

mer INSIDER

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MER VALUES

Professionalism

Integrity

Mutual Respect

Discipline

February quote...

Coming together is a beginning; keeping together is progress; working together is success.

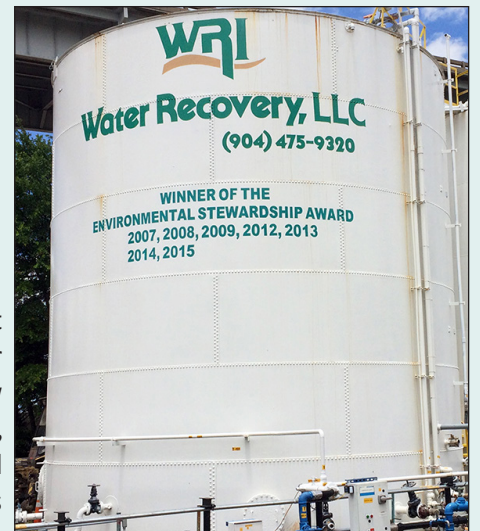
—Henry Ford

"Mainstream Divers aren't phased by the extremely cold conditions while performing diving services on a dam rehabilitation project in Alma, Nebraska. Temperatures rose to a high of 18 degrees that afternoon!"



Water Recovery (WRI) wins the 2016 JEA Industrial Pretreatment Environmental Stewardship Award

Congratulations to Water Recovery who received news in the latter part of January that they had achieved another violation-free year with their industrial pretreatment. This is difficult to achieve, but they worked very hard as a team to exceed regulatory standards. With this achievement, WRI will receive the 2016 JEA Industrial Pretreatment Environmental Stewardship Award. MER is very happy to add this achievement to WRI's regulatory compliance record. WRI has won this award in 2007, 2008, 2009, 2012, 2013, 2014, and 2015!





February is American Heart Month

February 3, is "National Wear Red Day" to support Women's Heart Disease.

Heart disease is the leading cause of death for both men and women. To prevent heart disease and increase awareness of its effects, look to your local chapters for heart health awareness this month.

You can make healthy changes to lower your risk of developing heart disease. Controlling and preventing risk factors is also important for people who already have heart disease. To lower your risk:

- ✓ Watch your weight.
- ✓ Quit smoking and stay away from secondhand smoke.
- ✓ Control your cholesterol and blood pressure.
- ✓ If you drink alcohol, drink only in moderation.
- ✓ Get active and eat healthy.

Along with eating right and being active, real health includes: getting enough sleep, exercise your brain, manage your stress, connect, and most of all, LAUGH!

NOTE: MER's BCBS policy has Blue 365, which offers many discounted programs and products to help keep you healthy!

<https://www.blue365deals.com/>

There's an APP for that!

Lose It! Snap It! – Weight Loss Program and Calorie Counter

By FitNow

The world's most effective weight loss program just got even more fun. With Lose It! and Snap It, you have everything you need to rock your goals in one APP, the easy way! Simply upload your food pic to Lose It!, and Snap It will identify the foods it sees to get you the calorie count and nutrition information in a snap. <https://itunes.apple.com/us/app/lose-it!-weight-loss-program/id297368629?mt=8>



Confined Space Rescue (CSR) Standby

MER CSR crews provided standby on a 24-hour cycle for nearly 3 weeks in October 2016. Personnel staffing the project were from the Jacksonville, Savannah, Norfolk, Richmond, and Delaware Resource Centers.

CSR crews provided support during the outage of gas turbine number 1. During the day shift, multiple confined space entries were occurring



simultaneously in the turbine, HRSG unit, and air intake filter house. MER personnel also demonstrated CSR skills during a simulated exercise.

This project offered some unique challenges where multiple entries were ongoing within the plant, requiring the crew to maintain situational awareness and effective communication between the different contractors and plant personnel.



Safety First

2017 Goals

- ZERO Injuries**
- Continue Improving Injury / Claims Management**
- Increase / Improve Subsidiary Support**
- Increase Employee Retention**
 - Cultural Buy-In and Investment
- Safety Programs / Increased Focus**
 - Subcontracted Labor
 - Short Service Employee

SUPER BOWL APPETIZER!

Healthy Buffalo Cauliflower Bites



- | | |
|-------------------------|----------------------------|
| 8 c Cauliflower Florets | 1 tbsp Melted Butter |
| 2 tbsp Olive Oil | 1 tbsp Lemon Juice |
| 1/4 tsp Sea salt | 2 tbsp Hot Sauce (Frank's) |

Preheat oven to 425° F. Coat a baking sheet with 0 calorie cooking spray. Toss cauliflower with oil & salt in a bowl. Spread on baking sheet; reserve the bowl. Roast cauliflower about 15 mins or till a golden brown. Meanwhile in bowl, combine hot sauce, butter and lemon juice; add roasted cauliflower and coat. Return to baking sheet and roast an additional 5 mins. Serve with celery sticks and your favorite dipping sauce low-fat ranch or blue cheese dressing. www.EatingWell.com

Don't Forget!

MER Offers an Employee Referral

PROGRAM

Employee Referral

Just the Facts:

Key points to know about our referral program:

- New employees cannot currently work for any company in the MER Family.
- New employees cannot have previously worked for any company in the MER Family.
- After the new hire has completed 60 days, the referring employee will receive \$100.
- After the new hire has completed 180 days, the referring employee will receive an additional \$500.
- No maximum amount of referral bonuses.
- Positions not covered:
 - Temporary personnel
 - Interns
 - Independent Contractors

Employee Referral Form

Date: _____

Current Employee's Name: _____

Referring Applicant's Name: _____

Company: _____

Location: _____

Position Applying For: _____

Complete and return to: Recruitment@MoranEnvironmental.com

FOR MER'S RECRUITMENT TEAM ONLY

Date New Hire Started: _____

60-Day Mark: _____ 180-Day Mark: _____

Is this employee eligible for an Employee Referral Bonus?

☐ YES ☐ NO If no, please explain: _____

Recruitment Team Member: _____

Recruitment Team Signature: _____

Date: _____

Submit completed form to:

Payroll-Benefits@MoranEnvironmental.com

HUMAN RESOURCES

Employee Length of Service Milestone

The MER organization truly believes that our employees are and will always be our greatest asset. Having employees with long tenure helps build a strong culture, positively impacts employee safety and allows our organization to grow on the strength and depth of our Team.

In 2016, the MER Family saw several of our employees achieve employment milestones. On this page, you'll find 39 employees who have reached 5, 10, 15 or 20 years of service with our organization. What you can't see on this page is that there are another 117 individuals who have over five (5) years of service with our organization but who didn't necessarily celebrate a milestone year in 2016. That amount of experience and professional maturity in our organization is invaluable and speaks volumes about the values of our organization and the quality of people in our company.

Please join me in congratulating these employees on reaching length of service milestones in 2016. Thank you for your dedication and commitment to our organization and here's to more milestones in the future!

20 years

Doug Brittingham – Newtown, CT (MER)
Jack Bryant – Jacksonville, FL (MER)
Oliver Eddy – Newtown, CT (MER)
Mike Timberlake – Randolph, MA (Corp)

15 years

Antonio Cruz – Denver, CO (Drummac)
Al Daigle – Jacksonville, FL (WRI)
Terri Thweatt – Murray, KY (MCDI)
Deni Grow Sr. – Randolph, MA (MER)
Dave Marum – Minot, ND (Drummac)
Shelly Marum – Minot, ND (Drummac)
Jeff Medor – St. Albans, VT (Drummac)
John Megnia – Randolph, MA (Corp)
Eric Silvia – Randolph, MA (MER)
Joe Stimson – Portland, ME (Drummac)
David Wessel – Portland, ME (Drummac)

10 years

Chris Barnett – Charleston, SC (MER)
Sean Daley – Victoria, BC (MCORI)
Sara Frye – Jacksonville, FL (Drummac)
Kristopher Hill – Murray, KY (MCDI)
Lauren Horgan – Randolph, MA (Corp)
Will Jones – Norfolk, VA (MER)
Amanda Kimball – Jacksonville, FL (WRI)
Jeff Magyar – Randolph, MA (MER)
Kalen Morrow – Victoria, BC (MCORI)
Carol Perkins – Charlotte, NC (Drummac)
Bonnie Sihrer – Denver, CO (Drummac)
Regina Thomatos – Denver, CO (Drummac)
Artuto Vasquez – Sacramento, CA (Drummac)

5 years

Tom Bertoniere – Pompano Beach, FL (MER)
Phillip Cooner – Jacksonville, FL (WRI)
Kenneth Garcia – Albuquerque, NM (Drummac)
Stephen Griner – Savannah, GA (MER)
Tiffany Hutchinson – Charleston, SC (MCDI)
Bobby Higgins – Jacksonville, FL (MER)
Jared Johnson – Albuquerque, NM (Drummac)
Paul Malter – Pompano Beach, FL (MER)
Glyn Patanindagat – Goleta, CA (Drummac)
Irasema Whitehead – Fredericksburg, VA (Drummac)
Larry Zbikowski – Savannah, GA (MER)

Non-Billable Time Card Process now Available!

As part of MER's commitment to improving our processes, the Environmental Field Services Team recently developed a non-billable time portal on MER's website (access by computer, iPad, or mobile), eliminating the need for employees to turn in a weekly time card, and allowing for a single point of entry for any non-billable time. Key features of the time portal include: the ability to submit and review your time from anywhere there is an internet connection (not having to get paper to the office); the ability to see both submitted and approved time; and access to an Employee Intranet with standard forms, policies and procedures (this library is still under development). Additionally, we are already receiving employee feedback for different features and benefits that would be helpful to them in executing their jobs. This implementation marks our first significant step towards creating electronic worksheets, safety forms, and other required job documentation and reporting.

On Wednesday January 25th, we completed our first successful payroll-test of the application in the Randolph, MA Resource Center and will be proposing an implementation schedule for the rest of MER in the coming months. If you have any questions on this new tool, please contact our Payroll and Benefits Team.

The screenshot shows a mobile interface for the MER Employee Login Time Entry portal. At the top, it displays the Verizon logo, signal strength, time (1:35 PM), and battery level (77%). The URL bar shows 'moranenvironmental.com'. The MER logo is prominently displayed. Below the logo, there are links for 'Time Entry', 'PTO Request', 'Policies & Procedures', and 'Log Out'. The main heading is 'Employee Login Time Entry'. A sub-heading reads: 'Use this tool to keep track of your non-billable time including Shop Time, PTO, Training, Travel, and Medical.' Below this, there are input fields for 'Date:' (set to Jan 27, 2017), 'Start Time:' (set to 7:00 AM), and 'End Time:' (set to 9:30 AM). There is also a 'Type:' dropdown menu currently set to 'Shop Time'. At the bottom, there are navigation icons for back, forward, home, and search.