

# Welcome to Handex

Q3 2019



## Handex Sales - Thank You! By Jim Caccese

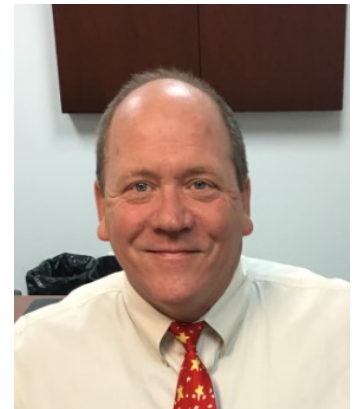
Sales is a process that all Handex employees are an important part of. From the first time we speak with a client, through project execution, completion, and invoicing, everyone is engaged to make sure we are collectively satisfying their needs efficiently, safely, and with quality. We always want to leave the client with a positive opinion of Handex and a desire to use our services again.

I have been fortunate to see firsthand how the Handex team makes this happen time and time again. The process starts with the initial prospect connection and an opportunity is developed through the collaboration of operations, accounting, corporate support, administration, and senior management in concert with sales personnel. Objectives are identified; strategy is developed; project execution is outlined; and pricing is established. Then there is proposal preparation, review, delivery and post submittal communication to ensure that the team's effort is successful in meeting the client's objectives and ultimately winning the work.

Every Handex employee plays a role in making this happen. Our field personnel ensure attentive courteous service; project management interfaces successfully internally and externally; and our administrative support staff provides a backbone, so we can function. Handex delivers all of this seamlessly

to clients, projecting a "can do" and "will do" attitude from project inception through finalization. The proof of this is the positive feedback we have all heard from clients and ultimately by them reengaging Handex's services and personnel. These are testaments to how hard you all work in making this happen.

There is a lot more to this than meets the eye and sometimes there are bumps in the road that we need to overcome, and we do. The ability to identify a deviation in what was planned and the ability to adjust quickly is a necessity and an important element in the sales process. Effective and timely communication is also an important tenet in building long lasting relationships within our team and with our clients something Handex strives to do and does well.



So please remember, you are all important to the sales process and active participants in Handex success with clients as we continue to perform solidly as a team.

Each time you hear of a new Handex sale, take a moment and congratulate yourself!

## QUARTERLY EMPLOYEE AWARD

### 2nd Quarter 2019

Congratulations to the winners of the 2nd Quarter Employee Award winners. This quarter, Handex is lucky to have two, that's right, two award winners! This is the first time we have had a tie!

Our first Quarterly Employee Award winner goes to Lisa Libich. Lisa joined our team in 1997 and has been a key player in Accounting and Billing ever since. She was nominated because she is dependable, knowledgeable and she is always willing to take on other responsibilities. Lisa is a positive, energetic and a resilient team player that is always willing to help. Thank you, Lisa, for all of the effort and hard work that you have put in during these many years at Handex.



Our second Quarterly Employee Award winner goes to Joe Wilkos. Joe joined Handex in 2015 as a Laborer with the construction group in Florida. He swiftly moved through the ranks, landing him in the position he is in now, O&M Technician. Joe sets a positive example for everyone at Handex. He raises the bar on expectations and has positively influenced those working with him. We would like to thank Joe for fostering collaboration and his leadership efforts. Congratulations to you, both! Thank you for being part of the Handex team!



## QUARTERLY SAFETY AWARDS

### 2nd Quarter 2019

Congratulations to John Poling and Marty Solomon for their consistent participation in the Safety Award Program. A big thanks to John Poling for encouraging his team to make a difference in safety as well.

#### Great Job Everyone, Congratulations!

John Poling	\$	225
Jorge Alfaro	\$	50
Joseph Bloodgood	\$	50
Bob Beginski	\$	25
Bruce Powell,	\$	25
Marty Solomon	\$	25
John D'Orsi	\$	25

## COMMITMENT TO SAFETY QUOTES

"I'm committed to safety and ensure everyone working around me is committed as well." - *Joe Wilkos*

"I am committed to safety. Safety is more about the ones around us than ourselves." - *Brian Bausback*

"I'm committed to safety! It's factored into every job we perform, the absolute last thing I want is for anyone on our crew ( or Me ) or anyone else around us... to get hurt on the job. Stay Vigilant." - *Ken Hulick*

"I am committed to safety for myself, my family, my coworkers, and all those around me. Not only on the job but off the job as well. I am a big DIY guy at home and thanks to our HCR safety program, I often find myself STOPPING and THINKING before I start a task to think about the worst that could happen and then do my best to ensure that it doesn't happen. I think through all the specific work tasks and do a quick mental job safety analysis and make sure I'm using the correct tools for the job and the proper PPE. This is something I never did previously before HCR's safety program taught me that safety is 24/7, not just on the job. Thank you for reframing my thought process when it comes to safety, Maureen."

- *Joe Lundquist*

"I am totally committed to safety! It's always my prime directive as I assess every task. On and off the job."

- *Robert Spaulding*



## SAFETY CULTURE

By Randy Thomson



What comes to mind when you hear the phrase safety culture? One common answer is, “The way we do things around here.” Another description is: the beliefs, values, and perceptions shared by employees related to risk in the workplace. However you define it, a company’s safety culture is always well established and very

hard to change. The good news is Handex has employees that are committed to working safely and daily demonstrate the knowledge, ability, and management support to do so. Listed below are some attributes of a healthy safety culture.

- Senior management demonstrates visible leadership of the Health & Safety Program.
- Expectations of front-line supervisors are clearly communicated.
- All employees are engaged in the safety process.
- Incident investigations always look for management system breakdowns.
- Learning never stops, including the lessons learned from every incident.
- Zero tolerance for missing compliance deadlines (i.e. required training, medical monitoring, etc.).
- Problem solving is routine; finding fault is not.
- Comprehensive job knowledge and situational awareness are the norm.
- Health and Safety Goals are understood and drive performance at all levels.

As you see these attributes demonstrated, please speak up with words of encouragement. Also, if some of these areas are lacking, let’s talk about it no later than the next morning’s tailgate meeting. We can only expect to have an excellent safety culture if we routinely have open and honest discussions about every aspect of working safely.

## TEAM PHOTOS



New Jersey Team (L-R): Oscar, Ernie, Rob, Brian, Bruce, Jason, Phil, Jeff, Ken, Ryan, Bernard, Austin, Dale, Chris, John, Chuck, Randall, Aurel, Eric



From left to right: The Accounting Department—Lisa Libich, Lizzette Paulino, Sandy Garcia, Nancy Pfaff, René Ferrer.



Oscar Farfan at the Syncon Resin site.



Robert Spaulding at the Syncon Resin site.





## CONGRATULATIONS!

Passaic Valley Sewerage Commission nominated the Handex Fenimore team with a Certificate of Excellence for exceptional compliance with reporting and pretreatment requirements for 2018. PVSC is the largest waste water treatment facility in New Jersey and has one of the most stringent compliance programs.

**Congratulations John Meyers, Tom Dolan, Chris Rule, Matt Beren and Brian Bausback!**

## PROJECT PHOTOS



Fenimore Landfill, NJ



Turnpike emergency response site.



Bulldog Divers getting ready at the Niles, OH job.

## OHIO PROJECT PROFILE

### By Matt Beren

Due to the complex regulations and the high costs associated with waste disposal, the management of waste materials generated during environmental remediation is an incredibly important factor companies need to consider when developing a Waste Management Plan (WMP). While there is no way to minimize environmental regulations, there are several ways to minimize costs. The largest influence on disposal expenses tends to be related to the volume and weight of the waste, which needs to be removed from the site, transported and disposed of in an authorized facility. By reducing the volume and weight of the waste, the overall costs associated with transport and disposal can be significantly lowered.



One of the most common waste minimization techniques utilized is dewatering. This technique separates the solid and liquid components, significantly reducing the volume and weight of the solid component, which in turn, directly decreases the total disposal costs and allows for the safer transport of individual waste components.

Recently, Handex was contracted by an Ohio based titanium manufacturing company, to assist with the removal of environmentally impacted sediments contained within their wastewater treatment pond. Handex was chosen for this job due to the efficiency of the dewatering plan proposed and the ability to process a significant amount of waste within a relatively short time frame. With approximately 400 tons of sediment to be removed, transported and disposed of, the client placed strong emphasis on having this waste removed not only in a safe and responsible manner, but also in a way that is economically advantageous.

For this project, Handex utilized a high-pressure plate & frame filter press with a conveyor belt for continuous transportation of pressed waste (filter cake). This technology utilizes pressure and filtration to separate liquids from solids and typically produces filter cake between 40%-70% solids by weight. By adding a conveyor belt system, the filter cake can be continuously processed and transported to storage containers, allowing this project to be completed in a short time frame, reducing operational downtime for the client, while meeting all the requirements set by the state of Ohio and Federal safety, health, and environmental regulations.

# SLUDGE DEWATERING

## By Bruce Powell

Sludge dewatering technologies reduce volumes of liquid/solid mixtures by up to 80%. The end result is a reduction in transportation and disposal costs, and a step towards compliance with the EPA regulations to minimize waste generation. Handex dewatering options include high pressure plate and frame filter pressing, belt press filtering, and centrifuge processing.

Treatability testing provides information on a pilot scale for selection of the best dewatering equipment and costs associated with alternative equipment and filter aids to meet client specifications.

### Three Types of Dewatering Services:

1. Filter Press
2. Centrifuge
3. Belt Presses



Pictured Above: Bob "Cap" Beginski

### Filter Press

#### *High Pressure (up to 225psi) Plate & Frame Filter Press*

- Produces a filter cake from 40-70% solids by weight.
- High pressure is achieved with a piston diaphragm pump. This type of processing is generally used on sludge where the solids are disposed of as a hazardous waste by high temperature incineration or secure landfill and the highest volume reduction is desired.
- In addition, high pressure is effective in breaking out bi-products that are entrained in the sludge. For many waste streams, steam enhancement is utilized to change the physical characteristics of the sludge prior to dewatering. Steam enhanced pre-treatment has proven cost effective for oily



sludge where dewatering is difficult under ambient temperatures and would require higher quantities of additives.

#### *Low Pressure (100psi) Plate & Frame Filter Press*

- Produces a filter cake from 25-50% solids by weight.
- Pressure is achieved by double diaphragm or self-priming trash pumps.

Process is generally used:

- Where sludge characteristics do not require high pressure to achieve a good quality filter cake.
- On non-hazardous waste streams where transportation and disposal/recycling costs are not as high as that of hazardous waste streams.

### Centrifuge

High RPM centrifuge processing is utilized for certain oily sludge. This process produces 25-40% solids by weight and employs separation of different specific gravities. Centrifuges are utilized for applications where oil recovery is a priority and the residual solids quality is not of major concern. Typical applications include heavy oil tanks and also where higher volumes and lower solid levels are evident.

### Belt Presses

The belt press is typically used where high-moisture content is acceptable in the filter cake (18-25% solids by weight). The belt process is continuous and effective on high volume waste streams where maximum production of a lower quality filter cake is acceptable. Typical applications include:

- Digester Sludge
- Paper Mill Sludge
- River Silt
- Biological Sludge



## ACCOUNTING UPDATES

### By Nancy Pfaff

There have been many changes in the Handex accounting department leaving you confused about who to speak with on certain topics. So that you know who we are and what we do, the staff is listed below.

Phil Della-Torre, Timberline Administrator (NJ). Phil is our go-to guy for information on the Sage Timberline system. He represents the accounting department in NJ, handling some billing and other functions for the department. An invaluable resource for information, Phil has been with Handex since 2006.

Sandy Garcia, Payroll Specialist (WP). If you have questions on your payroll, Sandy is the one to speak with. She handles all aspects of payroll processing, from collecting the hourly data to HH2 to making sure you're paid on time. In October, Sandy will be celebrating her one-year anniversary with the company.

Lisa Libich, Billing/AR Coordinator (WP). Even though others may process some invoices, Lisa is ultimately the one responsible for the billing function. She ensures vendors are paid on time on pay-when-paid contracts. If you're unsure who to speak with about billing, check with Lisa first; she'll definitely know. She has been with us since 1997 and like Phil, an invaluable source of information.

Lizzette Paulino, Accounts Payable Specialist (WP). Lizzette processes vendor invoices for payment. Lizzette also completes credit applications and takes questions regarding past due bills.

Caitlin Tripler, while not an accounting team member, plays a key role in the AP process. She helps process vendor invoices for New Jersey and is involved with vendor relations.

René Ferrer, Part Time Bookkeeper (WP). René just joined Handex and will be assisting Nancy with closing the month, accounting for credit card transactions, and sales tax processing. Please welcome him to Handex!

Nancy Pfaff, Controller (WP). I've been at Handex since January 2019 but only took on the role of Controller in late May. I supervise the accounting team, manage month end, oversee the credit card process, am responsible for reviewing and implementing policies & processes to streamline and make the accounting functions more efficient.

If you have questions, I'll be glad to help.

## PROUD TO BE PART OF HANDEX

### By Brian Bausback

I started my career in the environmental industry at Handex in early 1991, as a technician in the O&M group. Though I was only here for a little over a year, it was an exciting time that I thoroughly enjoyed.

The only reason I left Handex was to take a position at a new firm who was growing rapidly and I had a chance to be part of the team to grow that business to new heights.

Fast forward to November 2005, and I was at a point in my career where I felt I was at a dead end. There was no more advancement for me and I felt like I was spinning my wheels.

I was looking for a change. A chance to keep growing. I interviewed with a few firms and found myself back at Handex interviewing as a Senior Project Manager.

I jumped at the chance to re-join an organization

who was one of the pioneering firms in the environmental remediation industry. Though Handex struggled through some tough times in the late 1990s / early 2000s, I could tell Handex was on the



cusp of something great again. I came on board to help grow HCR and to promote our culture of quality, safety and value for all our clients.

It has been over 13 years now, and I still look forward to coming to work each day. I feel I am part of a great team. We have senior people with many years' experience who I continue to learn from, as well as young staff who are just starting out in their career and are looking to myself and the other senior staff for guidance and growth. The energy and excitement continue to inspire me every day.

The Handex name is known throughout the industry. It is a name that stands for quality and safety. I look forward to the challenges ahead and the rewards of our hard work and commitment.

## HANDEX NEW HIRES

### Late 2nd Quarter, Early 3rd Quarter

Lizette Paulino – AP Specialist (WP)  
René Ferrer, Part Time Bookkeeper (WP)  
Chuck Monzo – Sr. Technician (NJ)  
Eric Hendrickson – Sr. Technician (NJ)  
Randall Caccese – Sr. Technician (NJ)  
Aurel Poirier - Sr. Technician (NJ)  
Tyler Matthews – Staff Scientist (NJ)  
Welcome to Handex!

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

### 3rd Quarter 2019

#### 5 Year

Andrew Williams – August 28

#### 15 Year

Fredrick Blackham – August 9

## HANDEX BIRTHDAYS

### 3rd Quarter 2019

Caitlin Tripler – July 11  
Jorge Alfaro – July 12  
John Pizapio – July 26  
Curtis Odom – July 26  
Steve Kinsella – July 28  
Howard Miller – August 1  
Cody Smit – August 8  
Ryan Elser – August 9  
Jeremy Turner – August 11  
Chuck Monzo – August 20  
Sandra Garcia – August 23  
Justin Neel – August 31  
Stephen Levan – August 31  
Scott Yelverton – September 5  
Walter Leavey – September 6  
Joseph Wilkos – September 15  
Dale Barszewski – September 16  
John Esposito – September 27



Front page picture from left to right: Ryan Elser, Christian Holmstrom, Fred Blackham, Steve Kinsella, Joe Lundquist, Bryan Valladares

*Welcome To Handex Editors:  
Maureen Davis and Andy Shoulders*

## RECENT CONTRACT WINS!

### Late 2nd Quarter, Early 3rd Quarter

#### GeoSyntec

\$360,000

#### GenOn

\$290,000

#### Buckeye Partners

\$230,244

#### Energy Transfer Partners

\$480,595

#### Russo Development

\$42,640

#### Corning Pharmaceutical Glass

\$9,000

