

Welcome to Handex

Q2 2019



Proud to Be Handex By Christian Holmstrom

When I left Gainesville, following my graduation from the University of Florida (Go Gators!) way back in December 1997, I was on the hunt for a career in the environmental engineering industry. It is very difficult and stressful when you look for a job with no real experience, not really knowing what you are looking for. Back then, a lot of companies were not on the hunt for green applicants. But, one company decided to take a chance on me even though I thought wells were something you threw coins in to make wishes.

Since then, I have dropped some things into wells and was not granted any wishes, but on more than one occasion was granted the frustration of having to fish out bailers from them. Despite trying to salvage bailers, I was really happy to have landed a career within my actual college discipline. Since joining Handex, there have been ups and downs in our industry, but through it all, Handex has remained a viable company. Even more so, they have been a leader in the environmental remediation industry.

Through all the ups and downs and twists and turns of my 20 plus years of service, to this day, I believe Handex's employees have driven the com-

pany forward. The staff, of quality individuals, have set a higher standard of service for themselves. Through the years, we have seen many other environmental companies come and go. Often times Handex was on the receiving end of their workload and sometimes had to overlook their previous work and reporting. After seeing their incomplete and fragmented approach to the industry, I can understand why they had to close their doors.

From a career standpoint, Handex has provided me and so many others the opportunity for continued learning and development. Thanks to this constant expansion of responsibilities and knowledge, Handex employees are inevitably more attractive candidates than others in this industry. To this day you can find former Handex employees in all sectors in our industry. It is, and always has been, a company where you can grow a career for many years to come.



QUARTERLY EMPLOYEE AWARD

1st Quarter 2019

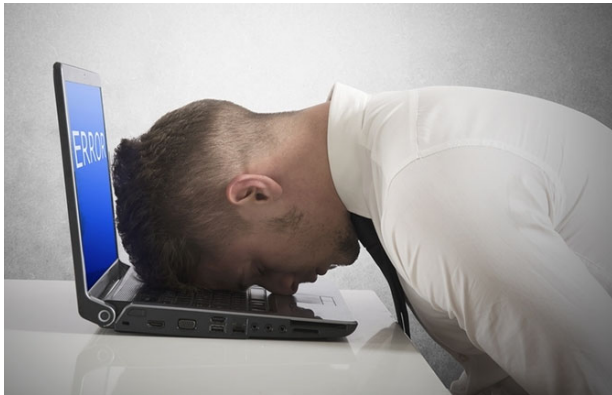
Congratulations, Matt Beren, for being selected as Handex's Employee of the Quarter. In addition to Matt's regular role as project manager, he spends a great deal of time working on our preventative maintenance program. His willingness to take on additional work/projects has been noticed by his team and throughout the organization. Matt has handled unforeseen obstacles in a professional manner and works diligently to ensure the project keeps moving forward. He is a keen collaborator and has established a rapport with his team. For example, Matt has been mentoring others throughout several projects – giving them the opportunity to grow within the organization.



Congratulations Matt!

NEW TECHNOLOGY, BRIGHTER FUTURE

By Maureen Davis & Patricia Jimenez



They say change is never easy. Over the past few months, we've been through several changes to our technology, electronics and connectivity tools. This was all in an effort to make our working life easier and more streamlined. While transition is never easy, ours has come with its own set of frustrations. We've definitely faced some steep learning curves, but we're finally starting to see some positive results, making it easier to adopt the new processes that have occurred as a result.

Here's the good news. All of these changes come with some pretty exciting new features:

1. Phone System – The process of upgrading our phone system is close to complete with Tampa as the only office left to convert. This means we'll be back to our four digit direct dial between offices. More importantly, though, the upgrade comes with the ability to share screens, which will eliminate the need for online platforms (e.g. gotomeeting.com). Plus, we understand there's a spiffy new chat feature that will enhance our ability to collaborate.
2. Computers – Many of us have finally had our old computers replaced with newer, faster, more powerful models. This has been a long time coming and a very welcome benefit! Computers are still being replaced, so please be patient if you haven't received yours.
3. The Cloud – Have you heard? We're moving! To the cloud. This means we'll be able to access our email and files from any device, anywhere, anytime. (No more need for that pesky VPN!) All files will be accessible via SharePoint. No longer just our intranet, SharePoint is now a full-fledged collaboration tool.

With all of this new and upgraded technology, our future is limitless! We want you to be as excited about these changes as we are, so remember, you are not alone in this transition. We are here to help!

Please bear with us.



PHASE II

By Andy Shoulders

As I reflect over the last year, I am reminded of how much we have accomplished. First and foremost, we ended 2018 as a profitable company. Let's refer to last year as Phase I. During this stage, we changed banks, switched business insurance agents and improved coverage. We added bonding capabilities which gave us the ability to bid bonded remediation projects. We also moved our corporate office and started the process of replacing computers, adding a new companywide phone system, and migrating our IT and storage onto the cloud. To add, the biggest change was purchasing all of Mary Demetree's interest in Handex. This afforded us the opportunity to eliminate shared service expenses and operate more efficiently in the areas of HR, IT and Administration.

Now we enter Phase II.

Our process improvement committee is hard at work on many projects, such as eliminating invoicing delays, vendor vetting and management. Additional initiatives the committee is working on are Timberline training, project management training and metrics, preventative maintenance and efficiencies in all other areas.

The only real path to productivity involves having an energized, participative, driven, and spirited team, where your thoughts and ideas count. Good ideas will propel our company forward: ideas about lines of business; ideas centered around marketing; ideas about how to increase our sales; ideas about work flow; and ideas about eliminating certain tasks that do not produce tangible benefit for the company. Getting everyone involved will provide the needed energy to break away from the status quo and make real change. You will notice I did not mention profits. If we consistently focus on the right behaviors and get everyone involved, the profits will follow.

Often the word strategy is over used. We do not have a grand strategy, but rather a simple core belief of positioning ourselves into niche markets where we have the greatest opportunity to prevail. We also want to move away from responding to RFP's without any real advantage or relationships. It is important to note, strategy is never linear. It's a tool that is agile, revisited and redefined according to changing market conditions. When change takes place, it must be implemented with a heightened sense of urgency.

Being successful is a choice. The characteristics that sustain it are not open to interpretation. If we do what's required every day, we will thrive.

We still have a lot more to do in 2019!

JOB SITE & TEAM PICTURES

Buckley's Fishcamp



From left to right: Jim Travis and Todd Morris



Biodegradable ecofriendly headspace sampling cups



From left to right: Jim Travis and Todd Morris

PROJECT PROFILE

Pilot Study

Handex designed and executed a pilot study to determine the feasibility of remediation strategies and to support construction design at a complex industrial site with significant petroleum contamination. The pilot study included a vapor study, hydrologic testing, contaminant phase separation and explored innovative methods for segregating remediated zones from surrounding contamination. The project design required months of collaboration among Handex construction, engineering, and health and safety professionals, in addition to coordination with local and state government, multiple regulatory organizations and industry partners.

The construction and environmental professionals in the field contributed invaluable input to modify some of the original design specifications that resulted in achieving project goals. Since some of the steps were new to everyone at Handex, some trial and error was required.



A barrier curtain used to segregate the targeted treatment zone from surrounding contamination failed to seal off incoming contamination after it was initially deployed. The construction team came up with a plan to make field modifications to the barrier while it was in place. This avoided removing the barrier to make modifications and re-deploying it, which helped deliver the project on time. During the remediation phase of the project, multiple attempts to achieve an even coverage of air injection inside the remediation zone had failed. Handex construction professional, Dallas Meeley, recommended a design change that achieved the design specifications. These episodes demonstrate the value that each member of the project team contribute to achieve overall success.

The project was executed on time and within budget, with no reported safety incidents. Data from the pilot study is now supporting the final design of remediation strategies for the site and an ambitious construction project.

QUARTERLY SAFETY AWARDS

1st Quarter 2019

Congratulations to John Poling (HIS) and Marty Solomon (TAM) for exceeding their minimum goals for 1st Quarter 2019. We appreciate the diligent effort put forth to ensure the safety of all Handex employees. Thank you and keep up the great work!

John Poling	\$150
Marty Solomon	\$ 50

2019 HURRICANE SEASON

From NOAA Website

National Weather Service (NOAA) recommends the following seven steps when preparing for hurricane season:

1. **Determine Your Risk:** Hurricanes bring many hazards to the US coastlines and inland areas, including storms along the coast, inland flooding due to heavy rainfall, tornadoes, strong wind, rip currents and large waves.
2. **Develop an Evacuation Plan:** Find out today if you live in a hurricane evacuation zone. Plan where you will go and how you will get there. Leave immediately if ordered to evacuate and be sure to plan for your pets.
3. **Assemble Disaster Supplies:** Get your supplies before hurricane season starts. Have enough food and water for each person for at least three days. Remember to refill your prescription medications and don't forget pet food.
4. **Get an Insurance Checkup:** Check with your insurance agents before hurricane season start to ensure that you have the right coverage.
5. **Strengthen Your Home:** Be preventative well ahead of the storm. Trim your trees. Shop for approved window coverings. Secure all doors and find a safe location for your vehicle.
6. **Help Your Neighbor:** Help your neighbor prepare and evacuate if necessary. Remember to check in on them after the storm has passed.
7. **Complete a Written Plan:** Writing down your plan will help you avoid mistakes when faced with an emergency.

For more information visit: <https://www.weather.gov/wrn/hurricane-preparedness>

THANK YOU, TEAM!

By Shelley Schmidt

We are fortunate to have a wonderfully diverse team of employees who bring an abundance of skills and specializations to our business. While I don't have the opportunity to spend time in the field, I try to learn as much as I can about what we do and how we do it. (And when I say we, I mean YOU!)

Here's what I've learned.

- You are the face of our organization and you represent us well.
- You give 100%, and then some!
- You are the heart and soul of our company. You believe in the work you're doing, and you take your role seriously.
- You have skills. Maybe not nunchuck skills or bow hunting skills, but the right skills for the work you do!
- Your industry knowledge is par excellence.
- You are creative. Thinking outside the box is another one of your skills.
- You are adaptable. Let's face it, we're in an industry that is constantly changing. Adaptability is the name of the game. You're doing just fine.
- You are the fuel and energy behind our success!

So, thank you. Thanks for all that you do. For going above and beyond. For the late nights. For honing your skills. For thinking outside the box. For your adaptability. You are appreciated!

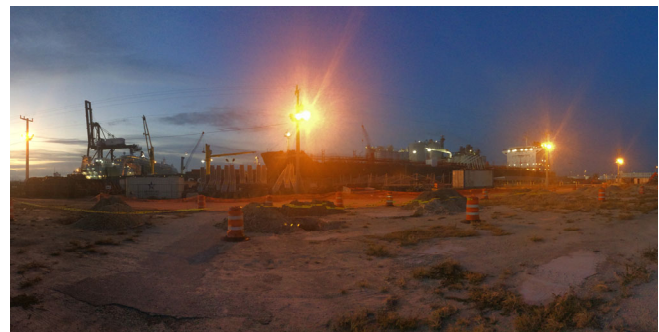
JOBSITE PHOTOS



Sub-Slab Depressurization System (SSDS) for vapor mitigation in Vineland, NJ.



Imperial Gas Station in Ocoee, FL



Sunrise at a pilot test site in Florida.

SAFETY FOCUS

Extension Cords

Extension cords serve a purpose, but we should not rely on them on a permanent basis. Before use, please check the cable for any signs of damage. Damaged cords should not be used and should be reported as a hazard.

Tips for use of extension cords:

- Only use cords rated for outdoor use when using a cord outside.
- Keep electrical cords away from areas where they may be pinched and areas where they may pose a tripping or fire hazard (e.g., doorways, walkways, under carpet, etc.)
- Always inspect the cord prior to use to ensure the insulation isn't cut or damaged. Discard damaged cords, cords that become hot, or cords with exposed wiring.
- Never unplug an extension cord by pulling on the cord. Instead, pull on the plug. Do not remove the prongs of an electrical plug. If plug prongs are missing, loose, or bent, replace the entire plug.
- Use extension cords that are the correct size or rating for the equipment in use. The diameter of the extension cord should be the same or greater than the cord of the equipment in use.



THE HIGH STAKES OF DEWATERING IN THE SUNSHINE STATE

By Chris Murray

Dewatering of construction sites is a commonly used practice in the State of Florida due to our shallow groundwater table. Contractors providing subsurface installation of utilities or structures deploy dewatering systems in order to provide their crews with a dry area to perform necessary repairs or construction. After repairs or construction installation activities are complete, it is also necessary to continue dewatering to allow the backfill lifts to be properly placed and compacted to achieve the desired density for structural integrity purposes.

Most dewatering systems are fairly simple and consist of well points that are jetted into the ground at a desired depth necessary to achieve draw-down of the water table below the depth of the working zone. The well points are typically installed on 3 inch centers encompassing or adjacent to the work zone. The well points will be connected with swing arms and valves to a 6-8 foot PVC header pipe and suction will be provided using a 6-8 foot vacuum assisted dewatering pump. The water will be drawn from the depth of the well point screens when under suction, effectively lowering the water table in the zone of influence of each well point. The groundwater will be discharged into an onsite pond or nearby storm-water catch basin.

But the chips are on the table when a construction contractor unexpectedly runs into potentially impacted soils and groundwater while excavating for their sub-surface work. At this point, contractors reach out to Handex when this type of construction dewatering activity needs to take place within petroleum-impacted areas. The U.S. EPA requires a National Pollutant Discharge Elimination System (NPDES) permit to monitor and ensure the effective treatment of impacted water prior to being discharged into a stormwater catch basin that ultimately drains into our local waterways. Handex collaborates with our clients to determine the contaminant type and concentration in order to design the proper treatment method to prevent our waterways from being polluted with impacted water from these construction sites.

Handex typically deploys a groundwater treatment system that starts with a 20,000-gallon frac tank. The frac tank stores the groundwater from the dewatering pump while the baffle system allows the suspended solids to settle out. Then a 4 inch pump transfers the water from the frac tank into our 500-GPM air stripper.



Handex's flatbed mounted air-stripper forces compressed air through "bubblers" to agitate the petroleum-impacted water causing the volatile compounds to release or "strip away" from the water. After the water passes through the air-stripper, it is further treated by pumping it through filter bags and granular-activated carbon vessels. This process polishes the water and it is ready to be discharged into the storm-water catch basin.

But, hold on! There is one more crucial step before the water can be discharged. This most important step is collecting a laboratory sample of the post-treatment effluent water as well as pH and flow data. This sample is rushed off to the lab for a 24-hour turnaround time on the results.

While we wait with great anticipation for the river card, the "what ifs" start to come to mind. An effluent sample that fails for one of the NPDES compounds analyzed will require the dewatering system to be shutdown until clearance is regained, causing the groundwater to rise back up to its natural level, submerging the work zone, which is not good. A re-design of the system, adding significant time and cost, also causes delays to the construction contractor, potentially resulting in expensive delay claims for our clients. The pressure is on and the stakes are high! But Handex prevails when our post-treatment effluent samples confirm that the discharge water is clean.

Handex has been providing high-stakes construction dewatering treatment services throughout Florida's DOT and FDEP programs for decades. We man these treatment systems 24 hours a day, 7 days a week. Because groundwater can rise rapidly when we experience mechanical break-down of equipment, I'd like to give a proper, **big-time thanks to Steve Pitts** for fielding those emergency phone calls at 2 am and scrambling out of bed in the middle of the night to get our system repaired!

BECOMING A HANDEX EMPLOYEE

By Karen Lutz

I wanted to work for Handex from the moment I read the ad. I'd moved from Tennessee, where I did the same work, albeit with railroad and road spills. I loved that work, so I immediately submitted my resume.

I was disappointed to find it was an agency; a 6-month maternity fill. Do I leave a secure, but low-paying job? Will they keep me if mom returns? No time to think. An interview was lined up with the recruiter, and a second with Brian Bausback, who hired me on the spot.

I gave two weeks notice, recruited, tested and trained my replacements. (Took two to replace me!) The company sold bedspreads, comforters, curtains and rugs to every major retailer. I guarantee there's something in your home I moved through port, warehouse, and into your local Macy's, Home Goods or Amazon search.



I started my first day and found Caitlin began maternity leave the week before. She left detailed instructions, a ready ear, email address and the guidance of Phil Della Torre. He missed her a lot in the beginning because sometimes he'd say "I can't wait for Caitlin to come back!" Six months later Caitlin is a proud mom back at work and I've been blessed with a full-time position.

My admiration for co-workers grows with their longevity. Some 18 years, some almost 30! Some worked a few, left, and came back. Handex is doing something right when employees stay or are embraced upon return. I'm encouraged by the company's outlook for the future.

Do I sound optimistic? Enthusiastic? I certainly am because a position at Handex is a prayer answered and a dream come true.

EMPLOYEE HOBBIES

What do you do for fun?

Going to the beach (weather permitting). Spending time with my relatives. Also, doing some walking (exercise) in my free time.

- Nelson Feliciano

My hobbies include taking my daughters fishing, and hunting, going on trail rides in the woods and bowling, teaching my daughters how to shoot guns and archery. Other than that, I work for the best company in the world. Handex #1!

- Joe Wilkos

Mine is spending time with my family, especially my newest addition, Leo. If I have time, I do like to make cards for others.

- Caitlin Tripler

I enjoy participating in 5k runs with my daughters-in-law, Chelsey and Hannah. This year we plan on participating in 4. So far we have decided on the Great Inflatable 5k at Bill Frederick Park and the Think Pink Run for Cancer in Tavares. But, I would say I have the most fun when watching my boys race motorcycles.

- Maureen Davis

Fishing and hunting.

- Curtis Odom

I was asked that many times over the years. I simply said collecting rocks, camping and fishing. Then I changed my hobbies and all of the sudden my life changed. My happiness, my hobby is me and my happiness.

- Jason Bullman

HR EMPLOYEE REFERRAL BONUS

By Shelley Schmidt

Did you know we have an employee referral program! Think you know someone who has the right skillset for an open position? Someone who would fit the Handex culture?



Referring employees receive a monetary reward of \$1,000 (less applicable taxes and withholdings) if their referred candidate is hired! There is a specific process to follow and a few restrictions, so you should refer to the employee referral program policy on SharePoint/

Human Resources/Documents. Also, be on the lookout for an email from HR with more specifics.

EMPLOYEE HIGHLIGHT

Cap Beginski



In 1990, when Handex purchased its first plate and frame filter press from Cecos Dewatering Services, Robert "Cap" Beginski became our first employee for the industrial services division. The name "Cap" was given to him for his constant wearing of baseball hats. With his leadership, Handex remains a premier dewatering provider throughout the northeast region.

Through the past 29 plus years, he has been a staple for us and more importantly with our clients. Cap has been the force that propels Handex past our competitors and has always put the company first. He is not only a leader amongst the field crew but also an innovator. He has spearheaded many changes in procedures for separator cleaning, waste minimization, and preventative maintenance plans performed on our fleet of plate and frame filter presses. Cap is a key player in our team's success. If you were to ever meet him, he wouldn't tell you what he did but what Handex has done. The one thing that sticks out more than Cap's work abilities, is his unbelievable contagious personality.

SPECIAL PROJECTS COMMITTEE

By Karen Lutz

In the last newsletter, we introduced the Special Committee, hand-picked by Andy Shoulders, to combine the efforts of a few to take Handex to new heights. The committee is facilitated by Scott Fadeley, and members include: Ronna Arnold, Brian Bausback, Matt Beren, Karen Lutz, Maureen Davis and Scott Yelverton. It's an honor to be part of this team as we align ourselves with Brett Fadeley's focus of strategic growth and streamlining processes at Handex.

If you've never read our website's bio of Brett, you may not know he is a recognized expert in managing businesses for a more successful future. With his guidance, we can all reach for the stars. On second thought, let's reach for a shooting star, which will project us to our destination even faster!

We will be focused on the following: cash flow, process standardization, culture, and accountability. Our goal is to ensure everyone is on the same path as we climb the ladder to success. The rungs will include better business practices, help training and references.

If asked for your expertise, know that we turn to you because of your knowledge and our admiration for your work. Our plan is to keep project managers aware of Handex processes, ensure employees are aware of where to seek help, and increase cash flow and its route to Handex.

New projects are being awarded to us, bids are being proposed and proposal requests are being researched, helping us expand our brand visibility.

The Special Committee is dedicated to this expansion and a brighter future. We're here for Handex and happy to be on the team!

EMPLOYEE PHOTOS



From left to right: Marty Solomon, Marvelle Pittman, Nelson Feliciano, Wayne Noel, JR D'Orsi, Dallas Meeley



From left to right: Steve Kinsella, Todd Morris, Ryan Elser



From left to right: Bob "Cap" Beginski, Joe Bloodgood, John Poling, Bruce Powell, Raymond Cooper

RANDY THOMSON

Senior Consultant

As a new member of Handex, it was my privilege to attend the National Institute for Storage Tank Management (NISTM) conference in Orlando. During my 31 years at Marathon, several of my positions included managing large tank farms in the Midwest, so every aspect of NISTM interests me. A conference highlight was introducing members of the Handex team to colleagues who are petroleum industry subject matter experts. A slogan we had at Marathon was *Integrity Beyond Reproach*. I can already tell that sentiment is shared by Handex leadership so the

relationships we are forging between industry peers and the Handex team include those foundational values. My internal focus at Handex will be sharing the culture and best practices that have earned Marathon a place among the world's elite companies.



Let's give a warm welcome to Randy!

NISTM CONFERENCE

By Patricia Jimenez and Maureen Davis



Ted Holland, Director of Business Development, during the NISTM conference in front of the Handex booth.

In early April, Handex exhibited at the NISTM 21st Annual International Aboveground Storage Tank Conference & Trade Show at the Rosen Shingle Creek in Orlando, FL. The entire sales team and health and safety was in attendance. Andy and Brett even made appearances, too!

The tradeshow was a very successful event. We were able to introduce our newest sales team member, Randy Thomson, senior consultant. The team had several meetings with key members from the petroleum industry and made several connections during the conference.

The Handex presence was strong and encouraging for growth opportunities. Thank you, Handex sales team, for participating and creating such an inviting atmosphere at our booth.

NISTM CONFERENCE PHOTOS



From left to right: Ted Holland, Tina Fritz, Randy Thomson, Maureen Davis, Jim Caccese, Andy Shoulders



From left to right: Jim Caccese, Randy Thomson, Brett Fadeley, Ted Holland, Andy Shoulders



From left to right: Tina Fritz and Ted Holland educating other vendors about Handex service lines.

HANDEX NEW HIRES

Late 1st Quarter, Early 2nd Quarter

Karen Lutz – Accounting/Administrative Clerk (NJ)

Lisa Rodriguez – AP Specialist (FL)

Francisco Dias – Laborer (NJ)

Jorge Alfaro – Laborer (NJ)

Randy Thomson – Senior Consultant (OH)

Nancy Pfaff – Controller (FL)

Welcome to Handex!

HANDEX ANNIVERSARIES (1, 5, 10, 15 YR)

2nd Quarter 2019

1 Year

Robert Spaulding – June 6

Congratulations!

RECENT CONTRACT WINS!

Late 1st Quarter, Early 2nd Quarter

City of West Palm Beach

\$107,000.00

Wood

\$5,000.00

Buckeye

\$165,000.00

Energy Transfer Partners

\$1,189,000.00

Arconic

\$562,000.00

THEA CAR Contract

\$300,000

IDEAS & FEEDBACK

Do you have any content ideas or topics that you want us to cover in the next issue of **Welcome to Handex**? Would you like to write an article for **Welcome to Handex**?

Let us know! Are you enjoying reading **Welcome to Handex**? Let us know what you think!

Please email marketing@handexmail.com.



HANDEX BIRTHDAYS

2nd Quarter 2019

Christian Holmstrom – April 3

Melissa Ericson – April 7

Phil Della Torre – April 14

Marty Solomon – April 18

Bill Kramer – April 24

Chis Rule – May 10

Joseph Bloodgood – May 13

Jim Caccese – May 15

Nick Cardella – May 16

Brian Knight – May 19

Cory Stevenson – May 23

Fred Blackham – May 30

Bruce Napier – June 7

Lisa Libich – June 28

Kristen Mosier – June 30

CONGRATS!

Join us in congratulating Scott Yelverton and his wife Karla, on the birth of their son, Stellan Alexander Yelverton. Stellan was born on April 2 at 6:23 pm. He weighed in at 7 lbs 6 oz and was 19 ³/₄ inches in length.



Congratulations!

Front page photo from left to right: Brian Knight, Andrew Williams, Marlon Billy, Steve Levan, John Esposito

Welcome To Handex Editors:

Patricia Jimenez and Maureen Davis