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“We’ve been called in to finish projects when other contractors can’t get the job done.”

Ryan Fray
Director, Oryx MCBU

THE WINNING BIDS

Courtney Fray

>> for a facility near Cayanosa, TX. They will also demo 4 outdated bullet tanks and install 4 newly-constructed bullet tanks in their place.

We’re also proud to announce Oryx MCBU won 4 pipeline bids for a midstream company headquartered in the DFW area early last week. For one of these projects, Oryx answered a cry for help – the midstream company ran into problems with their previous contractor and had to terminate the contractor’s involvement. Since Oryx had a proven track record with that midstream company, they immediately hired our team to complete the project.

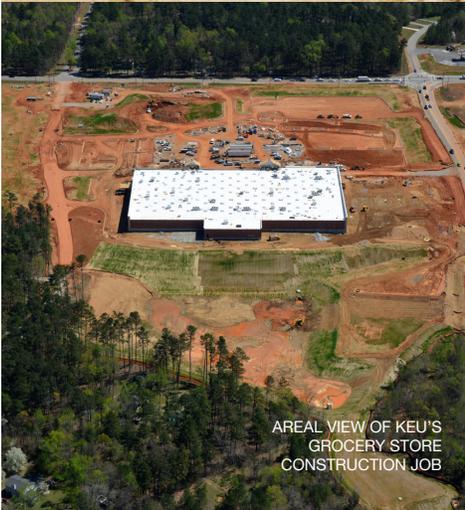
Ryan Fray, Director of Field Operations for MCBU, revealed: “We’ve been called in to finish projects when other contractors can’t get the job done – in fact, this is the second time it’s happened in the last 21 days.” He continued, “We’re seeing a lot of positive feedback from customers especially happy with our attention to safety, quality of work and staying on schedule.”

Oryx GCBU (Gulf Coast Business Unit) also recently won “the biggest facility project of the year” from one of our long-time clients. The project is a 6 well facility and Oryx GCBU will perform the prefabrication work and installation of the facility, jumperlines as well as the flowlines. Clay Cummings, Director of Field Operations for GCBU, was pleased with the progress: “We’re done with the prefab portion and are starting the install process.”

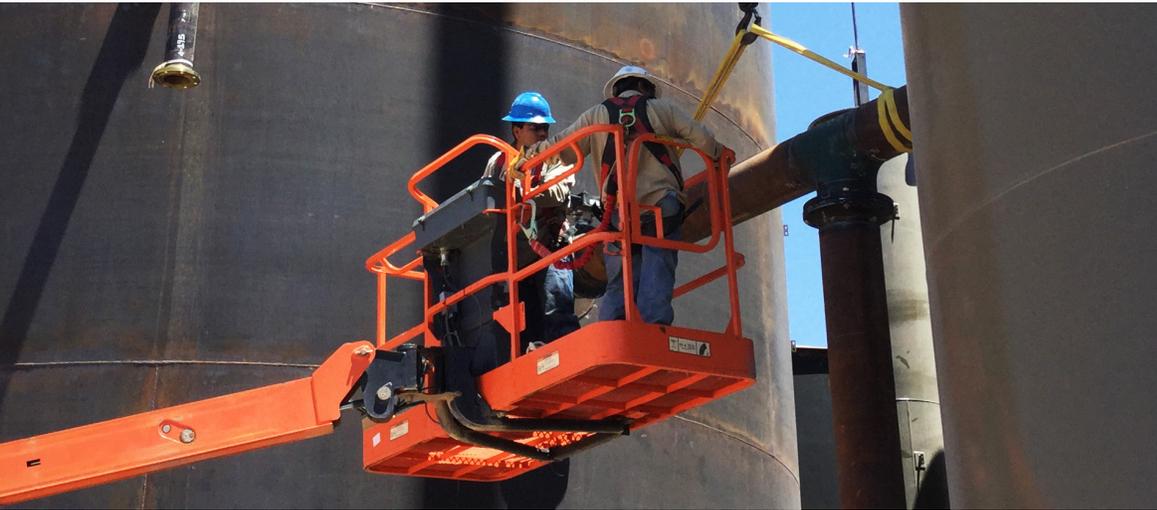
On the Kodiak side, KTB (Kodiak Trenching + Boring) and KEU (Kodiak Excavation + Utilities) have over 40 current jobs – with another 10 bids that have been verbally awarded and awaiting contracts. Pleased with Kodiak’s volume of work, Managing Director Tim Crawford expressed his satisfaction stating, “Kodiak is doing an extremely good job at growing the business and managing clients – the proof is in the fact that we continue to win negotiated work.”



AS SEEN ABOVE AND HERE A CRANE LIFTS 1 OF THE 4 BULLET TANKS DURING DEMO ON ORYX MCBU JOB



AREAL VIEW OF KEU’S GROCERY STORE CONSTRUCTION JOB



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“... employees should come away from this class with a clear understanding of our safety expectations.”

Brandon McCurry
Associate Director,
Safety

ORIENTATION IS A GO!

Brandon McCurry

>> and end with safety – but what to expect their first day of work, how to report incidents, when to use Stop Work Authority and what to look for to prevent accidents and injuries.

Since many safety training programs are out of touch with our company’s specific construction needs – the Safety team tailored this class to address the dangers Oryx and Kodiak-specific jobs face daily.

During this orientation new employees also learn about our behavioral-based approach to safety – and specifically how to properly fill out SWAT Check cards. It’s essential for employees to use these cards to report safe, unsafe and near miss acts so the safety team can suitably tailor training around the safety needs of the company.

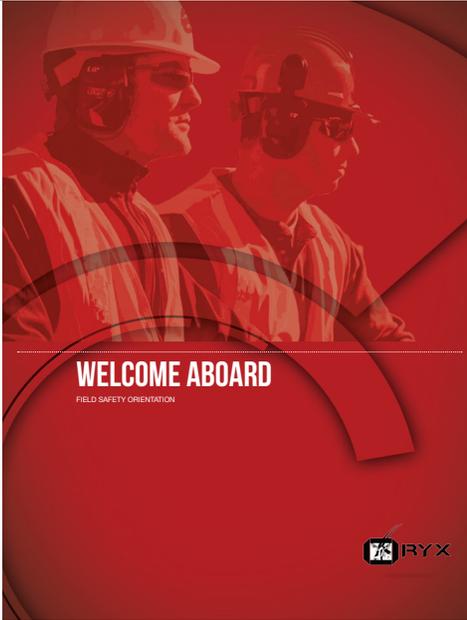
Most importantly, employees should come away from this class with a clear understanding of our safety expectations and their responsibility to take preventative measures. The

Safety team even developed an anonymous hotline for employees to call (817-488-8999 opt 6) to report any unsafe act.

The SWAT orientation classes are currently scheduled as needed, but in the future the Safety team hopes to hold the class every Monday for all new hires.

If you have any questions about the SWAT class please contact Brandon McCurry at bmccurry@oryx-us.com or (817-721-9326).

See something unsafe? Call our anonymous safety hotline (817-488-8999 opt 6).



(RIGHT)
COVER OF
THE NEW
SAFETY
ORIENTATION
BOOKLET



**“ATTITUDE DRIVES BEHAVIOR
BEHAVIOR DRIVES SAFETY”**
MATTHEW J. MAHONE



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“These guys did a terrific job and were instrumental during the transition into SAP.”

Cindy Alford
Asset Management

FAREWELL INTERNS

Peter Gruber

>> grow and understand the processes of our companies.

Texas A&M students, Shane Parish, Austin Pettyjohn and Andrew Thompson joined the Asset Management team to organize equipment, improve communication between the office and the field and record time captured for all units on each job. Team leader Cindy Alford said, “These guys did a terrific job and were instrumental during the transition into SAP.”

The Finance and Accounting division had 4 interns who brought their skills to the table as well. Bradley Blassingame and Tom Walsh, also from Texas A&M, focused on vendor management while Kaira Suarez helped the team with invoicing. Kaira is currently studying at UTA. Anna Drummond, from Texas A&M, worked with accounts receivable and spent time learning how to manage taxes and property organization. Accounting manager Peter Ure simply stated, “Anna was awesome!”

The People, Compliance

and Communication team had interns in it’s People and Compliance divisions. Garrett Roberts, who is currently studying Law at SMU, assisted the Legal Compliance team with contract review, processes and policies. Brittany Olvera, who will be a Freshman at Texas Tech in the Fall, worked in the People Division learning the hiring process and helped collect benefit information during our open enrollment period. Taylor Fray (not pictured), attending Texas A&M Texarkana in the Fall, and Luis Rojo from UTA interned with the Safety Compliance Team. They analyzed feedback from the field, recorded new hire safety training and created safety training class material and curriculum.

Finally, Dustin Cozart worked for Dark Horse Land and Cattle this summer. Dustin was both at the ranch and in the corporate office setting up Cattlemax software to organize the pastures. He is currently studying Managerial Finance at Ole Miss.

On behalf of all of the

employees at the corporate office and in the field, we want to thank these men and women for all of their hard work, long hours and dedication to the success of Oryx and Kodiak. We wish you the best of luck in the upcoming school year and look forward to seeing you advance in your respective fields!



“O” IS FOR ORYX: INTERNS SHOW COMPANY SPIRIT.



ASSET MANAGEMENT INTERNS SPENT TIME STICKERING COMPANY VEHICLES IN THE FIELD.



KARLA RAMOS



ZACH LINARES



PETER GRUBER



MATT SANFORD



DUSTIN SMITH

IN THE SPOTLIGHT

Melanie Pires

Karla Ramos – Karla works in the accounting department at Corporate where she “has been a key member of the Accounting team for quite a while, but has stepped up over the last few months to assume new responsibilities within the group. She has been a consistent performer in

a time of significant change in our Accounting team,” stated by Lee Stanley, Director of Finance.

Zach Linares – Zach works in project management for Oryx. “Zach Linares is a dedicated employee who has continued to grow in knowledge of both field work and project management. Zach’s positive attitude in the face of difficulty

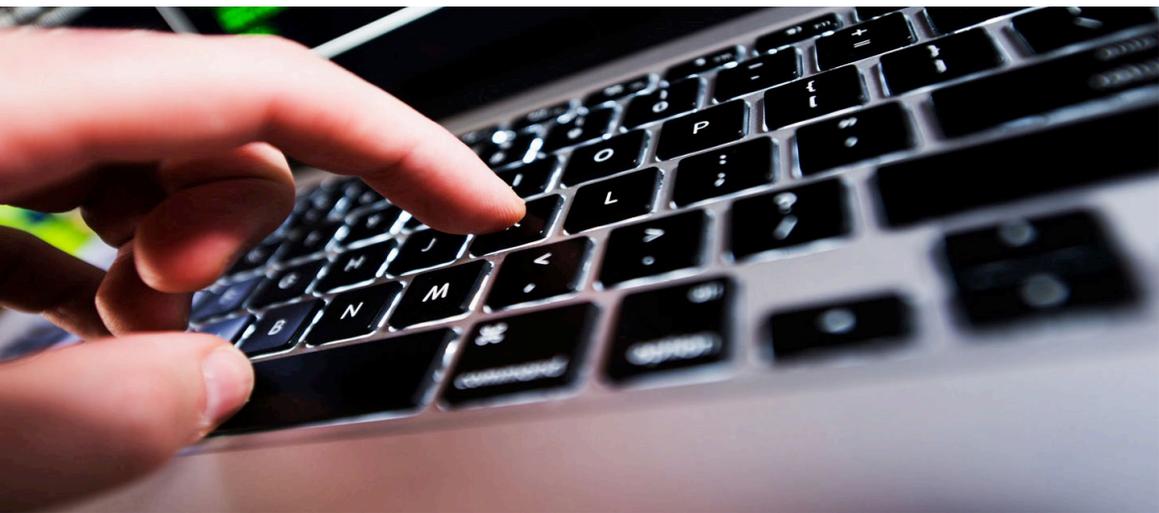
has always been a benefit to our business unit. He has become a skilled and versatile employee that takes on each day with energy and enthusiasm,” stated Ryan Fray, Director of Field Operations - West TX.

Peter Gruber – Peter is our Field HR Manager and “has successfully switched our drug testing and background

screens from DISA to new service providers Quest and Pre-Employ – saving the company roughly \$30,000 a year. Peter also “has a fantastic, can-do attitude and isn’t afraid to take on new projects. His gumption is contagious,” says Courtney Fray, Director of PCC.

Matt Sanford – Matt Sanford is currently the VP of KEU Operations and, “He’s been inspirational in the growth and success of KEU – through his determination to be the best,” noted Tim Crawford.

Dustin Smith – Dustin is our project manager of KTB and “Brings a level of professionalism to the organization that results in the perfection of managing projects,” Tim Crawford



NEW POSSIBILITIES

Melanie Pires

>> Consulting. Oryx wanted a software that would unite separate entities and run operations efficiently across one platform. The biggest challenge would be to integrate Oryx’s accounting software with their payroll software – in an environment

suited for construction project management. After a rigorous selection process, Oryx went with SAP because it was powerful enough to handle these specific business needs. Oryx also believes SAP is the best choice for its business operations because of its global reputation with Fortune 500 companies and its impressive financial detail –

which will help Oryx grow for years to come. “We believe S/4HANA is the ERP system for the future and we intend to be in business for a long time”, noted Lee Stanley, Director of Finance.



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Lee Stanley
Director of Finance