

Welcome to Handex

Q4 2018



The Tradition Continues

In May of 2018, Brett Fadeley, our Chairman & CEO, and his partners, Steve and his son Doug Foreman, acquired Mary Demetree's interest in Handex Consulting & Remediation, LLC and Handex Consulting & Remediation – Southeast, LLC. Handex has been owned and 100% managed by Mary and Brett since December of 2005. Steve and Doug add a thoughtful and comprehensive understanding of employee benefits. Their company Fringe Benefits Plans, Inc. (mentioned later) was founded by Steve in the 1960's, and is today managed by Doug. Along with Brett, they realize the vital role a personalized benefits program provides in building and maintaining a thriving team.

This year, a new and exciting chapter has begun in the rich history of Handex. We will continue to build on our past successes by focusing on long-term client relationships; delivering on promises; execution at all levels; and individual accountability. Handex employs some of the best talent in the industry and will continue to attract new quality talent. With open minds and proper planning, we can and will learn from one another. Collaboration and cooperation will result in increased efficiency and flexibility. Being flexible will allow us to capture opportunities while enhancing margins across our lines of business. We remain committed to operating Handex as a highly functioning business while targeting continuous improvements across all disciplines and departments throughout the company. Brett has a keen understanding of many businesses and a deep awareness of the environmental in-

dustry. He is committed to expanding and creating new opportunities for Handex and our employees. Brett, Steve, and Doug are actively involved in all aspects of the business from finance to business development to process improvement to health & safety.



"I am even more excited about Handex today as I was back in 2005. Those who know me know I am driven to win by creating a high achieving organization. The success of the enterprise will create opportunities for all employees to

grow both in knowledge and position. I am looking forward to our journey together." Brett Fadeley

Our focus is on strategic growth and streamlining our processes. We have begun to look at every process at every level in the company to help us to improve our organization and make Handex a great place to come to work. We need everyone's support to begin to internally examine every aspect of how we manage our business. We must look for better business practices and processes and become a more data driven organization. With everyone's help and as opportunities arise, we will be able to open new offices in key locations. Welcome to the new and improving Handex!

MESSAGE FROM THE PRESIDENT

Safety First Culture

Now that 2018 is rapidly coming to a close, let's take a moment to remember that safety is at the forefront of everything we do. We work in a compliance-driven environment where safety is our primary motivation. It is centered on the decisions we make every day and our attitudes, our assumptions, and even biases behind those decisions that determine whether we keep ourselves and everyone around us safe.

It is an enormous achievement that our safety program, which has been enhanced over the last few years, has proven to be highly effective. We are extremely proud of the results. Now, we look to the future. The path to zero accidents and injuries is to remove the last barrier to true safety: momentary lapses of judgment by good individuals. We are calling for every person on every job site, in our offices and homes to never compromise when it comes to safety. Making safety habitual is possible. Remember, it's not just about you or about me, it also includes our families and friends. The safety of each and every one of us is our number one focus at Handex.

Our safety program starts with a robust training and evaluation process, communication and sharing of lessons learned, site-specific health and safety plans, daily pre-shift tailgate safety briefings, task hazard assessments, empowering stop-work authority for unsafe or changing conditions, comprehensive subcontract safety prequalification evaluation process, and frequent safety inspections.



As we grow and expand Handex, safety becomes even more paramount when it comes to establishing new relationships, winning new work and maintaining existing contracts. Let's work together to continue to strive for safety excellence.

Thank you for all your hard work,

Andy Shoulders

President & COO



EMPLOYEE BENEFITS

Fringe Benefits Plans, Inc.

Handex has partnered with Fringe Benefit Plans, Inc. to enhance your employee experience. Fringe Benefit Plans, Inc. is located in Winter Park and specializes in Employee Benefits since 1969.

The Fringe Benefits team will deliver a concierge style approach available for you and your covered dependents. They will support your education, navigation, advocacy, and resolution process to ensure that your Employee Benefits Program is, in fact, a "benefit".

Handex seeks to provide quality services, such as concierge service, to serve our Team. We recognize that our Employee Benefits Program is an investment in your health and wellness journey.

To promote a healthy workforce, Handex is committed to delivering resources to promote the physical, mental, and emotional wellness of our entire staff and their families on a continual basis. The resources include time, education, and commitment to the executive staff in promoting a best in class culture in our workplace. We strive to improve individual well-being and to make Handex your destination employer of choice. In turn, we envision an environment with more productive employees, controllable insurance premiums, decreased absenteeism, and a greater overall sense of employee satisfaction.

We are excited to introduce the Handex Team to Angela Harrison, Account Manager, for Fringe Benefit Plans, Inc.

Angela Harrison

Account Manager, Employee Benefits

407-960-7733 Direct

AngelaAFBPlans.com

We welcome your questions. Every question has value and with proper guidance can have a positive impact on your employee experience.

QUARTERLY SAFETY AWARDS

3rd Quarter

Congratulations to John Poling (HIS) and Marty Solomon (TAM) for exceeding the minimum goals for 3rd Quarter 2018. We appreciate the diligent effort you put forth to ensure the safety of all Handex employees. Thank you and keep up the great work!

John Poling	\$150
Marty Solomon	\$ 25

CONGRATULATIONS

Join us in congratulating Caitlin Tripler (NJ) on the delivery of her first child. Leo Tripler was born on September 21st at 1:05 pm. He weighed in at 8 lbs 7 oz and was 20¹/₂" in length.



Both Caitlin and Leo are doing great.

Congratulations first time mom!

ON THE MOVE

Corporate Office Relocation

Handex's corporate office has moved! Handex is pleased to announce that corporate is now located at 2211 Lee Road, Suite 110, Winter Park, FL 32789. All of our contact information is still the same, our location has just changed.

This office move brings about welcomed change, for example, improved technology, better connectivity and the opportunity to streamline our processes. The new location also makes it easier to collaborate with Steve and Doug on new and exciting opportunities as they are located across the hall.

Handex corporate will continue to provide the same high-quality services, only from a different location.

INTRODUCING

Ted Holland

Handex is excited to announce an addition to the sales team, Ted Holland.

Ted Holland joins us as the new director of business development here at Handex. With over 24 years of sales experience, Ted brings a rich background in the environmental and engineering industries. Prior to moving into sales, Ted spent seven years doing field work in the environmental industry. During his tenure in the field he worked with the Department of Defense, Department of Energy, DEA and multiple fortune 500 companies. Ted's projects ranged from demolition, emergency response, remediation, unknown material sampling and identification, lab packing, and air and water sampling.



Ted will be responsible for managing the business development at Handex. He will continue to facilitate growth by also leading the team as a selling manager and helping to establish national and key accounts.

Please help us welcome Ted to the team!



Pictured from the Left: A few members of the corporate team — Robert Perez, Sandy Garcia, Lisa Libich, Nelson Feliciano, Andy Shoulders, Shelley Schmidt, Ronna Arnold, Mark Coleman, Jessica Acevedo and Holly Fuller

RECOGNITION BY OUR CLIENTS

Christian Holmstrom and Justin Neel

"Perfect Christian! Exactly what I needed. The depiction of the plumes are readily identifiable. Thank you and thank you Justin for the expeditious turnaround. Much appreciated and once again confirms Handex's great responsiveness to Turnpike's requests".

Ed Sainten
District Contamination Impact Coordinator
Florida's Turnpike Enterprise

Ryan Scherrer, Cory Stevenson, Austin Falciani and Matt Kilgore

"Congratulations to the field sampling crew at Combe Fill South Landfill. Sampling operations ran smoothly, there was good communication between field crew and myself when sampling issues were encountered and most of all I have total confidence in the quality of the ground water samples that were collected following the QA/QC procedures delineated in the SOW. Please pass along a "job well done" to all who were involved. The only problem now is that I will want the same crew for all my contract engagements at this site and others".

Chad Van Sciver, SRTS
New Jersey Department of Environmental Protection
Bureau of Environmental Measurements and Site Assessment
Environmental Measurements Section

Kaled Essraawi, Pietro Taballione, Melissa Errickson, Scott Yelverton and Thomas Stowe

"I just wanted to let you know how grateful the department is to have Kaled and Pietro in our D4 CAR team. They are wonderful and deserve recognition. Handex's customer service is top of the line and always ahead of the game. They are self-driven and very proactive when it comes to resolving issues for the department. Behind the curtains, I know that Kaled and Pietro have others that assist them in order to exceed in their customer services and timely deliverables. So please let me also recognize Melissa Ericson, Scott Yelverton and Tomas Stowe".

Maria Salgado
District Contamination Impact Coordinator
Florida Department of Transportation
Planning & Environmental Management



Handex is Shell's 2nd Quarter 2018 HSSE Winner!

At Royal Dutch Shell, a global energy and petrochemical company, the Health, Safety, Security and Environment (HSSE) award is the driving force behind Shell's commitment to improving its sustainability and environmental awareness. Shell's review panel selected Dale Barshewski of our New Jersey team, amongst strong competitors, as the winner of 2nd quarter for Handex employees' Stop Work decision at the Flushing Queens project!

Amongst the comments from Shell staff were:

"Traffic control is a vital control and safety measure, that is often overlooked. The employee utilized his Stop Work Authority to make sure that the proper tools and controls were in place for him to proceed safely. He didn't allow project timeframes or pressure to sacrifice his personal safety"

"The L3 could have easily tried to get everything done due to scheduling and traffic issues (to and from site, within NYC) – but rather he made all the right decisions"

Making the right decisions to Stop Work when there is always the desire to get the job done takes courage and I want to recognize this as well as add my thanks for putting Safety First!

Well done and thanks for your diligence!

"Being recognized by a Global leader in the energy market is no small feat. Keep up the good work!" - Brian Bausback, Handex Senior Project Manager

Congratulations Dale!

Great Job!

QUARTERLY EMPLOYEE AWARD

3rd Quarter

Congratulations, Wayne Noel, for being selected as Handex's Employee of the Quarter. Wayne's leadership skills on the Palmdale Oil project made him the overwhelming choice. In the words of his nominee, Wayne "didn't just lead his crew, he took extra time to mentor newer team members." Additionally, Wayne "took a complex project, skillfully navigated potential obstacles and managed costs." Thanks to Wayne's leadership, Handex exceeded the client's expectations—highlighting our ability to perform well at a complex and strategic level.

Way to go Wayne!



PROJECT PROFILE

Palmdale Oil Company

Project Manager: Ryan Elser

Crew: Wayne Noel, Dallas Meeley, Clay Curtsinger

Handex was contracted by Palmdale Oil Company to perform a source removal of petroleum-impacted soils inside the warehouse building and outside between the vertical AST farm and the building. The source originated from a leaking concrete sump historically utilized for mixing and containment of oil products located on the interior of the building, which was subsequently demolished by Handex. Based on the excavation depths, and to facilitate the work, Handex coordinated with a structural engineer to design and install an underpinning system consisting of 16 helical piles/anchors to support the building and vertical AST farm foundations during the excavation work. The interior excavation measured 40 feet (L) by 23 feet (W) with a maximum dig depth in the sump area of around 13 feet below the existing floor elevation. The exterior excavation measured 56 feet (L) by 14 feet (W) with a maximum dig depth of 9 feet below existing grade.

Prior to initiating the interior work, the metal building skins were removed from the east side of the building to allow for natural air flow through the space in an effort to reduce equipment emissions. A temporary ramp was also constructed to allow equipment access into and out of the space. Other work scope activities performed by Handex included; saw cutting the interior and exterior concrete slabs, backfilling, compacting, density testing, contaminated soil and concrete T&D, etc. The crew worked diligently to control contamination from migrating by deploying containment boom, covering the soil stockpiles, and keeping the site swept each day.

This was a unique project for Handex in terms of scope, complexity, and safety. The success of the project can be attributed to the daily efforts of the crew, implementation and follow through of the plan, overcoming site obstacles, and strategic planning and coordination to reduce overall project costs.



RECENT WINS!

3rd & 4th Quarters

FDOT 4 CAR Contract

\$5,000,000 over 3 years

Seminole County Rolling Hills Soil Remediation

\$944,000

Energy Transfer Partners

\$1,049,518

Delaware City Refinery

\$230,460

Philadelphia Gas Works

\$200,000

HANDEX CELEBRATES OVER 4 YEARS

OSHA RECORDABLE INJURY FREE

Handex reached a major milestone on June 2nd - four years recordable injury free as an organization!

Keeping our employees safe is our number one focus. Handex's passion for quality and innovative approach align with **safety as a core value** on every worksite and in everything we do. It is through the commitment of our employees that we have been able to achieve this success.

The past four years of safety success is a tremendous accolade and a major achievement for Handex. This accomplishment reflects Handex's commitment to health and safety while demonstrating our ability to maintain a culture of accountability. As an organization, we strive to produce quality results which can only be achieved with safety as a core value.

Pictured below: Seminole County Rolling Hills Groundwater Remediation

Pictured below: Combe South Landfill Sampling Crew - Cory Stevenson,



Ryan Scherrer, Matt Kilgore and Austin Falciani



"Safety is important on so many levels. On a professional level, safety assures our clients that the job will be done efficiently and with minimal risk. On a marketing level, safety gives us the advantage of going for opportunities that might otherwise be unavailable if we aren't performing at our best. On a personal level, everyone wants to go home the same way they came in to work that morning." - Valerie Laroche, Project Manager



HANDEX NEW HIRES

3rd & 4th Quarters

Mark Coleman, CPA - EVP/CFO (FL)
Ted Holland - Dir. of Business Development (GA)
Bryan Valladares - Project Manager (FL)
Michael Pronznicki - Field Technician (FL)
Ted Keffer, LSRP - Sr. Project Manager (NJ)
Sandy Garcia - Payroll Specialist (FL)
Michael Cook - Project Manager (FL)
Raymond Cooper - Field Technician (NJ)
Todd Morris - Field Technician (FL)
Sheila Douglas - Field Technician (FL)
Jason Bullman - Field Technician (FL)
Clay Curtsinger - Field Technician (FL)
JD Crumrine, TES - Supervisor (NJ)
Matt Hendrix - Staff Engineer (FL)

Welcome to Handex!

WHO WE ARE About Us



Handex Consulting & Remediation, LLC is a full-service environmental company focused on providing professional environmental consulting, remediation, construction, emergency response and sludge dewatering services in the United States. Founded in 1968, we have 50 years of experience in our field.

Our Mission

To provide innovative environmental services and practical solutions that contribute to the long-term prosperity of our customers by reducing their environmental liabilities while enhancing the value of their assets. Success in this area will also contribute to the long term well being of our stakeholders, employees and to the preservation of our natural resources.

Our Values

At Handex, we create ways to measure each of the following components of our value proposition:

Passion for Quality - We create customer service standards and quarterly client surveys.

Innovative Approach - We collaborate and invest in new technologies to meet our customers' needs.

Timely Delivery - We hold ourselves accountable for timely delivery.

Cost Efficiency - We reduce costs and improve productivity to become as efficient as possible.

HANDEX ANNIVERSARIES

3rd & 4th Quarters

2018 Service Awards

1 Year

Andy Shoulders - Feb 9
Austin Falciani - Feb 13
Bill Karmer - Mar 6
Eric Andersen - Mar 12
Jessica Acevedo - Apr 6
Holly Fuller - May 9
Matt Kilgore - Jun 19
Pietro Taballione - Jun 26
Cory Stevenson - Jul 10
Jeremy Turner - Nov 6
Robert Perez - Dec 6

5 Years

Marlon Billy - Jun 10
Jim Caccese - Jul 1
Bruce Napier - Aug 12
Thomas Dolan - Dec 1

10 Years

Justin Neel - Feb 5
Ryan Scherrer - Mar 31
Lucy Nicastro - Sept 22

20 Years

Christian Holmstrom - Mar 9

30 Years

Jeff Barkaszi - May 25
Bernard Emerson - Aug 15
Andy Drake - Nov 14

SAFETY TRAINING

2019 HAZWOPER Refresher

Health & Safety is excited to announce that we will be returning to a live HAZWOPER Refresher Training Course. Training is set for the 1st Quarter in 2019. The formal schedule will be available by the end of December 2018. Additionally, US Environmental will be partnering with us during the refresher to review monitoring equipment and calibration methods.

The training schedule should be posted in early January 2019.

Welcome To Handex Editors:

Patricia Jimenez and Maureen Davis