



Insider

REMINDERS & NOTES

Harris Companies' offices will be closed May 29th for the observance of Memorial Day.

April is open enrollment month for employees participating in Harris' healthcare benefits. During this time you can make changes to your healthcare plan and sign up for new benefits for 2017-2018. Employees will be receiving more information from the human capital team via Skype or in-person meeting. Watch for your invitation to attend in the near future.

T-Mobile Arena Ready to Entertain Las Vegas



T-Mobile Arena is Las Vegas' first LEED Gold certified entertainment complex.

Las Vegas' First Major League Sports Team Gets New Home

Quality Mechanical (Quality) recently completed mechanical and plumbing services for the 20,000-seat T-Mobile Arena in Las Vegas, NV. The arena is home to Las Vegas' first major league sports team, the NHL's Vegas Golden Knights. The arena will host a wide variety of sporting events, concerts and awards shows.

The arena opened in April 2016, after nearly two years of construction. It's the first entertainment complex in Las Vegas to achieve LEED Gold certification. Quality joined general contractor Hunt/Penta on the project. Using 3D BIM/CAD coordination and field leadership, Quality was able to adhere to the NHL's rigorous technical specifications for the piping in the ice rink and locker room facilities. The result is a facility to be proud of.

Safety First

The T-Mobile Arena project achieved two million safe working hours with zero lost-time injuries. Quality actively created a safe working environment by retaining a full-time, on-site safety coordinator and requiring bend and stretch and safety discussions at the start of each shift.

Playing to Strengths

Quality used its expertise and resources in CAD/BIM modeling to provide clash coordination with the other trades. This effort to catch and eliminate potentially costly or time-consuming conflicts before they occurred was instrumental to the project's success. Extensive CAD coordination and the use of Trimble units (robotic laser layout devices) during installation also helped Quality's field team save time during the layout and leveling of plumbing and HVAC systems and contributed to the successful installation of the arena's 92 in. diameter bowl ductwork.

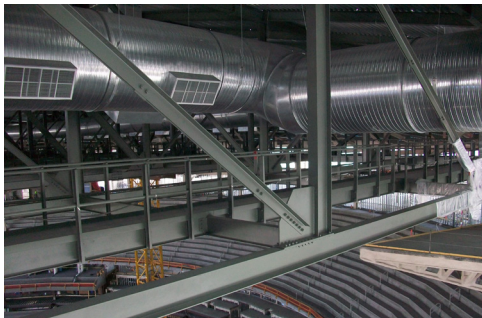
Quality's prefabrication capabilities were crucial to keeping the project on-schedule. The majority of the arena's ductwork, plumbing and piping systems were prefabricated in the shop, including restroom carriers and large mechanical piping segments. The team designed, fabricated and installed the hydronic and domestic water piping as a rack system to maximize efficiency.

A True Team Effort

Much of Quality's project success was thanks to the combined efforts of the entire project team. Congratulations to the entire project team.

Arena Facts

- \$375 million total project cost
- 20,000 seats
- 8 miles of plumbing piping
- 10 miles of HVAC pipe
- 72,000 ft. of underfloor steel piping for the ice rink
- 380,000 lbs. of ductwork



Quality Mechanical's ductwork at the T-Mobile Arena in Las Vegas.

GOOD TO KNOW

How to get IT help

The IT department is growing. David Truong has joined Mike Hovey, Rick Finger and Rob Basch to manage the network, computers, printers and cellphones. The team operates out of St. Paul and helps employees at all office locations.

If your own troubleshooting efforts aren't working, email helpdesk@hmcc.com. This address should be used for all software, computer, cell phone and technology problems or requests. It's the fastest way to get you the help you need.

IT TIP

Bluebeam? Adobe Acrobat? Depending upon your preference, it's a real pain to open your documents in the wrong viewer. Visit 365.hmcc.com to learn how to set your default PDF viewer, or find answers to other technical questions.

ZEROING IN ON SAFETY

Dan Kent, Corporate Safety Director



Quality Mechanical's president Doug Lea (right) accepts the Harris Safety Award from Todd Thiele, Executive Safety Committee Chair (left).

I'm pleased to announce that Quality Mechanical (Quality) finished 2016 with zero recordable injuries!

Recordable injuries are more serious than a cut or a scratch that you could treat with first aid and require professional medical attention. They are tracked as part of the yearly OSHA Form 300 Log.

Having zero recordables means that employees were able to safely perform their work without injuries affecting their work and personal lives. This is a goal for every work site and an imperative that Harris takes very seriously.

Quality's safety record is no accident. Employees at all levels are dedicated to safe practices. With strong support from management, employees are trained in safety continuously throughout the year. Safety audits and thorough accident and near-miss investigations help correct potential job site hazards. Employees also started a safety bingo program to keep safety top of mind.

To maintain safe job sites in 2017, Quality is adding additional safety efforts to those already in place. Superintendents and project managers will be provided with more training and opportunities to conduct safety audits. Pre-task plan tracking and training will also go into effect.

A MESSAGE FROM GREG HOSCH, CEO



According to *Forbe's* magazine Apple, Google and Microsoft are the world's three most valuable brands for 2017. Certainly each of these brands evokes reactions in consumers.

When we see the iconic Apple logo, we immediately have certain expectations about product quality, innovation, presentation and value. These brands have evolved over time to become the giants they are today. Most of us can probably remember what those brands meant to us five, 10, or 15 years ago.

At Harris, our brand is evolving too. Much of our geographic expansion has been through acquisition. In almost every case, we have kept the existing business name to retain its value in the local marketplace. This strategy was effective in maintaining local brand loyalty, but only

those who already knew Harris really understood the subtle connection to the overall corporate brand.

Over the course of the next year, we will transition all of our divisions to a shared business name, logo and branding strategy.

Over time, we've come to realize that long-term value is in the Harris brand. In some cases, we've submitted a proposal to a customer for a large project with individuals from two or three of our regions. In those cases, we've had to educate the customer that these differently named companies are really a part of the same company.

As our business has grown, so have our customers. Many of our customers are now national in reach and it's easier for us to do business with them in multiple locations when we have one consistent name and logo. It also facilitates collaboration between our offices to seamlessly and logically deliver the best

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resources to a project regardless of location.

Internally, adopting a common brand sends a message to our employees about breaking down the last silos to more effectively grow our business. We'll be collaborating across geographic boundaries and deploying best practice throughout the company.

I look forward to a new clarity of purpose that helps our team members grow and prosper along with the company. It's much more than just a new logo; it's a new statement about our identity!