



UNDERGROUND CONNECTION

NEWS FOR THE BEST PEOPLE PROVIDING THE BEST CONSTRUCTION SOLUTIONS.



PRESIDENT'S LETTER

Reflections and insights from Underground Construction Co., Inc. president Andrew Nortz.

SUNZIA PROJECT

UCCo supports the largest clean energy infrastructure project in United States' history.

PEOPLE & CULTURE

EAP information and recruiting updates, here's what's happening at Underground.



PRESIDENT'S LETTER



As we begin 2026, we reflect on what was accomplished in the second half of 2025 and look forward to the opportunities ahead. In Q4, our leaders made meaningful strides in collaborating with peers at our sister companies — building alignment, sharing resources, and strengthening the foundation of our entire region. Our operations and estimating teams did exceptional work securing committed backlog for early 2026 so many of our crews could stay working through the winter months. Our Southern California teams closed the year by deepening relationships with major utility partners, positioning Underground for continued opportunity and long-term growth. These were just a few of the many things that continue to trend in the right direction for the company as a whole.

Two key projects from the prior quarters deserve particular recognition: LAX and Rainbow. The LAX turnaround demonstrated what focus, transparency, disciplined leadership, and steadfast negotiation can accomplish. The entire project team deserves recognition for stepping into a difficult situation, making steady progress, and ultimately turning that project around. Meanwhile, the Rainbow project in Southern California earned praise from the highest levels of SDG&E's operational leadership for safety, quality, and thoughtful cost management. This marked a significant improvement to our reputation with that client and we cannot say enough about the men and women in the field that make us all look good. A huge thanks is owed to the entire Southern California team for their work out there. These projects remind us that safety, accountability, communication, and quality make our clients take notice — and the work follows.

Looking ahead, we enter 2026 with optimism and resolve. In Q1, we will break ground on LS Power, the largest project in Underground's history. Effective planning from the Electric Transmission team throughout 2025 put us in a strong position to start that work well in the new year. In addition to that, our Electric Distribution team was awarded a significant fire-hardening circuit slated to begin in Q1, and there were several other wins that are contributing to what looks to be a solid first quarter. Growth and opportunity will continue for Underground Construction, across our California region, and throughout all of Quanta. There is tremendous potential for those willing to collaborate closely, foster a culture of personal responsibility, and push for innovative solutions at every turn. We were tested in 2025, and because of your resilience through a year of meaningful change, we are better prepared for the work ahead. Thank you for the leadership you show in the field, in our offices, and in representing the company every single day. I'm grateful for your contributions and excited for what lies ahead.

Andrew Nortz
President, Underground Construction Co., Inc.

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SAFETY

**SAFETY AT UCCo:
SUNZIA AND BEYOND**

SUNZIA PROJECT

The SunZia Wind Project is located in Lincoln, Torrance, and San Miguel Counties in New Mexico. SunZia is a 3,500-megawatt wind generation facility designed to generate enough electricity to power the needs of more than 3 million consumers. Quanta and its operating units being led by Blattner Company were selected to provide comprehensive construction solutions for the wind farm facility and associated switchyard, which includes the installation of more than 900 turbines, ten substations, seven operations and maintenance facilities, and a switchyard. Full Construction activities have begun, and project completion is expected by the end of 2025.

Underground Scope of Work:

The UECCo team started operations in New Mexico in November 2024. The primary task involves excavating to install oversized cable trays and several conduit packages. Our Underground crew must adhere to strict and safe excavation practices while working alongside other contractors, moving equipment, and suspended loads. This requires our crew to remain highly focused, not only on our tasks but also on the surrounding work environment.



Brian Donecker
Vice President of Health and Safety



Underground Team:

- Eric Anderson
- Bobby Rose
- Dustin Carter
- Carlos Tejada
- Moises Rivera
- John Kirk
- Caleb Dowd
- Joshua Watts
- Jeff Casaday
- Rebecca Molina

Underground Safety Recognition:

Our team at SunZia has repeatedly been acknowledged by the project's Managing Contractor for our strong Underground Safety Culture. They've gone above and beyond by sharing and promoting this culture with other Quanta Operating units and nearby crews. Their commitment to spreading the message of working safely today to ensure we return home safely tonight has made a significant impact on the project.

SunZia Job Facts:

- » 551 Miles of DC Kline Line and Lattice Structures
- » 2500 Workers
- » 450,000 Tons of Steel
- » 530,000 Cubic Yards of Concrete
- » 15,000 Cacti relocated
- » 1900 Miles of Underground Cable
- » 5700 Miles of Overhead Conductor
- » 900 Wind Turbines
- » Power for 3 Million Households

AIRCRAFT FUELING

SUPPORTING LARGE-SCALE AVIATION INFRASTRUCTURES

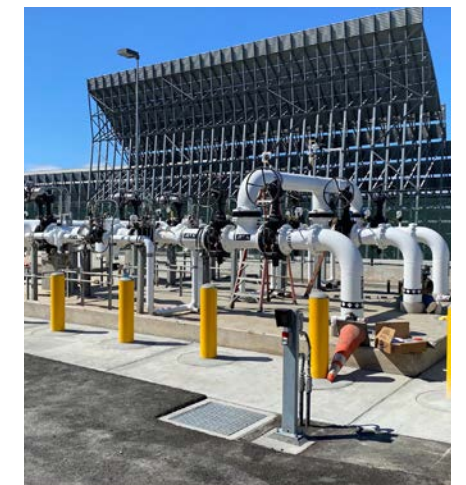
This year has been a major milestone for our Fuel Division as our teams continue to support large-scale aviation infrastructure upgrades across California. From Sacramento to Los Angeles, our crews are delivering complex, high-value projects that strengthen airport fueling operations, enhance safety, and support long-term growth for some of the busiest airports on the West Coast.

KEY PROJECTS IN THE AIRPORT FUELING DIVISION:

The Sacramento Airport Tank Farm Expansion continues to be a standout achievement for our Fuel Division. As part of the multi-billion-dollar SMForward program, this project is designed to expand jet fuel storage capacity, upgrade environmental systems, and modernize operational efficiency at one of Northern California's busiest airports. The installation of the new 54,000-barrel vertical storage tank (Tank 4) marked a major milestone in the project. Standing 90 feet in diameter and 48 feet tall, this tank significantly strengthens SMF's long-term fuel reliability. Alongside Tank 4, the team completed a new contained parking area for refueling trucks and continues making progress on the new filter pad, Haypack pad, jet fuel piping, and fire protection systems. One of the biggest learning moments came during the hydrotest of Tank 4, which required safely managing the discharge of more than 2.2 million gallons of water. This process emphasized the importance of early permitting and system-capacity planning — ideally three to four months in advance — to ensure smooth execution. As the project transitions into the close-out phase, the team remains focused on documentation, inspections, and final turnover preparations.



The North Load Facility Relocation Project at Los Angeles International Airport is a high-visibility effort supporting one of the largest and busiest fueling networks in the world. Key progress includes the installation of orifice plates at the load islands, continued work on system cameras, and coordination with Griffith for remaining AOA striping and exterior paving. The team has also worked closely with JFS to resolve differences in permissive logic between the North and South Load Racks, preparing new training and signage to support safe fueling operations. One of the most significant challenges on this project has been the ACAM system, which requires approval from both LAWA IT and Airport Police. A critical power-supply component has been delayed, pushing the team to explore temporary power solutions to prevent schedule impacts. The commissioning process has also required detailed coordination, but progress continues as the team prepares for final reviews and system acceptance. Once ACAM clearance is received, the project expects to complete the remaining scope — including Type 2 AOA fencing, trench paving, and west-gate repairs — within a 2–3 week window. With 253 submittals processed and 262 RFIs tracked, the team has demonstrated exceptional control over documentation and communication throughout the build.



Sergon Attisha
Director of NorCal Operations

ELECTRIC CIVIL

UECCo POWERS AHEAD: FROM FIRE HARDENING TO FIBER

This year has truly showcased our resilience, innovation, and teamwork within the Electric Civil Department. Facing ongoing changes since the beginning of 2025, we have not only adapted, but also grown stronger. These changes have fostered closer collaboration with our fellow Quanta OPUs, helping us become more unified and capable than ever before. Our ability to overcome challenges and work together is a testament to the dedication and professionalism of every team member.

Throughout the year, we have maintained a steadfast commitment to our core work. Among these are the PG&E Fire Hardening program, which continues to play a vital role in enhancing the safety and reliability of our electrical infrastructure. Additionally, our involvement in P&C Programs—including New Business, Capacity, and 56C—remains strong. These

programs are essential to our ongoing success and will continue to be a significant focus as we transition into 2026.

Beyond our core work, we are actively exploring new opportunities to expand our impact. We are strengthening relationships with Quanta partners and launching exciting new projects, such as the FiberTel Middle Mile projects; 370 miles of fiberoptic infrastructure. Our Civil Support efforts for other Quanta partners further demonstrate our commitment to collaboration and mutual growth, allowing us to leverage our expertise across a wider range of projects.

Looking ahead, we are enthusiastic about the possibilities that 2026 will bring in the rapidly expanding electrical infrastructure. The industry continues to evolve, presenting new challenges and

opportunities for innovation. We are prepared to embrace these changes, pursue growth, and continue building on the foundation of excellence established this year. With our strengthened team and collaborative spirit, we are confident that the Electric Civil Department will achieve even greater success in the coming year.

Will Cope
Director of Electric Civil



ELECTRIC LINE

FROM ZERO INCIDENTS TO EXTRA MILES: OUR 2025 ACHIEVEMENTS

As we look ahead to the opportunities of 2026, we're proud to reflect on the incredible work the Electric Line Division accomplished throughout 2025. This year stands out as one defined by discipline, teamwork, and an unwavering commitment to safety.

A Year of Exceptional Safety Performance

Safety was a clear area of excellence. Our crews achieved zero recordables and zero lost-time incidents—a milestone that speaks to our commitment to ensuring every employee goes home in the

same condition they arrived. We also saw a meaningful reduction in motor vehicle incidents, driven in large part by our General Foremen, who took ownership of coaching opportunities and consistently reinforced safe practices across the division.

Delivering on Our Mission—And Going Beyond

The team completed all 68 miles of planned undergrounding work, meeting every project requirement with precision. Beyond that, they delivered an additional mile of service at a customer's request after

another company faced permitting setbacks. Stepping in to support this project was a testament to our agility, reliability, and the trust our customers place in us.

Excellence Behind the Scenes

Our office team also made significant strides this year. Through dedication and continued learning, they ensured our projects remained profitable and our operations remained strong. Their commitment to applying lessons learned over the past few years has played a key role in supporting the division's overall success.

Proud of Our People

I am incredibly proud to be part of a team that not only meets every challenge but consistently exceeds our clients' expectations. This group has supported one another on both professional and personal levels—no small feat in today's constantly changing environment.

Thank you for an outstanding year. With this momentum, 2026 is already shaping up to be another year of growth, excellence, and shared achievement.



Mike Kress
Sr. Director of Electric Line



ELECTRIC TRANSMISSION

ELECTRIFYING TIMES AT UNDERGROUND CONSTRUCTION

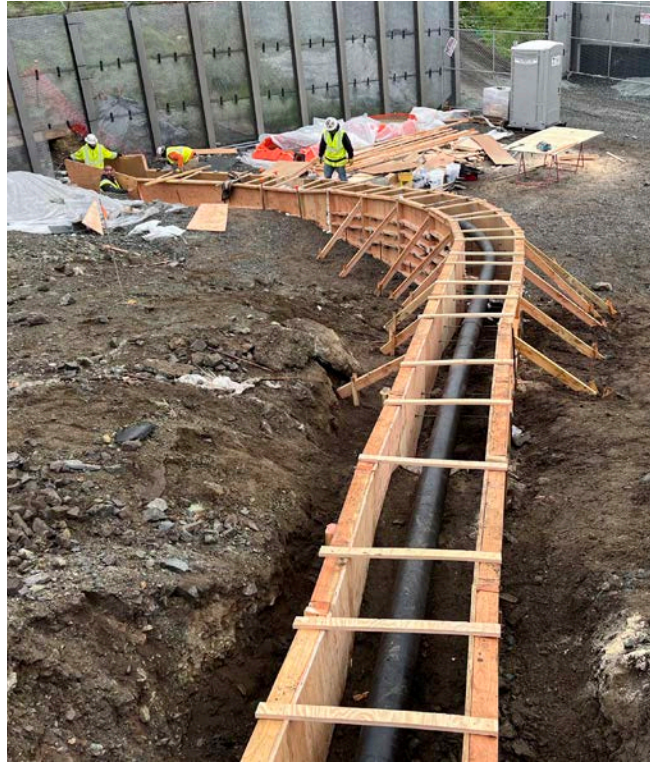
2025 has been an exciting chapter for the Electric Transmission Division, marked by outstanding teamwork and significant milestones. We extend our gratitude to the remarkable efforts of Sr. PM Bianca Rodriguez, PM Jenny Ramponi, APM Erika Canedo, General Supt. Mike Carlton, Supt. Zane Halks, Supt. Rafael Savaadra, PE Brian Azavedo, and PE Dylan Gooding and PC Jacky Resendiz—your dedication continues to drive our success.

In 2025, Erika Canedo earned a well-deserved promotion from Sr. PE to APM. We also welcomed new team members: Zane Halks, Brian Azavedo (PE), and Nathan Enriquez (QA/QC). Congratulations to Erika, and a warm welcome to Zane, Brian, and Nathan!

Through the strength of the Quanta network, we successfully delivered projects for both existing and new clients, as well as collaborating with sister companies including PAR West, Summit Line, and Cupertino Electric. This integrated approach allows us to provide a true one-stop solution for our clients—streamlining projects from start to finish.

Looking ahead to 2026 we are thrilled to announce that we've been awarded the largest project in our company's long history—a multi-year endeavor that will carry us into 2028. This achievement will enable us to expand our workforce, strengthen our crews, and position UECCo as a leader in the electrification boom that's just around the corner.

Finally, we'd like to congratulate Erika and Kevin (also part of the Underground family), on their marriage on October 25, 2025. Best wishes to Mr. and Mrs. Stewart!



GENERAL SUPERINTENDENTS

TEAMWORK AND SAFETY: A UNIFIED APPROACH



Teamwork and safety are fundamentally intertwined in the workplace. When individuals collaborate effectively, they not only accomplish tasks more efficiently but also create an environment where everyone looks out for one another. Open communication, shared responsibility, and mutual support are essential elements of teamwork that directly contribute to a safer work setting. By working together, team members can identify potential hazards, promptly report unsafe conditions, and ensure that safety protocols are followed consistently. This collective vigilance minimizes the risk of accidents and helps foster a culture where safety is everyone's priority.

The Capacity Model reinforces the relationship between teamwork and safety by emphasizing proactive hazard recognition and elimination. This model encourages teams to focus on identifying and addressing factors that could lead to life-altering, life-threatening, or life-ending workplace incidents. Through continuous learning, sharing of best practices, and open dialogue, teams build the capacity to anticipate potential risks and implement effective controls before harm occurs. By integrating The Capacity Model into daily operations, workplaces empower their teams to take ownership of safety, ensuring that every member goes home safely each night. When teamwork and The Capacity Model are combined, they form a powerful framework for eliminating serious workplace incidents and protecting what matters most—people's lives.

I hope this message finds you all in great spirits. I wanted to take a moment to share some thoughts on the importance of leadership and teamwork within our organization. As we continue to grow and face new challenges, it's crucial that we all understand the significant role these qualities play in our success.

Leadership is not just about giving orders or making decisions; it's about inspiring and motivating others to achieve their best. Great leaders lead by example, showing integrity, dedication, and a genuine concern for the well-being of their team members. They create an environment where everyone feels valued and empowered to contribute their unique skills and ideas.

Teamwork, on the other hand, is the glue that holds our organization together. It's about working collaboratively towards a common goal, supporting each other, and leveraging our collective strengths. A strong team is built on trust, open communication, and mutual respect. When we work together, we can overcome any obstacle and achieve remarkable results.

Let's continue to strive for excellence in our leadership and teamwork. By doing so, we not only enhance our own professional growth but also contribute to the overall success and positive culture of our organization.

Thank you for your dedication and hard work. Let's keep pushing forward and supporting each other every step of the way.

Rick McLaughlin
Sr. Director of Electric Transmission

Ryan Griffith
Electric Civil, General Superintendent

Luis Guerrero, Jr.
Gas Transmission, General Superintendent

NORCAL GAS

A YEAR OF EXCELLENCE

It's been an incredible year across our operations teams. From corrosion prevention to gas transmission upgrades, and from supporting High-Speed Rail (HSR) infrastructure in both our Gas Distribution and Electric divisions, every crew showed up ready to deliver safe, efficient, and high-quality work. Each job represented collaboration, innovation, and the UCCo standard of excellence that keeps California's infrastructure strong. NorCal Operations had a fantastic year in safety thanks to leaders who consistently apply The Capacity Model and challenge teams to identify hazards early. This culture of accountability ensures that when something fails, it fails safely—keeping every worker going home safe.

GAS DIVISION KEY PROJECTS

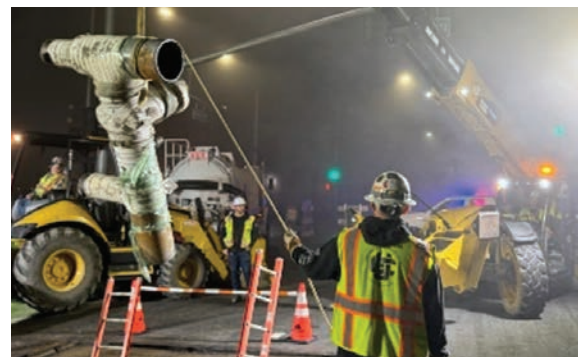
T-1696 Hydrotest - Fairfield, CA: Our team kicked off the season in Fairfield with the T-1696 Hydrotest, successfully completing a 600-foot test beneath a 120-inch Bureau of Reclamation water line. The project showcased several key innovations and operational wins, including the introduction of Zerust corrosion inhibitor to enhance pipeline longevity and the use of digital moisture analysis to ensure complete dryness before finalizing the work. Despite limited work hours due to the nearby school, the crew managed high-risk pigging operations with exceptional precision and safety. Special recognition goes to Project Manager Scott Rodriguez, Superintendent Dave Smith, and Foremen Adian Carrillo Perez, Christian Harden, and Dustin Wisener.



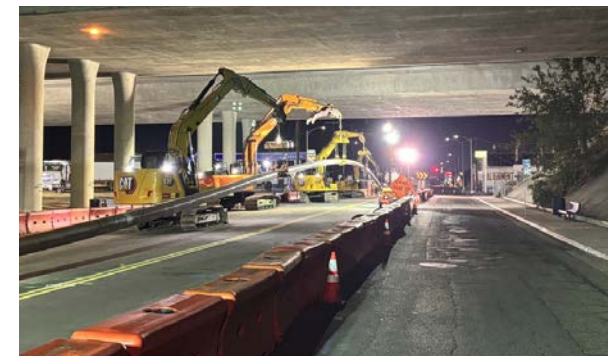
Corrosion Program Success: Led by Robert Eberhardt, the team delivered impressive results with the installation of 32 cathodic protection and AC mitigation wells, 12 span repairs, and 14 AC mitigation and casing test stations. Early coordination on railroad and long-lead permits, combined with strengthened communication between field crews and support teams, helped build strong project momentum and minimize unexpected challenges. Special thanks to Jennie Keyes, Bianca Agent, and Alberto Ceja.



R-1920 Steel Pipe Replacement - Emeryville, CA: Urban work at its toughest was on full display along Shellmound Avenue, where the team installed nearly 1,000 feet of 4-inch steel pipe while navigating more than 20 unmarked utilities—without a single damage incident. Production slowed at times due to contaminated soil, but close collaboration with PG&E ensured safe and effective remediation planning throughout the job. Leadership from Superintendent Terance Hamrick, Project Manager Juan Villalobos, and the skilled UA weld team and labor crew.



McDonald Island - S-1278 WSS Truck Terminal Rebuild: This rebuild showcased impressive team depth, featuring the replacement of a 65,000-lb production fluid tank, installation of nine byproduct lines plus a supplemental fuel gas line, a full sump vault and pump rebuild, and the addition of a new concrete trench. Strong early coordination with subcontractors—paired with rigorous qualification checks—enabled smooth work handoffs, safe execution, and a clean final turnover. Leadership from Silverio Rosas, Project Manager Jordan Gall, engineering support from Antonio Nipay, Weld Foreman David House, and the Quanta Elite team led by Troy LaBass.




High-Speed Rail Gas Relocation - Fresno, CA: NorCal Gas Distribution successfully rerouted gas lines out of the guideway path for the Tutor-Perini Zachry Parsons High-Speed Rail project. The team achieved several key wins, including completing horizontal directional drilling (HDD) under the Fresno Irrigation District canal, performing 15-foot trenching in challenging sugar sand conditions, and adapting to frequent unmarked utilities by implementing trench safety measures and hand excavation. A special shoutout goes to the crew led by Jordan Gall, with Adrian Segura, Abraham Villalpando, Uriel Leyva, and Karla Padilla.



Fort Mason Rural 20 - San Francisco, CA: Late in 2025, NorCal Operations mobilized on a high-visibility Rural 20 project at Fort Mason, upgrading gas and electric infrastructure within the National Park Service property. The work includes trenching throughout the park, installing new gas and electric lines, setting panels, and coordinating with a subcontractor to run power to the residences. Led by Superintendent George Castro, Foremen Martin and Ignacio Estrada, Project Managers Vince Aguilar and Hesham Mahdawi, and Project Engineer Angel Lopez, the team has managed significant challenges, including sugar sand excavation with frequent cave-ins, heavy pedestrian traffic, self-driving taxis entering restricted zones, and tight access under historic-preservation restrictions. Despite these conditions, the project remains on schedule after mobilizing in October 2025, with demobilization planned for September 2026.

LOOKING AHEAD

Our focus areas include proactive scheduling, increased community engagement near schools and high-traffic corridors, and tighter design coordination with our partners to drive smoother execution. Thank you to everyone—from field crews and welders to project managers and engineers—for strengthening UCCo's reputation for reliability and excellence. Keep the stories coming, and let's carry this momentum forward!

 **Sergon Attisha**
Director of NorCal Operations

PRE-CONSTRUCTION

DRIVING UNDERGROUND'S NEXT ERA OF GROWTH

Heading into 2026 and beyond, the Pre-Construction Division — now significantly strengthened by the complete integration of Par Western Line Contractors' estimating team and operations support division — is fully equipped to secure the large-scale, long-term projects that will drive Underground's next era of success. The unification with PWLC has instantly broadened our electric transmission and distribution expertise, deepened our estimating bench with decades of experience, and added valuable client relationships into the Underground family.

Working seamlessly with our fellow Quanta Operating Units, we are aggressively targeting complex, multi-discipline opportunities in renewables, battery energy storage, hydrogen infrastructure, and major utility programs across the West and nationwide. This powerful combination — Underground's heavy-civil experience, Par Western's overhead and substation capabilities, and the unmatched strength of the Quanta platform — enables us to deliver true turnkey solutions, highly competitive pricing, and absolute confidence in execution for our clients.

We're also thrilled to welcome Ninah Moody, who joined the estimating team in September 2025, bringing fresh energy and insight to an already dynamic group. With enhanced collaboration across Quanta, and an unwavering focus on safety and quality, Pre-Construction is perfectly positioned to bring home the transformative projects that will fuel steady work, develop our people, and solidify Underground's reputation as the contractor of choice for the industry's toughest challenges. The future is bright — and together, we're ready.

Ben Lyon
Director of Preconstruction



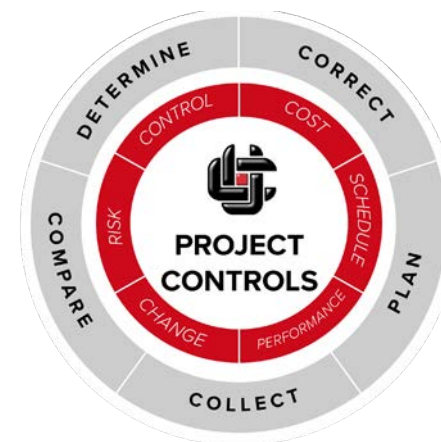
P-CONTROLS

BUILDING TRUST THROUGH PRECISION: INSIDE PROJECT CONTROLS

Delivering successful projects requires precision at every level—from planning and contracts to billing and reporting. Success depends on precision—not just in the field, but in every detail behind the scenes. Our Project Controls team ensures projects run smoothly by managing contracts, tracking progress, and guaranteeing accurate billing for completed work. This commitment to transparency and compliance builds trust and protects both our clients and our projects.

But our role goes far beyond billing. Project Controls forms the foundation of project success, overseeing critical functions such as:

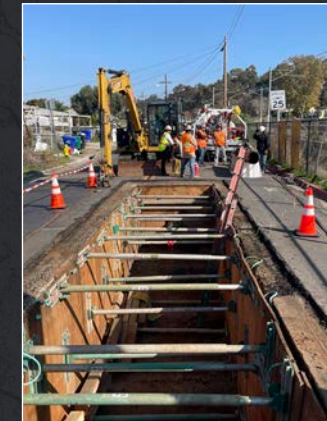
- **Planning & Scheduling:** Developing and updating detailed timelines to keep projects on track.
- **Cost Management:** Monitoring budgets and forecasting to prevent overruns.
- **Risk Management:** Identifying potential challenges early and implementing mitigation strategies.
- **Performance Analysis:** Tracking KPIs and monitoring progress against established baselines.
- **Reporting & Communication:** Delivering clear, timely updates to clients and stakeholders.



Elisa Dombrowski
Accounting Manager

SOCAL

DIGGING DEEPER



As we look ahead to 2026, we are excited about the tremendous opportunities that are in front of us, including Battery Energy Storage Systems (BESS), Underground Civil, Water, Oil, Gas and anything other sectors where we can bring value and expertise. These opportunities position UCCo to lead in Southern California's evolving infrastructure and energy markets.

The bright outlook for 2026 will challenge our team in new ways, but we are confident in our ability to adapt and thrive in a competitive environment. Our success will continue to be driven by safety, quality, and productivity.

Our base business continues to grow as our field teams deliver safe, high-quality, and productive work that sets the standard in the industry. On top of these great projects, we are excited to kick off our Chiquito BESS project and Electrical Infrastructure project at Vandenberg Space Force Base.

To the Undergrounders and their families—you're the backbone of UCCo. Without you, we'd just be a bunch of people standing around with hard hats and no holes in the ground. You make us great, and together, we'll make 2026 unforgettable.

Mark Pracanica
Director of Operations,
Southern California

FLEET

UCCo FLEET GEARS UP FOR THE NEXT SEASON

REFLECTING ON 2025

This past year has challenged our Equipment Division with increased workloads and unexpected costs from tariffs amid a booming in our construction industry. With all of these hurdles we demonstrated operational excellence by finding our weaknesses and turning them into our strengths through collaboration and communication.

STRENGTHENING PARTNERSHIPS

We have had the unique opportunity this year to better align with our sister companies in the Western United States. One company is PAR Western Line Contractors. By sharing resources and processes, we have been able to build a unified approach that reduces outside costs and keeps our teams engaged. This collaboration supports Quanta's vision of seamless teamwork across all companies.

SAFETY FIRST!

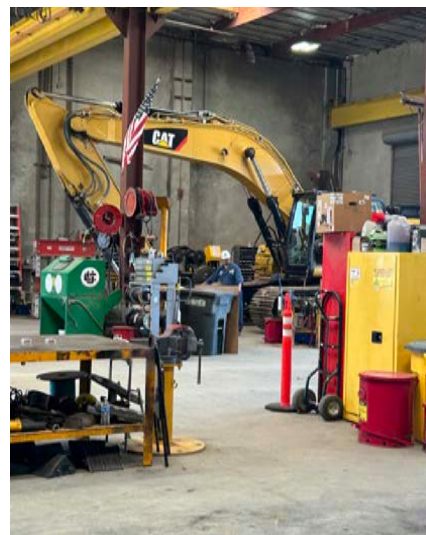
Working closely with other Quanta organizations allowed us to exchange best practices and elevate safety standards. Our top priority remains unchanged: ensuring every employee returns home safely each day. Speak up for safety! If you see something, say something. Treat coworkers like family and never hesitate to raise concerns together, we can create the safest workplace!

LOOKING AHEAD TO 2026

We're gearing up for a busy upcoming season, working through essential maintenance on our equipment that has worked all year long is a challenge. Prioritizing needs to keep our equipment reliable. Ingenuity and Vigilance are key to making this happen.

Thank you to everyone for your hard work and dedication. The relationships we've built will continue to grow and strengthen beyond 2026!

Josh De Leon
Director of Fleet



DEPARTMENT OF TRANSPORTATION



WORKING WITH LYTX

Three years ago, we had limited visibility into the challenges our company drivers faced behind the wheel. While we all understood the risks from our own driving experiences on streets, roads, and highways, we lacked real-time insight into what was happening in the field.

The introduction of Lytx vehicle cameras has changed that. These cameras have revealed many potential causes of vehicle incidents—situations that, without the focus and skill of our drivers, could have resulted in property damage, injury, or even loss of life.

With Lytx, UCCo now has a clear view of our field operations, including supervisors, foremen, and crews. Importantly, the system has also identified instances of distracted driving among our drivers.

HERE'S HOW IT WORKS:

- **Event Triggering:** The Lytx camera activates based on driver actions (self-reporting). This creates an event number and sends an email notification to a manager for review and follow-up with the driver.
- **Driver Report Card:** Each event is logged and assigned to the driver's performance record, allowing managers to review past behavior and trends.

TYPES OF ALERTS:

- **Inside-Cab Alerts:** Powered by AI, the system detects when a driver loses focus and issues audible alerts to regain attention. These alerts cover behaviors such as speeding, fatigue, cell phone use, and seatbelt violations (driver and passenger).
- **Outside-Cab Alerts:** Triggered by events like hard braking, rough road conditions, or impact, these alerts send immediate notifications to drivers and managers.

The Lytx AI system provides up to three audible warnings for inside-cab distractions, each specific to the detected behavior. These proactive alerts help drivers correct unsafe actions before they lead to an incident.

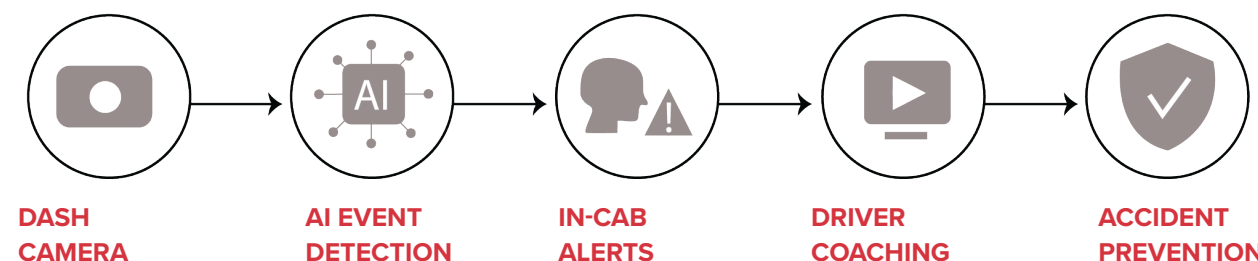
IMPACT:

The insights from Lytx have been invaluable to our Safety, Operations, and Fleet Departments, enabling us to:

1. **Dash Camera** – Captures road and driver views for compliance and safety.
2. **AI Event Detection** – Identifies risky behaviors like speeding or distracted driving.
3. **In-Cab Alerts** – Warns drivers in real time to correct unsafe actions.
4. **Driver Coaching** – Uses video and data for targeted safety training.
5. **Accident Prevention** – Reduces collisions and improves fleet safety.

Art DeLeon
Director of DOT

DOT/LYTX FLEET WORKFLOW DIAGRAM:



OPERATIONS SUPPORT

PARTNERING FOR PROGRESS

This past year, our Operations Support team has been busy partnering with PWLC and other Quanta OpUs to make our processes smoother and more efficient for everyone. Collaboration is a big part of what keeps us moving forward—whether it's finding new ways to streamline workflows or sharing resources to help each other succeed.

One of the big wins this year is the new Bid Log process partnering with the PWLC teams and utilizing Salesforce and SharePoint. This upgrade makes it easier for UCCo's Preconstruction and Project teams to communicate, track information, and stay aligned with PWLC and Quanta from start to finish.

We've also been happy to share our conference rooms for trainings, presentations, and meetings, giving our Quanta partners more space to connect, learn, and grow together.

Behind the scenes, Operations Support keeps both the field and the office running smoothly every day. From keeping contractor and business licenses active and up to date, to requesting and renewing certificates of insurance for clients and municipalities, to handling the not-so-glamorous but very important tasks like printing project binders, faxing OSHA notifications, taking care of catering needs, and responding to preliminary lien requests—we're always working to keep things on track. Every checklist, deadline, and document we handle helps keep UCCo moving forward safely, efficiently, and confidently.

By staying connected and working closely with our Quanta partners, we're continuing to build better processes and stronger support systems that benefit everyone—because when one team improves, we all move forward together.

Teri Miller
Operations Support Manager

GOLDEN TRENCH JACK AWARDS

The annual Golden Trench Jack Award celebrates Undergrounders who have demonstrated dedication to ensuring the safety of their teams. The Award not only honors outstanding achievements, but inspires our safety culture throughout our company.



Congratulations to **Kevin Reed, SoCal Superintendent, and the San Diego team**, 2025 Golden Trench Jack Award winner.

Special recognition to GTJA Finalists Joshua Burt, SoCal Gas Foreman, and Arsenio Tinoco, Electric Civil Superintendent.



Congratulations to all supervisors and their crews for working safely throughout 2025 on difficult and demanding projects.

THE ACADEMY

The Academy is our platform for recognizing employee development as a key element of organizational success. It combines internal resources and external training solutions to implement, track, and support training across the company.

HOW TO ACCESS MODULES & TRAININGS

Employees can access training through a combination of online modules, in-person sessions, and partnership workshops.

WHERE TO ACCESS TRAINING MATERIALS

All training resources is housed online on our LMS and Academy SharePoint site. Employees are able to log in at any time to view required courses, reference materials, and updates.

WHO TO CONTACT FOR ACADEMY SUPPORT

For questions about Core Competency requirements or technical support, employees can email The Academy Board at academy@undergroundconstruction.com



LMS Website: <https://pwr.hcsslms.com/learn>



Academy SharePoint QR code



PROJECT MANAGEMENT OFFICE



The PMO (Project Management Office) strategy unifies and scales project management across California operating units to drive growth and operational excellence. Its mission is to align processes, strengthen workforce capabilities, and build a transparent, performance-driven culture for sustainable success.

HUMAN RESOURCES

UPDATES FROM THE PEOPLE OF UNDERGROUND

WE'RE HERE FOR YOU: EMPLOYEE ASSISTANCE PROGRAM (EAP)

Life doesn't always go as planned—and when challenges arise, you deserve support you can trust. Your well-being is our priority. That's why we've partnered with Magellan Health to provide a confidential Employee Assistance Program (EAP) at no cost to you and your household members.

The EAP is available 24 hours a day, 7 days a week, offering resources to help you navigate life's ups and downs:

WHAT'S INCLUDED?

- **Counseling Support:** Up to five in-person sessions per issue each year with licensed professionals
- **Emotional & Family Wellness:** Help with stress, grief, relationship challenges, and more
- **Financial Guidance:** Budgeting, debt management, retirement planning, and saving for the future
- **Legal Assistance:** Access to legal information and consultations on civil, consumer, and family matters
- **Learning Resources:** Seminars, coaching, and online tools to support your personal growth

If you're a BCBS member, Magellan can also help you find in-network counselors for continued care.

WHY USE THE EAP?

- **Completely Confidential:** Your privacy is protected—we never see your information
- **Free & Accessible:** No cost to you, and available anytime
- **Whole-Life Support:** For you and your household members

Getting started is simple. Whether you need someone to talk to, guidance on financial decisions, or help managing stress, Magellan is just a call or click away. Because your health, happiness, and success matter—to us and to you.

MENTAL HEALTH RESOURCES FOR UNDERGROUNDERS WHEN YOU NEED IT MOST.

EAP (EMPLOYEE ASSISTANCE PROGRAM)

Underground Construction Co.
A QUANTA SERVICES COMPANY



LIVE
PWRFULLY



Your life's journey—made easier

No matter where you are on your journey, there are times when a little help can go a long way toward achieving your goals. From checking off daily tasks to working on more complex issues, your program offers a variety of services, resources and tools to help make your life a little easier.

Key Features

- Provided at no cost to you and your household members
- Includes up to 5 counseling sessions
- Completely confidential service provided by a third party

Counseling

Access a nationwide network of licensed counselors for support with challenges such as stress, anxiety, grief, substance misuse, relationships, parenting and more. Counseling is confidential and available in-person, by text message, live chat, phone or video conference.

Wellbeing Coaching

Define and reach your goals with the support of a coach. Coaches can help with personal improvement, healthy eating, weight loss and more. Meet with a coach by phone or video for up to six individual, confidential sessions per year.

Digital Emotional Wellbeing Program

A proven program for life, mind and body that can help with anxiety, resilience, grief, stress, depression, chronic pain, pregnancy, aging and more. Complete activities to earn points, see your progress and sync to other trackers.

Financial Wellbeing, Legal Services and Identity Theft Resolution

Meet with experts that can help you take control of your finances, resolve legal issues such as estate planning and family law, restore credit; research specific topics and/or print your own state-specific legal forms.

LifeMart® Discount Center

Life is expensive. With LifeMart, access hundreds of deals on nationally recognized brand-name products and services, all in one convenient location. Find discounts on consumer goods, travel, child and elder care, fitness centers, movie tickets and more.

Work-Life Services

Save time and money on life's most important needs. Specialists provide expert guidance and personalized referrals to service providers including childcare, adult care, education, home improvement, consumer information, emergency preparedness and more.

Member Website

Learn more about the services and resources available through your program. The member website makes it easy for you to explore services, find providers, learn more about emotional health and wellness topics, see what mobile apps are available and more.



Scan the QR code to visit your Employee Assistance Program member website, Member.MagellanHealthcare.com, or call 1-800-327-2189 (TTY 711) to get started.

RECRUITING

TEAM CHAMPION: ALEXANDER LAYEGHI



I have had the pleasure of sharing a booth with Alex, and his enthusiasm and natural ability to engage with students made him a perfect fit for the Recruiting Team. Not only does he enjoy talking and engaging with students and faculty, but he does it all with a smile and an excitement that can't be easily forgotten.

AGC student competition earlier this year, his commitment to recruiting top talent knows no bounds. His passion for engaging with students isn't tied to a specific institution—it's about the connections he makes. "I truly believe in our company and am proud to be an ambassador for Underground. When I tell a student that I think our internship program will benefit them both professionally and personally, I mean it."

When thinking about the future of Underground's recruiting efforts, Alex has one goal: to bring in passionate individuals who align with the company's values. "The future of Underground is bright only if we get the right workforce. If I can contribute to hiring as many motivated people as possible, I will consider myself a success. To achieve this, I do my best to be honest and tell students what it's really like working here—amazing!"

Thank you to ambassadors like Alex, his enthusiasm, keen eye for talent, and passion for connecting with students make him a true recruiting champion.

As a graduate of Cal Poly San Luis Obispo, Alex takes pride in returning to his alma mater to recruit the next wave of professionals. "Speaking with students from a diverse set of majors interests me a lot. I think Underground has been successful at getting employees from 'non-traditional' majors," he explains. Alex himself holds a degree in Public Health, while his project managers have backgrounds in Economics and Business. His ability to connect student interests with opportunities at Underground makes the recruiting process exciting and meaningful.

While Cal Poly SLO holds a special place in his heart, Alex has gone above and beyond to represent Underground at various schools and events. From engaging with students at Cal State East Bay to traveling to Reno, Nevada, for the

◆ Linsey Vaquerano
Corporate Recruiter

TRAINING

ENHANCING OUR ONBOARDING EXPERIENCE

In light of the current developments regarding onboarding, we are thrilled to announce a strategic collaboration between Underground Construction and Par West. This partnership is designed to enhance onboarding experiences and create robust development opportunities for all employees. We believe that every new hire brings fresh energy and ideas that strengthen our team. Our commitment to onboarding and continuous learning

ensures that they have the tools, resources, and support to thrive. Joint Onboarding Programs will streamline integration for new hires, making their transition smoother and more effective. As part of this collaboration, we are introducing Joint Training Opportunities that will equip and empower employees with leadership skills, technical expertise, and essential safety and compliance knowledge—helping them perform confidently in

their roles and unlock future career growth. Together, we aim to foster a culture of safety, growth, and excellence across both organizations.

◆ Ken Villarete
Field Safety Training Manager

LEGAL

SUBCONTRACTING AT UNDERGROUND: WHAT YOU REALLY NEED TO KNOW

At Underground, we build big things, and nothing stalls a project faster than a subcontractor issue that could've been prevented with five minutes of paperwork. If you've ever found yourself wondering whether a vendor needs a PO, a trucking company needs a subcontract, or why Legal keeps hollering about Work Authorizations, here's your crash course.

Let's start with the basics: a subcontract is not just "a guy doing a thing." It's a formal agreement with a company providing labor, onsite or offsite, that ties back to our Prime Contract obligations. Crane services, traffic control, onsite trucking, saw cutting, and even onsite design firms. Those are all subcontracts. But when White Cap drops off plywood, or Vulcan sends over a load of sand, that's a Purchase Order, not a subcontract. The secret ingredient is simple: labor equals subcontract; delivery equals PO.

Before bringing anyone to a jobsite, the first step should always be the Subcontract Compliance Log. Think of it as the "Are they allowed to be here?" list. It tells you whether the subcontractor is approved, under which client, and under which Prime Contract. If they're not approved or approved under the wrong client, don't panic; just reach out to Ellen and complete a Subcontractor Request Form. And please, for everyone's sanity, don't send the form to the subcontractor. That's our job.

Once the subcontract is set up, every MSA-based subcontract requires a Work Authorization. This document spells out the scope, schedule of values, start date, project information, and any job-specific insurance requirements. In other words, it's the roadmap for how the subcontractor will perform, and it must be signed before work begins. Copying the scope from a subcontractor's quote doesn't cut it! We need details, not

endless exclusions or assumptions or their T&Cs, which directly contradict ours. Never reference or incorporate their quote or proposal. Speaking of details, compliance isn't optional. Underground can be held liable for a subcontractor's (or their lower-tier subcontractor's) negligence if we let someone slip through the cracks. That means active contractor's licenses, ISNet participation when required, union affiliation when needed, safety documentation, and insurance that meets UCCO/UECCO and client requirements. If a subcontractor asks to lower insurance limits, your answer should be a polite "No," and then loop in Legal.

And don't overlook the little guys. Small vendors, think port-a-potties, one-off equipment rentals, often come with their own terms and conditions. Those terms usually contain hidden traps: indemnities, fees, auto-renewals, and liability allocations that we absolutely cannot accept. If a vendor hands you their paperwork, the correct answer is: "Let me have Legal take a look." They're called small contracts, but the risks definitely aren't small.

Letting a subcontractor start early without a subcontract or WO creates risk, headaches, and occasionally a small explosion in Legal's inbox. At the end of the day, subcontracting isn't just about checking boxes; it's about protecting our people, our projects, and the company. When you follow the process, including log checks, Work Authorizations, compliance reviews, POs, Subcontracts or WOs, it keeps us safe, keeps us paid, and keeps the job moving. And if you ever have questions or something doesn't feel right, reach out. We'd much rather help on the front end than mop up a mess later.

Stay safe, stay compliant, and remember Legal is here to help!

◆ Barbara Brenkus
General Counsel
(AKA: "The Person Trying to Keep Us Out of Trouble")

QUALITY

This year, the OQ / Quality Departments primary accomplishments focused on improving team efficiency and delivering high-quality results on critical projects to help UCCo meet our customer commitment dates.

SOME 2025 OQ TEAM HIGHLIGHTS INCLUDED:

Zero Lost workdays, Zero OSHAs, and Zero MVI's.

SoCal OQ Evaluator Rocky Baker, completed 544 OQ exams all on time while simultaneously closing the Vista, CA office and building up the new OQ testing office in Ontario, CA.

The SoCal office also successfully passed their all the Quanta Gas OPU OQ Assessments conducted by the NLC Qualifications Specialist Team along with the SoCal Gas Company OQ audit with zero findings and also delivered a comprehensive Cathodic Protection Class to the SoCal Gas Company OQ Field Specialists. Great job, Rocky! For 2026, SoCal is scheduled to complete 516 OQ requalifications.

Both Avery Fox and Kevin Salazar

OQ & QUALITY TEAM'S MILESTONES

were asked to speak at the June 2025 SoCal Gas Contractor OQ Call. Kevin spoke about the importance of Risk Management and having an updated Quality Manual / Quality Plan and Avery shared The Capacity Model and the new Sensor Zone Proximity Warning Technology benefits.

NorCal office completed 856 OQ Exams on time this year. The Quality Department also revised and released the new Underground Construction Co., Inc. Pipeline Safety Management System. This Pipeline Safety Management System (PSMS) procedure defines the requirements for Undergrounds' Pipeline Safety Management System in accordance with the elements described in API RP 1173.

For 2026, the NorCal office is scheduled to complete 543 OQ requalifications.

In September, Blu Sanders and Kevin Salazar were invited to be guest speakers at the Industrial Training Services (ITS) User Conference in Nashville, Tennessee. They presented the Underground Academy Module, "The benefits of using the ITS Go

App" to multiple Pipeline Operators and Contractors that use the ITS Learning Management System for their federal OQ repository.

Kevin and Blu finished the 2025 year on a OQ collaboration project with pipeline operator Hawaii Gas. Hawaii Gas contacted the UCCo Quality Team for help with developing improvements to their OQ performance evaluation process.

To help Hawaii Gas, UCCo facilitated and scheduled in-person benchmarking meetings in collaboration with the PG&E Gas Academy, the PG&E OQ Team and approved third party PG&E OQ evaluator company Pacific Professional Solutions in Vacaville, CA.

With 2026 fast approaching, the OQ / Quality department will be taking on new challenges with systemic improvements to remove quality risks, improve quality / safety training and quality performance. The quality team in conjunction with PAR Electric, will be implementing new cost cutting strategies across Operations, Safety and Quality Field Inspections.



The UCCo OQ Team and Quanta Services, Inc. successfully launched and trademarked the "True Span of Control" (T-SOC). The T-SOC process was submitted as a new mentor / mentee formal training program for the 2025 Quanta Innovation Award and we are awaiting Quanta's decision if selected.

Kevin Salazar
Director of Quality

INFORMATION TECHNOLOGY

AI AT UNDERGROUND CONSTRUCTION: TRANSFORMING WORKLOADS AND DRIVING EFFICIENCY



It's been a fast-paced and rewarding year for the Underground IT Team. We kicked things off strong by winning the HCSS Trailblazer Construction Award last February — a recognition that speaks to our team's

commitment to innovation and excellence in technology adoption across the field.

By midyear, we successfully supported the company-wide migration of our financial system to JD Edwards (JDE), marking one of the largest cross-department initiatives to date. This transition sets the foundation for more integrated and data-driven financial operations going forward.

Behind the scenes, our infrastructure team also completed a migration of over 200 computers to Windows 11, ensuring compliance ahead of Windows 10's end of life. That's no small feat — especially while balancing ongoing support, field deployments, and project work across multiple regions.

PIONEERING THE AI WAVE

Artificial Intelligence (AI) has quickly become one of the most exciting developments across the company, and our team has been at the forefront of turning curiosity into capability.

We're building custom applications, dashboards, and web tools to meet operational needs faster and more efficiently than ever before. On the automation side, we've been working to streamline billing and reporting workflows, and actively researching ways AI can assist

with bidding, takeoffs, and contract reviews. As I shared at the Annual Meeting, this is an inflection point for how we work. We're not just reacting to new tools; we're shaping how they're used responsibly and effectively across Underground. It's a genuinely exciting time to be part of this transformation.

COLLABORATION AND CHANGE ACROSS QUANTA

At this year's Quanta IT Conference, I saw a wave of positive momentum that could reshape how corporate IT partners with operating units like ours. With new leadership stepping into key roles, we're seeing a noticeable shift in mindset from "no first" to "how can we help?"

There's a renewed focus on cloud-first technologies, unified standards, and strategic alignment across the enterprise. This direction signals a stronger bridge between corporate IT and local OpUs; one that values collaboration, innovation, and autonomy in equal measure. I'm genuinely optimistic about where this evolution is heading and what it means for our team here at Underground.

WELCOMING A NEW TEAM MEMBER

Finally, please join me in welcoming Bryan Chao to the IT team! Bryan made the exciting move from Project Engineer in Underground Electric to Help Desk Technician. His field experience and understanding of our operations bring invaluable perspective to our team as we continue bridging the gap between technology and the business.

Ryan Merkl
Director of Information Technology



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