

PIPELINE

Winter 2017

Feature Story:

Nurturing Future Leaders See Page 3

ALSO INSIDE:

Transform Your Company's Safety Culture

Project Success Starts with Pre-Construction

Lending a Helping Hand



Building Comfort for Generations.



Transform Your Company's Safety Culture by Creating a Shared Belief

Ahern's Chief Safety Officer, Dustin Rusch, spoke at the National Association for Environmental Management (NAEM) EHS & Sustainability Forum on October 26, 2016. NAEM's annual conference is an event dedicated to helping companies share best practices with their employees regarding health and safety. The session topic was Employee Engagement: Making Safety Everyone's Job. Dustin's focus was on how to get employees to actively engage and participate in their organization's safety efforts.

In order to acquire employee engagement, exercise the following:

1. Ensure you have deep alignment with your organization's ideology and envisioned future
2. Establish a new definition of safety in your organization
3. Brand your safety efforts around the promises you make to your people
4. Understand and define the leading and transformative indicators that "fit" your organization
5. Invest and leverage technology to simplify the reporting process and to better connect employees to your safety and risk management efforts
6. Spot the opportunity to create new safety habits

[Click here to read Dustin's full speech.](#)

2016 Ahern Achievements

Ahern received a Build Wisconsin Award from the Associated General Contractors of Wisconsin (AGC). Ahern won in the specialty contractor category for the mechanical work performed on the Loparex plant located in Hammond, WI.



Loparex Plant Project

Ahern was chosen the winner of The Daily Reporter's Subcontractor of the Year. Mortenson Construction nominated Ahern for this award for the ability to provide innovative solutions that meet the schedule and budget requirements of projects while providing quality systems for customers.

Engineering News-Record (ENR) ranked Ahern 10th on its list of the "Midwest's Top Specialty Contractors," as well as first in the state of Wisconsin. ENR also published its annual "Top 600 Specialty Contractors" list for 2016 and Ahern landed at number 85 overall.



Building Comfort for Generations.

Ahern is a full-service mechanical, pipe fabrication, and fire protection contractor.

The Company's executive officers include:

John E. Ahern | Chairman

John E. "Tripp" Ahern III | President and CEO

Anthony J. Ahern | Executive Vice President
Fabrication and Operations

Krista J. Ebbens | General Counsel and
Corporate Secretary

Robert J. Fischer | Executive Vice President
Milwaukee Region

Jace T. Hiermeier | Executive Vice President
Ahern Fire Protection

James R. Jarvis | Executive Vice President
Northern Wisconsin & Madison Regions

Timothy M. Schneider | Vice President
Northeast Region

Adam J. Wunderlin | Chief Financial Officer

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Ahern's Core Purpose:

To create and maintain systems that save lives, improve the environment, and ensure personal comfort and well-being.

Equal Employment Opportunity/Affirmative Action

J. F. AHERN CO. is an equal opportunity employer. It is our policy not to discriminate on the basis of race, sex, age, color, religion, national origin, sexual orientation, disability or other basis prohibited by applicable local, state or federal fair employment laws. This policy applies to all personnel actions and activities, including recruiting, selection, hire, placement, training, transfer, promotion, layoff and recall, compensation, discipline, and termination.

J. F. AHERN CO. is also committed to a policy of affirmative action with regard to female, minority, handicapped, Vietnam era and disabled veteran employees and applicants for employment. Pursuant to that commitment, the Company has adopted policies and procedures to meet the requirements of Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans' Readjustment Act of 1974, as well as various state and local laws, including, but not limited to, sec. 16.765, Wis. Stats. (Contract Compliance Law) and the City of Madison Affirmative Action Ordinance, sec. 39.02.

Our EEO/AAP policies are a matter of continuing interest and importance to all our employees. For that reason, it is the policy of J. F. AHERN CO. that officers and management personnel periodically review and, as appropriate, revise such policies to better promote equal employment opportunities and affirmative action.

Our EEO/AAP policies are regularly communicated both internally and externally, including to all construction trade unions, referral agencies and sources, and subcontractors with whom we do business.

The responsibility for coordinating the implementation of our EEO/AAP policies has been assigned to Krista Ebbens, General Counsel. Ms. Ebbens shall serve as EEO/AAP Officer and shall report, with regard to such matters, directly to J. F. AHERN CO.'s Executive Management Team. If you have any questions regarding this policy, please contact Krista Ebbens, EEOC Officer and General Counsel, at (920) 907-5492 or kebbens@jfahern.com.

NURTURING FUTURE LEADERS

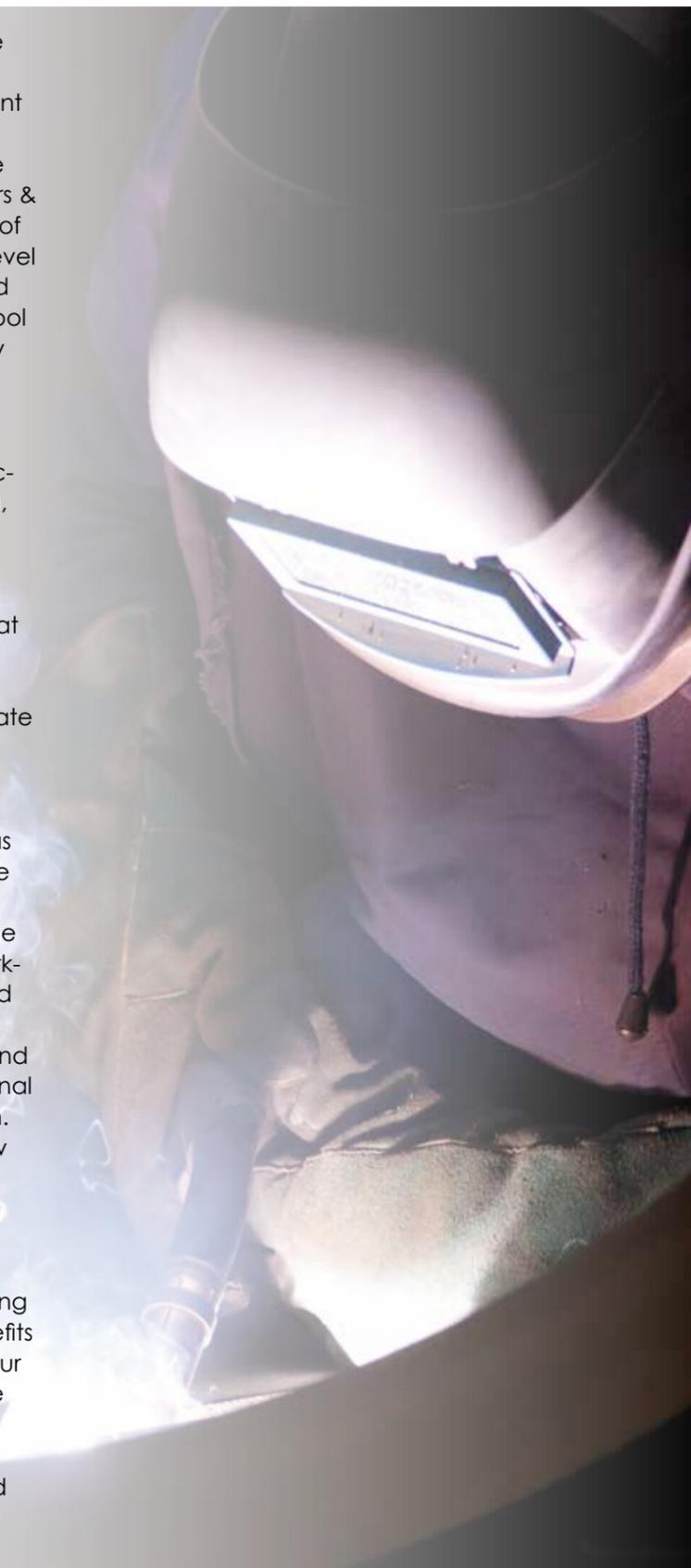
At Ahern, we take pride in our industry and continue to place high importance on recruiting, training, and retaining talent. One way we support this philosophy is through our involvement with the Northeast Wisconsin Pipe Fabricators Joint Apprenticeship Committee (JAC). Ahern first became involved in the apprenticeship program in 1999, when the Local 400 Plumbers & Steamfitters Union asked a group of contractors to be a part of an apprenticeship program. This program would take entry level welders and put them through schooling to become qualified journeyman welders. It would create an additional growth pool of talented welders as well as expand the fabrication industry within the Local 400 Union.

For a welder to enter the apprenticeship program, there are certain requirements that must be met: they must pass the acuplacer, have a valid driver's license, pass a drug screening, and have a HSED and/or GED. Once these requirements are met, the apprentice is accepted into the program. The term of the apprenticeship program is five years which totals to a minimum of 8,000 hours. Each year entails different classes that the apprentice must complete. Throughout the program, the apprentice has to complete 10 weld tests. After all hours and weld tests are completed, the apprentice receives a Certificate of Completion and are accredited journeyman status.

One such employee who really demonstrates the success of the program is Nick Dahlinger. Nick started at Ahern in 2010 as a metal tradesman (MT). He was an MT for two years when he decided to enter the apprenticeship program. Nick graduated with honors and is currently teaching a welding class at the Union Hall for both day and night school attendees while working full time at Ahern. He also participates in a program called Project Grill. This is where high school students work with local manufacturers and have a competition where they design and build working charcoal grills from scratch. Nick is an exceptional employee who has become a great asset to the Ahern team. He has great leadership skills and is a perfect example of how you can work your way up the ladder of success.

The program has garnered great success as our graduates continue to stay employed with Ahern while some take on a leadership role; whether that be teaching classes, or becoming a foreman. Being a part of the apprenticeship program benefits our customers, our employees, our company, and positions our business for continued growth by training and nurturing future skilled tradesmen.

For more information about the apprenticeship program, and our pipe fabrication capabilities, contact Ian Schumacher at ischumacher@jfahern.com.



Project Success Starts with Pre-Construction

Ahern's knowledge and experience in pre-construction not only benefits general contractors, but the architects and building owners as well. Early collaboration ensures our designs follow proper code and occupancy requirements to lessen the number of design changes after a project has been initiated.

01 Engineering Solutions

We deliver cost effective and project proven solutions for any mechanical or fire protection system.

02 Design Analysis

We analyze system designs for cost effectiveness, code compliance, serviceability, and constructability.

03 Budgeting/Conceptual Estimating

We deliver cost effective and project proven solutions for any mechanical or fire protection system.

04 Integrated Project Delivery Expertise

We can provide the framework, resources, and team members required to execute projects under a fully Integrated Project Delivery procurement system including in-house engineering, estimating, BIM coordination, Prefabrication, Project Management, Extensive Field Resources, Commissioning Services, Detailed Cost Accounting, and Maintenance Programs.

05 LEED/Green Consultation

We can provide the expertise needed to navigate through the LEED process with energy modeling services, LEED Administration services, LEED Documentation, and a long track record of successful Green/LEED project experience to draw from.

06 Building Information Modeling

We can provide extensive experience and resources to use this technology to reduce project conflicts, improve field labor productivity, increase the use of prefabrication, and to improve project quality. We can also integrate project documentation such as owner training videos, O & M manuals, product submittals, equipment performance testing data, etc. into the completed model provided to the owner.

For more information contact, Phil Corbin at pcorbin@jfahern.com.

Past Successes across Vertical Markets include

Healthcare:



1. Columbia St. Mary's Main Hospital (Milwaukee, WI) – Mechanical Project, value in excess of \$52M
2. Froedtert Center for Advanced Care (Milwaukee, WI) – Mechanical Project, value in excess of \$21M
3. Luther Midelfort Hospital Expansion (Eau Claire, WI) – Mechanical Project, value in excess of \$16M
4. Milo C. Huempfner VA Outpatient Clinic (Green Bay, WI) – Mechanical Project, value in excess of \$10M
5. VA Clement Zablocki Spinal Cord Injury Hospital (Milwaukee, WI) – Mechanical Project, value in excess of \$5.4M
6. VA Clinic (East Moline, IL) – Sprinkler Fitting Project, value in excess of \$114.3K

Commercial Office:



1. Kohler Global Communications Headquarters Building (Kohler, WI) – Mechanical Project, value in excess of \$2M
2. City Center West Office Building (Middleton, WI) – Mechanical Project, value in excess of \$4M
3. Gehl Corporate Headquarters Building (West Bend, WI) – Mechanical Project, value in excess of \$1.6 M
4. 833 East Michigan Office Building (Milwaukee, WI) – Mechanical Project, value in excess of \$4.1M
5. ABB Corporate Office Building (Milwaukee, WI) – Mechanical Project, value in excess of \$1M
6. Cargill (Minneapolis, MN) – Sprinkler Fitting Project, value in excess of \$1M

Ahern's pre-construction team of experts is dedicated in making sure each project phase is a success.

Ahern currently employs over 95 NICET-Certified professionals, 8 licensed PE's, 9 LEED AP's, and 7 EIT's.

Laboratory:



1. Aldrich Chemical Research and Development Laboratories (Milwaukee, WI) – Mechanical Project, value in excess of \$22M
2. Schreiber Foods Corporate Headquarters including Laboratories (Green Bay, WI) – Mechanical Project, value is confidential
3. BD Medical Cleanrooms (Franklin, WI) – Mechanical Project, value in excess of \$500K
4. Monsanto Technology (Chesterfield, MO) – Sprinkler Fitting Project, value in excess of \$1.4M

Hotels/Hospitality:



1. Milwaukee Marriott Hotel (Milwaukee, WI) – Mechanical Project, value in excess of \$2.8M
2. Ambassador Hotel (Milwaukee, WI) – Mechanical Project, value in excess of \$1M
3. Aloft Hotel (Milwaukee, WI) – Mechanical Project, value in excess of \$1.2M
4. Potawatomi Casino Hotel (Milwaukee, WI) – Mechanical Project, value in excess of \$4.2 M
5. Hotel Blackhawk (Davenport, IA) – Sprinkler Fitting Project, value in excess of \$301.5K

Industrial/Process:



1. Waukesha Electric Plant Expansion (Waukesha, WI) – Mechanical Project, value in excess of \$5M
2. Kondex Corporation (Lomira, WI) – Mechanical Project, value in excess of \$2.5M
3. Cargill Project Tundra (Germantown, WI) – Mechanical Project, value in excess of \$1.5M
4. Stella Jones (Cameron, WI) – Mechanical Project, value in excess of \$5M
5. Americold High Bay Freezers (Belvidere, IL) – Sprinkler Fitting Project, value in excess of \$690K

Lending a Helping Hand



As you can imagine digging in the mountains is quite the chore, but everyone was such great help. The students were so excited to help. Their favorite thing to do was use the threader Ahern had donated. Every recess they would come running over and surround the work bench. It was really incredible the relationships we developed with these kids. The English teacher at the school told us we were like heroes to them. It was a remarkable feeling. So, thanks to some excellent workers and the occasional tea break, everything went smoothly. There were some design issues as always but we worked with the architect, project leaders, and school leaders to develop the best possible solution for the children. We actually completed most of the plumbing three days ahead of time."



Adam Koenigs, a 5th-year plumbing apprentice here at Ahern, traveled to a school in Thangal Dahp, located in the mountains of Nepal on a Health Habitat project. The school was severely stricken by earthquakes in 2015 leaving major damage to the school and surrounding houses. The school which educates 400 students ranging from ages 4-12 was operating with a failing septic system and makeshift washroom facilities.

The Health Habitat team was to install all of the plumbing for the newly constructed outbuildings. By providing the students with toilets and clean water, the Health Habitat team decreased their chances of illness by 80%.

Ahern provided the Health Habitat team with one of the items needed for the project, a Ridgid ratcheting hand threader with 1/2" and 3/4" die heads and dies. This tool was an integral piece to complete the project and was left in Nepal to be a part of IWSH's tool kit for future projects. Read on for more of Adam's story.

"The school had been nice enough to set aside a nice classroom for us with some blankets on the floor to sleep on. Together as a team we addressed some issues with the plans and developed a work plan for the week. As we worked it was also our responsibility to train some of the laborers working with us on how to install plumbing. Since the materials were a bit different than we were used to, we had to learn and develop practices for installing it. To do this you really have to take it back to plumbing fundamentals. Deciding if what we were doing would accomplish the goal and have some sustainability."



When we weren't working, washing, or sightseeing, you could find us playing soccer in the playground with the kids. For our departure, the school put together a small thank you ceremony during their regular morning school ceremony and wrapped us with scarves to provide us with safety in our travels. The community was so grateful for the work we did there. Doing this kind of work really brings life to the tag line "the plumber protects the health of the world". I am so grateful to be part of that. These people that live in these remote villages have little to nothing and a year and a half ago an 8.1 earthquake came along and destroyed what they did have. It's not easy to rebuild with nothing and I am glad I was able to help these incredible people with at least one thing."

United Way Week of Caring

During the week of September 12-16, Ahern employees volunteered for different organizations throughout the community on a number of different projects.



Painting the hallways and the lobby at Big Brothers Big Sisters



The Arc – Helping disabled adults on a community outing to Christo Rey Ranch



The American Red Cross – Teams went to homes in Fond du Lac and installed smoke alarms while promoting fire safety education



To learn more information or make donations, visit www.fdlunitedway.org.

PROJECT SHOWCASE

Blue Origin

Ahern was recently awarded a project from Blue Origin. Ahern is to perform all required fire suppression at their manufacturing facility near Space Florida's Exploration Park on Merritt Island. The project kicked off on September 1, 2016 and is to be completed by December 31, 2017. Blue Origin has filed a permit to operate two orbital launch sites at Cape Canaveral Air Force Station, taking up Launch Complexes 11 and 36. The company plans to launch and land its rocket from Cape Canaveral within ten years.

The ultimate goal of Blue Origin is to expand space tourism by sending tourists on suborbital trips. Blue Origin has announced the New Glenn rocket, a reusable,



vertical-landing booster that produces 3.85 million pounds of thrust. The Jeff Bezos owned company hopes to launch the new rocket before 2020. "Our vision is millions of people living and working in space, and New Glenn is a very important step. It won't be the last of course. Up next on our drawing board: New Armstrong. But that's a story for the future," Bezos said in an email announcing the new project.

Ahern will be responsible for all aspects of fire protection such as water storage, pump and clean agent systems, along with wet and dry sprinkler systems. Additional services include BIM, Design/Build, and prefabrication.

Twin Cities Office Block

Ahern's relationship and past experience with Kraus Anderson awarded our Twin Cities office a block re-development project in downtown Minneapolis. The project consists of four phases: a new 5-story LEED office building, a 17-story residential building, an 8-story hotel/brewery, and a 2-level parking ramp. Ahern is to complete the installation of the fire sprinkler systems in each of the four buildings. What is so unique about this project is the fact that Ahern is the only sub-contractor that was hired to perform work on all four buildings.

Kraus-Anderson will be using the 100,000 square foot office building as their new headquarters consolidating three existing offices under one roof. The building will include a fitness center, training center, rooftop deck, cafeteria and other amenities. The headquarters build-

ing will be ready for move-in by late 2017, with overall completion in Summer 2018. The 500-space parking ramp will be 100% complete by April of 2017.

Construction on the 17-story residential building is underway and is expected to be completed by April 2018. The building will feature a two-story lobby with a bar and seating areas, a fitness center, and an outdoor terrace. In spring, we should see the start of the 160-room hotel which includes a Finnegan's microbrewery. Expected completion there is Spring 2018.

Additional services Ahern has provided for this project are BIM, design development coordination, and value engineering. The amount of value engineering has saved project costs of nearly \$100,000.

