

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

TOWER TIMES[®]



Tower Family
FOUNDATION

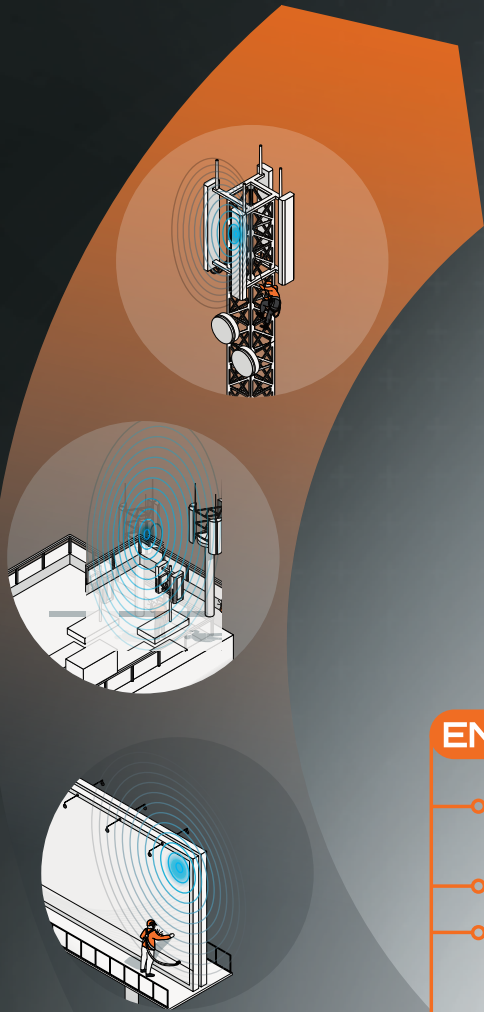
natehome.com
2024 • Volume 4



Celebrating 10 Years of Caring 2014-2024



+ YOUR RF SAFETY IS OUR PRIORITY



EME Guard XS 40 GHz

- Accurate measurement with tri-axis sensors
- Visual alarm 7 LEDs
- Instant audio & visual alarms
- Continuous monitoring of EMF levels up to 40 GHz
- Compatible with FCC 96-326 and ICNIRP 2020
- Ruggedized design for all weather conditions

EME Guard Plus

- Accurate measurement with triaxial isotropic probe
- Visual alarm 6 LEDs
- Customization of vibrating alarm thresholds
- Data storage software



To find out more about how MVG's RF Safety products could help your business please contact us: www.mvg-world.com/rfsafety





Todd Schlekeway
President & CEO



Paula Nurnberg
Chief Operating Officer



Nikki Gronau
Director of Operations



Kari Stein
Director of Finance and
Human Resources



Kathy Stieler
Director of Safety,
Health & Compliance



Brian Bicknese
Director of Safety
& Education



Shari Wirkus
Events and
Meetings Manager



Kimberly Elliott
Projects Manager



Sandy Jurgens
Programs Manager



Jill Rethke
Member Services
Manager



Sara Goddard
Marketing Manager



Megan Nelson
Manager of Wireless
Industry Network (WIN)



Rhonda Arbogast
Member Services
Coordinator



Olivia Orthaus
Communications
Coordinator



Tami Theye
Accounts Coordinator



8 Second Street SE
Watertown, SD 57201
Tel: 605-882-5865
natehome.com
nate@natehome.com
towertimes@natehome.com

Office Hours:
Monday-Friday
8:00 a.m. to 5:00 p.m.
(Central Time)

BOARD OF DIRECTORS



Victor Drouin
Chairman
Green Mountain Communications, Inc.
Pembroke, New Hampshire



Randy Scott
Vice Chairman
Texoma Contracting, Inc.
Muskogee, Oklahoma



Kevin Dougherty
Secretary/Treasurer
MILLENNIA CONTRACTING, INC.
New Castle, Delaware



Bryan Lee
Director
Lee Antenna & Line Service, Inc.
Hellertown, Pennsylvania



Chris Mallon
Director
TowerMRL, LLC.
Cottage Grove, Wisconsin



Jessica Cobb
Director
MDTS
Ortonville, Michigan



Aaron Paulette
Director
Elevated Services, LLC
Carrollton, Ohio



Dominique Valdez
Director
Wireless Construction Solutions
San Antonio, Texas



Mike Young
Director
ANCO Wireless
Hartford, South Dakota



Casey Banner
Director
Banner Enterprise LLC
Garner, North Carolina



Joel D. Hightower
Director
Hightower Communications Inc.
Kinston, North Carolina

NATE Mission Statement

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

ENTERPRISE SOLUTIONS



GME PRO allows you to seamlessly manage your centralized equipment purchasing process by giving you complete control to manage your purchasing, create customized reports, track orders, and save money through a prompt payment discount bonus on open invoices.

Gearcor empowers you to manage a distributed purchasing platform. Via the Managed Marketplace you can manage your entire safety shoe program, work uniform distribution, PPE and fall protection needs through this private, easy-to-use web-based platform. The Gearcor software provides you with total program visibility, ensures purchasing and policy consistency across the organization and gives you complete control over program spend.

INSTALLATION MATERIALS

Get the installation materials and consumables you need to get the job done when and where you need them from the Gear Experts you trust.

Feature Story

12 Tower Family Foundation Celebrates 10 Years of Caring



In Every Issue

- 6** Chairman's Corner
- 8** Executive Insights
- 10** Dates to Remember
- 20 & 22** Trade Talks
- 32** OSHA Details
- 37** Safety & Education Material Highlight
- 38** NATE IN ACTION
- 42** Speaking of Safety
- 48** D.C. Download -
Powered by Fixed Gear Strategies
- 52** Legal
- 57** Member Anniversary Recognition
- 63** Member Benefit Highlight
- 66** Wireless Industry Network (WIN)
- 73** Finance
- 76** Tailgate Safety Topic
- 78** What to Do in Case of an Accident
- 79** Product Showcase
- 80** Advertiser Listing/Classified Ads



Committees

- 23** Women of NATE (WON)
- 28** Trade Show
- 40** Member Services
- 44** Military of NATE
- 54** OSHA Relations
- 58** Safety & Education
- 60** Small Cell and DAS
- 64** Emerging Technologies
- 70** Workforce Development



Top left photo:
Founding Tower Family Foundation Donors Eric Steinmann and Don Evans at the 2014 launch reception.

Top right photo:
Tower Family Foundation 2014 launch press conference participants.

Bottom photo:
The Hawkins family being recognized at NATE UNITE 2024, pictured with the NATE Board of Directors.



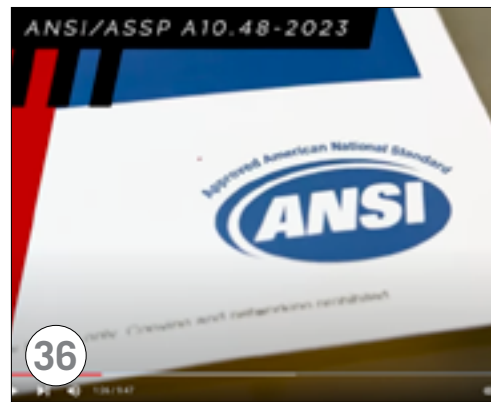
Features

- 15 Board of Directors Election Procedures
- 16 2024 Board of Directors Candidates
- 18 2024 NATE Summer Conference
- 26 U.S. New Tower Builds Continue
- 29 NATE UNITE 2025
- 33 PLANNING ADVISORY NOTICE:
Effective Application of TIA-5053-A - How Additional Mount
Classification Ratings Benefit the Industry
- 36 NATE Unveils Safety Video on Revised ANSI/ASSP A10.48-2023
Standard
- 50 NATE Congratulates the Graduates of the PPE for Telecom
Workers: Hazard ID, Selection, and Use Training Courses
that were Recently Hosted by the Association
- 56 NATE Welcomes Brian Bicknese as Director of Safety
& Education
- 62 NATE and Member Companies Crown Castle and JHC
Construction LLC Host California Congressman Jay Obernolte
on Tower Site Visit
- 65 NATE Releases Tower First Aid Video
- 67 Tower Family Foundation 2025 Golf Event
- 71 NATE Statement on AM Radio For Every Vehicle Act

Tower Times is a publication of NATE.

Editorial contributions will be handled with reasonable care. However, the publisher assumes no responsibility for the return of unsolicited photographs or manuscripts. Neither *Tower Times*, NATE, or its third party content providers shall be liable for any errors or inaccuracies contained within *Tower Times* or for any accidents of any kind that may occur from the use of published data or from recommendations by its writers. The opinions, conclusions, and recommendations expressed herein are those of the authors and do not necessarily reflect the policy of *Tower Times* or NATE. Reproduction of text and illustrations is not allowed without express written permission.

©2024 NATE



Over the last 30 years our industry has evolved. Some of these changes have been for the better and some have been for the worse, if you are a contractor or supplier. Many of our customers have evolved from a construction company mindset of building out the networks, to what is now an operating company style of management as the networks and infrastructure matures.

Many years ago, work was mostly relationship built, with the higher skilled companies having an advantage to complete large portions of the work, typically in local or regional markets.

The regions had managers that knew what it would take to get the jobs done and managed accordingly.

That has now changed to out-of-market or out-of-country purchasing departments that dictate pricing and contracts on a nationwide basis. Anyone that has knowledge of working around the country understands that material, lodging, supplies, labor, and cost of living change drastically throughout the country and implying that one price fits all just lacks basic understanding.

The same applies to contracts and MSA's. Over time they have become more one sided. We have all heard the phrase, "Well, everyone else signed it." It is important to understand the wording in the contracts and the exposure that you are insuring against. When contracts have wording that makes you responsible for "any and all," or "regardless of negligence," phrases, you need to be aware that all risk, regardless of who may be negligent, is now in your court.

Other phrases that have been frequent in recent contracts are:

- Limiting liability exposure to the value of the purchase order.
- Indemnity exhaustion, which means you personally are responsible beyond the limits of your policy.
- You acknowledge that you will sign up for any third party vendor they may require. This is without definition of who or how much it will cost.

Each of us manages our own companies in ways that we feel best and have our own tolerance for risks and rewards of each agreement and the value of that customer.

I am not offering legal advice, but please take the time to read these agreements and ask questions. ●



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

ICE KRACKERS® The Solution Since 1979

NEED ICE DAMAGE PROTECTION FOR YOUR TOWER?

With the higher levels of atmospheric moisture, we may have very high snow and ice levels this year. Be prepared with **Ice Krackers®**.

Protect your tower site investment by protecting your anchor hardware and dampers with an inexpensive **Ice Kracker**.

Ice Krackers are galvanized and supplied with all mounting hardware and can be installed within minutes.

The average cost for equipping **Ice Krackers** at the tower is about \$500.

Email: icecrackers@comcast.net
Website: icecrackers.com
Phone: 217-622-0285

PREPAID EXPENSE CARD

Elevate your workforce:

Instant access to per diem, anywhere, anytime.

The CommercePayments® Prepaid Expense Card is a reloadable Visa® card that eliminates envelopes of cash, out-of-pocket expenses and employee reimbursements.

Your technicians will have the funds they need for food, lodging, fuel, and more.

With the Prepaid Expense Card, you can:

- Replace cash and reimbursements.
- Get per diem payments directly to employees without needing to factor it into their paycheck.
- Instant issue cards to new employees and replace lost or stolen cards.
- Get support of a dedicated account specialist to help with onboarding, training and questions about your program.
- Leverage our digital issuance option, offering instant card credentials directly to your employees' mobile devices.

Commerce Bank has been helping customers with payment challenges for nearly 160 years. And with the CommercePayments® Prepaid Expense Card, per diem has never been easier.

CommercePayments®

CommercePayments® solutions are provided by Commerce Bank.

866.946.3017

commercebank.com/expensecard

prepaidexpense@commercebank.com

“The Prepaid Expense Card program has been the best change we have made... I am so happy and relieved we made the switch.”

Renee Greunke, Office Manager,
Capital Tower & Communications, Inc.



Thank You for Renewing Your Membership

By Todd Schlekeway

I want to personally thank all the companies who renewed their membership in the Association for another year. On behalf of the NATE Staff and Board of Directors, we appreciate your loyalty, membership, and participation in the Association and look forward to continuing to collaborate with your respective companies to elevate our industry in the ever-evolving marketplace we are operating in. Simply put, we do not take your membership for granted and are committed to providing great benefits and value to our member companies.

Download the NATE Mobile App Today

Speaking of membership benefits, I want to encourage all NATE member company employers and employees to download the NATE Mobile App today! Many of your favorite member benefits are available at your fingertips through the NATE App.

These benefits include direct access to NATE's best in class safety resources, the ability to post jobs on the NATE TelecomJobsConnect.com portal, direct reference of the Association's comprehensive membership directory, information on events, and industry news.

The Association is working diligently to get more employees of member companies to download the NATE Mobile App (searchable in your smartphone's App Store) and create a member log-in profile (at NATE's Membership Portal here: <https://members.natehome.com/NATE/NATE/Member-Services/Member-Services.aspx>) so that more of our content can be accessed in real-time from anywhere.

If you have questions regarding accessing/utilizing the NATE Mobile App and creating your unique member profile and log-in information, please contact NATE Member Services Manager, Jill Rethke, at jill@natehome.com. Jill will walk your company and employees through the entire process.

Upcoming NATE National C-Suite Meeting Tour

NATE's leadership embarks on a national C-Suite tour annually to meet with top executives representing the leading wireless carrier and vertical realtor/tower owner companies at their respective corporate headquarters. NATE's Executive Board Members and I plan to traverse the country during designated weeks in November of 2024 and January of 2025 to provide an update to corporate executives (from a contractor's perspective) directly from the "field" and highlight the various marketplace opportunities and challenges (such as pricing pressures/payment terms etc.), industry workforce development initiatives, and safety-related trends that will lend additional perspective and value to the industry's top executives representing the major customers of wireless contractors.

It is a goal for NATE to be a strong voice for our contractor community at these C-Suite level meetings. Before these meetings, NATE wants to hear from our contractor members on what information/messaging you want us to convey based on your experiences with your customers over the course of the last year. Feel free to e-mail me directly at todd@natehome.com with any thoughts you may have to lend that we may be able to incorporate into our C-Suite Tour meetings messaging and related "asks."

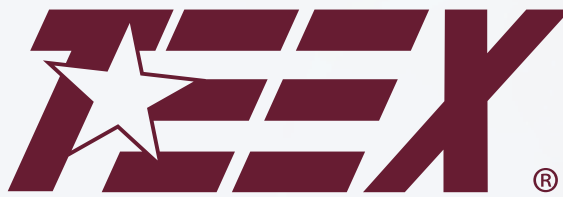
Here is to a great Q4!

All in, always!



Todd Schlekeway
is the President
& CEO of NATE.
He can be reached
at 605-882-5865.

Train with
TEXAS A&M ENGINEERING



EXTENSION SERVICE

ELEVATE YOUR EXCELLENCE

TEEX.org/program/tower-technician

Start your elevated
career with training
in cell tower technician
and tower rescue.



UAS Summit & Expo

October 8 - 9, 2024
Grand Forks, ND

2024 Mobile World Congress Americas

October 8 - 10, 2024
Las Vegas, NV

Broadband Nation Expo 2024

October 9 - 11, 2024
Washington, DC

Missouri/Kansas Wireless Association (MoKan) Mix and Mingle and Charity Golf Tournament

Mix and Mingle: October 9, 2024
Golf Tournament: October 10, 2024
Wentzville, MO

NATE WIN Great Plains Regional Conference

October 9, 2024
Kansas City, KS

Texas State Wireless Association (TXWA) Fall Networking Social and Charity Golf Tournament

Networking Social: October 9, 2024
Golf Tournament: October 10, 2024
Austin, TX

Virginia Wireless Association (VAWA) Networking Social and Golf Tournament

Networking Social: October 9, 2024
Golf Tournament: October 10, 2024
Williamsburg, VA

Music Movement 13th Annual West Coast Reception and Golf Tournament

October 9 - 10, 2024
Dana Point, CA

2024 WISPAPALOOZA

October 14 - 17, 2024
Las Vegas, NV

2024 Wireless History Foundation Hall of Fame Event

October 15, 2024
Washington, D.C.

Georgia Wireless Association (GWA) Mixer and Golf Tournament

Mixer: October 14, 2024
Golf Tournament: October 15, 2024
Braselton, GA

San Diego Test Equipment Symposium (SDTES)

October 15, 2024
San Diego, CA

Arkansas/Oklahoma Wireless Association (AOWA) Charity Golf and Poker Tournament

Poker Tournament / Social: October 23, 2024
Golf Tournament: October 24, 2024
Catoosa, OK

California Wireless Association (CALWA) Annual SoCal Charity Golf Tournament

October 24, 2024
Mission Viejo, CA

Offshore WINDPOWER Conference & Exhibition

October 28 - 30, 2024
Atlantic City, NJ

New York State Wireless Association (NYSWA) Wireless Forum

October 28, 2024
New York, NY

Z359 Meeting

October 29 - 31, 2024
More information coming soon.

Broadband Communities Summit West

October 30 - 31, 2024
San Diego, CA

PWA West Clay Shoot

October 31, 2024
Champion, PA

Mississippi Wireless Association (MWA) Golf Tournament and Networking Social

Networking Social: November 6, 2024
Golf Tournament: November 7, 2024
Saucier, MS

Regional Fiber Connect

November 7, 2024
Albuquerque, NM

Radio Club of America Technical Symposium and Awards Banquet

November 23, 2024
New York, NY

TowerXchange Meetup Asia 2024

November 26 - 27, 2024
Shangri-La, Kuala Lumpur, Malaysia

36th FCBA Annual Dinner

December 3, 2024
Washington, DC

Wisconsin Wireless Association (WiWA) Holiday Social

December 3, 2024
Lake Geneva, WI

Florida Wireless Association (FWA) Golf Social and Tournament

Networking Social: December 11, 2024
Golf Tournament: December 12, 2024
 Champions Gate, FL

Arizona Wireless Association (AZWA) Winter Wonderland Holiday Party

December 12, 2024
 Scottsdale, AZ

Carolinas Wireless Association (CWA) Annual Holiday Social

December 12, 2024
 Raleigh, NC

Texas State Wireless Association (TXWA) Holiday Party

December 12, 2024
 Flower Mound, TX

OCTOBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

DECEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



Please visit the **Upcoming Events Calendar** on the NATE website at natehome.com/nate-newsroom/upcoming-events/ for a comprehensive listing of industry events.



50+ years of experience all in one place.

Thousands of successful projects for all the major carriers mean Newkirk Electric has the experience to back up their high quality service and safety record. In-house civil, electrical, and tower crews mean no guessing when it comes to efficiency. Fully trained crews equipped with the latest PIM, Fiber and Sweep testing equipment mean no waiting to finish the site. Choosing Newkirk Electric means you get a team of dedicated professionals — all devoted to your project's success.



For more information email wireless@newkirk-electric.com or call 231-722-1691.



Tower Family Foundation Celebrates 10 Years of Caring

By J. Sharpe Smith



Tower Family
FOUNDATION

2014-2024

Reaching out to someone who is experiencing one of their darkest moments can provide a beacon of hope and maybe even a path forward for them and their families.

Ten years ago, representatives of the Clear Talk Family of Companies and Fletcher, Heald & Hildreth, PLC came to NATE: The Communications Infrastructure Contractors Association, with an idea to do just that. They wanted to provide financial assistance to communications infrastructure workers and their family members in the aftermath of job-related accidents or fatalities. The need was top of mind in 2014, a year when the tower industry saw 10 fatalities.

On September 10, 2014, at CTIA's "Super Mobility Week" in Las Vegas, Nevada, the Tower Industry Family Support Charitable Foundation was launched. This September, the Tower Family Foundation celebrated a decade of providing more than \$1.7 million in direct financial assistance and scholarships to affected industry workers and families, positively impacting 186 benefactors.

"It is amazing to look back at the profound impact the Tower Family Foundation has had on so many people in just a decade of existence," said Jim Tracy, President of the Foundation.

Tracy continued, "The Tower Family Foundation's success in fulfilling our mission statement is also a testament to the many companies and individuals throughout the industry who have stepped up and supported the cause through financial contributions and volunteer service."

Serving the Tower Family Foundation has been a most gratifying experience for Victor Drouin, who currently serves as the Chairman of NATE and on the Tower Family Foundation Board of Directors. Drouin, who heads up Green Mountain Communications, Inc. was one of the original Board and Advisory Committee members and helped write the bylaws and policies that govern the non-profit organization.

The tower industry quickly got behind the Tower Family Foundation. Several companies joined

NATE, Clear Talk and Fletcher, Heald & Hildreth as founding donors, including Crown Castle, AT&T, Busch Law Firm PLLC, MUTI – Sabre Industries Telecom Services, Train's Towers, Inc., Legacy Towers, SBA Communications Corporation, Sprint, Green Mountain Communications, Inc., Anritsu Company, JMA Wireless, the Verizon Foundation, Centerline Solutions, VIKOR, Flash Technology, Tower Systems, Partner Telecom Services, T-Mobile, and Viavi Solutions, Inc.

Since then, there have been numerous individual donors, and wireless associations have held events, collectively contributing hundreds of thousands of dollars for the Tower Family Foundation, hosting golf events, clay shooting outings, and through networking events.

Pete Hagstrom, who is VP of Procurement for Viking Maintenance and is on the Nebraska/Iowa Wireless Association (NE/IA) Wireless Association Board of Directors, experienced the Tower Family Foundation not long after Viking Maintenance was purchased and moved from Janesville, Wisconsin, to Hiawatha, Iowa in 2016. Viking Maintenance had a climber fall from a tower and the Tower Family Foundation responded within a week with a check to help the family out with bills and food.

"I refer to the Tower Family Foundation as the first responder of financial aid," Hagstrom said. "I was blown away with how quickly this organization came through and was able to help support the wife and son of the fallen climber."

Hagstrom was so impressed that he began raising awareness and raising funds for the Tower Family Foundation by speaking at wireless association meetings and assisting with fundraising through a golf event. "I feel very blessed and honored to be around such great individuals that want to give back to help these families of tower workers," Hagstrom said.

Funding the Recoveries of Tower Industry Employees

Since the Tower Family Foundation began, the tower industry has become much safer through initiatives led by NATE and other telecom organizations. Fatalities have dropped and more claims are being funded by the Foundation for work-related injuries or health issues, such as heat stroke or even car accidents that occur

(CONTINUED ON NEXT PAGE)



J. Sharpe Smith is a freelance journalist with more than 30 years of experience covering telecommunications. He can be reached at Editorial a la Carte, 515-745-9710.

while driving to a job. Also, recipients have expanded to workers involved in ancillary jobs, such as site acquisition and engineering.

“We are able to actually help more people in tower-related jobs by giving them bridge funding to make sure that they can recover and get back on their way,” Drouin said.

Early in June this year, a tower employee with JHC Construction LLC, Lake Elsinore, California, fell 23 feet and received life threatening injuries. Subsequently, a letter was sent to the Tower Family Foundation explaining that the man, who spent weeks in a hospital’s intensive care unit, was the sole provider for three children and needed financial help, according to Kelly Holliday, Director of JHC Construction.

Several people from the Tower Family Foundation reviewed the accident and, “within a blink of an eye,” Holliday said, they were “coordinating, collaborating, and getting financial support” to the employee. The money helped with his hospital bills, rent, and utility bills. There was even enough to pay for hotel bills so his family could be close to him and visit as he convalesced in the hospital.

“The Tower Family Foundation took a weight off their shoulders,” Holliday said. “It offered peace of mind, allowing them to focus on recovery without the crushing burden of financial worry.”

The Tower Family Foundation maintains a presence in the dependents’ lives of those who have been injured or deceased on the job. Dependents may apply for a Tower Industry Family Support Charitable Foundation Scholarship, valued at up to \$5,000 per year for full-time students and up to \$2,500 per year for part-time students. They are renewable annually for up to four years for full-time students and six years for part-time students.

“The Foundation provided support to help my mom raise me and my brother after my dad passed away, and this has been one of the best support systems I have ever been a part of,” said Kristen Hawkins, Tower Family Foundation Scholarship Recipient.

Beyond the Accident

“A check written by the Tower Family

Foundation means more than monetary relief to the family. It is a symbol that other people are all looking out for them, people that are complete strangers,” Holliday noted.

“The families of the workers are reminded that they are part of a larger, caring community,” Holliday said. “For those facing unexpected hardships, these acts of generosity can be transformative. The recipients are reminded that they’re not alone in their struggles.”

In fact, it goes beyond the family. When the Tower Family Foundation helps one family weather a storm, a powerful message is sent to the entire community within the tower industry that it stands together ready to support each other through life’s challenges.

“The impact of these contributions goes beyond the immediate recipients,” Holliday said. “They strengthen the fabric of our entire community, fostering a culture of care and mutual support.”

The key word in the name of the organization is “Family,” according to Hagstrom, because it defines how members of the tower industry treat each other.

“Whether it is a fellow colleague, another contractor, or a competitor in the industry, at the end of the day, we are all family,” he said. “We all want to make sure everybody comes home safe, and if they don’t, we want to help them out.” ●

MAXIMIZE ENERGY EFFICIENCY
At Tower Sites With Direct Air Cooling

RF Industries' next-gen Direct Air Cooling (DAC) systems use highly filtered ambient air and site controlling capabilities to reliably cool equipment spaces in a far more energy-efficient and environmentally friendly way than traditional HVAC ecosystems.

- ✓ Massively reduce electricity consumption
- ✓ Earn green rewards
- ✓ Achieve sustainability targets

RFI | Powered by schrofftech

Check out our Savings Model Infographic:
www.rfindustries.com/thermal-cooling-solutions

Board of Directors Election Procedures

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

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

2025 Board of Directors Candidates



Jessica Cobb
CEO
MDTS
Ortonville, Michigan

My name is Jessica Cobb and for the past five years I have proudly served on the NATE Board of Directors. My company, MDTS, resembles the majority of front-line contractors keeping our nation connected - a small business with an enormous impact. From automotive to manufacturing, education to healthcare and everything in-between, communications infrastructure is the foundation of society – and the skilled trades technicians we employ are the glue.

As a small business owner, continuous improvement (people, processes, and production) and finding solutions that address both immediate needs and support long-term success are highly important to me. I understand the commitment, sacrifice, and resiliency required to keep operations afloat because I exercise them daily. I know that the type of true collaboration which sparks improvement

and growth requires open discussion and honest, well-intentioned feedback. Now, more than ever, it is crucial that we continue to discuss pressing and impactful issues with transparency – and I remain steadfast in my dedication to representing contractors and front-line deployment personnel with authenticity.

I have participated in many capacities throughout the NATE organization such as serving on the Member Services Committee, Women of NATE (WON) Committee, Military of NATE Committee, and the Industry Affairs Council; as a NATE UNITE educational session speaker and a member of the Wireless Industry Network (WIN) Speakers Bureau; as team lead for the WON Today Newsletter; and as a representative for industry advocacy in D.C. and beyond. When you vote for me, you can do so with confidence knowing that I approach each opportunity from a well-rounded perspective with intent to make contributions and decisions that best support the health of the entire industry ecosystem.

It has been an honor to serve on the NATE Board of Directors and I look forward to continuing to represent NATE member companies through the 2025–2028 term. I appreciate your vote. ●



Kevin Dougherty
President
MILLENNIA CONTRACTING, INC.
New Castle, Delaware

I am the owner and President of MILLENNIA CONTRACTING INC. located in New Castle, Delaware. MILLENNIA is a telecommunication infrastructure contractor licensed, registered and working throughout the Mid-Atlantic region. As you are all aware, the last year or so has been difficult for many of us in our industry. My company has faced the same concerns and issues as others in our field. I have decided to run again for the Board of Directors because I believe that now, more than ever, we need some consistency on our Board to keep the initiatives we have been working on moving forward.

As part of NATE’s Executive Committee, I have been involved in our yearly C-Suite visits with carriers and tower owners in an effort to bridge the gap between them and

our contractors and work towards a relationship that includes a better understanding of what each side considers important and how we as an industry can work together to meet our goals fairly.

Although there is still more to do, NATE has put a lot of time and effort into workforce development. We now have a consultant who has been working with schools and community colleges in an effort to get classroom training for those interested in joining our field. As part of this push toward workforce development, I was the Board Oversight for the development of the documentary, *Vertical Freedom*, which highlighted the lives of six tower technicians.

As an OSHA Relations Committee member, I have seen the importance of having a working relationship between our industry and OSHA and the hard work of the committee members that have gone into establishing this relationship. Since I’ve been on the Board, NATE has formed the NATE-OSHA-FCC Strategic Partnership which is aimed at helping our contractors keep their workers safe from injury.

It has been my honor to serve the members of NATE, and I hope that I can continue to do so. ●



Bryan Lee
President

**Lee Antenna
& Line Service, Inc.**
Hellertown, Pennsylvania

My name is Bryan Lee, and I bring over 30 years of experience in the tower industry, as well as having been a NATE member for 25 years. I am currently in my thirteenth year serving as a NATE Board member and my fourteenth year on NATE's Safety & Education Committee. I am also a member of the NATE SEMC Committee and serve as Board Oversight. I am an authorized OSHA 10 and 30 Hour construction outreach trainer. This ongoing commitment stems from passion to ensure that everyone working on any communication site has the equipment and training to do it safely.

I started my career as a tower technician for a small tower company in the Midwest. During this time, I gained experience

erecting guyed towers, self-supporting towers and monopoles, construction and maintenance of radio, TV, microwave, cellular, two-way, and performed tower inspections. With a focus on safety, my wife Andy and I started Lee Antenna & Line Service Inc. in 1997.

In my capacity as President of LALSI, I continue to work in the field and on the tower, feeling that in order to lead the industry in safety and quality, it is best done with hands-on application. Since its inception, the company has grown from a two-employee antenna and line service company to a respected general tower contractor that has a reputation for excellence. I am committed to upholding my company's founding principles, always delivering personal service, uncompromising quality, and above all else, safety.

After 13 years on the Board of Directors, I feel that I bring a unique perspective to NATE leadership. I would like the opportunity to continue to serve the NATE membership by continuing my steadfast devotion to safety, quality, and integrity for this ever changing industry. ●



Tommy Lewis
CEO

Hayden Tower Service
Topeka, Kansas

I have served on the NATE Member Services Committee for 14 years. Throughout that time, I have built and led a team of committee members to implement NATE Regional Conferences in Kankakee, Grapevine, and Boston to promote higher educational opportunities and strengthen local relationships which is known as NATE WIN today. I am in my fourth year as Chairman of the Tower Family Foundation Golf Committee and believe in the importance of volunteering and giving back to the industry that has grown my career and company.

I have been in the telecommunications industry since 2010, and commercial construction for over 20 years. Prior to joining Hayden Tower Service in 2010, I worked

in the field as a carpenter and ironworker for commercial building projects until I received a degree in Construction Science & Management from Kansas State University. Working my way through Hayden's Tower Erection, Tower Maintenance, Site Civil, and Horizontal Directional Drilling divisions, I remain involved with oversight of these operations in addition to leading our corporate development.

Running a small business, I face the industry's shared challenges firsthand and believe it is important that our leadership continues to communicate and improve the working environment for contractors, our association members, and industry as a whole. The value NATE brings to our members is important to me, especially around the core focus of making sure our workforce goes home safe every night.

I consider myself very fortunate to be part of NATE, and am excited for the opportunity to continue the legacy that our founding members and so many have built with an intent to faithfully serve as one of your next board of directors. Thank you for your consideration. ●

THE FUTURE IS NOW

• SAFETY • STANDARDS • EDUCATION

NATE
THE COMMUNICATIONS INFRASTRUCTURE CONTRACTORS ASSOCIATION

NATEHOME.COM

2024 NATE Summer Conference

The 2024 NATE Summer Conference was held at the Hyatt Regency Louisville in Louisville, Kentucky on August 6-8, 2024.

The Summer Conference was an opportunity for the NATE Committees to plan the future of NATE and NATE events, as well as network with friends and colleagues in the industry. The Summer Conference consisted of meetings of the Board of Directors, OSHA Relations Committee, NATE-OSHA-FCC Strategic Partnership, Member Services Committee, Safety & Education Committee, Trade Show Committee, Safety Equipment Manufacturer Ad Hoc Committee (SEMC), Women of NATE Ad Hoc Committee (WON), and the Workforce Development Ad Hoc Committee.

A Susan Harwood Grant PPE for Telecom Workers: Hazard ID, Selection, and Use Training Course was also held.



NATE BOARD OF DIRECTORS



NATE-OSHA-FCC STRATEGIC PARTNERSHIP



MEMBER SERVICES COMMITTEE



SEMC COMMITTEE



WORKFORCE DEVELOPMENT COMMITTEE



WOMEN OF NATE COMMITTEE

NATE appreciates the generous support from the Summer Conference Sponsor:



OSHA RELATIONS COMMITTEE



TRADE SHOW COMMITTEE



SAFETY & EDUCATION COMMITTEE



AMAZING OPPORTUNITIES.
IN-DEMAND SKILLS.
EPIC CAREERS.



LAKE AREA
TECH COLLEGE

The start of something you.



Now offering

5G

Level I & II

Telecommunication Tower Technician
APPRENTICESHIPS
in partnership with Tower Systems, Inc.



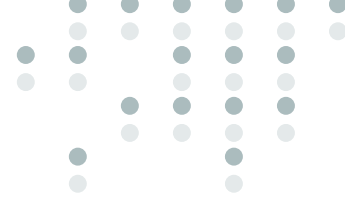
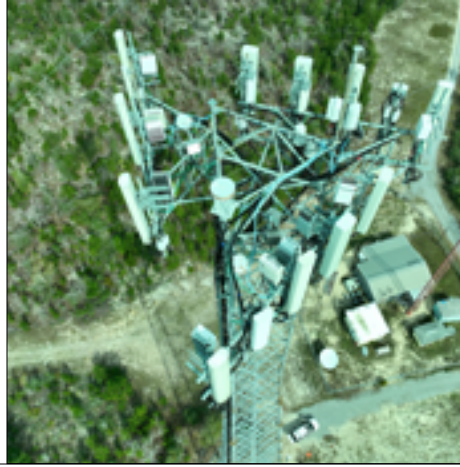
Watertown, SD

lakeareatech.edu

31

CAREER PROGRAMS
JOB PLACEMENT

99%



Dan Ausley

Owner / Founder

*Southeast Drone Technologies
Tallahassee, Florida*

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

8 years.

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

My background is commercial real estate and I have also been involved in telecom for 30 years. First in site acquisition then as a tower developer and owner. From the real estate side, I purchased a drone when they first came out to take photos of properties instead of hiring airplanes and helicopters. It did not take long for me to realize there were so many other uses for the technology. I researched telecom and drones and saw how drones were being used for cell tower inspections. I put the two together and in 2016 started Southeast Drone Technologies to perform cell tower inspections for telecom clients.

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

I usually start out by checking the status of current projects and making sure pilots have what they need to get sites captured. Then I speak to clients about new projects and opportunities. Based on client conversations I will look at upcoming projects and work on logistics to have a successful project. Then wind the day down at home when I am not travelling and check on my daughters wherever in the world they may be.

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

Seeing the success of a project and teaching new pilots how to capture a site whether it be a cell tower, rooftop, or construction site. There is a lot of satisfaction in completing difficult assignments.

➔ **Do you have a personal mission statement?** Have fun and enjoy what you do, treat everyone with the kindness and respect you would expect from others.

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

The success and growth of the company and ability to adapt as the technology changes. Telecom is a moving target and as the technology has changed our capture methods have improved to provide better data to our clients.

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

Making sure pilots are able to complete their assignments on time, factor in weather and other environmental factors that can quickly delay a project.

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

I would like to see standardization of drone capture methods and affordable alternate UAS platforms to complete missions.

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

Data upload and review times. Our datasets are typically very large, a quicker more efficient upload process could save time every day.

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

Continued growth and adaption of UAS for all infrastructure projects and inspections for Energy, Transportation, Utilities, and Water.

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

Listen carefully to others who can help you learn more and never be afraid to ask questions. Take advantage of any opportunity to learn and advance.

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

Optimistic, persistent, and family.



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

Live on a boat and travel around the Caribbean with my beautiful bride, Kelley. We might invite the kids too.

➔ **Do you have a hobby/hobbies?**

I enjoy hunting with my dad and spending time on the water with my wife and three daughters.

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

I enjoy meeting new people and not afraid to talk to anyone, so if you see me coming, be prepared! ●



Driving safety with the help of AI/ML

We operate in a fast-paced industry, but risking safety is never negotiable

The riskiest aspect of a site deployment process is the work at height. Nokia is constantly developing innovative ways to reduce the amount of site visits and related risks.

Digital Site Twin helps reduce site visits by two-thirds

A Digital Site Twin is an accurate digital replica of a physical site. The site engineers can visit the 3D model remotely anytime, anywhere and do planning and inspections remotely.

Through this approach, we have reduced site visits by two-thirds, not only saving time and costs but also eliminating the need to work at height in these instances.

Towards zero incidents with new AI/ML innovations

Nokia is developing a pre-warning system that leverages live hazard recognition using a real-time camera stream. It can monitor and analyze the on-site activities using AI/ML and alert the personnel about any recognized dangers as the work progresses.

Our approach is clear:
Every life counts,
and everyone goes home
safely at the end of the day



Visit [Nokia Deployment services webpage](#) to learn more.

NOKIA



Natalie Evans

Industry Solution Director

Oracle NetSuite

Toronto, ON, Canada

➔ How long have you worked at your company?

6 ½ years.

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

I used the software, NetSuite, at several different organizations and really liked the way I was able to do functions from sales, to invoicing, to procurement, and reporting all in a single system. When an opportunity came up to join NetSuite, I jumped at the chance. I haven't looked back and have loved every minute.

➔ What does your typical day entail?

Get up and get myself ready, then fight with my 8-year-old to get him up and ready, get him to eat something and take him to school. Each day at work looks very different from the next. Some days I'm on Zoom calls with potential customers and/or existing customers all day. Other days I'm talking to potential partners or building marketing and/or enablement content.

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

I like that it's varied and different all the time. And I love working with prospects, customers, and partners to bring the best solution to the market. We get to be a small part of our customers' success and that's very satisfying.

➔ What accomplishment are you most proud of?

Not really an accomplishment, but I'm most proud of my son. He's always telling us about some engineering marvel and how it works. Second, I would say that our company has a very warm, family-like culture. We take care of each other. We make sure each other is alright, and we like hanging out with each other.

➔ What is a stressful part of your job?

The constant change; even though that's part of what I love, it can be stressful too.

➔ What is an issue you would like resolved?

My dad has Parkinson's. Parkinson's is a progressive disorder that affects the nervous system and the parts of the body controlled by the nerves. I work with an organization raising money for Parkinson's research. The money we raise is used for research for both living well with the disease and to find a cure. As we live longer neurodegenerative diseases are on the rise. I'd love to see a cure.

➔ Do you have a personal mission statement?

Don't be afraid of change and try. Everyday life changes. If we don't embrace it, we'll never know what amazing things we might have missed out on.

➔ What is one thing you would like to improve?

I'm working hard to expand our partnerships in the telecom / communications space. It is a relatively new focus for us. And while we've been able to bring in some really key partners in the areas of billing, construction, and associations there are many more out there we'd like to work with.

➔ What are your hopes for the industry?

That we continue to grow and change to meet our customers' needs.

➔ What advice would you give to new hires?

Find a mentor both within the organization and outside. You need someone who can help you negotiate the internal workings of the company and someone with a fresh perspective.



➔ What three words describe you best?

Tall (I'm 6'), resilient, and honest.

➔ What is something on your bucket list?

I want to visit every Canadian province and territory. It's expensive to travel around Canada, so most Canadians have traveled more outside the country than within. I've been to nine provinces. One province and three territories to go!

➔ Do you have a hobby/hobbies?

My family and I go camping every year for the Canada Day long weekend. We've visited many different campgrounds around Ontario. We also like hiking, skating, and tobogganing. Then we come home, drink hot chocolate, and watch funny movies. ●

Empowering Women: Highlights from the 2024 Women’s Leadership Summit

By Erin Smith



On September 19, 2024, the Hilton San Diego Mission Valley in San Diego, California, hosted an inspiring event that brought together some of the most influential and visionary women leaders from various sectors. The Women’s Leadership Summit, a hallmark event by Women of NATE, aimed to turn ambition into reality, foster purpose-driven leadership, and reimagine communities while uplifting others.

The Summit commenced with a warm welcome from Women of NATE chairwoman Andy Lee, setting a tone of collaboration and empowerment. This was followed by impactful opening remarks from Leticia Latino Van Splunteren, CEO of NEPTUNO USA, Corp, who underscored the importance of inclusive leadership and the role of women in shaping the future.

One of the highlights of the event was a networking session titled “Excelling Through Connections,” led by Noelia Cordero of Nokia, who was an event sponsor. This session focused on the importance of building meaningful connections and leveraging networks for personal and professional growth.

Throughout the day, attendees participated in a series of engaging sessions designed to delve into various aspects of leadership:

- Session 1: **Who are YOU as a Leader?**
- Session 2: **Bridging Gaps: Empathy in the Workplace**
- Session 3: **Intercepting Intimidation at Work**
- Session 4: **Plan, React, and Defend: Safety and Self-Defense**
- Session 5: **Empower HER**

The Summit concluded with closing remarks from Leadership Summit Task Team Co-chairs Diane Mueller of CITCA LLC and myself, who reflected on the day’s discussions and the collective impact of the event.

The day ended with a delightful networking reception on the terrace, allowing attendees to further connect and celebrate the success of the Summit.

The event not only provided valuable insights and connections but also reinforced the power of women supporting women in creating transformative change.

In addition to the enriching sessions, participants had the opportunity to engage in a Day of Giving, contributing their time to volunteer at Father Joe’s Villages. Attendees served breakfast and lunch, and assisted in the warehouse, demonstrating their commitment to giving back to the San Diego community.

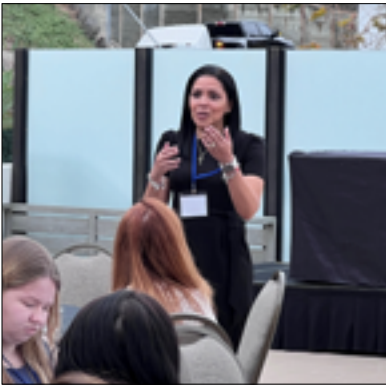
The 2024 Women’s Leadership Summit was a testament to the strength and potential of women leaders, showcasing their ability to drive change, make connections, and ensure that women continue to rise to their highest potential while lifting others along the way. See pages 24-25 for the highlights.

Watch for information on the 2025 Women’s Leadership Summit which will be held in Baltimore, Maryland, on September 18, 2025.



Erin Smith is the Regional Director of CSR – Collective Strategic Resources and serves on the Women of NATE Committee. She can be reached at 614-620-3368.





U.S. New Tower Builds Continue

By John Celentano



John Celentano is the Managing Director of *Inside Towers Intelligence* and hosts the podcast *Tower Talks*. He can be reached at 443-900-0048.

The number of new towers being built in the U.S. continues at a steady pace. In the last 90 days covering the period from June 1 through August 31, 2024, there were 395 new towers across the country reported as ‘constructed.’ This means that construction of the tower was completed in the period and the structure is ready to accept radio and antenna installations. It takes a lead time of months to complete a tower build for local permitting and approvals, design, fabrication and construction, and registration. The tally does not include towers that are currently ‘in development’ and not yet registered as ‘constructed.’

This information is sourced from the *Inside Towers* database that consists of updated FCC and FAA data of all registered towers, of all types, in the U.S. The database shows there are currently 233,564 structures among all ownership groups across the country.

Tower companies accounted for 233 or 59 percent of the new towers built during that 90-day period. Public tower companies, American Tower (NYSE: AMT) and SBA Communications (NASDAQ: SBAC), each built four towers while

the private tower companies built the remaining 225 sites.

Tillman Infrastructure was the most active private tower company in the period with 61 new towers constructed. Vertical Bridge, a Digital Bridge Group (NYSE: DBRG) portfolio company, followed with 44 towers built through seven different entities that the company owns. The one private tower company with double-digit additions was TowerCo with 17 towers. The other 42 private towercos that built one or more towers in the quarter included CitySwitch, Horvath Towers, TAG Towers, TowerCom, GSS, Harmoni Towers, and Vogue Towers.

Mobile network operators and other communications service providers were in on the action as well constructing 59 towers in the period. Verizon (NYSE: VZ) through several subsidiaries accounted for 35 sites. Of the national and large regional MNOs, UScellular (NYSE: USM) built nine towers, AT&T (NYSE: T) constructed five towers while T-Mobile (NASDAQ: TMUS) added just one tower. Nine other smaller regional CSPs each built one tower in the same period.

In the period, 22 state and local government agencies, ranging from the State of Ohio to the County of Frederick, MD, built 34 towers to support their respective departmental communications needs.

Thirteen electric, gas, and water utilities around the country built 18 towers to enhance wireless communications for their grid infrastructure along with some private network operations. Notable utilities include South Florida Water Management District, and Pacific Gas & Electric.

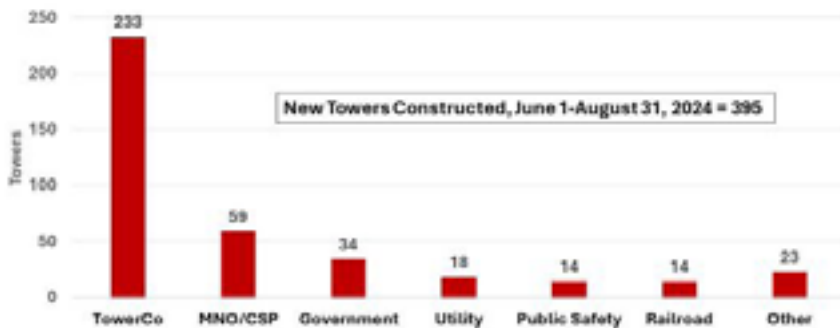
Twelve public safety agencies built 14 towers to enhance police, fire, and EMS communications and dispatch. These included agencies such as the State of Texas (DPS) and Cumberland County, PA Public Safety.

Three railroads added 14 towers to enhance their rail operations. Of the country's largest rail system operators, BNSF built 10 towers and Union Pacific added three sites. ●

Inside Towers
DIGITAL INFRASTRUCTURE NEWS

U.S. Towers, Constructed By User Group, Last 90 Days

Source: Inside Towers Database



© 2024 Inside Towers



Calling all NATE Member photography enthusiasts!

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

Please include the following with your photo:

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



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

NATE | 8 Second Street SE | Watertown, SD 57201 | Tel: 605-882-5865

Getting Trade Show Momentum: Invest in a Booth!

By Bruce Eades

As the telecom world buzzes with anticipation for the upcoming NATE UNITE Conference, companies from various industries are gearing up to make a significant impact. This event, slated for February 17-20, 2025 in Raleigh, North Carolina, promises to be a hub of innovation, networking, and growth. But how can exhibitors and attendees alike maximize their experience and create lasting momentum? Here are some key strategies to ensure you not only participate but also thrive at the trade show.

1. Set Clear Objectives

Before you even step foot on the trade show floor, it's crucial to define what success looks like for you. Are you aiming to generate leads, launch a new product, or build brand awareness? Having clear, measurable goals will guide your efforts and help you stay focused amidst the excitement.

2. Design an Eye-Catching Booth

First impressions matter. Your booth design should be visually appealing, inviting, and reflective of your brand identity. Use bold graphics, engaging displays, and interactive elements to draw attendees in. Remember, your booth is your stage, make sure it stands out.

3. Leverage Technology

Incorporate technology to enhance your booth experience and streamline your interactions. Utilize digital displays, virtual reality demos, and interactive touchscreens to showcase your products or services in a dynamic way. Additionally, consider using lead capture apps to efficiently collect and organize contact information from visitors. Also, use the NATE Mobile App; it is an easy way to stay on top of everything while enjoying the show.

4. Engage Through Storytelling

People are naturally drawn to stories. Craft a compelling narrative around your brand and offerings, and communicate it consistently through your visuals, presentations, and



conversations. Whether it's the story of how your product was developed or testimonials from satisfied customers, storytelling creates emotional connections and makes your brand memorable.

5. Offer Interactive Experiences

Trade shows are not just about showcasing products; they are about creating experiences. Plan interactive activities such as live demonstrations, hands-on workshops, or product trials.

By engaging attendees in a participatory way, you leave a lasting impression and provide them with a tangible sense of your value proposition.

6. Network Strategically

Networking is at the heart of any trade show. Take advantage of the event's networking opportunities to connect with industry peers, potential partners, and thought leaders. Attend workshops and panel discussions, participate in networking sessions, and don't hesitate to strike up conversations. Remember to bring plenty of business cards and follow up with new contacts post-event.

7. Promote Your Participation

Build momentum before the trade show by promoting your participation through your marketing. ●



Bruce Eades

is a member of the Trade Show Committee and is the President of USA Telecom Insurance Services in Gainesville, Georgia. He can be reached at 678-923-3336.

Join us in *Raleigh!*

Sponsors
AS OF 10-01-2024

NATE UNITE

30 YEARS

FEBRUARY 17-20, 2025 • RALEIGH, NC

EARLY BIRD
Registration
OPEN!

Register by
November 30, 2024
to save up to

\$270



natehome.com



Scan for NATE UNITE
sponsor, exhibit, advertising,
and registration opportunities.



REGISTRATION DESK



WOMEN NATE WON

Sponsors

5K FREEDOM



5K FUN RUN/WALK



5K COFFEE/BEVERAGE



EVENTS





Sponsor



Organizations who invest in NATE UNITE’s highly impactful and well-designed sponsorship opportunities can count on maximizing the intersection of NATE UNITE’s attendee demographic with their product, service, or brand. The benefits include qualified lead generation, heightened brand exposure, the opportunity to demonstrate leadership and value alignment within the industry, social and traditional media exposure, expanded audience reach, face to face connection and extraordinary networking opportunities. These benefits ultimately drive increased sales and brand credibility.

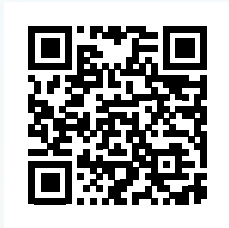


SPONSOR MAP YOUR SHOW INSTRUCTIONS

- Review the sponsorships that are available and select your preferred level. Some sponsorships are exclusive or have limited availability, so act quickly if one in particular fits your company best.
- NATE partners with Map Your Show for sponsorship registration.

Complete the Sponsorship Application/Contract in Map Your Show and submit with payment: bit.ly/NU25_Exh_Sponsor

- Sponsors will have the option to pay directly through Map Your Show or click “Bill Me” and NATE will email a payment link upon completion of the online form.
- Please email your company logo in an AI, EPS or SVG (vector) and JPEG or PNG format to shari@natehome.com.
- Questions? Please contact the NATE office at 605-882-5865.



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

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

Exhibit Space Fees

Exhibit Space Description	Full Conference Passes Included	Member Booth Rates	Non-Member Booth Rates
		Space Secured After July 1, 2024	Space Secured After July 1, 2024
10' x 10' Booth	4	\$4,170	\$8,340
10' x 20' Booth	6	\$7,830	\$15,660
10' x 30' Booth	8	\$11,700	\$23,400
20' x 20' Island Booth	10	\$14,820	\$29,640
20' x 30' Island Booth	14	\$21,590	\$43,180
20' x 40' Island Booth	20	\$28,400	\$56,800

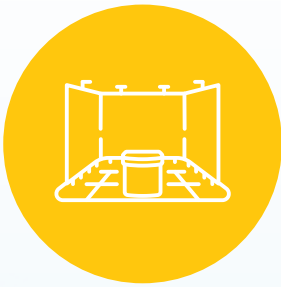


Exhibit Hall



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

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

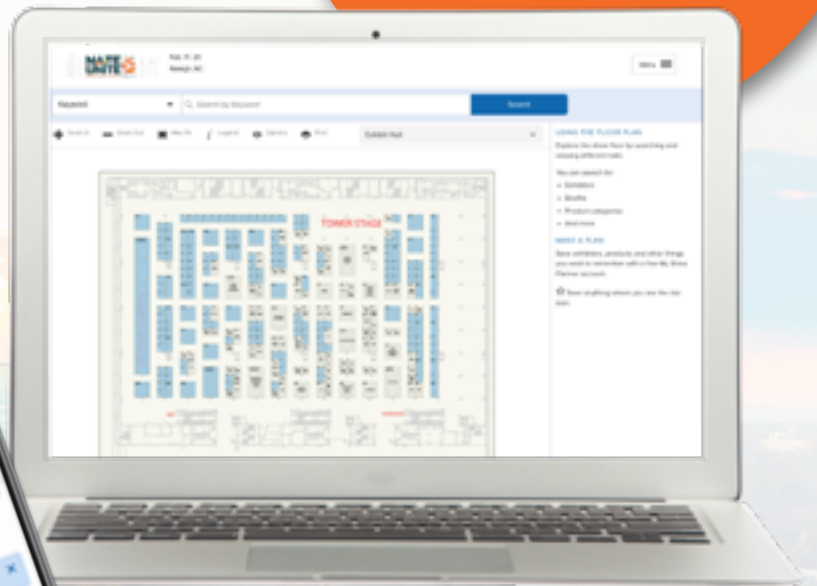
For information regarding NATE UNITE 2025 exhibitor opportunities, please contact NATE Events and Meetings Manager Shari Wirkus via email: shari@natehome.com or **605-882-5865**.

Exhibit Hall Hours

Tuesday, February 20
1:30 – 6:30 PM

Wednesday, February 21
1:30 – 6:00 PM

(reception held in the exhibit hall)



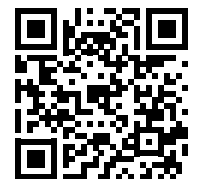
RESERVE YOUR SPACE

bit.ly/NU25_Exh_Sponsor



Please note:
Exhibitors **MUST** secure their booth space by December 31, 2024 to guarantee their company description will be included in the Show Guide.

Visit bit.ly/NATEMYSfloorplan or scan here to view the up to date NATE UNITE 2025 floorplan and list of exhibitors.



Welcome to OSHA's Fall Prevention Campaign

Falls Are the Leading Cause of Death In Construction

In 2020, there were 351 fatal falls to a lower level out of 1,008 construction fatalities (BLS data). These deaths are preventable.

Since 2012, OSHA has partnered with the National Institute for Occupational Safety and Health and National Occupational Research Agenda (NORA) - Construction Sector on the Fall Prevention Campaign to raise awareness among workers and employers about common fall hazards in construction, and how falls from ladders, scaffolds and roofs can be prevented.

PLAN Ahead to Get the Job Done Safely

When working from heights, employers must plan projects to ensure that the job is done safely. Begin by deciding how the job will be done, what tasks will be involved, and what safety equipment may be needed to complete each task.

When estimating the cost of a job, employers should include safety equipment, and plan to have all the necessary equipment and tools available at the construction site. For example, in a roofing job, think about all of the different fall hazards, such as holes or skylights and leading edges, then plan and select fall protection suitable to that work, such as personal fall arrest systems (PFAS).

PROVIDE the Right Equipment

Workers who are six feet or more above lower levels are at risk for serious injury or death if they should fall. To protect these workers, employers must provide fall protection and the right equipment for the job, including the right kinds of

ladders, scaffolds, and safety gear.

For roof work, if workers use personal fall arrest systems (PFAS), provide a harness for each worker who needs to tie off to the anchor. Make sure the PFAS fits, and regularly inspect it for safe use.

TRAIN Everyone to Use the Equipment Safely

Every worker should be trained on proper set-up and safe use of equipment they use on the job. Employers must train workers (www.osha.gov/stop-falls/plan-provide-train) in recognizing hazards on the job. See educational materials and resources page for posters, factsheets, and other training materials at www.osha.gov/stop-falls/educational-resources.

How to Contact

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

I worked construction for 10 years before my fall. It shattered my body and my livelihood.
Work safely. Use the right equipment.

FALLS FROM LADDERS, SCAFFOLDS AND ROOFS CAN BE PREVENTED!

PLAN ahead to get the job done safely.
PROVIDE the right equipment.
TRAIN everyone to use the equipment safely.
www.osha.gov/stopfalls/
 1-800-321-OSHA (6742) • TTY 1-877-889-5627

OSHA Occupational Safety and Health
www.osha.gov

CDC TOSH

U.S. Department of Labor

NIOSH 2012-141 / OSHA 3531-04 2012



PLANNING ADVISORY NOTICE

EFFECTIVE APPLICATION OF TIA-5053-A How Additional Mount Classification Ratings Benefit the Industry

TIA-5053-A, Mounting System Classification has been recognized as the preeminent standard for classifying both new and existing mounts, as well as normalizing mount information from manufacturers. This normalizing of information has benefited end users and contractors through the ability to compare and select mounts based on an understanding of the maximum capacity. It should also be noted that the 5053-A Standard provides benefits for contractors by promoting effective communication on mounts and their installation which, when utilized by a competent contractor, can improve the quality, safety, and efficiency of an installation.

The benefits of the 5053-A Standard may extend beyond the normal use case of maximum capacity for any site-specific location, especially since new mounts will very seldom be utilized at their maximum capacity.

Take for example the scenario introduced with ANSI/TIA-222-I Section 16.5.1 regarding Application of Forces to Structural Models. A new requirement in the 222-I Standard involves checking the interaction between the mount connection and the structure to determine if local effects from the mount connection have a potential negative effect on the structure at the proposed mounting location. To date, most manufacturers publish their largest or highest mount classification, which is an effort to describe the maximum capacity of the product when subjected to the loading conditions set forth in TIA-5053-A. The mount reactions that stem from the classification loading parameters are generally much higher than what are actually encountered in site-specific loading conditions. The end user may never load one of these classified mounts to its maximum capacity and the site-specific wind and/or

ice loading parameters are typically lower than what is considered in TIA-5053-A. This desire to convey the maximum capacity for the mount may lead to overly conservative mount to structure connection checks when the combination of equipment and environmental loadings are not close to the maximum values. This is where the information conveyed on a specific mount analysis through TIA 5053-A or ANSI/TIA-222-I will allow the manufacturer or third-party engineer to determine additional mount classification ratings for site-specific considerations. This site-specific rating of mounts at less than full design load will result in lower mount to structure reactions which can reflect more realistic outcomes. One of the considerations would be looking at recent C-Band deployments that were the same based on the end user design across thousands of sites and did not utilize anywhere near the maximum capacity of the majority of new mount designs.

This is similar to looking at towing something with a vehicle and looking at what is actually being towed versus how much can be towed. Let's assume we were planning a beach vacation and bringing a trailer with two jet skis but the only way to the destination required crossing an old bridge that has a weight limit of 15,000 lbs. (see Figure 1).

We have a 7,000 lb. vehicle with a 14,000 lb. towing capacity, and about 1,000 lbs. of other weight in the vehicle (people, clothing, food), resulting in a maximum capacity weight of 22,000 lbs. Does this mean we can't go on vacation or must make some modifications to how we are getting to the destination? Before we cancel plans or consider modifications to approaching the destination, let's stop and

(CONTINUED ON NEXT PAGE)

Authors:
Dominic Newnham,
Carlo Franceschino,
Scott Stekr, and
Dale Heath

PAN Advisory Group:
Michelle Kang, Tyler
Blob, Brandon Chapman,
Carlo Franceschino,
Dale Heath, Joshua Huff,
Aaron Pratt, Karmen
Rajamani, Scott Vance,
and Scott Kisting

compare what the total weight of the vehicle is and what actually is being towed, not what the maximum theoretical weight is based on towing capacity. The two jet skis with a trailer weigh 3,000 lbs., so our total combined weight is 7,000 lbs. (vehicle) + 1,000 lbs. (weight in the vehicle) + 3,000 lbs. (jet skis) = 11,000 lbs. total, which is less than 75% of weight limit for the bridge. All is good and we can continue planning to drive because we considered condition-specific parameters not just the maximum capacity.



Figure 1: AI Generated Photo Using Microsoft Designer

Now let’s work through an example for a mount: a manufacturer may publish a specific mount to have a rating of M1900R(3000)-4[6]. The mount itself can support 1900 lbs. of horizontal load at each mounting pipe combined with 135 psf (pounds per square foot) wind pressure on mount members and 950 lbs. of vertical load per mounting pipe which represents the extreme wind load case. For the extreme ice load case, the mount itself can support 750 lbs. of horizontal load at each mounting pipe combined with 15 psf wind pressure and 2.8” radial ice thickness on mount members and 3,000 lbs. of vertical load per mounting pipe. Those forces exerted over the 4 mounting pipe locations and mount members result in substantial total forces that are often multiple times higher than what the site-specific requirements may call for.

If the manufacturer were to publish mount reaction data at multiple (lower) classification values, the closest value for the site requirements may be selected which will yield

mount reactions that are more in line with reality. Better yet, if manufacturers can produce a classification chart for their products, interpolation by the A&E utilizing the data is possible looking at the end user’s use requirements.

For example, the mount rated at M1900R(3000)-4[6] may also carry classifications of M1700R(2600)-4[6], M1100R(1400)-4[6], M700R(600)-4[6], etc. So long as the manufacturer also publishes the corresponding mount reaction data with these subsequent classifications, the engineer performing the mount to structure interaction check will have data that more accurately represents the requirements of the site.

Table 1 and Figure 2 show examples of reactions for the lower leg bracket of a sector frame. At the maximum mount rating, the reaction into the structure’s tower leg (X) is 15.3 kip (1,000 pounds of force). However, if the site engineer knows only an M1100 mount is needed for the site, the mount may be de-rated and a value of 8.5 kip used for the reaction into the tower leg.

Table 1: Example Mount Reaction Data

5053 Rating		Lower Leg Bracket					
Wind	Ice	X [kip]	Y [kip]	Z [kip]	Mx [kip-ft]	My [kip-ft]	Mz [kip-ft]
1900	3000	15.3	5.1	3.3	1.4	1.7	0.7
1700	2600	13.6	4.7	2.9	1.3	1.6	0.7
1500	2200	11.9	4.3	2.6	1.2	1.5	0.6
1300	1800	10.2	3.9	2.2	1.1	1.3	0.5
1100	1400	8.5	3.5	1.9	1.0	1.2	0.5
900	1000	6.8	3.1	1.5	0.8	1.1	0.4
700	600	5.3	2.7	1.2	0.7	0.9	0.3
500	200	4.4	2.3	1.0	0.6	0.8	0.2

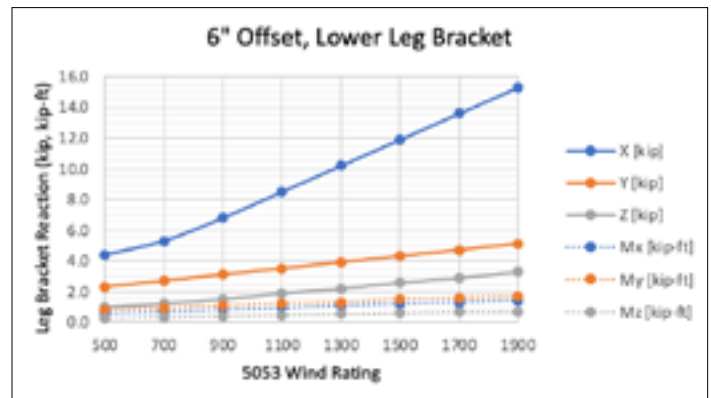


Figure 2: Example Mount Reaction Data

These examples were intended to highlight site-specific or condition-specific scenarios where it was important to consider not only maximum capacity but also actual intended capacity.

TIA-5053-A has afforded stakeholders in the telecommunications industry the ability to consider site-specific conditions due to its effect of normalizing mount information.

Considering actual intended capacities provide potential benefits in two ways; first, by providing financial savings to structure owners and end users. More importantly, by improving the quality, safety, and efficiency of an installation. ●

DISCLAIMER: This Planning Advisory Notice (PAN) does not modify, update, or provide analysis of TIA-5053-A. This PAN is an informative notice meant to provide information so that readers have enhanced thought and care in their activities, and to also generate feedback for the authors to consider.



SKYLOTEC
CONTINUOUSLY IMPROVING WORKER SAFETY

SKYLOTEC.COM



NEW

ACX POWER ASCENDER



POA-001

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

NEW

TRITON TOWER



G-US-1163-T

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

NEW

SIRIUS



A-050

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

CLAW *NEW AND IMPROVED*

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



CL-001

IGNITE PROTON TOWER

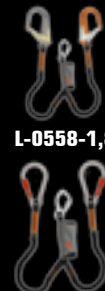


G-1132-T

SKYSAFE PRO FLEX



L-0562-1,8



L-0558-1,8

L-0533-1,8

LORY PRO



L-0695

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

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



NATE Unveils Safety Video on Revised ANSI/ASSP A10.48-2023 Standard

Video is Sixth to Debut in Volume 7 of the Association’s Popular Climber Connection Series; A10.48-2023 Standard Available for Purchase on NATE’s Website

NATE: The Communications Infrastructure Contractors Association released a safety video highlighting the revised ANSI/ASSP A10.48-2023 Standard. The video is the sixth to debut as part of Volume 7 of the NATE Climber Connection series.

The ANSI/ASSP A10.48-2023 Standard – Criteria for Safety Practices with the Construction, Demolition, Modification and Maintenance of Communications Structures serves as the industry’s “playbook” and provides comprehensive safety guidance for the entire tower construction, service, and maintenance activities work.

The video includes an informative, back and forth dialogue between narrator Sean Gilhooly and James Ruedlinger, VP of Engineering for Fullwave Tower & Broadcast. During their conversation, Gilhooly and Ruedlinger highlight a few of the revisions that were made to the A10.48-2023 standard that all stakeholders in the industry need to know. Some of the important revisions in the updated version of the standard include the transition in verbiage in the document from “should” to “shall,” the change from references to “rigging plan” to “construction plan,” the addition of an electrical safety section, the introduction of new exceptions and operational requirements, and other relevant updates in nomenclature and definitions.

“This video is a must watch for all stakeholders operating in the industry as it educates employers and employees alike on the updates that were made to the A10.48-2023 standard,” said Kathy Stieler, NATE’s Director of Safety, Health, & Compliance.



“I would encourage all companies in the industry to purchase a copy of the updated A10.48-2023 Standard that is available on NATE’s website. “Embracing and implementing this comprehensive standard into daily communication tower activities will enhance the culture of safety and quality in the industry,” added Stieler.

Visit <https://www.youtube.com/watch?v=qCOLcE9iR2I> or scan this code to watch the ANSI/ASSP A1048-2023 Standard Video. The Association also encourages industry workers to subscribe to NATE’s YouTube Channel and share their comments on the video through social interaction on the Association’s Facebook, Instagram, LinkedIn, Twitter, and YouTube platforms.



Companies and employers are encouraged to purchase a copy of the revised ANSI/ASSP 10.48-2023 Standard which is available on NATE’s website at the following link: <https://natehome.com/regulations-standards/standards/ansi-assp-a10-482023-standard/>.



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

NATE Equipment Basics Checklist

The NATE Equipment Basics Checklist was developed by the NATE Safety & Education Committee as a resource for the industry.

A checklist is a type of informational job aid used to reduce failure by compensating for potential limits of human memory and attention. It helps to ensure consistency and completeness in carrying out a task. A basic example is the “to do list.”

The NATE Equipment Basics Checklist allows tower industry personnel to document the status of their field equipment, take notes, and rate them under the categories of satisfactory condition or remove from service. The checklist contains the most comprehensive list of tower industry equipment governing the following areas:

- Daily Vehicle Safety Inspection
- Daily Basic Job Inspection Forms
- Daily Basic Employee PPE Inspection
- Daily Use Rigging Inspection
- Daily Use Tools and Equipment
- Instrumentation
- Hoists
- Man Baskets
- Gin Poles
- Other Miscellaneous Categories

NATE encourages all tower industry personnel and stakeholders to utilize the NATE Equipment Basics Checklist on a daily basis to ensure that a culture of safety permeates throughout the industry. It should be noted that the checklist is not a legally binding document, but rather a list of recommendations based on safety principles supported by the NATE: The Communications Infrastructure Contractors Association.

You may download the checklist or print copies from the link below and utilize it as a tool to demonstrate your expectations of a safe work environment for your crews.

<https://bit.ly/NATEEquipChecklist>

NATE Equipment Basics Checklist
THE COMMUNICATIONS INFRASTRUCTURE CONTRACTORS ASSOCIATION

Description	Satisfactory Condition	Remove from Service	Notes
Daily Vehicle Safety Inspection			
First Aid Kits (current and checked)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Emergency Kit, Tires, Spare, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Vehicle ID	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Fire Extinguishers (current inspection tags)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Time	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Current Registration and Inspection	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Engine Fluids	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Daily Basic Job Inspection Forms			
Jobsite Meeting Form Signed by all Crew	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Daily Rigging Inspection Form Signed/Completed	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Daily Job Hazard Analysis Form Signed/Completed	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Daily Basic Employee PPE Inspection			
Personal Fall Arrest System	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Positioning Lanyards	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Eye Wear and Goggles	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Proper Work Boots and Socks	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Hoop or Cable Grab	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Hard Hat	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Daily Use Rigging Inspection			
Synthetic Chokers	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other Chokers	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Blocks	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Shackles, Proper Fitting Pin	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Ropes	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Lifelines	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Decenders	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Daily Use Tools And Equipment			
Power Tools	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Ladders	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Cable Making Equipment	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Cable Pulling Grips	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Cable along, Wire or Chain, Tenders	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Cable Head and Foot Gauges	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Extension Cords	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Cable Storage Package	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Wire Ropes	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	

CONTINUED ON NEXT PAGE

NATE

Equipment Basics Checklist PAGE 2

Description	Satisfactory Condition	Remove from Service	Notes
Instrumentation			
Pressure Transmitter	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Compressor	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Eye Transit (scope)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
RF Monitors	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Microphones	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Hoists			
Manual and Maintenance Log	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
First Aid Form if Hoisting Personnel	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Anti-Tie Block	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Engine and Hydraulic Fluids	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Overall Appearance and Condition of Winches	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Winch Sockets, Cable Clamps, or Cable Eye	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Hoisting Property or Piece in Which Hoist	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Man Baskets			
Man Baskets	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Logging for Man Baskets	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Gin Poles			
Load Chart With Reference to Specific Pole	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Visual Inspection for Cracked Welds or Bent Members	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Stump Blocks	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Rolls	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Reactor Head and Sheave, and Grease Filling	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Thrust Bearing Adequately Clean and Greased	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Shackles and Block Chokers	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Miscellaneous			
Flags	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Flat Plates for Lifting	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Push Plates (arms)	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Spool Stands	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Emergency Guide	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Oxygen/Acetylene Gauges & Hoses, Caps on Endless	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	
RF Scales	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Notes: This Checklist must be inspected by competent personnel. The intention of this form is to act as a resource for your company to check the condition of basic field equipment before employment. This checklist is a minimum guideline and can be customized for personalized requirements.

Employee: _____
Title: _____
Signature: _____
Date: _____

400-000-0000

SCAN TO ACCESS THE
NATE EQUIPMENT BASICS
CHECKLIST



NATE IN ACTION



- A** Jonathan Szeliga of Engineering Wireless Services, LLC (EWS), Lee Morreale of NWS, and Ken Clark of Engineering Wireless Services, LLC (EWS) are pictured at the Tech and Policy Summit in Washington, D.C.
- B** John Foley of Safer Buildings Coalition is pictured with panelists Richard E. Norman III, Ed.S, of Public Consulting Group (PCG); Nathan Leamer of Fixed Gear Strategies and NATE Government Relations Consultant; Cesar Ruiz of Learning Alliance Corporation; Sasha Cooper-Morrison, MBA, at the U.S. Department of Labor; and moderator Ken Clark of Engineering Wireless Services, LLC. The panelists spoke on “Building the Wireless Workforce” at the In-Building Wireless Tech & Policy Summit.
- C** Kathy Stieler, NATE’s Director of Safety, Health & Compliance, is pictured with Erin Smith of CSR-Collective Strategic Resources, Salvatore Iovino of United Telecom Systems LLC, and Anna Kate Gandy of Tempest Stonn Rentals while attending Fiber Connect 2024 in Nashville, Tennessee.
- D** The Safety Equipment Manufacturers Committee (SEMC) met in Dayton, Ohio, to test the quick rigging connectors.
- E** Wendy Jorgensen of Airstreams Renewables, Inc. and Steve Roessler of InfraServices attended Fiber Connect 2024 in Nashville, Tennessee.
- F** Ben Bowman of Safety LMS, Justin Miller and Monica Vink of Ontivity, and John Lamond of GME Supply Co. take a selfie during the NATE Summer Conference in Louisville, Kentucky. Your commitment to NATE and the industry is truly appreciated.



G



H



I



J



K



L



M

- G** We were also incredibly grateful to Kevin Dougherty of MILLENNIA CONTRACTING, INC. for being the Wednesday Lunch sponsor. He is pictured with Shari Wirkus and Nikki Gronau of the NATE staff.
- H I J** NATE and member companies Crown Castle and JHC Construction LLC hosted California Congressman Jay Obernolte on a tower site visit.
- K** Vice President of the Board Randy Scott of Texoma Contracting, Inc. is pictured with team members of NWS and AIIG Fabrication at the ISE EXPO 2024 in Dallas, Texas in August.
- L** Shari Wirkus, NATE Events and Meetings Manager and Pam Wooten of Light Brigade at the ISE EXPO 2024 in Dallas, Texas in August.
- M** The NATE staff participated in the fall PACH food drive that provided students with easy-to-prepare meals and snacks for the weekend.

Smart Towers: The Future of Tower Management

By Evan Luthenauer

The tower industry is constantly evolving, with new technologies emerging to tackle the unique challenges of maintaining and managing these essential structures. One of the most promising developments in recent years is the use of advanced edge computing and sensor technologies.

These innovations offer a practical, data-driven approach to monitoring towers and poles, significantly enhancing safety, reducing downtime, and improving overall operational efficiency.

Real-Time Monitoring and Immediate Alerts

A key advantage of these advanced technologies is their ability to provide real-time monitoring of tower structures. Sensors can measure factors such as vibration, tilt, and impact, giving operators a clear view of how towers are performing under various conditions. This real-time data is crucial for identifying potential issues early, allowing for preventive maintenance before minor problems escalate into major concerns.

For example, if a tower experiences unusual vibrations due to high winds or a tilt caused by an impact, the system can immediately send an alert to the maintenance team. This early warning not only helps in addressing issues promptly but also contributes to overall safety by ensuring that towers remain stable and secure.

Simplified Remote Management

Managing towers in remote or difficult-to-access locations has always been a logistical challenge. Traditionally, these sites required

regular physical inspections, which can be time-consuming and costly. The latest sensor technologies simplify this process by enabling remote monitoring without the need for extensive infrastructure.

These sensors communicate directly with the cloud, providing continuous updates on the status of the tower. This capability allows maintenance teams to monitor multiple sites from a central location, reducing the need for frequent on-site visits. When issues are detected, teams can be dispatched to specific locations with the right tools and information, making the maintenance process more efficient.

Data-Driven Decision Making

Another benefit of these advanced sensors is the ability to collect and analyze data over time. By monitoring performance metrics such as equipment vibration, temperature changes, and structural integrity, operators can gain valuable insights into the health of their infrastructure.

This data-driven approach allows for more informed decision-making when it comes to maintenance schedules, resource allocation, and even long-term planning for upgrades or replacements. Instead of relying on fixed maintenance intervals, which might be either too frequent or too infrequent, operators can tailor their strategies based on the actual condition of each tower.

Enhancing Safety and Reducing Costs

Safety is always a top priority in the tower industry, and the ability to monitor structures in real time plays a crucial role in mitigating risks. By detecting issues early, such as structural shifts or unusual equipment behavior, these technologies help prevent accidents that could lead to costly repairs or more serious consequences.

In addition to enhancing safety, this proactive maintenance approach can also lead to significant cost savings. By addressing potential



Evan Luthenauer is the Tower Program Manager at Second Sight Systems, LLC and serves on the Member Services Committee. He can be reached at 314-683-8844.

problems before they become critical, operators can avoid expensive emergency repairs and reduce overall downtime, ensuring that towers remain operational and service disruptions are minimized.


Looking Forward

As the tower industry continues to adopt new technologies, tools like advanced sensors and edge computing are becoming increasingly valuable. These innovations are helping the industry move towards a more efficient, safer future by offering practical solutions for real-time monitoring, remote management, and data-driven maintenance.

For those involved in the management and maintenance of tower structures, understanding and leveraging these new tools will be key to staying ahead in an industry that is always evolving. ●

Welcome New NATE Members

- Alpha One Safety Consulting, LLC
- Ascension Telecom Solutions
- DSR, Inc.
- Everest Infrastructure Partners
- Global Diversified Inc
- Great Plains Tower Products LLC
- HUB International
- Landa Mobile Systems
- LinkLight Technologies, LLC
- Mammoth Constructors, LLC
- Micrin Towers, LLC
- North Alabama Drilling LLC
- Radio Communications Management, Inc
- Spartan Insurance Group, LLC
- SRU Electric LLC
- TracFax
- Triangle Tower Services
- Watch Hill Wireless Solutions LLC
- WCC Tower Company, Inc.
- Wireless Solution Source Inc.
- Zeitview

 2024 Leaderboard		
COPPER LEVEL		
7 MEMBERS		
Pete Hagstrom		
6 MEMBERS		
Jordyn Ladner	Nicole Paulette	
Jim Tracy	Steve Wilcox	
5 MEMBERS		
Casey Banner		
FOUNDATION LEVEL		
4 MEMBERS		
Jessica Cobb	Kevin Gadsby	
Justin Pitts	Darrin Wagner	
3 MEMBERS		
Jeremy Buckles	George Kerstetter	Craig Snyder
2 MEMBERS		
Stephanie Brewer	Bryan Lee	Michael Moskowitz
Kevin Dougherty	Robert McCoy	Brian Szubinski
Lynne Hopkins	Chris Memmott	Tim Tanner
1 MEMBER		
Niki Arntz	Jeremy Herrin	
Cliff Barbieri	Joel Hightower	
Jeff Berkenmeier	Brian Horner	
Scot Bohaychyk	Tommy Lewis	
Bernard Borghei	Lesley Liarikos	
Shayne Campbell	Chris Mallon, PE	
Keith Cendrick	Sam McGuire	
Molly Cooper	Caleb Messer	
Brad Dorough	Jimmy Miller	
Don Doty	Tracey Mulgrew	
Robert Fabrizio	Ky Nguyen	
BeLinda Fadely	Troy Peavey	
Mike Fergus	Clement Rolle	
Rick Flynt	Mark Salisbury	
Heather Gastelum	Dale Shumaker	
William Gathright, Sr	Erin K. Smith	
George Glamos	Thomas Waldrop	
Christy Hall	Kenny Walker	
Doug Harradine	Zane Windham	
		
 natehome.com		

From The Ground Up: A 25-Year Journey in Wireless Construction

Over the past 25 years, I've met some amazing people and have built wonderful relationships, but for those of you that I haven't met, I'd like to give you a little backstory of my journey. Over the past two decades, I've navigated the landscape of this industry, working my way up from the foundational field roles to a leadership position. This journey has not only shaped my professional life but also has ignited a deep-seated passion for helping others and ensuring their safety.

Before I found my way into this industry, I was raised on our family's dairy farm in the Midwest where hard work and no days off built the foundation for a strong work ethic and to treat people as you wanted to be treated. After high school, I attended two years of college and found out along the way that college wasn't the path for me.

Starting out in the industry, I was introduced to the complexities of wireless infrastructure, from pouring concrete and climbing towers to the intricate processes of installation and maintenance. My early years were characterized by hands-on work, learning the ropes, and understanding the nuances of the technology that powers modern communication.



Each step of the way presented its own challenges and learning opportunities. Early on, the focus was on mastering technical skills and understanding the industry's demands. As I progressed, the emphasis shifted towards leadership and mentorship. This transition was not just about climbing the career ladder but about understanding the broader impact of our work.

The wireless construction industry is more than just erecting towers and setting up networks. It's about ensuring that people remain connected and, most importantly, safe. My journey through the ranks has instilled in me a profound appreciation for the critical nature of our work. The ability to keep people connected, whether for emergency services, essential communications, or everyday connectivity, underscores the importance of our industry.

As I gained experience, I embraced more responsibilities, transitioning from fieldwork to management, and ultimately, to roles that required strategic oversight and leadership.



Brian Bicknese is the NATE Director of Safety & Education. He can be reached at 605-882-5865 (office), 651-755-3218 (cell).

This understanding has fostered a deep commitment to prioritizing safety and support. I've seen firsthand the challenges that come with working in this field—harsh environments, complex installations, and the constant need to stay ahead of technological advancements. These experiences have shaped my approach to leadership, emphasizing not only technical proficiency but also the well-being and safety of everyone involved.

Today, my role is not just about overseeing safety and education, but about championing a culture of safety and support. I'm dedicated to mentoring the next generation of professionals, ensuring they understand the importance of their work and the responsibility that comes with it. My passion for this industry is rooted in the belief that our efforts make a tangible difference in people's lives, and that keeping everyone safe is paramount. When I hung up my construction work boots, I wanted to land at a company that was aligned with my personal beliefs and passions. I found that company and its name is NATE. Along with my counterpart, Kathy Stieler, I'm beyond excited to achieve excellence in safety, health, education, and compliance for our members and the industry. Our extensive knowledge is invaluable to NATE members for navigating industry advancements and challenges, adhering to regulatory requirements, and ensuring a safe and knowledgeable work environment. This support not only provides a significant competitive advantage but also fosters professional growth within the realms of safety, health, education, and compliance.

Reflecting on my 25 years in wireless, I am proud of the progress I've made and the impact I've had. The journey from an entry-level role to a leadership position has been incredibly rewarding, and it has deepened my commitment to advancing technology and fostering a safe and supportive environment for all. The work we do may often go unnoticed, but its significance is immeasurable. For me, that is what makes this career so profoundly fulfilling. ●



WIN Speakers Bureau

Industry Professionals Available for Keynotes and Presentations

SPEAKING TOPICS INCLUDE, BUT ARE NOT LIMITED TO:

- 5G/IoT/Emerging Technologies
- Anchor Corrosion
- Broadcast Industry
- Building Educational Partnerships
- CAPEX Trends
- Collaborating with Educational Institutions
- Communications Tower Construction
- Compliance/Contractor Qualification
- Construction Safety and Health
- DAS
- Data Centers
- Edge Computing
- Establishing Technical Scholars Program
- Fall Prevention
- Fiber Deployments
- Fixed Wireless
- General Industry
- Industry Standards
- Insurance Certificate/Risk Management
- Legislative & Regulatory Policy
- Mentorship
- Mergers/Acquisitions
- NATE Business
- Oil and Gas Communications
- Personal Protection Equipment (PPE)
- Public Safety Communications
- Railroad Communications
- Rescue Training
- RF and Antenna Identification
- Rigging
- Rooftop Deployment
- Site Acquisition
- Small Cells
- Stealth/Concealment
- UAS/Drone Technology
- Utility Communications
- Vertical Real Estate/Tower Portfolios
- Wireless Infrastructure
- Worker Certification
- Workforce Development
- Workman's Comp

For more information or to request a WIN Featured Speaker go to natehome.com/nate-win/speakers-bureau/.



Our Two Step Effort to Help Our Nation's Veterans: Help Them Connect to a Telecom Career, Then Help Them Manage the Money They Earn

1% of American Citizens Serve to Defend Our Nation.

By Kevin Kennedy and Wayne Murphy



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

Warriors4Wireless and the Military of NATE are so focused on helping veterans connect to telecom career opportunities quickly.



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

STEP ONE: Help Them Connect to a Telecom Career

NATE first established a partnership with Warriors4Wireless in 2018 and this was instrumental in helping grow industry outreach to veterans. The Military of NATE committee helps all NATE members address their workforce needs by providing free veteran resumes to help resolve their workforce needs. In the last 12 months, the Military of NATE, through Warriors4Wireless, has contacted over 92,000 veterans to tell them about the value of pursuing a telecom career. We have coached over 23,000 veterans about telecom career opportunities in the area where they live and then we have connected over 1,300 to telecom employers seeking workforce solutions. Since 2016, over 5,200 veterans have been assisted in this way. In action, this kind of teamwork thanks a veteran every day by providing them with meaningful employment to address their own needs and those of their family members.

Kevin Kennedy, a coach at Warriors 4 Wireless said, "Most of the veterans we meet need help now...they are living paycheck to paycheck and need a job, not the promise of a job after a 3 to 5-week school with a double-digit thousand dollar bill for training on top! We work with prospective employers to help make this immediate connection...and now, we are trying to do more."

STEP TWO: Help Them Manage the Money They Earn

Did you know the average new veteran earned around \$42,000 a year as they were leaving the military? As they take the uniform off, they do not have a lot of excess cash to live off of while they find a new career. This is why

Wayne Murray, a member of the Military of NATE said, "I shared with Kevin how the financial baby steps provided by the Smart-Dollar program helped me learn to manage my money years ago and we discussed how we could help veterans secure their financial future in the same way." He continued, "I benefited from the simple Ramsey baby-step approach to managing money. Their step-by-step process is proven and has helped over three million people."

So, last March the Military of NATE decided to start a small pilot program for veterans. Through the use of some donated funds, they



Wayne Murray is the Senior Project Manager at Maicom. He is a military veteran who served over eight years in the U.S. Army.



purchased a handful of SmartDollar subscriptions to help interested vets who wanted to manage the dollars they were earning in their new telecom careers. Kennedy said, “In the first six months of the small pilot program we have seen over \$150,000 of debt eliminated and over \$150,000 of funds saved.” Murray added, “We have room for a few more veterans to join the pilot and learn for themselves the freedoms of living debt-free.”

If you know of a veteran who would like to join this pilot effort for free, please have them reach out to Kevin or Wayne. They have nothing to lose and much to gain. ●

NATE
THE COMMUNICATIONS INFRASTRUCTURE CONTRACTORS ASSOCIATION

THE FUTURE IS NOW

- SAFETY
- STANDARDS
- EDUCATION

NATEHOME.COM



2024 CHALLENGE COIN

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

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



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

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

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

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

natehome.com/military-of-nate-initiatives

PRODUCTION OF
THE COIN SPONSORED BY:

NOKIA





Veteran Sourcing Program (VSP)

CONNECTING You to the Veterans You Need

1

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

2

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

3

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

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

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

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

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

The 100+ Hour Training Courses We Facilitate

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

Certifications Awarded

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

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

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

Career Field Expectations for Program

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

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

warriors4wireless.org



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

Veteran Spotlight

Randy Johnson

This month, we are excited to spotlight Randy Johnson, whose remarkable journey showcases the seamless transition from military service to a thriving career in telecommunications.

Randy served in the U.S. Army as an infantryman, dedicating himself to the discipline and rigor of military life. After his service, Randy explored various roles including working as a military contractor, a BMW technician, and running his own business. His diverse experiences laid a robust foundation for his next career leap.

Seeking to integrate his skills into a new industry, Randy enrolled in Airstreams, which propelled him into wind farm construction. Here, he was involved in stacking wind turbines—a role that honed his technical and leadership skills. Leveraging this experience, Randy made a strategic transition into the wireless industry, starting as a Technician 1.

Randy's ascent was rapid; within a year, he was promoted to Foreman, where he demonstrated exceptional leadership for over two and a half years. His trajectory continued upward as he took on the role of Construction Manager, a position he excelled in for five years. His leadership capabilities and deep industry knowledge then led him to become an Operations Manager and subsequently, an Operations Director.

Today, Randy serves as the EHS Director for a large telecommunications project, where he ensures the highest standards of safety and efficiency. His journey from the front lines to the forefront of telecommunications is a testament to the potential and adaptability of veterans in civilian industries.

We are proud to support and celebrate Randy's achievements and are inspired by the dedication he brings to the telecommunications field.

Learn more about our mission and how we support veterans like Randy: Military of NATE Mission natehome.com/military-of-nate-initiatives/military-of-nate-mission/military-of-nate-mission/

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



Join us in applauding Randy and all our veterans who continue to make significant impacts in their industries!



D.C. Download

Powered by Fixed Gear Strategies

By Nathan Leamer

Regulatory Court Battles Warrant Attention

For the next several months all political eyes will be on the election. It will be a mass sprint for every candidate on the ballot to November with the future of the presidency and Congress will be in the balance. It could be tempting to use my column on these pages to give you my thoughts on this exciting political horse race, instead, I want to draw your attention to the judicial side. Specifically, how a recent Supreme Court decision is having a major impact on the FCC and anyone in our industry.

For years federal agencies such as the FCC followed Chevron deference, a principle of judicial review where federal courts would defer to the reasonable interpretation of an agency when a federal statute is ambiguous or leaves an administrative gap.

The doctrine was established by the Supreme Court in 1984 in the case *Chevron v. Natural Resources Defense Council*. The purpose of the doctrine was to respect the expertise and policy choices of executive agencies, as well as the separation of powers between the branches of government.

It is under this principle that the FCC could move boldly forward on far-reaching decisions, such as the recently enacted Digital Discrimination Order that arguably went beyond their remit, having a dramatic impact on small businesses and consumers. While intended to improve Internet access for those on the wrong side of the digital divide, the item creat-

ed, in the words of Commissioner Brendan Carr, “a framework that gives the FCC a nearly limitless power to veto private sector decisions,” and, for the first time ever, gives “the federal government a roving mandate to micromanage nearly every aspect of how the Internet functions.”



One such example of this overreach is how the Digital Discrimination Order’s expansive definition of “covered entities,” encompasses not only broadband providers, but also contractors hired by broadband providers and entities responsible for maintaining and enhancing network infrastructure. For this reason, NATE joined a lawsuit in the Court of Appeals for the Eighth Circuit against the FCC to have this order overturned.

Our efforts to undo this onerous regulatory regime has gained traction due to the Supreme Court. In this summer’s *Loper Bright Enterprises v. Raimondo* decision, the Supreme Court ruled that courts must use their own judgment to decide if an agency has acted within its statutory authority. This overturned *Chevron Deference*, which required courts to defer to agencies’ interpretations of the law. This reasserted the judiciary role in resolving statutory ambiguities.

Additionally, the ruling emphasized the importance of clear delegation of authority from Congress to agencies, and may lead to more specific statutory language in future legislation.



Nathan Leamer is the CEO of Fixed Gear Strategies in Alexandria, Virginia.

As Joe Kane, Director of Broadband and Spectrum Policy for the Information Technology and Innovation Foundation noted, “the Supreme Court’s decision in *Loper Bright v. Raimondo* makes it even less likely that the FCC’s recent regulatory overreaches on Digital Discrimination and Title II for the Internet will survive judicial review.” He goes on to explain that “before, courts would defer to agency’s interpretation of an ambiguous statute if that interpretation was merely reasonable... now it is even more likely that courts will find them unlawful too.”

Due to the current make-up of the Supreme Court this doctrine will guide the way courts approach these thorny regulatory questions for the foreseeable future. Regardless of what party wins in November this legal change will have lasting effects that could be a great relief to small businesses who have been routinely mired in red tape and regulatory arbitrage. It is a whole new ball game.

With our suit in the middle of the appeals process, we will be closely monitoring its progress. Hopefully the recent *Loper* decision will guide the court’s approach and overturn the FCC’s regrettable Digital Discrimination Order.

Leading to better policy outcomes where federal agencies are no longer able to stretch legislative ambiguity to expand their reach. ●



NORTH ALABAMA DRILLING

We travel all over the US!

256-476-1064
NorthAlabamaDrilling.com

FOUNDATION DRILLING

- Rock Drilling
- Wet Drilling
- Up to 7' diameter
- Up to 50' depth

Attention! Hidden Logo Contest

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

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

Please only one entry per person. Entries must be received by December 1, 2024. Participants can only win once per calendar year.

CONGRATULATIONS! Amanda Stegall of MILLERCO
spotted the Hidden NATE Logo in *Tower Times* Volume 3 2024 on page 28.



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



Philadelphia, Pennsylvania • June 17, 2024



Plano, Texas • July 19, 2024



Louisville, Kentucky • August 8, 2024



Tampa, Florida • September 17, 2024

Disclaimer

This material was produced under grant number SH-000003-SH3 from the Occupational Safety and Health Administration, U.S. Department of Labor. It does not necessarily reflect the views or policies of the U.S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

CUYAHOGA VALLEY CAREER CENTER

QUALITY EDUCATION



AFFORDABLE TUITION

Adult Education **ENROLLING NOW!**

otc
Ohio Technical
Centers



Take your career to new heights – and start your path to a better life.

TELECOMMUNICATION TOWER TECHNICIAN (TTT)

This 180-hour training program prepares a student for an entry-level tower technician (working at heights) position in the telecommunication sector. Topics include safety, basic rigging and fall protection, principles of electricity, fiber optics, wireless technology, cell components, antenna basics, and spectrum management. Tower technicians are on the front lines of connecting America's rural, unserved, and underserved communities to broadband and high-speed communications services. As the need for broadband services grows across the globe, tower technicians and communications infrastructure contractors will be called upon to install communications and broadcast towers that connect rural, unserved, and underserved communities.

Admission requirements: High school diploma or equivalent. Valid government-issued ID.

TUITION: \$3,500
*(subject to change)**

**CALL FOR
DATES**

**ENROLLMENT IN CVCC
ADULT DIPLOMA PROGRAM
IS ACCEPTABLE**



Student **PAYMENT PLAN** is available to those who qualify.

Job Search assistance is available. Reliable transportation necessary.

For more details Scan the QR, email or call:

aeinfo@cvccworks.edu • 440.746.8230

** for further information visit CVCC's Adult Education website*

8001 Brecksville Rd. ◀ www.cvccworks.edu ◀ aeinfo@cvccworks.edu

Member of the Ohio Department of Higher Education



CUYAHOGA VALLEY
CAREER CENTER

Responding to an Accident: OSHA and Legal Liabilities



Mark A. Lies, II is an attorney in the Workplace Safety and Environmental Group in the Chicago office of Seyfarth Shaw LLP. Mr. Lies is a partner who focuses his practice in the areas of products liability, occupational safety and health, workplace violence, construction litigation and related employment litigation. Mr. Lies can be contacted at 312-460-5877.



Adam R. Young is partner in the Workplace Safety and Environmental Group in the Chicago office of Seyfarth Shaw LLP. Mr. Young focuses his practice in the areas of occupational safety and health, employment law, and associated commercial litigation. Mr. Young can be contacted at 312-460-5538.

A terrible accident has occurred at your worksite. An employee operating a forklift made an errant turn, crashed into a support beam, and sustained serious injuries.

Workplace accidents create complex interaction of legal liabilities relating to worker's compensation (if your employee was injured), OSHA (applicable to any worker onsite), tort law (particularly if a non-employee was injured), contract law, and criminal law. Employers must identify their legal duties and take appropriate steps to ensure they have a safe workplace going forward. This article provides a primer on how to protect employees, address legal liabilities, and respond to a workplace accident.

1. Summoning Emergency Responders

The employer's first duty is to protect the safety and health of anyone at its worksite, including those involved in the accident. This may require the employer to contact emergency services, immediately investigate the facts of the accident, and provide clear direction to emergency responders to ensure they know where to go and how to protect themselves from any hazards.

2. Post-Accident Investigations

Employers with strong safety programs conduct comprehensive investigations into accidents to determine root causes and identify enhancements that can prevent future incidents. Post-accident investigation is a necessary component of a Safety and Health Management System, though it can be outsourced to a safety investigator. As explained below, an investigation may also be necessary to identify whether the injury or illness is reportable and recordable on the worksite's OSHA Log, to obtain information to complete



the OSHA forms, and to obtain information to complete a workers' compensation first report of injury. Some OSHA regulations require post-accident investigations relating to specific hazards. Post-accident investigations further may be necessary to identify defenses and defend against OSHA or tort claims. OSHA sometimes bases willful citations on a failure to take immediate and/or timely corrective action, which often can only be effectively accomplished following a thoughtful investigation and analysis of the facts of the accident.

3. Reporting Serious Injuries to OSHA

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

The decision to report can be difficult for employers because it requires rapid analysis of dynamic incidents and medical situations, and the regulations related to reporting are numerous and complex. OSHA aggressively conducts inspections relating to reporting and issues non-serious citations for failure-to-report or late reporting. OSHA learns about incidents from worker complaints, medical providers, and news media reports, and often opens investigations prior to receiving an injury report from the employer.

The employer must analyze whether the incident is work-related and whether it must be reported to OSHA, often within hours of its occurrence. Qualified legal counsel can help advise on reporting obligations and legal analysis.

4. Recording Injuries on the OSHA Form 300 Log

Within seven calendar days of a work-related injury or illness that meets a recording criteria (e.g. days away from work), an employer who is required to maintain an OSHA Form 300 Log must also add the injury to the log and create an OSHA Form 301 Incident Report.

5. Evidence Preservation

Accident investigations should not be destructive at the initial stages. Employers should only disturb accident scenes to the extent necessary to provide emergency services to the injured and to protect any other employees from being injured. Further disturbance creates legal risks. Where litigation is reasonably anticipated, as would be the case in an accident involving serious personal injury, the employer has a legal duty to preserve evidence from the scene. Some states have specific OSHA regulations requiring scene preservation, meaning that disrupting the scene can result in an OSHA citation. Disturbing an accident scene can lead to an allegation of spoliation, an unlawful destruction of evidence that may result in an adverse inference against the disturbing party. Employers should heavily document accident scenes with photographs and video. Employers should ask investigating agencies to release accident scenes prior to returning the area to operation or resuming work. Employers may consider inviting third parties with potential legal claims to review accident scenes before destroying evidence.

Employers also should send out a litigation hold letter, typically from counsel, for electronically stored information (ESI), to ensure that relevant emails and electronic messages are not lost.

6. Strategies for Accident Investigation

Following an accident, the employer should assemble a team to investigate, often including local management, a safety director, and risk manager or legal counsel. Then

develop a strategy to gather physical evidence (artifacts), documents (contracts, work orders, etc.) and memorialize accident site conditions (e.g., photographs, measurements, drawings, etc.).

Legal counsel can direct the investigation and create legal privileges (attorney client; work product; self critical analysis). The investigation team is not required to prepare a written report and may choose not to do so. Written reports containing opinions on the causes of accident may constitute legal admissions, creating civil and criminal liability for the company and individuals. Written statements of individuals which admit liability can be used to establish criminal liability against the company and the individual (Miranda criminal protections will not apply). Employer must exercise caution when requesting employees to submit written statements about what happened, until evidence has been evaluated.

The investigation team should identify the root causes and consult with management regarding an action plan to make corrections and enhancements. They then should document corrective actions to memorialize the company's good faith efforts to eliminate workplace hazards.

7. Inspection Management for a Reported Injury or Illness

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

8. Engage Qualified Outside OSHA Counsel

Because of these many legal liabilities, it is essential for employers to engage a qualified attorney experienced in accident investigation and OSHA. If OSHA opens an inspection, experienced OSHA counsel can be integral to proper OSHA inspection management. Improperly managed inspections can result in avoidable civil and criminal liability. ●

Transforming Safety Outcomes with AI and Technology

By Clark Lindstrom

We are on the precipice of a technological revolution that is about to radically change the field regarding digital workplace safety and health in the U.S. Looking into 2024 and beyond, more and more safety leaders are using the most advanced technology to rethink their approach to safety. At the heart of this revolution lies an industry that is on track to be transformed by AI in workplace health and safety. This article will discuss the impact of AI solutions; from predictive analytics, autonomous safety systems, transforming traditional paradigms in safety management practices, giving leaders real-time insights; to a way for data-guided decision-making.



and take action by implementing preventive measures before accidents occur. The end result is a safer working environment that identifies possible hazardous situations before they happen.

Artificial Intelligence has progressed from science fiction to reality, causing a ripple in all industries, including construction sites, where workplace safety is paramount.

Real-Time Insights and Data-Driven Decision-Making

AI also empowers safety leaders by providing real-time insights that help them make better and timely decisions. For example, AI-enabled monitoring systems provide ongoing inspection of the state of environmental conditions, worker behavior, and equipment performance and issue instant alerts when potential risks are observed. Thus, there is a much greater level of real-time monitoring, with the ability to intervene immediately, reducing the risk of accidents and lessening the severity of incidents that could occur.

AI can quickly and reliably churn through vast libraries of data, identifying patterns and trends that might be lost on a human at first pass. This is particularly important in safety, where finding out early on can be the difference between a safe environment versus an all-hands-on-deck catastrophe.

In addition, AI can put together data from wearables, sensors on heavy equipment, and reports on safety incidents to paint a complete picture of safety in the workplace. This holistic approach means those responsible for safety can make decisions informed by data, but they are also rooted in a complete understanding of how safety is right now. This allows organizations to extend their reach far beyond the classic safety metrics and tap into a dynamic and responsive system toward safety.

Predictive analytics is one of the most notable ways for AI to affect safety management. By combining this with admissions to prior work incidents, AI can predict which drivers are more likely to be put at risk of harm in specific locations and times based on historical data. These predictive capabilities provide safety leadership with the ability to allocate resources more effectively, hone in on high-risk areas,

Tech-Enabled Safety Solutions

This implies the need for safety leaders to understand these tools and harness them most effectively to enable the organization to reap



Clark Lindstrom is the Director of Safety Programs at American Tower Corporation in Cary, NC. He can be reached at 919-466-5172.

all the benefits of AI and other advanced technologies. It is a strategic approach to implementing tech-enabled safety solutions, taking due consideration of peculiar organization needs and particular risks associated with operations.

Some of the best deployment practices for innovative safety strategies include starting with a clear view of the problem one would wish to solve. Whether reducing workplace injury frequency, growing safety regulation compliance, or the overall safety culture, defining primary objectives will help select and implement the right technologies.

The second one is to ensure sufficient training and comfort in using new technologies for employees. People usually resist change, and there may be some initial resistance to the introduction of AI and other advanced systems. However, with a people-centric approach, providing sufficient training, and showing them the substantial benefit of these technologies, organizations can inculcate a culture that accepts and becomes excited about tech-enabled safety solutions.

Learning from Industry Leaders

Other companies have adopted the early challenges and lessons learned in order to embed AI, among other advanced technologies, into their own safety programs.

For example, those who have implemented predictive analytics systems report lower numbers of work-related injuries and associated costs. Others also found the AI-powered safety systems very helpful in compliance with regulatory requirements, hence reducing risks of fines and legal liabilities. Also, companies that adopt AI and technology completely in their safety strategies very often find broader benefits, such as operational efficiency, levels of staff satisfaction, and the development of a robust safety culture. Hence, other organizations can also learn from these success stories about the best practices for technology adoption and its extensive benefits.

Conclusion

Workplace health and safety will henceforth be envisioned positively, with AI and advanced technologies taken as great game changers. With the help of these innovations, safety leaders will be able to have efficient working environments, with risks managed proactively and incidents minimized. With each step of embracing AI-driven solutions moving into 2024 and beyond, we will see increased safety outcomes. Specifically, the move toward a data-driven, technological workplace regarding safety outcomes will be part of the culture. Embracing the revolution has to start now, and the rewards for doing so are substantial. ●



Online Marketplace

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

Rules and Regulations

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



natehome.com/tower-times/online-marketplace/

NATE Welcomes Brian Bicknese as Director of Safety & Education



NATE: The Communications Infrastructure Contractors Association announced the hiring of Brian Bicknese as Director of Safety & Education, a new staff position established by the Association. Brian officially began his duties with NATE on August 1, 2024.

Bicknese, a long-time industry subject matter expert whose background includes field and management experience as a tower technician, foreman, project manager, safety trainer, as well as VP of Operations, and VP of Safety, joins NATE after working for Vertical Limit since 2001 and most recently Ontivity since 2019. During his tenure at Ontivity, Brian fulfilled multiple roles, including most recently as Program Manager.

As the NATE Director of Safety & Education, Bicknese will be tasked with collaborating with the Association's safety-centric committees and task teams to continue to develop and update NATE's industry-leading safety resources, manuals, and standards. Additionally, Bicknese will join NATE Director of Safety, Health & Compliance Kathy Stieler as another staff member available to provide technical subject matter expertise to the Association's member companies and employees.

Brian is a 25+ year telecommunications construction industry professional whose passion for keeping workers safe has led him to become an industry recognized leader in rigging and fall protection. A talented leader, Brian possesses extensive experience in construction management, program management, quality control, safety management, business development, and years of on-the-job experience involving assisting and mentoring teams on means and methods of construction.

Brian's past and active group participation is diverse and includes ANSI/ASSP A10.48-chapter chair, NATE OSHA Relations Committee, NATE Workforce Development Committee, NATE CRTS/RTS Ad Hoc teams, Telecommunications Industry

"I am excited to be joining this incredible NATE team and eager to contribute to help this dynamic industry keep workers safe and educated. This staff position is a terrific opportunity for me to now focus on an entire industry versus just one company. Together, we can achieve great things and make a meaningful impact," said Bicknese.

"NATE is thrilled to welcome Brian Bicknese as a member of the staff," said Chief Operating Officer Paula Nurnberg.

"The addition of a subject matter expert like Brian to the NATE staff is a great benefit to our over 1,000 member companies. Through the establishment of this Director of Safety & Education position, NATE is doubling down on safety and investing directly into our growing membership of companies. I encourage member companies to leverage Brian's expertise to enhance their respective internal safety programs and protocols," added Nurnberg.

Please help us welcome Brian Bicknese to the NATE family! Brian can be reached via email at brian@natehome.com.

Foundation (TIF), authored several Planning Advisory Notices (PAN's), Society of Professional Rope Access Technicians (SPRAT) member, an original participant in the National Wireless Safety Alliance (NWSA), as well as the Telecommunications Industry Registered Apprenticeship Program (TIRAP).

Brian and his wife Angie are dedicated to raising their family, including Cora and Daxtyn and Brian's older son, Trevin, from a previous relationship, creating a strong family unit. Together they cherish their family and the joy each child brings into their lives. Brian enjoys the outdoor opportunities Minnesota brings with hunting and golf along with several coaching and volunteering roles.

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

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

The following companies first became members 15+ years ago during the months of October, November, and December. Happy Anniversary and thank you for your loyalty and dedication to the Association!

Advanced Wireless Solutions, Inc.

Aerial Site Communications Inc.

Aero Wireless Group

AnchorGuard LLC

B-C Walker, Inc.

Bright Lighting, Inc.

Buckingham Mfg. Co., Inc.

Cipov Enterprises, Inc.

Clifton's Tower Service, Inc.

Communication Enhancement LLC

CrossLink Communications, LLC

Custom Wireless Inc.

Design Telecommunications Inc.

Diversified Communications Services

East Coast Communications

Elk River, Inc.

Emergency Radio Service, Inc.

eSystem Training Solutions

Galvanized Endeavors, LLC

Georgia-Carolina Tower Company

GPD Services Company, Inc

Hayden Tower Service, Inc.

Henderson Construction & Engineering, L.L.C.

Industrial Communications, LLC

Installation Services, Inc.

International Towers, LLC

JT Tower Service

Lenberg Communications Inc.

Louisiana Radio Communications, Inc.

MasTec Network Solutions

McPhee Electric

Midland Communications Inc.

Midwest Tower Erection, Inc.

MIKAB Corporation

MILLERCO

NAT-COM, INC./NCI TOWER, LLC

NEPTUNO USA, Corp.

P & D Antenna Service, Inc.

Property & Technical Services Ltd

Sabre Industries, Inc.

SAI Group

SBA Communications Corporation

Skyhook, Inc.

Slatercom - WCD

South Carolina Tel-Con

Spencer Contracting Company

Swager Communications, Inc.

Synergy Concepts, Inc.

Talley, Inc.

Teltronic Towers, Inc.

Thumb Radio, Inc.

Tower & Communication Services, Inc.

Tower Service & Manufacturing Co.

Tower Systems, Inc.

Tri County Tower, LLC.

TSC Construction, LLC

Union Telephone Company

VIKOR

WAVE Communications

Western Towers

ZincKote



The Importance of Coupling First Aid/CPR/AED Training with High Angle Rescue Classes

By Brandon Foster

In today's at height working environment, emergency preparedness is more critical than ever. Whether a tower, roof top, grain silo, or water tank, the ability to act quickly and respond effectively in an emergency can be the difference between life and death.

It is standard practice that our climbers possess First Aid, CPR, AED and Bloodborne Certificates, as well as Competent Climber and Competent Rescuer Certificates.

However, completing these courses should act only as the foundation for emergency response when it comes to being prepared for situations involving emergencies on vertical construction sites.

First Aid/CPR/AED training provides the basic knowledge and skills necessary to provide care to prevent a person's condition from getting worse. Things like how to treat injuries, administer CPR, use an AED, and how to protect ourselves against disease transmission. These are vital skills for stabilizing a victim until professional medical help arrives, but most of the time that help is not going to arrive and climb 300'.

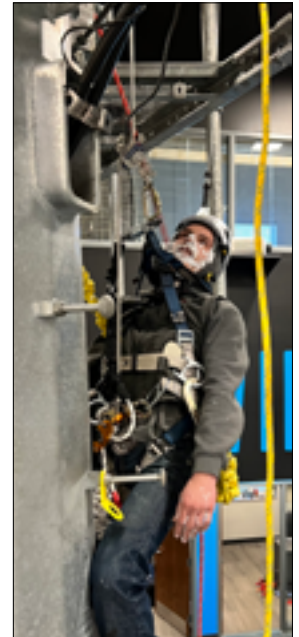
High Angle Rescue training involves retrieving individuals who are trapped or incapacitated at a height, and many times in harsh environments that can be sincerely unforgiving. There are many techniques and none are a one size fits all. It is truly a pretty big step further than traditional Tower Rescue classes. That tower rescue won't do you much good for a worker suspended in space on ropes.

On a vertical construction site when a true emergency situation takes place with a traumatic injury and a person is suspended or needs to be accessed and treated at a significant elevation there are far more elements to factor in.

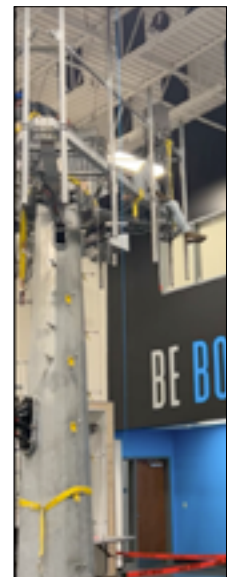
"Everyone has a plan until they get punched in the mouth." – Mike Tyson. To be hurtfully honest it is highly unlikely that when it hits the fan that any person directly involved in the response efforts is going to consider the Emergency chapter from your OHS Manual, the managements beloved SSSP, or the crews own daily JHA. The truth is your workers are going to have to improvise to some extent, and when preservation of life is on the line they better know what can and cannot be done.

This is why we should all be coupling the industry standardized courses into a blended application where critical injuries take place at height. Trauma on the Tower Course to achieve the Tower Site Medical Responder Certification (thanks for the names stolen from industry friend Brian Horner) seem to really get you to think.

How do you accurately assess your patient at height? Do I give care in the air, or on the ground? Normally I wouldn't call for help, but in this circum-



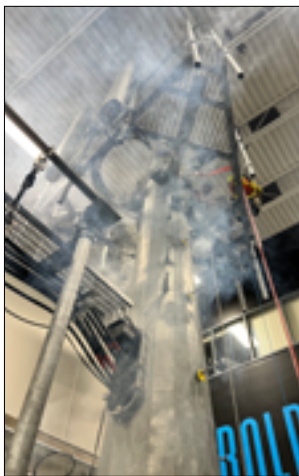
Blocked Climbing Path



Active Shooter



Brandon Foster is the Director of Safety & Field Operations for VIKOR and serves on the Safety & Education Committee. He can be reached 605-331-6972.



Tower Fire Evacuation

stance I would. I never considered using that piece of gear like that. These are questions and comments that I commonly get asked, which is why these are situations we practice. Here are some examples from my class:

- Tower fire how quickly and safely can evacuate the crew
 - Active shooter with a traumatic gunshot wound
 - Spinal injury occurring at dusk upon the day's final descent
- Unconscious suspended patient blocking the climbing path
 - Severely bleeding patient covering the work area in BBP's

The Case for Coupling First Aid/CPR/AED with High Angle Rescue

1. Comprehensive Emergency Preparedness
2. Integrated Response
3. Enhanced Safety for Rescuers and Victims
4. Real-World Applicability
5. Building Confidence in Emergency Situations

Conclusion

Coupling First Aid/CPR/AED classes with High Angle Rescue training is not just a recommendation, it's a necessity

in many high-risk environments. This integrated approach ensures that rescuers are fully equipped to handle the complexities of high-angle situations, from the moment they reach the victim to the crucial minutes before professional medical help arrives and everything in between. By investing in this dual training, organizations and individuals alike can enhance safety, improve emergency response outcomes, and ultimately save lives. ●



Traumatic Injury



Member Services Update

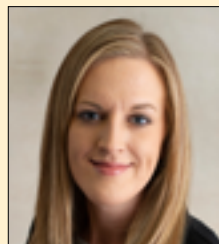
The NATE Summer Conference took place on August 6-8, 2024, at the Hyatt Regency in Louisville, Kentucky, and was an enormous success. All four standing committees and a handful of Ad Hoc committees utilized this time to conduct committee business.

I would be remiss if I did not lift up Committee Chairwoman Jordyn Ladner of MILLERCO, who officially stepped down and has joined the OSHA Relations Committee to continue to serve NATE's mission and values after seven years as our Chair. Thank you, Jordyn, for your years of leadership to the committee, and thank you for continuing to serve NATE's mission of safety. Tommy Lewis of Hayden Tower Services will serve as our interim Chairman until the regular election in February 2025.

At the center of Member Services is the mission to serve our members and ensure that they see value in their membership. Our focus this year has been to help our members find that value by increasing the visibility of NATE's benefits, both tangible and intangible. In the coming months, we will be working to highlight our members' experiences at the forefront of our outreach campaign.

Member Services will also be working to streamline communication and access to member benefits. With a focus on the collective needs of the industry and how we can best distribute those resources to our members, we are working to create a real return on the investment to our members. We will be reviewing our website and making updates to navigation and access of resources.

I also encourage our members who are interested in serving on a NATE committee to complete the Committee Volunteer Application Form. By completing this form, NATE Staff can add you to a waiting list and reach out as soon as a position becomes available on your desired committee. Being involved in a committee is a great way to bring your expertise to our association and build relationships that become lifelong friendships.



Jill Rethke is the NATE Member Services Manager. She can be reached at 605-882-5865.

I look forward to the continued collaboration of the Member Service Committee and how this amazing group of people will bring new member benefits and improve existing resources. Our focus is to always bring value to our members and by continuously reviewing and bringing new ideas forward, we hope that every NATE Member sees value in their membership.

Stay safe out there! ●

Construction Services Shift During the Wireless Downturn

By Mike Motley

Harford County, Maryland, is home to a popular historic rail trail following the former Maryland and Pennsylvania Railroad line. The affectionately known MA & PA trail is frequently used by residents for walking and cycling. In August 2023, the disappearance of a local woman while jogging on the trail sparked a nationwide investigation. Tragically, her body was found just off the path and her death was ruled a homicide. Investigators recovered crucial DNA evidence from the crime scene, which led to identifying the suspect after a six-month investigation. The breakthrough came through a connection to a separate crime across the country in California, where doorbell camera footage provided the missing piece needed to solve the case.

In response to growing concerns for public safety along the MA & PA Trail, Harford County residents called for enhanced protection measures. This led county officials to seek a comprehensive solution capable of not only recording video but also detecting and alerting responders to unusual activity along the trail. KCI Construction Services was enlisted to develop the infrastructure required for this surveillance system. Through multiple trail walks, the team took on rough terrain and various line-of-sight conditions to strategically plan pole locations. GPS pins were dropped and plotted to build the most cost-effective design. The plan involved installing cameras on custom-engineered poles, strategically placed to ensure full coverage of the trail.

Each pole was connected to an optical fiber network for high-speed data transmission and was powered by dedicated circuits for continuous camera operation. The poles were also designed to accommodate future expansions, such as small cell and Wi-Fi installations. The cameras selected featured advanced Artificial Intelligence with the ability to learn human behaviors and utilize facial recognition technology, enhancing the safety of trail users. With a robust network design and cutting-edge



video technology in place, the project was set in motion to meet the community's safety demands.

To support Harford County's administration, the project required a coordinated effort between local engineering and construction services. KCI Construction Services mobilized specialized teams: outside plant directional drilling crews, fiber splicers, small cell pole construction, along with electrical power services. These teams deployed bucket trucks, directional drill rigs, reel trucks, pole trailers, fiber lab, and other heavy equipment to install the camera poles and infrastructure.

Despite the complexity of the project, KCI's crews had to carefully navigate the trail's conditions while minimizing their environmental impact and ensuring public access to the trail throughout the construction phase.

In collaboration with Oldcastle, KCI developed a cost-effective solution to meet the project's power and fiber separation requirements. This custom design featured split handholes that housed both power and fiber while minimizing landscape disturbance. The innovation also



Mike Motley is a member of NATE's Small Cell & DAS committee and Director of Wireless and Electrical Construction at KCI Construction Services, LLC in White Marsh, Maryland. He can be reached at 443-418-3320.



reduced the number of handholes needed, while still adhering to local electrical codes. Additional project support came from ARK Systems, Telegent Engineering Inc., and the local utility provider, BG&E, as they worked together to deliver the necessary services for the trail's camera system.

With the installation of cutting-edge technology, the heavily frequented MA & PA Trail received a significant boost in modern security. The newly installed cameras feature advanced facial recognition and AI-powered detection of suspicious activity, providing real-time alerts to local authorities. These enhanced capabilities allowed the county to reduce the need for a continuous physical police presence on the trail, while still ensuring a secure environment that restored residents' confidence in using the trail safely once again.

Harford County is home to many of KCI's employees, and the

significance of this event added a personal relevance to the project. The opportunity to support our community and enhance public safety enabled KCI Construction Services to provide work to underutilized staff and equipment. The skills and equipment required to support a project of this scope and magnitude were perfectly suited for skilled Wireless and OSP technicians. The experience provided us with some valuable lessons learned and has enabled us to recognize an entirely new service line for our employees and customers. ●

GET SOCIAL *with* NATE

LIKE | SHARE | TWEET | FOLLOW



@NATESafety



@NATESafety



NATE Company Page



NATE Group Page



nate_safety



NATESafety



NATEHOME.COM
605.882.5865

NATE and Member Companies Crown Castle and JHC Construction LLC Host California Congressman Jay Obernolte on Tower Site Visit

NA TE: The Communications Infrastructure Contractors Association and member companies Crown Castle and JHC Construction LLC facilitated an opportunity for Congressman Jay Obernolte to conduct a communications tower site visit in the 23rd Congressional District of California.

During the site visit, Congressman Obernolte toured a Crown Castle communications tower and compound with event participants to learn about the work that is conducted daily by vertical real estate companies, contractors, and technicians to build, maintain and deploy communications sites and related wireless/broadband infrastructure.

Congressman Obernolte was also able to speak with event participants about the industry’s workforce development initiatives, training and safety protocols, and legislative and regulatory priorities.

Additionally, the event provided an invaluable forum for Congressman Obernolte to discuss the importance of broadband connectivity to California’s 23rd District and his overall legislative priorities in the 118th Congress.

“Due to regulatory hurdles and counterproductive policies, broadband infrastructure is nearly impossible to build in many rural areas, including many areas in California’s 23rd Congressional District,” said Rep. Jay Obernolte (CA-23).

“The successful deployment of broadband technologies requires years of navigating various regulatory reviews as well as a talented



Tower Technician Dylan Pontes from JHC Construction LLC talks about all of the features of his climbing safety harness with Congressman Jay Obernolte during the visit to the Crown Castle tower site in Hesperia, California.



Congressman Jay Obernolte experiences the “weight and feel” of a tower climbing safety harness under the watchful guidance from tower technician Dylan Pontes from JHC Construction LLC.

on-the-ground workforce, which is why I was excited to tour this communication tower and hear directly from the people whose everyday work is reducing the digital divide in our country.”

“It was an honor to host Congressman Jay Obernolte and his staff at one of our tower sites,” said Tim Brown, External Affairs Director – West Area at Crown Castle. “Our network assets provide essential wireless coverage to residents as they work or attend school from home, and critical wireless coverage so



Tim Brown, External Affairs Director – West Area at Crown Castle (Right) gives Congressman Jay Obernolte (Left) a tour of the company's tower site and related network components.

first-responders can be reached in emergency situations. In just the state of California, Crown Castle owns and operates over 4,000 towers, 13,000 small cells, and 14,000 route miles of fiber and is setting the stage for tomorrow's most transformative technologies," stated Brown.

"It was a privilege to host Congressman Obernolte at the tower site in Hesperia," stated Kelly Holliday, Human Resource Manager at JHC Construction LLC. "I was especially pleased that one of our company's hard-working tower technicians was able to visit directly with the Congressman to discuss all the work he does daily to enable connectivity in the district, state, and region. I would like to thank Congressman Obernolte, NATE, and Crown Castle for partnering with our company to make today's event special," Holliday added.

For more information on Crown Castle, visit **crowncastle.com**. For more information on JHC Construction LLC visit **jhc-constructionllc.com**. ●

ATTENTION NATE MEMBERS!



NATE

MEMBER BENEFIT HIGHLIGHT

Direct Access to Industry Leading Subject Matter Experts

NATE is dedicated to prioritizing safety and achieving excellence in safety, health, education, and compliance for its members and the industry. NATE membership provides access to Kathy Stieler, NATE Director of Safety, Health & Compliance, and Brian Bicknese, NATE Director of Safety & Education. Kathy and Brian are both esteemed experts in the industry, known for their safety knowledge and expertise, and are widely regarded as subject matter experts, offering insight and expertise in their fields. Their extensive knowledge is invaluable to NATE members for navigating industry advancements and challenges, adhering to regulatory requirements, and ensuring a safe and knowledgeable work environment. This support not only provides a significant competitive advantage but also fosters professional growth within the realms of safety, health, education, and compliance.

natehome.com



Kathy Stieler
Director of Safety,
Health & Compliance



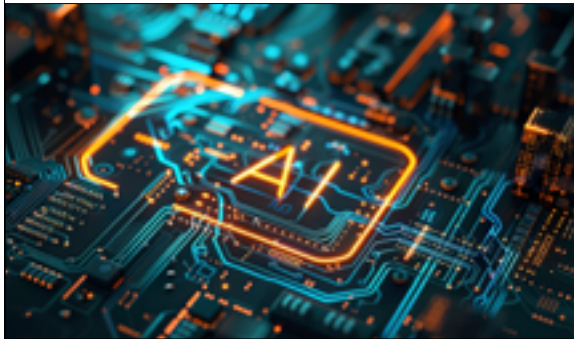
Brian Bicknese
Director of Safety &
Education

Streamlining Work and Enhancing Safety: The Possibilities with Emerging Tech

By Jeff Little

In the telecommunications construction industry, emerging technologies are unlocking new possibilities for streamlining work and enhancing safety. These innovations are reshaping how projects are managed, executed, and maintained, providing solutions that improve efficiency and protect workers in the field.

One of the most impactful advancements is the use of automation and AI-driven tools. AI-powered software can automate scheduling, resource allocation, and even predict potential project delays. These tools analyze vast amounts of data in real-time, optimizing workflows and reducing the likelihood of costly errors. By taking over time-consuming administrative tasks, AI allows teams to focus on strategic decision-making and project execution, keeping everything on track and within budget.



alerts if hazards like heat stress or excessive noise are detected, enabling immediate action to prevent accidents. This level of proactive safety management helps reduce risks and ensures that everyone on-site is well-protected.

Remote monitoring systems are also transforming how construction sites are managed. These systems allow project managers to oversee multiple sites in real-time from any location, ensuring that safety protocols are followed, and project milestones are met. Whether monitoring site conditions or assessing the progress of a build, remote monitoring enhances oversight without requiring constant on-site presence, making operations more efficient and secure.

AI in the office can also play a crucial role in managing project logistics. AI systems can forecast supply chain needs, allocate resources more effectively, and assist with financial planning and bidding. By handling routine and complex processes faster and more accurately than manual methods, AI frees up valuable time, ensuring smoother operations from the planning stage through project completion.

On the job site, wearable technology is revolutionizing safety. Smart helmets, vests, and other gear equipped with sensors can monitor workers' vital signs and environmental conditions. These wearables provide real-time

As the telecommunications construction landscape continues to evolve, these emerging technologies are not just tools for innovation – they are becoming essential to staying competitive.

They hold the potential to streamline processes, safeguard workers, and improve project outcomes, offering construction companies the ability to work smarter and safer. ●



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

NATE Releases Tower First Aid Video

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

NATE: The Communications Infrastructure Contractors Association unveiled a video devoting coverage to the topic of first aid at communication tower sites. The video is the fifth to debut in Volume 7 of the Association’s popular #ClimberConnection Series.

The video includes an informative, back and forth dialogue between narrator Sean Gilhooley and Brandon Foster, Director of Safety and Field Operations of NATE member company VIKOR. During their conversation, Gilhooley and Foster articulate the importance of having crews trained in emergency protocols, being prepared to implement an emergency action plan when in the field and highlight the essential items that should be included in company first aid kits at tower sites.

“It is my hope that this video provides the impetus for all companies in the industry to ensure their tower technician crews are appropriately trained to respond to emergency situations that could occur at sites, both on and off the tower. I also would encourage companies in the industry to use this video to reassess the items in their first aid kits to ensure they are equipped to care for workers during the unpredictable and often unforeseen circumstances that may occur at sites,” said Brandon Foster.

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

The Association encourages industry workers to subscribe to NATE’s YouTube Channel and

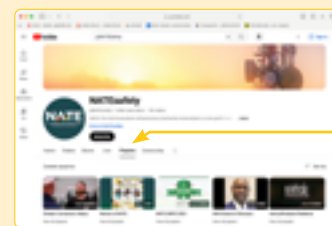


share their comments on the video through social interaction on the Association’s Facebook, Instagram, LinkedIn, X, and YouTube platforms.



Visit <https://www.youtube.com/watch?v=-J8G-Pqzljr8> to watch the Tower First Aid #ClimberConnection Video. NATE encourages tower technicians, contractor companies, tower owners, wireless carriers, public safety communications officials, and all communications infrastructure stakeholders to actively take part in this campaign by posting the video on their respective social networking platforms using the hashtag #ClimberConnection. ●

To find more #ClimberConnection videos, please visit NATE’s YouTube channel @NATESafety and check on the “Playlists” tab.



Does Matrix Pricing Benefit Tower Companies Most?

By Jeff Tinio



Matrix, Tiered, or Pre-negotiated pricing is not a new concept, nor do I think that it will be going away any time soon. It seems that more and more companies are trying to move to this pricing model and are touting its benefit to the tower companies but are the benefits as good as they say they are? They reason that with set prices, it gives the competitors equal playing ground, and they can easily divvy up projects to anyone who has agreed to the pricing scale and the job, but probably more importantly, the customer can give more accurate figures to their stockholders.

This pricing scale is typically pre-negotiated prior to final ratification. The “catalog” list may have hundreds of lines that need our input to be returned to the customer, but at the end of the day, the customer already has set pricing in mind. Often what happens is that the customer will give a final “take it or leave it” contract, and if you do not accept it, you may not even be eligible to work for them. I have talked to many people who simply agree to the pricing in hopes of selectively choosing certain jobs which may be more profitable or easier to finish and move on to the next job. This may make sense if there is an abundance of jobs to take on because you can make up the lower profits by simply taking more jobs. But what happens if you are only awarded a couple of jobs?

Generally, the customers try to be fair with what they believe the pricing should be. However, in today’s industry the tower companies must not only be able to efficiently and correctly perform their scope, but also maintain strict safety standards, training, administrative details, and inventory. In addition to this, the standard Net 30 payment is not as common as before. It is not uncommon to see contracts with Net 90 days! Meanwhile, our suppliers still demand Net 30 payments. For smaller tower companies, this is a big financial burden that many cannot carry.

Of course, for any particular job taken, it is up to the tower companies to determine if there is any out-of-scope work, which in turn increases the value. However, there are many times where a bid walk is not even performed. I believe not having a bid walk prior to starting, is a bad thing. Drawings are sometimes incorrect or may not accurately depict the current state of the site. On sites where there may be multiple clients, a previous installation may have taken liberties on the way they have done their installation and was not correctly redlined and therefore not conveyed to the future installations.

I could go on about all the different possibilities of how conditions are incorrect, but I am sure everyone agrees that it is very commonplace for inaccurate drawings or assumptions.

Many believe that with this pricing structure, tower crews will try to get through the job as quickly as possible in order to move on to the next site. This precedence of speed over profit can potentially lead to sub standard work, but even worse an increase in accidents. The latter is the most concerning issue to us, which I think is a consensus among everyone.

The NATE WIN Regional Conference is on October 9, 2024, in Kansas City, Kansas, and the annual NATE UNITE conference is February 17-20, 2025 in Raleigh, North Carolina. I strongly urge all members to attend if possible and talk to your peers about this topic and any other tower related topics you may have. These events are a great way to understand what is going on in the tower industry and voice your opinions. ●



Jeff Tinio is the Vice President of Teltronic Towers and serves as the Maryland Liaison in the Wireless Industry Network (WIN) program. He can be reached at 301-350-6400.

**REGISTER
OR SPONSOR
TODAY!**



2025 GOLF EVENT



BENEFITING



**THURSDAY
FEBRUARY 20, 2025**

Lonnie Poole Golf Course
1509 Main Campus Drive
Raleigh, North Carolina

Get an early start to your 2025 golf season by participating in the
TOWER FAMILY FOUNDATION GOLF EVENT!
All proceeds raised will benefit tower workers and their families in the
aftermath of an industry accident, fatality, or emergency situation.

TIME: Registration opens at 8:30 AM • Shotgun start at 10:00 AM

COST: Team of Four: **\$1,550** • Individual Golfer: **\$425** • Golf Club Rental: **\$75**

FORMAT: 4 Person Scramble

Team and Individual Registration Fees Include:
Lunch/Dinner • 18-Hole Round of Golf • Cart Fee

*Limited number of golf participants:
First come, first served.*

Registration Deadline is
Wednesday, February 5, 2025.

PREMIER SPONSOR



SUBJECT TO CHANGE • LAST REVISED JULY 19, 2024

REGISTER



bit.ly/25GolfReg

SPONSOR



bit.ly/25GolfSpons

QUESTIONS?

Contact Megan Nelson,
Manager of Wireless Industry Network (WIN)
at 605-882-5865 or megan@natehome.com

CONTINUED ON NEXT PAGE



SPONSORSHIP OPPORTUNITIES

SUBJECT TO CHANGE • LAST REVISED SEPTEMBER 30, 2024

PREMIUM HAT (EXCLUSIVE).....SOLD



GOLF GLOVE (EXCLUSIVE).....SOLD



TRANSPORTATION (EXCLUSIVE)SOLD



GOLF SOCKS (EXCLUSIVE)SOLD



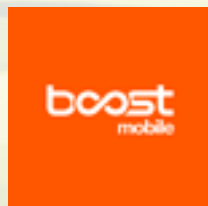
BAG (EXCLUSIVE).....SOLD



GOLF BALLS (EXCLUSIVE)SOLD



RECEPTION.....SOLD



ALL SPONSORSHIPS INCLUDE:

- Company logo promoted on NATE Website
- Recognition on signage
- Promotional email and social media blasts
- Promotion and recognition in *Tower Times* magazine

BEVERAGE CART (1 SOLD - 1 AVAILABLE)..... \$3,000

- Company logo displayed on beverage cart



BLOODY MARY BAR (EXCLUSIVE).....SOLD



LUNCH (EXCLUSIVE)SOLD



REGISTRATION TABLE/REFRESHMENTS

(1 SOLD - 1 AVAILABLE)..... **\$2,000**

- Company representative provided with opportunity to greet golfers and display their promotional literature at the registration table
- Company logo featured on signage at registration table

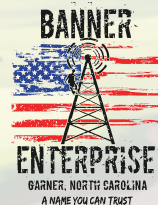


MEN'S CUSTOM TEE BOX MARKERS

(EXCLUSIVE).....**SOLD**

WOMEN'S CUSTOM TEE BOX MARKERS

(EXCLUSIVE).....**SOLD**



ALL HOLE SPONSORSHIPS INCLUDE:

- 1 table and 2 chairs
- Opportunity to greet golfers at sponsored hole and distribute company promotional items
- Two (2) lunch tickets
- Company logo on signage at hole
- Company to provide their own tent and linens

CLOSEST-TO-THE-PIN (HOLE 14).....SOLD



HOLE-IN-ONE (HOLE 2).....SOLD



LONGEST DRIVE (HOLE 9).....\$1,500

- Prize for winner is provided by NATE

SPONSOR



bit.ly/25GolfSpons



TOWERFAMILYFOUNDATION.ORG

LONGEST PUTT CONTEST (HOLE 18).....SOLD



BEAT THE PRO (HOLE 17).....SOLD



HOLE\$1,000

- Holes available: 4, 5, 7, 11, 12, 13

HOLE 1



HOLE 3



HOLE 6



HOLE 8



HOLE 10



HOLE 11



HOLE 15



HOLE 16



2025 GOLF EVENT



BENEFITING



QUESTIONS?

Contact Megan Nelson,
Manager of Wireless Industry Network (WIN)
at 605-882-5865 or megan@natehome.com

What Skills Do You Need to Be a Tower Climber? It's Not Just Physical.

By Salvatore Iovino

Tower climbing is a very physical job and the skills needed to climb towers take time to develop. Think about the physical repetitions you need to condition yourself as a tower climber, particularly those that involve physical labor or work at heights. Harsh working conditions such as extreme weather, the complexity of structures, and specific job hazards can significantly impact worker safety, productivity, and can be physically demanding. But, while these physical capabilities are very important to your ability to perform the task at hand, they aren't the only skills you need to progress in your career. Have you ever wondered what it would take to move from the field to management? You may have nailed down the physical capabilities, but have you developed other hard and soft skills to help you advance?



In essence, a skill set encompasses all the competencies and attributes you bring to a job or task.

Hard skills are essential for performing specific tasks effectively and are usually job specific. They are often acquired through education, training programs, and hands-on experience. Here are a few examples of hard skills: tower technicians, carpenters, plumbers, specific software usage, program/project management, and mathematics.

Investing time in skill development is crucial for both personal growth and career advancement. Here are a few key ways of improving your hard or soft skills and how they may benefit you:

- **Career Advancement:** Gaining new skills can make you a more valuable employee, increasing your chances of earning promotions and leading to greater responsibilities.
- **Specialization:** Becoming an expert in a specific area, like cellular equipment installations, positions you as a go-to resource within your organization and can enhance your credibility and marketability.
- **Adaptability:** Acquiring a diverse skill set allows you to adapt to changes in your current role or pivot to new opportunities in different areas within telecom.

Soft skills are often interpersonal and relate to how you interact with others, such as communication, empathy, and problem-solving. Hard skills are usually technical or specific to a particular field, like proficiency in project management, operating specific machinery or equipment, or even managing a team. Combining both soft and hard skills makes you adaptable and capable in a wide range of situations.

Soft skills are crucial because they facilitate effective collaboration and communication within a workplace, regardless of the specific role or industry. Some common soft skills include emotional intelligence adaptability, communication, conflict resolution, creativity, decision making, leadership, motivation, teamwork, and time management.



Salvatore Iovino is the CEO of United Telecom Systems and serves on the Workforce Development Committee. He can be reached at 404-987-5735 x 0715.

- **Networking Opportunities:** Upskilling often involves taking courses, attending conferences, or joining professional groups, which can help you meet new people in your industry.
- **Increased Confidence:** As you become more skilled, your confidence grows, enabling you to tackle new challenges and pursue opportunities that you may have hesitated to pursue before.

As an overview, physical demanding jobs like construction workers and tower climbing are good examples of hard skills, but it doesn't make up your general profile as an employee. Your employer will have a complete overview of your abilities. So, it's not just your physical capabilities that are a value to your company. Consider, improving on areas of your soft skills as well. Your value creates significant impact in various aspects of your personal and professional life. It is not just physical. ●



PRESS RELEASE

NATE Statement on AM Radio For Every Vehicle Act

NATE: The Communications Infrastructure Contractors Association issued the following statement in support of H.R. 3413 AM Radio For Every Vehicle Act.

“NATE encourages the House of Representatives to pass this important bipartisan legislation that would require automakers to maintain AM broadcast radio in new vehicles at no additional charge. At a time when communication is critical, efforts to remove AM Radio from vehicles will threaten the safety of our workforce. Members of NATE are deployed across the country in many hard-to-reach areas where AM Radio is vital for communication in the case of weather or other emergencies. The value of AM radio during emergencies cannot be overstated, and it has clearly saved lives and kept our teams informed,” said President & CEO Todd Schlekeway.

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

To read the full text of the AM Radio For Every Vehicle Act, visit <https://bit.ly/HR3413AMradio-Act>. ●



A career in wireless offers enormous opportunities!

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

Hazard Identification



**Make it Your Mission to
Address the Site Condition**

NATE
natehome.com



To learn more, scan:



An Overview on Family Business Transition¹

Family Advisory and Philanthropy Services

A family business transition is not a one-time event. It is an ongoing process that takes place on multiple levels. As such, it requires attention by family members and their advisors not only to the business and its finances, or to the ownership structures and their interplay, but also to the family and its growth and strength.

The Power and Challenge of Family

Family businesses are among the most widespread and successful business organizations worldwide. They often combine passion, a sense of identity, shared culture, a long-term outlook, and nimbleness in making and executing decisions. As a result, family firms account for two-thirds of all businesses around the world, and they create an estimated 70% – 90% of world-wide GDP.² Studies have shown that family businesses tend to show higher long-term profitability than their non-family competitors and to be less likely to lay off and more likely to hire employees in the face of an economic downturn.³ For example, in Europe from 2000 to 2010, businesses with such “committed shareholders” outperformed the broader market by over 16%.⁴

At the same time, like any business, family businesses face challenges in planning transitions of ownership and management. Industry experts estimate that about 30% of family businesses remain active through the second generation of ownership and 10% through the third.⁵

The same passion and committed control that give family businesses an advantage in the marketplace can prove hard to manage, especially when it comes to transitions. Some of the most common conflicts that arise include:

- Conflicts over employment and compensation of family members.
- Parent-child and sibling conflict over control.
- Conflicts over different ownership strategies (e.g., keep vs. sell).
- Conflicts between shareholders who are also managers vs. shareholders who are “outside” the business.
- Tensions between the spouses of family members who are owners or managers in the business.
- Conflicts over strategy and direction.

Given the variety and complexity of these conflicts, it is not surprising that many family business owners put off dealing with transitions, or handle the transition by deciding to sell the business.

For those families who do wish to transition their enterprise from one generation to the next, this overview will lay out some of the most fundamental considerations and strategies.

The Fundamentals of Family Business Transition

The first key to managing family business transition is to recognize that, as closely connected as they are, the family as a family and the business as a business have different goals. The family system is typically focused on emotional dynamics, family members’ personal needs, and the stability of the family. In contrast, the business system must focus on business performance, marketplace demands, and innovation.⁶

(CONTINUED ON NEXT PAGE)



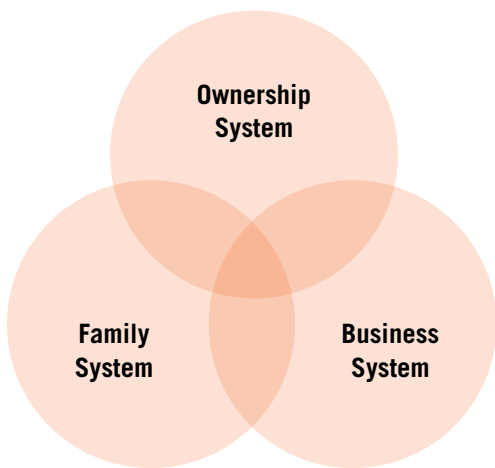
This article was provided by **Michael Cole** and **James Willers**, Financial Advisors with UBS Financial Services Inc. in Sioux Falls, South Dakota.

Family system	Business System
Emotional dynamics	Business performance
Family members' personal needs	Marketplace demands
Stability of the family	Innovation

As a result, family business transition involves at least four possibly parallel sets of changes:

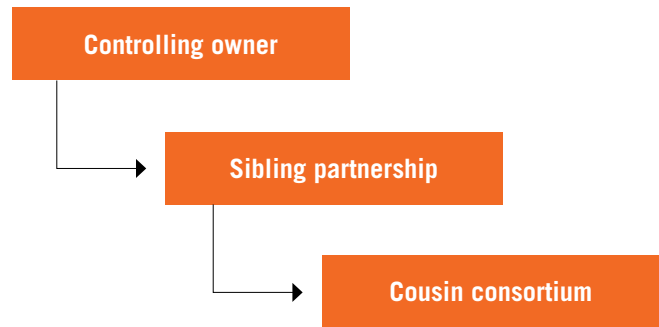
- Ownership transition - to whom? How to do effectively and efficiently?
- Board transition - new strategic plan?
- Management succession - to whom and how to evaluate?
- Family succession - new roles for family members and new methods of communication?⁷

Two illustrations can help family leaders think through the place of their families' businesses in these different facets of transition. The first is the "Three-Circle Model," developed originally by Renato Tagiuri and John Davis of Harvard.⁸



Many conclusions flow from the Three-Circle Model. The most basic is that a healthy family business will attend to each of these three circles; if one area falters, the whole system will ultimately be impacted negatively.

At the same time, the family business and these three circles are dynamic; they change over time. For example, as the family grows the ownership circle also tends to expand, as individual family members give or bequeath shares in the business to multiple children. The changes can be captured in these three phases of generational change and ownership:⁹



The controlling owner may be a single individual or a couple. The sibling partners are often their children and the cousins are their grandchildren. The leadership style and communication practices differ greatly at each of these stages. Problems tend to arise when family business enters a new phase but the leadership and communication practices remain "stuck" in an earlier phase.

The first step in thinking through family business transition, then, is evaluative. It is to ask yourself:

- Which of our "circles" gets the most attention - the business, ownership, or family? Which gets the least?
- Where are we in the transition of ownership and leadership - controlling owner, sibling partnership, or cousin consortium?
- Are our leadership and communication practices aligned with our family business' place within generational transition or are they stuck in a prior phase?
- Which of the four types of transition - ownership, board, management, or family - is most pressing now? Which will likely be most pressing five or ten years from now?

Prioritizing Key Activities in Family Business Transition

With answers to these evaluative questions in mind, you can then begin to prioritize the many different activities that are key to successful transitions. The three main areas of work are:

- Successful management of the business.
- Appropriate inclusion of the family in the business.
- Development of a family governance system.

Successful management of the business involves taking steps that are common to all businesses, such as maintaining a distinct corporate culture, leading in niche markets, and focusing on quality.

Appropriate inclusion of family in the business' management

is a multifaceted matter. To return to the Three-Circle Model, the work here concerns the areas of overlap between both the family and management circles and the family and ownership circles. It can mean transitioning away from family leadership by involving independent directors and non-family executives. Or it can involve setting out clear paths for family involvement in the business (such as requiring family members to work elsewhere for at least five years) and neutral processes for hiring and compensation. It is also crucial to educate and inform family members who are not managers but who may be or become owners (or spouses of owners). The business should adopt regular means of communicating with non-manager family members such as through family meetings. There also needs to be a transparent process to value and purchase the shares of family members who wish to exit the ownership circle.

Family governance is the area of activity most often overlooked by families with businesses but, in the long run, it may have the greatest impact on the cohesion or dissolution of a family enterprise. Family governance necessarily reflects the culture of the family: is it “closed” or communicative? Hierarchical or collaborative? Does the family culture have certain views about gender or the inclusion of in-laws? How are decisions made? Is there a shared dream?¹⁰

The appropriate forms of family governance will follow from the functions that the governance seeks to perform. These functions become apparent by assessing the needs, strengths, and challenges of the family-business system. Such an assessment involves considering the level of engagement by the family in the enterprise, the phase of generational ownership, the family's current attitudes around keeping or selling the business, and the attitudes of the family toward balancing the business' needs versus their own personal needs.

Family governance can then take the form of shareholder agreements, as well as plans for the education and engagement of rising generation family members. Very often a family will establish a Family Council that represents and gives voice to the family in its interactions with the business and its Board of Directors.

Some families also take the further step of designing a Family Constitution. This document may start with a family mission and values statement. It will then go on to address the interaction of all three of the “circles.” It will often include a plan for educating the family's rising generation, the “rules of engagement” for family members in the business; and the methods or structures for managing family ownership of the business.

¹ Except as otherwise indicated, this piece draws upon material published by Hughes, Massenzio, and Whitaker in *The Cycle of the Gift*, 2013, used here with permission.

² Family Firm Institute, www.ffi.org, accessed February 20, 2017.

³ *Tharawat Magazine*, no. 22, 2014.

⁴ Bloomberg: UBS Wealth Management Research, as of December 16, 2010.

⁵ Craig Aronoff, Family Business Consulting Group, <https://www.thefbcg.com/Family-Business-Survival--Understanding-the-Statistics-/>, accessed February 20, 2017.

⁶ See Carlock and Ward, *Strategic Planning for the Family Business*, 2001.

⁷ List adapted from Doud, *Challenges and Opportunities in Family Business Succession*, 59 *N.Y.U. Inst on Federal Taxation* 1401(2), 2001.

⁸ Diagram based on material in Hughes, Massenzio, and Whitaker, *The Cycle of the Gift*, 2014, page 127, from a model originally discussed in Tagiuri and Davis, “Bivalent Attributes of the Family Firm,” *Family Business Review*, 1982. This model is the foundation of contemporary family business consulting.

⁹ Diagram based on material in James Hughes, *Family: The Compact among Generations*, 2007 and Ivan Lansberg, *Succeeding Generations: Realizing the Dream of Families in Business*, 1999.

¹⁰ For more on family culture, see Grubman and Jaffe, *Cross-Cultures: How Global Families Negotiate Change Across Generations*, 2016. ●

The information contained herein is based on sources believed to be reliable, but its accuracy is not guaranteed. Neither UBS Financial Services Inc. nor its Financial Advisors provide tax or legal advice. Clients should be advised to contact their personal tax and/or legal advisors regarding their individual situations.

As a firm providing wealth management services to clients, UBS Financial Services Inc. offers investment advisory services in its capacity as an SEC-registered investment adviser and brokerage services in its capacity as an SEC-registered broker-dealer. Investment advisory services and brokerage services are separate and distinct, differ in material ways and are governed by different laws and separate arrangements. It is important that you understand the ways in which we conduct business, and that you carefully read the agreements and disclosures that we provide to you about the products or services we offer. For more information, please review the client relationship summary provided at ubs.com/relationshipsummary, or ask your UBS Financial Advisor for a copy.

© UBS 2023. All rights reserved. The key symbol and UBS are among the registered and unregistered trademarks of UBS. UBS Financial Services Inc. is a subsidiary of UBS AG. Member FINRA/SIPC. IS2307027 11/30/2024.

UBS Financial Services Inc.
ubs.com/fs
2020-326633

Tailgate Safety Topic

For more information: www.toolboxtopics.com

Flu Prevention

Influenza or “The Flu” is a serious contagious disease that can lead to hospitalization and even death. In 2009-2010, a new and very different flu virus (called 2009 H1N1) spread worldwide causing the first flu pandemic in more than 40 years. Flu is unpredictable, but the Centers for Disease Control and Prevention (CDC) expects the 2009 H1N1 virus to spread this upcoming season along with other seasonal flu viruses. The CDC urges you to take the following actions to protect yourself and others from influenza:

Take Everyday Preventive Actions to Stop the Spread of Germs

- Cover your nose and mouth with a tissue when you cough or sneeze.
- Throw the tissue in the trash after you use it.
- Wash your hands often with soap and water. If soap and water are not available, use an alcohol-based hand rub. This is especially important after you go out in public and do things such as:
 - Touch shopping carts;
 - Touch staircase hand rails;
 - Shake hands; or
 - Utilize common areas or items such as restrooms or hand tools.
- Wash your hands or utilize hand sanitizer before and after eating or smoking.

*Avoid touching your eyes, nose, and mouth.
Germs spread this way.*

Consider Getting a Flu Vaccine

- CDC recommends a yearly flu vaccine as the first and most important step in protecting against flu viruses.



- While there are many different flu viruses, the flu vaccine protects against the viruses that research suggests will be most common.
- Everyone six months of age and older should get vaccinated against the flu as soon as the seasonal vaccine is available.
- People at high risk of serious flu complications include young children, pregnant women, people with chronic health conditions like asthma, diabetes, or heart and lung disease, and people 65 years and older. Vaccination of high risk persons is especially important to decrease their risk of severe flu illness.
- Vaccination also is important for health care workers, and other people who live with or care for high risk people to keep from spreading flu to high risk people.
- Children younger than six months are at high risk of serious flu illness, but are too young to be vaccinated. People who care for them should be vaccinated instead. ●

Available
NOW!

Find it on your
favorite platform:



CABLE ON DEMAND

altice

ARMSTRONG[®]
Life made easy.

Comcast

COX

fios[✓]
by verizon

Frontier
COMMUNICATIONS

Mediacom

Shaw)

Spectrum

suddenlink

TELUS

INTERNET ON DEMAND

Google play

iTunes

Microsoft

prime video

vimeo

VUDU

YouTube

HOME VIDEO

ALLIANCE[™]
ENTERTAINMENT

amazon

BAKER & TAYLOR
The future delivered

LIBRARY
BOUND INC

MIDWEST TAPE
LIBRARIES & MEDIA SOURCE

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

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

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

What To Do in Case of An Accident



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

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

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

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

Emergency Checklist

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

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

Static Master Pro™ Static Rappelling & Climbing Rope

Pelican Rope's popular Static Master Pro™ is trusted by tower climbers and communication infrastructure professionals across the country. Made in the USA, this static kernmantle rope features a 48-strand, 100% polyester construction for superior strength and minimal stretch. Its exceptional flexibility ensures smooth performance over pulleys and sheaves, reducing friction and wear on equipment. Built to withstand the toughest conditions, the Static Master Pro™ offers reliable durability and consistent performance when safety is on the line. For demanding climbs, trust this American-made rope to get the job done.

- Built to perform in outdoor conditions with Pelican Rope's UV and abrasion resistance.
- 48-strand construction delivers high strength, high flexibility, and extremely low stretch.
- Available with sewn eye or tight sewn eye terminations.
- Cover: Polyester | Core: Polyester.
- Multi-color design available in blue, red, orange, white, and lime.
- Meets NFPA 2500 (Standard for Search and Rescue, and Life Safety Rope and Equipment)
- Meets ANSI/ASSP Z359.15 (Safety Standard for Single Anchor Lifelines and Fall Arresters).
- Meets ANSI Z133 (Safety Standard for Arborist Climbing and Safety).

Two popular options:

- 7/16" Diameter (6,600 lbs. MBS | 6 lbs. / 100' | Technical NFPA Rated
- 1/2" Diameter (9,100 lbs. MBS | 8 lbs. / 100' | General NFPA Rated

To learn more about Pelican rope, please visit www.PelicanRope.com.



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

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

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

RF Protection

- Naptex RF Garment Sales and Rental
- Tower Signs
- Compliance Consult
- 50 Year Radiation Protection Leader

UniTech Services Group
www.unitech-rf.com
 (800) 344-3824 x148

NATE
 THE COMMUNICATIONS INFRASTRUCTURE CONTRACTORS ASSOCIATION

PIONEERS OF SAFETY AND TOWER COMMUNICATIONS INFRASTRUCTURE

NATEHOME.COM

Company/Website	Page Number
CommercePayments..... <i>commercebank.com/expensecard</i>	7
Cuyahoga Valley Career Center <i>cvccworks.edu</i>	51
GME Supply Co..... <i>gmesupply.com</i>	3
Ice Crackers, Inc..... <i>icecrackers.com</i>	6
Lake Area Technical College..... <i>lakeareatech.edu</i>	19
Microwave Vision Group (MVG)..... <i>mvg-world.com/rfsafety</i>	Inside Front Cover
Newkirk Electric Associates Inc..... <i>newkirk-electric.com</i>	11
Nokia..... <i>nokia.com</i>	21
North Alabama Drilling LLC..... <i>northalabamadrilling.com</i>	49
RF Industries..... <i>rfindustries.com</i>	14
SKYLOTEC North America, LP..... <i>skylotec.com</i>	35
Texas A&M Engineering Extension Service..... <i>texsafety.org</i>	9
Classified Ads	
UniTech Services Group..... <i>unitech-rf.com</i>	80

Please direct inquiries and send all ad materials to:
Tower Times/NATE
 8 Second Street SE
 Watertown, SD
 57201-3624
 Tel: 605-886-5865
 Email: towertimes@natehome.com

ORDER TODAY!

NATE APPAREL

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

High quality brands include: Carhartt, CornerStone, Eddie Bauer, Nike, Port Authority, Port & Company, and Richardson. Each option has a variety of colors, sizes, and styles at a price point for everyone.

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

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

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



MANY MORE STYLES AND COLORS TO CHOOSE FROM!



PAGES 1-3



PAGES 3-5



PAGES 5-7



PAGES 7-9



PAGE 10



PAGES 10-11



PAGE 11

natehome.com

NATE UNITE
FEBRUARY 17-20, 2025 • RALEIGH, NC

Celebrating **30** YEARS

SEE PAGES 29-30

1995-2025
bit.ly/NATEUNITE2025

TOWER TIMES. NATE
8 Second Street SE
Watertown, SD 57201-3624

NATE
THE COMMUNICATIONS INFRASTRUCTURE CONTRACTORS ASSOCIATION

ANNUAL MARKETING TOOLBOX (2024 - 2025)

NATE: Your Marketplace of Opportunities

EXHIBIT SPONSOR PRINT ADVERTISING DIGITAL ADVERTISING PUBLISH SPEAK

VALID MARCH 1, 2024 - FEBRUARY 20, 2025

NEW!

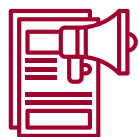
Your **MARKETING** and **ADVERTISING PARTNERSHIP** with NATE has been simplified with the new, all encompassing, **ANNUAL MARKETING TOOLBOX!**



EXHIBIT



SPONSOR



PRINT ADVERTISING



DIGITAL ADVERTISING



PUBLISH



SPEAK



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