



19<sup>TH</sup>

NATE  
UNITE

FEB 24-27 2014

EVENT BROCHURE

TOWN AND COUNTRY RESORT  
& CONVENTION CENTER

SAN DIEGO  CALIFORNIA

# Welcome from NATE's Chairwoman

It is with excitement and pleasure that I welcome you to NATE UNITE 2014! Our annual NATE event continues to be widely regarded as the most comprehensive and up-to-date educational event in the tower industry and the only one truly dedicated to those who erect, service and maintain communications structures. Our outstanding conference educational sessions are specifically designed to provide in-depth interaction and exchange of ideas on the challenging issues facing the telecommunications and broadcast tower construction, service and maintenance industry.

If you are not a NATE member and are interested in joining, come check us out. We believe you will like what you find. NATE membership is very diverse and encompasses representation from all facets of the tower industry. There is something for everyone.

I encourage you to make your plans to attend. There is not a better opportunity to learn more about our exciting and ever evolving industry than at NATE UNITE 2014. I look forward to seeing you there...Stay Safe – It's up to you!

Pat Cipov  
NATE Chairwoman





# NATE UNITE 2014 Quick Facts – Come Join Us!



NATE UNITE 2014 is renowned as the annual event specifically focused on companies and individuals involved with, or interested in, broadcast and telecommunications tower erection, service and maintenance. Recognized as a vital forum for those who design, engineer, construct, service and maintain broadcast and communications structures, NATE UNITE 2014 facilitates the exchange of ideas and experiences; the ability to actively participate in a variety of educational sessions and certified courses; and provides a tremendous opportunity to revitalize and strengthen your company's commitment to safety, while networking with peers, colleagues, technical experts and friends, all in one facility.

## **Dates/Location**

February 24-27, 2014

Town and Country Resort & Convention Center

500 Hotel Circle North

San Diego, California 92108

Hotel 619-291-7131

[www.towncountry.com](http://www.towncountry.com)

## **Educational Sessions**

There are three tracks of focused educational sessions: Technical, Leadership and Administrative offering in-depth discussions on how new technological advancements and recent standards issues will affect your project performance and implementation. Individuals attending NATE UNITE

2014 educational sessions will have the opportunity to receive a certificate of participation.

## **Certified Courses**

This year NATE is expanding the certification courses offered to include the NATE Authorized Climber Course; NATE Competent Climber/Competent Rescuer Course; OSHA 10-Hour Training Course; Medium Intensity Lighting (LED) Installation and Maintenance Course; PIM Testing Certification Course; and a Competent Rigging/Signaling Course. Participants must register in advance, and be employed by a NATE member company.

## **Exposition**

Enjoy "hands-on" access to the latest products and technology being showcased by top industry manufacturers, distributors and consultants in the broadcast and telecommunications tower erection, service and maintenance industry.

## **Exhibit Hall Hours**

Tuesday, February 25 • 3:00 p.m. - 6:00 p.m. and

Wednesday, February 26 • 2:00 p.m. - 7:00 p.m.

*(Reception held in the Grand Exhibit Hall and Foyer).*

## **Luncheons/Receptions/Beverage Breaks**

All registered attendees are welcome to attend the complimentary beverage breaks, luncheons and receptions. Please refer to the Schedule of Events for exact times and locations.



### Keynote Speakers - Luncheons



#### **Dr. Martin (Marty) Cooper**

We are fortunate to have Dr. Martin (Marty) Cooper, Chairman and Founder of DYNA, LLC as one of our

Keynote Speakers. Dr. Cooper conceived the first cellular phone and also was the person who made the first call on a cellular phone.

*(See page 8 for more information)*



#### **Dr. David Michaels**

An invitation has been extended to Dr. David Michaels, Assistant Secretary of Labor for Occupational Safety and Health, and hopefully his schedule will allow him to provide a Keynote address during

the conference. *(See page 9 for more information)*

### **NATE Member Brainstorming Discussion, Committee Updates and Luncheon**

All NATE Members are welcome to attend the luncheon and encouraged to participate in the Member Brainstorming Discussion which will be held on Monday, February 24 from 12:30 p.m. to 2:00 p.m. The Member Brainstorming Discussion will be moderated by the NATE Chairwoman and is open to NATE Members only. Please take advantage of this great opportunity for all NATE Members to participate in an open exchange of ideas regarding the Association. Updates will be presented by each of NATE's standing committee chairpersons. Please refer to the Schedule of Events for exact location.

### **Receptions**

#### **NATE UNITE 2014 Welcome Luau Reception**

Monday, February 24 • 6:00 p.m. - 8:00 p.m.

Aloha! Join us at the Welcome Luau Reception hosted by the National Association of Tower Erectors (NATE) and the California Wireless Association (CALWA).

#### **NATE UNITE 2014 Beach Party Reception**

Tuesday, February 25 • 6:00 p.m. - 9:00 p.m.

Sand...surf...sun, come join the fun!

#### **NATE UNITE 2014 Fiesta Reception**

Wednesday, February 26 • 5:00 p.m. - 7:00 p.m.

The Fiesta Reception will be held in the Grand Exhibit Hall and Foyer.

#### **Voting Member Business Session**

All NATE Voting Members are welcome and encouraged to attend the Voting Member Business Session on Tuesday, February 25 from 8:00 a.m. to 9:00 a.m. The Voting Business Session is open to NATE Voting Members only to address official business. The voting credentials desk will be located directly outside the session meeting room. Please refer to the Schedule of Events for exact location.

#### **Grand Prize**

Win a trip to NATE UNITE 2015 – 20th Anniversary Celebration in Orlando, Florida! All attendees will receive one free drawing ticket with their registration materials. The Grand Prize drawing will be held in the exhibit hall on Wednesday, February 26 at 6:45 p.m. The Grand Prize drawing is for registered attendees only and the winner must be present in the exhibit area at the time of the drawing to win. The NATE UNITE 2014 Grand Prize includes round trip coach airfare for two, 4 nights' hotel accommodations and two complimentary passes to NATE UNITE 2015 – 20th Anniversary Celebration to be held February 23-28 at Disney's Coronado Springs Resort in Lake Buena Vista, Florida.

THANKS  
TO OUR  
**2014**  
SPONSORS

## Event Sponsors

Support NATE with your contribution and gain valuable exposure for your company. For information regarding NATE UNITE 2014 sponsorship opportunities, please contact NATE Senior Staff Associate Carol Coughlin via email: [carol@natehome.com](mailto:carol@natehome.com) or call 888-882-5865 (U.S.) or 605-882-5865.

### Infinity Sponsor/Beach Party Sponsor



#### Beacon Sponsor



#### Radiant Sponsors



#### Cyber Café Sponsor



#### Structural Sponsor



### Anchor Sponsors



# Conference & Exposition Registration Fees

## Early Bird Registration:

(October 16, 2013 through November 30, 2013)

Member - \$135.00 • Non-Member - \$405.00



## Advance Registration:

(December 1, 2013 through February 14, 2014)

Member - \$149.00 • Non-Member - \$449.00

## On Site Registration:

(February 24 - 26, 2014)

Member - \$259.00 • Non-Member - \$599.00

## One-Day Pass:

*(Valid Wednesday, February 26, 2014 Only)*

Member - \$125.00 • Non-Member - \$200.00

One registration fee provides attendees access to educational sessions\*, exhibit hall, beverage breaks, luncheons, receptions, and many other networking opportunities throughout the four-day event. \*Does not include "registered course participants only" designated sessions.

## Registration/Badge Pickup

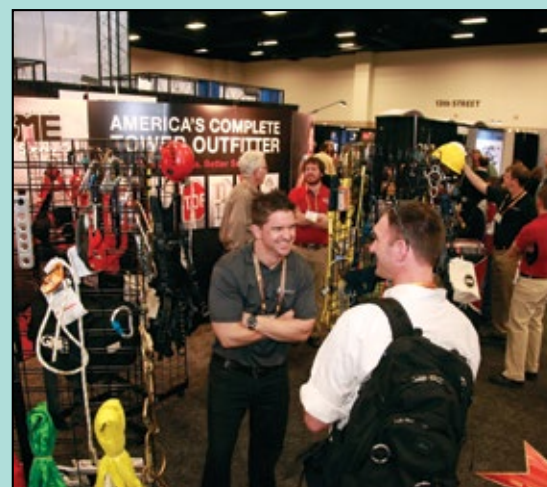
Badges will not be distributed prior to the NATE UNITE 2014 event. Registration/Badge Pickup will be located in the Atlas Foyer at the Town and Country Resort & Convention Center throughout the following days/dates/times:

**Monday, February 24 • 7:30 a.m. - 7:00 p.m.**

**Tuesday, February 25 • 7:00 a.m. - 7:00 p.m.**

**Wednesday, February 26 • 7:30 a.m. - 4:00 p.m.**

**Register Now!**





# Schedule of Events

All functions are held at the Town and Country Resort & Convention Center in San Diego, CA and open to all attendees unless otherwise noted.



Technical Track



Leadership Track



Administrative Track

**Sunday, February 23**

*Dated - October 15, 2013 - Subject to Change.*

START	END	FUNCTION	LOCATION
3:00 p.m.	7:00 p.m.	Board of Directors Meeting (Board Members Only)	Dover Room
3:00 p.m.	7:00 p.m.	A10.48 Committee (Committee Members Only)	Meeting Suite

**Monday, February 24**

START	END	FUNCTION	LOCATION
7:30 a.m.	7:00 p.m.	Registration	Atlas Foyer
7:30 a.m.	7:00 p.m.	Information Booth/Cyber Café	Atlas Foyer
8:00 a.m.	12:00 p.m.	OSHA Relations Committee (Committee Members Only)	Royal Palm Salon 1
8:00 a.m.	12:00 p.m.	Safety & Education Committee (Committee Members Only)	Royal Palm Salon 2
8:00 a.m.	12:00 p.m.	Trade Show Committee (Committee Members Only)	Royal Palm Salon 3
8:00 a.m.	12:00 p.m.	Member Services Committee (Committee Members Only)	Royal Palm Salon 4
12:30 p.m.	2:00 p.m.	NATE Committee Updates and Member Brainstorming Discussion and Luncheon (NATE Members Only)	Town & Country and San Diego Ballrooms
2:30 p.m.	3:30 p.m.	Educational Session 1 - Safety and Risk Management - How to Become "Best In Class"	California Room
2:30 p.m.	5:30 p.m.	Educational Session 2, Day 1 - OSHA 10-Hour Training Course (Registered Course Participants Only) (Certification Received)	Royal Palm Salons 1-3
4:00 p.m.	5:30 p.m.	Educational Session 3 - Future Trends in the Wireless Industry	California Room
6:00 p.m.	8:00 p.m.	NATE UNITE 2014 Luau Welcome Reception	Tiki and Plaza Pavilions

**Tuesday, February 25**

START	END	FUNCTION	LOCATION
7:00 a.m.	7:00 p.m.	Registration	Atlas Foyer
7:00 a.m.	7:00 p.m.	Information Booth/Cyber Café	Atlas Foyer
7:00 a.m.	2:00 p.m.	Exhibit Move-in Exhibit Hall (NATE 2014 Exhibitors Only)	Grand Exhibit Hall
8:00 a.m.	9:00 a.m.	Voting Member Business Session (NATE Voting Members Only)	California Room
7:30 a.m.	11:30 a.m.	Educational Session 2, Day 2 - OSHA 10-Hour Training Course (Registered Class Participants Only) (Certification Received)	Royal Palm Salons 1-3
9:15 a.m.	10:15 a.m.	Educational Session 4 - New Products Taking Safety to Greater Heights	Golden West Room
9:15 a.m.	10:15 a.m.	Educational Session 5 - How to Develop an Effective Safety Program	California Room
10:30 a.m.	11:30 a.m.	Educational Session 6 - Health Care Reform in 2014 - What Now?	Golden West Room
10:30 a.m.	11:30 a.m.	Educational Session 7 - Opportunities in Small Cells	California Room
12:00 p.m.	1:30 p.m.	NATE Keynote Speaker Luncheon - Dr. David Michaels, Assistant Secretary of Labor for Occupational Safety and Health (Invited)	Town & Country and San Diego Ballrooms
1:45 p.m.	2:45 p.m.	Educational Session 8 - Capstan Hoist Safety	Golden West Room
1:45 p.m.	2:45 p.m.	Educational Session 9 - Crew Resource Management Training and Development for Tower Crews	California Room
3:00 p.m.		Exposition Ribbon Cutting Ceremony	Grand Exhibit Hall Foyer
3:00 p.m.	6:00 p.m.	Exposition Open	Grand Exhibit Hall
4:00 p.m.	4:30 p.m.	Educational Session 10 - Introduction to the New NATE Gin Pole Safety Guidelines Resource - Q & A	Grand Exhibit Hall Awards Stage
6:00 p.m.	9:00 p.m.	NATE UNITE 2014 Beach Party Reception	Town & Country and San Diego Ballrooms

### Wednesday, February 26

START	END	FUNCTION	LOCATION
7:30 a.m.	4:00 p.m.	Registration	Atlas Foyer
7:30 a.m.	7:00 p.m.	Information Booth/Cyber Café	Atlas Foyer
8:00 a.m.	11:00 a.m.	Educational Session 2, Day 3 - OSHA 10-Hour Training Course (Registered Course Participants Only) (Certification Received)	Royal Palm Salons 1-3
8:00 a.m.	9:30 a.m.	Educational Session 11 - The Primary Reasons for Tower Accidents	California Room
8:00 a.m.	9:30 a.m.	Educational Session 12 - Overloaded Mounts and Your Safety	Golden West Room
10:00 a.m.	11:15 a.m.	Educational Session 13 - 2014 - OSHA and Employment Law Liability---Are You Ready?	California Room
10:00 a.m.	11:00 a.m.	Educational Session 14 - Effective Social Media, Networking and Marketing for the Tower Industry	Golden West Room
12:00 p.m.	1:30 p.m.	NATE Keynote Speaker Luncheon - Dr. Martin (Marty) Cooper, Chairman and Co-Founder of DYNA, LLC. and Inventor of the Cellular Phone	Town & Country and San Diego Ballrooms
2:00 p.m.	7:00 p.m.	Exposition Open (Prize Drawings Each Hour)	Grand Exhibit Hall
2:10 p.m.	2:55 p.m.	Dr. Cooper Q & A on Exhibit Hall Stage	Grand Exhibit Hall Awards Stage
3:30 p.m.	4:00 p.m.	Educational Session 15 - Raising the Bar - NATE STAR Initiative - Q & A	Grand Exhibit Hall Awards Stage
5:00 p.m.	7:00 p.m.	NATE UNITE 2014 Fiesta Reception	Grand Exhibit Hall and Foyer
6:30 p.m.		Sponsor Award Recognition in Exhibit Hall	Grand Exhibit Hall
6:45 p.m.		Grand Prize Drawing in Exhibit Hall	Grand Exhibit Hall
7:00 p.m.	10:00 p.m.	Exhibit Dismantle and Move-out in Exhibit Hall (NATE 2014 UNITE Exhibitors Only)	Grand Exhibit Hall

### Thursday, February 27

START	END	FUNCTION	LOCATION
7:00 a.m.	9:00 a.m.	Exhibit Dismantle and Move-out in Exhibit Hall (NATE 2014 UNITE Exhibitors Only)	Grand Exhibit Hall
8:00 a.m.	10:00 a.m.	Board of Directors Meeting (Board Members Only)	Board Room
8:00 a.m.	5:00 p.m.	Educational Session 16 -LED Lighting Course (One Day) (Registered Course Participants Only) (Certification Received)	Royal Palm Salons 1-2
8:00 a.m.	5:00 p.m.	Educational Session 17 - PIM Testing Certification Course (One Day) (Registered Course Participants Only) (Certification Received)	Royal Palm Salon 3
8:00 a.m.	5:00 p.m.	Educational Session 18, Day 1 - Competent Rigging/Signaling Course (Registered Course Participants Only) (Certification Received)	Royal Palm Salon 4
8:00 a.m.	5:00 p.m.	Educational Session 19, Day 1 - Authorized Climber Course (Registered Course Participants Only) (Certification Received)	Golden West Room
12:00 p.m.	1:00 p.m.	Certified Course Luncheon (Registered Course Participants Only)	San Diego Room
8:00 a.m.	5:00 p.m.	Educational Session 20, Day 1 - Competent Climber/Competent Rescuer Course (Registered Course Participants Only) (Certification Received)	Golden West Room

### Friday, February 28

START	END	FUNCTION	LOCATION
8:00 a.m.	5:00 p.m.	Educational Session 16 -LED Lighting Course (One Day) (Registered Course Participants Only) (Certification Received)	Royal Palm Salons 1-2
8:00 a.m.	5:00 p.m.	Educational Session 17 - PIM Testing Certification Course (One Day) (Registered Course Participants Only) (Certification Received)	Royal Palm Salon 3
8:00 a.m.	5:00 p.m.	Educational Session 18, Day 2 - Competent Rigging/Signaling Course (Registered Course Participants Only) (Certification Received)	Royal Palm Salon 4
7:30 a.m.	5:30 p.m.	Educational Session 19, Day 2 - Authorized Climber Course (Registered Course Participants Only) (Certification Received)	Pacific Safety Solutions Training Facility
7:30 a.m.	5:30 p.m.	Educational Session 20, Day 2 - Competent Climber/Competent Rescuer Course (Registered Course Participants Only) (Certification Received)	Pacific Safety Solutions Training Facility

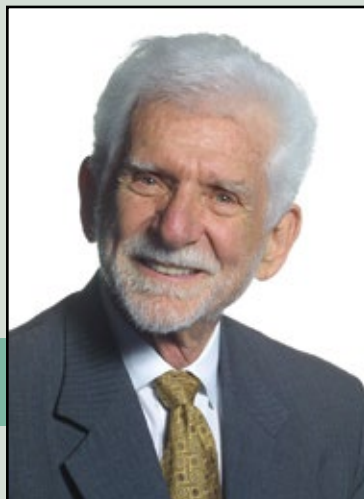
### Saturday, March 1

START	END	FUNCTION	LOCATION
8:00 a.m.	5:00 p.m.	Educational Session 18, Day 3 - Competent Rigging/Signaling Course (Registered Course Participants Only) (Certification Received)	Royal Palm Salon 4
7:30 a.m.	5:30 p.m.	Educational Session 20, Day 3 - Competent Climber/Competent Rescuer Course (Registered Course Participants Only) (Certification Received)	Pacific Safety Solutions Training Facility





# Keynote Speakers



## **Dr. Martin (Marty) Cooper, Chairman and Co-Founder of DYNA, LLC.**

Wednesday, February 26

12:00 p.m. - 1:30 p.m.

Town & Country and San Diego Ballrooms

Martin Cooper is Chairman and Co-Founder of Dyna LLC. He is also Co-Founder of ArrayComm, LLC, headquartered in San Jose, CA and of GreatCall, Inc., the innovator of the Jitterbug cell phone and service. Cooper has been involved in and contributed to virtually every major innovation in personal wireless communications in his over 50-year career. He conceived the first portable cellular phone in 1973, and is widely recognized as an innovator in spectrum management. For 29 years, Cooper led a number of major businesses at Motorola; including high-capacity paging, trunked mobile radio, cellular radio telephone, quartz crystals and oscillators, liquid crystal displays, piezo-electric components, A.M. stereo technology, and various mobile and portable two-way radio product lines. Following Motorola, Cooper co-founded Cellular Business Systems, Inc., a cellular billing system company. Cooper has 11 patents in the communications field. He is widely published and

continues to write and lecture around the world about wireless communications, technological innovation, the Internet, and R&D management. Cooper was involved in industry and government efforts to allocate new radio frequency spectrum for the land mobile radio services in the United States and has testified before the Federal Communications Commission and the United States Senate. He serves on the U.S. Department of Commerce Spectrum Advisory Committee that advises the President of the United States on spectrum policy. Cooper has received numerous honors and awards, including the 2009 Prince of Asturias Award for Technical and Science Research and induction into the National Academy of Engineering in 2010. In February 2013, Cooper was co-recipient of the Charles Stark Draper Prize; one of the world's preeminent awards for engineering achievement. In October, 2013, he was awarded the coveted Marconi Prize. Cooper has Bachelors and Masters Degrees in Electrical Engineering from the Illinois Institute of Technology and was awarded an honorary doctorate by that institution in 2004. He serves on IIT's board of trustees, as well as the boards of several other public and private companies.



**Dr. David Michaels, Assistant Secretary of Labor for Occupational Safety and Health (Invited)**

Tuesday, February 25

12:00 p.m. - 1:30 p.m.

Town & Country and San Diego Ballrooms

Appointed by President Barack Obama and unanimously confirmed by the United States Senate, David Michaels, PhD, MPH, became the 12th Assistant Secretary of Labor for Occupational Safety and Health in December, 2009.

As Assistant Secretary, he has worked to strengthen the agency's enforcement in high risk industries, improve OSHA's whistleblower protection program, promote common sense worker protection programs and standards, expand compliance assistance provided to small employers, and increase outreach to the vulnerable populations who are at greatest risk for work-related injury and illness. He has also increased OSHA's focus and capabilities in the areas of data analysis and program evaluation.

Dr. Michaels is an epidemiologist, currently on leave from his position as Professor of Environmental and Occupational Health at the George Washington University School of Public Health. He is the author of studies examining the health of construction workers, printers, bus drivers and other occupations, as well as of numerous publications on science and regulatory policy.

From 1998 to 2001, Dr. Michaels served as Assistant Secretary of Energy for Environment, Safety and Health. In that position, he was the chief architect of the Energy Employees Occupational Illness Compensation Program, the historic initiative to compensate nuclear weapons workers who contracted occupational illnesses as a result of exposure to radiation, beryllium and other hazards. The program has provided more than \$8 billion in compensation to sick workers and the families of deceased workers.

In 2006, Dr. Michaels was awarded the American Association for the Advancement of Science's Scientific Freedom and Responsibility Award, and, in 2009, the John P. McGovern Science and Society Award given by Sigma Xi, the Scientific Research Society, for his work in scientific integrity and for gaining compensation for nuclear weapons workers.

He is a graduate of the City College of New York, and holds an MPH (Master of Public Health) and PhD from Columbia University.



SAN DIEGO CALIFORNIA



FEB  
24-27  
2014

# Educational Sessions and Certified Courses

## Educational Session 1 (Leadership) Safety and Risk Management – How to Become “Best in Class”

Monday, February 24

2:30 p.m. – 3:30 p.m.

Location: California Room

Bruce Eades, Insurance Office of America (IOA)

### Presentation Synopsis

There is a workers compensation storm brewing in the tower industry. Being “Best in Class” in your risk management practices will not only protect your workers compensation rates but it will also help you be a more profitable company. In this session you will learn how indirect costs affect the profitability of your company. You will learn the basics of how a claim affect your experience modification, the indirect cost of high turnover, what Risk Score is, how an insurance company underwriter “thinks” when pricing your account; and finally you will learn workers compensation best in class practices for pre-hire, post-hire, pre-claim and post-claim standards.

### Speaker Biography



Bruce Eades is Regional President of Insurance Office of America. Bruce has over 28 years in the insurance industry and since 1994 he has focused on the telecommunications industry

building one of the largest retail telecommunications agencies in the country.

A graduate of the University of Alabama, Bruce received his Accredited Advisor of Insurance designation in 1996 and his Certified Insurance Counselor designation in 2005. Bruce serves on IOA’s Board of Directors and is a member of the YMCA Board of Directors.

## Educational Session 2 (Technical) OSHA 10-Hour Training Course

**MUST REGISTER IN ADVANCE - LIMITED SEATING –  
MAXIMUM 100 PARTICIPANTS**

Monday, February 24 • 2:30 p.m. – 5:30 p.m.;

Tuesday, February 25 • 7:30 a.m. – 11:30 a.m.; and

Wednesday, February 26 • 8:00 a.m. – 11:00 a.m.

**(Course participants must attend and successfully complete ALL SESSIONS to receive a certificate of completion.)**

Location: Royal Palm Salons 1- 3

Brent Jarvis, WITCC Corporate College

Shawn McKenna, WITCC Corporate College

### Course Synopsis

Any NATE Member who is registered for the NATE UNITE 2014 Conference & Exposition has the opportunity to register for the OSHA 10-Hour Training Course. This course and the topics discussed will focus specifically on the unique hazards and concerns facing the telecommunications industry. Class size for this course is limited to 100 people, and is available on a first-come first-serve basis. Cost for the course is **\$125.00** per person. Registered course participants will be provided with afternoon beverages on Day 1 along with breakfast and morning beverages on Day 2 and Day 3.

You may register for the OSHA 10-Hour Training Course and the NATE UNITE 2014 Annual Event online by visiting the NATE website at [www.natehome.com](http://www.natehome.com). The deadline to register is February 24, 2013.

If you have specific questions regarding the course, please contact Brent Jarvis at 712-274-8733 extension 1285 or [Brent.Jarvis@witcc.edu](mailto:Brent.Jarvis@witcc.edu).

## Instructor Biographies



Brent Jarvis is the Safety Outreach Specialist for Western Iowa Tech Corporate College. Brent is responsible for providing clients with OSHA safety training as well as any customized safety training they may need. One of Brent's main responsibilities for Corporate College is curriculum development and improvement. Brent received the Standards for General Industry training from the University of Texas at Arlington. Brent plays a valuable role as a sub-committee member of the NATE Member Services Committee. Brent is currently a Sergeant in the United States Army Reserve.



Shawn McKenna is the Safety Training Specialist at Western Iowa Tech Corporate College. Shawn is responsible for providing safety training to employees in the construction industry. Shawn is a

certified OSHA trainer. Shawn's training experience includes OSHA 10-and 30-Hour, Authorized Climber, Competent Climber, Competent Climber/Rescuer, Aerial Lift, Forklift, Bucket Truck Safety, Scaffolding, and Confined Space just to name a few. Shawn's previous experience includes serving in the United States Air Force as a Law Enforcement Officer and working for a telecommunication company in Iowa as a Tower Technician. Shawn is currently a Staff Sergeant in the United States Air Force Reserve.

## Educational Session 3 (Leadership) Future Trends in the Wireless Industry

Monday, February 24 • 4:00 p.m. – 5:30 p.m.

**Location:** California Room

**Moderator:** John Dohm, Zoning Manager, West Area, Crown Castle and President, California Wireless Association (CALWA)

## Presentation Synopsis

This panel discussion will scrutinize where the wireless industry is going in the future. Stay up-to-date on the critical factors that impact our industry today and learn where these trends will lead us tomorrow. With this knowledge you can prepare today to meet the coming challenges and succeed as we continue to build out our nation's wireless infrastructure.

## Speaker Biography



Jonathan Dohm is the Zoning Manager of the West Area for Crown Castle. Crown engineers and deploys wireless infrastructure throughout the United States and Australia. Mr. Dohm also currently

serves as the President of the California Wireless Association (CALWA), a non-profit trade association whose mission is to represent the wireless industry in California by providing a unified voice for the industry and offering educational and business opportunities for its membership.

Mr. Dohm, a graduate of the University of California, spent the first ten years of his professional career as a public land use planner with the County of Santa Barbara. In 1989, Mr. Dohm joined JM Consulting Group and helped grow that company from a small, two-person company to a company that reached over 300 employees, with offices throughout the United States. During this time, JMCG became one of the premier wireless consulting firms in the United States, providing full-turnkey wireless services to every major wireless carrier that was deploying new networks throughout the United States. As a zoning manager and Vice President of JM Consulting Group, Mr. Dohm has directly participated in the acquisition, planning and implementation of over 1,500 cell sites.

Mr. Dohm joined Crown Castle in 2000. Since joining Crown Castle, Mr. Dohm has focused his efforts on developing and implementing zoning best practices in support of assisting the company in the collocation and deployment of advanced telecommunications



services. In addition to other duties, Mr. Dohm's primary responsibilities are ensuring zoning compliance for the West Area's approximately 9,000 cell sites, compliance for all permit entitlement conditions, as well as ensuring the timely renewal of all zoning entitlements including conditional use permits.

In 2006, Mr. Dohm was selected by PCIA to be the first President of CALWA and continues to serve in this capacity, having recently been elected to a second term. In this capacity, Mr. Dohm serves as Chairman of the Board of Directors of CALWA and oversees all activities in support of over 1,200 members.

Mr. Dohm is a member of the American Institute of Certified Planners and has been a professional land use planner for over 30 years. A native of the Los Angeles area, Mr. Dohm resides in Santa Barbara with his wife and children.

### **Educational Session 4 (Technical) New Products Taking Safety to Greater Heights**

Tuesday, February 25 • 9:15 a.m. – 10:15 a.m.

**Location:** Golden West Room

**Moderator:** Beau Aero, GME Supply Co.

#### **Presentation Synopsis**

Tremendous growth in the tower industry has pushed manufacturers to innovate products that meet the specific needs of our workers. This one hour panel discussion will introduce you to newly engineered solutions and state-of-the-art product offerings that will help make your crews more safe and productive while on the job. Do you have a product solution you think might add to the safety of our industry? Are current products missing a critical element that might help increase your teams' effectiveness? Because your feedback is essential to the continued development of our industry, an array of leading manufacturers will be brought together to answer

questions and describe upcoming solutions during an extended open forum discussion to bring attention to our unique needs.

#### **Speaker Biography**



Beau Aero is the President and Founder of GME Supply Co., a subsidiary of GMES International. He began his career in the tower industry working at his family's manufacturing facility, GlenMartin.

In 2005, after years of building experience with tower customers, he founded GME Supply Co. With over 18 years of on-the-job industry experience, Beau has a unique understanding of the equipment needs of tower erectors and maintenance companies. GME Supply Co. has grown to become the premier international outfitter of contractor equipment and supplies, keeping workers both safe and productive while on the job. Beau graduated summa cum laude with a degree in marketing and advertising from the University of Missouri.

### **Educational Session 5 (Leadership) How to Develop an Effective Safety Program**

Tuesday, February 25 • 9:15 a.m. – 10:15 a.m.

**Location:** California Room

**Edwin G. Foulke, Jr., Fisher & Phillips LLP**

#### **Presentation Synopsis**

This program will examine the elements of an effective safety program and ways in which an employer can develop such a program. Specifically, the speech will examine the elements of an effective safety and health management system, including strong management commitment, all employee engagement, work site analysis, hazard prevention and control, and training of employees, supervisors and managers and will look at how employers can articulate a safety mission and values for their work sites and demonstrate



management commitment to safety. Attendees will learn how to empower and engage employees at all levels as well as work site controls, monitoring and compliance enforcement. Attendees will also receive a detailed review of the use of lagging and, particularly, leading indicators to help develop a world-class safety program. The following areas will also be discussed: (1) the need for discipline for safety violations in order to ensure safety compliance; (2) how to develop consistent and continuous training for employees, supervisors and managers; and (3) how to have continuous improvement throughout the company's safety program. Finally, the discussion will examine examples of world-class safety programs and how to take your safety program from good to great.

### Speaker Biography



Edwin G. Foulke, Jr. is a partner in the law firm of Fisher & Phillips LLP and serves as co-chair of the Workplace Safety and Catastrophe Management Practice Group. He is former Assistant Secretary of

Labor for OSHA under President George W. Bush and Chair of OSHRC under President George H. W. Bush. Ed has worked in the labor and employment area for 30+ years, focusing on occupational safety issues, workplace violence, risk assessment/prevention, whistleblower protection, and accident and fatality prevention. He was named one of the 50 most influential EHS leaders in 2008, 2010 and 2011 by EHS Today magazine.

## Educational Session 6 (Administrative) Health Care Reform in 2014 – What Now?

Tuesday, February 25 • 10:30 a.m. – 11:30 a.m.

**Location: Golden West Room**

**Karen Page**, Gallagher Benefit Services, Inc., a subsidiary of Arthur J. Gallagher & Co.

### Presentation Synopsis

Healthcare Reform (HCR) law is far-reaching and complex, applying to companies of all sizes in the US. For the purposes of NATE and the communications industry, most businesses fall into the "Small Employer" category with regard to HCR, or those with less than 50 full-time employees (FTEs)\*. HCR provides for certain variations in the law for Small Employers which offer insurance to employees. Topics covered include: Healthcare Reform Terminology; Small Employer vs. Large Employer; Fees and Penalties; Individual Exchanges; and State-Based Exchanges for Small Businesses.

### Speaker Biography



Karen Page is a Benefits Consultant with Gallagher Benefit Services, Inc., a subsidiary of Arthur J. Gallagher & Co. in Chicago, Illinois. Karen has 13 years of experience in Employee Benefits Consulting,

where she advises clients in areas related to benefits management, financial analysis, employee communications, compliance, and Healthcare Reform. She also provides employee education for her clients' benefits programs through written and direct communication. Karen graduated Cum Laude from Illinois Wesleyan University with BA degree in Biology. She resides in Chicago, Illinois where she is an avid Chicago sports fan and arts patron.

### **Educational Session 7 (Leadership) Opportunities in Small Cells**

Tuesday, February 25 • 10:30 a.m. – 11:30 a.m.

**Location:** California Room

**Moderator:** Robert Jystad, Channel Law Group, LLP and Vice President of the California Wireless Association (CALWA)

#### **Presentation Synopsis**

This session examines how carriers are on the edge of a major deployment of small cells in enterprises and outdoors in high traffic areas. Known as phase two of 4G deployment, carriers are now densifying the networks with small cells to handle the ever increasing volume of data transmissions. Learn how you can take advantage of this deployment opportunity and the vast amount of work that will be required.

#### **Speaker Biography**



Robert Jystad is the founder and managing partner of Channel Law Group, LLP. Robert is a civil litigator and advocate who represents wireless carriers, tower companies and other wireless infrastructure companies on zoning, land use, leasing and regulatory matters. Robert has been interviewed by Fox

News on behalf of the wireless industry and made numerous speaking appearances. Mr. Jystad is also Vice President of the California Wireless Association (CALWA) and a member of the Board of Directors of the Orange County Chapter of the American Red Cross. He is a graduate of UCLA Law School (J.D., 1996) and the Columbia University School of International and Public Affairs (M.I.A., 1993).

### **Educational Session 8 (Technical) Capstan Hoist Safety**

Tuesday, February 25 • 1:45 p.m. – 2:45 p.m.

**Location:** Golden West Room

**Steve Gordon, Hubbell Power Systems, Inc.**

#### **Presentation Synopsis**



The presentation will discuss and show correct use of Capstan Hoist and accessories. The information will include safe use of the Capstan Hoist and all the accessories and what each provides in the way of safety. The presentation will also include recommended power sources and the amount of time during each hour the hoist should be operated. There will be visual examples, including some of the many uses for the Capstan family.

#### **Speaker Biography**

Steve Gordon is a Senior Product Manager in the Hubbell Power Systems Chance Hotline Tool Group. He has more than 38 years of experience in the electrical industry and is an active member in ASTM. Steve served in Vietnam as member of the U.S. Army and returned to graduate from Northeast Missouri State.

## **Educational Session 9 (Leadership) Crew Resource Management Training and Development for Tower Crews**

Tuesday, February 25 • 1:45 p.m. – 2:45 p.m.

**Location:** California Room

**Randy Cadieux, V-Speed, LLC**

### **Presentation Synopsis**

This presentation will explain a unique approach for integrating safety and performance. Through deliberate leadership and teamwork at the crew level and with support by management and leadership at all levels, organizations may actively create safety and improve team performance. By developing strategies for improving teamwork, crew leadership and coordination, communications, situational awareness, decision-making, adaptive capacity at the crew level, time-sensitive risk management, and crew backup and support, and by integrating these strategies with planning and job execution tools, organizations may be able to effectively balance production and safety as crews become an active part of the deliberate safety process.

### **Speaker Biography**



Randy Cadieux is the Founder of V-Speed, LLC, which is a leadership, human performance, and risk management consulting and training company. He is also an instructor for the University of Alabama at

Birmingham's Master of Engineering in Advanced Safety Engineering and Management program. He is a 20-year veteran of the U.S. Marine Corps and has been qualified in tactical and training aircraft. Randy holds a Master of Engineering in Advanced Safety Engineering and Management from the University of Alabama at Birmingham and is a graduate of the U.S. Navy's Aviation Safety Officer course and Crew Resource Management Instructor School.

## **Educational Session 10 (Leadership) Introduction to the New NATE Gin Pole Safety Guidelines Resource – Q & A**

Tuesday, February 25 • 4:00 p.m. – 4:30 p.m.

**Location:** Grand Exhibit Hall Awards Stage

**Gordon Lyman, Safety LMSystems, LLC  
Ernie Jones, Consolidated Engineering, Inc.**

### **Presentation Synopsis**

This informative and interactive session will review the new NATE Gin Pole Guidelines Resource document, which derived from the TIA 1019-A 2011 standard and its potential impact on your company and the industry.

The session will cover the history of the document and the internal criteria in the document covering the different types of gin poles, the training you must have to work with these poles along with associated training for equipment used with a gin pole; such as base-mounted hoists, rigging and capstan use. The individual training for workers that use and work with gin poles will also be discussed.

### **Speaker Biographies**



Gordon Lyman is the President of Safety LMSystems, LLC, a company that specializes in web-based and classroom training for the telecommunications industry. Gordon has over 45

years of experience in all phases of the telecom industry; from rigging and installation worldwide to management and ownership. For the past 20 years he has focused his efforts on safety. In addition to his duties at Safety LMS, Gordon is Chairman of the NATE OSHA Relations Committee, served on the ANSI Committee that completed the ANSI TIA 1019-A 2011 Telecommunications Construction Standard, and is currently working on the new all-encompassing ANSI A10.48 Telecommunications Standard. He also works with industrial standards groups including OSHA, ANSI, CSA, NATE, and TIA to develop new regulations and standards for the telecom industry.





Ernie Jones has performed structural services for many broadcast and telecom companies in relation to research, design, manufacturing and erection since the early 1980's. He established the Structural Division for Electronics Research, Inc. (ERI) in Chandler, Indiana in the 1990's and is currently president of Consolidated Engineering, Inc. (CEI) in Lynnvile, Indiana. He has expertise in specialty rigging and in the use of vertical and tilted gin poles.

Ernie has been a participating member of the TR14.7 Committee of the Telecommunications Industry Association since 1986. This committee has the responsibility to write and approve the ANSI/TIA-222 Standard which is the American National Standard for Steel Antenna Towers and Antenna Supporting Structures.

Mr. Jones was responsible for developing the ANSI/TIA-1019, 2004 Gin Pole Standard. He is Co-Chairman of the technical section of this standard which recently produced a new "one of a kind" tower industry construction standard entitled "Standard for Installation, Alteration and Maintenance of Antenna Supporting Structures and Antennas" (ANSI/TIA-1019-A-2011).

## **Educational Session 11 (Leadership) The Primary Reasons for Tower Accidents**

Wednesday, February 26 • 8:00 a.m. – 9:30 a.m.

**Location:** California Room

**Moderator:** Jocko Vermillion, Safety Controls Technology

**Panelists:** Ed Dennis, Optica Network Technologies, LLC/Pinpoint Towers

**Gordon Lyman**, Safety LMSystems, LLC

**Rob Medlock**, Safety Controls Technology

## **Presentation Synopsis**

This session consists of a panel of industry experts who have been engaged in investigating tower accidents resulting in death. Most of the panelist have also owned their own tower service companies and have been or are immersed in safety training for their employees and/or others. Each panelist has an intimate knowledge of OSHA's perspective regarding these accidents.

Specific accidents, names or places will not be mentioned. Rather the goal of this panel is to discuss the underlying reasons (perhaps leading indicators) of what triggers such horrific events and ideas of what procedures, processes and practices need to be executed by industry stakeholders to achieve the goal of Zero Fatalities!

## **Speaker Biographies**



Jocko Vermillion is an industry recognized Tower Safety Specialist and OSHA trainer with over 20 years of experience in safety, consultation and OSHA compliance. As a former OSHA compliance

officer, Mr. Vermillion developed curriculum for the OSHA Training Institute (OIT) 3150 Tower Safety course and represented OSHA nationally in standards development and related task forces. As a foreman and project manager and later as a safety compliance officer, Mr. Vermillion has developed a reputation as an expert in OSHA policies and has trained employees and other compliance officers in safe work practices, enforcement guidelines and inspection protocols in areas such as construction of communication towers and other construction related activities. Mr. Vermillion is also a recognized construction crane trainer and authorized operator examiner.



Ed Dennis has over 18 years of experience in structural steel erection, heavy rigging, mobile cranes and the tower industry. Ed is currently the Director of

Environmental Health & Safety/Training with Pinpoint Network Technologies. Prior to this time he held the position as Director of Safety and Lead Trainer for Com-Tech Services and Wind Energy Services for the past 10 years. After serving in the U.S. Navy Submarine Fleet as a Combat Systems Specialist and later as Instructor for the Naval Submarine Training Center Pacific, he began his career in construction and safety where he holds certifications and trainer authorizations from a wide variety of academia including more than 9 years as an OSHA Authorized Outreach Trainer for Construction Safety, Telecom Construction Safety and General Industry Safety. He is a Certified Mobile Crane Inspector, Instructor for the Crane Institute of America, Crosby Rigging Trainer, RSI Advanced Trainer, DBI/SALA Competent Climber/Rescue Trainer, Ivy Tech Community College Adjunct Faculty and a PMI & Vertical Rescue Solutions Instructor. He is a member of the American Society of Safety Engineers, ANSI A10.48 Committee and the Association of Technology Management Applied Engineering.



Gordon Lyman is the President of Safety LMSystems, LLC, a company that specializes in web-based and classroom training for the telecommunications industry. Gordon has over 45 years of experience in all phases of the telecom industry; from rigging and installation worldwide to management and ownership. For the past 20 years he has focused his efforts on safety. In addition to his duties at Safety LMS, Gordon is Chairman of the NATE OSHA Relations Committee, served on the ANSI Committee that completed the ANSI TIA 1019-A 2011 Telecommunications Construction Standard, and is currently working on the new all-encompassing ANSI A10.48 Telecommunications Standard. He also works with industrial standards groups including OSHA, ANSI, CSA, NATE, and TIA to develop new regulations and standards for the telecom industry.



Rob Medlock spent over 33 years in the forefront of occupational safety & health while working for the Occupational Safety & Health Administration (OSHA) before joining Safety Controls Technology in February of 2011. During his tenure Mr. Medlock served in OSHA's Area, Regional, National and State Plan offices completing many assignments critical to the Agency and becoming well respected in the labor and business communities. He is a skilled team builder who believes in the value of providing a safe workplace. As Area Director of OSHA's Cleveland Office for more than 19 years, he oversaw over 17,000 inspections and more than 40 significant cases which included penalties over \$100,000. An expert in OSHA policy and compliance, he has been favorably recognized by OSHA and Department of Labor (DOL) for sustained performance and special projects imperative to the mission of OSHA. Mr. Medlock is an effective communicator and public speaker. He has conducted more than 150 public speaking engagements for the Occupational Safety and Health Administration. An expert negotiator, he has successfully settled thousands of cases involving OSHA Citations in addition to providing testimony for the Secretary of Labor in OSHRC cases.

After graduating from Indiana State University in 1978 with a B.S. degree in Safety Management, Mr. Medlock began his career with OSHA as a Student Intern. During the next 14 years he moved through the ranks as a Compliance Officer, State Plan Monitor and Supervisor working in Kentucky, Illinois and Ohio. In October 1991, he was selected as Area Director for the Cleveland Area OSHA Office where he served until his retirement in January 2011.

While serving as Vice President for Safety Controls Technology (SCT), Mr. Medlock has successfully helped manage a staff of 24 employees with various job descriptions related to Safety Consultation, Industrial Hygiene, and Occupational Health Services in workplaces throughout Ohio. In part, through

his leadership, Safety Controls Technology was recognized as one of the top 100 Outstanding Growth Companies in Northeast Ohio by Weatherhead for 2011. During his short tenure with SCT, Mr. Medlock has provided expert safety consultation services to over 70 companies with various needs of a complex nature. He has represented numerous companies in OSHA matters and helped to amicably resolve disputed cases to successful resolution. Mr. Medlock is also recognized as an expert witness in occupational safety and health matters.

## Educational Session 12 (Technical) Overloaded Mounts and Your Safety

Wednesday, February 26 • 8:00 a.m. – 9:30 a.m.

**Location:** Golden West Room

**Moderator:** Aaron Pitts, P&D Antenna Service, Inc.

**Panelists:** Brandon Chapman, Valmont Site-Pro 1

Heather Gastelum, T-Mobile Towers

Dale Heath, CommScope

John Paul (JP) Jones, Safety LMSystems, LLC

### Presentation Synopsis

The *Overloaded Mounts and Your Safety* session will highlight the current issues of failing structural members due to overloading legacy antenna mounts. This session will help understand how mounts are designed and rated, how to identify potentially overloaded mounts, and potential solutions for when these conditions exist. This presentation will attempt to furthermore highlight how to work safely around mounts that carry loads in excess of their design.

### Speaker Biographies



Aaron Pitts is the Director of Operations for P&D Antenna Service, Inc. in St. Anne, Illinois.

P&D Antenna Service, Inc. is a Founding Member of NATE, where Aaron currently serves as

the Chairman of the NATE Trade Show Committee.

Aaron received a Bachelor's Degree in Business and Economics from Eastern Illinois University. He can be reached at [apitts@pndantenna.com](mailto:apitts@pndantenna.com).



Brandon Chapman, is the Engineering and Technical Support Manager for Site Pro 1. Brandon knows the ins and outs of component design for the telecommunication industry.

As a graduate of Purdue University, majoring in Mechanical Engineering Technology his expertise allows him to design cost effective and safe product solutions unique to the industry, as well as help him communicate these designs to customers, clients, and other industry professionals. A self-proclaimed perfectionist, Brandon prides himself on making sure that each project receives the proper attention and priority in an effort to supply the highest-quality product possible for the industry.



Heather Gastelum has more than 19 years of experience in the telecommunication industry. Most recently with T-Mobile Towers, she has overseen the operation and management of more than

8000 owned assets. This includes managing field personnel, office staff and overseeing construction and compliance standards. Heather has a key role in developing standards for the TMO portfolio in areas such as: TIA tower inspections, FAA lighting inspections, structural tower analysis, structural upgrade design review, tenant installation's, vendor and supplier selection. The recent success of the sale of a majority of the towers in the portfolio can be partly credited to Heather and her leadership. When a majority of the towers were sold last year Heather was asked to continue leading T-Mobile Towers and the remaining 600+ towers in the portfolio. Prior to TMO she has worked a variety of opportunities in the tower business; in the field managing crews, building towers, developing markets and managing market roll outs. She has managed co-location projects for more than 10 different wireless clients and vendors. Heather's experience in the industry with such a variety of systems, tasks and projects allows her to bring a unique and informed perspective.



Dale Heath is the Steel Product Line Manager for CommScope and is responsible for all aspects of product profitability and life-cycle management including design, development, changes, drawings,

BOM's, obsolescence, packaging, engineering, and testing. Dale has nearly 30 years invested in the construction/telecommunications industry, with 13 years in construction/project management and 12 years in manufacturing/product management.



John Paul (JP) Jones has worked in the telecommunications tower industry since the age of 16 and has erected, modified and maintained all types of towers and antenna systems in 27 different countries

around the globe. For the past 18 years, John Paul has been heavily involved in training and educating over 2000 tower workers in fall protection, rescue and tower safety. John Paul is Vice President of Training for Safety LMSystems, LLC, based in San Antonio, Texas and President of Tower & Turbine Technologies LLC, based in Austin, Texas. He has been an active member of the NATE OSHA Relations Committee, the ANSI 10.48 Committee (serving as Chairman of the Fall Protection and Helicopter Construction Chapters of this standard) and the Tower Gin Pole Summit group for TIA 1019-A. John Paul is also a member of the telecommunications tower group within Society of Professional Rope Access Technicians (SPRAT). John Paul believes that through the active involvement in these organizations and advancements in standards, engineering, training and best practices, the telecommunications tower industry can become a much safer place to work.

## **Educational Session 13 (Leadership) 2014 – OSHA and Employment Law Liability— Are You Ready?**

Wednesday, February 26 • 10:00 a.m. – 11:15 a.m.

**Location: California Room**

**Mark A. Lies, II, Seyfarth Shaw LLP**

### **Presentation Synopsis**

This session will address current OSHA enforcement agendas; OSHA inspection techniques; concealed firearm laws in the workplace; medical marijuana issues in the workplace; retaliation against employees who sustain a work related injury or illness; discrimination in hiring and disciplinary, including sexual orientation; and employee harassment liability.

### **Speaker Biography**



Mark A. Lies, II is a labor and employment attorney and partner with the law firm of Seyfarth Shaw LLP, located in Chicago, Illinois. Mark specializes in occupational safety and health law, as well

as related employment law and accident litigation. He represents management in defense of OSHA enforcement actions and in responding to OSHA inspections, and he practices on a nationwide basis. Mark is a graduate of the University of Notre Dame (1968) and DePaul University Law School (1974). He is a Vietnam veteran with the U.S. Navy. Along with providing legal counsel for the National Association of Tower Erectors and its members, Mark submits monthly articles for *Tower Times* addressing a variety of legal issues affecting NATE member companies.



## **Educational Session 14 (Administrative) Effective Social Media, Networking, and Marketing for the Tower Industry**

Wednesday, February 26 • 10:00 a.m. – 11:00 a.m.

**Location:** Golden West Room

**Moderator:** Kari Willis, The-E Factor and  
Executive Director of the California Wireless  
Association (CALWA)

### **Presentation Synopsis**

The majority of NATE Members who erect, service or maintain towers represent smaller and often family-owned companies, where everyone “wears many hats”. This entertaining and informative discussion will provide insight and expertise for companies and demonstrate how they can apply these ideas and concepts to maximize their company’s exposure and market for success.

### **Speaker Biography**



Kari Willis is the Founder and CEO of The-E-Factor. This firm represents a hybrid of strategic marketing and unsurpassed event planning. Throughout her career, she has managed integrated marketing programs that include strategic branding, public relations, social media and event planning. She also served as National Director of Marketing for a national telecommunication infrastructure company where she conceptualized and implemented comprehensive marketing programs. Prior to her tenure in wireless, Kari was responsible for developing national marketing campaigns for FOX Sports. This background in the entertainment and athletics industries has provided her with a keen understanding of positioning high-profile companies in the marketplace. Kari is the Executive Director for the California Wireless Association (CALWA).

Her degrees include an MBA from Pepperdine University – Graziadio School of Business and Management and a Bachelor of Arts Degree in Sociology from the University of California at Los Angeles.

## **Educational Session 15 (Leadership) Raising the Bar – NATE STAR Initiative**

Wednesday, February 26 • 3:30 p.m. – 4:00 p.m.

**Location:** Grand Exhibit Hall Awards Stage

**Pat Cipov,** Cipov Enterprises, Inc.

**Don Doty,** Velocitel

**Kevin Dougherty,** MILLENNIA CONTRACTING, INC.

### **Presentation Synopsis**

This informal and interactive Q & A will discuss the NATE STAR Initiative, covering responsibilities and benefits of participation.

### **Speaker Biographies**



Pat Cipov is the President of Cipov Enterprises, Inc. Pat started in the tower industry in 1978, originally being asked by her brother to set up an office in the new tower business he started. A year later when her brother left, Pat and Mick Cipov kept the company growing as Cipov Enterprises Inc. As with most owners of smaller companies, Pat has worn many hats through the years, including both field and administrative responsibilities. Pat has taken numerous industry-related health and safety courses through Georgia Tech and OSHA outreach centers. Pat was elected to the NATE Board of Directors in 2000, having served as Vice Chairman from 2006 to 2013, and in July 2013, Pat was appointed as the first Chairwoman for the Association. Pat is also a member of the NATE OSHA Relations Committee and the ANSI A10.48 Committee.



Don Doty has been in the tower industry for 40 years. He is Vice President of Operations for Velocitel. Don is an active participant in the tower industry and works to promote change for the benefit

of the industry through his involvement with several associations, including the National Association of Tower Erectors (NATE).

A Founding NATE Member, Don has served as Chairman of the Board, Vice Chairman, and was Chairman of the OSHA Relations Committee for ten years. Currently, Don serves on the NATE Legislative Committee, NATE OSHA Relations Committee and the ASSE A10.48 Communication Tower Committee developing a new tower standard.

Don was an active member of the Tower Erection Task Group assigned by the Advisory Council on Construction Safety and Health (ACCSH) in Washington, D.C. and was also a participant in the Steel Erection Negotiated Rule Advisory Committee (SENRAC) for the U.S. Department of Labor. Don recently completed service as a member of the American National Standards Institute (ANSI) TR14.7 Committee for Tower Design and Chaired the Safety Facilities Task Group.



Kevin Dougherty, owner of MILLENNIA CONTRACTING, INC. since 1999, has been an active member of NATE since 2002 and is a participant in the NATE STAR Initiative program. Kevin also serves

on the NATE OSHA Relations Committee and the ANSI A10.48 Committee. As the owner of a small business, Kevin has been personally involved in the training and implementation of safety measures for his company and is a strong advocate of NATE, the NATE STAR Initiative and workplace safety.

## Educational Session 16 (Technical) Medium Intensity Lighting (LED) Installation and Maintenance Course

**MUST REGISTER IN ADVANCE - LIMITED SEATING  
- MAXIMUM 60 PARTICIPANTS PER CLASS PER  
DAY - \$95 FEE**

**This one-day course is being offered twice to allow  
for greater participation!**

Thursday, February 27 • 8 a.m. – 5 p.m. – Class One

Friday, February 28 • 8 a.m. – 5 p.m. – Class Two

**Location: Royal Palm Salons 1 & 2**

**Scott Brown, TWR Lighting, Inc.**

**Nathan Greene, TWR Lighting, Inc.**

### Course Synopsis

The proper installation and maintenance techniques of tower lighting can make a big difference in the life of a system for a customer or the amount of time spent making repairs by a contractor. This one-day course will discuss the evolution of FAA obstruction lighting systems; advantages of LED technology vs. older technologies; focus on safety during installation and maintenance of Hybrid and LED systems; troubleshooting, operations and hands-on training on Hybrid and LED systems.

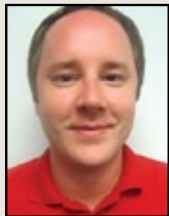
Class size for this course is limited to 60 people, and is available on a first-come first-serve basis. Cost for the course is **\$95.00** per person. Registered course participants will be provided with breakfast, lunch and morning and afternoon beverages. If you have specific questions regarding this course, you may contact Nathan Greene at 713-973-6905, Extension 131 or [ngreene@twrlighting.com](mailto:ngreene@twrlighting.com).

## Speaker Biographies



Scott Brown began his career with TWR LIGHTING, INC. as a Field Service Technician in 2000; performing hands-on troubleshooting and maintenance of TWR LIGHTING, INC. systems. In

2004, Scott's focus turned to in-house troubleshooting and repair of TWR LIGHTING, INC. lighting systems. In addition to repairing lighting systems and printed circuit boards, Scott's responsibilities included technical support, department related inventory control and training other department technicians. In March 2007, Scott accepted an additional position as Training Supervisor. In August 2011, Scott accepted his current position as Product Support and Training Supervisor.



Nathan Greene began his career with TWR Lighting, Inc. as a Customer Service/Parts Sales Administrator in 2007. His responsibilities included resolving customer-laid concerns, processing

parts orders, managing RMA in and out process – retraining product knowledge and making sure the customer left the TWR experience feeling truly cared after. In 2011, Nathan accepted a new position, National Account Administrator; managing major customer accounts - with new and existing business-focused travel, business relationship building, attending many trade shows, always learning, always looking for better ways to assist the customer – literally, bringing customer service to the TWR Lighting, Inc. sales team.

## Educational Session 17 (Technical) PIM Testing Certification Course

**MUST REGISTER IN ADVANCE - LIMITED SEATING  
– MAXIMUM 12 PARTICIPANTS PER CLASS PER  
DAY - \$495 FEE**

**This one-day course is being offered twice to allow  
for greater participation!**

Thursday, February 27 • 8 a.m. – 5 p.m. – Class One

Friday, February 28 • 8 a.m. – 5 p.m. – Class Two

**Location: Royal Palm Salon 3**

**Thomas K. Dover, TESSCO Technologies**

### Course Synopsis

Passive Intermodulation (PIM) interference testing is now a standard for radio site commissioning and performance certification. PIM has been present since the beginning of radio communication. However, PIM has become a major performance issue for wireless carriers in recent years. The reason is that wireless broadband and 4G networks along with utilities, government agencies and private users are converging to higher data rates with higher spectral bandwidth requirements. These higher performance specifications now drive the necessity to reduce PIM at radio sites. Wireless carriers now require PIM testing and certification of all new sites as well as testing existing installations in an effort to increase call quality and reduce lost data. In this advanced certification course, students will learn the fundamentals of PIM, sources of PIM, various techniques to detect and measure PIM including Range-to-Fault (RTF), and how to use a PIM tester.

Class size for this course is limited to 60 people, and is available on a first-come first-serve basis. Cost for the course is **\$495.00** per person. Registered course participants will be provided with breakfast, lunch and morning and afternoon beverages. If you have specific questions regarding this course, you may contact Dane Woods, TESSCO Training at 410-229-1432 or [woods@tessco.com](mailto:woods@tessco.com).



### Speaker Biography



Thomas (Tom) Dover has spent an entire career managing, maintaining and teaching telecommunication networks. His experience includes telecommunication technology fundamentals, specialty equipment

and safety programs for utility companies, government agencies and private organizations.

Tom has delivered training at over 300 sites nationwide and authored over 20 technical and non-technical live and on-line courses for all facets of the telecommunication and wireless industries. Tom is an authorized OSHA Outreach Instructor for general industry and the construction industries. He has worked with training partners and equipment vendors to provide certification training for subjects such as Antenna Line Sweep, Passive Intermodulation, and Fiber to the Antenna including Distributed Antenna Systems.

Tom is President of DTS, a TESSCO Technologies training partner. With over 800 students who have been PIM certified, Tom and his training partners are focused on teaching telecommunication professionals and integrators who install, test and maintain wireless networks in a safe and efficient manner.

### Educational Session 18 (Technical) Competent Rigging/Signaling Course

**MUST REGISTER IN ADVANCE - LIMITED SEATING  
- MAXIMUM 30 PARTICIPANTS - \$425 FEE**

**Prerequisite: All participants must have successfully completed the OSHA-10 Hour Training Course for Telecom Construction safety prior to start of Rigging Course. (Course participants must attend and successfully complete ALL SESSIONS to receive a certificate of completion.)**

Thursday, February 27 • 8:00 a.m. – 5:00 p.m.

Friday, February 28 • 8:00 a.m. – 5:00 p.m.

Saturday, March 1 • 8:00 a.m. – 5:00 p.m.

**Location: Royal Palm Salon 4**

**Ed Dennis, Optica Network Technologies, LLC/  
Pinpoint Towers**

### Course Synopsis

This training class covers everything that is required for qualifying riggers and signalpersons and EXCEEDS OSHA minimum requirements. Topics to include scope of rigging activity, Rigging components, technical knowledge, risk management, inspection, execution of rigging activity, hand signals, voice communication, basic knowledge of crane/hoist/capstan operations, situational awareness (how to take site specific considerations into account), safety standards and regulations, pre-use rigging inspection, rigging hitches, rigging connections, and basic knots.



There will be both a written and practical test. All persons successfully completing the requirements of the course will receive a Certificate of Completion. The Certificate of Completion allows the participant to go to any third-party testing facility, such as a community college, CIC, or NCCCO and take the test to become a licensed Rigger/Signal Person.

Any NATE Member who is registered for NATE UNITE 2014 has the opportunity to register for the Competent Rigger/Signaling Course. Class size for this course is limited to 30 people, and is available on a first-come first-serve basis. Cost for this 3-day course is **\$425.00** per person and includes breakfast, lunch, morning and afternoon beverage breaks. If you have specific questions regarding the course, please contact Ed Dennis at 317-626-2224 or ed.dennis@pnpt.com.

### Instructor Biography



Ed Dennis has over 17 years of experience in structural steel erection, heavy rigging, mobile cranes and the tower industry.

Ed is currently the Director of Environmental Health & Safety/

Training with Pinpoint Network Technologies. Prior to this time he held the position as Director of Safety and Lead Trainer for Com-Tech Services and Wind Energy Services for the past 10 years. After serving in the U.S. Navy Submarine Fleet as a Combat Systems Specialist and later as Instructor for the Naval Submarine Training Center Pacific, he began his career in construction and safety where he holds certifications and trainer authorizations from a wide variety of academia including more than 9 years as an OSHA Authorized Outreach Trainer for Construction Safety, Telecom Construction Safety and General Industry Safety. He is a Certified Mobile Crane Inspector, Instructor for the Crane Institute of America, Crosby Rigging Trainer, RSI Advanced Trainer, DBI/SALA Competent Climber/Rescue Trainer, Ivy Tech Community College Adjunct Faculty and a PMI & Vertical Rescue Solutions Instructor. He is a member of the American Society of Safety Engineers, ANSI

A10.48 Committee and the Association of Technology Management Applied Engineering.

## Educational Session 19 (Technical) NATE Authorized Climber Course

**MUST REGISTER IN ADVANCE - LIMITED SEATING  
- MAXIMUM 8 PARTICIPANTS - \$355 FEE**

**(Course participants must attend and successfully complete BOTH SESSIONS to receive a certificate of completion.) (This course will be held in conjunction with NATE Competent Climber/Competent Rescuer Course.)**

Thursday, February 27 • 8:00 a.m. – 5:00 p.m.

Friday, February 28 • 7:30 a.m. – 5:30 p.m.

**Location: Golden West Room (Thursday Only)**

On Friday participants will meet in the Atlas Foyer at the Town and Country Resort & Convention Center and will be transported to/from the course site as a group.

**Corey Messer**, Pacific Safety Solutions, LLC

**Travis Ross**, Pacific Safety Solutions, LLC

**Kyle Koshman**, Pacific Safety Solutions, LLC

### Course Synopsis

This course is designed for new climbers who have not been exposed to the use of fall protection equipment before or have limited experience. This course covers the following topics: fall hazard recognition; fall hazard elimination and control methods, applicable fall protection regulations; inspection of equipment components and systems before use; the selection and use of noncertified anchorages; structural and environmental hazard recognition and fall protection rescue procedures. Any NATE Member who is registered for NATE UNITE 2014 has the opportunity to register for the Authorized Climber Course. Class size for this course is limited to 8 people, and is available on a first-come first-serve basis. Cost for this 2-day course is **\$355.00** per person and includes transportation to training site, breakfast,

lunch, morning and afternoon beverage breaks. If you have specific questions regarding the course, please contact Corey Messer at 760-504-1180 or [corey@pacsafety.net](mailto:corey@pacsafety.net).

### Instructor Biographies



Corey Messer received his Bachelor of Science degree in Occupational Safety and Health from the California State University of Sacramento. Corey has been working in the telecom industry for 13 years

as a safety professional. Having entered into the industry as an EHS Manager, he quickly realized the importance of training. Corey's approach toward safety is through education, and Pacific Safety Solutions, LLC takes pride in their quality instructor led training. Corey believes with the industry's fast pace and today's demand, it is critical to ensure climbers receive the appropriate training; their lives depend on it!



Travis Ross has been working in the construction industry since 1995, ranging from commercial framing to residential drywall and roofing. His experience includes building elevator shafts from 1998 - 2000.

During his years in construction, Travis was exposed to many situations where fall arrest and fall restraint systems were utilized. As he transitioned into the tower industry, it was apparent the need for training was without a doubt very necessary. Travis enjoys teaching and showing new people to the industry, the safe and correct way to use and understand their fall protection equipment. He notes he finds great satisfaction in knowing the training he has provided his students just might save their life.



Kyle Koshman has worked in a few different trades in the construction industry since 1993. He joined the Ironworkers Union in 1998, where he became a journeyman Ironworker for 9 years. When Kyle began his telecom career; he recognized the need for education in proper safe practices for the industry. Kyle strongly believes that "knowledge is power" and the opportunity to teach safe climbing techniques as well as safe work practices, is critical in our industry.

### Educational Session 20 (Technical) NATE Competent Climber/ Competent Rescuer Training Course

**MUST REGISTER IN ADVANCE - LIMITED SEATING  
- MAXIMUM 24 PARTICIPANTS - \$495 FEE**

**Prerequisite: All participants must have successfully completed the NATE Authorized Climber Training Course. (Course participants must attend and successfully complete ALL SESSIONS to receive a certificate of completion.)**

Thursday, February 27 • 8:00 a.m. – 5:00 p.m.

Friday, February 28 • 7:30 a.m. – 5:30 p.m.

Saturday, March 1 • 7:30 a.m. – 5:30 p.m.

**Location: Golden West Room (Thursday Only)**

On Friday and Saturday, participants will meet in the Atlas Foyer at the Town and Country Resort & Convention Center and will be transported to/from the course site as a group.

**Corey Messer, Pacific Safety Solutions, LLC**

**Travis Ross, Pacific Safety Solutions, LLC**

**Kyle Koshman, Pacific Safety Solutions, LLC**

## Course Synopsis

This course is designed for experienced climbers who have supervisory responsibilities on the job site. The course augments the authorized tower climber and rescue course through the following: applicable rescue regulations; fall hazard surveys and fall protection procedures; detailed inspection of fall protection and rescue equipment components and systems; fall protection system and rescue system assessments and determining when systems are unsafe; calculated clearances for various systems; fall protection rescue procedures and the selection and use of noncertified anchorages. This course is comprised of both classroom theory and practical exercises.

Any NATE Member who is registered for NATE UNITE 2014 has the opportunity to register for the Competent Climber/Competent Rescuer Course. Class size for this course is limited to 24 people, and is available on a first-come first-serve basis. Cost for this 3-day course is **\$495.00** per person and includes transportation to training site, breakfast, lunch, morning and afternoon beverage breaks. If you have specific questions regarding the course, please contact Corey Messer at 760-504-1180 or [corey@pacsafety.net](mailto:corey@pacsafety.net).

## Instructor Biographies



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# Meeting Space Map

Enjoy “hands-on” access to the latest products and technology being showcased by top industry manufacturers, distributors and consultants in the broadcast and telecommunications tower erection, service and maintenance industry. For information regarding NATE UNITE 2014 exhibitor opportunities, please contact NATE Senior Staff Associate Carol Coughlin via email: [carol@natehome.com](mailto:carol@natehome.com) or tel: 888-882-5865 (U.S.) or 605-882-5865.

## EXHIBITOR LISTING

As of 10/16/13

EXHIBITORS	BOOTH #	EXHIBITORS	BOOTH #
Allfasteners USA	706	Petzl America	207
Anritsu Company	206	Pigeon Mountain Industries Inc.	612
Antenna Products Corporation	307	Optica Network Technologies, LLC/	
Avlite	414	Pinpoint Towers	418
CALWA - California Wireless Association	415	Preformed Line Products	318
Capital Safety	500	Primus Electronics	219
Carwell Specialty Coatings	423	Radio Frequency Systems	103
CITCA	218	RSI (Radiofrequency Safety, Intl.)	309
CLC Lodging	613	ROHN Products, LLC	615
ComTrain	113	Rope and Rescue	402
Eastpointe Industries, Inc.	109	Rosenberger Site Solutions, LLC	412
Elk River, Inc.	607	Sabre Industries, Inc.	506
ERICO	401	Safety LMSystems	319
Eupen Cable USA	520	SKYLOTEC N.A., LP	701
FallTech	707	Slatercom - WCD	301
fieldSENSE RF Safety	515	Spectracom	400
FIMO	303	Sterling Rope Co., Inc.	419
Flash Technology, an SPX Division	313	Sunsight Instruments	413
GME Supply Co	501	Talley Inc.	212
Gravitec Systems, Inc.	409	Tech Safety Lines, Inc.	524
Harger Lightning & Grounding	512	TES Inc.	300
Hughey & Phillips	200	thermOweld®/BURNDY	421
Hutton Communications, Inc.	601	Times Microwave Systems	407
Insurance Office of America	220	Tractel Ltd - Fallstop Division	323
ITL, LLC	406	Tucker Sno-Cat Corporation	619
Klein Tools, Inc.	201	TUF-TUG Products	513
Lyncole XIT® Grounding	115	TWR Lighting, Inc	606
Midwest Unlimited, LLC	624	UNIMAR Inc.	518
Narda Safety Test Solutions	321	U.S. Rigging Supply/Pelican Rope Works	203
Pacific Safety Solutions LLC	705	Valmont Site Pro 1	700



# Exhibit Hall Map

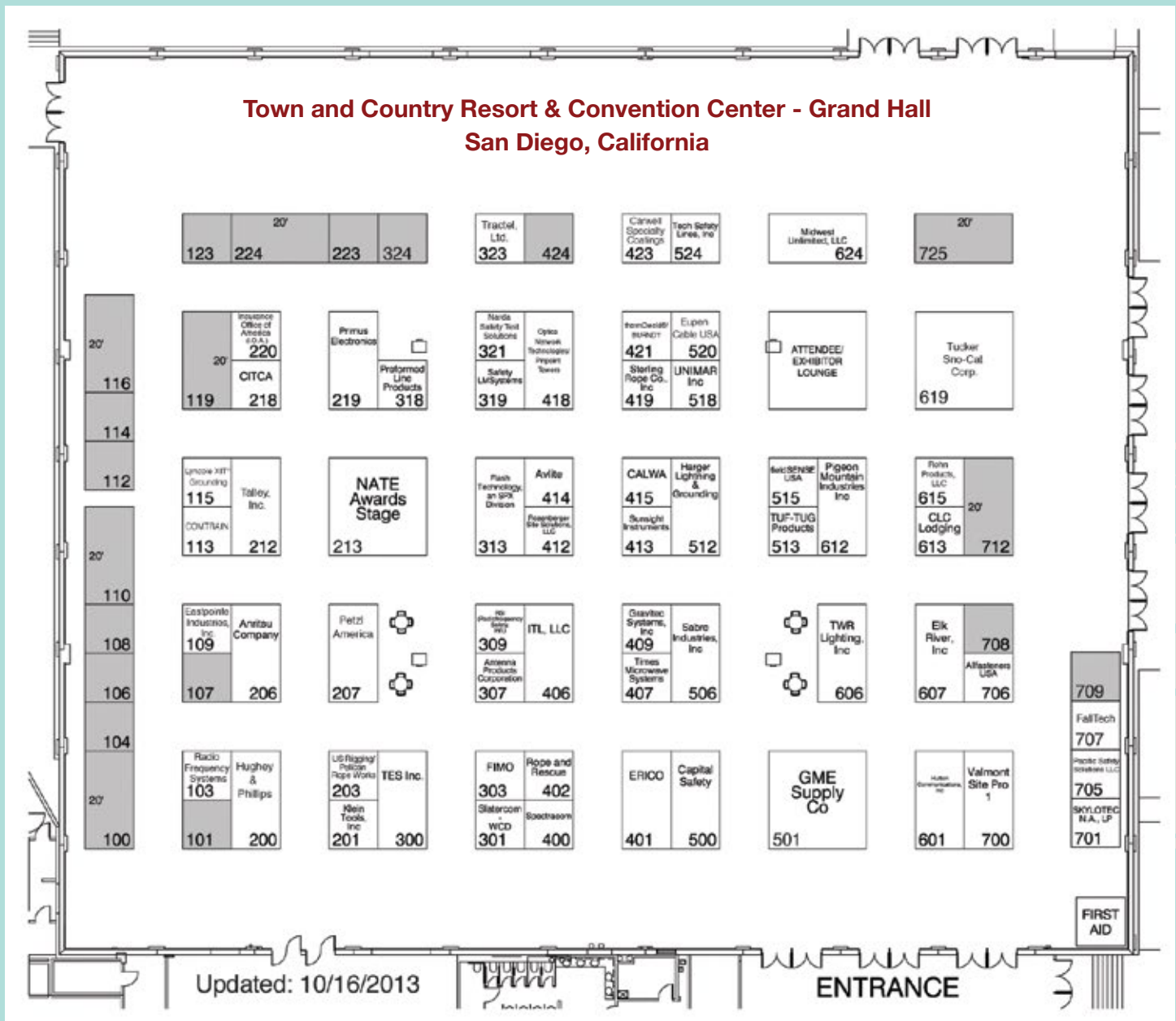
## Exhibit Hall Hours:

Tuesday, February 25 • 3:00 p.m. - 6:00 p.m. and

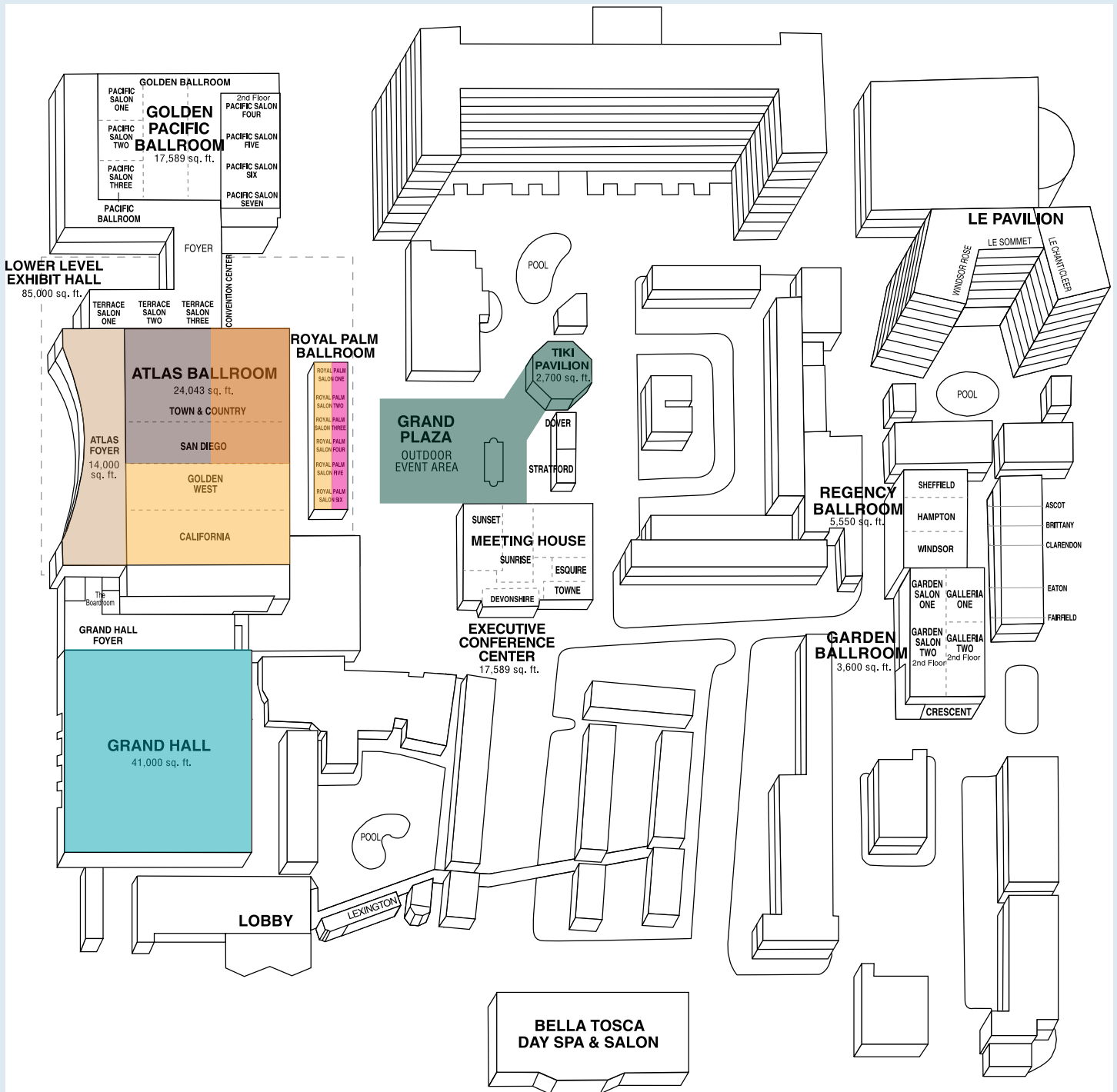
Wednesday, February 26 • 2:00 p.m. - 7:00 p.m.

(Reception held in the Grand Exhibit Hall and Foyer)

(Map Subject to Change)



# Property Map



## MAP KEY:

- |  |   |  |
|--|---|--|
| <span style="display: inline-block; width: 15px; height: 15px; background-color: #d9c7a7; border: 1px solid black;"></span> Registration • Info Booth • Cyber Cafe | <span style="display: inline-block; width: 15px; height: 15px; background-color: #e69d00; border: 1px solid black;"></span> Tuesday Beach Party Reception | <span style="display: inline-block; width: 15px; height: 15px; background-color: #8b734d; border: 1px solid black;"></span> Luncheons, Voting Member Business Session, NATE Committee Updates and Member Brainstorming Session |
| <span style="display: inline-block; width: 15px; height: 15px; background-color: #fde725; border: 1px solid black;"></span> Educational Sessions                   | <span style="display: inline-block; width: 15px; height: 15px; background-color: #00a0c9; border: 1px solid black;"></span> Exhibit Hall                  |  |
| <span style="display: inline-block; width: 15px; height: 15px; background-color: #4f7942; border: 1px solid black;"></span> Monday Welcome Luau Reception          | <span style="display: inline-block; width: 15px; height: 15px; background-color: #e91e63; border: 1px solid black;"></span> Committee Meetings            |  |



## Host Property Information



Town and Country Resort & Convention Center  
500 Hotel Circle North  
San Diego, California 92108  
Hotel 619-291-7131  
[www.towncountry.com](http://www.towncountry.com)

The Town and Country Resort & Convention Center, located in beautiful San Diego, California will host our gathering. San Diego is California's second largest city and boasts over 70 miles of majestic coastline and a gentle Mediterranean climate. Family-owned and operated since 1956, Town and Country Resort Hotel is the perfect base from which to explore everything that San Diego has to offer. With three swimming pools, Bella Tosca Day Spa and Salon, a 27-hole golf course adjacent, acres of gardens, four restaurants, charming and comfortable guest rooms, the Town and Country Resort Hotel is a San Diego urban oasis located in the Heart of San Diego, the hotel encompasses the "Best of All Worlds."

Within a short ride on the trolley, which stops next to the Town and Country, there are numerous restaurants, entertainment and attraction venues and a host of shopping, cultural and historical opportunities. You can also rent a car at the Town and Country for further exploring.

[Click Here For A Town and Country Resort & Convention Center Video Tour](#)

### Hotel Reservations

Hotel reservations may be made by calling 800-77-ATLAS or by following the online link listed. In doing so, please refer to the rate listed and request the group rate for NATE or National Association of Tower Erectors.

**Hotel reservations are due by Monday, February 3, 2014.** Once the NATE room block has been filled, which could occur prior to February 3, 2014, the hotel will not guarantee availability.

A one night's room deposit shall be paid to confirm a reservation. Check-in time is 3:00 p.m. and check-out time is 11:00 a.m. Subject to availability, the group rates are extended beginning Tuesday, February 18, 2014, three days prior to event to three days following the event, on Monday, March 3, 2014.





The following group rate has been confirmed by the Town and Country Resort & Convention Center for the NATE UNITE 2014 Annual Event: Single or Double Occupancy: **\$169.00**

**Reservations Telephone:** 800-77-ATLAS or  
**Online Reservations**

Subject to availability, the hotel will extend the prevailing Government Rate for any guest showing proper identification. If you are calling the hotel to make your room reservations, you must specifically

request the “NATE UNITE 2014 – Government Rate” rooms to receive one of the rooms blocked at the Government Rate.

**Parking** - Self parking is \$8.00 per day for hotel guests. Non-guests will be charged \$3.00 per hour not to exceed \$16.00 per day.

**Health Club** - All attendees will receive a discount of \$5.00 per day to use the Health Club Facilities. Located in the Bella Tosca Day Spa and Salon.







**What a great place to enjoy all that NATE UNITE 2014 has to offer, as well as spend some time relaxing!**

**San Diego Area Attractions**

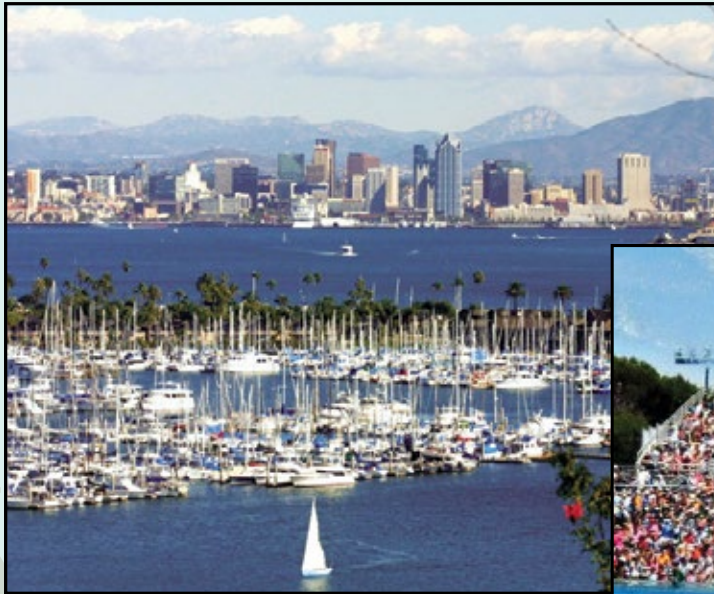
**Average Temperatures for February:**

**High 65°/Low 51°**

**San Diego Tourism Authority**

**Transportation Information • Directions**

**Maps - [Click here for further information.](#)**



# Event Notices

## Who Can Attend?

The NATE UNITE 2014 Conference & Exposition is open to companies and individuals who are involved with or interested in the broadcast and telecommunications tower erection, service and maintenance industry.

## Are Children Allowed?

No one under 18 years of age will be permitted access to any of the conference and exposition-related functions.

## No Solicitation

Any activity of soliciting away existing employees of any company during NATE UNITE 2014 is strictly prohibited. Anyone who directly or indirectly engages in soliciting away existing employees during this event will be immediately removed from the event and not allowed to return. Additional consequences of such activities include prohibition from attending future NATE events and the possible revocation of NATE membership where applicable. Solicitation of business by companies who are not NATE UNITE 2014 exhibitors is strictly prohibited in the exhibit hall.

## Badges

Badges are required for admission to all NATE UNITE 2014 events. Badges are non-transferable.

## First Aid

A First Aid station will be located in the exhibit hall throughout exhibit set-up; exhibit hall hours and exhibit dismantle.

## Cyber Café

All registered attendees are welcome to utilize the complimentary cyber café, which will be located in the Atlas Foyer.

## Awards Reception

Recognition of NATE UNITE 2014 event sponsors will take place at the reception in the exhibit hall on Wednesday evening. All registered attendees are welcome to attend the reception.

## Photography/Audio/Video

Photography or audio/video recording by anyone other than those contracted by NATE is strictly prohibited.

## NATE Information Booth

The NATE Information Booth will include various NATE information, materials and printed items. It will be located next to NATE Registration in the Atlas Foyer throughout the following days/dates/times:  
Monday, February 24 • 7:30 a.m. - 7:00 p.m.  
Tuesday, February 25 • 7:00 a.m. - 7:00 p.m.  
Wednesday, February 26 • 7:30 a.m. - 4:00 p.m.

## Event Shirts and Tote Bags

NATE UNITE 2014 attendees will receive event materials, a tote bag and t-shirt upon registration/badge pick-up at NATE Registration (while supplies last).

## Conference Dress Attire

Both business and casual dress are suitable for the committee meetings, conference sessions, exposition, and networking events.

## Exhibitor Set-up

Only those individuals representing NATE UNITE 2014 exhibiting companies who are directly involved with exhibit hall set-up will be allowed in the exhibit hall prior to the 3:00 p.m. opening on Tuesday, February 25, or any other time not included in the exhibit hall hours listed.

**For more information on NATE and NATE UNITE 2014, please visit the NATE website at [www.natehome.com](http://www.natehome.com).**