



## MONTHLY NEWSLETTER

### OPERATIONS UPDATE

We had a spectacular Fall Turn Around season in 2018. Our organization has earned almost \$113M in project and turn around work, with over \$51M of that coming in just September and October. To support all that work we hired and trained over 400 new employees.

For all that work, and with all our new employees, the most significant number is that there were **ZERO** recordables on any of our Turn Around or Project work we performed this Fall.

All of our field operations personnel, from our managers and supervisors to our newest employee are responsible for that outstanding safety record and those record revenue numbers. Keep it up! We already have almost \$55M in Projects and Turn Around work slated for Spring 2019.

### SAFETY



The safety and training department is working hard to finalize and ship our 8-Hour Annual Refresher books to you for the Annual Safety Day training. Going forward, this is the primary way to ensure that your 24 Hour and 40 Hour HAZWOPER certifications are refreshed and valid.

These books have been re-stylized to be easier to read, process, and train. They also include good catches, shared learnings, significant events, and a more rigorous test to ensure that the annual refresher is worthwhile and effective.

You will have until **January 30, 2019** to complete the training and update Alliance.

### CLIENT INPUT

The Pacific Northwest (Anacortes, WA) group continues to look for new opportunities to grow our business and the story below shows a terrific accolade from a new client that clearly shows how our commitment to safety, technology and teamwork are what make us stand out from the competition.

The scope of work consisted of cleaning out concrete from multiple two-inch conduit lines that hold structure post tensioning cables. Our task was to remove concrete 120' down inside conduit using our automated technology – a Duraflexx XL, 20K psi setup.

The Client Superintendent, Paz Fernandez, with Baker Concrete Construction, Inc. said the following about the job:

*"I just wanted to reach out to you and thank you for HydroChemPSC's assistance in helping us successfully clear our obstructed post tensioning ducts. - The safety challenges we faced this week were great. - On the first shift, we had a lot of success and we were able to clear three of the four obstructions during the course of that first day. We were all very optimistic that we were going to clear the last one the next morning, unfortunately the next two full shifts were spent attempting to clear VPT #28. We learned a lot during those two shifts, and were able to collaborate and try new methods together with safety as our main priority. The attitude of Tom and his crew (Kaiden, Max & Kevin) were always positive, focusing on how to get the job done and never a negative tone which can hamper a difficult task."*

### MICRO-LEARNING

Our success as an organization depends on our field leaders being able to lead, coach, mentor, ensure safety in the field, and provide operational excellence. We are proud to announce we have started

developing micro-learning, a new communications/training tool to help train and develop our field supervisors and crew leaders.

Our micro-learning project kicks off with a

module on Leadership Development. This will be delivered in 2-3-minute modules designed to improve field leadership skills and capabilities.

Be on the lookout for more updates in coming months.

### RECRUITING & ONBOARDING

Taleo, the Applicant Tracking System (ATS) will be rolled out companywide in the next few months. Once it is rolled out, all recruiting, and onboarding processes will be handled by our Recruiting and Onboarding Departments.

This will allow our safety and operations representatives to focus on field safety and operations excellence instead of recruiting, drug tests, back ground checks and so many other recruiting aspects.

Contact your recruiter to get the training tools for the new Taleo system and be on the lookout for WebEx initiations to our Taleo training events.

If you have questions, contact Betsy Sherbet (recruiting) or Luis Canul (onboarding) and find out more information and how to be ready for the Taleo system upgrade.

### DID YOU KNOW?

You probably already know that we use Creative Lodging Solutions (CLS) to help arrange, set up and secure lodging and hotel rooms for our employees. But did you know:

- You can use your personal points program when staying at CLS provided room and use those points you accrue for personal travel?
- That we've upgraded our policy with CLS, meaning that they will book you rooms at a 3<sup>1</sup>/<sub>2</sub> star

## LEGAL

Remember that all incidents of any kind (employee injuries, MVA's, property or equipment damage, etc...) may require us to file a claim under one of the Company's insurance policies. You can assist in this process by simply copying Brittany Carazola on any initial communication you send out notifying your supervisors, managers and others of an incident.

Please send all contracts that require legal review to the legal department as early as possible.

Lastly, all subcontractors utilized by our Company must be approved through the Avetta system to ensure they meet all safety standards.

- Claim questions or general insurance questions, please contact Brittany Carazola at (281) 979-7880.
- Contract Policy or contract questions, please contact Tashya Snyder at (713) 393-5871.
- Avetta questions, contact Nina LeBlanc at (713) 393-5759.



# LEADER PROFILE

## LANCE HAYHURST -EHS&T MGR. ISD CALIFORNIA

Lance has 29 years with HydroChemPSC. He's a husband, a dad and puts them all first with safety.

**"My family is the most important thing in my life-they deserve the comfort of knowing that I will work safe and be around to share their achievement and be there when they need me. I am also safe for ME. I need to take care of ME so I can fulfill the promise I made them. Safety should be the most selfish thing anyone does because if you don't take care of you, who will?"**



Have something you want to see in the newsletter? Have a question or comment about communications within the company? We have a new email specifically set up to get feedback from our employee's. Hearing from our employees in the best way to gauge the health of our company. Feel free to drop us a line at:

[HCPS-Communications@hydrochempsc.com](mailto:HCPS-Communications@hydrochempsc.com)

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