

WHITE PAPER

SUCCESSFUL STRATEGIES FOR POWERING DATA CENTERS

POWERING THE FUTURE

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NO SIGNS OF A SLOWDOWN FOR THE US DATA CENTER MARKET

The North American data center market has experienced significant growth over the last two decades and is now the most prominent data center market globally. With hyperscale companies like Meta, Microsoft, Amazon Web Services, Apple, and Google leading the charge, companies everywhere are making investments into digital transformation, cybersecurity, artificial intelligence and machine learning. These investments, coupled with a growing consumer appetite for virtual experiences, are driving demand for more power, data storage, and internet speed. The global pandemic and the introduction of 5G and 10G broadband has surged the number of Internet users over the past few years. Companies like Meta and Amazon are planning for the future by investing in backup and disaster recovery facilities. And as data centers become outdated, they need to be brought up to speed with newer technology and equipment that is more sustainable and efficient. Real estate and investment firms continue to acquire land and data center buildings, adding to the growth trajectory. All of these factors together are driving momentum within the data center development pipeline. In 2021, the US data center construction market was valued at \$20.13 billion and is expected to reach \$24.70 billion by 2027.¹ The future is bright for data centers!

KEY MARKET DRIVERS

TAX
INCENTIVES



ESG

MOVEMENT
TO CLOUD
& IOT



CHEAP POWER &
LOW VACANCY
RATES

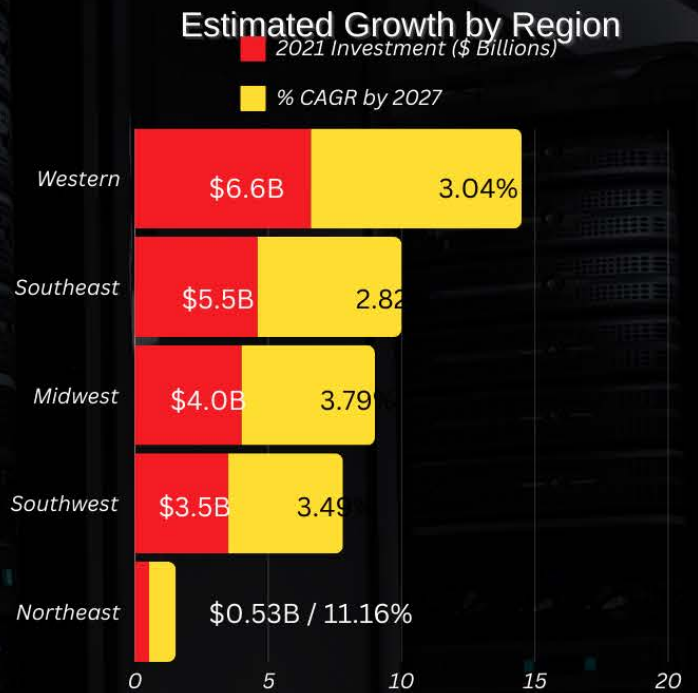
¹ Arizton Advisory and Intelligence Report: Data Center Construction Market Industry Outlook and Forecast 2022-2027



3 DATA CENTER CONSTRUCTION TRENDS TO WATCH

1. Strong Growth in Southeast and Midwest Regions

While the Western US is expected to dominate market share by 2027 in terms of overall investment, the Southeast (including Virginia) and Midwest regions are close competitors.² This is due in large part to an increase in land under active development, investments from hyperscalers, availability of skilled labor, and tax incentives in the Southeast and Midwest. Growth in these regions is also being driven by market saturation and lack of infrastructure in more mature markets. For example, real estate and power supply shortages in Virginia and California are causing projects to be canceled, which is driving demand and expediting growth in markets like Atlanta and Columbus.



Source: Arizton Advisory and Intelligence Report: Data Center Construction Market Industry Outlook and Forecast 2022-2027

Ultimately, the combination of infrastructure, including low-cost power, tax incentives, availability of skilled contractors and high-speed fiber networks make these regions attractive locations for data center construction and operation.

2. A Shift Toward Sustainable Construction Techniques

Data center operators in the United States are taking steps to improve sustainability by utilizing renewable energy sources, reducing energy consumption, and optimizing the efficiency of their systems. Various state governments across the U.S. have launched several initiatives to curb emissions, reduce the watts per square foot, and the energy consumption overall. The need to minimize the high power consumption and carbon emissions has prompted many data center service

² Arizton Advisory and Intelligence Report: Data Center Construction Market Industry Outlook and Forecast 2022-2027



providers to purchase renewable energy sources like wind and solar to power their existing and upcoming facilities in the United States. Operators are also making an effort to reduce their carbon footprint by improving the efficiency of their cooling systems. Many operators are also utilizing technologies such as virtualization and cloud computing that allow for more efficient server utilization. In addition to these efforts, a focus on waste reduction and recycling initiatives are helping to reduce the overall environmental impact. Together, data center operators and state governments are making an effort to help create a more sustainable future.

3. Adoption of Innovative Technologies

Innovative technologies are being used in data centers across the United States to power these vital computing environments. Examples include liquid cooling systems and underwater data centers to reduce energy consumption, the installation of more efficient blade servers versus traditional servers, and virtualization to consolidate multiple servers into one. Cloud computing is being used to offload the processing power from data centers and distribute it across multiple locations. AI and machine learning are being used to manage, monitor, and optimize data centers for maximum efficiency. And as facilities approach the 10 year mark, they must be updated with newer, more efficient equipment. These updates save millions of dollars in operating costs in addition to meeting new sustainability mandates.

"Together, data center operators and state governments are making an effort to help create a more sustainable future."



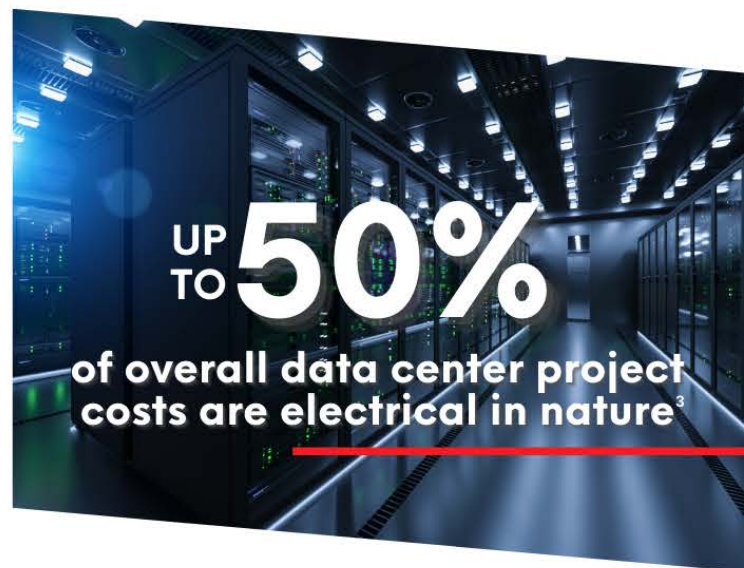
SUCCESSFUL STRATEGIES FOR POWERING DATA CENTERS

Data center connectivity, performance, and efficiency are heavily reliant on the installed electrical infrastructure and design of the facility. In fact, the electrical contractor is usually the first or second largest contract on the project, with up to 50% of the overall cost being electrical in nature.³ The stakes are high on data center leases and, as the saying goes, time is money. Owners stand to lose millions of dollars per hour if their data is not flowing, so they must go-to-market as quickly as possible with minimal risk. Because speed-to-market and uptime are so important, only the most highly skilled, experienced, resourceful, and reputable electrical contractors in the market should be considered. Electrical contractors can rise to the challenge and exceed customer expectations by attracting and retaining the best talent, developing robust safety programs, and maintaining a strict focus on best-in-class project management and field execution.

In this white paper, we share success stories and key strategies for building skilled and safety-focused teams, delivering data center projects on time, and executing with precision in the field.

Building Engaged and Safety-Focused Teams

Data center construction requires highly skilled electricians who are up to date on the latest technologies, job safety techniques, and expectations of customers. With the current skilled labor shortages across the U.S., it's crucial to be able to attract and retain talent. By transforming culture and fostering relationships with teams both internally and externally, electrical contractors can architect teams that are experienced, specialized, agile, and safety-focused.



³ Titan Electric proprietary estimate



Transforming Culture From the Top Down

Data center construction is fast-paced, exciting and fulfilling work. It provides electricians with the opportunity to stay on the same job for several months, work with a variety of different electrical equipment and methods, and foster teamwork with their peers and coworkers.

Contractors who create a safe and enjoyable work environment can attract and retain skilled labor. This can be accomplished through a top down approach with bottom up execution. In other words, leadership sets the tone by proactively setting policies and leading by example, which encourages employees to buy-in and adopt the policies that lead to successful execution.

Best-in-class electrical contractors demonstrate value by anticipating and implementing safety measures even before they become a requirement. For example, at a large data center job in Chicago, the Titan team was able to implement helmets well ahead of the customer's required deadline by anticipating the new standard and getting early buy-in from employees. Leadership worked together to educate employees about the benefits of helmets versus hardhats and demonstrate concern for their teams' well-being.



This resulted in over 388,292 hours worked with no OSHA recordable injuries on the job. Safety outcomes like this send a strong message to data center owners, customers, and partners. By placing a focus on the benefits of new policies and prioritizing the safety and career longevity of employees, there is a positive outcome for all.



EXPERIENCE MATTERS

Another key strategy for establishing the right team and improving safety outcomes is implementing the safety marshal role on data center jobs. A safety marshal is in charge of many electrical safety measures, including "lock out/tag out" procedures, live energization permits, safety huddles and MOP's. This designation eliminates any potential confusion and provides one point of contact for safety correspondence.

In addition to safety measures, positive cultural shifts in the overall treatment and respect for employees is a transformative way to attract and retain skilled workers. Employees who feel valued are more productive, engaged, and bought-into policies and procedures. This creates a culture of respect where everyone feels empowered to do their best for the greater good of the data center project.

Respect is a particularly important component of building a great company culture. It's earned by treating employees as more than just a number on a spreadsheet. Employees who feel seen and respected will feel motivated to help the company achieve their strategic goals. Operating with this mentality introduces some new key metrics for leadership to focus on that shows the accomplishments of the employee outside of work, like the number of employees who bought a home or new car in the past year, had children, or put their kids through college.



These aren't lifeless numbers found on a spreadsheet; they're living, breathing examples of the personal relationships with employees. And when these numbers are shared at the annual holiday party alongside profitability and growth metrics, it communicates to employees that the company is committed to more than just making a profit. It shows genuine effort toward establishing a truly unique culture where employees are safe, appreciated, and treated as an integral part of the company's success.



Building Great Partnerships

Building relationships with external partners is imperative, as data center projects don't work when contractors function in a silo—it's a team sport. From subcontractors to suppliers to general contractors, it takes a strong network of professionals to finish a job on schedule with impeccable quality.

It is critical for electrical teams to have a comprehensive understanding of the factors that affect success within the broader ecosystem of subcontractors and distributors and develop trust with these partners. Strong, integrity-driven, solution-focused partnerships help foster an environment where general contractors, subcontractors, and distributors alike will help each other succeed whenever possible.



The relationship between the electrical general foreman and general contractor is particularly important to the success of a data center job. For example, on a recent project, the owner-furnished equipment was delivered with the wiring done incorrectly. Due to the reliable relationship between the electrical subcontractor and general contractor, the skilled electrical team tackled the issue by keeping the equipment onsite and re-wiring the faulty gear in order to save time and keep the schedule intact.

Another factor in maintaining strong and reliable relationships amongst partners is having respect for safety culture on the jobsite. When all partners respect the safety guidelines and policies set on the job, all lives on the job are better protected, regardless of the trade. Due to their high-risk work, electrical contractors owe it to their partners to lead the charge when it comes to safety standards and implementation to protect all jobsite workers. When safety issues arise, it not only puts lives at risk, but may also affect the project timeline for all trades. Data center customers appreciate the proactive input and additional safety resources that best-in-class electrical contractors bring to the project.





EXPERIENCE MATTERS

Strong partnerships on a data center job function best when professional attitudes are maintained and egos are removed. This allows partners to come together more effortlessly to solve problems. As one project manager explained, "It's the relationships with our subcontractors that helps us be successful. If we identify an issue, we should drop our egos and pull everyone together from the foreman to our subs in order to solve it. Over time, this builds trust and a team you can count on that is going to deliver a project on time."

"It's the relationships with our subcontractors that helps us be successful."

Every interaction with an employee, general contractor, customer, subcontractor, and supplier contributes to the overall success of the project. Better communication and coordination leads to fewer obstacles, reduced time and cost, and increased safety.

PROJECT MANAGEMENT STRATEGIES

No two data centers are identical; each data center project is unique with its own design specs, equipment types, and challenges. There are instances where operators will make edits to the drawings during the project to accommodate a new tenant, implement a change to save on costs, or meet new sustainability mandates. Electrical teams must be knowledgeable, experienced, and agile to meet customers evolving needs and requirements. Projects can run anywhere from 6 weeks to 3 years depending on the scope of work, and project timelines are based on the customers' commissioning deadlines. Electrical contractors must work closely with the client and general contractor to identify issues early in the schedule that may affect these deadlines—and to provide solutions along the way.



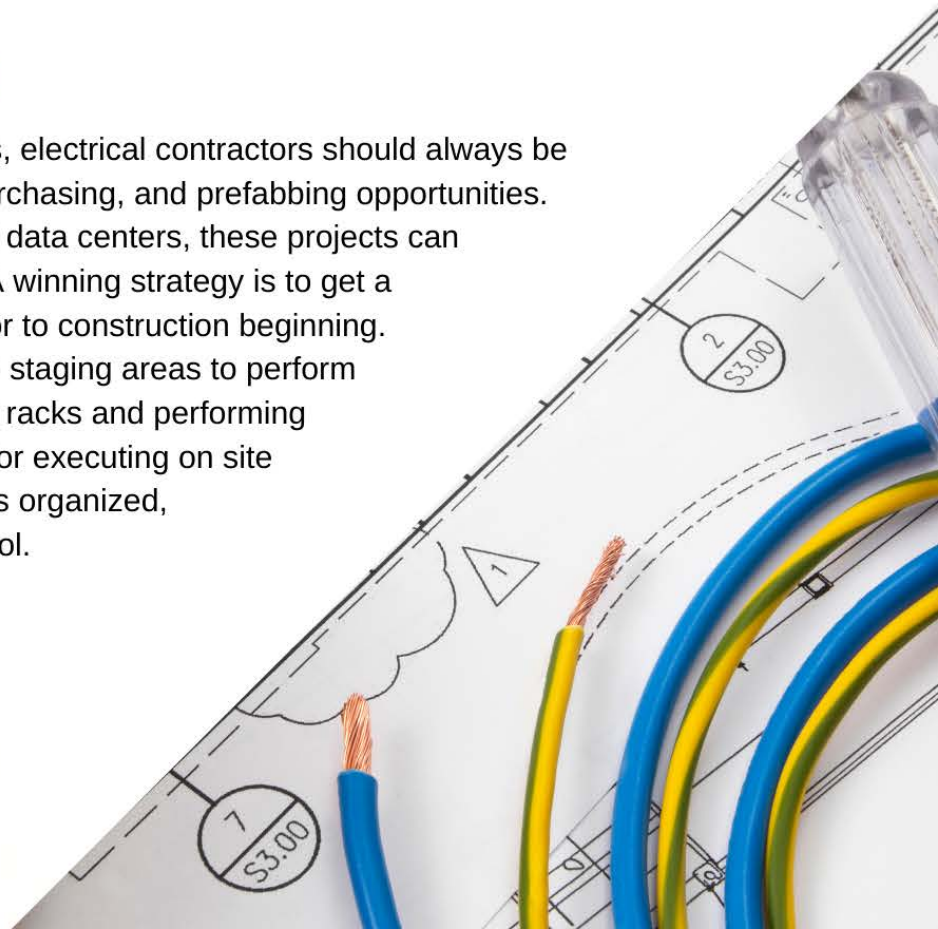
Early Design Planning and BIM Modeling

Before data center installation begins, one highly effective strategy for avoiding issues downstream is to build out the electrical design, in coordination with other trades, as early as possible. This helps all partners to find issues and fix them early, saving time and cost on the project as a whole. A dynamic Building Information Modeling (BIM) team is key to reducing RFI's and work stoppage in the field, and enabling a smooth and efficient installation. For example, BIM modeling makes it possible to prefab items in the field, purchase more accurate quantities of pipe and wire, and order pre-cut Unistrut to speed up installation. A well-coordinated BIM design also allows for the use of field technologies, such as Trimble or Hilti Total Station, to quickly and more accurately lay out the work.

On a recent data center project, there were 135 (400 amp) non-automatic transfer switches that needed to be relocated from the designed location due to support requirements. By coordinating with the field personnel in a virtual environment, the incoming conduits and busway above were able to be installed in an efficient, clean, and consistent manner throughout the data halls. During the coordinated BIM process, issues with the other trades and a low voltage design were also discovered. This led to a month-long redesign of the low voltage scope and the base building lighting. While the redesign wasn't ideal, the fact that the issues were discovered during the BIM process, as opposed to during installation, resulted in significant time and cost savings in the end.

Pre-staging and Prefabbing

To meet or beat commissioning dates, electrical contractors should always be on the lookout for pre-staging, pre-purchasing, and prefabbing opportunities. Because of the redundancy aspect of data centers, these projects can function similar to an assembly line. A winning strategy is to get a jump start on design coordination prior to construction beginning. This enables subcontractors to set up staging areas to perform prefab tasks like constructing support racks and performing specialty conduit bends. This allows for executing on site in a repeatable, turnkey fashion that is organized, efficient, and focused on quality control.



"Following the general contractor's site guidelines is critical to keeping all of the trades running smoothly. "

PROJECT MANAGEMENT STRATEGIES



Staging area requirements can be quite extensive, depending on the size of the data center. Especially for larger projects, it's important to plan out the staging area logistics ahead of time. For example, planning out when and where your deliveries will take place onsite enables field employees to work more efficiently. In some instances, subcontractors may be only allowed two deliveries a week. It is crucial to pre-plan what you need and where it's going. Following the site guidelines set out by the general contractor is critical to keeping all of the trades running smoothly.

Large lay-down areas often need to be set up for receiving gear, so that each item can be checked for QA/QC as soon as it comes off the truck. Importantly, the equipment must then be carefully covered and protected in the staging area. It may sound obvious, but missing this step could cause electrical equipment to get damaged through exposure to moisture, creating cost and speed-to-market risk.

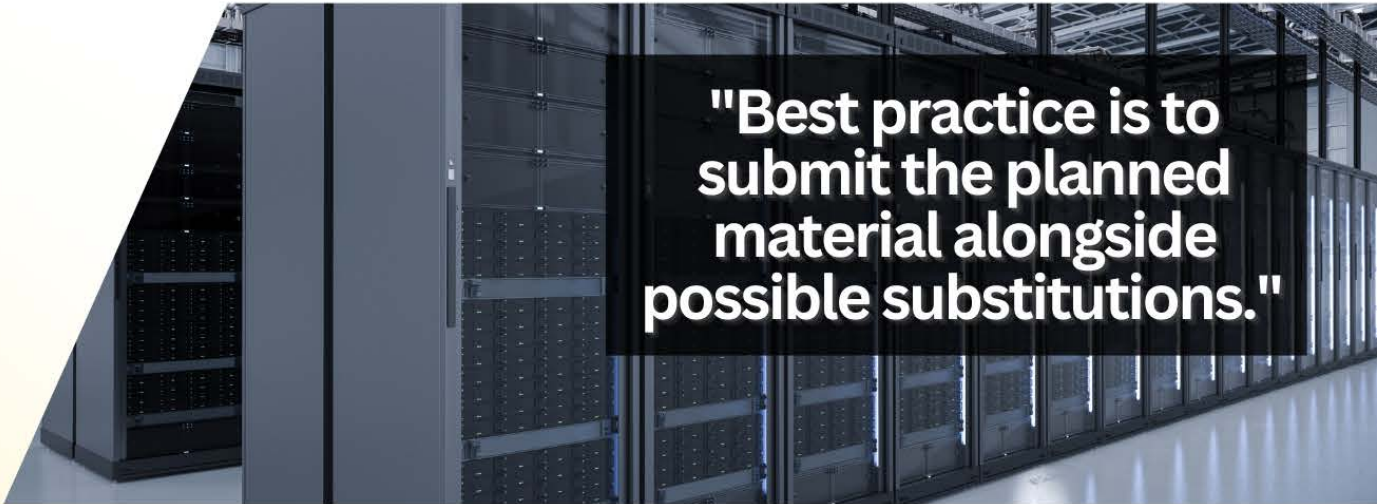
Prefabbing opportunities are abundant in data center work. Setting up the PDUs, racks, power underneath the floor, lights, duct banks, whips, and underground feeders is all prefab work that can and should be done whenever possible. For example, at one data center in the southeast region, there were 10,000 light fixtures that could be prefabbed for significant time savings. As the superintendent explained, "We worked with a supplier to purchase tubs of metal clad cable (MC) and constructed the six foot MC whips on site by putting the ends on each one, attaching to a fixture and setting them aside until the ceiling was ready. We had approximately 50 RPP (receptacle power panel) PDU Combo panels that consisted of 168 circuits in each unit. We partnered up with a local prefabrication shop that was able to produce 3,500 whips. Within a week of ordering them they were delivered to the site. By doing this we were able to reduce the amount of time needed to feed the 1,750 server cabinets on the project. This saved us weeks of time and ensured that the data hall could come online prior to the commissioning date."



Staying Proactive to Maintain the Schedule and Minimize Cost

General contractors and data center owners expect a proactive approach from electrical contractors, as it's absolutely critical to hit commissioning deadlines. Meeting an aggressive timeline is an exciting challenge for project managers. It gives them the opportunity to manage up, down, and across teams to stay proactive. Being proactive entails looking-out weeks in advance at all times and having the foresight to catch potential issues and course correct before there's even a remote possibility of timeline risk. Sending RFI's well in advance and staying on top of approvals can go a long way toward keeping the schedule. One best practice is to submit the material planned to be used along with possible substitutions. By doing this, electricians can ensure they always have the right materials to avoid delaying the project.

It's the PM's ultimate responsibility to ensure nothing holds up the job, even if it means managing-up to an owner or general contractor to ensure they keep to their respective schedules, such as ordering generators, switchgear, or other equipment. Ultimately, timely arrival of materials is the PM's responsibility, despite which stakeholder is holding up the process. This is where having great relationships with suppliers and manufacturers can be a strong advantage. On a recent data center job, the supplier was quoting 7 to 10 days to get junction boxes, putting the timeline at risk. By leveraging a strong relationship with a local supplier instead, the junction boxes arrived within hours, keeping the schedule intact. In another scenario, a deal was worked out with a manufacturer to proactively save time by preloading wire lengths onto reels. Thus, eliminating the need for jack stands while pulling wire, resulting in job cost efficiency.



"Best practice is to submit the planned material alongside possible substitutions."



Identifying smart ways to reduce cost per Megawatt, or “value engineering”, is another area where electrical contractors can provide tremendous value. For example, on a colocation data center customer in Georgia, there were five sets of the same conduits coming into a switchboard, but only using one. This created four times the typical redundancy and pipe across the building, which was driving up the cost per megawatt significantly.

The owner wasn't aware that these future-use redundant conduit raceways were detailed on his documents. By working with the customer to re-engineer the build to use a single line with one set of redundancy, the customer saved over \$1.2 million dollars in costs. Eliminating obstacles and removing headaches for the owner and GC helps cement the partnership during construction.



Project Managers in the Field

In today's data center construction environment, a successful team must have the right resources in the right places to optimize responsiveness and speed of delivery for the customer. This requires a strong project manager who is proactive, forward-thinking, extremely knowledgeable, and adept at managing different personalities to drive collaboration. The PM's number one task is to ensure that the work is being performed in the safest and most productive way possible, and that the team has all the information, tools, equipment, material to perform their jobs.

A great way to achieve these goals is to have project managers onsite interacting directly with the field as frequently as possible. When onsite, PM's have a more complete understanding of all aspects of the project through constant communication and information sharing with the superintendent and general foreman. The pandemic brought with it ongoing challenges with the supply chain, so getting the right materials and equipment on time is not as easy as it used to be. Staying ahead of these issues and finding quick solutions involves good collaboration between the general contractor, project manager, general foreman, and the crew. By increasing the frequency of PMs in the field, we've seen measured improvements in turnaround times, pricing estimates, and change order approvals. When plans need to change, the face to face interaction enables the team to be much more in sync, collaborative, and responsive to issues.



DATA CENTER PROJECT HIGHLIGHT

Seamless Execution for a Colocation Customer in Chicago

Titan was selected as the electrical contractor for a hyperscale customer within a colocation data center. The project required working between two different general contractors. The goal was to create a smooth and well-orchestrated process that would result in completing the job on time with no hiccups. Due to our excellent reputation and relationship with both GCs, our team was able to seamlessly handle the handoff of power from one phase to the next.

Titan took extra care not to interfere or tie-into the GC's gear in a way that would negatively affect their turnover date. Once the GCs brought power to the distribution unit, we proactively coordinated with them to get the go-ahead before feeding the data hall.

To keep the timeline, Titan looked for opportunities to maximize productivity through staging and prefabbing. One Titan executive explained, "To take advantage of downtime, we prefabbed our trapezes at our Chicago facility, enabling us to stage and execute quickly once we were onsite. This also allowed us to retain our very skilled and knowledgeable electricians."

We also solved for potential supply chain issues by utilizing alternatives whenever possible. For instance, the customer wanted custom stands for the UPS's, but the manufacturer's lead times were 35-40 weeks out. These lead times were a threat to the project timeline, so Titan leveraged preferred supplier relationships to find a vendor who could make them locally. Once approved by the engineer, we had them in-hand in four weeks. This is just another example of how building great partner relationships pays off. The customer appreciated the team's ability to avoid potential delays and costs to ensure the success of the project. As a result, the customer has re-hired Titan Electric for four additional data center projects including a warehouse and two buildouts, totaling nearly 85 megawatts.



EXECUTING WITH PRECISION IN THE FIELD

Data center jobs come with a lot of pressure for the field crew to perform. With a single two by four cabinet space pulling in close to a million dollars a year in rent, missing a deadline or having a safety incident can be extremely costly. Putting the right labor in place, specializing the field, and continually improving policies and procedures are key strategies that lead to improved efficiency, optimal communication with the customer, and better safety outcomes.

Specialization of Skilled Labor And Training in the Field

Data center customers should expect the best electricians, with specialized skills for powering data centers. Delivering on this expectation can be achieved by continually training and specializing labor around core competencies such as piping, commissioning, 3D BIM modeling, and QA/QC. Strong leadership is also important for accomplishing this, and it shows up in the quality of the work completed in the field.

For example, the electrical superintendent must have a complete understanding of the manpower needed on each project and how to utilize the team's skills to complete the project successfully. They must regularly evaluate their manpower on their strengths and weaknesses, train others to better accomplish their job, and always be available to share their knowledge with other members of the team.

The electrical general foreman needs a solid understanding of the project scope and who is best to perform each task. They must be great communicators, organized, and have a safety-first mindset. They also need significant electrical expertise and be able to articulate the work to the general contractor or owner onsite.

The electrical foreman needs to take good direction, read drawings well, and ensure all safety measures are being implemented. They must excel at preplanning and communication around the materials, tools, equipment, and manpower needed to accomplish their tasks—and be adept at using BIM modeling in conjunction with commissioning agents. They must also be able to train their teams and instill best practices that drive safety and quality.



On larger projects, it can be extremely beneficial to hire multiple general foreman or superintendents, each specializing in a core area with electricians working underneath them. This ensures the customer is always getting “the A team.” For example, a general foreman may oversee the entire field, but individual foreman manage specific areas such as lighting, inside distribution, and yard work. Structuring the field crew in this specialized manner is not only a great method for controlling labor hours and costs, but it's also a strategic way to scale the business responsibly through high quality execution. Specialized training also helps to build a strong future workforce with specialized skills for powering data centers. As one Titan leader explained, “It's important to invest in the next generation of electricians. Build-up the younger employees now to ensure a strong future workforce. And by doing this as an open forum, you're able to mentor them in a collaborative way.”



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Early Planning For Field Execution

Another winning strategy for field execution is early planning. If the field understands the job before they ever step foot on it, they can avoid any floundering and focus purely on execution. That is why it is crucial to include the general foreman during the bidding process and put the drawings in front of them right away. At one data center project in Chicago, the general foreman was able to see multiple issues with voltage drop due to run lengths across the building. He brought both issues and a solution directly to the engineers. By doing so, not only were the issues resolved, but there was no negative impact to the schedule.



It helps to have a complete understanding of how the project was bid, what the thought process was, and how to attack any potential issues during the execution. In addition, bringing in the field crew to assist during the takeoff also allows them to educate themselves for 3-4 weeks before even starting the job.

Early planning also helps to catch anything that may have been missing during the engineering phase. For example, as data centers have grown exponentially, some of the purchased buildings lack the proper infrastructure to be turned into a data center. In many cases, it requires creative problem solving, such as how to solve for a ceiling that wasn't built to bear the load of the conduit and cable systems. It's situations like these where the field can help push the project through by collaborating with engineering to revise the drawings and resume the build out.

Reviewing and developing policies and procedures is also an important part of the early planning process. It demonstrates that there is a plan in place to provide the crew with the tools and training needed to perform their work safely and efficiently. Having a plan in place means much more than just having the tools, materials, and layout. It's how tools and materials are ordered, delivered, staged and located for safe, easy access. Because policies and procedures are often viewed as a policing action, it's important to drive a culture shift around respect, commitment, and actions. When planned correctly and executed via HHA, PTP, and job boards, safety risks can be mitigated. This creates a sense of satisfaction and accomplishment that comes from meeting goals and having respect for each other, all while being safe and productive.



Aesthetics Matter

Data center work is unique in that the aesthetics matter. Electrical contractors must keep this in mind when planning and executing in the field. Owners take great pride in the visual quality of the work, as the majority of the electrical work is exposed. When a potential tenant walks through the facility, it's important to see quality workmanship. This comes down to the finer details like conduit colors that match, the screws all facing the same way, and the way the power whips are run for the individual cabinets. Even for the work that is not exposed, such as under the floor, customers expect it to be run neatly, so all the other systems have their own space and work properly together. This way, when a customer looks "under the



hood”, all systems are properly organized and easy to access.

Safety As A Focus

Data center construction projects are high profile in the industry and a contractor's safety record is the number one factor that determines being hired for a job. For the end customer who holds the Owner Contracted Insurance Policy (OCIP) on these high-cost projects, hiring teams with exceptional safety records is vital to managing costs. Electrical contractors must lead with a safety-first mentality to protect employees, partners, and the future of the business.



"This all requires strong adherence to safety protocols."

General contractors and subcontractors must continue to raise their safety standards. One way we are doing this at Titan is by developing safety discipline through religious follow-through of safety best practices. This includes a daily huddle as well as the “the toolbox talk”, where a specific tool or working area is featured each day, with specific tips for what to watch out for.

These days, many general contractors require that electricians provide an energy marshall on job sites, particularly on projects with more than 50 field personnel. This is something that has now been adopted and used across many job sites. Most of the newer procedures revolve around additional documentation of the pre-planning and safety huddles. General contractors are also stepping up policies and procedures that have added to the overall safety culture. For example, the “no drop” policy requires all cuts to be made on the ground, with no cutting on ladders or lifts allowed. Pre-task planning contributes largely to a safe and efficient job site by pointing out hazards as well as making all workers aware of the work that will be taking place in certain potentially hazardous areas. With data center construction, there are a lot more moving parts compared to a tenant high rise building or hospital project. As one Titan leader explained, “There is more aerial work on lifts, underground work, steel, and concrete working going on. HVAC has to run pipe for chilled water lines to the CRAC and AC units. There are also excavations and shoring of deep penetrations for tying into the trench. This all requires strong adherence to safety protocols.”

An electrical contractor's reputation is extremely dependent on safety culture and ratings. DART, TRIR, and EMR safety numbers must be taken seriously and issues related to job safety must be addressed on a day to day basis through culture and processes.



Best-in-class safety outcomes are recognized and awarded by insurance companies throughout the industry. Electrical contractors who go beyond their peers to address and prevent injuries will often receive awards that recognize their superior safety and risk management programs. Receiving these accolades is a testament to the team's hard work and should be highlighted internally with employees and externally with partners as evidence that strong culture and adherence to policies pays off.

As noted earlier, establishing a strong safety culture is accomplished through a top down approach with bottom up execution. It's important to encourage team members and partners to speak up and keep safety at the forefront of the discussion during pre-planning as well as on the job. This can be accomplished by structuring and bidding each project to give the field adequate flexibility and time to plan. And instead of positioning safety requirements as an ultimatum, leadership can work to change the culture from one of "do as I say" to one of "do as I do." Leadership sets the tone of earning employees' trust through collaboration and treating each employee with respect. When you take care of your employees, they'll take care of you.

Conclusion

At the end of the day, the goal with data center projects is to finish strong: on time and without incident. To do this, it's important to work as a cohesive team and make proper investments into the people, systems, and tools that allow for safety and agility on the job.

It really all comes down to strong fundamentals. One of our senior leaders said it best: "It's simple. Be responsible, lend your expertise, be a consultant, solve problems, pay attention to your relationships, and protect your reputation." This is what it takes to successfully power the data centers of today and the future, and we're committed to leading the way.



VISION, MISSION, & VALUES

We believe in powering our communities through ensuring safe practices, designing innovative solutions, and developing a skilled workforce.

Our mission is to deliver an excellent product by partnering with our customers, providing a safe and rewarding workplace, continuously improving our operations, and evolving with the latest electrical and technical developments.

INTEGRITY: WE LEAD WITH INTEGRITY IN ALL OF OUR RELATIONSHIPS WITH EMPLOYEES, CUSTOMERS, AND PARTNERS.

ACCOUNTABILITY: WE HOLD OURSELVES ACCOUNTABLE FOR GETTING THE JOB DONE RIGHT BECAUSE DETAILS MATTER.

RESPECT: WE TREAT EACH OTHER WITH RESPECT. BY DOING THIS, WE BUILD AND MAINTAIN A RELIABLE WORKFORCE.

INNOVATION: WE INNOVATE FOR THE FUTURE BY INVESTING IN OUR EMPLOYEES AND CUSTOMERS.

TEAMWORK: WE DELIVER AN EXCEPTIONAL PRODUCT TO OUR COMMUNITIES THROUGH GREAT TEAMWORK WITH OUR CUSTOMERS, SUPPLIERS, SUBCONTRACTORS, AND EMPLOYEES.

WHY TITAN?

Choosing the right electrical contractor comes down to trust. At Titan Electric, we approach each new client with the specific intent of creating a client for life. Each day we set out to consistently perform in a manner that distinguishes us from the competition. Titan Electric uses our team's expertise to provide the services our clients expect to demonstrate that they are the most important member of our team.

