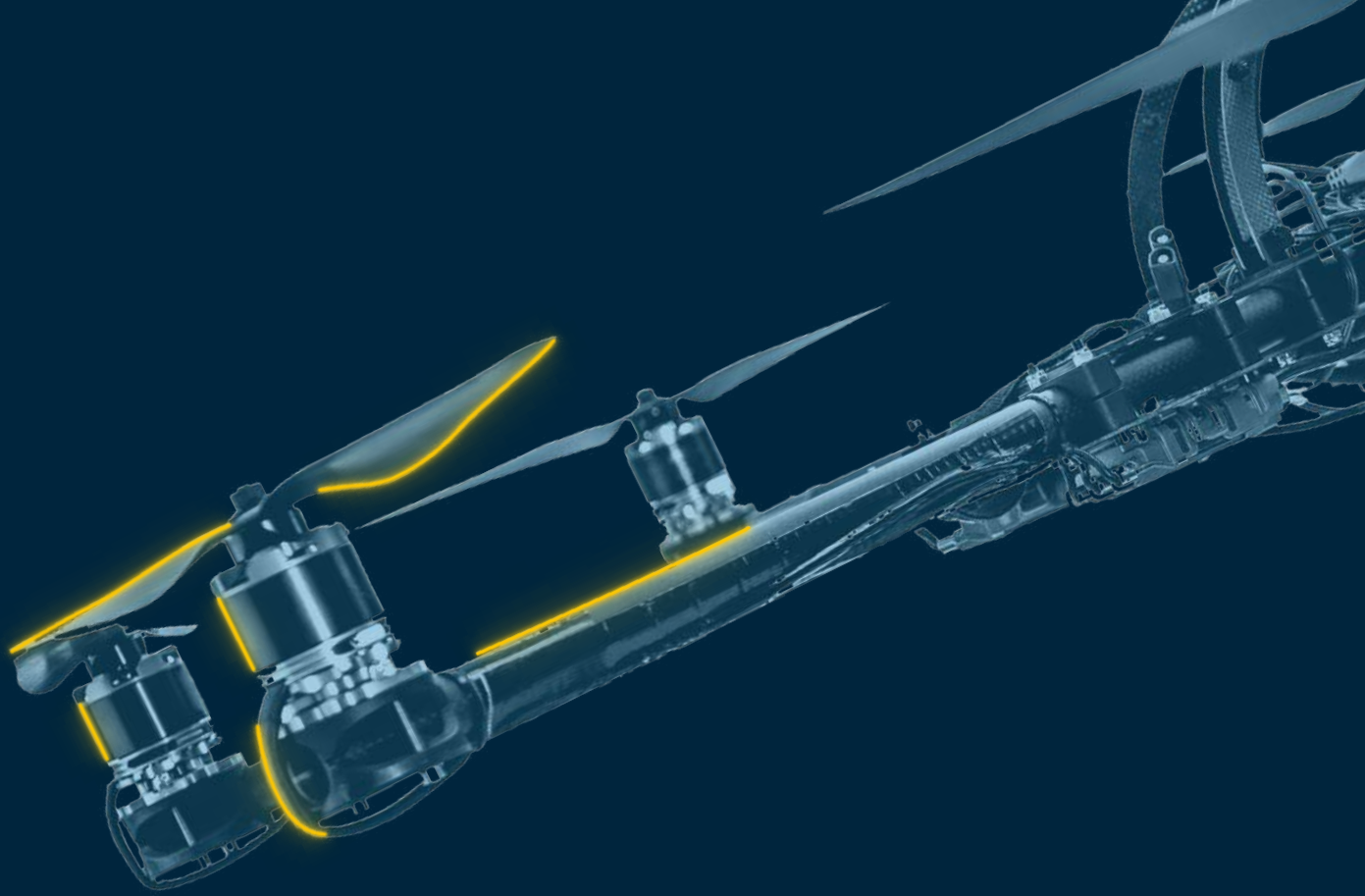
Individuals interested in attending NATE UNITE 2024 and companies interested in sponsorship and exhibiting opportunities are encouraged to visit NATE's website today (natehome.com).



With iconic tourist locations such as Graceland, the National Civil Rights Museum, Beale Street, the Bass Pro Shop at the Memphis Pyramid, and Sun Studios, among the famous destinations, Memphis will be a unique and exciting host city for NATE UNITE 2024. So, channel your inner Elvis Presley, put on those blue suede shoes, and join us in Memphis this February!

All In, Always! ●

The Association is selling the revised version of the standard and encourages our member companies to order the standard directly through NATE at the following website link: <https://natehome.com/regulations-standards/standards/ansi-assp-a10-482023-standard/>.



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Avalon Technology Users Forum

January 8, 2024 • Dallas, TX

New York State Wireless Association Holiday Social

January 11, 2024 • Ardsley, NY

NEWA Holiday Social – Casino Night

January 18, 2024 • Waltham, MA

Virginia Wireless Association 2024 Casino Royale

January 18, 2024 • Richmond, VA

Colorado Wireless Association Annual Holiday Party

January 18, 2024 • Lakewood, CO

Small Cell & DAS Roundtable – Webinar

January 18, 2024 • Online

Nebraska-Iowa Wireless Association Crash The Glass Event

January 24, 2024 • Des Moines, IA

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

January 24, 2024 • Des Moines, IA

BICSI Winter Conference And Expo

January 28 - February 1, 2024 • Orlando, FL

Louisiana Wireless Association Q1 Mardi Gras Event

February 7-8, 2024 • New Orleans, LA

Regional Fiber Connect

February 8, 2024 • Richmond, VA

Minnesota State Wireless Association Winter Networking Event

February 8, 2024 • Bloomington, MN

PWA East Winter Social

February 8, 2024 • Hershey, PA

Utility Technology Forum 2024

February 11-14, 2024 • Reno, NV

NATE UNITE 2024

February 19-22, 2024 • Memphis, TN

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

February 19, 2024 • Memphis, TN

Tower Family Foundation Golf Event

February 22, 2024 • Cordova, TN

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

February 22, 2024 • Memphis, TN

DISTRIBUTECH International 2024

February 27-29, 2024 • Orlando, FL

2024 WISPAMERICA

March 4-7, 2024 • Oklahoma City, OK

SPRAT 2024

March 11-14, 2024 • Reno, NV

Connected America 2024

March 12-13, 2024 • Dallas, TX

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

March 18, 2024 • Kankakee, IL

SATELLITE Conference & Exhibition

March 18-21, 2024 • Washington, D.C.

South Wireless Summit 2024

March 24-27, 2024 • Nashville, TN

IWCE 2024

March 25-28, 2024 • Orlando, FL

STAC 2024 Conference & Exhibition

March 26-27, 2024 • Vancouver, BC

JANUARY

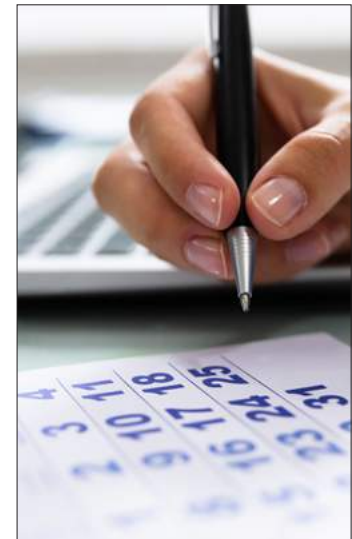
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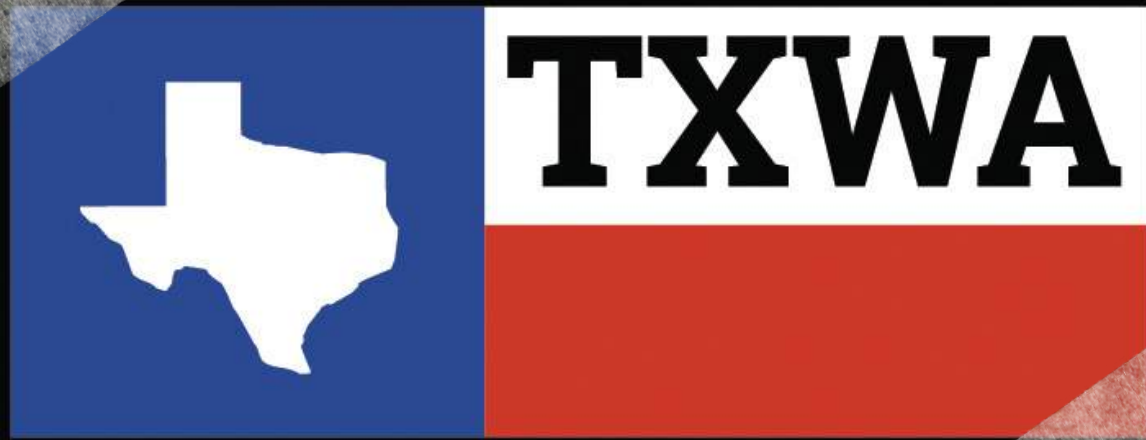
2024

Please visit the
Upcoming Events Calendar

on the NATE website at
natehome.com/nate-newsroom/upcoming-events/
for a comprehensive listing of industry events.

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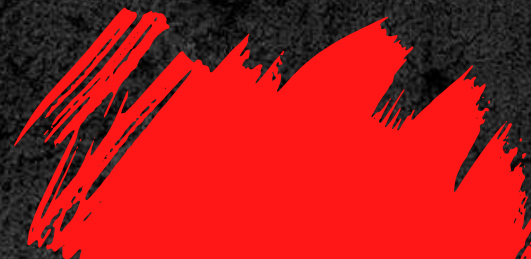


Save the Date

Spring Golf Tournament
April 11th, 2024
Dallas TX

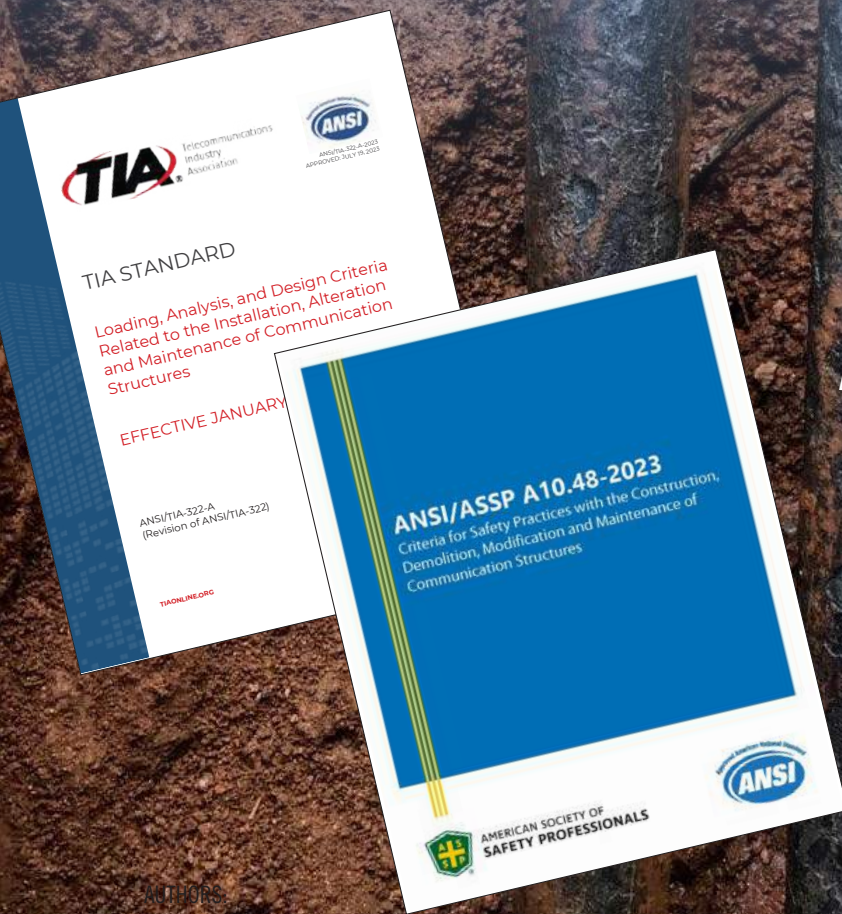
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PLANNING ADVISORY NOTICE:

Overview of ANSI/ASSP A10.48 and ANSI/TIA-322 Standards and How They Improve Quality, Efficiency, Safety, and Communication



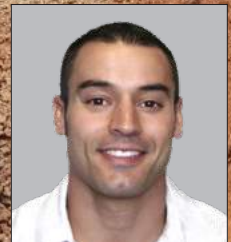
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The ANSI/ASSP A10.48 and ANSI/TIA-322 Standards were developed through the contributions of countless people with vast experience working on telecommunications structures and are the continued development of their predecessor, ANSI/TIA 1019. These standards have been recognized by the Occupational Safety and Health Administration (OSHA) in investigations and as an option for general duty citations as well as the International Building Code (IBC) in referencing the ANSI/TIA-222 standard for design requirements of telecommunications structures which references both the ANSI/ASSP A10.48 and ANSI/TIA-322 for construction requirements. In addition, these voluntary standards are required by many owners/clients, structure owners, and regulators for work on telecommunications structures. The main reason is quite simple. Use of these standards promotes increased quality, efficiency, and safety by improving and encouraging effective communication between the contractor and involved stakeholders such as the owner/client, structure owner, and Qualified Engineer. Quality, efficiency, and safety are also promoted by the standards by establishing that contractors have a detailed and communicated Construction Plan. Construction Plans, among other things, provide a communications pathway for Qualified Engineers to review construction operations which facilitates the successful construction, demolition, modification, and/or maintenance of the telecommunications structures. This Planning Advisory Notice (PAN) focuses its commentary on the recent revisions to ANSI/TIA-322-A & ANSI/ASSP A10.48-2023 (Effective January 1, 2024) related to Construction Plans and highlights how use of the standards support effective communication amongst industry stakeholders. There will be additional future PANs that will delve more deeply into other areas of these important standards.

Revisions to Standards

Construction Plans have evolved from the original ANSI/TIA-1019-A term “rigging plan” as not all work includes the physical act of rigging. This does not do away with rigging planning, but rather better defines the planning process for construction activities occurring on a telecommunications structure. Stability of the structure can be influenced by factors beyond just rigging such as removing soil around a foundation or anchor location, or performing other heightened risk activities where engagement of a Qualified Engineer and/or Qualified Person may be required. Because of this more holistic approach to construction, the term Construction Plan is now utilized to cast a wider net, so to speak, encompassing more activities than just rigging. It should be noted that many have used information in the current and previous revision of the ANSI/ASSP A10.48 and ANSI/TIA-322 Standards for activities that were not directly related to



rigging. As a result, the evolution of these standards is meeting the industry’s need to support new and existing infrastructure and the many intended uses of telecommunications infrastructure. As discussed above, this planning has a direct impact on the quality, efficiency, and safety of the job site. One recent revision involving Construction Plans appears in ANSI/ASSP A10.48 which now clarifies all construction activities that involve the supporting structure or its foundations to have a documented Construction Plan regardless if hoisting operations are to be performed.

Excerpt from ANSI/ASSP A10.48A-2023:

“4.4 Construction Plans. All construction activities that involve the supporting structure or its foundations shall have a documented construction plan regardless if hoisting operations are to be performed.

A qualified person or competent person shall identify the site-specific classification and construction activities within the construction plan.

Proposed activities shall be outlined in a written construction plan prior to implementation of all classes of construction.

All rigging attached to the structure shall be located around a vertical tower leg(s) at panel points for latticed structures or to the main pole shaft for monopoles in a manner which avoids slippage and prevents damage to structural members, appurtenances and rigging unless alternate locations have been deemed structurally adequate in accordance with Section 4.4.4.1(b).

(CONTINUED ON NEXT PAGE)

A qualified person shall determine the need for involvement of a qualified engineer when special considerations apply which are not explicitly covered in this standard.”

A second revision related to Construction Plans is that ANSI/ASSP A10.48 now categorizes them into three groups, Class II, III, and IV. The previous Class I has been combined with Class II and thus all construction projects involving work on the telecommunications structure and/or its supporting foundation will require a written Construction Plan regardless of classification. This change to the standard was made after review of multiple failures that occurred when the work was deemed Class I and later discovered that insufficient planning existed. With all construction classifications now requiring documentation, all involved stakeholders are provided access to the plan. A written Construction Plan is a systematic and detailed presentation showing the equipment and procedures required for construction in accordance with ANSI/ASSP A10.48-2023 that will provide for the safety of personnel and stability of the structure and equipment. The planning required by these standards has a direct impact on the quality and efficiency of the work and greatly assists stakeholders with staying on the same page.

Excerpt from ANSI/ASSP A10.48A-2023:

See Section 4.4, Construction Plans

“The following classifications shall be used for establishing a construction plan:

4.4.1 Class I. Class I construction plans have been combined with Class II; therefore, the class I designation shall no longer apply.

4.4.2 Class II. Class II construction plans shall be developed by a competent person, or a qualified person with direct involvement of the onsite competent person(s) and shall include:

- a) The scope of work involves normal construction methods that do not affect the integrity of the structure.
- b) Where hoisting operations are performed and lift systems are attached to the structure, gross lift loads shall not exceed 500 lbs.
- c) Handline hoisting operations for gross

loads under 35 lbs. need not be documented.

4.4.1 Class III. Class III construction plans shall be developed by a qualified person with direct involvement of the onsite competent person(s) and shall include:

- a) The scope of work involves normal construction methods that do not affect the integrity of the structure and includes all work not designated Class II or IV.
- b) Where hoisting operations are performed and lift systems are attached to the structure, gross lift loads shall not exceed 2,000 lbs.
- c) New structure and/or foundation construction where no strength or stability concerns exist. New structure and/or foundation construction shall be classified as Class IV where strength or stability issues have been identified.
- d) All hoisting operations utilizing detached lifting devices that are not supported by the structure.

4.4.2 Class IV. Class IV construction plans shall be developed by a qualified person with direct involvement of the onsite competent person(s) and a qualified engineer. The qualified engineer shall perform an evaluation of the strength and stability of the supporting structure(s) in accordance with the ANSI/TIA-322-A standard. A Class IV construction plan shall include:

- a) Where hoisting operations are performed and lift systems are attached to the structure, gross lift loads more than 2,000 lbs.
- b) Removal, replacement, or modification of structural members.
- c) Construction affecting the strength or stability of the supporting structure(s) including both the above grade superstructure and supporting foundation system(s).

(CONTINUED ON PAGE 16)

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- d) Special engineered lifts; removal, replacement, or modification to unique appurtenances; and/or custom or infrequent construction methods.
- e) All rigging attached to the structure that is not located around a vertical tower leg(s) at panel points for latticed structures or to the main pole shaft for monopoles.
- f) Straight tag lifts for lift systems attached to the structure with vertical load position angles exceeding 10 degrees, and/or horizontal tag angles exceeding 70 degrees regardless of the gross load. Refer to Appendix A-13(f)."

The third major revision affecting Construction Plans deals with lightweight hoisting operations involving gross loads up to 200 lbs with rigging components attached away from the primary structure (e.g., rigging to a mount). For these applications, the contractor's designated Qualified Person may elect to deem the work as Class III without direct involvement of a Qualified Engineer if the specific conditions and limitations contained within Section 4.4.4.1.b of the revised ANSI/ASSP A10.48 Standard are satisfied. As with all construction activities, if a contractor has questions or concerns with a specific project, the best practice is to consult with a Qualified Person and/or Qualified Engineer to determine if additional due diligence reviews are warranted.

Excerpt from ANSI/ASSP A10.48A-2023:

“4.4.4.1 Exceptions. The following construction activities may be deemed Class III by a qualified person when all specified conditions are maintained and documented within the construction plan:

- a) **Component Modifications.** Component modifications to connections of structural members (e.g., bolt replacements on multi-bolt connections) may be considered Class III under the following conditions:
 - i. At least one level of redundancy is always maintained.
 - ii. The structural member remains secure and engaged in the bracing system.

- iii. The work is completed within a continuous workday.

b) Lightweight Hoisting Operations with Rigging Attached Away from Primary Structure.

Lightweight hoisting operations with rigging attached to the structure at location(s) other than the vertical tower leg(s) at panel points for latticed structures or to the main pole shaft for monopoles may be considered Class III under the following conditions:

- i. All rigging attachments are made at locations which are in good condition and in a manner which avoids slippage and prevents damage to structural members and appurtenances.
- ii. Primary or redundant lift system rigging is attached to the structure at the vertical tower leg(s) at panel points for latticed structures or to the main pole shaft for monopoles and located no more than 4 feet (1.22 m) vertically below the highest rigging attachment point (Reference Appendix A-4(a) and A-4(b) for examples).
- iii. The gross load does not exceed 200 lbs.
- iv. A documented proof test in accordance with Section 9.6 of this standard is completed prior to active hoisting operations.

When any of the specified conditions are in question, a qualified engineer shall be engaged to determine the appropriate construction classification including the need for any additional structural reviews in accordance with the ANSI/TIA-322-A standard.”

Communication

The updates to the standards result in more flexibility for the contractor but also more responsibility, thus necessitating the need for more effective communication. This communication must be supported and facilitated, when necessary, by the entity that engages the contractor. Contractors should inform the entities that engage them that



adherence to these standards is required for any activity that is permitted as designed or analyzed under ANSI/TIA-222, as required in the IBC. It is also incumbent on the contractor to relay the benefits and need for planning supported by these standards.

The entities engaging contractors must also understand that proper information flow is critical. Under these standards it is NOT acceptable to have an outside party, including a Qualified Engineer, create the Construction Plan without the contractor's direct involvement. This requirement by the standards is intended to ensure that the contractors designated Qualified Person and/or Competent Rigger in charge of the field activities understands and clearly communicates the planned on-site activities.

The contractor controls the means and methods they will implement, the duration of the work, the sequence of operations, and the training of their authorized and competent employees.

Excerpt from ANSI/ASSP A10.48A-2023:

See Section 3, Definitions

“Qualified Engineer, Communication Structures. A professional engineer knowledgeable and experienced in the communication structures industry and this standard, capable of understanding the contractor's construction plan and the scope of work impact upon the structure, and responsible for analyzing the structure's strength and stability while accounting for construction loads in accordance with the ANSI/TIA-322-A standard. The qualified engineer does not have the responsibility for field supervision, development of the construction plan or implementation of the construction means and methods.”

If construction operations necessitate an engineer be engaged to develop specific construction procedures and/or provide on-site engineering supervision, the standard

allows for an engineer to assume these additional responsibilities when serving as a Supervising Engineer as defined within the standards for a very **specific** scope of work. This was done to ensure that there is no confusion regarding the limited responsibility of a Qualified Engineer who strictly performs strength and stability reviews on the supporting structure resulting from construction operations identified within the contractor's Construction Plan. Regardless of the class of Construction Plan required for a job, effective communication with a Qualified Engineer can always take place. Owners/clients and structure owners should support this communication by the contractor when the Qualified Person outlines a need for this level of support from a Qualified Engineer.

Additionally, a Construction Plan is also required to document project personnel, which provides for open communication amongst the Competent Rigger, Qualified Person, Qualified Engineer, and the project stakeholders.

Excerpt from ANSI/ASSP A10.48A-2023:

- “4.3 Stakeholders.** The following identifies minimum stakeholder entities including their roles and responsibilities regarding pre-job planning. Additional stakeholders may be involved on a given project and shall have specific roles and responsibilities identified as it relates to pre-job planning and construction.
- 4.3.1 Owner/Client.** The public body, authority, corporation, association, firm, or person for whom work is to be performed. The owner shall provide, or assist in providing, necessary information required for the contractor to develop site-specific construction and job hazard analysis (JHA) plans including coordination with FCC license entities for maximum permissible exposure (MPE) purposes.
- 4.3.2 Structure Owner.** The structure owner shall coordinate with the structure engineer of record (EOR), FCC licensed tenants, and/or designated representatives to facilitate the transfer of information needed by the contractor to develop site-specific construction and job hazard analysis (JHA) plans when requested by the contractor.
- 4.3.3 FCC Licensed Entities.** FCC licensed entities shall provide available information to the contractor regarding RF emissions that may impact work activities on the site. Such information may include power reduction and/

or lockout/tagout procedures for radiating equipment. The work activity may be on the subject structure or adjacent structures with active RF emitters.

4.3.4 Contractor (Employer). The contractor shall:

- a) Ensure personal protective equipment (PPE) is provided, used, and maintained.
- b) Review the project documents as required by the contract and scope of work (SOW).
- c) Develop and maintain a site-specific construction plan in accordance with Section 4.
- d) Develop and maintain a site-specific job hazard analysis (JHA) plan in accordance with Section 5.
- e) Designate competent person(s) to be on site when the contractor's employees are performing work.
- f) Establish employee's individual roles and responsibilities for the work to be performed as well as ensure employees working on site are trained in their specific work task responsibilities.
- g) Engage a qualified person, qualified engineer and/or supervising engineer when required by the SOW.
- h) Adhere to federal, state, and local jurisdictional requirements.

4.3.5 Multi-Employer Worksites. On multi-employer worksites, all the employers shall follow a multi-employer worksite plan:

- a) Work together to identify and control hazards to meet OSHA and applicable standards for employee health and safety.
- b) Identify entities as, creating, exposing, correcting and/or controlling employer(s)."

Key areas of responsibility for critical stakeholders include but are not limited to:

Contractors: Shall develop and maintain control of the Construction Plan in accord with ANSI/ASSP A10.48, engage all required stakeholders based upon the construction class, and effectively communicate the plan and individual responsibilities. Fulfillment of these responsibilities will ensure efficiency and quality in the completed work while always maintaining a safe working environment for the contractor's employees.

Qualified Engineers: Shall complete strength and stability reviews of the supporting structure based on construction activities defined in the contractor's Construction Plan and provide the contractor with a documented construction analysis report in accord with ANSI/TIA-322-A.

Owners/Client: Recognize the construction planning requirements their contracted parties must adhere to, support the contractor throughout the project (including facilitating information and/or documentation requests), and compensate contractors for the expected additional front-end planning costs. Supporting the contractor in this fashion will ultimately result in additional benefits by promoting quality, efficiency, and safety in following these standards.

In closing, this PAN has discussed the benefits of proper project planning and how effective use of the ANSI/ASSP A10.48 and ANSI/TIA-322 Standards can be utilized to directly impact quality, efficiency, and safety in the telecommunications industry. Construction Plans as described in these standards, support this goal by providing the necessary platform to establish effective communication lines thereby ensuring engagement of key stakeholders and successful completion of the project. It is our hope that this PAN will stir communication among all stakeholders to raise awareness of the benefits in following these important standards. ●

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NATE Announces Results of 2024 Board of Directors Election

Scott and Paulette Re-Elected; Banner and Hightower Elected

NA TE: The Communications Infrastructure Contractors Association unveiled the official results of the 2024 Board of Directors election. The Association announces that Randy Scott, CEO/Owner of Texoma Contracting, Inc. in Muskogee, Oklahoma and Aaron Paulette, President of Elevated Services, LLC in Carrollton, Ohio were re-elected and will retain their respective seats on the NATE Board of Directors.

NATE also announces that candidates Casey Banner, President of Banner Enterprise LLC in Garner, North Carolina, and Joel Hightower, Founder & Chairman of Hightower Communications, Inc. in Kinston, North Carolina were elected to serve as new members of the Board of Directors.

The four candidates who were elected by their industry peers will officially begin their new three-year terms in February at the Board of Directors meeting that takes place in conjunction with the NATE UNITE 2024 Conference in Memphis, Tennessee.

“NATE’s Board of Directors will play a critical role in 2024 and beyond helping the Association implement the key safety, workforce, advocacy and customer diversification goals and initiatives outlined in our organization’s strategic plan,” added Schlekeway. ●



Randy Scott
CEO/Owner

Texoma Contracting, Inc.
Muskogee, Oklahoma



Aaron Paulette
President

Elevated Services, LLC
Carrollton, Ohio



Casey Banner
President

Banner Enterprise
Garner, North Carolina



Joel D. Hightower
Founder & Chairman

Hightower Communications Inc.
Kinston, North Carolina

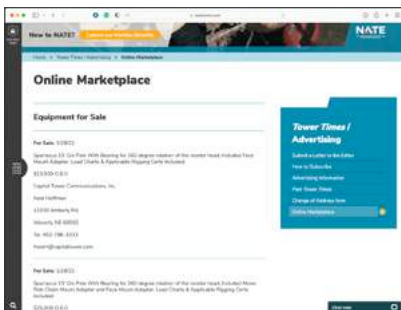
“I would like to offer my congratulations to Randy, Aaron, Casey, and Joel on their successful election bids. The sign of a strong and healthy Association is the caliber of members that step forward to serve and NATE was fortunate to have eleven strong candidates run for the Board of Directors this cycle,” said President & CEO Todd Schlekeway.

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



Rules and Regulations

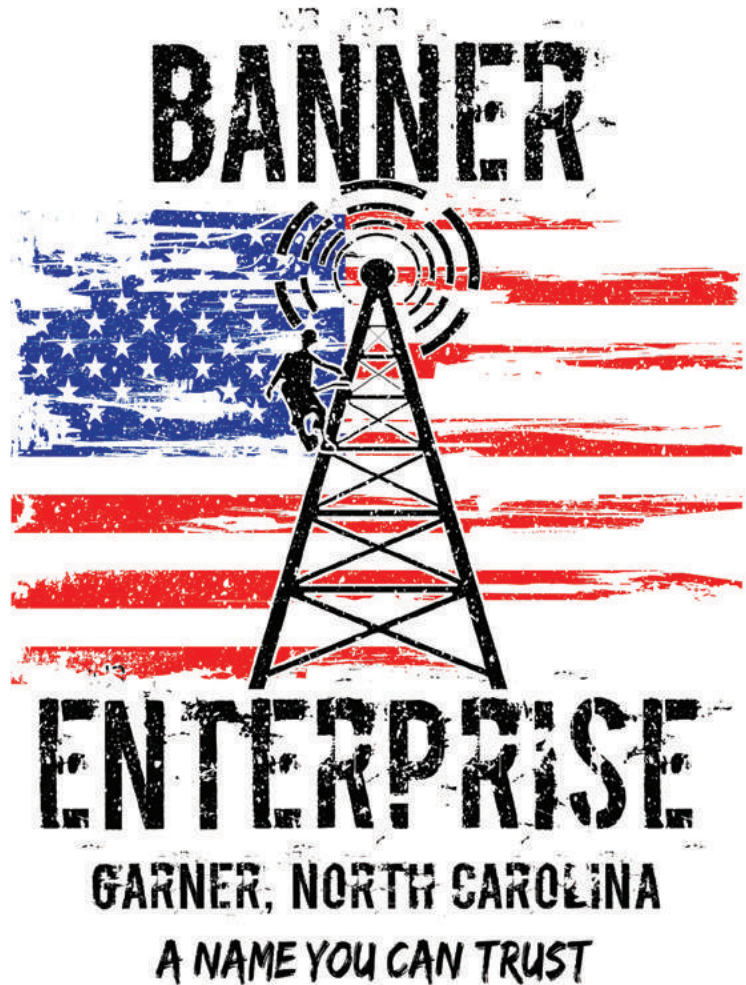
- Only NATE members are allowed to place an ad.
- This marketplace is for buying and selling used equipment only.
- Ads are limited to 40 words. Ads submitted with more than 40 words will be rejected.
- It is the advertiser’s responsibility to notify the NATE office when their equipment sells or they 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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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.



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Advance Registration FULL CONFERENCE PASS	December 1, 2023 through February 18, 2024	\$320.00	\$750.00
On-Site Registration FULL CONFERENCE PASS	February 19 through February 24, 2024	\$570.00	\$970.00

One full conference registration fee provides attendees access to educational sessions, exhibit hall, beverage breaks, luncheons, receptions, and many other networking opportunities throughout the four-day event.

ONE-DAY PASS VALID ONE DAY ONLY	Monday, February 19, 2024, Tuesday, February 20, 2024 or Wednesday, February 21, 2024	\$259.00	\$449.00
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The One-Day Pass is valid on Monday, February 19, Tuesday, February 20 or Wednesday, February 21, 2024 and does include all functions for that day only.

EXHIBIT HALL ONLY PASS VALID DURING EXHIBIT HALL HOURS ONLY	Tuesday, February 20, 2024 or Wednesday, February 21, 2024	FREE	FREE
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The Exhibit Hall Pass is valid only for the exhibit hall on Tuesday and/or Wednesday during exhibit hall hours.
**Does not include educational sessions, beverage breaks, luncheons, and receptions.*

Registration/Badge Pickup

Badges will not be distributed prior to the NATE UNITE 2024 event.
Registration/Badge Pickup will be located in the Main Street Lobby.

Sunday, February 18 • 12:00 – 6:00 PM
Monday, February 19 • 7:00 AM – 7:30 PM
Tuesday, February 20 • 7:00 AM – 8:00 PM
Wednesday, February 21 • 7:00 AM – 5:30 PM

Register NOW!



<https://natehome.com/nate-unite-conference/nate-unite-2024/registration/>

Schedule of Events

All functions are held at the Renasant Convention Center (unless otherwise noted).
The Schedule of Events is subject to change. Last revised December 15, 2023.

- Administrative/Business Track
- Technical/Engineering Track
- Health/Safety Track

SATURDAY, FEBRUARY 17		
10:00 AM - 4:00 PM	Board of Directors Meeting (<i>Board Members Only</i>)	Memphis Boardroom
SUNDAY, FEBRUARY 18		
12:00 PM - 6:00 PM	Registration/Information Lounge	Main Street Lobby
8:00 AM - 12:30 PM	Safety & Education Committee (<i>Committee Members Only</i>)	Heritage 1 (Sheraton)
8:00 AM - 12:30 PM	OSHA Relations Committee (<i>Committee Members Only</i>)	Heritage 4 (Sheraton)
8:00 AM - 12:30 PM	Trade Show Committee (<i>Committee Members Only</i>)	Heritage 2 (Sheraton)
8:00 AM - 12:30 PM	Member Services Committee (<i>Committee Members Only</i>)	Heritage 3 (Sheraton)
1:00 PM - 5:00 PM	NATE-OSHA-FCC Partnership Meeting (<i>Partnership Members Only</i>)	Heritage 4 (Sheraton)
1:00 PM - 3:00 PM	Small Cell and DAS Committee (<i>Committee Members Only</i>)	Heritage 2 (Sheraton)
1:00 PM - 3:00 PM	Military of NATE Committee (<i>Committee Members Only</i>)	Natchez (Sheraton)
1:00 PM - 3:00 PM	Women of NATE (WON) Committee (<i>Committee Members Only</i>)	Heritage 1 (Sheraton)
1:00 PM - 3:00 PM	Workforce Development Committee (<i>Committee Members Only</i>)	Heritage 3 (Sheraton)
3:15 PM - 5:00 PM	Climber Connection Task Team Meeting (<i>Committee Members Only</i>)	St Louis (Sheraton)
3:15 PM - 5:00 PM	SEMC Committee (<i>Committee Members Only</i>)	Natchez (Sheraton)
3:30 PM - 5:00 PM	WIN Liaisons/Ambassadors Meeting (<i>Committee Members Only</i>)	Heritage 1/2 (Sheraton)
5:30 PM - 6:30 PM	Committee Member Social (<i>Committee Members Only</i>)	Nashville (Sheraton)
MONDAY, FEBRUARY 19		
7:00 AM - 7:30 PM	Registration/Information Lounge	Main Street Lobby
8:00 AM - 7:00 PM	Exhibitor Move-in (<i>NATE 2024 Exhibitors Only</i>)	Main Hall
8:00 AM - 6:00 PM	Media/Speaker Room	102A
8:00 AM - 12:00 PM	Board/Committee Headshots	102B
8:00 AM - 4:30 PM	Susan G. Harwood Course - PPE for Telecom Workers: Hazard ID, Selection, and Use <i>(Registered Course Participants Only)</i>	101
12:00 PM - 1:00 PM	Tower Family Foundation Meeting (<i>Board and Committee Members Only</i>)	Memphis Boardroom
9:00 AM - 10:00 AM	EDUCATIONAL SESSION 1 Give Me a Purpose!	105
9:00 AM - 10:00 AM	EDUCATIONAL SESSION 2 DAS and Indoor Installations	LL10
9:00 AM - 10:00 AM	EDUCATIONAL SESSION 3 Topics for the Future: Discovering New Technologies	LL1
10:15 AM - 11:15 AM	EDUCATIONAL SESSION 4 Top Line Solutions for Bottom Line Problems	LL1
10:15 AM - 11:15 AM	EDUCATIONAL SESSION 5 The Big Picture of Navigating Digital Transformation in the Telecommunications Industry	LL10
10:15 AM - 11:15 AM	EDUCATIONAL SESSION 6 The New Wireless Workforce: Strategies to Engage and Retain Millennials and Gen Z	105
1:00 PM - 2:00 PM	NATE Member Business Meeting	103
2:15 PM - 3:15 PM	EDUCATIONAL SESSION 7 Legislative and Regulatory Policy Outlook: How Decisions in D.C. Impact your Company	105
2:15 PM - 3:15 PM	EDUCATIONAL SESSION 8 Calculation & Validation of Rigging Forces	LL10
2:15 PM - 3:15 PM	EDUCATIONAL SESSION 9 Ergonomic & Industrial Athlete Interventions to Protect Outdoor Workers	LL1
3:30 PM - 4:30 PM	EDUCATIONAL SESSION 10 Navigating Risk and Insurance in Today's Market	105
3:30 PM - 4:30 PM	EDUCATIONAL SESSION 11 Strategies for Successful Application Development and Deployment	LL10
3:30 PM - 4:30 PM	EDUCATIONAL SESSION 12 Making Humans the Strongest Link in the Safety Chain	LL1
4:45 PM - 5:45 PM	Speed Networking	103
6:00 PM - 7:30 PM	Welcome Reception	Riverview Lobby
TUESDAY, FEBRUARY 20		
6:30 AM - 8:00 AM	WON 5K Fun Run/Walk	Main Street Lobby
7:00 AM - 8:00 PM	Registration/Information Lounge	Main Street Lobby
8:00 AM - 8:45 AM	WORKSHOP 1 Onboarding with the Federal Aviation Administration: A Small Business Workshop	205
8:00 AM - 12:00 PM	Exhibitor Move-in (<i>NATE 2024 Exhibitors Only</i>)	Main Hall
8:00 AM - 12:00 PM	Media/Speaker Room	102A
8:00 AM - 12:00 PM	Board/Committee Headshots	102B

TUESDAY, FEBRUARY 20 (CONTINUED)			
9:00 AM - 10:00 AM	EDUCATIONAL SESSION 13	Empowering the Workforce: Leveraging Leadership Development for Success	105
9:00 AM - 10:00 AM	EDUCATIONAL SESSION 14	Monopole Ring Mounts	LL10
9:00 AM - 10:00 AM	EDUCATIONAL SESSION 15	Unlocking the Power of Telecommunications: Equipping the Industry to Prevent Human Trafficking	LL1
9:00 AM - 10:00 AM	WORKSHOP 2	How Rural Broadband (B.E.A.D.), 5G, and Other Fiber Applications are Changing and Creating Opportunity	205
10:15 AM - 11:15 AM	EDUCATIONAL SESSION 16	Managing Toward Profitability in the Wireless Construction Industry	105
10:15 AM - 11:15 AM	EDUCATIONAL SESSION 17	Load Line and Vertical Lifelines	LL10
10:15 AM - 11:15 AM	EDUCATIONAL SESSION 18	Harness Induced Pathology Issues and Available Time to Rescue Tower Climbers	LL1
11:30 AM - 1:00 PM	Keynote Luncheon featuring Kevin Lacz SPONSORED BY: 		Grand Ballroom
1:25 PM	Ribbon Cutting		Main Hall
1:30 PM - 6:30 PM	Exposition Open		Main Hall
1:30 PM - 2:30 PM	A Greeting from the Tower Stage: What Can NATE Do for You?		Main Hall - Tower Stage
3:00 PM - 3:30 PM	Platinum Tower Session		Main Hall - Tower Stage
4:00 PM - 4:20 PM	Gold Tower Session		Main Hall - Tower Stage
5:00 PM - 5:20 PM	Gold Tower Session		Main Hall - Tower Stage
6:00 PM - 6:20 PM	Gold Tower Session		Main Hall - Tower Stage
6:30 PM - 8:00 PM	Networking Reception SPONSORED BY: 		Grand Ballroom
WEDNESDAY, FEBRUARY 21			
7:00 AM - 5:30 PM	Registration/Information Lounge		Main Street Lobby
8:00 AM - 9:00 AM	EDUCATIONAL SESSION 19	Soft Skills are Essential Skills: Methods of Interaction for Professional Success	105
8:00 AM - 9:00 AM	EDUCATIONAL SESSION 20	ANSI ASSP A10.48 2023 Update	LL10
8:00 AM - 9:00 AM	EDUCATIONAL SESSION 21	Confined Space Entry & Rescue	LL1
8:00 AM - 12:00 PM	Media/Speaker Room		102A
8:00 AM - 12:00 PM	Board/Committee Headshots		102B
9:00 AM - 11:00 AM	UAS Committee Meeting <i>(Committee Members Only)</i>		Memphis Boardroom
9:15 AM - 10:15 AM	EDUCATIONAL SESSION 22	2024: Communications Infrastructure and Services Market Outlook	105
9:15 AM - 10:15 AM	EDUCATIONAL SESSION 23	Solutions to Bird Challenges	LL10
9:15 AM - 10:15 AM	EDUCATIONAL SESSION 24	Effective Response to Natural Disasters	LL1
10:30 AM - 11:30 AM	EDUCATIONAL SESSION 25	NWSA Program Update	105
10:30 AM - 11:30 AM	EDUCATIONAL SESSION 26	Proper Use of Personal Fall Arrest Lanyards on Antenna Supporting Structures	LL10
10:30 AM - 11:30 AM	EDUCATIONAL SESSION 27	On-Site Audits: Simple Way to Step Up Your Company's Quality & Safety	LL1
10:30 AM - 11:30 AM	EDUCATIONAL SESSION 28	NATE-OSHA-FCC Strategic Partnership: The Accomplishments of Three Years	103
11:45 AM - 1:00 PM	Awards Recognition Luncheon SPONSORED BY: 		Grand Ballroom
1:30 PM - 2:30 PM	Peer Learning Group Meeting <i>(Committee Members Only)</i>		114
1:30 PM - 6:00 PM	Exposition Open		Main Hall
2:00 PM - 2:20 PM	Gold Tower Session		Main Hall - Tower Stage
2:30 PM	Women of NATE (WON) Group Photo		Main Street Lobby
3:00 PM - 3:20 PM	Gold Tower Session		Main Hall - Tower Stage
3:00 PM - 4:00 PM	Women of NATE (WON) Meet & Greet in the Information Lounge		Main Street Lobby
3:30 PM - 4:30 PM	Golf Committee Meeting <i>(Committee Members Only)</i>		TBD
4:00 PM - 4:20 PM	Gold Tower Session		Main Hall - Tower Stage
4:30 PM - 6:00 PM	Exhibit Hall Reception		Main Hall
5:30 PM	Best of Show Ceremony		Main Hall - Tower Stage
5:45 PM	Treasure Hunt Drawing		Main Hall - Tower Stage
6:00 PM - 10:00 PM	Exhibit Dismantle and Move-out <i>(NATE 2024 Exhibitors Only)</i>		Main Hall
THURSDAY, FEBRUARY 22			
7:30 AM - 3:00 PM	Tower Family Foundation Golf Event		Colonial Country Club
8:00 AM - 12:00 PM	Exhibit Dismantle and Move-out <i>(NATE 2024 Exhibitors Only)</i>		Main Hall
8:00 AM - 4:30 PM	Susan G. Harwood Course - PPE for Telecom Workers: Hazard ID, Selection, and Use <i>(Registered Course Participants Only)</i>		102

Exhibit Hall

Exhibit Hall Hours

Tuesday, February 20 • 1:30 – 6:30 PM
 Wednesday, February 21 • 1:30 – 6:00 PM
(reception held in the exhibit hall)

NATE is partnering with Map Your Show for exhibitor booth registration.

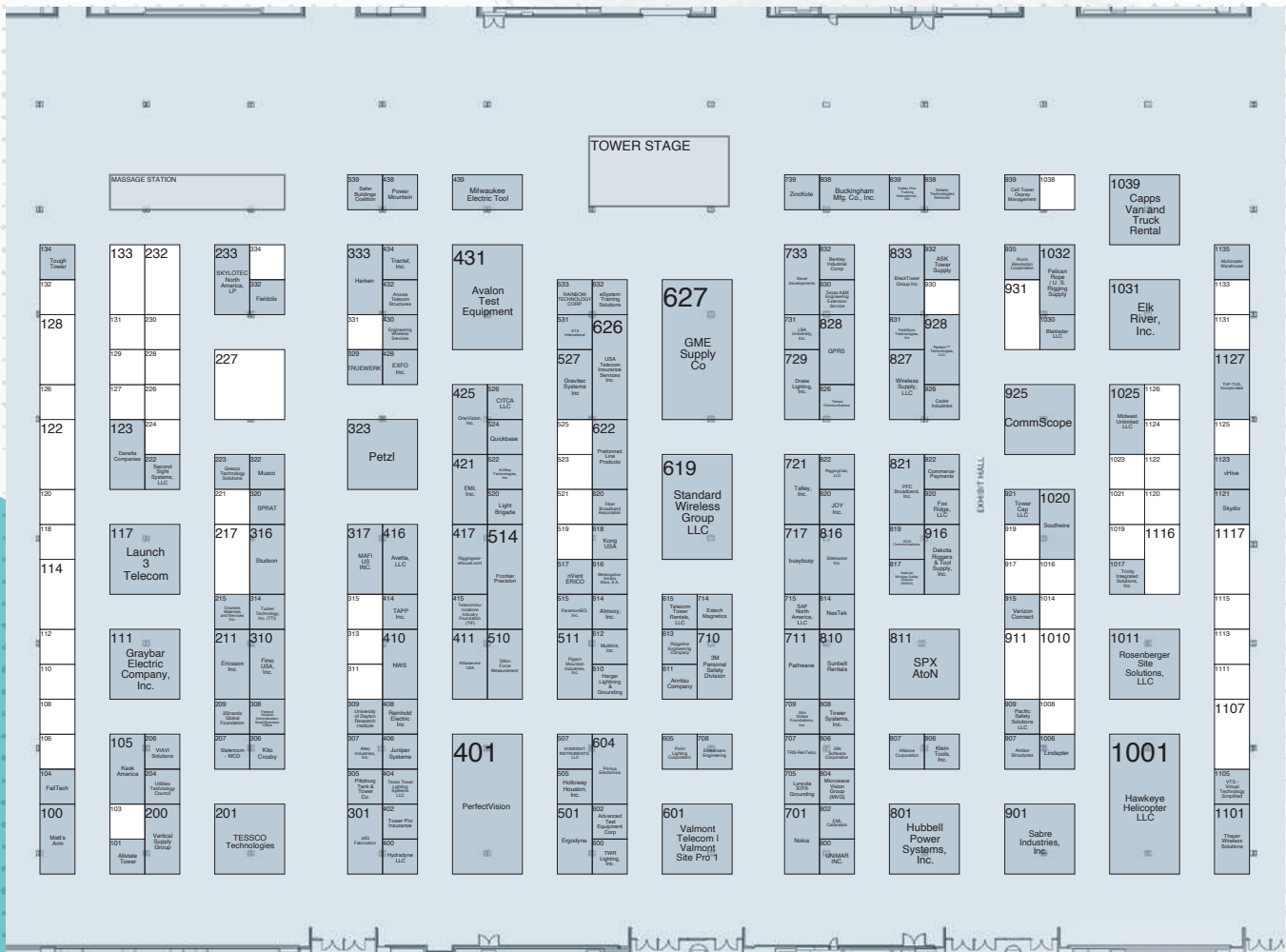
- Easy sign up for booth space
- Interactive exhibit hall map
- Your own portal to work directly with Freeman
- Your portal allows you to customize your exhibitor info



For information regarding NATE UNITE 2024 exhibitor opportunities, please contact NATE Events and Meetings Manager Shari Wirkus via email: shari@natehome.com or 605-882-5865.

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<https://nu24.exh.mapyourshow.com/boothsales>



Last revised December 19, 2023

Exhibitors & Booth Numbers

Last revised December 19, 2023

3M Personal Safety Division.....	710	Harger Lightning & Grounding.....	610	Safety One Training International, Inc.....	839
3Strands Global Foundation.....	209	Harken Inc.....	333	Second Sight Systems, LLC.....	222
Advanced Test Equipment Rentals.....	602	Hawkeye Helicopter LLC.....	1001	Sitetracker Inc.....	816
AirWay Technologies, Inc.....	522	Holloway Houston, Inc.....	505	Skydio.....	1121
Allfasteners USA LLC.....	411	Hubbell Power Systems, Inc.....	801	SKYLOTEC North America, LP.....	233
ALLG Fabrication.....	301	Hydradyne LLC.....	400	Slatercom - WCD.....	207
Alliance Corporation.....	807	Illini Drilled Foundations, Inc.....	709	Solaris Technologies Services.....	938
Allstate Tower Company Inc.....	101	ISN Software Corporation.....	806	Southwire.....	1020
Almvoy.....	614	JOY Inc.....	820	SPRAT.....	320
Altec Industries.....	307	Juniper Systems.....	406	SPX Aids to Navigation (AtoN).....	811
Ambor Structures.....	907	Kask America.....	105	Standard Wireless Group, LLC.....	619
Anritsu Company.....	611	Kito Crosby.....	306	Studson.....	316
Arcosa Telecom Structures.....	432	Klein Tools, Inc.....	906	Sunbelt Rentals.....	810
ASK Tower Supply.....	932	KONG USA, LLC.....	618	Sunsight Instruments, LLC.....	507
Avalon Test Equipment.....	431	Launch 3 Telecom.....	117	Talley, Inc.....	721
Avetta, LLC.....	416	LBA University, Inc.....	731	TAPP Inc.....	414
Berkley Industrial Comp.....	832	Light Brigade Inc.....	520	Telecom Tower Rentals, LLC.....	615
BlackTower Group Inc.....	833	Lindapter.....	1006	Telecommunications Industry Foundation (TIF).....	415
Blaklader.....	1030	Lyncole XIT® Grounding.....	705	Tempo Communications.....	826
Buckingham Mfg. Co., Inc.....	838	MAFI US INC.....	317	Tessco Technologies.....	201
Busybusy.....	717	Matt's Arm.....	100	Texas A&M Engineering Extension Service.....	830
Cadre Industries.....	926	Metalogalva.....	616	Texas Tower Lighting Systems LLC.....	404
Capps Van & Truck Rental.....	1039	Microwave Vision Group (MVG).....	804	Thayer Wireless Solutions.....	1101
Cell Tower Osprey Management.....	939	Midwest Unlimited LLC.....	1025	Tough Tower.....	134
CITCA LLC.....	526	Milwaukee Electric Tool.....	439	Tower Cap LLC.....	921
CommercePayments.....	922	Multicopter Warehouse.....	1135	Tower Pro Insurance.....	402
CommScope.....	925	Multilink, Inc.....	612	Tower Systems, Inc.....	808
Croquets Materials and Services Inc.....	215	Musco.....	322	Tractel, Inc.....	434
Dakota Riggers & Tool Supply, Inc.....	916	National Wireless Safety Alliance (NWSA).....	817	Trinity Integrated Solutions, Inc.....	1017
Danella Companies.....	123	NexTek.....	814	TRS-RenTelco.....	707
Deuer Development.....	733	Nokia.....	701	Truwerk.....	329
Dillon Force Measurement.....	510	NVent ERICO.....	517	Tucker Technology, Inc. (TTI).....	314
Drake Lighting, Inc.....	729	NWS.....	410	TUF-TUG, Incorporated.....	931
Ehresmann Engineering.....	708	OneVizion, Inc.....	425	TWR Lighting, Inc.....	600
Elk River, Inc.....	1031	Pacific Safety Solutions LLC.....	909	UNIMAR INC.....	800
Electro-Mechanical Industries, Inc.....	421	ParamontEO, Inc.....	515	University of Dayton Research Institute (UDRI).....	309
EML Calibration.....	802	Pathwave Inc.....	711	USA Telecom Insurance Services.....	626
Engineering Wireless Services, LLC (EWS).....	430	PerfectVision.....	401	U. S. Rigging Supply / Pelican Rope.....	1032
Ergodyne.....	501	Petzl.....	323	Utilities Technology Council.....	204
Ericsson Inc.....	211	Pigeon Mountain Industries, Inc.....	511	Valmont Site Pro 1.....	601
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Hotel reservations are due by Friday, January 26, 2024. Once the NATE room block has been filled, which could occur prior to Friday, January 26, 2024 the hotel will not guarantee availability.

Subject to availability, rooms may be reserved at the Group Rate for the three days before February 15, 2024 and the three days after February 22, 2024.

The following room rates have been confirmed by the Sheraton Memphis Downtown:
Standard Room

Single or Double Occupancy: \$184 • Check in: 4:00 p.m. • Check out: 11:00 a.m.



Hotel Reservations

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Exhibitors who need 10 or more rooms will have the opportunity to request sub-blocks. Should you have questions, please don't hesitate to contact ConferenceDirect at nateunitehousing@conferencedirect.com.



Sub-block

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Single or Double Occupancy: \$169

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Single or Double Occupancy: \$189

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Check out: 11:00 a.m.

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What Have We Been Up To?

In 1843, a gentleman named Henry Cole came up with an idea that he could use the postal service to send Christmas messages cheaply and with less hassle than having to hand write dozens, if not hundreds, of letters, each one bearing a personalized Christmas message to family, friends, and acquaintances. He came up with the idea to produce one message that could be sent out en masse. What a brilliant idea. Thus, we have the Christmas card.

For years, my mom would add to her Christmas card, a letter of sorts, sent to special friends and family members, which gave a brief synopsis of the happenings for the previous year at the Buttrum household.

My father has now taken over this very special letter writing – adding his own style of storytelling, that is uniquely different from my moms, but still highlights the last year, but from Dad’s perspective.

It is funny how an entire year that was jam packed with stuff, can be whittled down to a one-page letter. But somehow, Mom and Dad could always get it done. This year was no different.

Dad’s letter writing got me thinking. I wonder if our NATE members are aware of everything that is being completed in the NATE committees with which I engage. The countless hours of meetings, the dedication to getting a project completed, the fabulous deliverables coming out of committees. I think an end of the year synopsis of the happenings in the NATE



Committees is appropriate. These committees certainly keep me on my toes with all that they do. As I briefly review some of the deliverables, please note, as we say in policy writing, this list includes, but is not limited to, all that are listed below.

The Safety & Education Committee had several goals for 2023 that they met head on. It started with a Task Team to review and design new safety posters. To date, the team has completed 12 posters and is currently working on another four with new photos and new tag lines. Plus, each poster has a QR code that takes the reader to a “second page” document. This second page gives you additional information about the topic, resources, an explanation of the topic, etc. What a wonderful way to utilize a safety poster for a toolbox talk with the helpful second page of information. In addition, new chapters for the NATE Safety and Health Manual were completed: Heat Illness Prevention Program, Concrete Safety Program, and Short Service Employee Program. All chapters that include Crane Safety were updated for Crane Grounding. Chapters are being created with influence and assistance from the Small Cell and DAS Committee as well. Also completed was the new NATE Dropped Object Prevention Guide, the NATE Hoist Operator Guideline, and the NATE RF Awareness Booklet.



Kathy Stieler is the NATE Director of Safety, Health & Compliance. She can be reached at 812-204-8832 or kathy@natehome.com.

The OSHA Relations Committee, after completing the NATE CRTS, has a Task Team working each week on a Rigging Training Guideline. I believe you will see this completed next month. As NATE completes the Susan Harwood Grant for 2023 on *Electrical Safety Awareness for Telecom Workers Training*, NATE applied and received a new Susan Harwood grant for 2024. The curriculum development team from OSHA Relations completed their work, and beginning in January, the new Susan Harwood Training Grant on *PPE for Telecom Workers: Hazard ID, Selection, and Use Training* courses will begin. Look for these courses in 11 different cities in 2024. Also completed this year, with members of the OSHA Relations Committee, was the Wire Mesh Grip Advisory white paper released in September. This committee is responsible for the NATE STAR Initiative Program and has been the driving force behind the NATE-OSHA-FCC Strategic Partnership.

The Safety Equipment Manufacturer's Committee (SEMC) is tasked to conduct real-world testing and provide detailed information applicable to the performance of safety equipment and related components utilized within the communications infrastructure industry. Every year, this committee performs a testing event and writes a white paper about the testing event on a product or

products that are commonly used in our industry. This year, SEMC held a testing event in June at the University of Dayton Research Institute in Dayton, Ohio, to test double leg lanyards. Remember that the SEMC performs testing that is unique to our industry. Testing protocols are not conducted under strict ANSI requirements and therefore can not be construed as ANSI testing. However, the testing that is conducted better emulates how safety equipment is being utilized by our tower technicians in the telecommunications industry. By the time this article is published, the white paper on this test event will be published.

As I stated before, and we say so very frequently, this list includes, but is not limited to... Even with my weekly journal, I may have left something out.

One thing is for sure, without all the Committee members, TaskTeam members, white paper team members, and all others that I constantly call to ask for advice and/or assistance on projects; without your input, none of this could have been completed. You are all amazing and I appreciate you! Thank you!

And now, on to 2024. ●

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NATE UNITE 2024

By Ken Clark



The wireless industry has experienced exponential growth over the last several years followed by a shift in available funding and budgets for projects across many segments of business including the deployment of macro tower sites, small cells, 5G integrations, indoor/outdoor DAS, public safety networks, and a variety of technology partners that support many of these related scopes. In some cases, this has resulted in a reduction of hiring, industry layoffs, and slowdowns requiring wireless integrators, tower companies, infrastructure firms, and suppliers responsible for buildouts to pivot significantly. As a business owner, I have experienced significant value attending NATE UNITE trade shows over the years alongside many company employees to support an ever-changing business landscape.

As the premier conference and trade show in wireless and broadcast infrastructure, NATE UNITE 2024 in Memphis, Tennessee, has selected a wide mix of topics of in-person educational sessions that offer attendees with industry relevant content and trainings, as well as a speed networking session where participants can meet nearly a dozen new contacts in less than one hour. Memphis is home of the blues and birthplace of rock 'n' roll, not to mention gospel, jazz, R&B, rap, and soul; setting the stage for centrally located and vibrant trade show.

Cultivating an environment where employees and company leaders are offered consistent educational opportunities to learn and grow within their careers is a significant value add in the workplace that impacts today's workforce. NATE UNITE 2024 is offering 28 educational topics and epic networking opportunities that drive business and builds cohesion among attendees, a keynote luncheon featuring United States Navy SEAL Veteran Kevin Lacz, and an exhibit hall to gather ideas and everyone together.

It has been a pleasure working with dedicated NATE Trade Show Committee members for their tireless efforts in orchestrating an exceptional trade show experience that brings together a diverse blend of industry professionals and sponsors. The NATE UNITE 2024 conference in Memphis promises an array of educational content, industry related discussions, and a fun mix of networking opportunities. As we navigate the ever-evolving landscape of our industry, the convergence of our businesses to foster collaboration among NATE member companies will undoubtedly bolster the optimistic prospects for professional growth-oriented training and business networking in the future.

NATE UNITE celebrates the distinction as the foremost conference and trade show in the dynamic realm of tower and communications infrastructure construction, service, and maintenance, with a primary focus on safety. Expect an interactive and bustling exhibit hall hub of activity, featuring stakeholders from every facet of our industry. On behalf of the NATE UNITE Trade Show Committee, we look forward to seeing you at the Renasant Convention Center in Memphis February 19-22, 2024! ●



Ken Clark is a member of the NATE Trade Show Committee and is the Founder and CEO of Engineering Wireless Services headquartered in Tempe, Arizona, supporting clients and partners around the United States. He can be reached at 480-443-4000 or at Ken@EngineeringWireless.com.

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OSHA, the Federal Communications Commission, and NATE: The Communications Infrastructure Contractors Association Renew Partnership to Protect Communications Tower Erection Workers

The U.S. Department of Labor's Occupational Safety and Health Administration renewed a national strategic partnership with the Federal Communications Commission and NATE: The Communications Infrastructure Contractors Association to eliminate fatalities and reduce injuries and illnesses among workers in the communications tower erection industry.

The five-year renewal includes carriers, general contractors and engineering firms in the communications tower erection industry. The partnership will address hazards, such as falls from height, high energy electrical contact, falling objects, tower collapses, and inclement weather that are frequently encountered during telecommunications, tower erection and maintenance operations.

The partners intend to develop best practices to address the root causes of injuries and fatalities during maintenance, repair and construction of wireless communication and broadcast systems under normal and emergency situations. The partners will also establish job-specific safety and health training

for supervisors and forepersons, telecommunications tower technicians, project managers and project supervisors.

"We recognize the hazards that tower employees face especially as the increasing demand for wireless communication technology intensifies the need to repair and construct telecommunication towers," said Deputy Assistant Secretary of Labor for Occupational Safety and Health Jim Frederick. "Our renewed partnership confirms our continued commitment to shifting practices and ensuring that controls are in place so that workers finish their shift safely throughout this industry."



L to R: James Frederick (OSHA, Deputy Assistant Secretary), Jessica Rosenworcel (FCC, Chairwoman), and Victor Drouin (NATE Chairman) pose for a photo moments before officially signing the NATE-OSHA-FCC National Strategic Partnership Agreement on Thursday, December 7 at the U.S. Department of Labor Headquarters in Washington, D.C.

Learn more about OSHA's Strategic Partnership Program at <https://www.osha.gov/partnerships/>.

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

“The timing of this renewal agreement is critical as the association’s member companies and their technician workforce will be on the front lines enabling connectivity as part of the generational investment of the Broadband, Equity, Access and Deployment program funding that will be flowing to the states in 2024 and beyond,” said NATE Chairman Victor Drouin.


“The NATE-OSHA-FCC National Strategic Partnership agreement will play a vital role ensuring that this next-generation deployment cycle will be performed in a safe and quality manner by the industry’s most precious resource, our workers.”

Since 2020, the partnership has created icons representing hazards that can fatally injure workers and has seen an increase in partner company participants from 94 in 2022 to 157 in 2023.


NATE is a non-profit trade association dedicated to providing a unified voice for companies in the tower and communications infrastructure construction, service and maintenance industries. The Federal Communications Commission regulates America’s interstate and international communications by radio, television, wire, satellite, and cable. ●




L to R (Back Row): Sherman Williamson (OSHA), John Paul Jones (NATE OSHA Relations Committee), Doug Kalinowski (OSHA), Jessica Cobb (NATE Board of Directors), Kevin Dougherty (NATE Board of Directors), Brendan Carr (FCC Commissioner), Jimmy Miller (NATE Board of Directors), Todd Schlekeway (NATE President & CEO), and Duane MacEntee (NWSA); L to R (Front Row): James Frederick (OSHA, Deputy Assistant Secretary), Jessica Rosenworcel (FCC, Chairwoman), and Victor Drouin (NATE Chairman).



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Barry Kaufkins

Operations Manager

*LiteComm, LLC
Indianapolis, Indiana*

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

Since its founding two years ago.

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

After 18 years of teaching I was ready for something different. A guy at my local climbing gym suggested I look into tower climbing, and the rest is history.

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

Wake up at 5 am, brew coffee, turn on computer, and attempt to get caught up on whatever administrative duties I am perpetually behind on. Hit the road at around 8 AM, complete two or three jobs throughout the day before finding myself in another hotel in front of my computer again that evening. Phone the family before bed and start the whole process over again the next day.

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

Being able to make decisions on the direction of the company. I also enjoy training employees new to tower climbing.

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

Building a financially-sound, employee-centered company where our personnel receive a good wage, plenty of bonus opportunities, and lots of home time.

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

Even though we see to it that our employees are well-equipped and well-trained, their safety and well-being is a constant source of worry. Second to that is the often tricky juggling act of keeping all of our various customers happy.

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

Our mission is to provide a work environment where employees can thrive professionally, personally, and financially. We achieve this through a shared commitment to quality workmanship, professionalism, and mutual respect.

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

Tower safety has improved significantly over the years. This is a trend I would like to see continue.

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

My greatest hope is that tower climbing continues to be a financially-sound career option. Depressed or stagnant wages result in lower quality employees as the best workers seek better incomes in other industries.

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

Climbing towers and life on the road is not for everybody. Do what is best for you and your family. Do not let anyone pressure you into doing something you do not feel safe or comfortable doing.

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

Travelling the world with my lovely and funny wife, Steva.

➔ **Do you have a hobby/hobbies?**

Among other things, I enjoy the climbing gym, playing disc golf, reading, and listening to music. I also enjoy playing chess, even though I am terrible. I occasionally make it to the slopes for snowboarding.



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

Leaving academia for the tower lighting industry is the second-best decision I ever made. You are never too old to try something new. ●

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Bessy Garcia

Vice President

Tower Technics, LLC

Rockwall, Texas

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

In February 2024, it will be 9 years.

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

My telecom journey began over a decade ago when Eduardo, my husband, then a tower technician, had the audacious idea of starting our own telecom business. Despite my background in nursing, I ventured into this unfamiliar world part-time and changed to full-time a year later. Surprisingly, I found my passion in the tower sector of telecom.

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

Imagine a circus juggler, but swap balls starting with the most important role of all, being a mom. My first task includes helping with my children's morning routine and school drop-off, then transitions to a cup of coffee, multitasking, phone calls, calendars, emails, and meetings.

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

The privilege of guiding our company's course through decisive leadership. At the heart of this vision lies the commitment to fulfill our team's and customer's needs, but I also enjoy being part of team building, nurturing talent, guiding, encouraging them to develop more growth and new skills.

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

I have been blessed to achieve a variety of accomplishments both big and small; it is hard to pinpoint where to begin. I would have to say my dearest accomplishment was moving to this beautiful country at the age of 14. I am grateful for the opportunity to learn the language, pursue education, and work hard. I am especially proud of being able to start our family business, which has allowed me to have flexibility with my family and provide job opportunities for others.

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

Balancing the fluctuating periods of high and low demands in the industry.

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

Since I am personally affected by it, I would like to find a cure for chronic migraines. Migraines are not merely simple headaches, they are a condition that severely impact one's quality of life. It is a serious health issue that needs effective treatment, understanding, and acknowledgment.

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

Seek God's guidance in the pursuit of knowledge, wisdom, and strength. Face challenges with faith, courage, and humbleness. Proverbs 16:3 – "Commit to the Lord whatever you do, and he will establish your plans."

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

My hope is that our society, and especially younger generations, will deeply embrace morals, values, and empathy alongside excelling academically and professionally. Principles and emotional intelligence are just as important as intellectual intelligence.

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

I hope the industry recognizes every contributor's effort with fair compensation, along with recognition, ensuring principles of equity and respect.

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

Be kind, curious, proactive, ask questions and accept feedback. Challenge yourself to learn new skills continuously both during work and your personal time.

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

Kind, tenacious, friendly.



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

I have a heartfelt aspiration to visit two places close to my heart, El Salvador and Guatemala, especially since my children share this heritage.

➔ **Do you have a hobby/hobbies?**

I like to read and watch videos to learn new skills in anything from mental health, to cooking, and new technology. I enjoy listening to podcasts, watching documentaries, and I love traveling and doing outdoor activities.

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

I have been married to my best friend and business partner for 15 years. I am a mother of three amazing children; two girls and a boy and we have a sweet female husky. ●

January marks my fourth year on the NATE staff and serving as the Staff Liaison to the Member Services Committee. With every meeting, I am surprised at the level of time, effort, and commitment this committee brings to ensuring that NATE continually improves, reviews, and adds benefits for our members.

Each volunteer member of the committee truly cares and works incredibly hard to bring value to our members by creating tools and resources that help solve challenges member companies face. This group has just completed the ground-work and is launching another exciting new member benefit.

As of December 18, 2023, NATE's new Peer Learning Program was launched. The Member Services Committee is excited to add this new member benefit and believes it will add value to our members. This new program is a round-table style group designed as an off shoot of NATE's Mentorship Program, which was re-launched two years ago. Both offer members an opportunity to grow with like-minded individuals; one-on-one and with their peers.

open to all NATE members and the application is available on the NATE Mobile App and at natehome.com/membership/nate-mentorship-program/nate-mentorship-program/.

NATE UNITE is coming up February 19-22 in Memphis, Tennessee. I look forward to meeting new members and rekindling relationships with those of you I already know. I look forward to seeing you all soon! Stop by and say hello at the Information Lounge where Member Services Coordinator Rhonda Albogast and I will be stationed to answer any questions you may have on membership, benefits, or access to the NATE Mobile App and Member Portal.

And as always, if you have any questions on membership, benefits, or anything NATE related, please reach out! I love speaking with our members and doing what I can to help them take advantage of everything NATE has to offer. ●

Adding the Peer Learning Program will add the opportunity to meet monthly with a group of industry professionals at a similar level of leadership to discuss their own challenges in the workplace and grow together through sharing ideas and expertise.



Jill Rethke is the Member Services Manager for NATE: The Communications Infrastructure Contractors Association. She can be reached at jill@natehome.com or 605-882-5865.

Participants will be grouped according to their job functions and will be provided with a facilitator to lead the group discussions.

If you are interested in participating in the Peer Learning Program, it is

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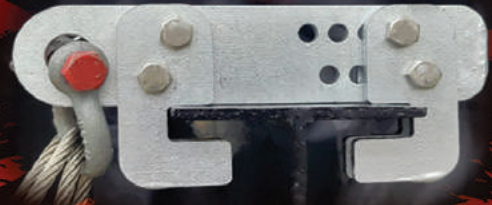


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Structural Integrity: The First Step in Fall Protection

By Ethan Olson

The importance of fall protection and utilizing 100% tie off when working at elevation is often discussed, but no amount of fall protection can protect you if the tower has lost its structural integrity. Regular inspections, and monitoring of key tower components can help you stay ahead of any structural issues that may arise, but what happens when structural damage that has slipped through the cracks is discovered?

Work is stopped, the appropriate people are notified of the issue, and a structural engineer is consulted to assess the severity of the damage. A number of factors can affect the process moving forward.

Determining the best course of action usually requires multiple people and organizations, engineers, tower owners, tower workers, and more, working together.

Proper documentation and clear and open communication will help ensure all parties have accurate information and is an essential step in deciding what will be necessary to eliminate the hazard.

There is a plethora of possible structural issues that may pose a risk to climbers, but I would like to talk about a few of the more common issues we have run into in the field.

Fiberglass insulator rods, or synthetic ropes made from aramid fibers, are often used to insulate the guy wires and prevent interference around broadcast applications. Using less durable alternatives to steel, while in many cases being necessary for operation or compliance, can introduce additional steps to ensure the structural integrity of the tower.

Inadequate insulation or grounding can lead to unwanted currents in nearby conductive

material. As well as possibly affecting the performance of equipment, unwanted currents introduce the possibility of arcing and possibly damaging structural components.

If a tower is outfitted with insulator rods it is important to check the fiberglass for possible signs of delamination, cracking or chipping, and discoloration or UV degradation.

If insulation is achieved using a synthetic stranded option, ensure the jacket is intact and free of signs of stretching or cracking. All connections and metal components should be checked for rust and material loss, and any weather sealing should be intact and watertight. Gaps or cracks in the weather sealing or jacket can allow water to work its way into fibrous material. When this water freezes and expands it weakens the bonds between fibers and diminishes load capacity.



Ethan Olson is the Business Manager for Kilowatt, Inc. in Sioux Falls, South Dakota and is a member of the Safety & Education Committee. He can be reached at 605-681-4961 or ethan@kilowattinc.com.

Depending on age, condition, and environmental factors some insulator rods and synthetic rope alternatives may need to be inspected as often as annually. Lifespan can vary greatly depending on the type of stress fibers are exposed to. Consult the engineer of record and manufacturer for site specific recommendations.

While corrosion is not a new issue in the tower industry, as towers age the risk of damage and material loss increases. Anchor shaft corrosion can cause catastrophic tower failure, and should be monitored, but that is a topic that deserves its own article.

If caught early enough, it may be possible to treat, remove, or install modifications to maintain the tower's integrity. Left unchecked corrosion can spread until repairs become too expensive or risky and replacing the tower becomes the only option.

Corrosion and material loss on the inside of a leg or member can be difficult or impossible to identify visually. Hollow tower legs and members should have adequate drainage. If water is unable to escape, it can freeze and expand, leading to cracks or deformations.

I know discovering issues that pose this great of a risk is rarely a positive experience. I gain some peace of mind knowing that every structural hazard identified and removed is one less risk to climbers maintaining our infrastructure. ●



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Former Navy Seal, New York Times Best-Selling Author, and Co-Star of *American Sniper* Kevin Lacz to Deliver Keynote Address at NATE UNITE 2024

NATE UNITE 2024 Slated for February 19-22 in Memphis, Tennessee

NATE: The Communications Infrastructure Contractors Association announced that Kevin Lacz will deliver the keynote address at the NATE UNITE 2024 Conference in Memphis, Tennessee. NATE UNITE 2024 will take place February 19-22, 2024, at the Renasant Convention Center in Memphis. NATE UNITE is widely regarded as the premier and most comprehensive education event in the communications infrastructure industry. Lacz is scheduled to speak during the NATE UNITE 2024 Keynote Luncheon sponsored by Ontivity on Tuesday, February 20, 2024.

encouraged to see pages 22-28 of this *Tower Times*. Individuals and companies attending NATE UNITE 2024 who are interested in sponsorship and participation opportunities in the Tower Family Foundation Golf Event powered by NATE's Wireless Industry Network (WIN) are encouraged to see pages 42-43.

Kevin Lacz Biography

Kevin Lacz is a decorated former US Navy SEAL; the author of the New York Times bestselling memoir *The Last Punisher*; a SEAL technical advisor; a co-star of the blockbuster smash *American Sniper*; a certified Physician Assistant and co-founder of Lifestyle and Performance Medicine; and spokesperson for Hunting for Healing, the charity he co-founded with his wife. Kevin Lacz has gone above the pinnacle of serving among Americas' Special Operations to become a bestselling author, an accomplished speaker, an entrepreneur, a philanthropist, and an active member in his community.



"The annual Keynote Luncheon at NATE UNITE is always a memorable event at our conference and this year will be no exception with Kevin Lacz captivating attendees by sharing his amazing personal journey and experiences," said NATE Trade Show Committee Chairwoman Amanda Stegall.

"The Association is excited about what is in store for NATE UNITE 2024 and the conference and trade show is shaping up to be the largest with the most diverse array of speakers, educational sessions, luncheons, networking sessions, and events that NATE has ever hosted in one location," added Stegall.

"Kevin's message will resonate deeply with the communications infrastructure industry employers, employees, and stakeholders who attend NATE UNITE 2024 and we all can't wait to hear his keynote remarks at the conference," stated NATE Events and Meetings Manager Shari Wirkus.

Companies interested in NATE UNITE 2024 sponsorship and exhibiting opportunities are



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

Lacz's journey began after the terrorist attacks of 9/11, which took place when he was in college. Fueled by a desire to serve his country, Kevin left college and joined the US Navy. He completed Basic Underwater Demolition SEAL training and found a home at SEAL Team THREE Task Unit Bruiser. As a sniper and combat medic, Kevin was crucial to the success of Task Unit Bruiser which emerged as one of the most highly decorated special operations units of the Iraq war. Kevin received multiple awards during his service, including a Bronze Star with combat "V" and the Navy and Marine Commendation Awards with combat "V." He left the SEALs after eight years of service in 2010.

Fueled by success within Naval Special Warfare, Kevin took his skills back to the classroom, graduating Magna cum Laude from the University of Connecticut with a degree in Political Science. He continued to Wake Forest University, where he graduated with a Master of Medical Science-Physician Assistant.

During his tenure at Wake Forest, Kevin was approached by legendary actor and director Clint Eastwood, who asked him to serve as SEAL technical advisor on his adaptation of *American Sniper*, the story of Chris Kyle. Kevin helped the actors accurately portray Navy SEALs and worked closely with Bradley Cooper, who portrayed Kyle in the film. After a short time working together, Cooper convinced Kevin that he should play himself in the

film. Eastwood gladly agreed, proud to have someone on screen who knew the film's events and its hero firsthand. Kevin was an integral part of the Oscar winning film, which garnered six nominations in 2015, including Best Picture and Best Actor (Bradley Cooper).

Kevin released his New York Times best-selling memoir on July 12, 2016. *The Last Punisher: A SEAL Team THREE's Sniper's True Account of the Battle of Ramadi* is a bold, no holds barred first person account of the Iraq war and the pivotal battle that ensured its success. With wry humor and moving testimony, Kevin tells the story of his deployment and the successful implementation of his task unit known as "The Punishers" in helping to secure the city with both the Army and the Marines.

Currently, Kevin is a certified Physician Assistant in Florida, where he co-owns Lifestyle and Performance Medicine – powered by Regenesi, a concierge based Functional Medicine practice. His clients include professional sports teams along with specialized units within the US Special Operations Command. Kevin is also the spokesperson for his charity Hunting for Healing, a Florida 501(c)(3) that takes serviced-disabled veterans and their spouses on hunting, fishing, and other outdoor expeditions. He is a regular guest on Fox News and has also appeared on CNN and MSNBC. He lives in Florida with his wife, Lindsey, and their children. ●

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UAS – What Comes Next?

By Sam McGuire

New technologies change the way we operate in our daily lives and allow us to challenge incumbent processes with potentially superior alternatives. Throughout the adoption cycle there are a number of highs and lows to navigate as the solutions evolve from bleeding edge, to leading edge, to standard operating procedure.

As it relates to our industry, drones have taken center stage in the new technology discussion the last few years. Drones are certainly here to stay and they continue to become a more commonplace solution for data acquisition with every passing year.

They enable greater visual context for tower projects, allow tower ownership groups to assess their structures and asset inventories, while assisting Original Equipment Manufacturers (OEM) and Mobile Network Operators (MNO) in understanding the quality of installation and alignment with RF strategies.

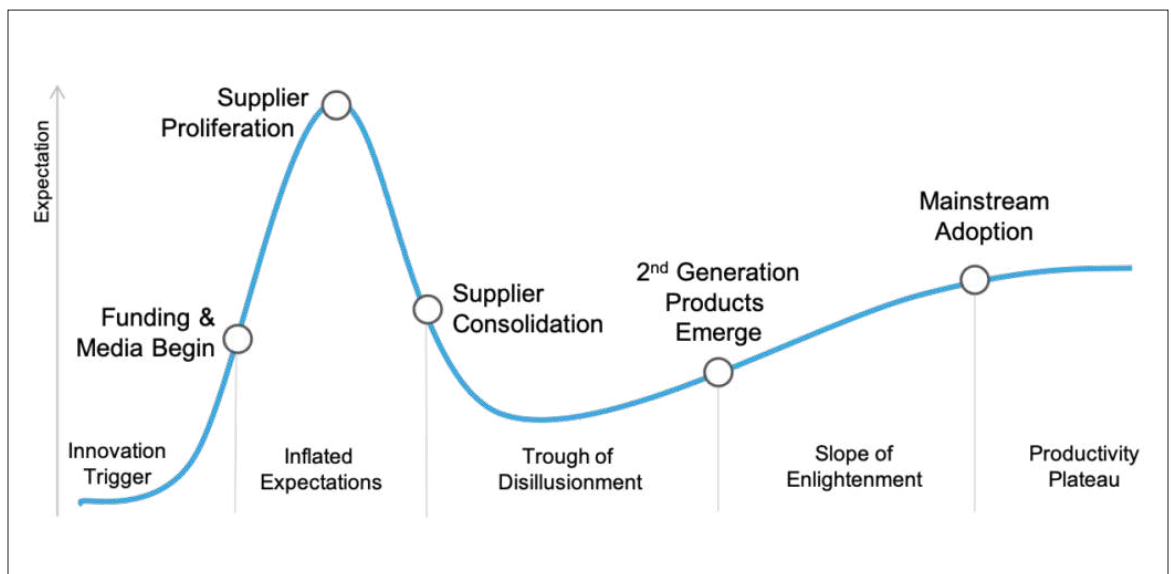
This myriad of use cases was identified over the last five to seven years as innovative startups and forward-thinking end customers pushed to integrate flights into their operations. Throughout this initial cycle the number of flights conducted each year grew at impressive

rates and the technology advanced to accommodate initial customer requests and exciting new approaches to asset analytics.

Exciting stuff...Now what? For the next few points, please refer to the Gartner Hype Cycle chart below.

In my opinion, drone adoption is currently headed into the Trough of Disillusionment. A temporary but critical phase of adoption where the industry has an opportunity to take a step back, catch its collective breath, and assess how and where this technology begins to truly fit into our daily lives.

The ecosystem has provided the first iteration of solutions to probe the market, develop initial products, and begin to understand the value that will promote long term commercial adoption.



Sam McGuire is the Chairman of the NATE UAS Committee and the owner of FieldSync, Technologies, Inc. in Des Moines, Iowa. He can be reached at 720-212-4133 or sam@fieldsync.io.

Early Adopters

The major tower companies, a couple OEMs and MNOs, and a very few traditional contractor companies have led the charge and helped prove that a long term fit exists. They were the catalyst to excite early development and the conduits for feedback as the number of solutions and providers multiplied to meet initial demand. While this phase was critical, exposure to the technology and its benefits were largely consolidated to a very small number of users and use cases. As with all new technologies, the first generation of solutions (hardware, software, etc.) inherently end up tailored to a narrow buyer category due to factors including price point, scalability, or relevance to a potential buyer's business model.

Early Majority

As we climb out of the Trough and second generation offerings begin to emerge, they will begin to include solutions relevant to the many vs. the few. For this to happen in our industry, that means solutions will need to be built tailored to the existing workforce rather than promoting the generation of a separate category of drone-related vendors.

This is my bias showing through, but advancement in UAS technology over the last few years has made it much simpler, cost effective, and sustainable to convert a tower technician into a drone expert than it is to teach a drone pilot about our industry.

Not only will it promote a convergence of traditional and digital infrastructure services, but it will also enable the broader NATE Membership to diversify their offerings, cross-train their employees, and future proof their businesses.

Mainstream Adoption

The path to get here is called the Slope of Enlightenment. This process, in my interpretation, culminates in a broader consensus of the technology's application and how it best fits into our industry as a go-forward standardized tool. Collaboration across the industry within the NATE UAS Committee and the TIA TR-14 Drones Ad Hoc has helped us lay the groundwork for this next phase.

I would have been wrong about 2023 if you asked me about it in 2018 so I will not pretend to know what things will look like in five years. But if I could wave a magic wand:

- We would have cost effective UAS technologies in the trucks of most tower technicians.
- Data acquisition needs would create economic opportunities for contractors no matter their size or area of expertise.



- The entire supply chain would be able to collaborate around a single data source to make decisions around engineering, designing, scoping, and sourcing without multiple site visits.
- Adoption of new and exciting technologies, like UAS, would prove to Gen Z (and beyond) that our industry is not only the backbone of connectivity, but a space where you can build an amazing and dynamic career.

While the "Trough of Disillusionment" is a daunting title for a technology's lifecycle, it also means that Enlightenment is just around the corner. And as the industry moves forward, especially out of a tumultuous 2023, that sounds great to me.

Do you have thoughts on where UAS and other new technologies will have a positive impact on the industry? We want to hear from you!

Scan the QR code and share your thoughts on emerging technologies and the future of our workforce. ●





Safety When Trenching – Before You Dig!

By Ken Hill & Dan Marks

You have called 811, now what? Just waiting the necessary three days and then proceeding to excavate or directional drill does not mean you will not strike buried utilities. Reading the ticket responses is an important step in following any states 811 laws. Prior to starting the excavation, review the One-Call ticket, paying careful attention to the responses provided by the utility owners. The notes may indicate that the area is clear, or an on-site meeting is necessary to complete the locates. As part of your notification process, you should have white lined your proposed excavation area. This helps ensure that the mark out company knows exactly where you plan to excavate.

When you arrive at the work location, examine the area prior to starting your excavation. Walk the area and verify the locate markings have been completed. It is important to review the 811 ticket response and ensure you have all of the facilities marked. Many times there may be multiple telecommunications providers and they all need to be marked out. If the trenching is outside of the Public Right of Way, the facilities may not be marked and it is the excavator's responsibility to have the facilities located. Also, privately owned utilities will also not be marked out and it will be up to the excavator and/or property owner to identify those underground facilities. Remember the uniform facility mark out color coding.

Next, examine your route, looking for potential conflicts where your route crosses another utilities path, or where your proposed route runs closely parallel.

All these are areas where potholing may need to be done to ensure your excavation or drilling operating does not damage the adjacent utilities. During this site walk, also look for clues that there may be an unmarked utility. Look at utility poles to see if there are risers for telephone, fiber optic, CATV, or electric that have not been located. There may be signage on a pole or a field marker to indicate a buried utility. Look for water meter vaults, valve boxes or utility manholes or handholes; all are indicators of buried utilities. As you are conducting your walk around, ensure that you are taking video or photos of the route. This helps following a utility strike to prove your path was marked out and you did your due diligence.

Focusing on communications systems, often ILEC's and CLEC's install their systems in a duct bank, but they also routinely install them in a single duct, a pack of inner ducts, directly buried, and installed in a micro trench. Nearly every building or facility is going to have a



Ken Hill & Dan Marks are both members of the NATE Safety & Education Committee and Small Cell and DAS Committee. Ken is the Director of Network Safety at Crown Castle and can be reached at 484-357-9055 or kenneth.hill@crowncastle.com. Dan is the Safety Manager at Crown Castle and can be reached at 470-299-9793 or dan.marks@crowncastle.com.

communication system of some sort, if you do not see an aerial connection, chances are the communication system is buried. Remember there may be multiple ILEC and CLEC telecommunications cables buried at your worksite.

The depths of communications cables can vary greatly. In a micro trench, the line may only be a few inches deep. In other areas, the communication system may be much deeper, even exceeding six feet in depth. A common “excuse” heard for a deep utility strike is that they went deep to avoid all the other utilities. Chances are though someone else had that idea as well. Many times direct buried telecommunications and electric cables do not run in straight lines and may vary in their path. Trenching parallel to these facilities may require additional potholing to verify their exact location from the tolerance zone.

If you are unsure if the locates are accurate or if you think there may be an unmarked utility on private property, Electromagnetic locators (EM) and Ground Penetrating Radar (GPR) are tools that can help you verify locates. Read that again, EM and GPR are tools that can help you verify locates, it does not replace the 811 mark out.

Once you begin digging, take care while digging around utilities. Pothole by using hand dig or soft dig techniques, start at the outside edge of the tolerance zone and work your way in. Once the utility is exposed, leave it uncovered until you have completed your telecommunication installation. Often times the utility is verified, but then the hole is filled in, and then the utility is struck. Also, pothole where your pathway will cross the marked utility. The depth of marked utilities may change from where you pothole to where you are actually crossing the utility. If your pothole is in a location other than the crossing point, this could lead to damage.

In the event of a utility strike, alert the proper authorities or utility owners. With regard to telecommunications lines, fiber in particular, handle the system with care to prevent further damage and never look into the ends of a fiber optic cable. The light being transmitted may be beyond what human eyes can see, and that light can damage your eyes.

Underground construction can be done safely. Contractors need to understand the situation (811 locates and ticket response), do their own verification (walk the site and document), and utilize proper digging techniques (hand or soft digging, proper potholing). ●

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NATE President & CEO Todd Schlekeway Receives Jay Kitchen Leadership Award

Todd Schlekeway, NATE President & CEO, was awarded the Jay Kitchen Leadership Award at the Radio Club of America Awards event on November 18 in Denver, Colorado.

Founded in 1909, the Radio Club of America is a 501(c)(3) organization comprised of wireless communications professionals.

Established in 2019, the Jay Kitchen Leadership Award recognizes an individual who embodies the following characteristics: energetic advocacy, cooperation, avid interest and respect for all, and humor, and for someone who has achieved a high level of success leading a wireless association, government agency, or commercial enterprise.



Radio Club of America's 2023 award recipients join a proud tradition of wireless legends. Each practitioner has dedicated significant time and talent toward the advancement or preservation of skills that advance the wireless industry. For a complete list of award recipients, please refer to this link: https://radioclubofamerica.org/content.aspx?page_id=22&club_id=500767&module_id=645011.



NATE Board members, staff and members gather in support of NATE President & CEO Todd Schlekeway receiving the prestigious Jay Kitchen Leadership award.



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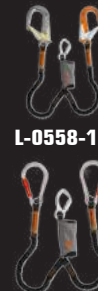


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Bridging Telecom's Gender Gap: Empowering Women Through Education

By Areanna Sabine



The telecommunications job market is known for its constant fluctuations, resembling a rollercoaster ride. Currently, women constitute approximately 40% of the workforce in this sector, primarily occupying administrative roles. The significance of education in this field cannot be overstated, particularly for women navigating their careers within it. While obtaining an education does not guarantee job security in the volatile market, it does empower individuals with essential skills applicable across various workplaces, providing them with the flexibility to explore diverse career paths.

However, pursuing education may be challenging for many, hindered by factors such as work schedules, personal commitments, limited access to educational institutions, and financial constraints.



To date, over \$10,000 has been awarded to deserving women within the NATE community, and this tradition will continue in 2024, with two \$1,000 scholarships available. Eligibility criteria state that applicants must be enrolled in or committed to enrollment in an accredited university, technical school, or continuing education program within the fiscal year of receiving the award. Additionally, applicants should be current employees or dependents of employees at a NATE member company. Applications are due on January 19, 2024. Apply at bit.ly/3tppgq2.

In response to these challenges, the Women of NATE (WON) Committee has taken a proactive stance by annually offering two \$1,000 scholarships to women seeking education, whether at a university, technical school, or through a continuing education program.

The WON Scholarship Task Team actively collaborates with NATE state liaisons, committee leads, and domestic education programs to promote the scholarship nationwide. In tandem, WON partners with the NATE Member Services Committee, combining the education scholarship opportunity with invitations to potential member companies to join NATE. Beyond offering financial assistance, the scholarship becomes a pivotal tool for telecom companies to champion women within their organizations and the industry at large.

Complementing WON's initiatives, NATE remains steadfast in its commitment to serving the telecom workforce and supplying critical data and resources to member companies. Through initiatives like the 2020 Workforce Survey and Workforce Development Initiative, accessible on the NATE website, the organization establishes industry standards for how private companies and the sector as a whole can effectively cater to the workforce's needs. This investment in women within the telecommunications industry is a sustained effort, laying the foundation for a more equitable future for the workforce. ●

This scholarship initiative was initiated in 2021, with seven deserving women being the first recipients of this award.

Past recipients of the WON Scholarship have seamlessly integrated into the telecommunications industry, securing roles ranging from administrative assistants and climbers to executives at NATE member companies. The scholarship serves as a catalyst for encouraging more women to enter the telecom workforce by providing financial support for education.



Areanna Sabine is a member of the Women of NATE Committee and the CEO of Birdzoff, Inc. in Los Angeles, CA. She can be reached at 818-421-6018 or asabine@birdzoff.com.



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TUESDAY, FEBRUARY 20

WON 5K Fun Run/Walk • 6:30 AM - 8:00 AM

Start your day on the right foot by joining friends and colleagues in the industry for a morning run/walk along the Mississippi riverbank. NATE UNITE attendees may register for this fun event for a \$20 fee.

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Start/Finish at the Renasant Convention Center

Information Lounge • 7:00 AM - 8:00 PM

Stop in and visit Women of NATE representatives at the Information Lounge.

WEDNESDAY, FEBRUARY 21

Information Lounge • 7:00 AM - 5:30 PM

Stop in and visit Women of NATE representatives at the Information Lounge.

Calling All Women: Group Photo • 2:30 PM

The number of women in the industry has grown as has the number of women attendees at NATE's annual show. Help us celebrate ALL Women of NATE by joining the WON Committee at the staircase next to the Information Lounge for a group photo!

WON Meet & Greet • 3:00 PM - 4:00 PM

Come network and relax with the Women of NATE (WON) Committee and Meet & Greet Sponsors at the Information Lounge.



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2024 Education Scholarship

About the Scholarship: The Women of NATE (WON) Education Scholarship was established to encourage more women to enter the tower and communications infrastructure construction, service and maintenance industries or advance their current roles within the industry. Women currently in or looking to join the telecommunications industry through university degrees, technical schools, or furthering education programs are welcome to apply. See details below for application eligibility and requirements.

Value: Two scholarships valued at \$1,000 each will be awarded to two different applicants.

Closing Date for Applications: January 19, 2024

Award Announcement: February 19, 2024

Guidelines:

- Scholarship will supplement financial aid, not substitute for aid, received from an institution.
- Scholarship award will be made payable to the institution on behalf of the student.
- There may be a virtual interview with members of the WON Scholarship Committee.

Eligibility Requirements:

- Applicant must be currently enrolled in or have early acceptance to college, technical school, or continuing education program; and
- Applicant must be an employee or legal dependent of an employee of a current NATE member company in good standing.

Application Materials:

Applicants must submit the following documents for scholarship consideration:

- Completed application form.
- Essay answering the following question: Why do you believe the WON Education Scholarship will help you achieve your career goals in the telecommunications industry? (500 words maximum)
- Proof of acceptance or enrollment in college, technical school, or continuing education program. Examples: Letter of acceptance, current transcript, or official letter from institution certifying enrollment or acceptance.
- Letter of nomination from current NATE member company.

All of the above items must be submitted in a single envelope or email, and received in the NATE office no later than close of business on **January 19, 2024**.

NATE
Attn: WON Scholarship Committee
8 Second Street SE | Watertown, SD 57201-3624 | nikki@natehome.com



Follow the link
bit.ly/3ttpgq2
to apply today!

The WON Scholarship Committee will review all applications and determine scholarship awards based on documents received. Applicants will be notified by February 15, 2024 of the WON Scholarship Committee's final decision.

NATE Participates in National Broadband Careers Awareness Day Event

Event Headlined by Remarks from Florida Congresswoman Debbie Wasserman Schultz, FCC Commissioner Brendan Carr (virtually), Florida Broadband Office Chief Sean Lewis, NATE’s Dr. Gemma Frock, and WIA’s Amelia DeJesus

A coalition led by NATE member company NEPTUNO USA, Corp., Junior Achievement of South Florida, and Broadband Careers hosted a National Broadband Careers Awareness Day on Friday, October 27. The event, which was held at the Junior Achievement World Huizenga Center in Coconut Creek, Florida, brought together a consortium of stakeholders representing telecommunications companies, industry associations, education providers, and federal, state, and local elected officials.

The event was designed to shine a spotlight on the challenges and opportunities surrounding broadband deployment with generational investments coming to the states through the federal government’s Broadband Equity Access and Deployment (BEAD) program.

Additionally, speakers at the event emphasized the appealing career paths available to young individuals interested in entering the dynamic, fulfilling, and vital telecommunications workforce.

Attendees at the National Broadband Careers Awareness Day had the opportunity to hear remarks from dignitaries such as Florida Congresswoman Debbie Wasserman Schultz, Chief of the Florida Broadband Office Sean Lewis, FCC Commissioner Brendan Carr (virtually), Dr. Gemma Frock from NATE: The Communications Infrastructure Contractors Association, and Amelia De Jesus from the Wireless Infrastructure Association. Participants at the event also witnessed a PPE harness and equipment demonstration led by industry technician and *Vertical Freedom* movie cast member Sean Gilhooley.

NATE thanks Leticia Latino-van Splunteren, President & CEO NEPTUNO USA, Corp. for her role in organizing this National Broadband Careers Awareness Day event.

For more information on NEPTUNO USA, Corp., visit neptunousa.com. For more information on Junior Achievement of South Florida, visit jasouthflorida.org. For more information on Broadband Careers, visit broadbandcareers.com. ●

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



Leticia Latino-van Splunteren, President & CEO of NEPTUNO USA, Corp., delivers opening remarks to attendees.



Florida Congresswoman Debbie Wasserman Schultz and NATE Workforce Development Consultant Dr. Gemma Frock



Participants at the National Broadband Careers Awareness Event witnessed a PPE harness and equipment demonstration led by industry technician and *Vertical Freedom* movie cast member Sean Gilhooley.



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OSHA Injury and Illness Reporting: What Employers Need to Know

Most employers understand that they are required to report serious injuries and illnesses to OSHA shortly after they occur. Even employers in low hazard industries who are not required to keep written OSHA records still face reporting obligations. Federal OSHA regulations require employers to report work-related fatalities within eight hours, and serious injuries within 24 hours (amputations, loss of eye, or hospitalizations for medical treatment). California reporting obligations are more onerous, requiring reporting within eight hours for a “serious” injury or illness. First and foremost, employers must comply with the law and report all injuries and illnesses as required by law.

The decision to report can be difficult for employers because it requires rapid analysis of dynamic incidents and medical situations, and the regulations related to reporting are numerous and complex. OSHA aggressively conducts inspections relating to reporting and issues non-serious citations for failure-to-report or late reporting.

OSHA learns about incidents from worker complaints, medical providers, and news media reports, and often opens investigations prior to receiving an injury report from the employer.

Injury Reporting Serves as a Legal Basis for an OSHA Inspection

OSHA may only conduct an unprogrammed inspection where it has a neutral basis and probable cause to do so. These include



reports of injuries (amputation, loss of an eye, or hospitalization) and fatalities. A workplace fatality, other than a public-road car accident or personal medical condition, almost always will result in an onsite OSHA inspection within two weeks. Depending on the jurisdiction, a reported injury can have an approximately 50%-90% chance of an onsite inspection. If you report an injury or death, you should expect OSHA will be onsite shortly and prepare accordingly. An employer can reduce the probability of an onsite inspection if it only reports injuries where required by law, and does not report non-reportables. We recommend closely examining each incident and involving qualified outside counsel to ensure that reportable injuries are properly reported.

Only Work-Related Injuries and Illnesses Must be Reported

The OSHA regulations require employers to report work-related injuries and illness, for which work conditions were a cause or contributing factor. The OSHA regulations presume that an injury or illness occurring at the workplace, unless factors indicate otherwise. Personal medical conditions that manifest in the workplace, such as heart attacks, strokes, and seizures, represent one tricky issue. OSHA's

standard interpretations generally provide that these types of events are reportable. In the instance of reporting such an event, we recommend working with outside counsel to evaluate work-relatedness and frame the issue appropriately.

Common Reporting Misconceptions

A surgical amputation (after an accident), surgical loss of an eye, and in-patient hospitalization may all be reportable. But they are not reportable if the reportable event (e.g. surgical amputation) does not occur within 24 hours of the accident. A hospitalization is only reportable if it meets several elements, including a formal admission to the hospital for purposes of medical treatment.

Many times, workers who suffer unfortunate accidents later succumb to their injuries. If their death was in part the result of the work-related injury or illness, and they pass away within 30 days of the incident, there is a fatality-reporting obligation. However, employers only need to report once per employee and need not make a subsequent fatality report if the employer previously reported the employee's initial injury.

As with other OSHA citations, employer knowledge is a key element. The employer must know or should have known of the reportable injury. This means that the 8- and 24-hour clock begin to run when a manager knew or should have known of an accident. We recommend that employers make good faith efforts to inquire as to employee status at the hospital and report if they learn about a reportable event.

Tips For Making the Report

When reporting an injury or illness to OSHA, employers should provide 100% truthful and accurate information. This should not include speculations, assumptions, or inevitably premature conclusions about the root causes of incidents. Generally speaking, less is more. Report only what is requested and do so accurately.

As with any legal topic, there are exceptions to the general rule. It may be advantageous in some circumstances to provide more information suggesting that an injury or illness is not work-related, or other information that might discourage an onsite OSHA inspection.

Inspection Management for a Reported Injury or Illness

For an onsite inspection, OSHA will have a particular location or equipment focus. OSHA will want to see the site of the accident or the equipment on which there has been a complaint. The employer should plan a route on how to get to that area of the worksite, minimizing exposure to other equipment or alleged hazards that OSHA will see. Sometimes the most efficient route will be walking around or driving in a car to remote parts of the worksite. For unprogrammed inspections based on injury reports or referrals the employer knows about, management should assume OSHA is coming onsite and can plan/map the route ahead of time. A qualified manager can walk the route to ensure there are no visible safety hazards (e.g. exposed wiring, unguarded edges), and to ensure prompt and proper correction of any hazards they do identify. ●



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By Nathan Leamer

What I Learned on My First DC Trip with NATE

This fall I had the opportunity of organizing and leading two days of advocacy for a handful of NATE members on Capitol Hill. Over two days, we met with 16 different House and Senate offices from both sides of the aisle. Each meeting was an opportunity for members to share with senior legislative staffers the challenges and opportunities they face while also answering any questions that these offices have. In addition to hitting my step goal for the week in a matter of a few hours, I learned a few things about your advocacy strengths that might be worth sharing.

For background, I have been part of countless legislative meetings either as a staffer on the receiving end of the request or as the petitioner, representing various constituencies and causes. Through this experience, I quickly recognized that the NATE community has several lessons to share not just with legislative offices but also with others engaging in advocacy efforts.

Throughout the trip, NATE members showed an eagerness to engage with policymakers. Despite the work back at home, each member paid close attention to the staffers' questions and conversations. In a town where everyone has a nasty habit of being glued to their phone or distracted by multitasking, your focus in the meetings and mastery of the issues at hand truly bolstered your efforts.

No one stumbled through prewritten talking points but took the time to customize their presentations based on the different experiences and expertise of the staffer they were meeting. I have been in D.C. legislative meetings where it was clear the attendees were distracted and that certainly dampens the effectiveness of the meetings, but your team demonstrated a focus and professionalism that differentiated from others I have attended.

For the NATE community "hyperlocal" is more than just a buzzword used by public relations experts but is a reality you bring to the conversation.

So often debates around telecom policies are discussed in macro terms. For example, the future of the FCC's spectrum reauthorization is often described as central to global competition and impacting billions of dollars. While true, in D.C. where everything is described in such a grandiose way, it is easy for policymakers and their staff to become numb to the numbers. A sad reality is when policy decisions affect billions and trillions of dollars, it is hard to visualize what that actually means.

However, your members shared the actual local effect of the impasse over spectrum authorization in tangible and relatable ways. Describing the downstream impact on a crew's workforce or how the delay in the agency reauthorization will have a real effect in accessing a bucket truck and how that significantly hinders broadband deployment to a community. After these meetings, I received follow-up from several staffers that the way your membership described the local impact of a given issue helped make that policy discussion more real to them. This is a very important dynamic and one that can be essential in cutting through the noise of D.C. to connect with policymakers.

Your membership also has real bipartisan appeal. As small business leaders developing a skilled workforce and providing essential services across the country, it was quite clear that members from both sides of the aisle were



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

interested in your story. This is not always the case for advocates and is something I encourage you to continue leveraging as you engage policymakers at the local, state, and national levels.

Every time these officials drive in their districts they see your infrastructure across the landscape. By meeting with them, they realize that there are real people (small businesses in their district) who are building and maintaining these towers. Your work becomes real to them and that opens an opportunity to engage. That is why your tower climb visits are such a unique way to connect with legislators. I was encouraged to see that after the meetings several members from both sides of the aisle reached out about setting up events in their districts and states.

Your community has an opportunity to further your impact on policymakers. I am encouraged to see how going into 2024, whether through advocacy and education, we can change hearts and minds. Building off these traits and expertise will pay dividends down the road in shaping policy debates and conversations. I am excited to work with the team at NATE and NATE WIN to find effective ways to empower you to continue engaging in these vital policy conversations along with you. ●

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 March 1, 2024. Participants can only win once per calendar year.



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Always Ready

By Brian Bicknese

The phrase “on your toes” has been a part of my life both personally and professionally. On the personal side, I have applied it when playing or coaching sports, walking into an unknown room full of strangers, when driving down the road, or several other situations which require me to always be ready. On the professional side, having that same mentality is key to being successful in any role. We are blessed to work in an industry that is ever evolving. If we did the same thing day in and day out, or built sites like we did 20 years ago, work would be boring and stagnant. Can you imagine still printing out directions on MapQuest to get to your job site, or completing a closeout package with a handful of photos and eighteen sweeps? (Ok, that part might be great!) As technology advances, our industry changes rapidly. It is important to embrace change to become a better employee and a better company. Adopting the latest technology and eliminating complacency, keeps us safer.



Change can happen slowly over time, or happen in a matter of minutes, and if we are not “on our toes,” ready to react it can create adverse conditions or create liabilities for a person or a company.

One of these changes is about to happen in the form of a standard update. The new ANSI/ASSP A10.48-2023 Standard is now released and will become effective January 1, 2024. Several members of NATE have contributed to updating this as a culmination of lessons learned, best practices, and change to an established means and methods standard our industry established back in 2016 with the original ANSI/ASSP A10.48. There are several updates within the new standard that will be highlighted in a panel session during the NATE UNITE conference in February. I highly recommend sitting in on that session and having your notebooks ready! These changes and updates are intended for one thing - to assist in keeping people safe.

Change challenges us to question the status quo. It encourages innovation and creativity as we seek solutions to existing and new problems or explore uncharted territories. Our industry is built around innovation with smart phones and networks that are constantly adapting and utilizing different technologies.

Changes to standards are only successful if the contractors are on their toes, digest the verbiage and put words into action by changing the means and methods of the way they operate today. Without change, there would be no growth, no development, no progression. It is through change that we truly live and grow. Have an open mind, ask lots of questions, always be ready and open to change by being “on your toes.” ●



Brian Bicknese is a member of the NATE OSHA Relations Committee and works for Ontivity. He can be reached at brian.bicknese@ontivity.com.



By Megan Reiffenberger

The NATE Wireless Industry Network (WIN) had another exciting year with several successful events held throughout 2023. Be sure to mark your calendars for our upcoming 2024 events. NATE WIN may be coming to an area near you!

In the Spring of 2023, NATE WIN hosted a Regional Networking social in Philadelphia, Pennsylvania. This event was sponsored and co-hosted by NATE Member companies Altec Industries, Cadre Industries, and Vancomm LLC. The purpose of this event was to be a mini version of the annual Regional Conference. Instead of full-day sessions, there were three short demonstrations, followed by music, food, and networking. It was a great way to get members and potential NATE members together for a fun evening.

On May 7, 2024, there will be another Regional Networking social at the GME Training Facility in Corona (Los Angeles), California. If you are located near the southern California region, you will not want to miss this fun event.

The Networking Social sponsors are GME Supply Co, Buckingham Manufacturing Co., Inc., and Ronin Revolution Corporation. Each of these companies will give a short presentation on the products and/or services their company provides, allowing attendees to see some groundbreaking technology up close. Immediately following the presentations, there will be networking opportunities, as well as food and drinks provided by In N' Out Burger. Attendance at this event will be free of charge, but registration will be required. Registration will open during our annual NATE UNITE 2024 conference, so be sure to secure your spot then.

If your company is interested in hosting a Regional Networking Social, please reach out to me at

megan@natehome.com for more details. NATE WIN is always looking for new ways to spread the word to every region of the country.

Another NATE WIN event to look forward to in 2024 will be our Great Plains Regional Conference at Children's Mercy Park Stadium in Kansas City, Kansas, on Wednesday, October 9, 2024.

Session topics, speakers, and sponsorship information will be available soon.

I hope to see many of you at NATE UNITE 2024 show in February in Memphis, Tennessee. If you want to learn more about WIN and the Regional events, please visit the Information Lounge! ●



Megan Reiffenberger is the Manager of Wireless Industry Network (WIN) for NATE: The Communications Infrastructure Contractors Association. She can be reached at megan@natehome.com or 605-882-5865.

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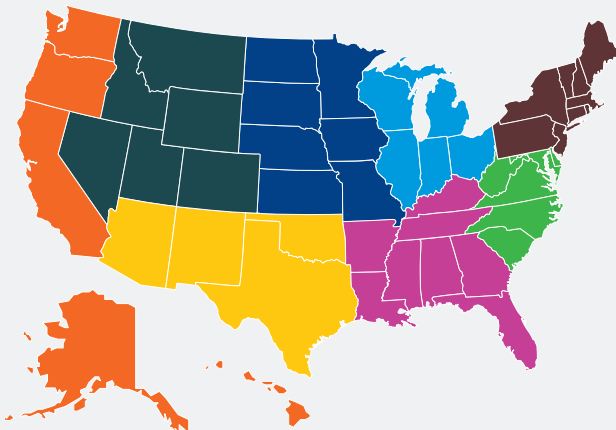
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Wireless Industry Network (WIN) is a grassroots program designed to promote NATE's regional, state and local efforts; support existing state and national wireless organizations; and facilitate communication between all stakeholders in the wireless industry.

WIN consists of a nationwide network of Regional Ambassadors and State Liaisons who are devoted to NATE's mission and are passionate about expanding the Association's message of safety, quality, standards and education in order to reach all stakeholders in the wireless ecosystem.

NATE has experienced exponential growth over the last several years and the establishment of the WIN program is the next step for the Association to meet and service the needs of the entire mobile landscape. The WIN program will expand the Association's influence by facilitating the coordinated deployment of NATE's members and resources to engage individuals at the regional, state and local levels.

natehome.com/nate-win

DAS and Indoor Wireless Installations: NATE Contractors Are Perfect for This Work

By John Foley

In-building wireless coverage for cellular and public safety communications is an increasingly essential capability for building occupants as well as for the public safety teams who protect them in critical moments.



While cellular coverage is and has been a market-driven requirement, public safety in-building coverage for

both narrowband and broadband wireless has been a mandated requirement since 2009, driven by increasing adoption and enforcement of building and fire codes that specify coverage area and signal quality standards. In addition to LMR bands, FirstNet, built with AT&T broadband frequencies are beginning to be added to some jurisdictions' requirements.

Additional drivers for growth in the in-building wireless space include wider use of energy-efficient materials that block or significantly reduce wireless signal penetration into buildings, creating a need for solutions that ensure reliable wireless coverage despite the poor penetration.

Business Opportunity

In-building cellular coverage has been provided traditionally using Indoor Distributed Antenna Systems (iDAS). There are three common business models for such deployments:

- Carrier-funded
- Owner-funded
- Neutral Host Third-Party Operators (3POs).

The business challenges surrounding in-building cellular iDAS stem from the relatively tight concentration of customers and long lead times typically associated with these projects.

As carrier spending has tightened there is much less investment from the carriers for in-building.

In contrast, in-building public safety wireless, enabling the narrowband and broadband coverage needed by first responders, is mandated by fire and building codes and also increasingly by the private risk-management standards of businesses with larger real estate portfolios, such as big-box stores, grocery chains, self-storage facilities, data centers, healthcare, hotel and hospitality, and retail. This opens the potential for direct sales relationships with thousands of businesses.

Codes are most commonly enforced on new construction, with issuance of Certificate of Occupancy used as leverage for compliance. This also significantly shortens lead times for these projects, from months or years to as little as weeks. In some markets (like Florida, Ohio, Connecticut, Texas, and others) codes are even being enforced on existing buildings.

Public safety radio coverage is not just for fire fighters. It also includes police, EMS, and other first responders. One of the fastest-growing areas is the K-12 school sector.

As communities continue to look for strategies to improve school safety, many counties have established funding for these projects. Some have hundreds of schools.

Common Technology, Tools, Skills, and Customer Channels

The in-building wireless space is adjacent and accessible to most NATE companies. Wireless technologies like antennas, amplifiers, cable,



John Foley is the Managing Director of the Safer Buildings Coalition, and a member of the NATE Small Cell and DAS Deployment Ad Hoc Committee. He can be reached at 610-291-3856 or john.foley@saferbuildings.org.

splitters, connectors, fiber transport systems; tools like spectrum analyzers, cable termination, PPE, logistics resources; skills like RF engineering, project management, infrastructure installation and testing, and worker safety programs; and channel relationships like OEMs, distributors, general and electrical contractors, and government agencies make for a business landscape very familiar to NATE companies.

Workforce Development, Industry Competency, and Certification

While much has been made about the “5G workforce,” a more general call for the intentional development of our wireless infrastructure workforce is needed to keep pace with the needs of our nation’s businesses and rapid wireless expansion in other countries.



Recently, the National Institute for Certification in Engineering Technologies (NICET – www.nicet.org), collaborated with the Safer Buildings Coalition (SBC - www.saferbuildings.org) to create a four-tiered certification program called In-Building Public Safety Communications (IB-PSC). It consists of four levels: Technician I, II, and III, and Designer.

The rapid growth in the in-building public safety wireless sector has been so attractive that non-traditional companies have entered the market, reducing the average experience level (from an RF knowledge standpoint). This has created competency and quality challenges that must be addressed immediately. NATE companies already have the RF pedigree to address these gaps.

Want to Know More?

NATE Members will have two opportunities to delve more deeply into this topic:

- **Webinar:** *DAS and Indoor Wireless Installations for NATE Companies:* January 18, 2024
- **NATE UNITE Educational Session - Memphis:** *DAS and Indoor Installations:* Monday, February 19, 2024, 9:00 - 10:00 AM ●

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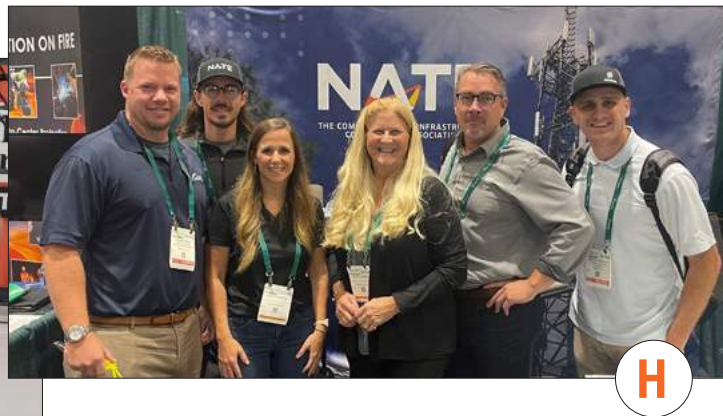
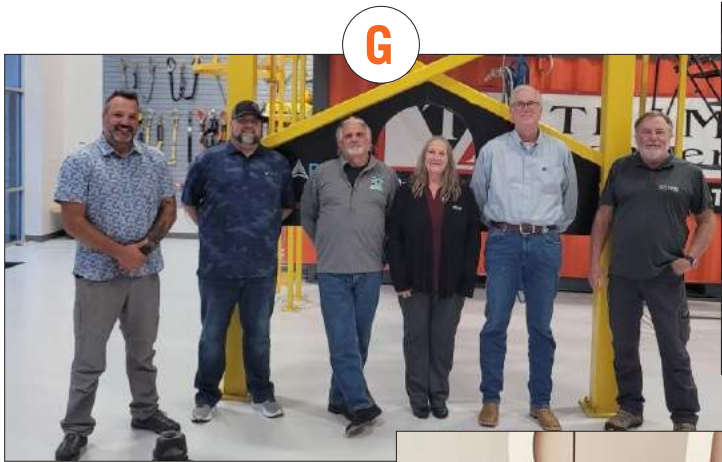
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NATE IN ACTION



- A** NATE Director of Safety, Health & Compliance Kathy Stieler attended InnovX at Valmont Site Pro 1's facility in Valley, Nebraska, where she attended lectures, visited with industry SME's, and found some familiar faces.
- B** NATE Director of Safety, Health & Compliance Kathy Stieler attended the TR-14 meeting in Omaha, Nebraska and is pictured with John Robinson and Jeff Hillenbrand of Electronics Research, Inc. (ERI) and Michael Lassiter and Joe Borrelli of Delta Oaks Group.
- C** NATE Member Services Manager Jill Rethke attended the Lake Area Technical College Career Expo and spoke with several college students on career opportunities within the industry.
- D** NATE Programs Manager Sandy Jurgens and Events and Meetings Manager Shari Wirkus attended the UAS Summit & Expo in Grand Forks, North Dakota, and enjoyed visiting with NATE Members.
- E** NATE President & CEO Todd Schlekeway, along with several NATE Board of Directors and NATE Members attended the 2023 Wireless History Foundation Hall of Fame Gala and Ceremony in Washington, D.C.
- F** WISPAPALOOZA 2023 was held in Las Vegas, Nevada. NATE Board Member Chris Mallon of TowerMRL, LLC. and NATE Member Services Manager Jill Rethke are pictured with Alex and Cody of BHI.



G NATE Projects Manager Kimberly Elliott was in Dallas, Texas, at the Susan Harwood Curriculum Meeting with other NATE Members who are supporting the PPE for Telecom Workers Hazard ID, Selection, and Use courses in 2024.

H NATE Director of Safety, Health & Compliance Kathy Stieler was at the NSC Safety Congress & Expo in New Orleans, Louisiana, and found several NATE Members at the booth.

I - K NATE's leadership had three stops on NATE's Fall 2023 National C-Suite Meeting Tour. They met with AT&T executives at the company's corporate headquarters in Dallas, Texas; Crown Castle executives at the company's corporate headquarters in Houston, Texas; and T-Mobile executives at the company's corporate headquarters in Bellevue, Washington.

Thank you to NATE President & CEO Todd Schlekeway, Chairman Victor Drouin of Green Mountain Communications, Inc., Vice Chairman Randy Scott of Texoma Contracting, Inc., and Secretary/Treasurer Kevin Dougherty of MILLENNIA CONTRACTING, INC. for making these meetings a success.

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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.

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.

Training is for both NATE members and non-members.

Register Today

For more information and to register for the courses visit:

https://bit.ly/Harwood_2024



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DATES/LOCATIONS

Wednesday, January 24, 2024
9:00 AM-4:30 PM (CST)
Des Moines, Iowa

Monday, February 19, 2024
9:00 AM-4:30 PM (CST)
Memphis, Tennessee

Thursday, February 22, 2024
9:00 AM-4:30 PM (CST)
Memphis, Tennessee

Monday, March 18, 2024
9:00 AM-4:30 PM (CDT)
Kankakee, Illinois

Friday, April 12, 2024
9:00 AM-4:30 PM (EDT)
Warwick, Rhode Island

Wednesday, April 24, 2024
9:00 AM-4:30 PM (MDT)
Denver, Colorado

Friday, May 10, 2024
9:00 AM-4:30 PM (PDT)
Tustin, California

Friday, May 24, 2024
9:00 AM-4:30 PM (CDT)
Mobile, Alabama

June (TBD)
9:00 AM-4:30 PM (EDT)
Philadelphia, Pennsylvania

July (TBD)
9:00 AM-4:30 PM (CDT)
Frisco, Texas

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

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

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Working Safely, and Therefore Legally, Near Tower-Nesting Birds

By Kathy Maechtle



Photo by Gregg Thompson

Amid-April sunrise on the coast of Florida finds me sitting in my car, with my high-powered spotting scope trained on an Osprey nest built on the top tier of a cell tower. As the misty dawn dissipates, I can just start to make out the mottled ticking of a “necklace”—the slightly speckled breast feathers below the Osprey’s neck, which tells me the adult Osprey laying low in the nest is female. Based on her posture, she is incubating eggs.

Suddenly, an adult male Osprey in flight appears and vocalizes while orbiting the tower. The female softly responds to the male’s contact calls as she stands, stretching a wing, and then a leg while scanning the sky for interlopers. Reassured, she rouses to re-arrange her feathers, then gingerly returns to sitting on her eggs. The male, satisfied all is well at the nest, begins to drift away and returns to his morning hunting routine. The next time he appears, he carries a small fish, which he offers to the female. She accepts his gift and takes the fish to a nearby perch. The male inspects the nest carefully before he slips into incubation posture while the female eats.

Like most birds, male and female Ospreys share the duty of incubation. They are large, powerful fish-eating raptors, or birds of prey, that have forward-facing eyes for acute long-distance and binocular vision. However, unlike other raptors, Ospreys plunge feet-

first into the water from high above. Their pale blueish feet are covered in spicules with reversed scales – perfect gripping pads for grabbing slippery fish. Their outer toes are reversible, which they pivot to carry their prey in flight; two toes in front and two behind.

Having completed her meal, the adult female returns to the nest to resume her incubation duties. The male, happy to oblige, jumps to an adjacent antenna to perch and preen his feathers, but something alarms him, and he takes flight while vocalizing loudly. I spot a young juvenile eagle from a nearby nest aloft in the morning sky. The eaglet, testing its flight skills, is more curious than menacing; however, the male Osprey is not taking any chances and promptly escorts the eaglet away. Appearing unthreatened, the female remains tight on her eggs.

Cell service at this site is intermittent, frustrating customers and compromising E911 service reliability. Several hours of repairs are required on equipment located at the same level as the nest. To complicate matters, the nearby eagle nest is in a tree about 600 feet away from the tower, just inside the disturbance distance buffer recommended in the U.S. Fish and Wildlife Service’s Bald Eagle Management Guidelines. Access to perform the necessary repairs is urgent and cannot be deferred until after both the eagles and the Ospreys no longer occupy their nests, which would likely take months.



Kathy Maechtle is the Principal and Owner of Cell Tower Osprey Management (CTOM), providing migratory bird compliance support for the telecommunications industry. She can be reached at 307-751-4633 or kathy@ctompro.com

Photo by Kathy Maechtle



that “if the work poses low to no risk of take, the regulated community can make the decision if a take permit is required.”

Nevertheless, without biological expertise or knowledge on these subtle distinctions, the risk-adverse industry may choose to defer work that could be safely performed during a low-risk period in the nesting cycle. Both the service and the states would prefer the industry make repairs pre-emptively during less risky periods. Delaying repairs that escalate into critical outages requiring emergency access during a much more sensitive and high-risk period in the breeding season should be avoided, as both federal and state depredation or take permits usually take weeks to acquire, and the resources expended and resulting bird mortality is problematic for the agencies and the public.

After spending several hours monitoring both the Osprey tower-nest and the nearby eagle nest, I conclude the stage-of-nesting for the Ospreys is incubation. Based on how often the pair exchange incubation duties, I suspect they are mid-way in the 35-to-38-day process. Temperatures are still mild, and if work is scheduled on a fair-weather day, the risk of harm to the eggs during the 2-hour disturbance period is minimal.

My observations of the eaglets confirm they are capable of flight with good landings. The adult eagles are mostly away from the nest hunting, so the young are spending less time at the nest, which means the disturbance distance buffer guideline is no longer a meaningful consideration. In addition, the eagle nest tree is on the edge of a new subdivision with homes currently under construction, indicating the eagles are acclimated to a high level of anthropogenic activity.

I work up a single page report of my findings and make the recommendation to proceed with the work while the Osprey nest is monitored by a qualified biologist during a good weather period. I also provide a courtesy email to the state to advise them of when the work will be performed, and the biological monitoring efforts that will take place to support compliance. Because the risk of take for both the eagles and the Ospreys is low, authorization is not required, nor expected. However, advance notification of work at nest sites that may cause alarm with the public is encouraged, and always appreciated by both the states and the Service.

Strategic analysis is required for short-term and long-term potential effects of disturbance on nesting birds when work is required at towers hosting nests. Qualified professionals experienced in the needs of the industry are equipped to collect the right biological data that will meet the obligations of the wildlife regulations. Unfortunately, the typical nest survey report often falls short of providing the necessary information for these considerations. Reports often contain multiple pages of superfluous information and inconsistent terminology, leaving more questions than providing answers. Moreover, the reports often contain reminders of take prohibitions with no recommendations for how to avoid take or under what conditions the work might proceed with little to no risk to the nesting birds.

A solution to these inconsistent and unclear results would be to encourage the industry to coalesce and organize a professional migratory bird compliance committee like the Avian Power Line Interaction Committee (APLIC). Since the 1970's, the utilities industry, wildlife agencies, conservation groups and manufacturers of avian protection products have collectively protected birds while providing reliable electric service. Developing a similar committee, the industry would standardize their practices with safe access processes. This would provide the telecom community with a voice to motivate the wildlife agencies to adopt those leading practices and build valuable relationships for future collaborations.

To this end, CTOM recommends coordinating outreach meetings with the state and federal wildlife agencies, developing educational workshops for climbing crews on how to work safely near nesting birds, and creating industry standardized protocols for access processes at sites hosting nesting birds. By standardizing protocols, including the data required for nest surveys, more informed and appropriate decisions could be made when work at sites is required during the breeding season.

Furthermore, consistent training and standardized protocols will minimize unintended harm to birds. By shaping access guidelines with evidence-based and common-sense approaches used by research biologists for decades, the climbing crew will know what to expect and how to work safely around nesting birds. The results of standardization will be clear. Older fledglings that are not yet ready to fly will no longer become frightened by climbers or drone operators, prematurely jumping from the nest causing injury or death. Climbers or drone operators will no longer unintentionally keep adult birds from tending vulnerable hatchlings, unknowingly causing their demise from over-exposure. Likewise, year-round protected eagle nests that are sometimes “accidentally” removed without authorization because the crew thought an empty nest meant it was no longer protected will no longer be a concern.

The crew arrive the next day to begin the repairs atop the tower. The monitoring biologist exchanges phone numbers with the lead tech to relay important information quickly, and requests that a photo of the nest’s contents is texted to him for his review. In addition, the biologist explains to the crew what to expect from the adult Ospreys; the non-incubating adult will likely begin to vocalize and orbit the tower as soon as the climber

begins the ascent. Once the climber is within 40 feet or so of the nest, the incubating adult will likely leave the nest and join its mate, flying close by, vocalizing, and circling the tower. The biologist stresses that while this behavior is intimidating, Ospreys do not typically make physical contact with climbers during their faux dive-bomb attempts. Yet, the mere presence of angry birds can feel threatening, making work at elevation more difficult and dangerous. For these reasons, it is important to take time to explain to the climbers what to expect and how to safely deflect the birds if they get too close for the climber’s comfort.

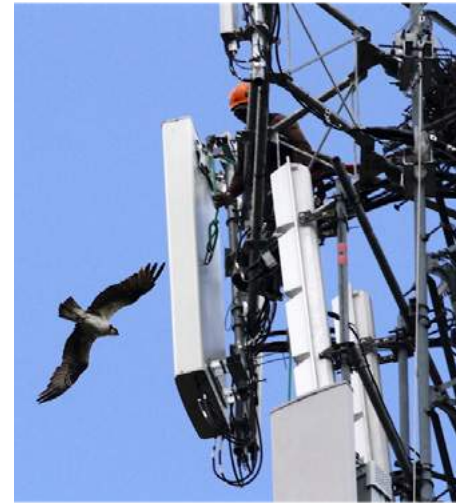


Photo by Zach Smith

(CONTINUED ON NEXT PAGE)

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Working Safely, and Therefore Legally, Near Tower-Nesting Birds (CONTINUED FROM PAGE 77)

Fortunately, the Ospreys behave as predicted and the work is completed just under the original 2-hour estimate. With the crew back on the ground, the adult female promptly returns to her incubation duties, and the male drifts away presumably to rest or resume hunting. Neither the adult eagles, nor the eaglets, are present at their nest during the work period. Later in the season, I will return to the site to follow up on the nest's status and hopefully confirm that the two eggs currently present in the nest have progressed into fledglings capable of flight.

Since 2018, CTOM has been monitoring tower-nesting birds for work restoration and collecting important data across the country. By documenting the birds' sensitivities to and tolerance for cell tower work at sites with active nests, then confirming nesting productivity at those same tower-nests later in the season, we are testing and validating our access recommendations. Currently this data is being prepared for scientific analysis, which we plan to have peer-reviewed by the scientific community at a later date. Once complete, we will share the results with the wildlife agencies, as well as the industry, to serve as a baseline for framing future standardized practices.

In the spring of 2021, CTOM launched a migratory bird support hotline for the industry. Since then, we have processed over 3100 requests for assistance, greatly adding to our body of knowledge on tower-nesting birds across the country. This repository of data has better informed us, and therefore the industry, on what species are using towers for nesting and will likely continue to reveal the tower-nesting expansion rate of those species in the future. The hotline not only provides the industry with a real-time resource for immediate assistance that promotes bird safety, we also provide an inexpensive and useful tool for documenting nesting species to support inactive nest removal efforts after the breeding season.

In the past, inactive nest removals were less frequent. The abundance of tower-nests and increase in service reliability challenges now necessitates nest removals after the breeding season to support operations and development. However, with the rise of the bald eagle population, as documented by the 2020 USFWS Bald Eagle Population Size Update, and what we know about the eagle tower-nesting expansion in Florida, we anticipate seeing an increase in eagles choosing towers for nesting throughout the U.S. Unfortunately, as the potential for bald eagle tower-nesting expands, so too will the risk of unintentional removals of their year-round protected nests. To avoid potential violations of the Eagle Act, and the heavy fines associated with those violations, CTOM recommends

confirming the nesting species with certainty prior to any inactive nest removals.

As I arrive at the cell tower, I surveyed last April, I observe a single fledgling perched near the nest. I set up my spotting scope for a closer look. The young Osprey is relaxed and well-fed by the size of its large crop. It's late in the day and the sun has begun its descent toward the horizon. A few minutes later, the perched fledgling rouses and begins to vocalize, food begging. I spot the adult male in flight, headed toward the nest, carrying a fish. Another fledgling is in flight behind him in hot pursuit, vocalizing loudly, and intent on stealing the fish. The adult male releases the fish and it falls into the nest. The fledgling lands on the nest platform next to the perched fledgling, and the two young Ospreys begin to squabble over the fish. The adult male flies out of sight as the sun dips below the horizon. All is well that ends well--another nesting success story on a human engineered structure. ●

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NATE Announces 2023-2024 STAR Initiative and NATE-OSHA-FCC National Strategic Partnership Participants



NA TE: The Communications Infrastructure Contractors Association is pleased to announce the member companies who have been formally approved to participate in the *STAR Initiative* program and the *NATE-OSHA-FCC National Strategic Partnership* program for the 2023-2024 year. NATE has proudly accepted **194 participating companies** in this year's *STAR Initiative* program and **157 participating companies** in this year's *NATE-OSHA-FCC National Strategic Partnership*.

The *STAR Initiative* will be entering its fourteenth program year in 2023-2024. Since its inception, the program's site safety audits and program documentation requirements have served to allow participants to proactively identify and correct hundreds of job site hazards and deficiencies. These results have allowed NATE to extrapolate valuable benchmarks and tangible data from the program, while demonstrating compelling evidence that *STAR Initiative* member companies are leading the charge in terms of making our industry safer.

The *STAR Initiative* program represents the gold standard in the industry and has achieved an elevated level of distinction in the marketplace. Simply put, program participants are placing their respective firms in a strong business position with prominent industry customers and vendors.

This year's program will have new, expanded site safety audit documentation categories and questions

to reflect the diversity of work that is currently taking place in the industry and capture more job-specific and relevant data. Additionally, program participants can once again submit audits from the field utilizing the new NATE Mobile App. This new, 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 new NATE Mobile App significantly enhances 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.

As an added benefit, *STAR Initiative* participants also receive discounts on designated training courses offered on the NATE EXCHANGE, a dynamic website platform connecting companies to the most up-to-date training courses offered in the tower industry.

The *NATE-OSHA-FCC National Strategic Partnership* program is entering its third year of site safety data collection and analysis. The *NATE-OSHA-FCC National Strategic Partnership* provides participants the opportunity to work cooperatively with OSHA, FCC, and other contractors to identify the most serious workplace hazards, to develop workplace-appropriate safety and health management systems, to share resources, and to find effective ways to reduce work injuries, illness, and deaths.

The goals for this partnership are to eliminate fatalities and reduce serious injuries and illnesses; establish root causes of fatalities, injuries, and illness; develop and implement best practices to eliminate the number of fatalities, injuries, and illness; develop and deliver training; communicate safety and health best practices within the industry; and establish an effective evaluation strategy to ensure the goals of the Partnership are met.

As a participant in the *NATE-OSHA-FCC National Strategic Partnership*, as well as participating in the *STAR Initiative* program, participants are engaging in building the cooperative relationship with groups that have a vision of providing a safe and healthful work environment for our men and women.

The 2023-2024 NATE *STAR Initiative* and *NATE-OSHA-FCC National Strategic Partnership* (in bold print) participating companies include:

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.
 Direct Tower Services, LLC
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
 Fulton Technologies, Inc
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
Larson Tower Specialists, LLC
Legacy Telecommunications, LLC
 Long Wave Inc.
 Lost Pines 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



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 North Sky Communications, Inc.
 Northeast Towers, Inc.
 Northern Pride Communications, Inc.
 Nsight Tower
 NWA Tower Services LLC
 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.
 Riverview Wireless Construction
 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
 Teleworld 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
 United Telecom Systems LLC
 US Tower Services, Inc.
 Versacom LP
 Vertical Technology Solutions, Inc
 VERTICOM (Network Connex)

Viking Maintenance dba Finish Tower, Inc.
 Vinco, Inc.
 Windy City Tower Techs LLC
 Wireless Construction, Inc.
 Wireless Horizon
 X3 Management Services, Inc.

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



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What You Have Done for Veterans and How We Can Continue to Team for Success

By Kevin Kennedy



1% of American citizens serve to defend our nation. NATE members, through the Military of NATE and Warriors4Wireless, continue to connect this 1% to great telecom careers. Working independently, a few veterans can be helped, but since NATE members have teamed with the Military of NATE, we are making a life-changing difference for every one-percenter veteran we meet.

Did you know NATE first established a partnership with Warriors4Wireless in 2018? The partnership was instrumental in helping grow industry outreach to veterans. In 2020, the partnership was expanded to incorporate Warriors4Wireless as a key provider of services through the Military of NATE Committee. The Military of NATE Committee helps all NATE members

address their workforce needs by providing free veteran resumes to help resolve their workforce needs. In the last 12 months, the Military of NATE, through Warriors4Wireless, has connected over 800 veterans to prospective employers seeking workforce solutions. Since 2016, over 4,200 veterans have been assisted in this way. In action, this kind of teamwork thanks a veteran every day by providing them with meaningful

employment to address their own needs and those of their family members.

In the past seven years, NATE members have contributed over \$4,000,000 to assist veterans, primarily through T-Mobile's annual fund-raising golf tournaments and the generous supporters at Vertical Bridge.

Year after year, 100% of these donations have been stewarded to directly assist veterans.



Kevin Kennedy is a member of the Military of NATE Committee and has served as the W4W President & CEO since 2017. He can be reached at kkennedy@warriors4wireless.org or 202-603-6131. For more information on W4W, visit www.warriors4wireless.org.



Veteran Sourcing Program (VSP)

CONTACT, COACH, CONNECT Details

The Veteran Sourcing Program (VSP) **CONTACTS** over 80,000 veterans annually to find candidates that fit the entry-level requirements of our hiring partners.

The VSP **COACHES** 18,000 veterans annually.
Every interested candidate is screened for:

- 1) mental willingness
- 2) physical readiness
- 3) 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.

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

warriors4wireless.org




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

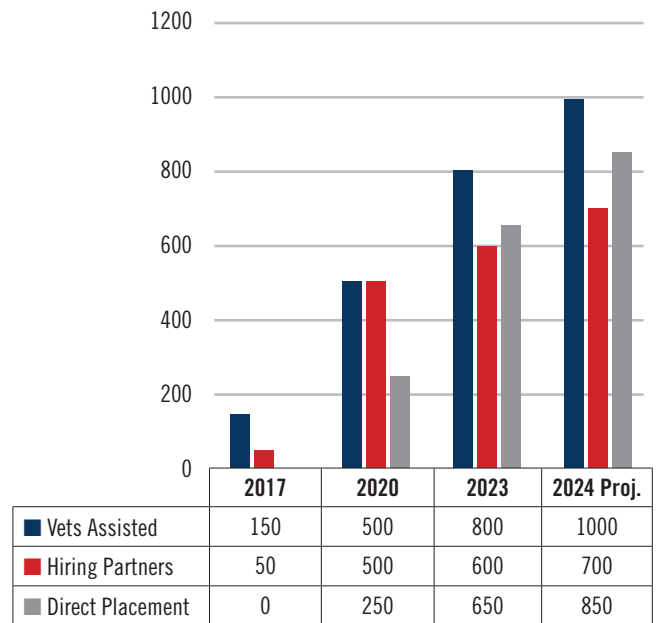


In 2023, these contributions translated into tower and fiber optic technician training tuition grants, over \$100,000 of free lodging and \$65,000 in free food for veterans in training, plus \$20,000 in travel assistance. In the end, these funds helped connect 33% more veterans to employers than in any year prior! **Thank you for teaming with us to help veterans!**

Graphically, here is what the teaming has produced. Your steady support has produced this steady growth:

- Quintupled veterans connected in six years from 150 to over 800.
- Quintupled annual outreach to veterans - now contacting over 92,000 per year.
- Twelfold increase in telecom employers assisted in six years.
- Coaching over 18,000 veterans per year about opportunities in their area (your workforce needs).
- Processes and funding are in place to Connect 1,000 more in 2024!

Teaming to Assist Veterans



In 2024, Warriors4Wireless, as a part of Military of NATE, pledges our best efforts to contact over 250 veterans a day (91,250 in 2024) to explain the benefits of pursuing a telecom career. We pledge to coach over 50 veterans a day (18,250 in 2024) encouraging them to consider telecom career options in their area and we pledge to apply our full-throttle efforts to connect another 1,000 to address the workforce needs you have asked us to help address.

In 2024, 100% of all we do will remain a 100% free benefit for all NATE members! Together we have helped over 4,200 since 2015. Team with us again in 2024 and let us help 1,000 more while also addressing your workforce needs. ●



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!

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

warriors4wireless.org





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



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 each of the six branches of the United States military:



Army: The Army emblem features a white star within a blue background, surrounded by a black, gold, and red border.



Navy: The Navy emblem showcases an eagle perched atop an anchor, encircled by a gold chain, symbolizing strength and maritime prowess.



Marine Corps: The Marine Corps emblem depicts an eagle, globe, and anchor, signifying the Marines' role as an expeditionary force with worldwide reach.



Air Force: The Air Force emblem highlights a stylized blue globe enclosed by silver wings and a white star, representing the service's global air and space dominance.



Coast Guard: The Coast Guard emblem features a blue shield with a white symbol depicting a lighthouse and waves, emphasizing their role in safeguarding our nation's waters.



Space Force: The Space Force emblem portrays a black delta with two white spires and a silver star, embodying the United States' commitment to space exploration and defense.



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

What makes the Military of NATE 2024 Challenge Coin even more special is that its 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." Their motto "From Bitter to Better" precisely captures how Disabled Sportsman helps veterans by transforming their challenging and bitter experiences into opportunities for personal growth and improvement. Through outdoor sports and activities, Disabled Sportsman empowers veterans to overcome adversity, regain their sense of purpose, and find a path towards a better, more fulfilling life through various hunting and fishing trips. By purchasing this year's coin, you not only honor the service of our military but also contribute to a mission that empowers and enriches the lives of veterans with disabilities, allowing them to continue enjoying the great outdoors.

In owning the Military of NATE 2024 Challenge Coin, you proudly carry a piece of history, support a noble cause, and celebrate the dedication of our 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. There will be a silent auction for coin #001 at NATE UNITE showcased in a beautifully hand-crafted display with all proceeds going to the Disabled Sportsman.

PRODUCTION OF
THE COIN SPONSORED BY:



natehome.com/military-of-nate-initiatives

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Making Strides

By Lesley Liarikos

The Workforce Development Committee had a strong year in 2023 and made several strides.

The committee worked on refreshing the NATE career brochure to capture the audience of incoming tower technicians and spread aware-



ness. The brochure is available as a recruiting tool for all NATE members. It was designed to provide a quick overview of the highlights that a career in telecom has to offer. It outlines the career pathways and emphasizes that tower technicians are the backbone of the wireless telecom sector. The brochure points out the

examples of the certifications obtained and the opportunities to learn through local community colleges, technical institutions, employer-sponsored training programs, and apprenticeship programs.

Another feature in the brochure is the TelecomJobsConnect Portal which is a recruiting tool available for all NATE members. The brochure features a sneak peek of the feature length film, *Vertical Freedom* highlighting the professional and personal lives of six communication workers. QR codes are included for quick access to the different portals and websites. This brochure is filled with valuable information and tools for recruiting and is a strong representation of many efforts developed by the Workforce Development Committee.

The TelecomJobsConnect portal is an ongoing Workforce Development initiative and is a powerful tool at no cost to NATE members which is very simple and user friendly.



In the Spring of 2023, many Workforce Development Committee members along with several NATE member companies from around the

country participated in the D.C. Congressional Fly-in to conduct meetings with Congressional delegators and staff representing their respective states and districts. The first item and topic on the Legislative & Regulatory Priorities was Workforce Development.

NATE represented and supported workforce development legislation that was introduced to date in the 118th Congress.

The Association supported federal and state-wide initiatives aimed at meeting workforce needs. In addition, the Association supported efforts to expand apprenticeship and related trade pathways to improve workforce development in the communications industry. The Fly-in was a success and we hope to continue to participate in these types of events where awareness of the telecommunications industry is advanced.

In the summer of 2023, I had the privilege to represent NATE at Fiber Connect 2023 and participated in an industry leaders round table discussion focused on workforce. The discussion was based on developing the workforce to build and maintain our critical networks. This effort is not only needed to find and train these individuals, but also help connect them with the construction firms, installation fulfillment companies, and the operators looking to add talented people to their teams. The conversation brought together leaders to discuss the who, what, when, and where of workforce development.

All the committee members have a passion for workforce development and are dedicated to making a difference. Since workforce development is a topic faced on many levels, the efforts are across the board, not only from the Workforce Development Committee but also the entire NATE membership. ●



Lesley Liarikos is a member of the Workforce Development Committee, and Florida State Liaison for the Wireless Industry Network.

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NATE FEATURED SAFETY & EDUCATIONAL MATERIAL

NATE Safety & Health Manual - Chapter 60



The **Short Service Employee Program** applies to employees who have less than six months service with their employer or in a specialty. The purpose of the program is to ensure that employees of a company have an initial orientation of safety requirements prior to performing work, under direct on-site supervision of a designated company employee who serves as a mentor/trainer/competent person.

This chapter will assist an employer to design a program that outlines the minimum requirements of using employees with less than six months' service, or in a new specialty for the company. Minimum requirements would include: an initial orientation, working under the direct on-site supervision of a designated contractor employee, competent person in-charge must have written notification of all SSE's working, and SSEs should be easily identifiable while on work locations.

The NATE Safety & Health Manual Online Resource Library was designed specifically for the communications infrastructure industry and is intended to serve as a resource for members to utilize when developing their own company safety programs. All 60 chapters of the NATE Safety & Health Manual Online Resource Library are available to download in a Microsoft Word format and are designed to be fully customizable for companies to include in their manuals to ensure the safety, growth and development of employees.

Visit
natehome.com/safety-education/safety-resources/





Volatility: What can you do about it?

Whether or not you're familiar with the term, there's a good chance you've felt the sways of volatility - it is (and always has been) a normal part of investing. But as you listen to news and watch your investments move in response, the question may be creeping up again: Is there anything you could be doing?

What is Volatility?

In the simplest terms, volatility measures how often the value of an investment fluctuates in price and by how much. Low volatility means small changes and high volatility means large ones. And though it is to be expected, especially for long-term goals like retirement, knowing how to stay the course during these times can be challenging.

Up Today, Down Tomorrow

Markets, both stock and bond, move in three directions: up, down or sideways. (Yes, sideways too, meaning it is fairly steady.)

Volatility even affects retirement portfolios, so when the markets feel "off," investors can kind of feel "off" too. This may lead you to think that stashing money under your mattress is safer than investing it. But is that the right approach?

5 Actions to Consider Before Making Any (Big) Moves

1. Check in on your long-term plan

Sticking with your plan is easier said than done when the markets are acting up. But try to tune out the noise and keep your long-term perspective in mind. If you have a plan, it is a good idea to revisit it right now. If you do not have a plan, now might be time to get one.



2. Take some of the emotion out of investing

Sure you will need to sort out how these events influence your long-term goals, but try to keep your emotions in check.

Before making any hurried changes to your investments, consider if this scare changes any of your financial goals. If it does not, changing your plan may not be the right move.



3. Reassess your risk tolerance

While risk and volatility are closely related, they are not the same thing. Risk is the likelihood of losses relative to the anticipated return on an investment. Many investors are now wondering how comfortable they really are with risk when it comes to their money. If you are staying up at night worrying about the markets, it might be a signal that your risk tolerance is not what you thought it was. Now might be a good time to align your investments to your actual risk tolerance.



4. Hold investments that zig when others zag

Diversification is an approach to help manage risk over the long term. A well-diversified portfolio includes a variety of asset classes that do not always move together. Though it is not a guarantee, it can help you feel more grounded during market fluctuations. So the result (for example) would be that extremely good returns in one asset class may be tempered by modest or negative returns in another. Remember diversification, or asset allocation, is a long-term strategy. The idea is to stick with it through the inevita-



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

ble stock market ups and downs, reassessing as necessary and rebalancing when appropriate.

5. Continue to contribute to your retirement plan

While it may not be obvious to invest during times of uncertainty, volatile markets can present opportunities for long-term investors. Dollar-Cost Averaging (DCA) can help. DCA involves investing small amounts in a fund, or funds, on a regular basis rather than trying to time the market and investing a large amount all at once. As a participant in a retirement savings plan, you automatically benefit from DCA. You likely contribute to your plan every pay period whether the market is up



or down. During times of volatility, it is important that you continue to save for your retirement and even take advantage of down markets. When prices of the stocks in your fund's portfolio are down, your contribution buys more shares.

It is important to understand the difference between pain and damage when it comes to your portfolio. There is no doubt losses can be painful, but attempting to avoid this pain by being too conservative and veering from your long-term plan could have a more damaging impact. ●

The views expressed herein do not constitute a personal recommendation or take into account the particular investment objectives, investment strategies, financial situation and needs of any specific individuals. They are based on numerous assumptions. Different assumptions could result in materially different results. We recommend that you obtain financial and/or tax advice as to the implications (including tax) prior to investing.

Asset allocation and diversification strategies do not guarantee profit and may not protect against loss. The appropriateness of a particular investment or strategy will depend on an investor's individual circumstances and objectives. Principal value and return of an investment will fluctuate with changes in market conditions.

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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 Supplier 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 DECEMBER 18, 2023



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NATE Members enjoy discounts on advertising and NATE UNITE, the industry's premier event.

NATE members are eligible to receive advertising discounts in *Tower Times*, NATE News, and on the NATE website. NATE Members can save up to 50% on ads. Visit natehome.com/tower-times/advertising-information/ for more information.

NATE UNITE is the place to interact with key decision-makers in the diverse wireless, broadcast and telecommunications infrastructure industry and our members receive discounted exhibit and registration fees. Visit natehome.com/nate-unite-conference/nate-unite-2024/ for more information.

EXHIBIT SPACE FEES		NATE Member Booth Rates		Non-Member Booth Rates	
Exhibit Space Description	Full Conference Passes Included	10% Discount for Space Secured On or Before July 1, 2023	Space Secured After July 1, 2023	10% Discount for Space Secured On or Before July 1, 2023	Space Secured After July 1, 2023
10' x 10' Booth	4	\$3,483	\$3,870	\$6,966	\$7,740
10' x 20' Booth	6	\$6,777	\$7,530	\$13,554	\$15,060
20' x 20' Island Booth	10	\$13,068	\$14,520	\$26,136	\$29,040
20' x 30' Island Booth	14	\$19,161	\$21,290	\$36,322	\$42,580
20' x 40' Island Booth	20	\$25,290	\$28,100	\$50,580	\$56,200

REGISTRATION FEES	DATES AVAILABLE	RATES	
		MEMBER	NON-MEMBER
Advance Registration FULL CONFERENCE PASS	December 1, 2023 through February 18, 2024	\$320.00	\$750.00
On-Site Registration FULL CONFERENCE PASS	February 19 through February 24, 2024	\$570.00	\$970.00
ONE-DAY PASS VALID ONE DAY ONLY	Monday, February 19, 2024, Tuesday, February 20, 2024 or Wednesday, February 21, 2024	\$259.00	\$449.00



Do you have an interesting experience in the tower industry you would like to share with *Tower Times* readers?

Do you have the expertise to share technical information on safety and educational topics relating to the industry?

Tower Times publishes articles of interest to NATE Members and welcomes articles submitted by members and others in the tower industry. Submit your articles for consideration as Microsoft Word documents to the NATE office at towertimes@natehome.com.

Please include a high resolution headshot and author name, title, company and contact information that can be included with your article.

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NATE has partnered with Sun Gold Sports for a wide and diverse selection of men's and women's everyday, cold weather, and high visibility apparel.

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Logos available include NATE, Military of NATE, Women of NATE (WON), NATE Wireless Industry Network (WIN), *Vertical Freedom*, NATE STAR Initiative, and NATE SEMC.

All orders are processed on Mondays and shipped within 10 business days. Shipping is \$5.00 on all orders within the continental U.S.

Visit <https://https-sungoldsports-com.printavo.com/merch/nate-apparel/> to place your order today!



MANY MORE STYLES AND COLORS TO CHOOSE FROM!



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PAGE 11

NATE Releases Safety Equipment Manufacturers Committee (SEMC) Safety Sleeves Testing Video



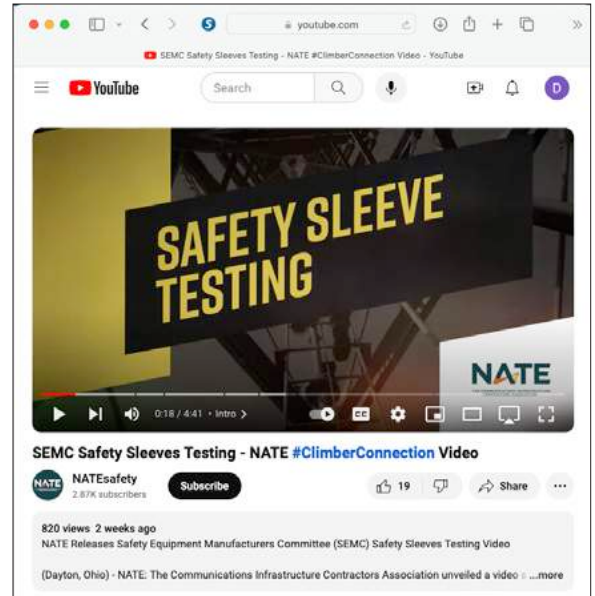
Video is the Fifth to Debut in Volume 6 of the Association's Popular #ClimberConnection Series

NATE: The Communications Infrastructure Contractors Association unveiled a video shining a spotlight on the Safety Sleeves Testing Event that the Safety Equipment Manufacturers Committee (SEMC) held at the University of Dayton Research Institute in Dayton, Ohio.

The #ClimberConnection video conducts a deep dive into the SEMC's protocols and procedures that were implemented to test safety sleeves by replicating how they are utilized by technicians in the field at tower sites. The group tested safety sleeve performance on corroded cables, painted cables, cables with parasitic ice, improperly tensioned cables, cables at different angles and other real-world scenarios. In round one of the testing event, 110 drop tests were conducted over a period of six days. In round two of the testing, 45 drop tests were conducted over a 3-day timeframe.

"This video does a great job of breaking down the comprehensive nature and the technical steps involved in the SEMC's safety sleeve testing initiative," said committee member Joey Deuer, President of Deuer Development.

"The NATE SEMC's mission is to test equipment based on how it functions in real-world, field-based environments and the key takeaways from this testing will likely be incorporated into future ANSI Z359 Fall Protection Standard revisions, resulting in a safer industry," added Deuer.



Scan here to watch the NATE SEMC Safety Sleeves Testing #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, Reddit, Tumblr, Twitter and YouTube platforms.

To access the NATE SEMC white papers on the various other industry testing and research initiatives, visit the NATE website at natehome.com.

The #ClimberConnection Volume 6 campaign is designed to supply education on timely topics directly to the industry's workforce. ●

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

Tailgate Safety Topic

For more information: www.toolboxtopics.com

Illumination

Good illumination is important to maximize production and maintain quality control. Poor lighting on the jobsite will lead to personal injury accidents, tripping, falling and injuries from tools and equipment.

OSHA requires that all construction areas, including stairs, ramps, corridors, storage areas, shops, offices, etc. be lighted by natural or artificial illumination. Table D-3 in OSHA Standard 1926.56 indicates the intensities required for specific areas.

For general construction areas illumination must be equal to 5-foot candles; a foot candle being a standard unit for measuring intensity of illumination.

If you are able to read drawings and follow layout marks without difficulty and use cutting tools effectively and with ease, there is sufficient lighting on the site. Plant and shop areas, first aid stations and offices require higher intensities of illumination.

All temporary wiring and lighting on the site must comply with the same codes as permanent wiring. Under-sized wiring or overloaded circuits lead to work stoppages, electrical shocks and even fires. Be sure wiring is protected from damage in high traffic areas.

Flexible cords used for temporary or portable lights must be designed for hard or extra-hard usage, all lamps for general illumination must be protected from accidental contact or breakage; metal case sockets must be grounded, and temporary lights must not be suspended by their cords unless specifically designed for this means of suspension.



120-volt, portable lighting may be used in wet or other conductive locations such as vessels, drums and tanks but only if protected by a ground fault circuit interrupter, otherwise the maximum permitted is 12 volts or less.

Temporary wiring must be removed immediately upon completion of construction. For more information on wiring and illumination see OSHA standard 1926.405. ●



Is 911 your Confined Space Rescue Plan?

Permit-required confined spaces can present conditions that are immediately dangerous to workers' lives or health if not properly identified, evaluated, tested and controlled.

OSHA has developed a standard for Confined Spaces in Construction (29 CFR 1926 Subpart AA) for any space that meets all of the following criteria:

- Is large enough for a worker to enter;
- Has limited means of entry or exit; and
- Is not designed for continuous occupancy.

One provision of the standard requires employers to develop and implement procedures for summoning rescue or emergency services in permit-required confined spaces. An employer who relies on local emergency services for assistance is required to meet the requirements of §1926.1211 - *Rescue and emergency services*.

OSHA recognizes that not all rescue services or emergency responders are trained and equipped to conduct confined space rescues. When employers identify an off-site rescue service, it is critical that the rescuers can protect their employees. The emergency services should be familiar with the exact site location, types of permit-required confined spaces and the necessary rescue equipment.

For Employers

Calling emergency responders to provide rescue services can be a suitable way of providing for rescues in a permit-required confined space. Pre-planning will ensure that the emergency service is capable, available and prepared.

Prior to the start of the rescue work operation, employers must evaluate prospective emergency responders and select one that has:

- Adequate equipment for rescues, such as: atmospheric monitors, fall protection, extraction equipment, and self-contained breathing apparatus (SCBA) for the particular permit-required confined spaces.
- The ability to respond and conduct a rescue in a timely manner based on the site conditions and is capable of conducting



Emergency service workers perform a practice rescue inside a manhole.

a rescue if faced with potential hazards specific to the space. Such hazards may include:

- Atmospheric hazards (e.g., flammable vapors, low oxygen)
 - Electrocutation (e.g., unprotected, energized wires)
 - Flooding or engulfment potential
 - Poor lighting
 - Fall hazards
 - Chemical hazards
- Agreed to notify the employer in the event that the rescue team becomes unavailable.

Employers must also:

- Inform the emergency responders of potential hazards when they are called to perform a rescue at the worksite; and
- Provide emergency responders with access to all permit-required confined spaces. Such access may include:
 - Information on access routes, gates or landmarks
 - A project site plan if necessary
 - GPS coordinates if in a remote location

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**.

Additionally, employers should ensure that:

- The most efficient means to contact emergency responders is available;
- Any changes to the project site conditions are communicated to the rescue service; and
- Emergency responders are willing to visit the site and conduct a joint training exercise with the employer.

For Emergency Service Providers

Permit-required confined space emergencies can threaten workers' safety and health. Talking with the employer about the hazards they might encounter will assist in preparing for the situation. The following are some questions responders should be able to answer when an employer requests their services:

- Are you able to respond and conduct a rescue in a timely manner based on the site conditions?
- Do you have the appropriate equipment for response and rescue, such as: atmospheric monitors, fall protection, extraction equipment, and self-contained breathing apparatus (SCBA) for the particular permit-required confined spaces?
- Are you prepared for the hazards the employer has identified?
 - Atmospheric hazards (e.g., flammable vapors, low oxygen)
 - Electrocution (e.g., unprotected, energized wires)
 - Flooding or engulfment potential
 - Poor lighting
 - Fall hazards
 - Chemical hazards
- Are you trained for the hazards identified by the employer?
 - Hazard Communication training (HAZCOM)
 - Respiratory Protection training
 - Hazardous Material training
 - HAZWOPER training
 - Hazard recognition
 - Can you cope with other hazards the company may have identified on the site?
 - Do you need to develop a new procedure for these hazards/conditions?
- Has the employer provided you with the exact location of the work site?

- Information on access routes, gates or landmarks
- A project site plan if necessary
- GPS coordinates if in a remote location

- Can you visit the site and hold a practice rescue?
- Does the company know the best way to contact you?
- How would the company communicate any changes to site conditions throughout the project?
- Could other emergencies or group training preclude you from responding and how will that be communicated?

OSHA encourages all emergency service providers to work closely with employers who request their services for permit-required confined space rescues. Pre-rescue planning, communication, and effective coordination of rescue activities are critical in the event that a life-threatening incident should occur.

Private sector commercial emergency service providers are covered by Federal OSHA and must comply with the provisions of §1926.1211. Similarly, state and local government emergency service providers in a state with an OSHA approved state plan must comply with these requirements. See www.osha.gov/dcsp/osp for information on state-plan requirements.

For more information on confined spaces in construction, visit OSHA's website at: www.osha.gov/confinedspaces.

Workers' Rights

Workers have the right to:

- Working conditions that do not pose a risk of serious harm.
- Receive information and training (in a language and vocabulary the worker understands) about workplace hazards, methods to prevent them, and the OSHA standards that apply to their workplace.
- Review records of work-related injuries and illnesses.
- File a complaint asking OSHA to inspect their workplace if they believe there is a serious hazard or that their employer is not following OSHA's rules. OSHA will keep all identities confidential.
- Exercise their rights under the law without retaliation, including reporting an injury or raising health and safety concerns with their employer or OSHA. If a worker has been retaliated against for using their rights, they must file a complaint with OSHA as soon as possible, but no later than 30 days. ●

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 January, February, and March. Happy Anniversary and thank you for your loyalty and dedication to the Association!

JANUARY

- Advanced Tower Services, Inc.
- ALL-PRO FASTENERS
- American Tower Corporation
- AT&T (Radio Operations West)
- Capital Tower & Communications, Inc.
- CITCA LLC
- CommScope
- CommStructures, Inc.
- Deuer Development
- Downs Electric, Inc.
- Dynamic Construction, Inc.
- Edge Consulting Engineers, Inc.
- Ehresmann Engineering
- ENERTECH
- ERI Installations, Inc.
- Heartland Tower Solutions, LLC
- Insurance Office of America (IOA)
- JDH Contracting, Inc.
- JG Contracting Company, Inc.
- Kenwood Telecom
- Lee Antenna & Line Service, Inc.
- Lyncole XIT® Grounding
- Mid America Drilling Corp.
- Northwest Tower
- R & M Electrical Telecom/Maint., Inc.
- SAC Wireless, LLC
- Site Link Construction, LLC
- Skyline Services L.L.C.
- Skyline Tower Painting Inc.
- Skyline Towers Inc.

- Stanton Hill Communications Inc.
- Tower Works Inc.
- TWR Lighting, Inc.
- U.S. Cellular
- Union Pacific Railroad

FEBRUARY

- Black & Veatch
- Front Range Wireless, Inc.
- Green Mountain Communications, Inc.
- Horne Brothers Communications, Inc.
- MILLENNIA CONTRACTING, INC.
- NDC Communications, LLC
- Newave Tower Components
- Northstar Broadcast Contractors
- Patriot Towers Inc.
- Primus Electronics
- Rosenberger Site Solutions, LLC
- Timberline Communications, Inc.
- Train's Towers, Inc.
- Ultimate Tower Service, Inc.
- Vinco, Inc.

MARCH

- CSB Communications, LLC
- E.M. Enterprises General Contractors, Inc.
- Harger Lightning & Grounding
- Legacy Telecommunications, LLC
- NorthWest Tower Engineering, PLLC
- Primoris Electric, Inc (Formerly Primoris T&D)
- Stockton Construction Group, LLC
- Summit Solutions Group, LLC
- Tim Rajkowski
- TWR Family of Companies
- United Tower Company, LLC
- Vertical Technology Services, LLC
- World Tower, Inc.



Meet Your MEWP

(Mobile Elevating Work Platform)



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Are you trained on your model?

To learn more, scan:



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.

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Like a personal elevator, the Ronin takes workers quickly and effortlessly to the top of towers, utility infrastructure, construction sites, trees, and even staging for events like the X Games. Best of all, Ronin is affordable, making your work safer and more cost-efficient. The Ronin TL is easy to use, lightweight, and can support a working load of 400 pounds.

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Specs for the Ronin TL

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- Hands-Free Braking System
- Gravity Feed Descent
- Automatic End Feed Rope Loading
- Safely Secures Rope inside the Lift &
- Prevents Accidental Detachment

To learn more about the Ronin, please visit <https://roninpowerascender.com/>.



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A Tower Times product showcase does not constitute an endorsement from NATE.

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.

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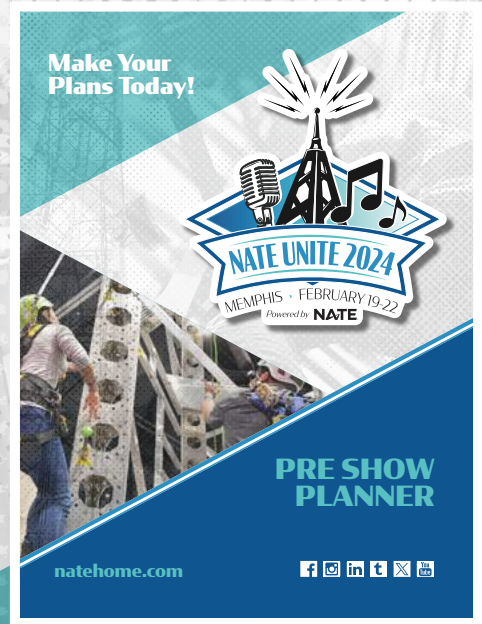
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