



Welcome to Handex

Cost Savings Shared Program

If you have an idea that will save the company money, please complete the Cost Savings Sharing Submission Form. You should indicate what is being done now, what changes you suggest, and your estimate of the potential annual savings (formulas are good). Please be detailed regarding your rationale for how the money will be saved and provide your suggestion on how we might measure the savings.

We will review the suggestions and will select the best ideas to implement. If two or more employees submit the same suggestion within a week of each other, the award will be divided among them.

Suggestions are to be submitted to Maureen Davis on the [Cost Savings Sharing Submission form](#). Be sure to include the date.

If your idea is a chosen cost saving measure, you will be notified, and an announcement will be made in our Company Newsletter. We will move to implement your cost saving idea, and Nancy Pfaff will track the savings.

Your award will be 10% of the annual savings, up to \$5,000.00, per idea. Payments will be made quarterly, with the first full quarter of implementation.

At year end, we will recognize the top three cost savings ideas. We are looking forward to hearing your thoughts.

As a Matter of Fact, Facts Matter

By Randy Thomson

On June 10th, 1999, a gasoline pipeline leaked into a stream in Bellingham, Washington resulting in a major explosion that killed an 18-year-old man and two 10-year-old boys. The pipeline operations center (OC) that operated the line had some indications of the leak and initially shut down the line. Unfortunately, the OC restarted the line without thoroughly analyzing all the data and gasoline flooded into the stream that led to a park where the subsequent explosion occurred.

That incident was the catalyst for the pipeline industry to develop better tools and processes for decision making. Where I worked, one of those tools developed was the Data Quality Ladder (DQL).

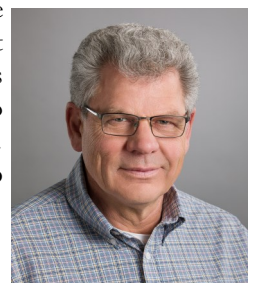
At the top rung of the DQL are facts and our goal should always be to climb to the top in our communication with others. This usually can be done by asking clarifying questions such as “did you see that yourself?” or “how did you receive this information?”. A progression of data quality from lowest to highest goes in this order: fantasy, guess, hearsay, belief, opinion, assumption, inference, and finally fact. We should continuously strive to only tell others what we know for certain is true. We should also listen closely for clues that what’s being said to us is undoubtably true.

The services provided by Handex, by their nature and location, can put us in some hazardous work environments. Decisions to act on data less than facts can have catastrophic results. That is why, when communicating with coworkers, clients, and other contractors, it is critical that we are sticking with facts.

Speaking in facts is not as common as it should be in our society. An astounding proof of that was in 2016, when Oxford Dictionary announced that their word of the year was post-truth. Post-truth is defined in part as; “objective facts are less influential in shaping public opinion than emotional appeals.” It’s no wonder that everyone doesn’t always communicate with facts, but in our business, anything less is potentially putting ourselves and coworker’s safety in jeopardy.

Establishing the habit of always speaking in facts (aka truth) is something we should all do. Helping our coworkers learn this habit is vital as well. We all have experienced situations where we were told something, stated as a fact, but we later learned it was lower data quality such as hearsay or an assumption. Let’s work together to establish a culture at Handex where we understand that facts and truthfulness matter and we stick to the facts because...

It’s how we do things around here.



QUARTERLY EMPLOYEE AWARD

3rd Quarter 2019

Congratulations to Bryan Valladares of the Tampa office for being selected as the recipient of the 3rd Quarter Employee Award. Bryan joined Handex October 1, 2018 as a Project Manager, bringing with him 10 years of industry expertise. Since joining the Handex Team, Bryan has focused his efforts on supporting Joe Lundquist with the FDEP PEECO project.

Thank you Bryan for all your hard work. Your contributions and leadership have not gone unnoticed!



EMPLOYEE REFERRAL PROGRAM

Handex currently offers an Employee Referral Program to help source talent for active job openings.

To encourage employees to refer new talent for job openings within HCR, the referring employee will receive a monetary reward of \$1,000.00 less applicable taxes and withholdings. (See below for terms and conditions)

Eligibility to Participate

All HCR employees are eligible to participate except employees at the Director level or above, Sr. Project Managers, employees in Human Resources, and the Manager responsible for hiring and managing the position.

Candidate Submissions

- Once a position has been posted on the HCR website, the employee should refer the candidate to apply online at: <https://www.hcr-llc.com/careers>.
- All candidates must apply online and complete the online Employment Application.
- The name of the referring employee must be entered on the online Employment Application, in the section where the system asks the candidate to provide the name of the person who referred them to HCR; this must be entered in the applicable section in order to be considered under this Program.
- Candidates who are submitted to HR before a job is posted, or submitted via email and not directly through the online application system, will not be considered as part of this Program.
- In the event an applicant is referred by more than one employee, the referral amount will be split by the referring employees. If one or more of the referring employees are no longer with HCR when payment is made, the remaining employees who referred the employee will still receive their original applicable amount.

Payments

Payments under this Program will be made if:

- The Candidate followed the process as listed above and is hired for the position they applied for.
- Both the referring employee and the referred and hired candidate are both still employed at HCR six months after the hire date of the referred and hired candidate.

If all requirements are met as listed in this Program:

- \$1,000.00 will be paid to the referring employee on the first payroll possible following the six months requirement as defined above.
- The payment will be subject to all applicable taxes and withholdings.

For more information click on the link below:

[SharePoint/HR/Policies/Employee Referral Program](#)

SAFETY CULTURE *By Jim Caccese*

What is a Safety Culture?

We live and work in a world and industry that has inherent everyday challenges that we routinely navigate through. Driving a car, crossing a busy street, lifting a grocery bag or flower pot are normal occurrences for most of us. When we get to work there are many other potential things we need to navigate safely through.

OSHA definition is "Safety cultures consist of shared beliefs, practices, and attitudes that exist at an establishment. Culture is the atmosphere created by those beliefs, attitudes, etc., which shape our behavior."

Most importantly this culture helps to prevent unnecessary accidents and injuries from hap-

pening. It is shaped through attitude, training, reinforcement and culminating in behavior. Our goal is to leave home and return safely. These same values are important to our clients as well as the communities we operate in. For some clients, we cannot even work for them if we don't strongly embrace these values and have it demonstrated by past performance metrics.

At HCR we continue to improve on a well-developed Safety Culture as the cornerstone to Safety for ourselves, associates and those we come in contact with. This commitment comes from the top down and is embraced by all.

So please be safe for you and everyone around you!!!

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HANDEX ANNIVERSARIES

4th Quarter 2019

1 Year

Bryan Valladares	-	October 1, 2018
John Crumrine	-	October 22, 2018
Sandra Garcia	-	October 29, 2018

2 Years

Jeremy Turner	-	November 6, 2017
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3 Years

Brian Knight	-	December 19, 2016
Oscar Farfan	-	November 28, 2016

4 Years

Walter Leavey	-	October 1, 2015
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5 Years

Enrique Bosques	-	December 8, 2014
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6 Years

Thomas Dolan	-	December 1, 2013
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9 Years

William Holden	-	November 8, 2010
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10 Years

Caitlin Tripler	-	November 16, 2009
Melissa Ericson	-	November 16, 2009

14 Years

Brian Bausback	-	December 5, 2005
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15 Years

Kristen Mosier	-	December 6, 2004
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22 Years

Christopher Rule	-	November 24, 1997
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24 Years

Stephen Pitts	-	October 2, 1995
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31 Years

Andrew Drake	-	November 14, 1988
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HANDEX NEW HIRES

4th Quarter

Dennis Fisher, Project Manager / Tampa



HANDEX BIRTHDAYS

4th Quarter 2019

Ernst Kreft	-	October 1
Kaled Essraowi	-	October 1
Jeffrey Barkaszi	-	October 3
Charles Noel	-	October 6
Jason Bullman	-	October 10
Marco Guzman	-	October 14
Jason Errickson	-	October 19
Bernard Darrian	-	October 29
Bruce Powell	-	October 29
John Meyers	-	November 4
Michael Cooper	-	November 11
Robert Spaulding	-	November 14
Oscar Farfan	-	November 14
Thomas Dolan	-	November 17
William Holden	-	November 29
John Poling	-	December 2
Raymond Cooper	-	December 7
Bernard Emerson	-	December 8
Andrew Drake	-	December 15
Marlon Billy	-	December 18
Brett Fadeley	-	December 20
Edward Keffer	-	December 23
Stephen Pitts	-	December 31
Joseph Lundquist	-	December 31

Congratulations!

Front page picture : Ft Pierce Service Plaza

Welcome To Handex Editors:
Maureen Davis and Andy Shoulders