

COVID-19 Update
New Employee Orientation
Hurricane Season
Birthdays & Anniversaries



Welcome to Handex

Safety Leaders

Last quarter we shared “A true Safety Leader understands that safety performance is more than a reflection of the leader. It is a team effort of commitment to a common goal.”

Let’s concentrate on the first key point from that article:

Focus on People Improvements

If you improve the people you improve the quality of the work. You also improve the abilities and decisions in the field.

As much as it makes sense to want to improve safety performance, the best place to start is in people improvement. Better people do better work, get better results and make better decisions. Trying to improve safety performance without first improving the people cannot sustain.

When middle managers improve, they are better able to support supervisors in getting better. When supervisors manage better, they support front-line team’s in doing better work. To get sustainable safety performance, build it on the back of improved work performance and quality. Improve your people to improve their safety performance.

Source: Kevin Burns, <https://www.kevburns.com/>

Business Reopen Plan By Health & Safety

Ten weeks after the Stay-at-Home order went into effect, companies are finding themselves having to reopen their doors to a new way of doing business. Handex is no exception as we suspect gathering around the copier or water cooler to discuss the weekend festivities will now be frowned upon. We may even see tape on the floors marking where to stand in line while waiting for morning coffee. Grocery stores are already telling us the “Right Way” to go down a shopping aisle.

Is Social Distancing (SD) a permanent safety mechanism? Will wearing face coverings while in public places become the norm? Who knows, but what we can tell you is that Handex will continue to be on guard and follow CDC guidelines until further notice.

What does this mean for us? It means that as we return to the office and job sites, we will continue to practice social distancing and if we can’t, we will wear face coverings. We will continue to wash our hands regularly and practice proper hygiene in the field and office.

Our conference rooms may be bare as we opt for web conferencing instead. One thing we have learned is that we don’t have to be sitting behind the desk to fulfill our client obligations. However, we still rely on our front line workers to get the job done and we thank you all for your hard work.

Handex is in the process of rolling out the Business Reopen Plan. Below are just a few highlights of that plan:

PHASE 2—estimated to begin June 1, 2020. This will also depend on the guidelines of the State’s in which we operate:

- Begin gradual return to office

- Work will proceed as scheduled
- Implement Telework Policy
- Set up Health Monitoring Stations
- Continue to follow CDC & State guidelines
- Continue to wear mask if SD cannot be maintained
- Continue practicing proper hygiene
- Continue frequent sanitizing of workspace
- Stay home or go home if not well

If anyone has concerns about returning to the office, please reach out to your supervisor or Maureen Davis, Human Resources. We will continue to work with you during this time.

Stay Safe Everyone!



Teams Web Meetings - Our New Conference Room

Top, left to right: Nancy Pfaff, Ann Fadeley, Andy Shoulders, Brain Bausback, Brett Fadeley, Ryan Elser, Christian Holmstrom, Gabe Mignot

COVID-19 UPDATE

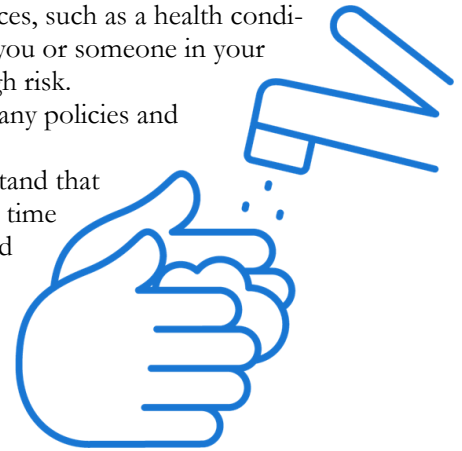
What we are doing:

- All employees and visitors entering our offices will be screened for COVID-19 symptoms and possible exposure.
- Common areas and frequently touched surfaces are being cleaned daily. Cleaning supplies will be available, and employees are encouraged to clean and disinfect workspaces throughout the workday.
- Hand sanitizer is provided throughout the building.
- Posters are displayed with reminders on how to prevent the spread of germs.
- Business hours have been modified to allow for staggered work shifts to reduce the number of people in the building at one time.
- Workspace layouts and seating arrangements are revised to allow for social distancing.
- Meeting rooms, break rooms and other communal areas have reduced seating and capacity limits.
- Business travel remains restricted to essential travel only.



What you can do:

- Stay home or go home if you are sick.
- Maintain social distancing practices in the workplace.
- Follow cleaning product instructions when cleaning your work areas.
- Wash your hands frequently or use hand sanitizer
- Cover your nose and mouth when sneezing or coughing.
- Avoid touching your face.
- Wear a face covering if you desire.
- Replace handshakes with head nods and waves.
- Avoid using other employees' phones, desks, offices or other work tools and equipment, when possible.
- Talk to your manager if you have concerns specific to your circumstances, such as a health condition that places you or someone in your household at high risk.
- Follow all company policies and practices.
- Be kind. Understand that this is a stressful time for everyone, and an extra bit of kindness right now can go a long way.



NEW EMPLOYEE ORIENTATION

During a recent Teams meeting our conversation led us to the subject of Training & Mentoring. We clearly touched on an important topic as everyone shared their thoughts and ideas of how Handex can and is improving our New Employee Orientation program.

We shared best practices from checklists to testing, but one practice stood out from the rest; Mentoring. It was unanimous, what we appreciate most about our New Employee Orientation Program is the ability to tap into subject matter experts like Scott Yelverton. Scott is considered our inhouse sampling expert and happy to share his technique and wisdom.

When we have new Florida field staff join our team, we schedule some time for them to work with Scott in the Ft Lauderdale area. There is no better way to learn than from the best.



HURRICANE SEASON

June 1st marked the start of the 2020 Hurricane season and this will once again test our patience. Don't put away your COVID-19 supplies just yet. Continue to stock up on the basics; water, batteries, non-perishable foods and medication.

As always, hurricane season runs from June 1st to November 30th. Regardless of how many times we have "braved the storm", there is always that one that caught us off guard. Don't underestimate the power of the storm, whether a Tropical Storm, Category 1 or 4 Hurricane. Each imparts its own hazards that we need to be prepared for.

National Oceanic and Atmospheric Administration (NOAA) announced the 2020 Hurricane outlook on May 21.

"NOAA's Climate Prediction Center is forecasting a likely range of 13 to 19 named storms (winds of 39 mph or higher), of which 6 to 10 could become hurricanes (winds of 74 mph or higher), including 3 to 6 major hurricanes (category 3, 4 or 5; with winds of 111 mph or higher). NOAA provides these ranges with a 70% confidence. An average hurricane season produces 12 named storms, of which 6 become hurricanes, including 3 major hurricanes."

Hurricane safety and preparedness is critical, most importantly we need to have everything in place before the season begins. Don't get caught off guard, be prepared. Start now.

Source: NOAA.gov, <https://www.noaa.gov/media-release/busy-atlantic-hurricane-season-predicted-for-2020>



CONGRATUALATIONS!



Bernie Emerson	05/15/1988
Jeff Barkaszi	05/25/1988
Andy Drake	11/14/1988
John Meyers	02/26/1990
Cap Beginski	06/29/1990

Thank you for your dedication and service. You make a difference!

HANDEX ANNIVERSARIES

1st Quarter 2020

1 Year

Nancy Pfaff 05/20/2019

2 Years

Robert Spaulding 06/06/2018

Jason Bullman 07/09/2018

Shelia Douglas 07/12/2018

3 Years

Cory Stevenson 07/10/2017

7 Years

Marlon Billy 06/10/2013

James Caccese 07/01/2013

8 Years

Charles Noel 05/07/2012

9 Years

Scott Yelverton 07/11/2011

13 Years

Dale Barshewski 05/11/2007

15 Years

John Esposito 05/09/2005

20 Years

Stephen Levan 06/19/2000

30 Years

Robert Beginski 06/29/1990

32 Years

Jeffrey Barkaszi 05/25/1988

Congratulations!



HANDEX NEW HIRES

2nd Quarter 2020

Gabe Mignot / Sr PM / New Jersey HIS
Jacqueline Currie, Staff Scientist / New Jersey
Justin Bertone, Staff Scientist / New Jersey
Dwinne Cuevas, Technician / New Jersey



May—July

Tammy Mayer	May 3
Christopher Rule	May 10
Joseph Bloodgood	May 13
James Caccese	May 15
Brian Knight	May 19
Cory Stevenson	May 23
Bruce Napier	June 7
Lizzette Paulino	June 19
Eric Hendrickson	June 26
Lisa Libich	June 28
Kristen Mosier	June 30
Lucy Nicastro	July 2
Caitlin Tripler	July 11
Jorge Alfaro	July 12
Curtis Odom	July 26
Steve Kinsella	July 28

Front page picture : Joe Wilkos, Eric Andersen,
JR D'Orsi: Vero Beach Tank Pull

Newsletter Editors: Andy and Maureen