

News & Safety

By: Michelle Jensen

June 4, 2010

Where Recognition is Due!

When you think of Three Way and what it stands for, a few things come to mind; diversity, longevity, and Nathan Recker! Nathan has been with Three Way for 13 years now and has set the bar for others to follow. If you ask anyone in the company who the hardest working person is, you will more than likely hear them say Nathan!

Some of the characteristics that you would use to describe Nathan would be; inexhaustible, honorable, trustworthy, unwearied, reserved, and keen. These are just a few of the characteristic that make Nathan a valuable employee.

Nathan has known the Garlands for years, and started out working for Gary Garland at Hot Iron during high school. When he graduated high school in Gillette, Nathan took off for Casper College where he received his welding degree. Nathan's work ethic was already molded by this time, as he made the Deans List all while working though out college.

So....not everyone goes off to college and lives the irrespon-

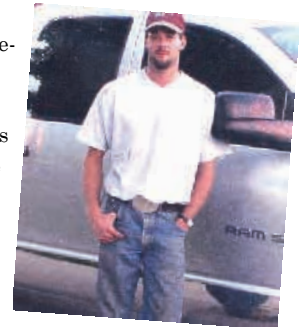
sible life, huh? OR maybe Nathan is the exception?

After college, Nathan moved back to Gillette and went to work full time for Three Way where he used his welding skills from time to time, but mostly performing reclamation work. Nathan took over the reclamation department shortly after his return from college and did a lot of clearing and grubbing jobs for highways around 1998. In 2000 the company gradually moved into the methane industry where Nathan paid attention to all the different scopes of work and has become just as diverse as the company.

Nathan said that reclamation was second nature to him because of his families farming background His parents and grandparents farmed in Iowa so he said it is "in his blood".

Nathan is currently working on the Arrow steel line in North Dakota. His first steel line was 20 miles of 12", in Savageton, Wyoming in 2005 where Nathan was picked to work because of his work ethic and drive. Nathan has since

been a part of every steel line where he gets to do a little bit of reclamation on the jobs as well. Nathan does whatever needs done on the job, he doesn't do one specific thing, he does a little bit of everything. From bending pipe to supervising, from working in the dirt to reclamation, you will find that Nathan works hard at any function he performs.



When asked about his family, you can tell right away that Nathan is a dedicated family man! From his 5 year marriage to his wife Chantill, to his beautiful girls, Oaklynn (3), and Cedar (1), Nathan is a proud husband and father. When he takes a day off (which is rare), you can find him with his wife and two daughters.

Nathan doesn't enjoy the spotlight what-so-ever, but deserves if more than anyone!

Words From the President Ray Garland, TWI president speaks very highly of Nathan. Ray said that Nathan is loyal with everything that he does, if anyone ever needs help Nathan is there. He has taught several things how to swim especially a 315 CAT track hoe. He did his best to make a culvert out of a backhoe over at the Hulett-Aladdin clearing and grubbing project. All that was sticking out of the water was a little part of the cab and exhaust pipe. Nathan is fearless when it comes to getting a project done on time. We have a picture of him dragging trees out of the Snake River Canyon project where he was doing wheelies with a skidder while dragging an enormous tree.

Nathan works around the clock when it comes to baling straw during the annual harvest season. He does not even know now to spell the word quit before the job is done and profitable. Nathan was instrumental in building the only noise abatement project made out of bales of straw covered topsoil. This took place in the Snake River Canyon downstream from Jackson, WY and the pictures of this project are still featured to this day at the Wyoming Department of Transportation in Cheyenne. Thank you Nathan!

Upcoming Events

- June 11- ND Mandatory Safety Meeting @ 6am Central @ Outlaws
- June 20- Happy Fathers Day
- June 25- WY Mandatory Safety Meeting @ 6:30am @ the TWI shop

YEARS OF SERVICE

- ~Chris Knudson 22 years!
- ~Nathan Recker 13 years!
- ~Jack Rae 10 years!
- ~John Juanicotena 8 yrs!
- ~Alex Melendez 7 yrs.!
- ~Cody Miller 7 yrs. !
- ~Tony Rodriguez 7 yrs.!
- ~Glen Adkins 6 yrs.!
- ~Jason Thompson 4 yrs.!
- ~Lance Madsen 4 yrs.!
- ~Kevin Rodriguez 4 yrs.!
- ~Greg Larson 2 yrs.!

Our Sincere Thank You!

Important Policy Enforced

Hazardous Gases Grooming Policy

1. PURPOSE

- 1.1. The purpose of this policy is to accommodate a proper seal with a respirator for protection from the risks associated with Hydrogen Sulfide (H₂S), or other hazardous gases or particles.

2. SCOPE

- 2.1. This procedure applies to all Three Way Inc employees, contractors, and subcontractors and their employees who work on Three Way Inc's jobsites or at Three Way Inc's facilities.

3. RESPONSIBILITY

- 3.1. All employees shall comply, and ensure compliance with all applicable federal, and state and local safety and environmental regulations, laws, and standards, as well as this policy. Any violation of this policy may be subject to disciplinary action, up to and including the possibility of termination of employment.

1. POLICY

- 1.1. The contact area of the face for a respirator shall be free from facial hair to accommodate an adequate seal between the face and the respirator mask.
 - 1.1.1. To insure that the contact area is sufficient, sideburns shall be trimmed to the middle of the ear.
 - 1.1.2. To insure that the contact area is sufficient, mustaches shall be trimmed to the corner of the mouth.
 - 1.1.3. With the exception of the areas discussed in 4.1.1 and 4.1.2 of this policy, all other areas of the face shall be clean shaven when reporting to work, daily.

1.2 Exceptions to this policy:

- 1.2.1. Individual employees, crews, or operations on project job sites may be exempted from this policy, if it is determined that H₂S, or other hazardous gases or particles are not exhibited to be a potential risk.
 - 1.2.1.1. A superintendent, supervisor, or safety technician may, with adequate written justification, apply for exemption to this policy, if the risk of H₂S or other hazardous gases or particles are exhibited not to be a potential risk.

4.2.1.1a Application shall be made to the Director of Safety, and approved by the Management Team.

- 1.2.2. Any approved exemption to this policy shall be immediately void if any potential risk of H₂S, or other hazardous gases or particles is presented.

If you have any questions on this policy, please see Rich Hallcroft, Three Way, Inc. Director of Safety

Reminder: Everyone who signed the roster at the last safety meeting must turn in a FORCE card by the next Company Safety Meeting! See Rich or Ray for questions~