



Closer to Home: Substation and Overhead Line Crews Continue Multi-Phase Project in Northern Wisconsin

Hooper's Overhead line department was awarded three separate but related projects upgrading Xcel Energy's Northern Wisconsin Transmission Grid. The series of three projects consisted of upgrading approximately 80 miles of line running from the Hayward area, south towards Ladysmith, and then Northeast to Lugerville. The work associated with these projects had to be completed in a methodical manner, in order to ensure the integrity of the transmission grid. Work on the first project began in October of 2013, with the completion of the third project slated for December of 2015.

The first of the three projects was a 27 mile upgrade of an existing 115 kV line that ran from the Osprey Substation, Northwest of Ladysmith, Wisconsin to Lugerville, Wisconsin. The new line which was built to 161 kV standards consisted of over 250 steel structures, of which 230 were directly embedded in culverts. In order to maintain reliable electrical service in this area, the existing 115 kV lattice tower line had to remain energized while the new line was being

built in the same right of way. To keep the existing line energized, an eight mile temporary line was constructed in the same right of way and the existing conductor was moved in various other locations to allow for adequate clearance for the new line to be built.

The route of the line is predominantly cross country with a portion of the line running through state forest lands. As a result of sensitive environmental conditions and low lying areas, portions of the project required winter construction while other areas required significant matting and/or the use of track equipment. Throughout construction of the new line and the removal of the existing line, great care had to be taken to ensure everything remained a safe distance from the energized 115 kV located next to the line being worked on. The line was energized on schedule in the fall of 2014.



Overhead Line crews worked on the Stone Lake to Radisson segment this past summer

Beginning in July 2014, the transmission and substation teams joined forces on the Stone Lake to Radisson segment, which included adding a line position to the existing Stone Lake substation and installing the new Radisson substation, located in the Hayward, Wisconsin area.

>>Continued on page 6<<

This three-phase project stretched across Northern Wisconsin. Although crews may have been closer to home, they definitely weren't close to civilization. Hooper Safety had to create easy access plans due to remote locations.

Inside stories

2. From the President
3. Safety Corner: CARES Program
4. Helping to Keep Heat On
5. Crews on the Move
6. Hooper Halloween
7. Foundation Work
8. Celebration of Fred Davie



From the President

The end of a Hooper era: closing remarks from President Fred Davie

It has been a privilege for me to have been an employee of this extraordinary company for 38 years, and for the past 15 years, to represent Hooper Corporation as its President. In accordance with plan, I will humbly and proudly join the ranks of my fellow Hooper Corporation retirees at the dawn of the New Year.

As to the future of Hooper Corporation, I could not be more enthusiastic and confident regarding President Elect, David M. Orr, his leadership team, and the skill and dedication of our employees to propel Hooper Corporation to even greater heights. I believe that the opportunities afforded this generation surpass any previous era the company has experienced since its founding in 1913.

Challenges are by nature a constant for all of us. As a group, the employees of Hooper Corporation have met many great challenges and subsequently built a very special culture which has provided not only to themselves, but also to our customers and associates, stability, fulfillment, and success. The Legacy of Hooper is and shall continue to be a legacy of surmounting adversity, cultivating the positive virtues of success to the benefit of all we touch.

Reflecting upon my shared history with Hooper Corporation, this is how I would prioritize four fundamental values found to be essential to our success.

First, the unwavering commitment to people. The safety and well-being of all our employees is absolutely, unequivocally the top priority of this Company. It must start at the top and be driven home through the entire

organization. This commitment goes beyond our boundaries to also include customers, associates, and the communities in which we live and work. From working alongside my fellow colleagues in the field, to my time spent in the office and finally senior management, I recognized early on a truth that bears repeating: "People do not work for companies. People work for people." People always come first.

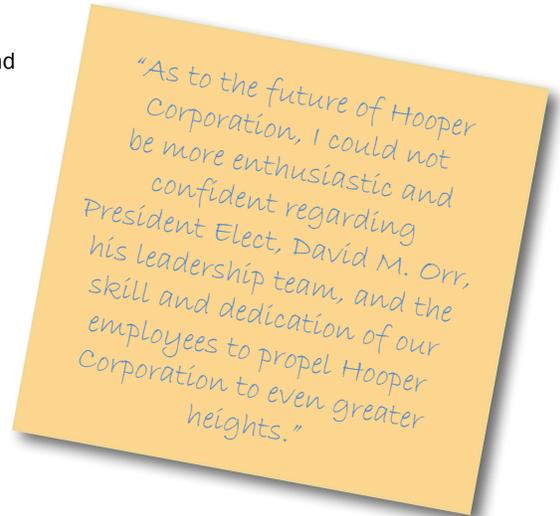
Second, a commitment to service excellence. Working in partnership with customers to deliver services of the highest possible quality must be central to a successful culture.

Third, a commitment to innovation, automation, and re-investment. The need to be vigilant, lend encouragement, and provide open access to the creativity of the people within our organization is vital. Drawing on creative resources outside the organization is equally important. Effectively channeling those ideas to improve processes and tools throughout the organization must be a constant and viewed by our culture as essential.

Fourth, a commitment to facilities and work environments. Fabrication facilities, shops, job-site headquarters, training facilities, and offices must be kept fresh, clean, and up-to-date. The positive effect on the attitude and performance of people, whether employee, customer, or community is tangible.

These core values are not time sensitive, and for those that embrace their meaning and purpose, and practice them with conviction, the dividend yield of stability, fulfillment, and success is sure to follow.

To Dave, and all the gifted people in



the Hooper organization, I wish you great success!

THANK YOU! Thank you to all of our employees for your hard work, belief, and support! To all of our customers, I wish to extend to you a sincere heartfelt thank you! To our suppliers, associates, and friends: your service friendship and support has been tremendous and is greatly appreciated.

And, finally a special THANK YOU to my good friends at NECA, the National Electrical Contractors Association, for the invaluable service and support provided to Hooper Corporation and the industry to which I have been so closely connected throughout my career. To my friends on the side of labor and to my peers in management, we have shared a stimulating, productive, and wonderful association for many years.

My sincerest wish to you, the entire Hooper family, our customers, associates, and friends is good luck, God's speed, and most importantly, find enjoyment and fulfillment in all you do.



Congrats to you on your retirement, Fred. We wish you the best and thank you for your leadership!

SAFETY DEPARTMENT

Hooper CARES: Hurdling Through New Heights in Safety

You may have read about the launch of the Hooper CARES program in our fall 2013 OnSite issue. At that point in time, this program was a new initiative, set to launch early this year. Almost a year later, we never could have predicted the positive light this program has shed on our new employees.

The team at Hooper is continually looking for ways to improve our safety training and remind our workers that safety

“Almost a year later and we never could have predicted just how successful and positive this program has been with our new hire orientation process.”

comes first: every task, every day. The CARES program focuses specifically on the first six months of employment with a variety of touch points between field, management, and safety after 14 days, 90 days, and 6 months.

After watching and evaluating hundreds of employees successfully complete their first six months at Hooper, this process has really

opened the lines of communication between new employees and current employees. Overall, the process has allowed management to evaluate the needs and concerns of field personnel with both new hires and with supervisors of those new workers. The process will continue to evolve our safety culture.

With the additional communication and oversight from peers, supervisors, and project managers, we believe the CARES program will continue to enhance all new employee experiences at Hooper, and also ensure a safe start to their Hooper career.

CARES stands for culture, awareness, responsibility, empowerment, and safety. We can make a difference. Hooper CARES.

Hooper STAR Committee Update

The mission of the STAR Committee is to provide direct oversight to Hooper Corporation safety committees on both the operating and departmental levels. The STAR Committee is continually working to refresh and update current safety initiatives:

- CARES Program success (left)
- Installed TV monitors throughout our Corporate and GHAC offices to help enhance safety communication efforts
- A company intranet has been deployed to include daily safety messages for all employees. This initiative will help open lines of communication between GHAC and Hooper offices
- 2015 safety goals have been determined

Changing Technology

The Future of Green Building is here:

Just over a year ago, LEED v4 was announced as the future of green building by the U.S. Green Building Council (USGBC) and has proven to provide the most dramatic changes to date in LEED certified facilities. The USGBC and LEED continue to push the envelope by focusing the market on sustainable ideas, techniques, and products. Their latest version of LEED, version 4, was adopted over a year ago but has yet to see much activity.

In the past, LEED has always had a 15 month phase out period where a person can elect to use the previous version (2009 or v3). This process allows engineers, architects, and owners to become familiar with the

changes, ask questions of intent on new criteria, and move the building industry along in development of new products. The phase out period for version 3 was to end in October 2014 but USGBC has extended the use of version 3 to October 2016. This unprecedented move is in response to a building industry and market that is not ready for the new criteria in LEED v4. By slowing down the transition, allowing the market to catch up with new guidelines and criteria, USGBC believes they will have more impact on the building industry.

There is no doubt that version 4 has higher expectations than version 3, after all

LEED^{v4}

that is why they keep creating new versions. However, there does seem to be some controversy over the extension of the phase out period and how it will affect adoption of new standards, Net Zero projections, and the perceived negative impact of LEED being viewed as a leader in the industry. We'll just have to wait to see how everything works out.

For more information visit: www.usgbc.org/leed/v4/.

General Heating and Air Conditioning

Local Area Heat's On Event Helps Heat Homes and Hearts

A look into the 27th Annual event:

On Saturday, October 18th (12) General Heating and Air Conditioning employees volunteered and donated their time for the 27th annual Heat's On project. The Heat's On event is a community service endeavor through Madison Area Mechanical & Sheet Metal Contractors Association (MSC) and Steamfitters Local 601 which provides complimentary furnace clean and check services to elderly, disabled, and low income families of Dane County. As many as 60 homeowners were given a thorough heating system review and service thanks to our GHAC workers along with other members from Local 601.

In addition to a successful day of community service, Mayor Paul Soglin recognized Saturday's accomplishments with a proclamation. The mission of Heat's On is to reduce the occurrence of elderly and low income citizens going without heat or facing other life threatening emergencies associated with their home heating systems throughout the winter.

“As many as 60 homeowners were given a thorough heating system review and service thanks to our General Heating workers along with other members from Local 601.”

The Dane County Energy Services identified and provided the project with homes in need of service. MSC and Steamfitters Local 601 successfully executed their mission this year with the help of our contractors by providing the manpower and 18 trucks. Supplies to fill the trucks were charitably contributed by First Supply, Gustave Larson, Industrial Control, Johnson Supply, Design Air, and Temperature Systems, Inc. Thank you to all of the employees who took time out of their day to help with this very worthwhile cause. Learn more at nbc.com.

PHOTOS:

Top right | Employees from left to right. Back row: Mike Polster, Ryan Timm, Scott Zahn, Mark Shields, Andy Robertson, Steve Bonaparte, and Shawn Byrne. Front row: Dan Daley, Louis Lasecki, Jeff Schwarz, Joe Endres, Ken Hanson, and Mike Mullen

Bottom | Group of volunteers from Steamfitters Local 601. Hooper Corporations, Doug Smithback, pictured below left, currently serves as the board president of the union.



Crews on the Move

Our mechanical crews are constantly traveling near and far to complete projects beyond Dane County and surrounding Madison areas. Let's take a look at all of the work our plumbing crews are currently doing in Northwestern Wisconsin!

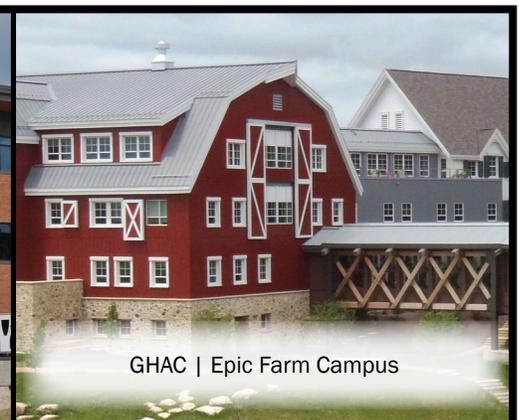
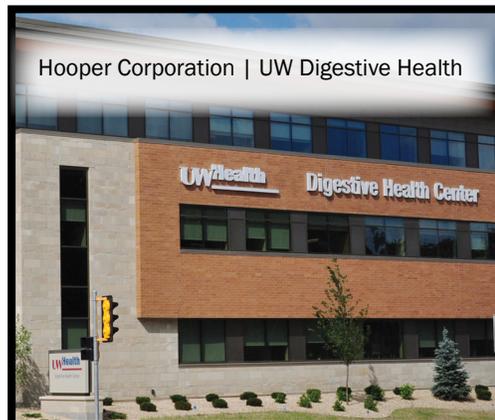
- Menomonie High School Remodel
- Harvey Hall, University of Wisconsin - Stout
- Eau Claire DMV
- Jackson Correctional Institution
- Fort McCoy Dining Facility, Tomah
- Fort McCoy TEMF Warehouse
- Monroe County Justice Center, Sparta
- Field Maintenance Facility, Wausau
- Watson and Thompson Residence Hall Remodels, Stevens Point
- Eau Claire Confluence Project

Photos (from top): Menomonie High School, Harvey Hall, UW Stout



Hooper and GHAC Recognized for Two AGC Build Wisconsin Awards

Hooper Corporation's Mechanical Division and General Heating and Air Conditioning were involved in a variety of noteworthy projects throughout 2013 - both in Dane County and throughout Wisconsin. Hooper and GHAC are proud to have been a part of so many landmark projects such as UW Digestive Health and Epic Farm Campus that both were recognized as top projects for 2013.



LIVE UNITED: UNITED WAY CAMPAIGN SUCCESS

We are happy to report that Hooper Corporation raised nearly \$45,000 towards the United Way campaign which includes employee contributions and funds generated during special events such as Ice Cream Days, summer brat fries, and a chili cook off. General Heating raised \$10,925 this campaign plus additional funds that were collected at separate events including their employee clay shoot, golf outing, baggo tournament, UWH TAC lunch, and the kick-off party. Thanks to all those who attended these events and to all of you who generously gave on your pledge forms.

Many thanks also go to the United Way Committees for your work throughout the year and to those people who helped out at the events to make them a success. We are always open to new ideas on how to fundraise so feel free to contact us with success stories! Hooper Corporation and GHAC are proud to support the United Way. Thank you for taking the time to help the community we call home!



Tips, Tricks, and Tools for You and Your Family

Winterizing your Home Made Easy

Winter showed up a little early for many parts of the United States, and although we might not have been ready for it, winter is sure here to stay. A (likely) cruel Midwest winter is upon us and with the impending cold already at our door; it's time to begin winterizing your home, if you haven't already done so.

With cooler outdoor temperatures comes a greater need for heating indoors. Furnaces and boilers are the largest energy users in most homes, so be sure yours is in good working order before it's too late. Be sure to check furnace filters monthly and keep thermostats set to 68 degrees or cooler if your health permits it. Setbacks - when you turn the thermostat down during sleeping hours or while everyone is away - are the best ways to reduce fuel costs. Another way to reduce fuel costs is to close off any unused rooms and turn down the thermostats for those rooms.

It is also a good idea to have an HVAC professional inspect your furnace and clean ducts prior to the heating season (this can be said for prior to cooling season as well).

A thorough exterior home inspection will go a long way in



keeping heating costs down and rodents out of your home. Be sure to seal any crevice cracks or exposed entry points around pipes or in your foundation. Mice and other rodents can slip through spaces as thin as the diameter of a dime. Apply weather stripping around doors, replace cracked glass, and caulk windows to prevent drafts from entering your home.

Inside your home, there are a few extra details that will go the distance as well. Use a draft snake on doors and windowsills to add an extra touch to a room while also helping you keep the heat in and the cool out. Running your ceiling fan clockwise rather than counterclockwise will circulate the warm air through the house.

Lowering your water heater temperature to 120 degrees rather than 140 degrees reduces water heating cost by 6-10 percent.

Investing in an energy monitor will allow you to review your energy use in real-time and will help you see ways you can actively cut wasted energy.

For more information on winterizing your home visit www.mge.com.

Conserve | Live Green



Congrats to Fred Davie on his retirement!



Top: Fred Davie and Dave Orr | Right: Fred and his wife, Shirley



Hooper Corporation OnSite

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Electric Power • Mechanical • HVAC

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