

# TOWER Times

NATE

National Association  
of  
Tower Erectors

AUGUST 2005 USA \$4.95



**A preview of NATE's  
11th Annual Conference &  
Exposition including current  
sponsors and exhibitors.**

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MORE INFORMATION

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400' RG42 Guyed Mast Located in Northern Quebec

*Photo courtesy of Predrag Milojevich*

*Photo submitted by Radjan Communication Services,  
Supplier of ROHN Products*



Disney's Coronado  
Springs Resort

25-31



## Annual NATE Event

Now is the time for you to plan for NATE's  
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February 13-16 in Orlando, Florida.

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*Tower Times* is published monthly by the National Association of Tower Erectors, 8 Second Street SE, Watertown, South Dakota 57201-3624, Telephone: 605-882-5865 or 888-882-5865, Fax: 605-886-5184. Postage paid at Pierre, South Dakota. Single issue price is \$4.95. Subscription prices for one year: U.S. - \$50.00, Canada and Mexico - \$75.00, all other nations - \$150.00.

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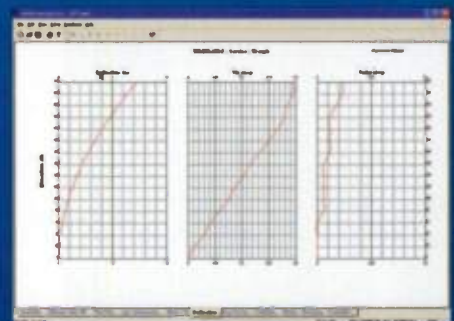
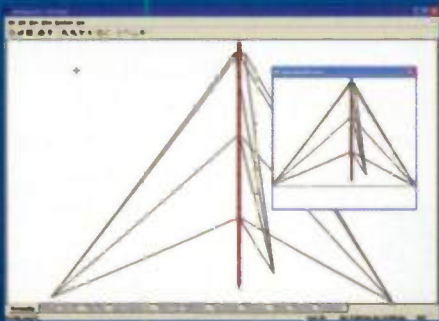
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# Chairman's Message



**By: Craig Snyder, NATE Chairman**

**On a normal day I spend my time pecking away at the computer creating quotes, responding to email and generating correspondence like this article.** Or with my ear pressed to the telephone speaking to customers, conducting business and encouraging crews. But on occasion I have the opportunity, because of lack of available climbers, to go out myself, don a harness and climb a tower to take care of an immediate need of a customer. This week such an occasion presented itself and although I felt pressed to stay in the office and finish my business at hand, I chose to get out of my chair, grab a partner, drive to the nearby tower site and head for the top.

To feel the burn of the lungs, legs and arms when you approached the 100' mark, my typical first leg of the climb, was extremely satisfying. It's a great feeling to kick one leg out off the ladder rung and onto a member beside or behind you and just look at the land below while your heart rate begins to return again to its normal rhythm. Only to start up again for the next 100' leg to enjoy an even broader view of the land below.



When I have the chance to climb towers 700' or taller, I have an internal motto to never stand on

*"I love climbing towers. It's in my blood. It's just like riding a bike; you never lose your knowledge or skill, although with time your physical ability begins to fade."*

Once I made the decision to leave the office for the day the old tower climber in me kicked in and I once again began to recall why I enjoyed so much my first days of climbing during college and the many years thereafter. There is nothing better on a hot summer day when humidity is high and bugs are buzzing about your ears to get up out the humidity and bugs and into the cool air up on a tower.

the same color band between rests. Getting above 1000' means a little more burn and a little more pain between rests in order to keep the motto, but a lot more blue sky!




What makes the climb even more satisfying is the sense of accomplishment when you're done, knowing that you completed what you set out to do. In the case of my climb this week, a broad-

cast customer was experiencing high reflected power on the transmitter and thought it was related to an antenna or transmission line problem. Opening the bullet at the antenna input quickly showed that their suspicion was correct and thankfully had been caught before serious problems occurred. In this case the appropriate repair was affected and the station continued its broadcast with minimal interruption.

I love climbing towers. It's in my blood. It's just like riding a bike; you never lose your knowledge or skill, although with time your physical ability begins to fade. I don't climb often now, but when I do I enjoy it greatly. Even a climb in the winter brings a sense of satisfaction. I've often asked myself over the years,

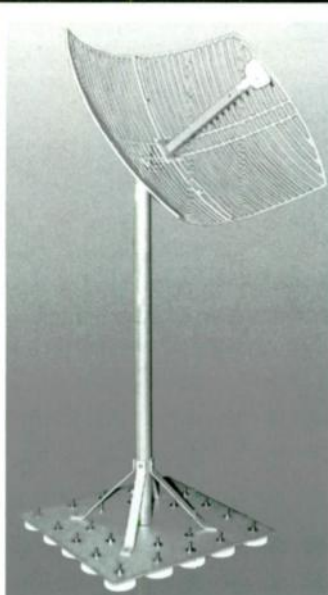
"have I chosen the right profession?" and the answer keeps coming back loud and clear that I could think of nothing more satisfying and worthwhile than being a tower man.

This article is in honor of the hundreds of tower technicians that keep the TV and radio stations on the air, the cell phones buzzing around the country and all the other users of aerial steel up and running. You're a unique breed and play an important role in the economy of our nation and I for one appreciate what you do.

Until next month, be safe and keep climbing! 

*Craig Snyder serves as Chairman of NATE and is the President and Founder of Sioux Falls Tower & Communications of Sioux Falls, South Dakota.*

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pages  
66-70  
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more  
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and  
an  
application.



## Mission Statement

*To pursue, formulate and adhere to uniform standards of safety to ensure the continued well-being of tower personnel.*

*To educate the general public, applicable government agencies and clients on continued progress toward safer standards within the industry.*

*To keep all members informed of issues relevant to the industry.*

*To provide a unified voice for tower erection, service and maintenance companies.*

*To facilitate effective safety training for the industry.*

# From the NATE Office



**By: Patrick Howey, NATE Executive Director**

**Each August the NATE Board of Directors, Committee Members and Administrative Staff get together for the NATE Summer Conference.** The Summer Conference – held six months prior to the Annual Conference – gives NATE’s leadership an opportunity to review progress and make additional plans for carrying out our mission and goals. Reports on each of the meetings will be available in the October issue of *Tower Times*.

The Summer Conference always reminds me that NATE consists of a remarkable group of individuals. Everyone takes time away from their jobs and volunteers their experience and insight. That involvement is at the core of NATE’s success.

Board and Committee members receive no compensation for their time. They pay for their own travel and lodging, and give up time away from their companies and their families to make sure NATE continues to thrive. The dedication they show is humbling. The results are extraordinary.


The spirit of volunteerism is truly astonishing to witness; a group of people decides to get together to address their common needs and goals, and a few years and lots of hard work later, changes have been made that once seemed impossible. Suddenly, a mechanism is in place for addressing concerns and pursuing the best ideas. Perhaps the most amazing part of all this is

how easy it becomes to take the process for granted.

NATE has been most fortunate to not fall into that trap. The Association has had outstanding leaders from the beginning. That leadership has made all the difference.

The time for new leaders to emerge is here again. Applications for running for the NATE Board of Directors are due in the NATE office no later than September 1. If you have what it takes to lead this national association through the coming years, you should consider “throwing your hat in the ring” to be a candidate for this year’s election. The rules and application form can be found on pages 10 and 11 of this *Tower Times*. I hope you will give some thought to taking on this challenge.

If you are thinking of being involved but are not ready or do not meet the requirements for serving on the Board of Directors, I encourage you to consider serving on one of NATE’s committees. If you are interested, please give me a call or send me an email. We would be pleased to have you involved.

NATE’s ten years of success are directly attributable to its members. Thank you for participating in your association. 

*Patrick Howey is the NATE Executive Director. He can be reached at 888-882-5865 or [patrick@natehome.com](mailto:patrick@natehome.com)*

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*The NATE office headquarters is located in Watertown, South Dakota. The office staff is available Monday through Friday, 8:00 a.m. to 5:00 p.m. (Central Time) to assist members with the administrative business of the Association. You may contact the Staff toll-free at 888-882-5865 (US) or 605-882-5865.*





# NATE Board of Directors Candidates

*The NATE voting membership will elect five individual members to the NATE Board of Directors prior to the annual meeting in Orlando, Florida, February 13 - 16, 2006. The following position/background statements and photos were submitted by qualified candidates. The candidates are listed in alphabetical order. Candidates have until the September 1, 2005 deadline to submit their candidacy. Please see the NATE Board of Directors Election Procedures and Application on pages 10 and 11 for more information.*



## **Jim Coleman**

*President*

Southern Broadcast Services, Inc.  
Pelham, Alabama

Tel: 205-663-3709  
Email: [jwcoleman@southernbroadcastservices.com](mailto:jwcoleman@southernbroadcastservices.com)

### **Serving on the Board of Directors for the past two years has been an incredible experience!**

It has been my honor to serve as your voice helping NATE make giant strides in our industry. As an organization, we are definitely making progress toward developing a solid working relationship with OSHA and formulating strategies to educate the owners and general public about our profession and how it should operate safely.

A milestone in NATE's young existence was reached in June, when OSHA approached the Board of Directors requesting the use of our training videos. They want to utilize our videos as instructional tools to train compliance officers on how to operate safely in our work environment. How exciting for our industry! Certainly, the strength and influence of NATE is growing. We stand assured that we, the collective members of NATE, are making a difference and effectively contributing to the overall safe practices and procedures for our profession.

Another important milestone was reached this summer as we made the CTS (Climber Training Standard) available to our membership. The CTS is a collective effort by the Board of Directors and numerous other dedicated NATE members to promote a potentially powerful tool for our industry. This is an important step forward for our profession where guidelines are being published by NATE that, when followed, assures that all are trained to the same minimum standards.

In addition to the aforementioned, this past April NATE, for the first time, participated at NAB (National Association of Broadcasters). In an effort to educate broadcasters regarding the importance of using NATE participating members, I, along with NATE staff and other Board Members, distributed packets of information relative to our industry.

Let's keep the momentum going! With your support, NATE continues to aspire to new heights. I am confident I still have much to contribute, as we strive to meet our goals. I am always open to your comments, ideas, or suggestions. Please feel free to contact me anytime. I bring to NATE's Board my thirty plus years of hands on experience and management in our industry, my eagerness to serve, and an open ear to all. It is my fondest hope and desire to continue to serve. Humbly seeking your support in the upcoming election, I am

*Jimmy (Jim) W. Coleman, Jr.*



## NATE Board of Directors Candidates



### Kevin Reski

*President*

Great Plains Towers, Inc.  
West Fargo, North Dakota

Tel: 800-853-2236  
Email: kreski@greatplaintowers.com

#### **My reason to throw my hat in the ring for the NATE Board of Directors is in the hope of helping continue a tradition.**

Primarily I want to continue what we started years ago, that is a tradition of making conscientious decisions for the good of all in our industry, members or not, large or small. We need a good reason for all non-member companies to want to be part of this industry group. I want to help find them and their reasons, pro or con.

I see many of the cream of the crop on the NATE Board have stepped down or are stepping down for a multitude of reasons. I request your vote to try to fill their shoes. I also feel strongly about the initial reason we formed NATE over 10 years ago and why it still has a powerful voice in all aspects in the wireless communications industry today. Hopefully being active with this great group of people for longer than NATE has had a name will come as an asset to clearly understand the current and future needs of this association.

The 30+ years of my personal full time in the tower business has genuinely exposed me to all facets of this trade, from heavy broadcast towers and antennas to fun size coaxes you can carry in your teeth. Recalling my diaper days of pulling a frozen hemp rope out of a steel barrel and up the tower to where dad was already working, to these days of 100% fall protection sounds like caveman to rocket science in one lifetime, but OSHA and NATE have helped get it there. When you think of that, one can only imagine how many more improvements we can make for those kids yet to climb!

Climbing, living on the road collecting those miniature shampoo bottles, working alongside my crews is still an everyday part of my life, so don't assume I'm someone that puts on a crescent wrench tie everyday.

Hopefully my youthfulness (feeling), my history with

NATE and my lifetime of true-grit tower work experience will be another asset for our group. Fifty-plus years of our family tower business history and giving it away on towers still has its rewards for me, not always financial! Been there, done that. Hopefully we can continue to build a strong voice and wherever a NATE member represents themselves. We are proud to fly our NATE logo on everything we drive and trailers we pull to most of the work clothes we wear. Most of you members that have been to the annual conference have met me or my employees through the Membership Committee, or from hundreds of conversations with hundreds of tower crews I've met. I feel I am qualified, and hopefully this personal introduction to you will help you to decide if I am who you want to represent you on the Board. I still plan and hope to continue working with the Membership Committee.

*Kevin Reski*



### Ron Romano

*President*

Installation Services, Inc.  
Genoa, Illinois

Tel: 815-784-5133  
Email: rromano@installation  
services.com

#### **As we continue to struggle with today's economy, NATE's mission remains critical to our industry.**

Over the last few years, we've endured some significant changes in our businesses and we need to strengthen the voice of our association. As a Board Member, it is my personal goal to represent the smaller tower erection and maintenance companies.

Here in 2005 I have more than 43 years experience in the erection and maintenance of towers. I've gained invaluable experience with the ever-increasing application of government regulations. At the same time I learned, on the job, how to deal with the political pressures concerning the location of towers in cities and villages, even in open countryside. I not only have the background and a wealth of knowledge on these issues, but I've always felt strongly that the safety of my

employees is the top priority.

Safety should be an imperative qualification for all contractors. But in today's dollar-driven market, we are often underbid by our competitors because they have not invested in the proper training and equipment as most NATE member companies. Carriers are not held accountable for their poor judgment; accidents happen and the rest of us are forced to endure the repercussions, such as increased insurance rates.

I have said all along that NATE is the single most important tool that tower erectors have to obtain fair and equitable treatment from government bodies, insurance companies and even the clients we serve.

But NATE is still very young. Overconfidence can be dangerous; indifference can be self-destructive. As a tower veteran I know the problems we face. We must remember that ideas are not the sole province of the officers of an organization, but can and should flow from the entire membership to be expanded upon and implemented by the leadership.

I am confident that my experience and my profound interest in NATE's goals qualify me to continue to serve as a member of the Board of Directors. I assure each member that I shall put every ounce of energy at my command to produce a stronger and more influential NATE!

*Ron Romano*



## Call for Candidates

Are you interested in  
running for the  
NATE Board of Directors?

SEE PAGES 10 & 11  
FOR DETAILS ON THE  
NATE BOARD OF DIRECTORS  
ELECTION PROCEDURES/APPLICATION

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# Board of Directors Election Procedures



Please  
see  
the  
Board  
of  
Directors  
Candidate  
Application  
on  
page  
11.

1. To qualify as a candidate for the NATE Board of Directors, an individual must be an active member in the Association and must be a managing owner of a voting member company or firm, defined as a person who can legally encumber that company or firm.
2. Individuals apply for candidacy by submitting the application form, a brief position/background statement (maximum of one page in length) and a color photograph to the NATE office. Applications are currently being accepted. The deadline for announcing candidacy is **September 1, 2005**.
3. NATE will publish all candidate information in the July 2005 through November 2005 issues of *Tower Times*.
4. By the end of October, each NATE Voting Member company will be sent voting materials consisting of a ballot, candidate profiles, candidate photographs and rules for casting their vote.
5. Each ballot will be sent via secured mail to ensure delivery.
6. Ballots from voting members must be received in the NATE office by November 30, 2005.
7. To be elected to the Board of Directors, a candidate must receive a majority of the votes cast.
8. If all available Board positions are not filled on the first ballot, a runoff election will be held to fill the remaining seats on the basis of a plurality of the votes cast.
9. Once all Board positions are filled, the candidates will be advised of the results of the election.
10. Results of the election will be announced in the February 2006 issue of *Tower Times*.
11. Those elected to the Board of Directors will begin serving their two-year term at the annual meeting in February 2006.
12. The newly elected Board will choose its executive officers at the annual meeting.

If you have any questions regarding the Board of Directors election, please contact Patrick Howey, NATE Executive Director at **888-882-5865** (US) or **patrick@natehome.com**

# Board of Directors Candidate Application

To be a candidate for the NATE Board of Directors, the Association's Bylaws require that, "an individual must be an active member in the Association and must be a managing owner of a voting member company or firm, defined as a person who can legally encumber that company or firm". *Note: To be an eligible candidate, you must be able to answer yes to all six questions.*

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

## Candidate Questionnaire

Candidate's Name \_\_\_\_\_

Company \_\_\_\_\_

- |  | Yes                      | No                       |
|--|--------------------------|--------------------------|
| 1. Is your company or firm a voting member of NATE?  | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Are you an active NATE member?  | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Are you a managing owner of your company or firm?   | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Are you active in the current operations of your company?   | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Do you have the authority to encumber or bind your company in legal transactions, including signing bank notes, signature authority on banking accounts, and the authority to sign tax returns? | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. In your position with your company or firm, do you have general agency authority to represent the company or firm in all internal and external business transactions?                           | <input type="checkbox"/> | <input type="checkbox"/> |

## Declaration of Chief Executive Officer or Chief Operating Officer

I, \_\_\_\_\_, \_\_\_\_\_ of \_\_\_\_\_  
(name) (title) (company or firm)

hereby confirm that \_\_\_\_\_ does hold the position and possess the  
(name of candidate)  
authority as described above.

\_\_\_\_\_  
(Signature of Chief Officer of company or firm)

*Please complete this form and send to the NATE office with your candidacy statement and full color photograph.*

### National Association of Tower Erectors

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Fax: 605-886-5184



# Membership

## COMMITTEE UPDATE



**By: Jim Schultz**

### Member Benefits

- Access to **key players** in the tower industry
- **NATE Safety Program**, a guide for member companies to use when developing their own safety programs
- **NATE/OSHA Partnership**
- Complimentary subscription to **Tower Times** magazine
- **NATE Insurance Program** with Arthur J. Gallagher & Co. tailored to meet the unique needs of individual companies
- A **strong voice in Washington** through NATE's marketing representative, Bob Lawrence & Associates
- Continuing **safety and education** through videotapes, educational sessions and safety resources
- **Strong unified voice** to work with OSHA on new and improved tower safety regulations
- **Legal counsel** available to members through Seyfarth Shaw
- **NATE Annual Conference & Exposition**
- Use of NATE's **registered logo**
- **Membership plaque and certificate** which are updated annually
- Access to NATE's **membership list**
- Complimentary **website link**
- Opportunity to serve on **committees and subcommittees**
- NATE's **Corporate Collection Sportswear**

**First of all I would like to add my personal welcome to the new members of the NATE family:**

**Diversified Electronics, Inc.**  
*Forest Park, Georgia*

**Mid Atlantic Contracting, Inc.**  
*Woodbine, Maryland*

**Olive Consulting**  
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**RISA Technologies**  
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**Site Source, Inc.**  
*DeWitt, Michigan*

**South Seas Inspection (S) PTE LTD**  
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**Strick Telecom, LLC**  
*Canastota, New York*

Well, it is renewal time again! Have you taken the time to renew your membership? If not, then now is the time! You can renew your membership in a couple of different ways. One way is to complete the form that was sent to you the end of May and mail it back to the NATE office with your dues. Your other option is to process your renewal online.

I personally paid for CommScope's dues by the online method. It was very simple and easy to understand and complete. I went to the NATE website at [www.natehome.com](http://www.natehome.com) and accessed the "Members Only" sec-

tion. Next I entered the CommScope Membership ID code. This took me directly to the renewal form.

Once you are in the form you can make all of the necessary changes and updates to your information. It is most helpful to have accurate information so the NATE staff and the Membership Committee will have the correct contact information. I hope that all who are NATE members will continue to find that your membership is beneficial, and renew your membership.

I look forward to my continuing involvement in NATE for the remainder of the year and years to come. For those Board and Committee members who will be at the Summer Conference, I look forward to seeing you.

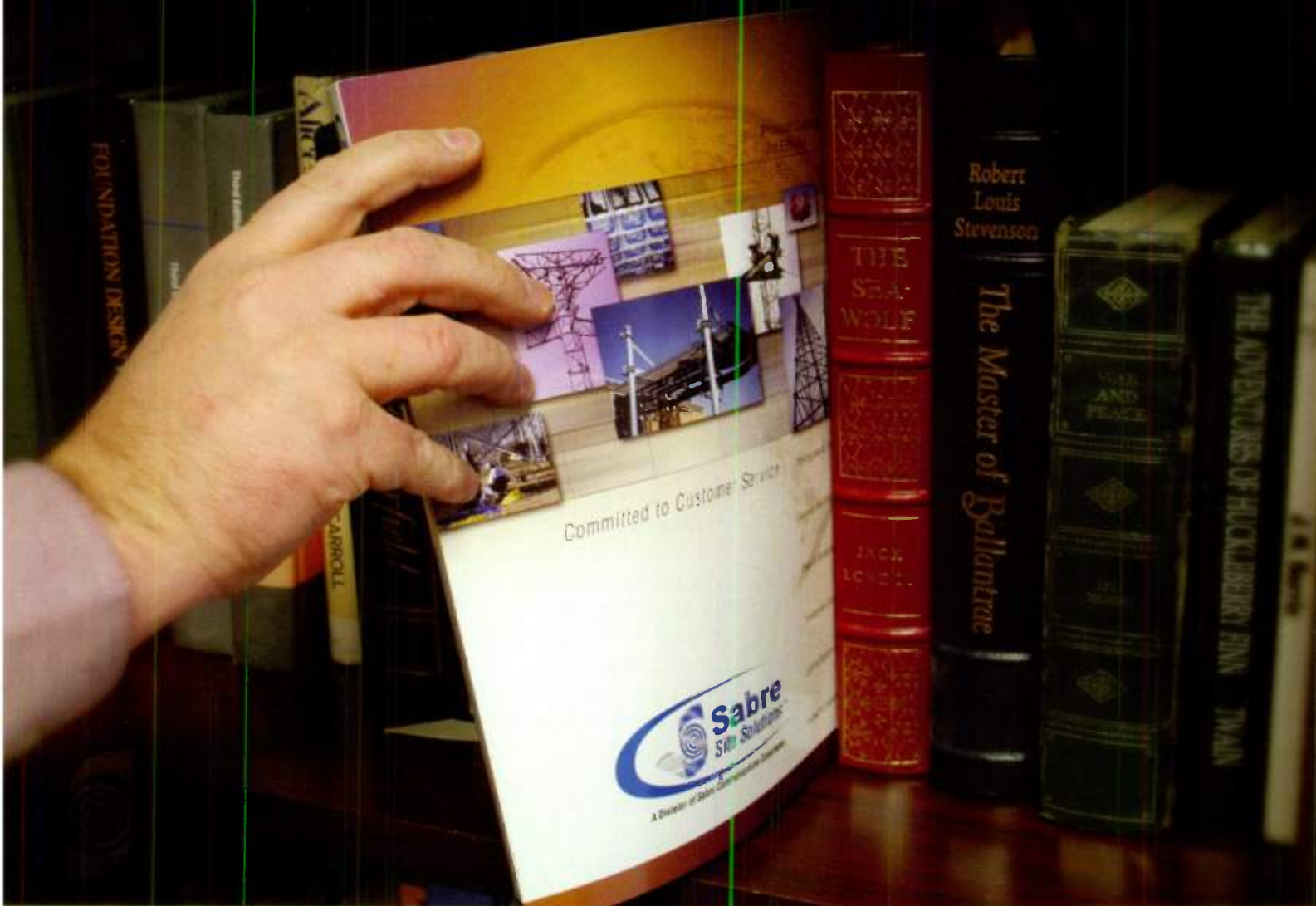
I believe that NATE is one of the best organizations that I have been involved with. If there is anything that I can do to help someone renew, please feel free to contact me or any other Membership Committee member. We also look forward to any and all ideas that may help to improve NATE as an organization.



*Jim Schultz is a member of the NATE Membership Committee and is the Application Engineering Manager for CommScope, Inc. of Newton, North Carolina. He can be reached at 828-466-8648 or [jshultz@commscope.com](mailto:jshultz@commscope.com)*

**Please see pages 66-70 for NATE membership information and an application form.**

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World Radio History

# Suspension Trauma - A Little Known Factor



## A Major Climbing Danger

### There is a name for everything.

Have you experienced dizziness when standing after squatting on the balls of your feet? Yes, that has a name! It is called "orthostatic syncope". It is actually quite common. The effect can also be caused by standing without moving for long periods of time, such as a soldier at attention. Another technical term is "orthostatic intolerance," but we will use a more easily remembered term -- suspension trauma.

We have all heard tower climbers grumble about wearing "those damned harnesses -- they get in the way!" Well, the harness that is intended to save you can also kill you! Yes, it may cause fatal suspension trauma.

More attention has been paid to this matter than might have been expected, but that attention has been from the medical community rather than the safety equipment manufacturers. It is reported that the manufacturers attempt to fulfill the requirements of OSHA and other regulating bodies rather than consider the safety of all aspects of a fall event.

### What It Is

Suspension trauma occurs because blood pools in the legs -- which, being large in volume, can hold a great deal of blood. The body is built in such a way that the leg muscles squeeze the leg veins, which have one-way valves. When there is repeated muscle flexing in the legs,



*A dangerous situation!*

the pumping action keeps returning blood to the upper body.

However, if the heart does not have enough blood to pump because blood has pooled in the legs, the heart speeds up in an attempt to compensate. If there remains an insufficient flow, the heart will slow way down and the victim will pass out, quite possibly permanently.

In the example of the soldier at attention, normally he or she falls over and blood flows back to the heart. On the other hand, for a climber in a harness, especially those designed to keep the wearer upright, passing out has no effect on body position. Worse, the straps of the harness constrict the legs, exacerbating the problem. Without rapid action, death can follow rather quickly.

### Fall Protection

There are four stages of fall protection. Increasing safety in one stage may decrease safety in another. Consider the situation before the fall. The climber is properly trussed in a compliant harness and has the

Suspension



safety lanyards attached well above his position. The anchor points are out of the way, but also out of reach. He can swing around the tower with ease, but now it is time to move up.

He climbs on up to where the attachments are within reach, but slips and falls quite a number of feet. If the lanyards had been shorter, they would have been in the way and would have required more frequent adjustment, but the fall would have been shorter and less dangerous. As it is, the climber has suffered the shock of abrupt deceleration. Even with "shock absorber" lanyards, he may have hit his head on the tower. He will be anywhere from being annoyed with himself to knocked out and bleeding.

The attachment position of the lanyards onto the harness effects safety of the arrest differently than the safety of the subsequent suspension. Consider attachment high on the harness near the shoulders. The wearer will remain upright and stress will be mostly vertical on his vertebrae, but his legs will be hanging and he will be susceptible to suspension trauma.



Danger averted by standing on tower rung.

If the anchor points are in front, they will have been in the way. If they were high on his back, his face may be smashed against the tower. Attachment points near the wearer's center of gravity, safer after the fall, will result in sharp bending during the arrest.

A most critical stage of the fall event has been reached -- suspension. If the climber is suspended upright and is conscious, he must immediately take steps to avoid suspension trauma. This is called self-rescue, and as is obvious, lanyard attachment point placement will have

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# Suspension Trauma

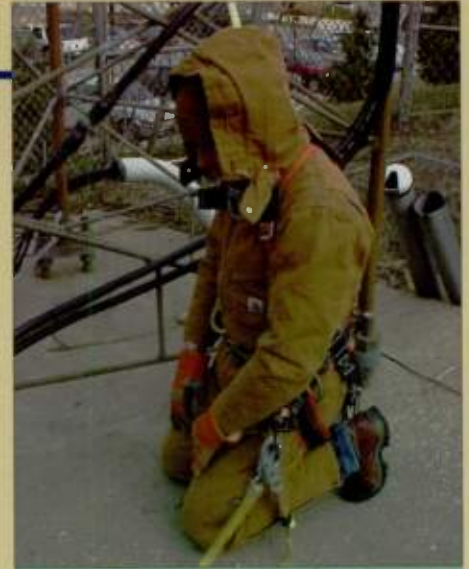
been the determining factor. He must not allow blood to pool in his legs. Simply standing on the tower, if possible, will work many times.

If a leg is broken or other injury prevents standing, the legs must be raised relative to the heart. If the

climber is unconscious he is in mortal danger.

### Avoiding Rescue Problems

The rescue stage is also critical. Paramedics will be aware of the fact that returning blood flow to the



*Do not lay down immediately.*



*Slowly progress to sitting...*



*...and then to lying position.*

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# Safety & Education

COMMITTEE UPDATE



## RF Video Update

By: Jodi Messerli

**In an effort to provide NATE members with a video that explains the basics of radio frequency (RF) energy for beginning climbers, the NATE Safety & Education Committee has been developing an RF Awareness video.** It has been in progress for a couple years now as a number of factors have delayed the process.

The Committee started with developing the most thorough explanation possible of RF exposure and related issues, only to find that such a video would be far too lengthy for most companies to put to good use, and too complicated for new tower hands to understand and apply effectively to their work. Taking a complicated topic like RF and turning it into an introductory video has been a challenge.

I have been equally challenged in my role of assisting the NATE Safety & Education Committee with subject matter that demands I learn quickly and continually, but it is a challenge I have enjoyed thoroughly. Working with the Committee, Chairman Todd Thorin, and the video production team to develop this video has given me my first real insight into the risks towerhands face from RF exposure, and how appropriate

planning and awareness can maintain a safe work environment.

Filming of the video is planned for September 2005, with distribution anticipated by the end of the year. As with all NATE safety videos, the RF Awareness video will be available in both DVD and VHS formats.

The Safety & Education Committee is also working on an updated Tower Climber Orientation video script based on the NATE Tower Climber Fall Protection Training Standard. Filming on that script is expected to take place this fall. We are looking forward to making these new videos available to NATE members.


I want to thank all the members of the Committee for their hard work, and also for the help they have given me during my initial months at NATE. I truly appreciate getting to work with every one of you.

Until next month, stay safe! 

*Jodi Messerli is the NATE Resource Coordinator. She can be reached at 605-882-5865 or 888-882-5865 (US) or [jodi@natehome.com](mailto:jodi@natehome.com)*

heart abruptly can cause it to fail. This is called "post rescue death." Therefore, it is recommended that the victim be returned to a horizontal position over a period of 30 to 40 minutes. When the ground is reached after lowering the victim down, do not lay him down immediately. Start with a kneeling position, and slowly progress to sitting and then to lying over that half hour or so period of time. It is much safer.

Our profession is dangerous. Just as with transmitter work, you should never climb alone. The other person may not be climbing with you, or even assisting, but he or she will be watching you for your safety. Because hanging free should never exceed five minutes, the safety person must be made aware that even though you are hanging in your harness you may not be well or even alive. If no motion is detected over several minutes, he should make verbal contact with the climber. Any difficulty should be addressed immediately.

By practicing safe climbing procedures, you or your tower crews can avoid potential fatalities through suspension trauma, and get the job accomplished safely. 

Jeff Johnson is a Network Engineer for X-Star Radio Network in Manistee, Michigan. He can be reached at [jjohnson@goodnews.net](mailto:jjohnson@goodnews.net).

*This article was originally published in the February 2004 issue of Radio Guide and is reprinted with permission of Radio Guide and the author.*

**REMINDER!** *The National Association of Tower Erectors membership list is one of the many benefits available to NATE members. Therefore, under NO circumstances should the NATE member list be sold or distributed to non-member companies. **Thank You!***



# Washington Wire

LEGISLATIVE & REGULATORY ISSUES

By: **Jim Goldwater**



**A number of my recent articles have focused on an issue from the past that continues to dominate NATE's focus in Washington.**

That, of course, is the migratory birds matter. This month, I am again reaching back to the past to address a subject that has resurfaced – historic preservation.

Two years ago, I first wrote about the Federal Communications Commission's efforts to protect the nation's historic places when new communications towers are built, since federal agencies are required to consider the impacts of its various undertakings on historic properties. Following a public comment period where the agency solicited comments on its initial proposal, it formally adopted measures to streamline and tailor the review process for communications towers and other Commission-licensed facilities under the National Historic Preservation Act (NHPA). After all, the FCC

"recognized that, as the number of tower constructions around the country has dramatically increased since the late 1990s, it has a responsibility to manage the expansion of communications infrastructure in a way that best preserves our nation's historical resources. Increased tower construction has also resulted in an exponential increase in the number of environmental and historic preservation reviews conducted..."

(FCC Press Release, September 10, 2004).

The streamlined process supposedly gave states and historic preservation agencies 30 days to respond to and review proposed tower applications. However, as noted below, there are still substantial pitfalls and barriers which need to be addressed.

NATE developed and submitted formal comments to the FCC for the record. In addition to endorsing the general views of our communications industry colleagues, our comments focused on collocation matters; in particular, we cautioned against any provision which "may be counterproductive to the Commission's policy of encouraging collocation where feasible."

There are bigger issues than collocation which are now spurring review of existing law and practices. It appears that the NHPA has created some problems for a number of American industries, including roadbuilders, miners, and developers, although, according to "Congressional Quarterly" in June, "most industries...as well as government agencies...have made their peace with the historic preservation law and consider it just another price of doing business." Not all industries, though, says CQ: "...the cell phone industry – which is trying to rapidly plant its towers from coast to coast – has been increasingly frustrated."

CQ further notes that current law requires all federal agencies to assess the impact that any of their programs or projects might have on historic properties, even potential historic properties. Moreover, "Such assessments, and any necessary changes in the projects, cost time and money."

CTIA in particular laments the effect of the law on its drive to site towers along roadways that are designated as historic areas. For example, New Jersey's Historic Preservation Office has designated the Garden State Parkway as eligible for listing on the National Register of Historic Places. That designation, at present, has the practical effect of blocking the construction of more towers along the parkway's length. As Mike Altschul, general counsel for CTIA asserted, "It's absurd when you take a highway that tens of thousands, if not hundreds of thousands, of cars use every day and not permit the industry to provide the lifesaving services that wireless technology provides."

That is part of the growing national problem I see all too often in Washington: the absence of vision. In my view, it is critical (although, regrettably, increasingly rare) for decisionmakers (and consumers) to look at the big picture, and not just on the immediate. This is part of our argument on the migratory birds matter; it is foolhardy to consider policy or programmatic initiatives or revisions without also consider-

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*Bill Gottfried,  
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ing the impact on our economy and economic well-being, our homeland security, our communications capabilities, and our everyday lives.

I am not advocating that we simply disregard historic or scenic vistas or the rights of property owners. I am suggesting that we try to inject reality and practicality into public debate and discourse. That, too, is part and parcel of our migratory bird message.

When one looks at the difficulty in siting towers, it goes beyond NIMBY - the "Not In My Back Yard" argument that oftentimes blocks local projects due to local concerns. In the name of historic preservation, development projects have been blocked, stalled, or rejected throughout the country as a result of objections from state historic preservation offices and local historic preservation interests. In the

views of many, not all justifications for derailing projects are justified.

While our legislative focus in the recent past has been on migratory birds and federal telecom law, it is altogether possible that we will also be examining the scheduled congressional review of federal historic preservation law (which expires later this year). Many in and out of Congress assert that laws such as this are overly cumbersome, inefficient, and outdated (words cited in CQ's article). However, as CQ further notes,

"preservationists and American Indian groups are fighting back, contending that proposals to rewrite the law would strip away protection for thousands of historic sites. Instead of trying to change the law, they maintain, the cell phone industry should take its gripes to the

Federal Communications Commission, because its jurisdiction over tower sitings is what triggers historic reviews."

Then again, under federal law, siting is generally a local matter; while locals by and large cannot simply block a tower, for example, without just cause, they do have a major say in precisely where it might be located. Ultimately, though, the FCC is the final arbiter on tower siting.

It appears that, should the congressional reauthorization of current historic preservation law advance, an overriding issue will likely be the definition of what constitutes a protected site. Is it a site that is listed on the National Register of Historic Places? Is it a site that might be added to the register? Is it any site that is or may be on tribal property? What about a site that might be historic but which is located in an area

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where other construction has already been permitted, such as interstate highways?

According to CQ, the original historic preservation law limited protection to property actually on the National Register. (In fact, however, federal historic preservation undertakings actually preceded the mid-1960s period featured by CQ; long before, there were laws on the books such as the Antiquities Act of 1906 and the Historic Sites Act of 1935.) In any event, CQ states that,

“with construction of the interstate highway system in high gear, preservationists grew concerned that historically valuable sites not listed on the register were being plowed under for the new roads. So, by executive

order, in 1971 President Richard Nixon broadened the act to protect those eligible for inclusion. Congress altered the law to that effect five years later.”

This creates problems for those wishing to construct or develop, and it also creates the potential for problems. Again, CQ explains that in spite of the so-called expedited review of projects,

“Not only are reviews often lengthy and expensive, they can become open-ended, with new sites becoming eligible for protection before, during and after tower construction.”

This seems to violate the basic tenets of fairness and predictability that are so critical in the construction fields.

In addition to those with an abiding interest in this subject, ranging from the tower industry and developers to historic preservation interests to federal, state, and local governments, Congress, the FCC, and federal courts will play important roles in the application, review, and possible extension of the law.

How this matter plays out will provide an interesting lesson in civics.



*Jim Goldwater is a Vice President at Bob Lawrence & Associates. For further information, he can be contacted at Bob Lawrence & Associates' office at 345 South Patrick Street, Alexandria, Virginia 22314. Tel: 703-836-6196; Fax: 703-836-6086; Email: jimauh2o@aol.com.*



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**Why are you working?** The most obvious answer is that you need to earn money. Your employer is in business for the very same reason -- to make money. If the people you work for don't operate at a profit, they may not be able to keep you on the job. It may be surprising to hear that most companies do not make money hand over fist. Expenses take a big chunk of the income, and competition limits how much your firm can charge for the goods or services it provides. What's more, competition is no longer just local -- it is often worldwide.

Most large US companies operate at a small profit margin -- some as small as 1/2%. This means they earn only 1/2 cent for every dollar taken in. Profit margins of 1% to 5% are more common but this is still not a lot of "extra" money. Each time an accident occurs, the cost of the injury must be subtracted from profits. So, how much do these incidents really impact your company in terms of direct and indirect costs? Take a look at how many additional sales are required to pay for industrial injuries:

Accident Costs	1% profit margin	5% profit margin	10% profit margin
	Additional Sales	Additional Sales	Additional Sales
\$1,000	\$100,000	\$20,000	\$10,000
\$5,000	\$500,000	\$100,000	\$50,000
\$25,000	\$2,500,000	\$500,000	\$250,000
\$50,000	\$5,000,000	\$1,000,000	\$500,000
\$100,000	\$10,000,000	\$2,000,000	\$1,000,000
\$250,000	\$25,000,000	\$5,000,000	\$2,500,000

What does this chart tell us? If the company is operating at a profit margin of 5%, then \$20,000 in new sales will be needed to compensate for a \$1,000 injury. If the profit margin is nearer 1%, an additional \$100,000 worth of goods or services are necessary to keep that profit level. A lot of "widgets" must be manufactured to compensate for those losses! Since industrial back injuries average about \$5,000 in expenses, every time a worker strains his back, other employees must work

longer and harder to achieve necessary production levels.

Whatever you do in production, sales or service, think about the extra hours you must work to help pay for

**Accident prevention is a win-win proposition!**

the average jobsite injury. Why should you care about this? Simple. Safe work behavior can contribute directly to the bottom line as well as to your own job security. The more profitable your company, the more likely there will be funds available for better equipment, improvements in the work environment and, hopefully, wage increases.

Though money is an important factor to both you and your employer, personal well-being is also important. It is always wiser to spend a bit more time doing the job safely than to recover from an injury. This is why you are asked to avoid taking dangerous shortcuts, to wear your personal protective gear, to do the job as

instructed, and to support your company's safety efforts.

Think of safety as both pain free and profitable. Accident prevention is a win-win proposition! **TT**

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# Trade Show

## COMMITTEE UPDATE



**By: Jeff Hall**

**As we go through the HOT summer months, everyone is working hard doing tower work, supplying products for the crews, or various other jobs to support the tower industry.**

Probably the furthest thing from everyone's mind is February. However, now is the time to think about the 11th Annual NATE Conference & Exposition in Orlando, Florida at Disney's Coronado Springs Resort. Now who doesn't want to go to Florida in February? I know all the folks from the northern regions of the country are ready for some warm weather that time of year! Orlando in February is very nice. With nice moderate days and cool evenings. Chances of snow in Orlando are remote. Come on down and enjoy the weather. You never know, you might just run into Mickey Mouse or one of his friends during your visit.

The NATE 2006 Conference & Exposition is shaping up to be the

best ever. With this in mind, it is never too early to begin planning for NATE 2006 in Orlando.

As everyone knows (or should know by now), NATE is only possible with the support of sponsors. As you plan the remaining part of your year, make sure NATE 2006 is part of your plans and that you have sponsorship in mind when planning for NATE.

Making the NATE conference and exposition a success for you and your company takes some pre-planning on your part. Do not just show up and expect great things to happen. The NATE Trade Show Committee has been working hard (and continues to do so) to insure that the "road is paved" for you to build on to have a successful event.

Take a moment to plan your experience at NATE. 1) Arrive early and attend as many of the educational sessions as you can; 2) have a plan as to the exhibitors you need to see and what you need to talk about with them; 3) spend time looking at the other exhibitors that you did not have in your plan, but you might find something (a

product or service) that you did not know about or a new application for something that you did; and 4) enjoy yourself and have a safe and fun time.

As I have said in past *Tower Times* columns, the annual NATE event is only as good as you want it to be! NATE 2006 is shaping up to be the best ever. Plan to bring the family and stay extra days in Orlando and enjoy the warmer weather and the fun activities to do while there. NATE 2006 should be one of the most important **MUST ATTEND** events for you in 2006.

As always, if you have any questions or comments regarding the NATE 2006 Conference & Exposition, do not hesitate to contact the NATE office, or talk to anyone on the NATE Trade Show Committee.

We are looking forward to another exciting NATE conference and exposition in Orlando. We hope to see you there.

Be safe, have a great summer, and we will see you in Florida!



*Jeff Hall is a member of the NATE Trade Show Subcommittee and is the Director of Business Development for Hutton Communications, Inc. He can be reached at 972-417-0503 or hallj@huttoncom.com*

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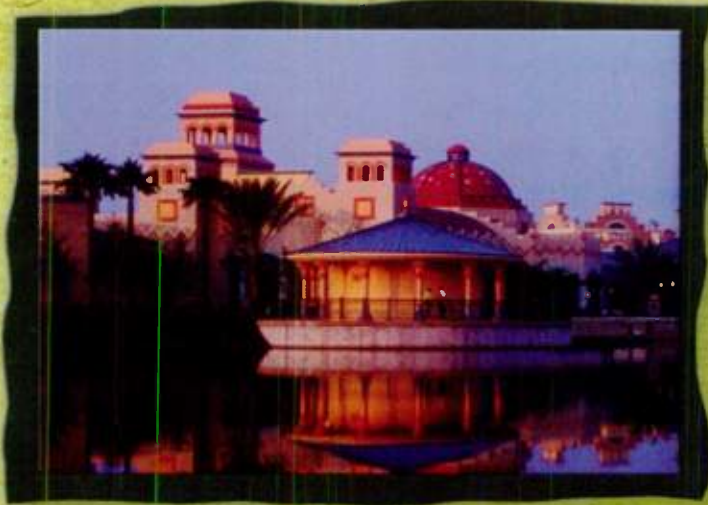
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**\$50,000**

- Ⓢ 20' x 20' (400 square feet) exhibit space with prominent location
- Ⓢ Prominent placement of company name/logo on direct mail conference materials
- Ⓢ Prominent placement of company name/logo on signage and banners posted throughout the annual event
- Ⓢ Platinum sponsor recognition with 55-word company profile/description in show guide
- Ⓢ Prominent placement of company name/logo to appear on show shirts and totes
- Ⓢ Prominent placement of company name/logo to appear in *Tower Times* leading up to and following event
- Ⓢ Acknowledged at the Keynote/General Session and presented with an award
- Ⓢ Fifteen full conference & exposition passes
- Ⓢ One full page, four-color ad in show guide (exact size to be determined)
- Ⓢ Four full page, four-color ads to appear in *Tower Times* in 2006
- Ⓢ First right of refusal for NATE 2007 Platinum Sponsorship
- Ⓢ One educational session speaking opportunity (with sponsorship secured prior to July 1, 2005)
- Ⓢ Company name and logo link placed on NATE 2006 event website
- Ⓢ One single piece of literature distributed with registration materials



## GOLD 4 Available



Package Price  
**\$25,000**

- Ⓢ 10' x 20' (200 square feet) exhibit space with prominent location
- Ⓢ Company name/logo to appear on direct mail conference materials
- Ⓢ Company name/logo to appear on signage and banners posted throughout the annual event
- Ⓢ Gold sponsor recognition with 40-word company profile/description in show guide
- Ⓢ Company name/logo to appear on show shirts and totes
- Ⓢ Company name/logo to appear in *Tower Times* leading up to and following event
- Ⓢ Acknowledged at the Keynote/General Session and presented with an award
- Ⓢ Two full page, four-color ads to appear in *Tower Times* in 2006
- Ⓢ Ten full conference & exposition passes
- Ⓢ 1/2 page, four-color ad in show guide (exact size to be determined)
- Ⓢ Company name and logo link placed on NATE 2006 event website



## Don't Miss Out!

Since the NATE membership consists of CEO's and key decision makers from all facets of the tower industry, your participation will gain your company tremendous exposure.

Help make attendees aware of your commitment to quality and safety by supporting NATE 2006 with your contribution!

If you are interested in sponsoring NATE 2006 please complete the form found on page 30.

All sponsors are encouraged to return the sponsorship form by August 1, 2005 to retain all sponsor benefits.



## SILVER 4 Available



Package Price  
**\$12,000**

- 10' x 10' (100 square feet) exhibit space with prominent location
- Company name/logo to appear on direct mail conference materials
- Company name/logo to appear on signage and banners posted throughout the annual event
- Silver sponsor recognition with 30-word company profile/description in show guide
- Company name to appear on show shirts and totes

- Company name/logo to appear in *Tower Times* leading up to and following event
- Acknowledged at the Keynote/General Session and presented with an award
- One full page, four-color ad to appear in *Tower Times* in 2006
- Six full conference & exposition passes
- 1/4 page, four-color ad in show guide (exact size to be determined)
- Company name and logo link placed on NATE 2006 event website



## BRONZE

Package Price  
**\$6,000**

- Company name/logo to appear on direct mail conference materials
- Company name/logo to appear on signage and banners posted throughout the annual event
- Bronze sponsor recognition with 20-word company profile/description in show guide
- Company name to appear on show shirts and totes

- Company name/logo to appear in *Tower Times* leading up to and following event
- Acknowledged at the Keynote/General Session and presented with an award
- Three full conference & exposition passes
- 1/8 page, four-color ad in show guide (exact size to be determined)
- Company name and logo link placed on NATE 2006 event website



## PATRON



Package Price  
**\$3,000**



### TWR Lighting, Inc.

- Company name/logo to appear on direct mail conference materials
- Company name/logo to appear on signage and banners posted throughout the annual event
- Patron sponsor recognition in show guide

- Company name to appear on show shirts and totes
- Company name/logo to appear in *Tower Times* leading up to and following event
- Acknowledged at the Keynote/General Session and presented with an award



## FRIENDS OF NATE



Package Price  
**\$1,500**

- Company name/logo to appear on signage and banners posted throughout the annual event
- Friends of NATE sponsor recognition in show guide

- Acknowledged at the Keynote/General Session and presented with an award



Last Revised 7/11/05 - Subject to Change



<i>Company Name</i>	<i>Booth #</i>	<i>Company Name</i>	<i>Booth #</i>
AGL - Above Ground Level Magazine	717	Lyncole XIT® Grounding	231
AIG/Arthur J. Gallagher & Co.	300	Megger	329
Altec Industries	607	Miller Fall Protection	425
Aluma-Form	330	Narda Safety Test Solutions	226
Antenna Products	334	PCIA - The Wireless Infrastructure Association	524
Buckingham Mfg. Co., Inc.	207	PennSummit Tubular, LLC.	109
Cellxion, LLC.	415	PIAB Sweden	331
CHANCE (Hubbell Power Systems)	419	PolyPhaser Corporation.	633
CommScope	410	Preformed Line Products.	523
Connect-It Wireless, Inc.	210	Primus Electronics	507
DBI/SALA and Protecta.	309	Radio Frequency Systems.	308
Dillon Force Measurement.	333	Radiofrequency Safety International (RSI)	428
Draka NK Cables	618	Rohn Products, Division of Radian Communication Services, Inc.	312
Dupont Materials	701	Sabre Communications Corporation	407
Electronics Research, Inc.	700	SITE PRO 1	518
Elk River, Inc.	612	Sterling Rope Co. Inc.	335
ERICO, Inc.	435	Talley Communications Corp.	521
Euclid Garment Mfg. Co.	224	TESSCO Technologies	315
Eupen Cable	525	Times Microwave Systems	624
Fibergrate Composite Structures	318	Tower Awards & Creative Sculptures	424
Glen Martin Engineering, Inc.	230	Tractel	325
H & H Industries Inc.	327	Transtector Systems	622
Harger Lightning & Grounding	512	Trylon TSF	606
Holaday EMF/ETS-Lindgren	519	TUF-TUG Products/Deuer Developments	413
Honeywell	209	TWR Lighting, Inc.	513
Houston Structures	332	UNIMAR, INC.	228
Hutton Communications, Inc.	601	Weisman Consultants Inc.	430
Hydradyne Hydraulics LLC	434	Western States Industries.	705
ITL, LLC	535	XL Microwave, Inc.	729
Lemco Tool Corporation	222		

Last Revised 7/11/05 - Subject to Change

<b>Exhibitor Profile</b>	Anchor Testing Equipment	Connectors	Insurance	Rope
	Anchoring Systems	Consulting Services	Lighting	Safety Equipment
	Antennas, Antenna Mounts and Accessories	Disaster Support Systems	Lightning Protection	Security
	Anti Two Block Systems	EMF Test and Measurement Products	Measurement Devices	Site Management
	Automation	Engineering Services	Monopoles	Slings
	Beacons	Equipment Shelters	Networks	Strobes
	Bolts	Fall Arrest and Fall Protection	On-Site Communications	Test Equipment
	Boom Trucks	Fasteners	Package/Delivery Services	Tools
	Cable and Accessories	Foundations	Payroll Services	Tower Accessories
	Capstans	Gin Poles	Radio-Mobile, Cellular, SMR, Paging	Towers - Guyed and Self-Support
	Coaxial	Grounding	Rescue Training	Training - Safety and Rescue
	Communications	Hoists	RF Consulting, Garments, Monitoring Devices	Waveguide Support Products
	Communication Shelters	Identification Tagging Systems	Rigging	Winches
	Concrete Forming	Instrumentation	Roosterheads	



# Exhibit Space & Sponsorship Application/Contract

February 13-16, 2006

Disney's Coronado Springs Resort

1000 West Buena Vista Drive • Lake Buena Vista, Florida 32830

### For NATE Use Only

Date Received \_\_\_\_\_  
 Time Received \_\_\_\_\_  
 Amount Received \_\_\_\_\_  
 Points \_\_\_\_\_  
 Booth(s) Assigned \_\_\_\_\_

All exhibitors with earned seniority points are encouraged to return space application, contract and full payment before **May 2, 2005**. After **May 2, 2005**, remaining space will be available on a first come, first serve basis. All sponsors are encouraged to return sponsorship form by **August 1, 2005** to retain all sponsor benefits.

**NOTICE:** All exhibitors and attendees agree that as of a condition of attending this event they will not engage either directly or indirectly in the activity of soliciting away any existing employees of any member companies during this function. Anyone engaging in soliciting away existing employees during this event will be immediately removed from the event and not allowed to return. Additional consequences of such activities include prohibition from attending future NATE events and the possible revocation of NATE membership where applicable.

Please reserve exhibit space at NATE 2006 to be held February 13-16, 2006 at Disney's Coronado Springs Resort in Lake Buena Vista, Florida. We request the space(s) listed below. If our space choice has already been allocated, we request NATE to assign what it considers the best space available. We understand this exhibit space application becomes a binding contract when accepted by NATE. We agree to abide by the rules and regulations published on the reverse side.

## Exhibitor Packages (US Funds)

Exhibit Space Size	Members	Non-Members
<b>10' x 10'</b> (Includes 6 full conference badges)	<input type="checkbox"/> \$2,500	<input type="checkbox"/> \$5,000
<b>10' x 20'</b> (Includes 8 full conference badges)	<input type="checkbox"/> \$5,000	<input type="checkbox"/> \$10,000
<b>20' x 20' Island</b> (Includes 12 full conference badges)	<input type="checkbox"/> \$10,000	<input type="checkbox"/> \$20,000

## Exhibitor/Sponsor Information

Company \_\_\_\_\_

(Member company names will appear in listings and on badges EXACTLY as they are listed in the NATE member listing.)

Contact \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

E-mail \_\_\_\_\_ Website \_\_\_\_\_

Confirming Signature \_\_\_\_\_

Title \_\_\_\_\_ Date \_\_\_\_\_

Space Choices      1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_ 4. \_\_\_\_\_

Exhibitors From Whom We Desire Booth Separation

Key Personnel (TO BE PUBLISHED IN SHOW GUIDE)

1. \_\_\_\_\_ Title \_\_\_\_\_

2. \_\_\_\_\_ Title \_\_\_\_\_

## Brief Description of Exhibitor Products and/or Services

To be published in Show Guide - 30 Words or Less.  
 Show management reserves the right to edit copy.

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

## Sponsorship Packages

<b>Diamond Sponsor (1)</b> (Includes 20' x 30' Exhibit Space)	<input type="checkbox"/> \$75,000
<b>Platinum Sponsor (1)</b> (Includes 20' x 20' Exhibit Space)	<input type="checkbox"/> \$50,000
<b>Gold Sponsor (4)</b> (Includes 10' x 20' Exhibit Space)	<input type="checkbox"/> \$25,000
<b>Silver Sponsor (4)</b> (Includes 10' x 10' Exhibit Space)	<input type="checkbox"/> \$12,000
<b>Bronze Sponsor</b>	<input type="checkbox"/> \$6,000
<b>Patron Sponsor</b>	<input type="checkbox"/> \$3,000
<b>Friends of NATE</b>	<input type="checkbox"/> \$1,500

**Sponsors: Please email your company logo in an EPS (vector) format to [deb@natehome.com](mailto:deb@natehome.com).** If the company logo is not received by August 1, 2005, the NATE office reserves the right to use the logo on file in the NATE office. Banners provided are designed to acknowledge sponsorship, and are not intended to replace any banner designed for sponsor's booth, or to promote specific product or booth location. All literature pieces must be submitted to show management for approval prior to printing and mention participation at the NATE 2006 Conference & Exposition.

### Payment Method:

Check Enclosed    VISA    MasterCard    American Express

Credit Card # \_\_\_\_\_

Exp. Date \_\_\_\_\_

Card Holder's Name \_\_\_\_\_

Amount authorized to charge to my credit card \$ \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

Please Return Exhibit Space & Sponsorship Application/Contract and Full Payment To:

NATE 2006

8 Second Street SE

Watertown, SD 57201-3624

Tel: 605-882-5865 or 888-882-5865 (US)

Fax: 605-886-5184

See page 81 for Contract, Rules and Regulations



# NATE 2006 Contract, Rules and Regulations

## 1. General

This show is sponsored and managed by the National Association of Tower Erectors. The words "Show Management" used herein shall mean the sponsors acting through their officers, the Conference Chairman, or Conference and Exposition Managers. All matters and questions not covered by the following rules and regulations or the Exhibitor Service Manual are subject to the decision of Show Management. The General Information, Rules and Regulations may be amended or supplemented at any time by Show Management, and all such amendments or additions shall, upon reasonable notice, be as equally binding on all parties affected as the original General Information, Rules and Regulations.

## 2. Qualifications

Eligibility is generally limited to persons or firms engaged in either 1) furnishing consulting, engineering, design and technical services utilized by the Tower Industries, or 2) the manufacture, sale or service of telecommunications service and support products. Applicants may be required to submit the nature of their business and the scope of items to be exhibited. Show Management reserves the right to reject any applicant to exhibit.

## 3. Assignment of Space

Exhibitors submitting completed contract and full payment of space cost will be assigned space based on seniority points and size.

## 4. Use of Space

The space contracted for is to be used solely for the Exhibitor whose name appears on the contract, and it is agreed the Exhibitor will not sublet nor assign any portion of same without the written consent of Show Management. Each Exhibitor must have a minimum of 100 square feet of contracted exhibit space. Exhibitors may combine space provided each exhibitor completes a valid contract and reserves a minimum of 100 square feet (i.e. two exhibitors reserve 200 square feet each and share a 400 square foot island). Program listings will note only contracted exhibitors.

## 5. Cancellation

A cancellation fee of 50% of the total space cost shall be assessed in the event of contract cancellation 60 days or more prior to first move-in day. No refunds are available for cancellations less than 60 days prior to first move-in day. All cancellation notices must be received in writing. In the event of cancellation, show management reserves the right to reassign cancelled exhibit space and sponsored items. Sponsorship packages are non refundable.

## 6. Default

Any Exhibitor failing to occupy by 9:00 p.m. on Tuesday, February 14, 2006, any space contracted for but not canceled is obligated for the full cost of the space and is not entitled to any rebate. Show Management shall have the right to use said space to suit its own convenience, including selling the space to another Exhibitor without any rebate or allowance to the defaulting Exhibitor and without incurring any obligation of any kind to said prospective Exhibitor.

## 7. Hold Harmless and Insurance

Exhibitor assumes the entire responsibility and liability for losses, damages and claims arising out of injury to Exhibitor's employees, agents or guests, or damage to Exhibitor's displays, equipment, and other property brought upon the premises of the exhibit hall. Exhibitors shall indemnify and hold harmless the exhibit hall, Show Management and/or NATE, their agents and employees from losses, damages and claims inside or outside the exhibit hall that may arise as a result of actions or omissions of the Exhibitor, its employees or agents. The exhibit hall, Show Management and/or NATE will not be liable to the Exhibitor, its employees, agents or guests for any damages, loss or injury from fire, electric ty, water, storm, riot, smoke, theft, accident or any other cause. If required by the Exposition facility, the Exhibitor agrees to provide insurance coverage for personal injury and property damage liability covering the Exhibitor and his property in such amount as the Exposition facility requires. Insurance protection against fire, theft or damage to the Exhibitor's materials must be carried at the Exhibitor's expense.

## 8. Taxes and Fees

Exhibitor assumes responsibility for all state, federal and local taxes associated with sales activities. Exhibitor assumes responsibility for all licensing in association with any use of copyrighted material.

## 9. ADA Compliance

The Exhibitor understands that the Americans with Disabilities Act (ADA) requires that its display must be accessible to persons with disabilities, and the Exhibitor agrees that it is solely responsible for assuring that its display complies with the ADA.

The Exhibitor hereby warrants that it will provide auxiliary aids and services to individuals with disabilities suitable for effective communication between all parties in accordance with the requirements of the ADA, so that the Exhibitor's display will be accessible, as defined in the ADA, to persons with disabilities. The Exhibitor further warrants that where the provision of such auxiliary aids would fundamentally alter the nature of the goods and/or services provided by the Exhibitor, or would result in an undue burden to the Exhibitor, the Exhibitor will notify NATE of that fact at least two weeks in advance of the exposition and of the alternative measures it intends to take to assure compliance with the ADA during the period of the exposition.

The Exhibitor agrees to indemnify and hold Show Management and NATE harmless for any claims arising out of or in connection with the Exhibitor's display's failure to comply with the ADA.

## 10. Installation and Dismantling

Exhibitors have move-in and move-out times as indicated in the NATE 2006 exposition information. Failure to remove an exhibit in the allowed time will afford Show Management the right to remove and place same in a warehouse, subject to the Exhibitor's disposition, with all charges to follow at no liability to Show Management. All exhibits must remain intact until the Exposition is officially closed.

## 11. Gifts, Contests, Food and Beverage

Show Management reserves the right to prohibit, limit or discontinue the distribution of gifts, give-aways or similar promotions. Contests, raffles and drawings, if permitted under state or local laws, will be subject to the approval of Show Management. There will be no announcement of Exhibitor's contests, drawings or raffle winners during the exposition. All food and beverage items must be approved, prepared and provided by the Exposition facility.

## 12. Exhibit Design and Inclusions

Standard 10' x 10' and 10' x 20' in-line booths will be provided with back drape and side rails which must be utilized. No exhibit construction or signage may exceed 8' in overall height on these booths. In-line booths may display actual product in excess of 8' provided the product is not used as signage. Exhibit construction and/or signage may not exceed 12' on perimeter booths. On island booths, no exhibit construction, product or signage may exceed 16' in overall height. Any sign or display exceeding 4' in height must be set back at least 5' from the aisle. All exhibits must remain within the confines of their own spaces and no Exhibitor will be permitted to erect signs or display products in such a manner as to obstruct the view, occasion injury or disadvantageously affect the display of other Exhibitors. One standard 7" x 44" identification sign will be provided for each Exhibitor. All exhibit booths are required to have carpet.

## 13. Use of Aisles and Common Areas

The aisles, passageways and overhead spaces remain strictly under control of Show Management and no signs, decorations, banners, advertising matter or special exhibits will be permitted in them except by special written permission of Show Management. Uniformed attendants, models and other employees must remain within the booths occupied by their employers. Any and all advertising distribution must be made from the Exhibitor's booth space. The Exhibitor will be responsible to abide by all city fire and safety codes which may be in effect.

## 14. Restrictions

Show Management reserves the right to restrict exhibits that may have been falsely entered, or may be deemed unsuitable or objectionable. This reservation applies to noise, persons, apparel, conduct, things, printed matter, or anything of a character that might be objectionable to the Exposition as a whole. Public address systems are specifically prohibited. Electric or electronic amplification of musical instruments is specifically prohibited. Children under the age of 18 are specifically prohibited from being on the trade show floor at any time.

## 15. Service Organizations

In the interest of making available the best qualified craftsmen numbers sufficient to handle all of the services necessary for the operation of the Exposition, Show Management has contracted, on an exclusive basis, official contractors to provide such services. Service companies other

than the designated contractors will not be allowed to work on the exhibit areas unless specifically authorized by Show Management.

## 16. Rights in the Event Exposition Is Not Held

Show Management elect to cancel the Exposition, Show Management's liability to the Exhibitor shall be the refund of any payments for booth space received. Show Management shall not be liable for any consequential damages which may arise from such cancellation. Should the Exposition be canceled due to circumstances beyond the control of Show Management including, but not limited to, acts of God, acts of war, governmental emergency, labor strike or destruction of exhibit facility, Show Management shall return each Exhibitor's space payment less a pro rata share of costs and expenses incurred.

## 17. Changes in Floor Plan

Show Management reserves the right to make appropriate changes in the floor plan and booth locations at any time as it deems necessary for the overall success of the Exposition.

## 18. Outside Exhibits/Hospitality Suites

By executing this contract, Exhibitors agree that their entire exhibit and display will be confined to the exhibit hall and the booth space assigned. This prohibits Exhibitors from displaying products/services and/or other advertising materials in areas outside their booth space such as, but not limited to, parking lots and hotel lobbies. This would include sales closing areas and unauthorized facility tours. The use of NATE and/or Show Management established billboards for advertising is acceptable. (Exception: Upon Show Management approval of written request, telecommunication satellite earth terminals positioned outside exhibit facility for clear transmission path may be permitted.) Exhibitors, by executing this contract, also expressly agree not to operate hospitality suites during hours in which the Exposition is open or when any official NATE sponsored events are in progress unless otherwise approved by written consent of Show Management.

## 19. Violations of Rules and Regulations

Violations of these rules and regulations will afford Show Management the right to execute one or more of the following remedies: 1) The Exhibitor may be prohibited from exhibiting at the current year's Exposition and will forfeit all booth payments; 2) The Exhibitor's "points" for the following year's space assignment may be taken away; 3) The Exhibitor may be prohibited from exhibiting at the following year's Exposition. The imposition of one or more of these remedies by Show Management shall not in any way limit available remedies provided in other provisions of this contract or by law.

## 20. Governing Law and Jurisdiction

This Agreement shall be interpreted and construed, and the legal relations created herein shall be determined, in accordance with the laws of the State of South Dakota without reference to any conflicts of law principles that would require application of the laws of another state. The federal and state courts within Codington County, South Dakota shall have exclusive jurisdiction to adjudicate any dispute arising out of this Agreement. Each party hereto expressly consents to the personal jurisdiction of, and venue in, such courts.

## 21. Entire Agreement

This contract and the documents executed in connection herewith contain the entire agreement between the parties and supersedes all prior and contemporaneous oral agreements. No promise or agreement that is not expressed in this Agreement has been made by one party to the other and neither party is relying upon any other statement or representation of the other party, its employees or agents. Any addendum or modification hereto or thereto must be in writing and signed by both parties and attached hereto.

## NOTICE:

All exhibitors and attendees agree that as a condition of attending this event they will not engage either directly or indirectly in the activity of soliciting away any existing employees of any member companies during this function. Anyone engaging in soliciting away existing employees during this event will be immediately removed from the event and not allowed to return. Additional consequences of such activities include prohibition from attending future NATE events and the possible revocation of NATE membership where applicable.

## North Carolina Department of Labor to Offer Employers Communication Tower Standards Training



In an effort to inform the public about the communication tower rules that are now in effect in North Carolina, the North Carolina Department of Labor (NCDOL) will be conducting five educational seminars in five different locations around the state (see below).

The topics that will be covered include:

- history of the standard;
- scope and application;
- definitions;
- employer responsibilities;
- hazard identification and assessment;
- fall protection;\*
- non-ionizing radiation;\*
- hoists and gin poles; and
- record keeping.

\*Has not been passed by the NC Legislature



### AGENDA

**9:00 am**

Introduction to Tower Standard: History  
Scope and Application (13 NCAC 07F.0601)  
Definitions (13 NCAC 07F.0602)  
Employer Responsibilities (13 NCAC 07F.0603)  
Hazard Identification and Assessment (13 NCAC 07F.0604)  
*Instructor: Ivette Mercado-Bijkersma*

**10:00 am**

Fall Protection (13 NCAC 07F.0605)\*  
*Instructor: Lee Peacock*

**11:00 am**

Non-Ionizing Radiation - Training and  
Recordkeeping Requirements (13 NCAC 07F.0606)\*  
Training (13 NCAC 07F.0609)  
*Instructor: Eric Smith*

**11:30 am**

Hoists and Gin Poles (13 NCAC 07F.0607)  
*Instructor: Barry Bailey*

**12:30 pm**

Recordkeeping (13 NCAC 07F.0608)  
*Instructor: Ivette Mercado-Bijkersma*

\*Has not been passed by the NC Legislature

### Dates and Locations

**August 15, 2005**

Asheville-Buncombe Technical  
Community College  
Haynes Conference Center  
Enka Campus  
Room #128  
  
340 Victoria Road  
Asheville, North Carolina 28801

Point of Contact:  
**Joan Gipe**  
Tel: 828-254-1921 Ext: 5850  
Email: jgipe@ABTECH.edu

**August 16, 2005**

Rowan-Cabarrus  
Community College  
South Campus (Cabarrus County)  
Room #2224  
  
1531 Trinity Church Road  
Concord, North Carolina 28027

Point of Contact:  
**Heidy Whitesell**  
Tel: 704-637-0760 Ext: 232  
Email: whitesellh@  
rowancabarrus.edu

**August 17, 2005**

Fayetteville Technical  
Community College  
Center of Business & Industry  
Room # TBA  
  
2723 Fort Bragg Road  
Fayetteville, North Carolina 28303

Point of Contact:  
**Susan Reid**  
Tel: 910-678-8496  
Email: reids@faytech.edu

**August 18, 2005**

Cape Fear  
Community College  
Building L  
Room #107  
  
415 North Second Street  
Wilmington, North Carolina 28401

Point of Contact:  
**Mark Magne or Nila Rajendra**  
Tel: 910-362-7469  
Email: mmagne@CFCC.edu  
nrjendra@CFCC.edu

**August 19, 2005**

Wake Technical  
Community College  
Room # TBA  
  
3434 Kildaire Farm Road  
Cary, North Carolina

Point of Contact:  
**Sara Boswell**  
Tel: 919-851-3695 (3549)  
Email: slboswell@waketech.edu

For further information contact Ivette Mercado-Bijkersma at [Ivette.Mercado-Bijkersma@nclabor.com](mailto:Ivette.Mercado-Bijkersma@nclabor.com)

# The Department Of Transportation Safety Rating System: Driver Factor



By: **William M. England**  
CSP, ARM, CFS

Department of Transportation

**This is the third in a series of articles developed to help provide guidance to National Association of Tower Erector member companies about the Federal Motor Carrier Safety Administration (FMCSA) Safety Rating, how it is established, how it affects them and what they need to do to establish and maintain a satisfactory rating.**

Today's topic is the Driver Factor. All regulatory references used in this article are to the Code of Federal Regulations, Title 49 - Transportation, Subtitle B - Other Regulations Relating to Transportation, Chapter III - Federal Motor Carrier Safety Administration, Department of Transportation, Subchapter B - Federal Motor Carrier Safety Regulations.

In previous articles, the importance of monitoring a company's data in the SafeStat system, short for Motor Carrier Safety Status Measurement System, has been stressed, and it certainly is of equal importance regarding driver information; particularly that of Out of Service (OOS) violation data. What has not previously been mentioned is what and how to go about getting inaccurate information corrected. Challenges of data believed to be inaccurate may be initiated online through the FMCSA's DataQs system. The DataQs system is an electronic means for filing concerns about Federal and State data released to the public by the Federal Motor Carrier Safety Administration (FMCSA). Through

this system, data concerns are automatically forwarded to the appropriate office for resolution. The system also allows filers to monitor the status of each filing. Any challenges to data provided by State agencies must be resolved by the appropriate State agency. Once a State office makes a determination on the validity of a challenge, FMCSA considers that decision as the final resolution of the challenge. FMCSA cannot change State records without State consent. The DataQs system can be found at the following URL:

<http://dataqs.fmcsa.dot.gov/login.asp>



All users are required to register with the DataQs system. By default, new users are assigned "General Public" access rights. General Public users are required to fill out the online registration form found by clicking "Register Online" button on the login page. After filling out the form, clicking "Submit" will bring you back to the login page where you can enter your username and password to access the system. Motor Carriers are



## The DOT Safety Rating System: Driver Factor

required to fill out the online registration form found by clicking the "Register Online" button on the login page. After filling out the form, clicking "Submit" will bring you back to the login page where you can enter your username and password to access the system. Motor Carriers may get additional information not available to General Public users through DataQs by obtaining a "validated" status. To obtain a validated Motor Carrier status, motor carriers must enter their FMCSA provided Personal Identification Number (PIN). Sixty days of temporary validation can be obtained by faxing a request letter on company letterhead that is signed by an official of the company to (617) 494-2892. For those unable or unwilling to use the online DataQs system to challenge the accuracy of information contained on the SafeStat system, it is suggested that they contact their state FMCSA office for guidance. A list of state FMCSA offices can be found at the following URL:

<http://www.fmcsa.dot.gov/about/contact/offices/displayfieldroster.asp>

### Attention NATE Members

You should have received your July 1, 2005 - June 30, 2006 annual membership dues invoice and renewal form in early June.

*All members are required to complete and return the membership renewal form, along with payment, by July 1, 2005. You may also visit the NATE website at [www.natehome.com](http://www.natehome.com) to complete the renewal process online.*

*If you have questions regarding your membership status, please contact Carol Coughlin, NATE Membership Coordinator.*

**605-882-5865 or 888-882-5865 (US)**

**[carol@natehome.com](mailto:carol@natehome.com)**

During a compliance review (CR), a company's compliance with the requirements of Parts 382, 383 and 391 relating to Controlled Substances and Alcohol Use and Testing, Commercial Drivers License Standards, and Qualifications of Drivers and Longer Combination Vehicle (LCV) Driver Instructors, respectively, will be checked for the purpose of developing the Driver rating factor. The FMCSA officer or agent conducting the review will look at a representative sample of documents required by the FMCSRs, indicating the company's administration and retention of records retained as required. Although a sampling of documents will be reviewed, it should be noted that the documents will not be always randomly selected. For instance, if a particular driver has been associated with a number of OOS violations or other infractions that would have related information in the Motor Carrier Management Information System (MCMIS), there is a strong likelihood that the agent conducting the CR would include that driver in the list of driver qualification and drug/alcohol testing files requested for review.

Similarly, if a driver was involved in a DOT-recordable accident, as defined in the first article in this series, the agent could ask for that driver's qualification file as well. As is required to be in the file, the agent would review the motor vehicle record (MVR) of the driver to determine if the driver was cited for a moving violation in relation to the accident and, if confirmed that the driver was, in fact, cited, ask to see required documentation related to post-accident testing. If the accident resulted in a fatality, there would be no need to determine if the driver was cited in relation to the accident. A post-accident drug/alcohol test is only required of a CDL driver under the jurisdiction of the FMCSA if the accident results in a fatality or if the CDL driver is cited within eight hours of the accident for a moving violation in relation to an accident that results in injury to an involved person requiring immediate medical attention away from the accident scene or towing of an involved vehicle. Following are the acute and critical regulations that the agent will check during the CR:

Acute regulations relating to driver records which are considered during a compliance review include:

*§382.115(a) Failing to implement an alcohol and/or controlled substances testing program (domestic motor carrier) (acute).*

*§382.201 Using a driver known to have an alcohol*

concentration of 0.04 or greater (acute).

§382.211 Using a driver who has refused to submit to an alcohol or controlled substances test required under part 382 (acute).

§382.213(b) Using a driver known to have used a controlled substance (acute).

§382.215 Using a driver known to have tested positive for a controlled substance (acute).

§382.305 Failing to implement a random controlled substances and/or an alcohol testing program (acute).

§382.309(a) Using a driver who has not undergone a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02 (acute).

§382.309(b) Using a driver who has not undergone a return-to-duty controlled substances test with a result indicating a verified negative result for controlled substances (acute).

§382.503 Allowing a driver to perform safety sensitive functions, after engaging in conduct prohibited by subpart B, without being evaluated by substance abuse professional, as required by subpart B (acute).

§382.505(a) Using a driver within 24 hours after being found to have an alcohol concentration of 0.02 or greater but less than 0.04 (acute).

§382.605(c)(1) Using a driver who has not undergone a return-to-duty alcohol test with a result indicating an alcohol concentration of less than .02 or with verified negative test result, after engaging in conduct prohibited by part 382 subpart B (acute).

§383.37(a) Knowingly allowing, requiring, permitting, or authorizing an employee with a commercial driver's license which is suspended, revoked, or canceled by a state or who is disqualified to operate a commercial motor vehicle (acute).

§383.37(b) Knowingly allowing, requiring, permitting, or authorizing an employee with more than one commercial driver's license to operate a commercial motor vehicle (acute).

§383.51(a) Knowingly allowing, requiring, permitting,

or authorizing a driver to drive who is disqualified to drive a commercial motor vehicle (acute).

§391.11(b)(4) Using a physically unqualified driver (acute).

§391.15(a) Using a disqualified driver (acute).

§391.45(a) Using a driver not medically examined and certified (critical).

§391.45(b)(1) Using a driver not medically examined and certified during the preceding 24 months (critical).

Critical regulations relating to vehicle inspection and maintenance which are considered during a compliance review include:

§382.605(c)(2)(ii) Failing to subject a driver who has been identified as needing assistance to at least six unannounced follow-up alcohol and/or controlled substance tests in the first 12 months following the driver's return to duty (critical).

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# The DOT Safety Rating System: Driver Factor

§383.23(a) *Operating a commercial motor vehicle without a valid commercial driver's license (critical).*

§391.45(a) *Using a driver not medically examined and certified (critical).*

§391.45(b)(1) *Using a driver not medically examined and certified during the preceding 24 months (critical).*

§391.51(a) *Failing to maintain driver qualification file on each driver employed (critical).*

§391.51(b)(2) *Failing to maintain inquiries into driver's driving record in driver's qualification file (critical).*

§391.51(b)(7) *Failing to maintain medical examiner's certificate in driver's qualification file (critical).*

In all rating factors except for those related to 49 CFR Part 395, Hours of Service, which will be detailed in a subsequent article, instances of violations of acute regulations and patterns of non-compliance with critical regulations result in one (1) point assessed to that rating factor. A pattern is more than one violation. When a number of documents are reviewed, the number of violations required to meet a pattern is equal to at least 10 percent of those examined. As you recall from the first article in this series, a (1) one point assessment for any rating factor results in a rating of conditional for that factor, whereas a (2) two point assignment for any rating factor results in an unsatisfactory rating for that factor.

There are two primary areas of required documents that are reviewed for the evaluation of the driver factor. Those are the driver qualification file required by §391.51 and the records relating to drug/alcohol testing required by §382.401. However, supporting information that may confirm or deny a possible violation may be available from the review of other required documents. For instance, during the CR it is found that a driver tested positive for a controlled substance. Subsequent review of records of duty status (driver logs) indicate that the driver did, in fact, drive a commercial motor vehicle (CMV) for the company returning from a long trip the day after the medical review officer reported the positive test to the employer. This would confirm violation of §382.215 *Using a driver known to have tested positive for a controlled substance (acute)*, and the company would be assessed (1) one point for this violation relative to the driver rating factor.

## Did You Know?

§383.141 General.

(a) **Applicability date.** Beginning on January 31, 2005, this section applies to State agencies responsible for issuing hazardous materials endorsements for a CDL, and applicants for such endorsements.

(b) **Prohibition.** A State may not issue, renew, upgrade, or transfer a hazardous materials endorsement for a CDL to any individual authorizing that individual to operate a commercial motor vehicle transporting a hazardous material in commerce unless the Transportation Security Administration has determined that the individual does not pose a security risk warranting denial of the endorsement.

(c) **Individual notification.** At least 180 days before the expiration date of the CDL or hazardous materials endorsement, a State must notify the holder of a hazardous materials endorsement that the individual must pass a Transportation Security Administration security screening process as part of any application for renewal of the hazardous materials endorsement. The notice must advise a driver that, in order to expedite the security screening process, he or she should file a renewal application as soon as possible, but not later than 90 days before the date of expiration of the endorsement. An individual who does not successfully complete the Transportation Security Administration security screening process referenced in paragraph (b) of this section may not be issued a hazardous materials endorsement.

(d) **Hazardous materials endorsement renewal cycle.** Each State must require that hazardous materials endorsements be renewed every 5 years or less so that individuals are subject to a Transportation Security Administration security screening requirement referenced in paragraph (b) of this section at least every 5 years.

Based upon this new regulation, if you have drivers with hazardous materials (HazMat) endorsements who have moved and not updated their mailing addresses with the state licensing agencies, they may not receive notification to submit application for HazMat endorsements in a timely manner. Failure to submit application for the HazMat endorsement in time to undergo security screening may delay the renewal process.

In all CRs, driver qualification files will be reviewed. The number of driver qualification files that will be reviewed varies in accordance with the number of drivers the company uses. That number will range anywhere from a minimum of five or all the files if a company has fewer than five drivers, to a maximum of 500 files if the company uses up to 150,000 drivers. The documents which must be kept in the driver qualification file are listed below:

1. The driver's application for employment completed in accordance with §391.21;
2. A copy of the response by each State agency concerning a driver's driving record pursuant to §391.23 involving investigation and inquiries;
3. The certificate of driver's road test issued to the driver pursuant to §391.31(e), or a copy of the license or certificate which the motor carrier accepted as equivalent to the driver's road test pursuant to §391.33;
4. The response of each State agency to the annual driver record inquiry required by §391.25(a);
5. A note relating to the annual review of the driver's driving record as required by §391.25(c)(2);
6. A list or certificate relating to violations of motor vehicle laws and ordinances required by §391.27;
7. The medical examiner's certificate of his/her physical qualification to drive a commercial motor vehicle as required by §391.43(f) or a legible photographic copy of the certificate; and
8. A letter from the Field Administrator, Division Administrator, or State Director granting a waiver of a physical disqualification, if a waiver was issued under §391.49.

Except as provided in paragraph (d) of §391.51 each driver's qualification file shall be retained for as long as a driver is employed by that motor carrier and for three years thereafter. The referenced paragraph (d) of §391.51 specifies what documents may be purged from the driver qualification file three years after the date of execution, which include:

1. The response of each State agency to the annual driver record inquiry required by §391.25(a);
2. The note relating to the annual review of the driver's driving record as required by §391.25(c)(2);
3. The list or certificate relating to violations of motor vehicle laws and ordinances required by §391.27;
4. The medical examiner's certificate of the driver's physical qualification to drive a commercial motor

vehicle or the photographic copy of the certificate as required by §391.43(f); and

5. The letter issued under §391.49 granting a waiver of a physical disqualification. (Approved by the Office of Management and Budget under control number 2125-0065).

An additional file that became required after October 29, 2004 is referred to in the regulations as the driver investigation history file. Documents that must be kept therein include:

1. A copy of the driver's written authorization for the motor carrier to seek information about a driver's alcohol and controlled substances history as required under §391.23(d).
2. A copy of the response(s) received for investigations required by paragraphs (d) and (e) of §391.23 from each previous employer, or documentation of good faith efforts to contact them. The record must

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## The DOT Safety Rating System: Driver Factor

include the previous employer's name and address, the date the previous employer was contacted, and the information received about the driver from the previous employer. Failures to contact a previous employer, or of them to provide the required safety performance history information, must be documented.

The motor carrier should ensure that access to this data is limited to those who are involved in the hiring decision or who control access to the data. In addition, the motor carrier's insurer may have access to the data, except the alcohol and controlled substances data. The safety performance histories received from previous employers for a driver who is hired must be retained for as long as the driver is employed by that motor carrier and for three years thereafter.

As described, there are specific and measurable requirements for screening driver candidates and monitoring the qualifications of existing drivers to ensure their knowledge, skills and demonstrated professionalism driving on the highways, roads and streets of our nation. It is hoped that this article will give an overview of how a company may be measured in its efforts to comply. 

*William M. England, CSP, ARM, CFS is a Senior Technical Services Manager for AIG Consultants, Inc. AIG Consultants (AIGC) is the entity of AIG that provides support to clients in their efforts to control losses and ultimately reduce their total insurance costs and risk exposure. AIGC recently became one of the few organizations worldwide to be certified under the new ISO 9001 registration for quality management.*

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# Product Showcase

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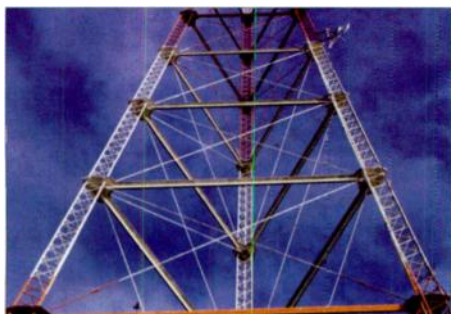
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# OSHA Relations

COMMITTEE UPDATE



**By: Don Doty**

**Rob Medlock, Area Director OSHA-Region 5, USDOL, Ken Gerecke, OSHA-Region 3, and I will speak about Communication Tower Erection Safety at the 93rd Annual National Safety Council Congress and Expo - September 21-23, 2005 in Orlando, Florida.**

Our session will be held from 10:00 a.m. to 11:30 a.m. on Friday, September 23rd.

In preparing for this technical session, I was struck by the opportunity to answer the questions posed by this opportunity.

Here is the subject:

*Communication tower erection is a high hazard industry. Owners, employers and employees will have an opportunity to learn the standard and requirements of this unique industry. Learn what has been happening in the field and some of the best practices towards OSHA's goals of reducing fatalities, injuries and illnesses at these job sites. A panel presentation will offer insights and the opportunity for questions and answers.*

We've come a long way, baby....

NATE members have gone from being outsiders looking in, to being active participants with hundreds of member companies still spanning a majority of the workers in the tower erection field. Formerly, individual companies had little voice in how the industry was viewed, observed and even regulated.

NATE member companies began by identifying the safety issues that were common to all companies and investigating what tools would be needed to educate the workforce. This simple premise evolved into a single-mindedness towards safety as the centerpiece of NATE's efforts. Of course becoming a voice of the industry has given the cause substance, because without representation there would be little to back up the ideas brought forward.

With a comprehensive safety program, training aids and the ability to bring all the safety data together like never before, NATE is an active and effective partner with OSHA. Additionally, tower owners, networks and system providers have also embraced the ideals of NATE's purpose.

Safety not only makes sense, it make good business sense.

The retelling of where NATE started, what has been done so far and where NATE is headed is a compelling story. It will be my pleasure and privilege

to tell the NATE story from my perspective to safety professionals from all areas of construction.

NATE Executive Director Patrick Howey created a thorough review of NATE from the beginning through the expansive development of NATE's Safety Programs. We now have a PowerPoint® presentation that will help me define the basic elements of the safety issues and the challenges they present to our industry.

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# OSHA Relations

COMMITTEE UPDATE

tices costs lives and is the source of many injuries. This has been the broken link in the chain of safety. Where does the breakdown in safety occur? What can industry do?

I will be sharing the platform with two well-known OSHA officials to address these and other questions.

Much has been done. Working together has created the opportunity for success in reducing accidents and injuries. The current activities will further shape the future of the tower erection industry.

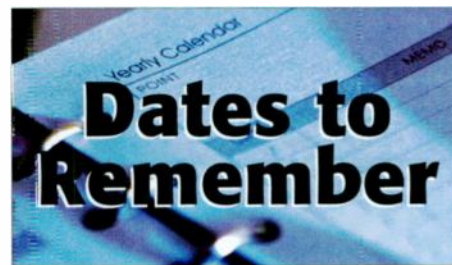
We are in a unique industry. There is not a lot of oversight. Our work sites are remote. The barrier to entry into the business is fairly low. The risk versus reward is tempting all. This has contributed to an influx of unqualified workers being put into situations where accidents are likely to occur. We

recognized this and decided to take action.

NATE's safety resources are attempting to address all these elements and acceptance of our best practices is growing. As acceptance grows, we believe the safety of our industry should dramatically increase. That's the story I'll be telling in September to the National Safety Council Congress.

And, as Sergeant Esterhaus on "Hill Street Blues" used to say, "And, hey, hey, hey, let's be careful out there!" **TT**

*Don Doty serves as Chairman of the NATE OSHA Relations Committee as well as Vice Chairman of the Association. He is the Vice President of Doty Moore Tower Services, LLC of Cedar Hill, Texas and can be reached at 215-631-1300 or Don.Doty@StainlessLLC.com*



**If you have not already done so, please pay your membership dues. They were due on July 1, 2005.**

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See pages 10-11

Ad Material & Insertion Order  
Deadline for October Tower Times

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# Why a Written Safety Program?

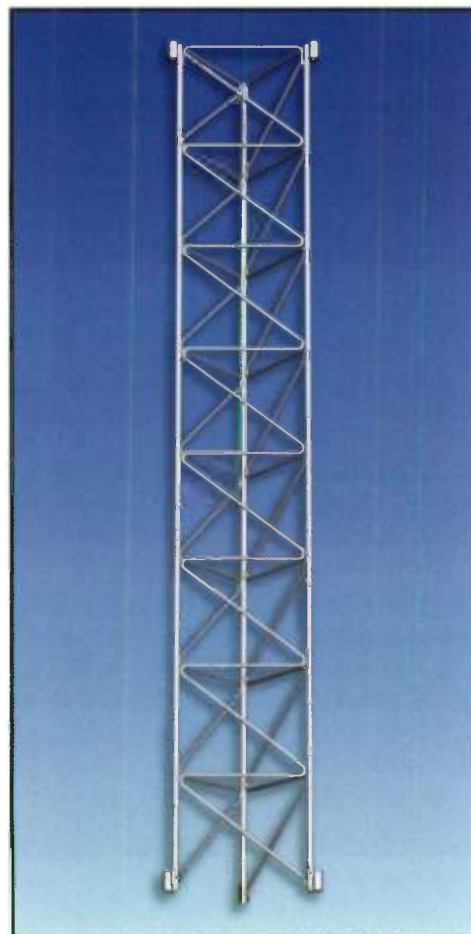
**The formal safety program is a set of written documents that describe a company's safety policies, priorities, and responsibilities.** The program is designed to bring structure and consistency into a firm's accident prevention efforts. Without a written document, you might as well have a construction crew without a blueprint, or a factory without a production plan.

However, just because a safety program is written, doesn't mean it is always followed. To be effective, everyone on the management team must understand what is expected of them and safety must be an ongoing, essential part of production. This means the entire workforce must have an occasional reminder of what accident prevention is all about. Key safety program elements are:

1. **Management's Safety Policy** - This is usually a simple but important statement, emphasizing that the safety and well being of employees is of the highest priority in the firm, and will be fully sup-

ported by top management.

2. **Responsibilities of Management, Supervisors, and Employees** - Safety responsibilities at every level of the organization must be clearly defined in writing and in training, so everyone has a fair and equal chance to live up to what is expected of them.
3. **Safety Rules** - A list of specific Safe Work Practices must be established for the safety of each individual and all co-workers. These "conditions of employment" can prevent accidents during production -- but workers and companies often tend to forget them, unless they are enforced.
4. **Disciplinary Policy** - When any individual fails to follow established safety rules, the entire work team may be at risk. And when rules are ignored by many, the idea of consistent safe work practices "goes down the tube." The disciplinary policy



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## Why a Written Safety Program?

defines how safety rules will be enforced fairly and consistently. The typical policy is a form of "Three Strikes and You're Out."


5. *Specific Written Programs* - Federal and State laws also require that critical jobsite haz-

ards must be controlled through specific written programs and extra employee training. These include programs in Confined Space Entry, Lock out/Tag out, Fall Protection, Scaffolding Safety, Hazardous Materials, etc. Strict procedures are neces-

sary to prevent exposures, fatalities or serious injuries, and must be followed to the letter.

6. *Safety Meetings* - Responsibilities and safety procedures are rarely followed by everyone without an occasional reminder. Like the vaccinations we got as kids, we all need booster shots for a good "take." Most worksites have a variety of hazards to discuss, and safety meetings provide this opportunity. Many hazardous industries hold them weekly. Remember, though, you needn't wait for a safety meeting to correct a potentially hazardous situation.

Why a written safety program? As workers we need to know what is specifically required of us to perform our job safely. As supervisors we need the tools and guidance to help us manage a safe production process. As management, we must continually protect our greatest asset -- the workforce.

Safety is a teamwork effort. Let's everyone remember the important part they play! 

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### Attention NATE Members...

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# Religion in the Workplace - Employer Blessing or Curse?



By: **Mark A. Lies, II**

## Introduction

It is apparent from recent activity in the Supreme Court of the United States over religious symbolism and abortion, the issue of religious freedom and practice is controversial, frequently resulting in acrimonious dispute among the various groups espousing their particular faith-based beliefs.

The issue of religion is complicated by the fact of the many existing recognized major faiths including:

- Christianity;
- Judaism;
- Islam;
- Hinduism;
- Buddhism; and
- Shintoism

as well as hundreds, if not thousands, of individual sects or other faith-based organizations. As is apparent in Iraq, differences within a particular recognized religion, for example, Islam, manifest themselves in open armed conflict between

members of the same faith (Shiites versus Sunnis), when the religion assumes political overtones. According to many commentators, the tragedy of September 11, 2001, is based in large part upon religious conflicts with their origins in the Crusades, a well-known religious-political conflict between Christianity and Islam occurring hundreds of years ago in the Holy Land.

## Conflict of Beliefs and Customs

Each religion has its own established view of divinity and the after life, many of which share common origins and themes, while other religions may consider the beliefs of another faith to be frivolous, repugnant or even demonic. Likewise, many religions have developed particular customs, including:

- severe codes of conduct and extreme punishment for violations (e.g., beheadings, amputations, stoning);
- clothing;
- personal appearance;
- dietary restrictions; and
- prayer ceremony

which impact nearly every aspect of an individual believer's daily life. When these potentially conflicting beliefs and customs find their way into the workplace, the mixture can be volatile and a source of employer liability.

## September 11 Impact on Religious Discrimination

The shocking attacks occurring on September



**120' US Cellular Cross Tower located in Waterloo, Iowa**

*Photo courtesy of Phil VanSwol  
MidAmerica Tower Service, Inc.  
Mahomet, Illinois*



# Religion in the Workplace

11, 2001, heightened the awareness in this country of certain religious groups, particularly individuals who are of the Muslim faith or are perceived to be of Middle Eastern or South Asian descent. The emotional outpouring after 9/11 resulted in attacks against individuals considered to have a religious or ethnic affiliation with the purported terrorists. The EEOC responded to

these actions by issuing guidelines relating to religious and related forms of discrimination. In addition, the number of employment discrimination charges rose sharply. In fact, the EEOC has filed employment discrimination harassment charges on behalf of Muslim and Arab workers, resulting in significant settlements.

## Faith-Based Initiatives

Religion has further been injected into the workplace through various faith-based initiatives seeking to reestablish certain conduct within the workplace based on perceptions of "family" or traditional "moral" values, often including the debates on abortion, parental rights, sexuality, appropriate literature and language. Such activities can include employee prayer groups and other on-site activities, as well as signage and pamphlets. Depending on the viewpoint of the participant and other employees, these activities can be praiseworthy, obnoxious or potentially offensive.

## Religious Discrimination

The federal Civil Rights Act of 1964 (Title VII), as well as many state and local laws and ordinances, prohibit discrimination against employees (or potential employees) because of their religion. This prohibition includes, hiring, firing and other terms and conditions of employment (e.g., job assignment, compensation, etc.). Thus,

- Employers may not treat employees or applicants more or less favorably than other employees because of their religion.
- Employees cannot be forced to participate in a religious activity as a condition of employment.
- Employers must reasonably

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accommodate employees' sincerely held religious beliefs unless doing so would impose an undue burden on the company (for example, it would probably be an undue burden to allow a full-time employee to miss 2 hours every work day for prayers, but accommodating the employee with alternative work hours might be a possibility, depending on the job).

- An employer can show undue hardship if accommodating an employee's religious practices requires more than ordinary administrative costs, diminishes efficiency in other jobs, infringes on other employees' job rights or benefits, impairs workplace safety, causes co-workers to carry the accommodated employee's share of potentially hazardous or burdensome work, or if the proposed accommodation interferes with another law or regulation.
- Employers must allow employees to engage in religious expression if employees are permitted to engage in other personal expression at work, unless the religious expression would impose an undue hardship on the employer.
- Employers must take steps to prevent religious harassment of their employees.

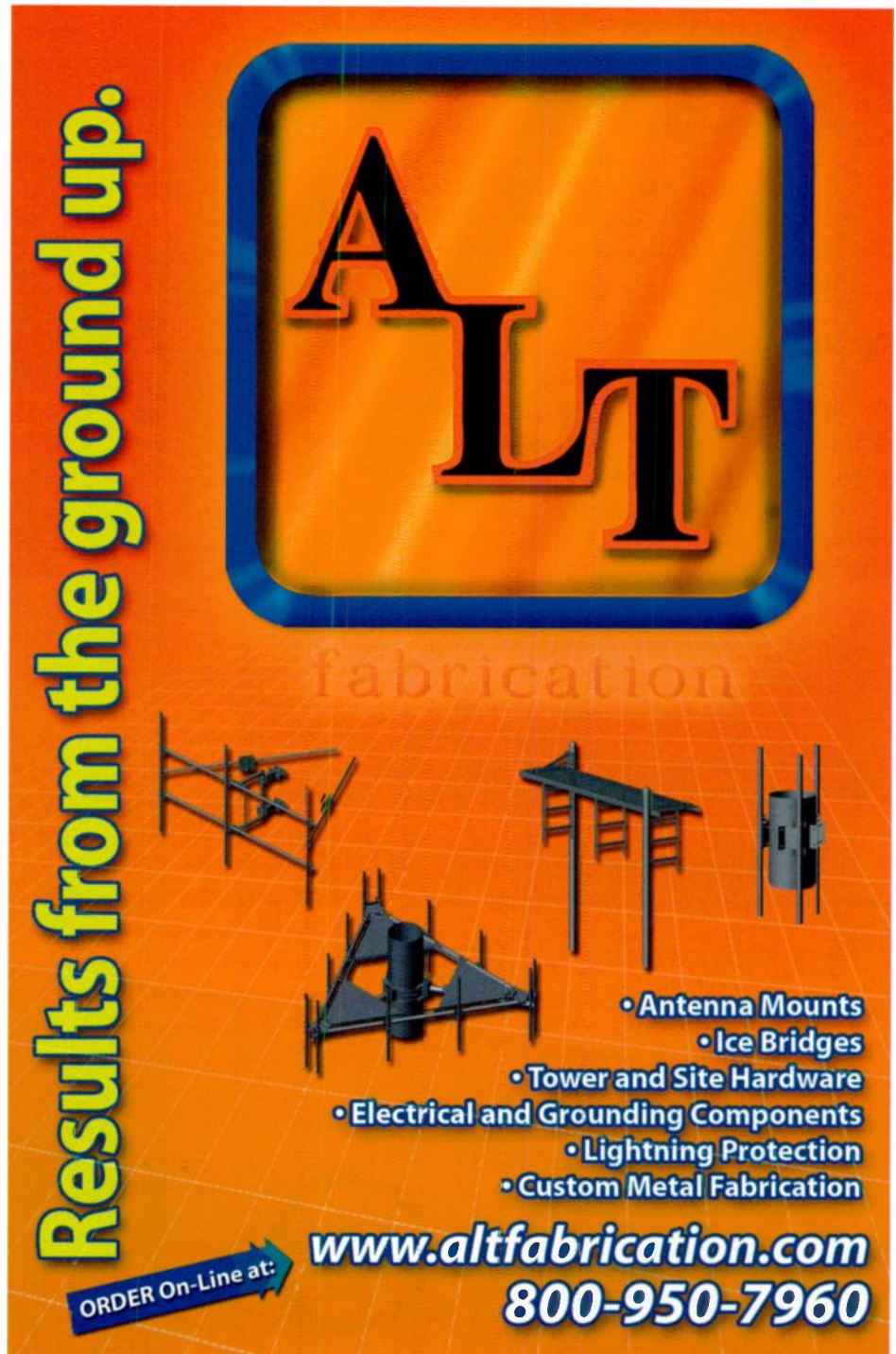
### Workplace Violence

As is apparent from centuries of conflict between various religious adherents, the presence of employees from various religious faiths with historic animosity can and has lead to various forms of negative interaction in the workplace from harassment (verbal and written) to threats of and actual physical violence. In these workplace environ-

ments, the employer must initiate effective workplace violence prevention policies and training to control a very real risk of conflict.

### Religious Expression in the Workplace

At present, private employers are not prohibited from expressing their religious philosophy and views in



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the workplace. While this may be admirable in terms of attempting to establish a diverse culture, there can be many potential negative consequences, including:

- impact of enforcement of the religious beliefs in the workplace;
- claims by non-participating employees that they are being excluded from workplace benefits by their non-participation;
- alleged harassment by co-employees against non-participants; and
- duty to allow other (non-preferred) religious groups the opportunity to practice their faith to the same extent allowed by the employers for other faiths.

### Conclusion

As our society becomes more diverse, the potential for religion (and its related preferences and prejudices) to enter the workplace with enhanced employer liabilities, is a looming risk. The employer must establish policies and train employees regarding prohibited religious discrimination in order to avoid such liability. **Tr**

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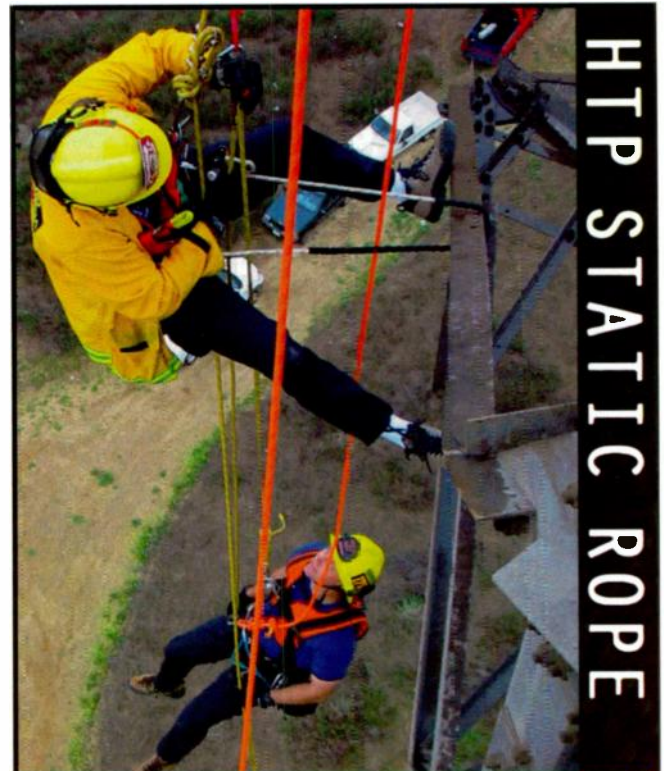
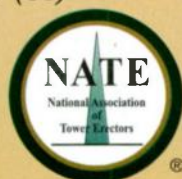
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SIC Netcom, Inc. ....	www.stcnetcom.com	Western Iowa Tech Community College. ....	www.witcc.cc.ia.us
Steimel Communications, Inc. ....	www.steimelcomm.com	Western States Industries ....	www.wsilighting.com
Sterling Rope. ....	www.sterlingrope.com	Western Towers ....	www.western towers.com
Stewart Electric & Communication ....	www.stewart-sec.com	WestTower Communications, Inc. ....	www.westtower.com
Straight Ahead, Inc. ....	www.towerstuff.com	Whitco Company, LP. ....	www.whitcopoles.com
Strategic Communications Services, Inc. ....	www.strat-comm.com	WIRECO Galvanized Strand ....	www.wrca.com
Strick Telecom, LLC ....	www.strickgroup.com	Wireless Capital Partners, LLC ....	www.wirelesscapital.com
SubCarrier Communications, Inc. ....	www.subcarrier.com/	Wireless Legacy Corp. ....	www.wirelesslegacy.com
Summit Solutions Group, LLC ....	www.summitsolutionsgroup.com	Wolf Contractors ....	www.wolfcontractors.com
SUPERIOR TOWER SERVICE, INC. ....	www.stsinc.micronpweb.com	World Communication Company ....	www.worldcommunication.us
Swager Communications, Inc. ....	www.swager.com	World Tower, Inc. ....	www.worldtower.com
System One Communications ....	www.system-one.net	Wren Construction, Inc. ....	www.wrenconstruction.com
T.A.M.S. Telecom, Inc. ....	www.TAMSTelecom.com	XL Microwave, Inc. ....	www.xlmicrowave.com
Talley Communications Corp. ....	www.talleycom.com		
TEAM Communications ....	www.team-services.com		
Tech Safety Lines, Inc. ....	www.techsafetylines.com		

# NATE Insurance Program



By: Patrick Shea

## How Do NATE Members Prosper In This New Market?

Creating an avenue for NATE members to obtain competitive insurance coverage is an important concern for the Association. NATE has formed an alliance with Arthur J. Gallagher & Co., in conjunction with AIG, to serve as the brokerage firm for the NATE Insurance Program. The insurance program is tailored to meet the unique needs of individual NATE member companies. Members have the option of using their current insurance agent or purchasing their insurance directly from Arthur J. Gallagher & Co.



**Many of our clients are faced with several new requirements in owner contracts that are difficult to comply with.** Lawyers and risk managers are paying more attention to subcontractor agreements and writing tough "hold harmless" provisions and are asking for many standard exclusions in insurance policies to be deleted.

Now more than ever, it is critical that NATE members read and understand these agreements. These agreements are being written by people who do not understand what the real exposures are on a tower jobsite. Furthermore, they are overlooking some very important items that should be required in a subcontractor agreement.

When you receive your contract:

1. read and understand it;
2. share it with your key employees;
3. read closely the "hold harmless" provisions;
4. send your insurance agent the insurance provision language;
5. understand the insurance requirements;
6. don't sign it unless you understand your responsibility;
7. have a written sub contract agreement with your subcontractors; and
8. negotiate the contract with the right person.

It is important that you negotiate the inappropriate language out of the contract. We have seen in the last few months many unreasonable provisions in these contracts. We have also seen some significant weaknesses on the owner's side in these contracts related to the lack of proper insurance provisions.

One of the insurance exclusions being asked to be removed is the Cross Liability Exclusion, which is an exclusion that prevents claims being brought by a parent company. In other words, claiming or suing your own company. We cannot see the reasoning in asking for this exclusion to be removed.

That is just one of the examples of owners not understanding the real risks in the field. In ten years, we have not had a claim that had to do with intercompany losses.

We are happy to review contracts as they relate to insurance, and would recommend that NATE members have their lawyers review the overall contracts before they are signed. **IT**

*Patrick Shea is an Account Executive for Arthur J. Gallagher & Co. He can be reached at Arthur J. Gallagher's office at 4201 Bee Caves Road, Ste. A-101, Austin, Texas 78746. Tel: 800-637-1016; Fax: 512-306-8808; E-mail: patrick\_shea@ajg.com.*

*Our deeds determine us, as much as we determine our deeds.*

- GEORGE ELIOT -

# NATE INSURANCE PROGRAM

A DECADE OF COMMITMENT



Arthur J. Gallagher & Co.

## PROGRAM HIGHLIGHTS

- Ten years of covering NATE members of all sizes
- Currently insuring over 90 NATE members
- Over \$45 Million in Written Premiums
- Overall 75% loss ratio
- Gold Sponsor for NATE Trade Show

## BEST OF ALL

**Value.** We realize that many of you are self-made businesses trying to survive strong competition in a difficult economic environment. Our commitment to NATE membership and the tower erector industry is long term. We will continue to offer the best-valued program in the industry!

## CAN YOUR INSURANCE CARRIER SAY THE SAME?

Contact Arthur J Gallagher. The SMART choice for NATE members!

World Radio History

## WHAT DO ARTHUR J. GALLAGHER AND AIG OFFER NATE MEMBERS?

### 1. WORKERS COMPENSATION COVERAGE

- All states (except monopolistic)
- Consolidated Program eliminating need for multiple policies
- NATE audit procedures allowing break out of payroll into proper class codes
- Blanket waiver of Subrogation

### 2. GENERAL LIABILITY COVERAGE

- Limited Contractors Professional
- Blanket waiver of Subrogation
- Blanket Additional Insured
- Aggregate Limits per Project
- Employee Benefits Liability

### 3. UMBRELLA LIABILITY

- Following form over Contractor's Professional Liability

### 4. PROPERTY/TRANSIT

- Coverage available for Installation Floaters, Contractor's Equipment, Property on a single policy

### 5. SAFETY AND CLAIMS SERVICE

- Customized NATE safety consulting
- Specialized Claims Service 24 hours

### 6. GALLAGHER SERVICES

- Full Service and Analysis at no cost to NATE members
- Certificates of Insurance processed immediately

## NATE MEMBERS:

Call Patrick, Scott, Delia or Karie at Arthur J. Gallagher & Co. today for your free analysis and quote or e-mail [scott\\_hermesmeier@ajg.com](mailto:scott_hermesmeier@ajg.com)



# 1-800-637-1016



# NATE Safety & Educational Materials

## **NEW! NATE Tower Climber Fall Protection Training Standard (CTS)**

**\$50.00**



The NATE CTS was developed to establish the minimum training requirements to keep tower climbers safe. NATE encourages you to provide additional training as needed to meet the specific types of work your company may perform. Designed to be used for either in-house training or commercial purposes, the NATE CTS will also provide the basis for determining that a climber's training is comprised of appropriate information, education, equipment, practical applications and evaluations. Regardless of where a tower climber is trained, they can proudly announce that they have been trained to, or beyond, the NATE standard.

**NOTE: Non-members can purchase the NATE CTS for \$200.00.**

Please visit [www.natehome.com](http://www.natehome.com) or call 888-882-5865 (US) for more information.

## **Accident Prevention, Safety and Health Program Guide**

**\$100.00**



This safety program was designed specifically for the tower industry and is intended to serve as a guide for NATE members to use when developing their own company safety program. Included in the safety program are suggested formats and procedures for fall prevention, hazard identification and tower access, along with samples of a climber exam and evaluation form. As additional procedures and practices are adopted by NATE, revisions and updates will be provided. The *NATE Accident Prevention, Safety and Health Program Guide*, alone or in conjunction with the series of NATE safety videotapes, is an excellent tool for enhancing your company's safety program.

The safety program consists of the following items:

- Accident Prevention, Safety and Health Program Guide including 18 sections:
    - Safety Policy Statement
    - Recordkeeping
    - Inspection Policy
    - Accident Investigation
    - Respiratory Protection - Safe Work Practices
    - Qualified Climber Course
    - Qualified Climber Practical Application Evaluation
    - Hazard Communication and MSDS Program
    - Emergency Response
  - Hazard Identification
  - Education and Training
  - Safety Audit
  - Alcohol/Drug Policy
  - Fall Protection
  - Climber Exam
  - Personnel Hoisting Regulations
  - RF Exposure
  - Employer - Employee Relationship
- 3 Booklets
    - Field Superintendent's Guide
    - Qualified Climber Course - 2 booklets
- Read-only CD

The NATE Safety & Education Committee has developed and produced a series of videotapes available to assist members in continued employee education. The safety videotapes, when used in conjunction with the *NATE Accident Prevention, Safety and Health Program*, are effective tools for augmenting safety programs of member companies.

### **Video #1 - Tower Climber Orientation**

**\$20.00**

This tape will aid in familiarization of the three basic types of towers, the tasks that are typically performed on a tower, the responsibilities of the climber on the tower, how to recognize hazards, how to inspect and wear the necessary equipment, and basic climbing techniques.

### **Video #2 - Personnel Hoisting**

**\$20.00**

This tape will aid in familiarization of basic hoist specifications and procedures, proper safety equipment, the correct procedures to safely hoist personnel to their work stations on the tower, and proper communications between workers on the tower and hoist personnel.

### **Video #3 - Gin Pole Procedures**

**\$20.00**

This tape will aid in familiarization of basic hoist specifications and procedures, rigging a gin pole to a tower, jumping the pole, proper use of a tagline, and proper communications between workers on the tower and hoist personnel.



**Under revision - currently unavailable.**





### Resource Reference for RF Awareness

**\$20.00**

NATE has available to members a *Resource Reference for RF Awareness* booklet to guide in educating employees on the issue of radio frequency radiation. It includes a listing of RF publications an employer should maintain on file, a short history of the FCC MPE law, an RF Safety Awareness checklist to be used on a job site, human exposure to RF, OSHA Labor Regulation 1910.147, various related articles and other relevant information.



### Suggested Fall Protection - Rooftop Work Area Protocol

**\$8.00**

This booklet was designed by the Safety & Education Committee to provide member companies with certain guidelines for fall protection on rooftop work areas. Since every rooftop is different, the fall protection system utilized will be as well. The booklet discusses Warning Line Systems, Safety Monitoring Systems, Fall Restraint Systems, and Fall Arrest Systems along with applicable defini-



### Glossary of Tower and Communications Terminology

**\$25.00**

Produced by the Safety & Education Committee in an effort to bring some uniformity to industry terminology, the booklet is a broad compilation of terminology from companies across the nation to be used by newcomers to the trade as well as experienced individuals. Housed in a three-ring binder, the terminology booklet also comes with a CD for the user's convenience.



### Site Signage Package

**\$35.00**

This package will provide NATE member companies with guidelines for proper OSHA required hazard warning signs for worker information and protection. The package consists of *Suggested Signage Protocol - Foreman's Reference Guide* and also heavy-duty laminated flipcards to be used on jobsites. Signage recommendations are included for winches, tower or site inspection (includes relamping), rigging the tower, foundation installation, torch/welder/grinder, RF safety, tower erection, installation of antennas and transmission lines, rust treating and painting, maintenance work, working near power lines, fire hazard, and sites with pedestrian and vehicular traffic.



### Tower Safety Signals

**\$10.00**

This booklet was designed by the Safety & Education Committee to provide member companies with guidelines for alternate signaling at tower sites. The booklet discusses audible signals as well as providing visual graphics and descriptions of hoist hand signals, crane hand signals, forklift hand signals, helicopter hand signals, semaphore flag signals and Morse Code. These various styles of safety signals are being used throughout the world.



### NEW! Hoist Operator Educational Requirements

**\$10.00**

Providing guidelines for consistent education of hoist operators is addressed by this new edition to NATE's long list of safety resources. The *NATE Hoist Operator's Educational Requirements* manual provides tower service companies with information to help design their own effective training program for employees who will be hoist operators. The manual covers a wide range of topic areas, from hoist systems to the qualifications of the operator.



**4" Window Cling-On**

**25¢ Each**



**4" Round Sticker**

**25¢ Each**



**1" Stickers on a Roll**  
250 PER ROLL

**\$25.00**



**12" Round Sticker**

**\$6.00 Each**



**2" Hard Hat Stickers**  
2 PER SHEET

**35¢ Ea. Sheet**

Weather resistant. Perfect for use on vehicles, tool boxes, buildings, etc.

**PLACE YOUR ORDER ON PAGE 56 OR ONLINE AT [WWW.NATEHOME.COM](http://WWW.NATEHOME.COM)**

# Member Order Form

Item	Weight	Price	Qty	Amount
NATE Tower Climber Fall Protection Training Standard (Member)	3 lbs.	\$50.00		
Accident Prevention Safety and Health Program Guide	6 lbs.	\$100.00		
Video #1 - Tower Climber Fall Protection Training Standard (Member)				
Video #2 - Personnel Hoisting <input type="checkbox"/> VHS <input type="checkbox"/> DVD	1 lb.	\$20.00		
Video #3 - Gin Pole Procedures <input type="checkbox"/> VHS <input type="checkbox"/> DVD	1 lb.	\$20.00		
Resource Reference for RF Awareness Booklet	1 lb.	\$20.00		
Suggested Fall Protection - Rooftop Work Area Booklet	1 lb.	\$8.00		
Glossary of Tower and Communications Terminology	2 lb.	\$25.00		
Site Signage Package	1 lb.	\$35.00		
Tower Safety Signals Booklet	1 lb.	\$10.00		
Hoist Operator Educational Requirements	1 lb.	\$10.00		
4" Window Cling-On (Each)	1 lb.	\$0.25		
4" Round Sticker (Each)	1 lb.	\$0.25		
2" Hard Hat Stickers (Each Sheet)	1 lb.	\$0.35		
1" Stickers (Roll)	1 lb.	\$25.00		
12" Round Sticker (Each)	1 lb.	\$6.00		

**Under revision - currently unavailable.**

PLEASE TYPE OR PRINT

**PLEASE CHECK DESIRED PAYMENT METHOD**

U.S. Funds Only

Payment Method:  Check Enclosed  
 VISA  MasterCard  American Express

Credit Card #: \_\_\_\_\_

Exp. Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Company Name: \_\_\_\_\_

Shipping Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_

Tel: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

**Total the weight of your order, select your delivery service, and refer to the chart below to determine your shipping fees. Foreign shipments must also include the appropriate customs fees.**

Subtotal	
Shipping	
Customs Fee	
<b>TOTAL</b>	

**PLEASE CHECK DESIRED FEDEX SHIPPING METHOD**

U.S. Domestic:  Priority Overnight  2-Day  Express Saver

Foreign:  International Priority  International Economy

### SHIPPING FEE SCHEDULE

Total Weight	Domestic Delivery Service Options			Foreign Delivery Service Options	
	Priority Overnight	2-Day	Express Saver	International Priority	International Economy
2 lbs. or less	\$26.00	\$10.00	\$8.00	\$44.00	\$31.00
2 - 6 lbs.	\$31.00	\$12.50	\$10.50	\$52.00	\$37.00
6 - 10 lbs.	\$36.00	\$15.00	\$13.00	\$61.00	\$44.00
10 - 14 lbs.	\$49.00	\$24.00	\$20.00	\$76.00	\$55.00
14 - 18 lbs.	\$58.00	\$30.00	\$25.00	\$90.00	\$64.00
18 - 20 lbs.	\$64.00	\$35.00	\$29.00	\$103.00	\$73.00

All amounts listed are in U.S. Funds

## National Association of Tower Erectors

8 Second Street SE • Watertown, SD 57201-3624  
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 Email: jodi@natehome.com

### CUSTOMS FEE SCHEDULE

Order Total	Fee
Less than \$100	\$5.00
\$100 - \$200	\$7.00
\$200 - \$300	\$14.00
\$300 - \$400	\$21.00

NATE OFFICE USE ONLY

Date Paid: \_\_\_\_\_

Materials Sent: \_\_\_\_\_

**Only NATE members are allowed to purchase these items.  
 (WITH THE EXCEPTION OF THE NATE CTS)**



# OSHA Watch

## OSHA Offers Tips for Working in Hot Weather

**The sun brings special hazards for those working outdoors.** To help employers and workers stay safe throughout the summer months, OSHA offers tips that can help prevent heat-related deaths, illnesses, and injuries.

The combination of heat, humidity and physical labor can lead to fatalities. The two most serious forms of heat related illnesses are heat exhaustion (primarily from dehydration) and heat stroke, which could be fatal. Signs of heat exhaustion or heat stroke need immediate attention. Recognizing those warning signs and taking quick action can make a difference in preventing a fatality.

*Working Outdoors* is an OSHA fact sheet that offers advice on ways to protect against exposure to ultraviolet radiation (UV), precautions to take if working in extreme heat, and how to protect against Lyme Disease and the West Nile Virus. The fact sheet also offers information links for teenagers working at summer jobs.

OSHA's *Heat Stress Card* lists tips and precautions to prevent many heat-related deaths and injuries. Available in English and Spanish, this laminated fold-up card is free to




employers to distribute to their workers. It offers a quick reference about heat-related injuries, including warning signs, symptoms and early treatment.

*Protecting Yourself Against Harmful Sunlight* is a pocket card that explains how to perform self-examinations to detect early stages of skin cancer. The card, available in English and Spanish, also describes common physical features of skin cancer that can be caused by exposure to the sun.

The publications can be downloaded from OSHA's website on the publications page or can be ordered

by calling OSHA's publications office at (202) 693-1888.

More information about heat and sun hazards can be found on OSHA's website, and at the Centers for Disease Control and Prevention (CDC) and the National Institute for Occupational Safety and Health (NIOSH).

Employers are responsible for providing a safe and healthful workplace for their employees. OSHA's role is to assure the safety and health of America's workers by setting and enforcing standards; providing training, outreach, and education; establishing partnerships; and encouraging continual process improvement in workplace safety and health. 

Source: Occupational Safety and Health Administration

For more information visit:

OSHA's website at [www.osha.gov](http://www.osha.gov)

the CDC's website at [www.cdc.gov](http://www.cdc.gov)

and NIOSH's website at [www.cdc.gov/niosh](http://www.cdc.gov/niosh)

### Has Your Company...

- Changed location?
- Changed the NATE contact person?
- Changed area codes?
- Added a new website or e-mail address?
- Made any changes that the NATE office should know about?

The NATE Administrative Staff needs this updated information as soon as possible to ensure each NATE member receives *Tower Times*, important membership updates and information, etc. in a timely manner.

**Changes may be submitted on the NATE website at [www.natehome.com/contactNATE.cfm](http://www.natehome.com/contactNATE.cfm)**



# In-Flight Cell Phone Systems Gain Altitude

**The possibility of cell phone calls on airplanes got closer to reality with the announcement of two on-board cellular systems.**

Swedish-based Ericsson says it will have an onboard GSM base station available by the end of the year. Additionally, an in-flight cellular system from AeroMobile, a partnership between Arinc, a transportation communications company based in Annapolis, Maryland, and the Norwegian carrier Telenor, was exhibited on a new model of Boeing's 777 airliner at the Paris Air Show.

Mobile technology vendors are anxious to serve what could be a huge market -- the International Commercial Aviation Organization counted almost 1.9 billion airline passengers in 2004 -- but regulatory hurdles remain, along with concerns about allowing passengers to talk on cell phones in crowded airliner cabins.

Thus far cell phone use on airliners has not been allowed because of possible interference with the plane's navigation system as well as with the ground-based cell network, but last December the Federal Communications Commission proposed a rule change that would allow the use of some cell phones.

Ericsson took its existing RBS 2000 family base station design, reduced its size and weight, and introduced the RBS 2708. It also added an electromagnetic screening device and a special enclosure that prevent the base station from interfering with the plane's navigation system or ground-based cell towers, according to spokesperson Peter Olofsson.

As many as 60 passengers could make or receive calls at one time on the base station, which uses a satellite uplink to connect to the land-based phone network. Multiple base stations could be installed on a large plane in order to give more passengers coverage. The system supports GPRS (General Packet Radio Service) and EDGE (Enhanced Data Rates for GSM Evolution) data networks. The system would require some management but would be easy for an airline crew to handle.

In-flight cellular coverage could be provided by an airline, an aircraft manufacturer, or a mobile operator and carry a standard roaming charge. Passengers with GSM phones could start using them as soon as the plane reached its cruising altitude and could continue to use


**Thus far cell phone use on airliners has not been allowed because of possible interference with the plane's navigation system as well as with the ground-based cell network.**

them while flying over oceans because of the satellite uplink. The crew could turn off the system at night or at other times out of consideration for other passengers.

All GPRS and EDGE data services as well as text messaging would be available, though delays inherent in the satellite uplink cause GPRS to work more slowly than usual. Although the initial system will use only 1800 MHz, a frequency commonly used for GSM in Europe and elsewhere but not in North America, it would not be hard to modify the design to use other frequencies in the future. Ericsson plans to introduce products that could also support UMTS high-speed data, although again the speed of the satellite uplink could limit data transmission.

AeroMobile's system can use the existing Inmarsat satellite communications systems in most long-haul planes as an uplink. The system will travel with the Boeing B777-20LR Worldliner on a world promotional tour later this year.

Though Ericsson is set to offer its base station this year and other vendors have demonstrated working sys-

tems, it's not clear when regulators will be ready for cell phones in the air. In the US both the FCC and the Federal Aviation Administration would have to approve the change. Bob Egan, an analyst at Mobile Competency in Providence, RI, noted that the US Department of Justice, Department of Homeland Security, and Federal Bureau of Investigation all reportedly expressed concern recently about terrorists using cell phones to plan attacks or set off bombs on planes. And in recent comments to the FCC, the National Consumers League and the Association of Flight Attendants submitted the results of a survey in which 63 percent of respondents favored keeping the cell-phone ban in place. 

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# Climber Talk

**WE NEED  
YOUR  
EXPERTISE!**

**ATTENTION CLIMBERS:**

*Climber Talk is an interactive format that encourages articles from you, the climber.*

*So if you have a topic or comment please send it to the NATE office.*

*Please send your articles for consideration to:*

Tower Times  
NATE  
8 Second Street SE  
Watertown, SD 57201-3624

Or email your articles to:  
[deb@natehome.com](mailto:deb@natehome.com)

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# Savings Strategies for Education Expenses



By: Thomas C. Beadnell

**Parents today face a formidable task in grappling with the high cost of education.** If a child's college education is something you see in your financial future, you're probably well aware of the rising cost of tuition. Fortunately, though, there are several savings vehicles available today that are designed specifically to help you meet the challenge of funding a child's education.

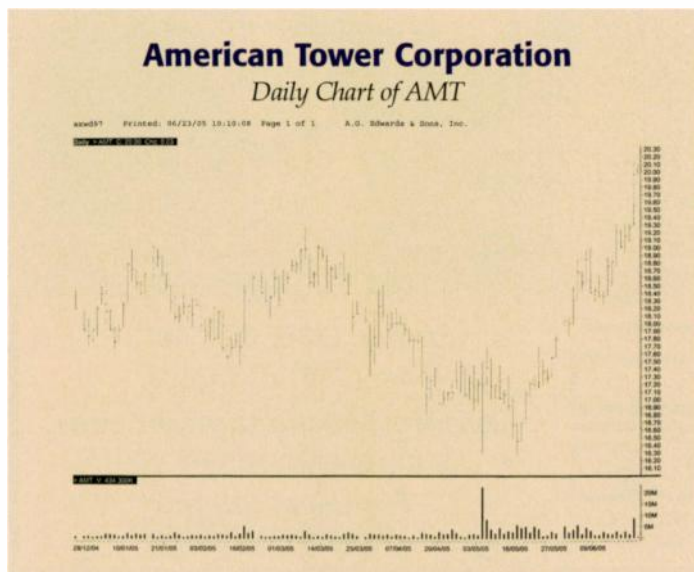
The most important thing you can do is start saving as soon as possible. One of the biggest mistakes parents make is waiting to save for college, assuming it will be easier to save later - when they'll presumably be making more money. But waiting until your children get closer to college age denies you one of the most important benefits of saving - compounding.

Many of today's college savings plans place your money in various investment vehicles. The earnings on those investments are compounded by being re-invested, so while you continue to contribute funds to your account your money is accumulating by more than just the amount you put in.

There are many ways to save for college, and they all offer different features. You should evaluate each one to determine which is the most appropriate way to save for your child's education. Two of the more popular college savings vehicles available today are 529 plans

and Coverdell Education Savings Accounts. While they vary greatly in contribution limits, both of these savings vehicles allow you to invest money while earnings on those investments accumulate federal income tax-deferred. As long as you take that money out to pay for qualified education expenses, you will not have to pay federal taxes on those distributions<sup>1</sup>. Earnings on non-qualified withdrawals are taxed at the owner's rate plus a 10 percent penalty.

The Education Savings Account allows you to save up to \$2,000 in after-tax contributions each year per child under age 18. Your contributions and earnings can be withdrawn tax- and penalty-free as long as you use the money to pay for qualified education expenses before the beneficiary turns 30. In addition to higher

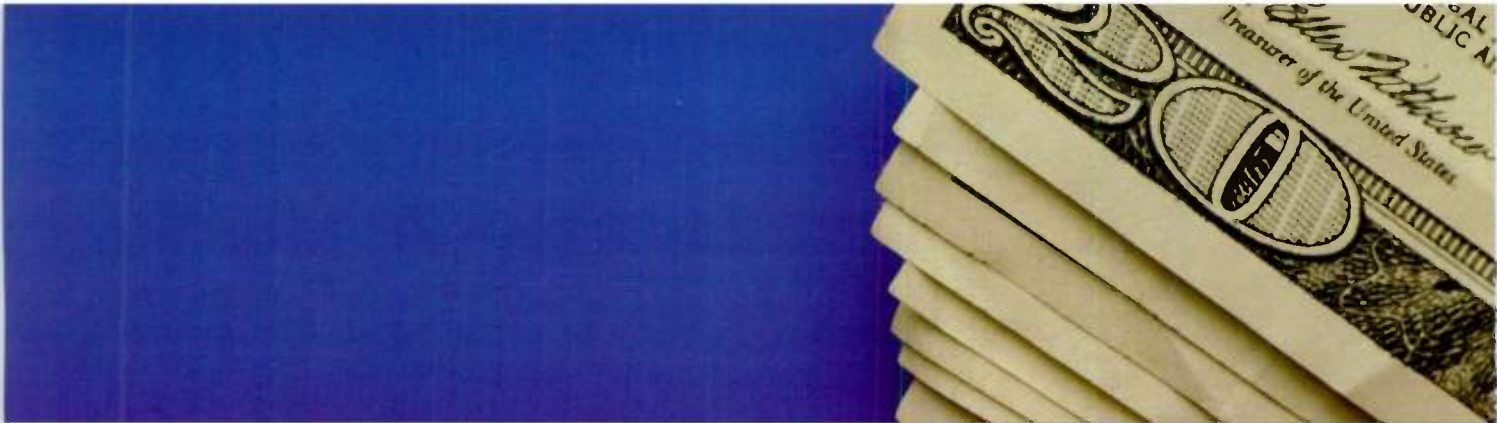


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Quantity	Description	Open Date	Current Price	Current Value	Opening Price	Cost or Fair Proceeds	Unrealized Gain/(Loss)	Term Change		
30	AT&T CORP #	05/12/98	19.12	573.60	191.607	5,750.90	15,176.60			
48	AT&T WIRELESS SERVICES INC	Unltd	3.00 *	144.00	3.00	144.00	0.00	Nil		
2	ADORE SYSTEMS INC	05/12/98	1.25	2.50	34.82	69.64	146.76			
52	ADORE SYSTEMS INC	05/12/98	1.21	63.02	23.278	1,210.44	11,347.52			
74	ALLTEL CORP	05/12/98	40.82	4,980.08	40.551	3,000.00	1,980.08			
116	AMERICAN TOWER CORP	05/12/98	18.97	2,190.70	40.410	4,680.00	12,251.38			
16	AVAYA INC	05/12/98	8.72	139.52	24.864	399.75	1,048.23			
898	BCE INC	05/12/98	23.45	2,083.80	44.75	4,475.00	12,112.00			
266	BELLBOOTH CORPORATION	05/12/98	26.85	7,140.30	32.75	6,700.00	11,340.30			
266	LUCENT TECHNOLOGIES INC	05/12/98	1.86	492.36	28.251	7,441.77	15,828.37			
399	MOTOROLA INC	05/12/98	18.80	7,300.80	18.623	7,381.50	52.30			
314	NORTEL NETWORKS CORP NEW	Unltd	2.65	832.10	3.00	Nil	Nil	Nil		
172	QWEST COMMUNICATIONS	05/12/98	3.64	626.08	29.78	5,122.24	14,496.10			
221	INC COMMUNICATIONS INC	Unltd	22.78	5,035.18	26.814	8,314.83	12,019.65			
181	SPECTRASTREAM HOLDINGS INC	06/02/99	404 *	7,331	13.81	2,511.00	12,511.21	Nil		
366	SPRINT CORP NEW	05/12/98	24.97	4,899.40	34.875	4,972.00	11,991.80			
266	TELEFONOS DE MEXICO S.A	05/12/98	19.78	5,282.40	27.80	3,480.00	11,462.40			
322	VERIZON COMMUNICATIONS	Unltd	30.03	1,179.66	47.34	13,250.00	13,970.34	Nil		
4269	VIDEOPHONE GROUP PLC NEW	06/26/99	24.97	112,240.00	1.156	5,260.00	107,140.00			
UNREALIZED TOTALS							143,262.11	36,885.77	73,921.24	
									LONG TERM	73,921.24

This report represents a summary of your investments and has been prepared for your convenience. The profit/loss information contained herein has been obtained from sources believed reliable, and although A.G. Edwards & Sons, Inc. may make every effort to make it as complete as possible, this information should not be considered a substitute for professional tax advice. Securities are subject to market fluctuations, interest rate changes and other factors which should be considered by your investment adviser. All securities are held in a separate account and are not insured by FDIC. All securities are held in a separate account for the sole purpose of holding securities. Information is not intended to constitute an offer or recommendation to sell securities, and no representation is made by A.G. Edwards & Sons, Inc. regarding the accuracy or completeness of this information. Prices are subject to change.



education expenses, eligible elementary or secondary school expenses are also considered a qualified expense for ESAs. ESA funds can also be used to pay for tuition, room and board, fees, books, supplies, and equipment required for enrollment or attendance.

Investing in a 529 plan offers another alternative to establish a systematic way to save for a child's education. Withdrawals from a 529 plan for qualified education expenses are federal-income-tax-free. In addition, you may enjoy state income-tax benefits if you invest in the 529 plan sponsored by your state.

What's more, the account owner retains control of the assets and can change the beneficiary at any time. Unlike ESAs, there are no income or age restrictions associated with 529 plan assets. As a result, almost anyone can contribute to such plans.

One big advantage of 529 plans over other education savings vehicles has to do with their sizable contribution limits. A single taxpayer can gift up to \$11,000 per beneficiary per year (a married couple could gift up to \$22,000) without any gift tax consequences. A special provision pertaining only to 529 plans allows you to make five years' worth of annual exclusion gifts in a

single year, as long as you don't make any more gifts for the next five years. A portion of the gift may be subject to a recapture if the donor dies before the 5-year period has passed.

Keep in mind that the value of your investment in a 529 plan will fluctuate, meaning your shares may be worth more or less than the original investment when you redeem them. All 529 plans have various fees and expenses. Before investing in a 529 plan, be sure to read the plan's offering document carefully for more information on fees, charges and expenses.

Regardless of the plan you choose, putting away money now for your child's education expenses will help prepare you for what lies ahead. Be sure to explore your options when making this important decision.

<sup>1</sup> Distributions from 529 plans used for qualified education expenses are federal income tax-free through December 31, 2010. Under current law, starting on January 1, 2011, all distributions of earnings from 529 plans will be taxable regardless of the type of expense.



Thomas C. Beadnell is an investment broker for A.G. Edwards & Sons, Inc. in Watertown, South Dakota. For more information he may be reached at 800-952-2252 or [tc.beadnell@agedwards.com](mailto:tc.beadnell@agedwards.com)

On the Web: [www.agedwards.com](http://www.agedwards.com)

*"You should welcome new ideas that can improve the way you do things; you should seek opportunities to innovate, rather than dread change as it occurs in your industry, company, or profession."*

- KEN BLANCHARD -



# Tailgate Safety Meeting Topic

## The Basics of Safety

*This tailgate safety meeting topic should be used as a guide when developing your company's tailgate safety meetings as part of your company's safety and health program.*

**Through several years of investigating accidents and research in the field of accident reconstruction, leaders in the field of occupational accident prevention have concluded that there are specific reasons why accidents occur.** They found that worker safety is dependent on worker behavior and human factors. They developed ten safety rules and, while some of you may have heard them before, they are worth repeating.

**Stay alert and stay alive.** The more awake a worker is, the less likely he or she is to get hurt. If you are unsure how to operate equipment or perform a task, ask your supervisor. Don't guess and muddle through. Make sure you know in advance the correct, safe way to do it.

**Wear the right clothes.** Work clothes should fit properly. Anything that can catch in machinery or trip you up is hazardous. Wear protective clothing and equipment as required.

**Use the right tools.** If you need a hammer, get a hammer. It may be handier to use a pair of pliers, wrench, screw driver or even your fist. But you will have only yourself to blame if you break your fingers.

**Learn how to lift.** Lifting takes more than muscle; it is an art. Don't try to show how strong you are; you may end up in a hospital. Get help to handle anything that is too

heavy or cumbersome for you.


**Don't be a prankster.** Practical jokes and horseplay can be dangerous around machinery. If you feel the urge to play, resist it until after work.

**Be tidy.** Good housekeeping reduces hazards in the workplace or your home. Always put away tools when they are not in use. Keep the floors clean, pick up scraps, wipe up spills. A slip or trip can be fatal.

**Reporting is important.** Never fail to report accidents, defective equipment, and unsafe conditions.

**Get first aid immediately even if it is just a scratch.** Neglect of the injury may lead to serious infection, weeks of lost time, even permanent injury.

**Back your safety program.** If you have an idea you believe will reduce accidents, tell your supervisor about it. Set an example by obeying safety rules. Cooperate with your safety committee.

**Never take a chance.** Next to sheer carelessness, the shortcut is probably the biggest killer of all. To save a minute or two, you may lose a lifetime. Whatever you are doing, if you are not doing it safely, you are not doing it right!! 

Source: [www.toolboxtopics.com](http://www.toolboxtopics.com)



# Are You Taking Care of Business?



*Without consultants or customers, there are no sales. Without sales, there is no revenue... without revenue, there is no business.*

Too often, when we say we are "taking care of business", we think about the paperwork, the accounting, the inventory, etc... the trivial things that are important to get done in order for our business to run smoothly and efficiently. While necessary, they are not the most important.

We need to change our thinking about what "taking care of business" means. We need to make sales in order to have a profitable business, and we know without our customers or consultants, we don't have a business. They are our lifeblood, they are what keeps us moving forward, and meeting their needs should be our primary mission.

Without consultants or customers, there are no sales. Without sales, there is no revenue... without revenue, there is no business and we might as well go back and get a j.o.b. It is crucial that we take care of our customers and consultants. CRM (customer-relationship management) is a buzz-word in "big business". Many large corporations have implemented systems and technology to supposedly create customer care. Some have been successful, many have not.

Most of these systems simply give the illusion of customer care, but have failed miserably in actually providing it.


How many times have you been through the "round robin" of "press 1 for this" and "press 2 for that", only to spend an hour or more and never actually speak to a live person or get your problem solved? You hang up the phone in frustration and vow never to spend money with XYZ Company

again. This approach to customer care continues to baffle me as to why large companies believe this is effective. How can they possibly think that customer relationships can be created and nurtured by a recording?

Are those who make these decisions that far removed up the "corporate ladder" they can't see this isn't customer care at all and is having the opposite effect?

Each and every one of our customers and consultants should be made to feel like they are our most important one. If we don't take care of them, someone or some other company will. Small and home businesses have an incredible opportunity to take back customer care and relationships the way it is supposed to be. We are in an incredible position to "take care of business".

Technology is wonderful. Without technology, there would be no internet and many of us would not be in business. However, there is no technology on this earth that can replace human connections. Technology will never replace our customers knowing that there is someone who truly cares about their needs.

So, how about you? Are you taking care of business? 

*Patty Gale is a successful entrepreneur who specializes in personalization and customer care for all her clients. She exchanged her suits, hose and heels for working at home in her "jammies" and is on a mission to empower other women to do the same.*

*She can be reached at:  
[www.CommutelnYourJammies.com](http://www.CommutelnYourJammies.com)  
or [www.PattysPrettyPaper.com](http://www.PattysPrettyPaper.com)*

# Tower Industry News

## PCIA – The Wireless Infrastructure Association Documents Flaws in Study Claims Regarding Migratory Birds and Communications Towers

**On Friday, June 24, 2005, PCIA and other industry trade associations addressed the comments of the American Bird Conservancy, Forest Conservation Council, the Human Society of the United States, and Defenders of Wildlife (ABC, et al.), in a letter to the Federal Communications Commission (FCC).** ABC, et al., submitted a report prepared by the Land Protection Partners (LPP) for inclusion in the record.

The industry associations attached a written response by respected

uncertainty in its analysis, [the LPP Report] fails to demonstrate a relationship between tower height and avian attrition."

- Materials reviewed in the LPP Report on the impact of tower lighting "are uncertain, incomplete, and unavailable; thus, the...analysis cannot be reviewed, much less utilized for decision-making and sound policy judgments."
- A Michigan tower study cited by LPP is preliminary and lacks a sufficient sample size.



environmental consultants Woodlot Alternatives (Woodlot), specifying several flaws in the LPP Report. Among other issues, Woodlot noted that:

- Existing studies utilized extensively in the LPP Report "are inadequate and often inappropriate for estimating avian attrition and biological significance of bird mortality at communications towers."
- "Based on its biased sample, an insufficient sample size, faulty experimental design, and


PCIA understands the ecological importance of preserving migratory bird species and continues to support research aimed at determining the biological significance of migratory bird collisions with communications towers on certain species. "This exchange underscores the need for more reliable scientific data on this issue," says Michael Fitch, PCIA's President and CEO. "The record to date does not support any regulatory changes and we oppose the claim that expensive changes should be imposed on the wireless infrastructure industry including burdensome retrofitting of existing facilities. For example, one of the LPP policy recommendations, based on a study of towers above 600 feet, would apply to all towers, but the preponderance of tower assets are less than 300 feet."

At a Congressional hearing on June 23, 2005, Marshall Jones, Director of the US Fish and Wildlife Service, responded to a question posed by

**If you have a news item of interest to Tower Times readers, please Email: [deb@natehome.com](mailto:deb@natehome.com)**

Chairman Wayne Gilchrest of the House Subcommittee on Fisheries and Oceans. Mr. Jones stated that "habitat loss" is the chief reason for declining numbers of migratory birds. Communications towers were not mentioned. Comparative analysis, therefore, should be an important part of decision making on this issue, because many factors may contribute to avian attrition.

*About PCIA: PCIA – the Wireless Infrastructure Association, is the principal trade association representing the companies that make up the wireless telecommunications and broadcast infrastructure industry. PCIA's members own and manage more than 50,000 telecommunications towers and antenna facilities that support analog, digital and broadcast services across the country.*

*PCIA seeks the advancement of the wireless communications industry through advocacy, technical and marketplace initiatives. As the leading representative of infrastructure providers, PCIA monitors the regulatory obligations imposed on its members and others in the industry. PCIA supports programs and policies that facilitate the rapid build-out of the national wireless networks, and enable the industries that construct and maintain these networks. For more information, please visit [www.pcia.com](http://www.pcia.com) *



## Together We Can Reach Greater Heights

This is a story about four people named Everybody, Somebody, Anybody, and Nobody. There was an important job to be done and Everybody was sure that Somebody would do it. Anybody could have done it, but Nobody did it. Somebody got angry about that, because it was Everybody's job. Everybody thought Anybody could do it, but Nobody realized that Everybody wouldn't do it. It ended up that Everybody blamed Somebody when Nobody did what Anyone could have.

~ Author Unknown ~

*NATE Is Your Association - Become Involved*

# Classifieds

## Equipment for Sale

### Cellular base station test sets.

Agilent E6380A/ CDMA 2000. BRL Test is bursting with reconditioned E6380A's! All kinds. We have the selection, service, accessories, manuals, cases, software and spare parts. Calibrated, right of return and warranty. We also have quantities of 8924C's and E8285A's. BRL treats people right. It's the service after the sale that counts!  
**Call 1-866-275-8378**

## Products & Services

### Lease RF Protection Garments!

Ideal for budgeted projects.  
 (972) 899-3325  
[solutions@unitech-rf.com](mailto:solutions@unitech-rf.com)



## Tower Acquisitions

### Selling Towers?

Professionalism - Industry Expertise - Integrity  
**QHS** [www.qhstrategy.com](http://www.qhstrategy.com)  
 480-282-8459 (Mitch Steidl)  
 Focus on your business while we sell your towers! 

## Miscellaneous

### ADVERTISE HERE!

Contact Deb Moldenhauer  
[deb@natehome.com](mailto:deb@natehome.com)

# Membership Categories

The National Association of Tower Erectors was founded by a group of companies whose primary function was erecting, servicing, constructing or maintaining communication towers or similar structures. Two categories of membership have been established: Primary Membership and Support Membership. Please review the descriptions listed below to determine which category best defines your company.



## How to Become a NATE Member

1. Review the membership categories to the right to determine which category best defines your company. If you have questions about the categorization of your company, please contact Carol Coughlin at the NATE office at Tel: **605-882-5865** or **888-882-5865** (US) or Email: **carol@natehome.com**
2. You have two application options:
  - A. You may apply online at **www.natehome.com**; or
  - B. Completely fill out the membership application and send **WITHOUT PAYMENT** via mail or fax to the NATE office:  
  
**National Association of Tower Erectors**  
**8 Second Street SE**  
**Watertown, SD 57201-3624**  
  
**Fax: 605-886-5184**
3. The NATE Membership Coordinator will review the information on the application with the main contact person to verify the company is in the correct category, and determine who will receive complimentary Tower Times subscriptions.
4. Once the information is verified, an invoice for membership dues will be sent.
5. Once the dues are paid (either by check or credit card) the company will be considered a NATE member and will have access to all NATE benefits and services.
6. Within 2 weeks, new members will receive their certificate of membership and in approximately 4 weeks, their membership plaque will be delivered.

## PRIMARY MEMBERSHIP

Primary members are classified as any firm or corporation engaged in erecting, servicing, constructing or maintaining communication towers or similar structures as their primary business. Primary membership is divided into two subcategories:

**Primary Voting Members** are those companies whose primary source of revenue is derived from erecting, servicing, constructing or maintaining communication towers or similar structures. Each primary voting member company shall have one vote in the association.

**Primary Non-Voting Members** are those primary members who are a division, affiliate or subsidiary of a parent company whose primary source of revenue is other than erecting, servicing, constructing or maintaining communication towers or similar structures.

*Dues are based on the **total** number of employees, including both office and field personnel.*

## SUPPORT MEMBERSHIP

Support members are classified as any firm or corporation who does not qualify as a Primary member. Support membership is divided into four subcategories:

**Manufacturer Members** are members whose primary source of revenue is generated from the manufacture of products related to the tower industry.

**Construction Members** are members who are general contractors or construction management firms whose primary affiliation with the tower industry is conducted through subcontractors.

**Associate Members** are members whose primary source of revenue is derived from consulting, engineering, reselling, legal counseling, training and other tower industry related fields.

*Dues are based on total gross annual revenue.*

**Affiliate Members** are members who are tower owners or FCC license holders.

*Dues are based on the total number of sites.*

# Membership Application

**Application must be filled out completely to be considered for NATE membership (2 Pages).**

Company Name \_\_\_\_\_

Primary Contact Name \_\_\_\_\_

Secondary Contact Name \_\_\_\_\_

Alternate Contact Name \_\_\_\_\_

Trade Show Contact Name  
(IF APPLICABLE) \_\_\_\_\_

Advertising Contact Name  
(IF APPLICABLE) \_\_\_\_\_

Mailing Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Shipping Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Country \_\_\_\_\_

Telephone # \_\_\_\_\_

Fax # \_\_\_\_\_

Mobile Telephone # \_\_\_\_\_

Website \_\_\_\_\_

E-mail \_\_\_\_\_

Primary Source of Revenue \_\_\_\_\_

**Is your company owned by or a division of another company?**

YES  NO

**If yes, what is the parent company's name?**

\_\_\_\_\_

**What is the parent company's primary source of revenue?**

\_\_\_\_\_

## Office Use Only

Date Reviewed: \_\_\_\_\_ Date Approved: \_\_\_\_\_

Amount Invoiced: \_\_\_\_\_ Date Invoiced: \_\_\_\_\_

Date Paid: \_\_\_\_\_ ID Code: \_\_\_\_\_

M  TT  W1  W2  W3

## PRIMARY MEMBERSHIP

**Type of Company** (Check all that apply):

Tower Erector  Tower Service  Tower Maintenance

**Number of Employees/Annual Dues** (Please check one):

### Voting Member

- 1 - 5 ..... **\$1,000**
- 6 - 15 ..... **\$1,500**
- 16 - 30 ..... **\$2,500**
- 31 - 75 ..... **\$4,000**
- 76 - 150 ..... **\$4,500**
- 151 - 225 ..... **\$5,000**
- 226 - 300 ..... **\$5,500**
- 301 - 375 ..... **\$6,000**
- 376 - 450 ..... **\$6,500**
- 451 - 525 ..... **\$7,000**
- \_\_\_\_\_ \*

\* Primary Voting dues will continue to increase in increments of \$500 for each 75 employees above 525.

### Non-Voting Member

- 1 - 30 ..... **\$1,500**
- 31 - 75 ..... **\$2,000**
- 76 - 150 ..... **\$2,250**
- 151 - 225 ..... **\$2,500**
- 226 - 300 ..... **\$2,750**
- 301 - 375 ..... **\$3,000**
- 376 - 450 ..... **\$3,250**
- 451 - 525 ..... **\$3,500**
- \_\_\_\_\_ \*\*

\*\* Primary Non-Voting dues will continue to increase in increments of \$250 for each 75 employees above 525.

## SUPPORT MEMBERSHIP

(Check which apply to your company):

### Manufacturer Member

- Gross annual revenue greater than or equal to \$10 million = **\$2,500 annual dues**
- Gross annual revenue less than \$10 million = **\$1,250 annual dues**

### Construction Member

- Gross annual revenue greater than or equal to \$10 million = **\$2,500 annual dues**
- Gross annual revenue less than \$10 million = **\$1,250 annual dues**

### Affiliate Member

- Tower owners or FCC license holders - 25 or more sites = **\$2,500 annual dues**
- Tower owners or FCC license holders - 24 or less sites = **\$1,250 annual dues**

### Associate Member

- Gross annual revenue greater than or equal to \$10 million = **\$2,500 annual dues**
- Gross annual revenue less than \$10 million = **\$1,250 annual dues**

**DO NOT SEND PAYMENT WITH APPLICATION!**

**You will be invoiced upon membership approval.**

# Membership Application (CONTINUED)

The following individuals are authorized to purchase NATE Safety & Educational Materials on behalf of the company:

- Authorized Person #1 \_\_\_\_\_  
Authorized Person #2 \_\_\_\_\_  
Authorized Person #3 \_\_\_\_\_  
Authorized Person #4 \_\_\_\_\_

## Our company PERFORMS the following services:

(Please check all that apply to your company)

- Consulting Services  
 Engineering Services  
 Erect:  Guyed Tower  Monopole Towers  Self-Support Towers  
(Check all that apply)  
 Foundation Installation  
 Helicopter Services  
 Inspection Services  
 Painting Services  
 RF Inspection or Testing Services  
 Safety Training Services  
 Testing Services  
 Turn-Key Construction  
 Describe Other Services Offered: \_\_\_\_\_

## Our company MANUFACTURES OR SELLS the following products:

(Please check all that apply to your company)

- Anchor Products & Systems  
 Cable/Wire Products & Systems  
 Concealment Products  
 Fall Protection & Safety Climb Products  
 Gin Poles  
 Grounding/Lightning Systems  
 Guyed Towers  
 Hoists/Winches  
 Lighting Systems  
 Monopole Towers  
 RF-Related Products  
 Rigging Products  
 Self Support Towers  
 Shelters  
 Software Packages  
 Describe Other Products Offered: \_\_\_\_\_

## How did you learn about NATE?

- Advertisement Which Source? \_\_\_\_\_  
 Industry Contacts  
 Trade Show Which Show? \_\_\_\_\_  
 Internet  
 OSHA  
 Bidding Contract  
 Other Please explain: \_\_\_\_\_

## Agreement Concerning Confidential Information

Must be completed and signed by all companies applying for or renewing membership.

We, the undersigned, realize that the National Association of Tower Erectors (NATE) desires to keep various information about its interests and activities confidential and for NATE member companies only, including information pertaining to NATE financial activities, the NATE Accident Prevention, Safety and Health Program Guide, educational videos and other safety awareness materials and media.

We, the undersigned, understand that, as a benefit of NATE membership, we may be furnished with drawings, data sheets, specific safety programs, videos, processes, specifications and financial information, and that we may acquire other such information concerning NATE programs and activities from conversations with NATE officers or personnel, or from our own observations of NATE's activities. Information disclosed in documentary forms that NATE considers confidential will be marked "confidential" by NATE. In the case of non-documentary disclosures, NATE will have the obligation to confirm in writing the fact and general motive of each disclosure within a reasonable time after the disclosure occurs.

We, the undersigned, understand that a breach of confidentiality could cause harm to NATE, its officers, member companies, and/or personnel and we agree to use every reasonable effort to maintain confidentiality.

It is understood that in the course of fulfilling our business commitments, we may have to communicate some of this information with officers, and/or employees in our company. In the event such information is communicated we will inform them of their responsibility of keeping such information confidential and we will make every reasonable effort to ensure that it is kept confidential.

Information that is obtained by a third party source not under obligation to NATE, or information that is considered is public domain is not confidential. Drawings, data sheets, specific safety programs, videos, written processes, written specifications and financial information remain the property of NATE and must be returned if so requested by NATE.

**Project Area:** NATE Safety and Educational Materials and NATE Financial Information

**Agreed on behalf of** \_\_\_\_\_

**Company Name:** \_\_\_\_\_

**Authorized Representative:** \_\_\_\_\_

**Authorized Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**NOTE: MEMBERSHIP DUES ARE NON-REFUNDABLE**



## National Association of Tower Erectors

8 Second Street SE • Watertown, South Dakota 57201-3624

Tel: 605-882-5865 or 888-882-5865 (US) • Fax: 605-886-5184 • www.natehome.com • Email: carol@natehome.com

# Retired Membership

## New in 2005!

Retired from the industry? Now you can keep in touch with the friends you have made through the National Association of Tower Erectors, by becoming a Retired NATE Member today!

### Retired NATE Member Policy

- Annual Dues - \$200.00. Membership dues are based on a July 1 – June 30 fiscal year. (Refer to the Membership Dues Schedule on page 70 for the first year's pro-rated dues).
- Retired NATE Members are individual memberships, not company memberships.
- Individual must have been employed in the tower industry for a minimum of five (5) years prior to their retirement. The five years can be with different companies, as long as it totals a minimum of five years directly involved in the tower industry.
- Individual must be retired from a NATE member or sponsored by a current member.
- Individual must be sponsored for each renewal period.
- Retired NATE Members are Non-Voting Members.
- Retired NATE Members are not allowed to purchase safety and educational materials.

### Retired NATE Member Benefits

- Continued involvement and participation in the Association;
- Other members benefit from your experience and knowledge;
- Receive one issue of *Tower Times* magazine monthly;
- Receive the member rate when registering for the NATE Annual Conference & Exposition; and
- Recognition in *Tower Times* magazine and the NATE website.

*Keep in touch with the friends you have made in the tower industry through NATE membership!*

OFFICE USE ONLY	Date Reviewed: _____	Date Approved: _____
	Amount Invoiced: _____	Date Inv: _____
	Date Pd: _____	ID Code: _____
	<input type="checkbox"/> M	<input type="checkbox"/> TT
	<input type="checkbox"/> WI	<input type="checkbox"/> W2

**Please type or print and fill out completely to be considered for membership.**

Name
Mailing Address
City
State                  Zip                  Country
Telephone #
Fax #
Mobile #
Email
Date Retired
Company Retired From
Years of Employment

Previous Employer
Years of Employment
Previous Employer
Years of Employment
Sponsoring Company Name
Sponsor Contact Person
Title
Telephone
Email
Signature of Sponsor
Date Sponsored

Applicants must have been employed for a minimum of 5 years in the tower industry.

**NOTE: MEMBERSHIP DUES ARE NON-REFUNDABLE**



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# Membership Dues Schedule

NATE membership dues are based on a July 1 - June 30 fiscal year. Refer to the chart below for your first year's prorated dues. Membership dues received after the 20th of the month will be treated as the following month for amortizing purposes.

*For example: A new Primary Voting Member with 4 employees (\$1,000 annual dues) joining October 10 would pay \$750 for the period of October through the end of June. The same new member joining October 25 would pay \$666.67 for the period of November through the end of June.*

**NOTE: Companies joining NATE during the last quarter of the fiscal year (April, May or June) are required to pay dues for the following fiscal year in addition to pro-rated dues for the current year.**

**NOTE: MEMBERSHIP DUES ARE NON-REFUNDABLE**

		Month Joining											
		TOTAL Annual Dues*	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY
PRIMARY MEMBERSHIP	\$1,000.00	\$1,000.00	\$916.67	\$833.33	\$750.00	\$666.67	\$583.33	\$500.00	\$416.67	\$333.33	\$250.00	\$166.67	\$83.33
	\$1,500.00	\$1,500.00	\$1,375.00	\$1,250.00	\$1,125.00	\$1,000.00	\$875.00	\$750.00	\$625.00	\$500.00	\$375.00	\$250.00	\$125.00
	\$2,000.00	\$2,000.00	\$1,833.33	\$1,666.67	\$1,500.00	\$1,333.33	\$1,166.67	\$1,000.00	\$833.33	\$666.67	\$500.00	\$333.33	\$166.67
	\$2,250.00	\$2,250.00	\$2,062.50	\$1,875.00	\$1,687.50	\$1,500.00	\$1,312.50	\$1,125.00	\$937.50	\$750.00	\$562.50	\$375.00	\$187.50
	\$2,500.00	\$2,500.00	\$2,291.67	\$2,083.33	\$1,875.00	\$1,666.67	\$1,458.33	\$1,250.00	\$1,041.67	\$833.33	\$625.00	\$416.67	\$208.33
	\$2,750.00	\$2,750.00	\$2,520.83	\$2,291.67	\$2,062.50	\$1,833.33	\$1,604.17	\$1,375.00	\$1,145.83	\$916.67	\$687.50	\$458.33	\$229.17
	\$3,000.00	\$3,000.00	\$2,750.00	\$2,500.00	\$2,250.00	\$2,000.00	\$1,750.00	\$1,500.00	\$1,250.00	\$1,000.00	\$750.00	\$500.00	\$250.00
	\$3,250.00	\$3,250.00	\$2,979.17	\$2,708.33	\$2,437.49	\$2,166.67	\$1,895.83	\$1,625.00	\$1,354.17	\$1,083.33	\$812.50	\$541.67	\$270.83
	\$3,500.00	\$3,500.00	\$3,208.33	\$2,916.67	\$2,625.00	\$2,333.33	\$2,041.67	\$1,750.00	\$1,458.33	\$1,166.67	\$875.00	\$583.33	\$291.67
	\$4,000.00	\$4,000.00	\$3,666.67	\$3,333.33	\$3,000.00	\$2,666.67	\$2,333.33	\$2,000.00	\$1,666.67	\$1,333.33	\$1,000.00	\$666.67	\$333.33
	\$4,500.00	\$4,500.00	\$4,125.00	\$3,750.00	\$3,375.00	\$3,000.00	\$2,625.00	\$2,250.00	\$1,875.00	\$1,500.00	\$1,125.00	\$750.00	\$375.00
	\$5,000.00	\$5,000.00	\$4,583.33	\$4,166.67	\$3,750.00	\$3,333.33	\$2,916.67	\$2,500.00	\$2,083.33	\$1,666.67	\$1,250.00	\$833.33	\$416.67
	\$5,500.00	\$5,500.00	\$5,041.67	\$4,583.33	\$4,125.00	\$3,666.67	\$3,208.33	\$2,750.00	\$2,291.67	\$1,833.33	\$1,375.00	\$916.67	\$458.33
	\$6,000.00	\$6,000.00	\$5,500.00	\$5,000.00	\$4,500.00	\$4,000.00	\$3,500.00	\$3,000.00	\$2,500.00	\$2,000.00	\$1,500.00	\$1,000.00	\$500.00
	\$6,500.00	\$6,500.00	\$5,958.33	\$5,416.67	\$4,875.00	\$4,333.33	\$3,791.67	\$3,250.00	\$2,708.33	\$2,166.67	\$1,625.00	\$1,083.33	\$541.67
	\$7,000.00	\$7,000.00	\$6,416.67	\$5,833.33	\$5,250.00	\$4,666.67	\$4,083.33	\$3,500.00	\$2,916.67	\$2,333.33	\$1,750.00	\$1,166.67	\$583.33
SUPPORT MEMBERSHIP	\$1,250.00	\$1,250.00	\$1,145.83	\$1,041.67	\$937.50	\$833.33	\$729.17	\$625.00	\$520.83	\$416.67	\$312.50	\$208.33	\$104.17
	\$2,500.00	\$2,500.00	\$2,291.67	\$2,083.33	\$1,875.00	\$1,666.67	\$1,458.33	\$1,250.00	\$1,041.67	\$833.33	\$625.00	\$416.67	\$208.33
RETIRED	\$200.00	\$200.00	\$183.33	\$166.67	\$150.00	\$133.33	\$116.67	\$100.00	\$83.33	\$66.67	\$50.00	\$33.33	\$16.67

If you have any questions regarding your first year's prorated dues, please contact Carol Coughlin at the NATE office.

**Tel: 605-882-5865 or 888-882-5865 (US) Email: carol@natehome.com**

Subsequent dues will be the total amount and will be invoiced in June and due by July 1. \*U.S. Funds Only



# Advertiser Index

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Elk River, Inc.	800-633-3954	www.elkriver.com	37
Euclid Garment MFG	330-673-7413	www.euclidgarment.com	59
Harger Lightning & Grounding	800-842-7437	www.harger.com	9
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Hutton Communications	877-648-8866	www.huttononline.com	BC
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SST Custom Fabricators, Inc.	888-778-2758	www.towerbrackets.com	44
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TWR Lighting, Inc.	713-973-6905	www.twrlighting.com	20
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