

On The Mark Utility Locating
Services, Inc.

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Taking Care of Yourself



Eddie Everett
DPV Driver - Avangrid

Every day I thank God for my health. This past February, I had hip surgery and it was a success. I was supposed to come back to work in May, but recovery time was only 6 weeks. I said-all of this to say that I am grateful to be alive and to be able to work again, especially when so many people are out of work at this time and a lot of people are dealing with sickness and isolation. The purpose of this letter is to educate and encourage employees to take care of themselves.

I started this Journey (of taking better care of myself) some time in November 2019. Prior to this I had a health scare. I stopped taking my medication for cholesterol, sugar, and high blood pressure. I simply did not want to accept that something was seriously wrong. Mind you, I had been dealing with being overweight as I weighed 264lbs at the time. My energy level was poor and so was my job performance. I remember talking to my Doctor about Metformin. He told me "you will always be on Metformin". This is when I made the decision to be proactive. I took that negative news from him and turned it into something positive. First, I got back on my medications. Then I began eating right. I started on a plant-based diet and began losing weight.

I also started working part time for a company, selling all-natural products for health and wealth reasons. I will not get into the business aspect now, but working for this company, Care Beyond, learning more about my health as well as eating a plant-based diet has helped me greatly. I have lost 40 lbs. and now weigh 225lbs. I have overcome kidney issues over a short period of time, and I am no longer diabetic. My life is so much better, and I am seeing the benefits of eating and living healthy.

To my fellow employees, if you are dealing with any health issues, please take a proactive mindset and decide to change your lifestyle including your eating habits. These things can not only affect your health, but they can affect your attitude, how you feel, and even how you perform your job. I am a living witness that you can change things for the better if you decide to and do the work! You owe it to yourselves to build healthy immune systems to battle against sickness and to give yourself the opportunity to live a long life.

Love you all, stay well, and all will end well.

Eddie

Despite COVID-19 - New Business Growth



Despite COVID-19, OTM continues to obtain new business and grow. We started 2020 with 37 employees and now as we move through July, we are approaching 70! As you know, many businesses have shut down or at a minimum, slowed down due to COVID-19. OTM however, added our largest contract, [Avangrid Damage Prevention Program](#), in late March.

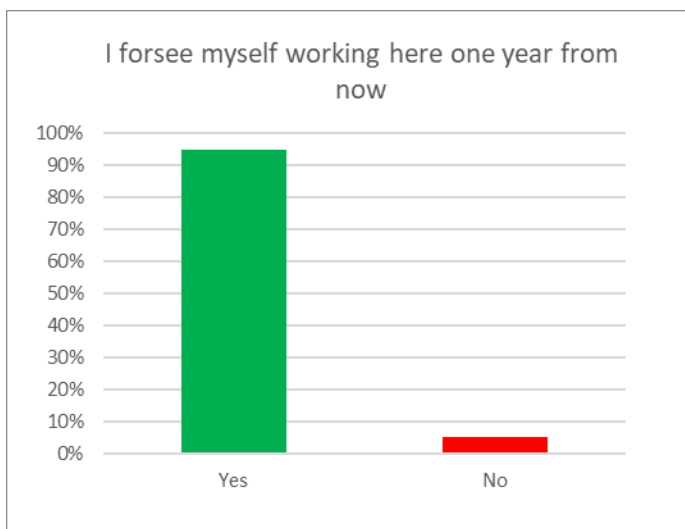
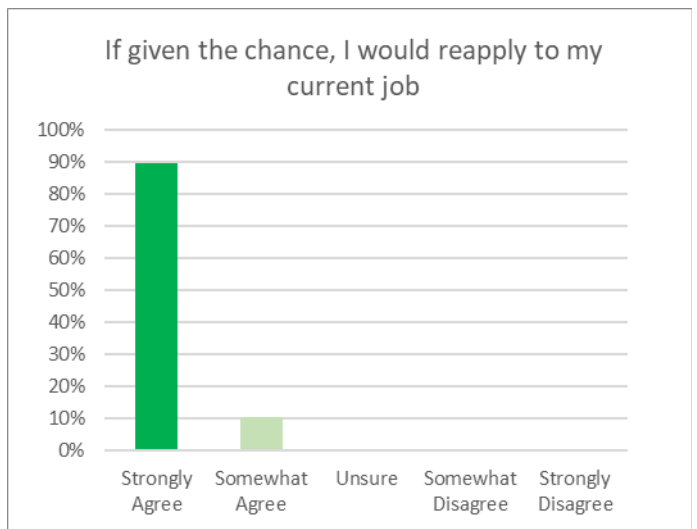
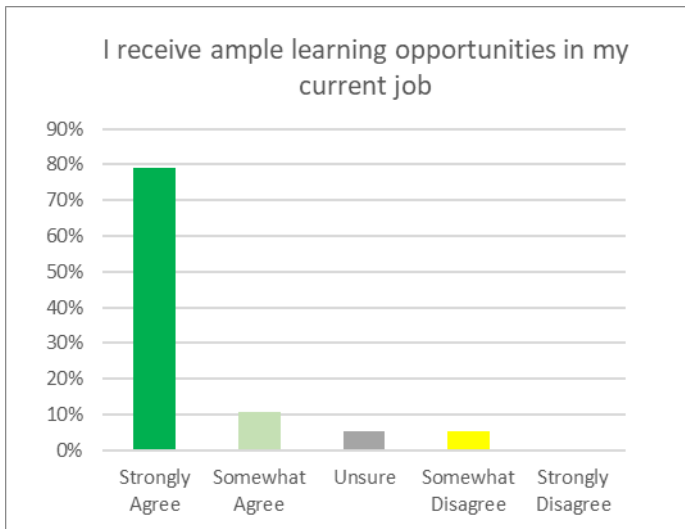
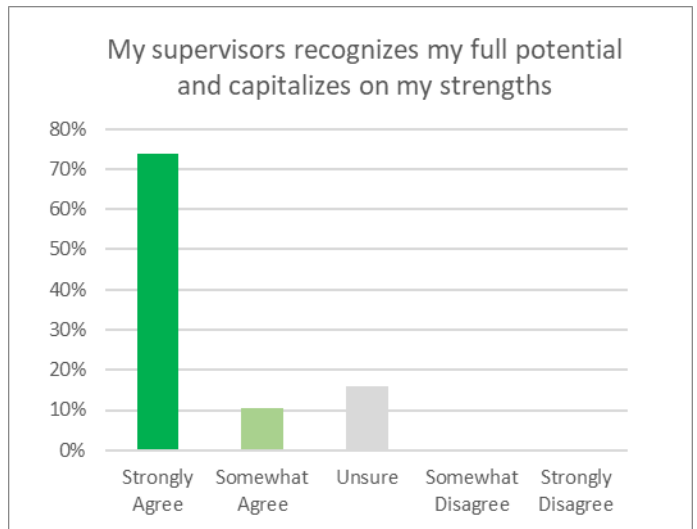
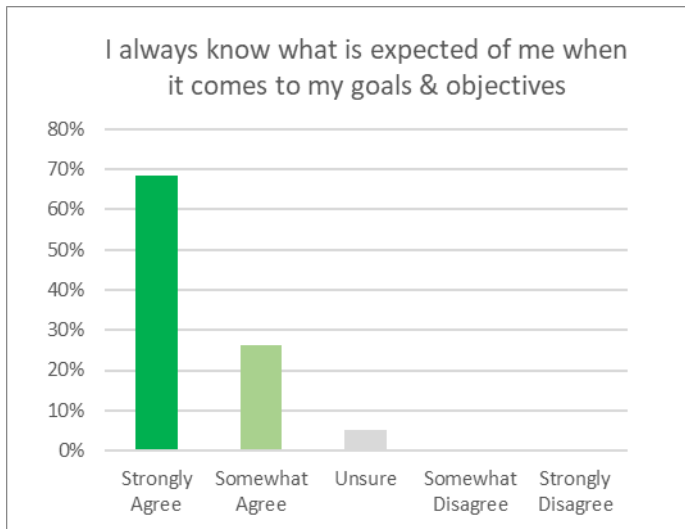
This past June, we made a bid and were awarded two small 811 one-call fiber utility locating contracts for **New York State Unified Court System in Buffalo and White Plains NY**. In late June, we were contacted by Avangrid and asked to provide a proposal to do **gas & electric 811 one-call locating for the city of Rochester, NY**. Our proposal was accepted, and we were awarded a 3-year contract for this work. By providing quality, responsive locating service, we may have an opportunity to expand our service to the surrounding towns (e.g., Greece, Webster, Henrietta, etc.) by making sure this program is a success. In addition to these one-call facilities locating programs, Orange & Rockland Utilities/ConEdison has given us an 18-month contract extension on our **Damage Prevention Program**.



While we work tirelessly to provide quality services, we also recognize that this new business, particularly, in light of what we are encountering as a nation, is nothing but the grace and favor of God and for this we are truly thankful!

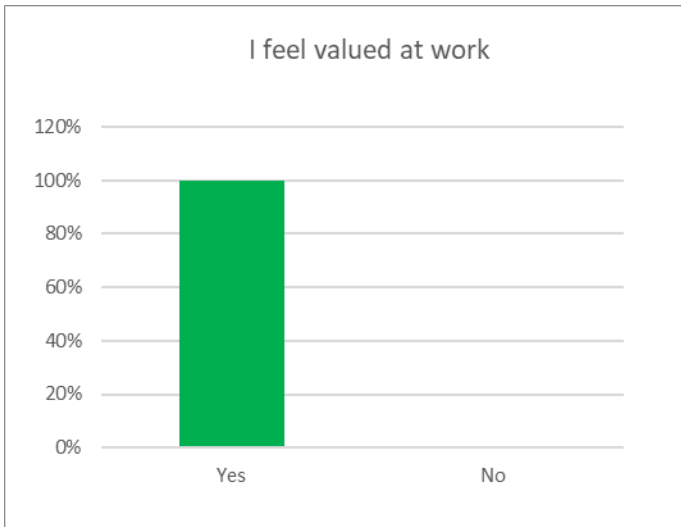
Employee Survey Results

Thank you to those who took the time to bless us with input/feedback on the **So Tell Us What You Really Think** employee survey! We appreciate it. Below are the results:



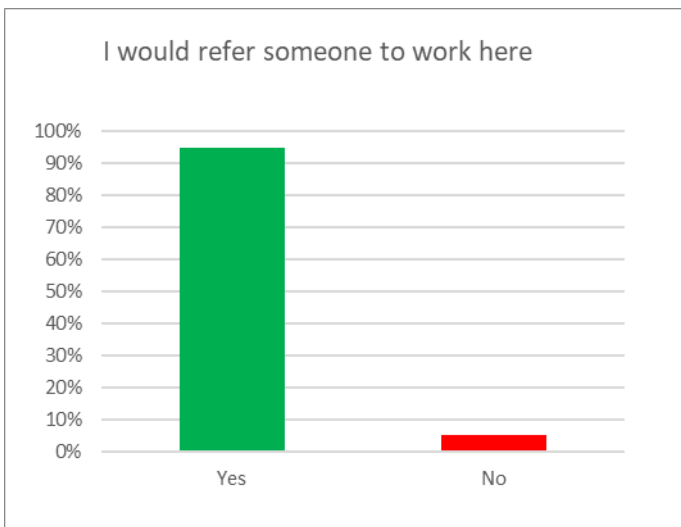
- I would love to be here 5 years from now let alone one year
- The people are great, helpful, and understanding. These are the type of people I want to be surrounded by. Positive, helpful people, willing to give, take time and explain the work to you.
- I love my job. I look forward to coming to work every day because each day presents a new opportunity to learn and be better and to interact with my amazing coworkers. I always feel like part of a family.
- I am patient to wait for change as the company goes through transition. As a driver I like my assignment. Driving a better car especially during summer when it is hot, my car needs air.
- I have enjoyed my time here at OTM and truly feel welcomed and respected here for my work skills.
- I love what I do, and I love working for OTM. There are not many companies that openly acknowledge they are faith based and the fact that OTM does, makes me beyond happy.
- Thinking about retiring.
- I really enjoy working with everyone here. It is continual work through the day and a great atmosphere to be in daily.

Survey Results, continued



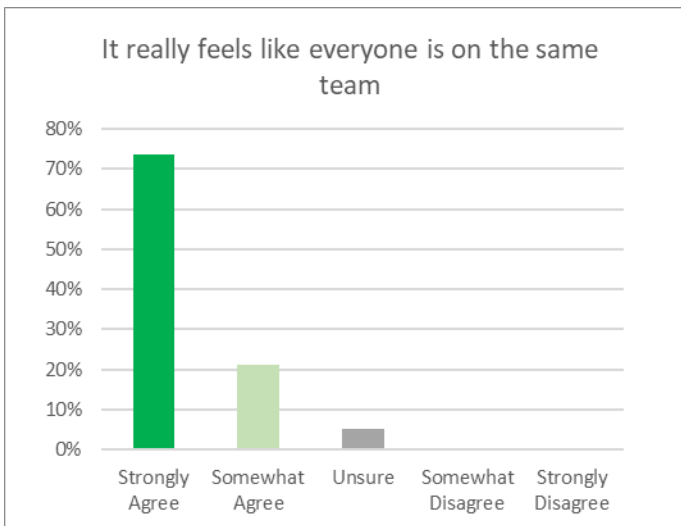
Explanation:

- I feel valued in some respects and not valued in others
- Everyone here appreciates and values one another
- No one standing over the top of you staring at every little thing you do. You are treated like an adult.
- I feel as though my input, even in matters that my opinion should not be a factor in, is important.
- I feel valued to an extent. July will be a year, and I feel that I should be driving in a better car.
- I feel OTM has made me feel the happiest at any job I have had in my 15 years of working.
- Really love my job
- I love that everyone from my supervisor to dispatch periodically check in on me to see how I am doing and thank me for a job well done when doing so
- Recognition is present
- I feel that I am depend on.
- Whenever my supervisor has an opportunity to tell me I have done a great job he/she does.
- I believe that I am not being used to my full potential



Explanation:

- Great place to work
- Because of the people
- I love my job. I love where I work. Even the "low man on the totem pole" is important and I feel everyone strives to make sure everyone feels important.
- It really is a great place to work and has opportunity for growth if one wants it.
- I have told my good friend and brother of 20 plus years about the job and he has applied to OTM hoping a position in our area opens up
- They would love it
- I have already told friends to apply to OTM
- Family oriented and fun to work for.
- Great place to work and great people
- I already did
- I feel that OTM has a lot to offer to middle-aged society, growing the way that the company is growing at the present time.

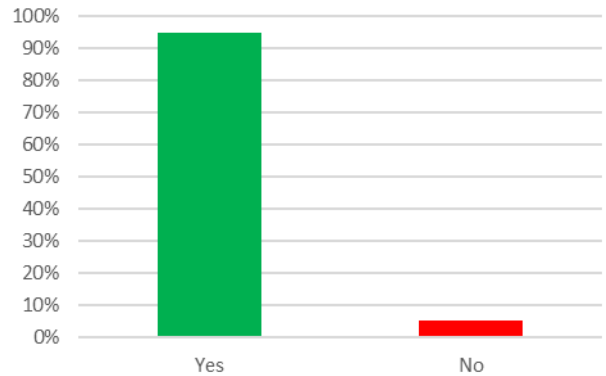


Survey Results, continued

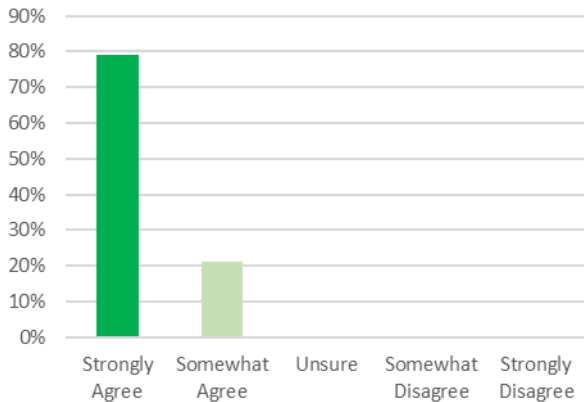
These are 3 words I would use to describe our company's culture:

- Progressive, sound, positive
- Vague, Phony, Bossy
- Family oriented
- Loyal, Determined, Family!
- Full, teachable, exploring
- Friendly and team oriented
- Positive, Helpful and Accommodating.
- Family, fulfilling, fantastic
- Caring, understanding, a family type work force
- Safety, Leadership, Fun
- Safe, honest, caring
- Faith, Safety, Family
- Family, Fun, Honest
- Values, beliefs, attitudes
- Leadership honesty respect
- Transparent, honest, aware
- Very strong
- Teamwork friendly helpful
- Family, United, Diverse

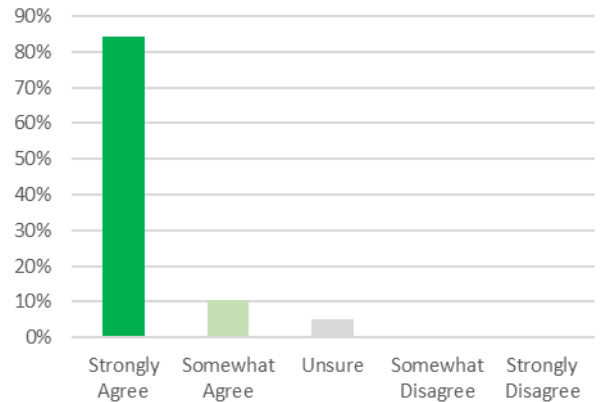
I believe we authentically live by our stated core values



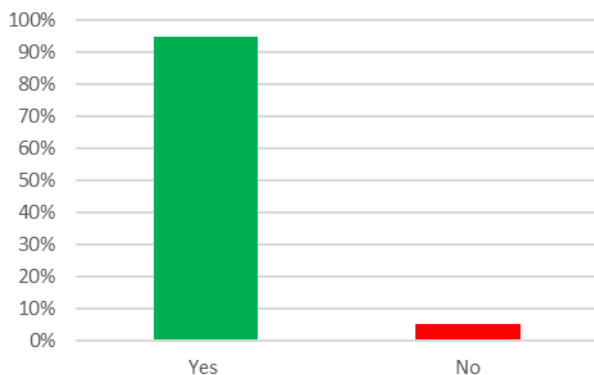
I feel the leadership/management team here is transparent



I feel the leadership team takes my feedback seriously



Do you feel comfortable giving upward feedback to your supervisor?



Do you have any other comments, questions, concerns, or additional feedback you would like to share?

- I feel that any employee that has potential and other areas should always be given the chance to perform those potential and also be giving the incentives that is due because of holding certain potentials, not that he's limited in one area do to others
- The older driver's need to be considered for better vehicles, mainly the one who are driving cars with no air.
- Being new (3 months in) and hired at the beginning of a PANDEMIC it is hard to evaluate this type of work. However, I think the people here at OTM have been wonderful. They have been very helpful and understanding. I hope some kind of training will be available, like more one-on-one to learn more about what OTM does other than enforcing code.
- I look forward to hopefully many years of working here at OTM and growing with this company
- Start the workday with a smile and glad I work here
- There are many things to say that are good. Have a great day.
- Stay the course



Join us in welcoming the following new employees to the OTM family!



Christopher Culleton
DPV-ConEd



Gary Muhleisen
DPV-Avangrid



Christopher Richey
DPV-Avangrid



Robert W Kuhn
DPV-Avangrid



Sandi Fralick
DPV-Avangrid



(Chris) Todd Clemens
DPV-Avangrid



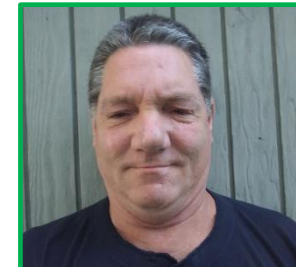
Ryan O'Connell
DPV-Avangrid



Mendy Watson
OCL-ORU Locator



John Fisher
DPV-Avangrid



David Gortoff
DPV-Avangrid