

Best-in-Class Thoughts

"Take advantage of every opportunity to practice your communication skills so that when important occasions arise, you will have the gift, the style, the sharpness, the clarity, and the emotions to affect other people."

- Jim Rohn

"When I meet successful people I ask 100 questions as to what they attribute their success to. It is usually the same: persistence, hard work and hiring good people."

- Kiana Tom

MER Q3 Driver Awards

We are pleased to announce the 3rd quarter winners of the MER Driver Recognition Program:

Jeff Young (CT)

Terry Bingley (GA)

James Haire (MA)

Cordaro Galvan (MA)

Driver Award Criteria:

- No motor vehicle accidents in 12 months
- No moving motor vehicle violations in 12 months
- No driver log issues in 6 months (if applicable)
- Timely submittal of completed DVIRs
- Maintains vehicle to Moran Standards



MER – South Florida

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Note from Leanne

Next to employee safety, MER's commitment to employee development is one of the most important aspects of MER's Best-in-Class culture. MER's Employee Development Program (EDP) is a collection of ever-evolving components/methods of development designed to help drive the growth of our employees and our Company.

The most common type of development that is typically associated with technical qualifications is "training." Employees across the MER Family of Companies participate in as many as 90 hours of training each year, varying from Company orientation to computer training on Microsoft® Excel or Word to advanced confined space rescue certification.

In addition to the type of training listed above, MER employee have access to soft skills training, which is a type of development focusing on skills that are more universal in nature and can apply to any employee regardless of their position or the industry in which they work. Training in problem solving, adaptability, conflict resolution and other soft skills are all available through both formal programs and informal mentorship relationships.

Speaking of mentorships, MER offers several types of mentorship programs across the Family of Companies, including the APM (Assistant Program Manager) Program, which helps employees advance from a field position (Field Technician, Foreman etc.) to a sales-focused position within the MER Field Services organization. This program pairs an APM up with multiple mentors who help the APM develop skills associated with finance responsibilities, bidding and running projects, working with clients et al.

MER's EDP is so much more than just safety training. For more information on the types of programs with our EDP, please contact the Employee Development Team.



Fire Prevention

This month, MER is increasing focus on Fire Prevention and Protection. In fact, later this month, MER Safety will be hosting a Fire Safety webinar addressing MER-specific fire hazards in addition to Emergency Action Plans for job sites and our Resource Centers (RC). In the meantime, below is a list of reminders of fire hazards to be aware of while working.



ELECTRICAL EQUIPMENT

- Do not overload multi-outlet adapters by plugging in too many tools/devices.
- Only use heavy duty extension cords on a job site.
- Never use damaged, worn out extension cords.
- Standard surge protectors may only be used indoors.

WELDING, CUTTING, GRINDING, and BRAZING

- Inspect the area for fire hazards/combustibles before performing hot work.
- Remove or cover combustibles to protect from flames, sparks or popping slag.
- Complete a “hot works permit” before beginning.
- Assign a fire watch during the operation, as well as to stay at least 30 minutes after work is complete.

FLAMMABLE LIQUIDS

- Only store small quantities of flammable liquids outside of storage cabinets.
- Never leave flammable liquid containers open.
- Do not use rags or shop towels in place of caps.
- Store extra containers of flammable liquids in approved flammables storage cabinets.
- Never smoke when handling these liquids.
- Gasoline should be stored in metal, self-closing safety cans.

SPONTANEOUS COMBUSTION

- Shop rags covered with oils, paint or petroleum products can ignite, and must be stored in air-tight metal containers with self-closing lids.

NO SMOKING!!!

- Smoking is the most common cause of commercial fires.
- Cigarette butts can smolder for hours.
- Only smoke in designated areas. Each RC should have one.
- Only discard cigarettes in an approved fire-safe smoking waste containers.

HOUSEKEEPING PRACTICES

Housekeeping is one of the best fire prevention methods. Everyone in the organization can prevent fire by using good housekeeping methods.

- Prevent the buildup of combustible materials!
- Remove trash/empty trash cans often.
- Discard cardboard immediately and do not allow cardboard to pile up.
- Limit wooden pallet storage within buildings as pallets can catch fire quickly.
- Keep areas around machines (air compressors, heaters, water heaters, fans) clear of combustibles.

- Inspect office areas for extension cord damage, overloaded outlets and damaged or warm surge protectors.
- Never block fire sprinkler heads, sprinkler controls or fire extinguishers.

<http://tinyurl.com/obsjkwj>

Top 10 Most Frequently Cited OSHA Standards

C = Construction standard

Fiscal 2015 (preliminary)

Fiscal 2014

- | | |
|---------------------------------------|---------------------------------|
| 1. Fall Protection (C) | 1. Fall protection (C) |
| 2. Hazard Communication | 2. Hazard communication |
| 3. Scaffolding (C) | 3. Scaffolding (C) |
| 4. Respiratory Protection | 4. Respiratory protection |
| 5. Lockout/Tagout | 5. Powered industrial trucks |
| 6. Powered Industrial Trucks | 6. Lockout/Tagout |
| 7. Ladders (C) | 7. Ladders (C) |
| 8. Electrical - Wiring Methods | 8. Electrical - Wiring |
| 9. Machine Guarding | 9. Machine Guarding |
| 10. Electrical - General Requirements | 10. Electrical - Systems Design |

There's an App for that!

Ergonomics
Stand Up Apps, Inc.



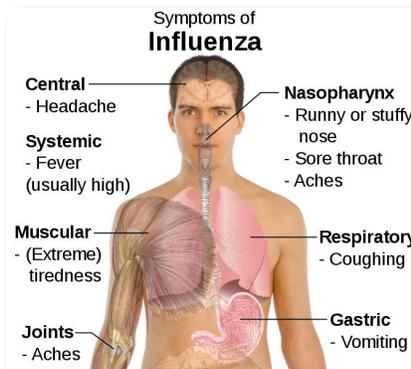
Ergonomics is a complete mobile workplace health solution that offers equipment setup advice, a variety of workplace specific stretching exercises, and programmable reminders to help you time your breaks.

Are you prepared for Flu Season?

In combination with other prevention methods, vaccination is considered the first line of defense against the flu. Flu vaccination is especially important for 2015-16: Last season severity indicators were among the highest experienced in the past decade—including the highest hospitalization rate for people older than 65, according to the Centers for Disease Control and Prevention (CDC).

In addition to annual vaccination, recommended flu prevention methods include:

- ◆ Frequent hand washing with soap and water (a minimum of 20 seconds) or using alcohol-based hand sanitizer
- ◆ Covering your mouth when coughing or sneezing and throwing tissues away
- ◆ Disinfect surfaces, i.e. countertops, phones & door handles
- ◆ Avoid close contact with people who have symptoms (at least 3 feet away)
- ◆ Stay home from work when ill (24 hours after fever is gone)



- ◆ Promote a healthy immune system by getting adequate sleep, exercising, managing stress, staying well-hydrated and eating nutritious foods

Costly Consequences

According to the CDC, Partnership for Prevention and other sources, flu in the U.S. is annually associated with thousands of fatalities, diminished quality of life and:

- ◆ 200 million days of reduced productivity (presenteeism)
- ◆ \$6.2 billion in lost-time costs
- ◆ 22 million days of work absence
- ◆ At least \$10.4 billion in medical costs
- ◆ Total estimated economic burden exceeding \$87 billion

With vaccination alone, physician encounters can be reduced by up to 44% **lost workdays decreased by up to 45%**, the CDC reports. Using these percentages, a company of 100 employees would have an average of 40 fewer lost workdays annually if the workforce was vaccinated.

Flu Vaccination

Annual flu vaccination is recommended for all children over 6 months old and adults without vaccine allergies/prior severe reactions (see contraindications: www.cdc.gov/flu/professionals/vaccination/vaccine_safety.htm) to help:

- ◆ Keep you and those near you from getting sick
- ◆ Protect vulnerable populations such as the elderly, people with chronic health conditions, pregnant women and infants
- ◆ Build up immunity to viruses
- ◆ Lessen symptom severity if you get sick
- ◆ Reduce your risk of hospitalization and death

www.workcare.com/wp-content/uploads/2015/10/Vitality-Atlas-Vol.-2-No.-1-Fall-2015.pdf

Wellness Tip

7 Ways to Spice Up Your Immunity

1. Cayenne Pepper

Cayenne not only turns up the heat, but it also can inhibit pain due to inflammation. Plus, this spice is a great source of antioxidants.

2. Cinnamon

Sure, cinnamon flavors every fall treat, but it can also help you fight colds as an immune stimulator. Plus, it prevents blood platelet clumping, inhibits inflammatory substances, and can regulate blood sugar.

3. Garlic

This cooking staple is antiseptic, contains antioxidants, and has been shown to help fight off colds, due to the effects of the compound allicin.

4. Ginger

While ginger is most famous for its ability to quell nausea, it also decreases inflammation, fights bacteria and fungi, and improves circulation.

5. Turmeric

This compound is especially effective at protecting the liver, and it may even delay Alzheimer's disease.

6. Oregano

Oregano has more antioxidants than apples, oranges, or blueberries. Plus, it can help treat infections from fungi, bacteria, or parasites.

7. Rosemary

Rosemary is a beautifully scented herb that reduces asthma and improves digestion and circulation.

www.care2.com/greenliving/6-tips-for-staying-hydrated.html/3

Fitness Challenge

Are You Truly Fit? Brutal Quick Test #1

There are fitness challenges—and then there are mental crucibles from Gym Jones.

These tests have been known to make men sweat waterfalls, collapse from exhaustion, speak in tongues, and even weep. But if you have the grit to make it through them, you'll come out stronger, fitter, and better on the other side.

TEST #1: 1-Minute Sprint

"A minute might not seem long, but it is if you go hard enough," says Gym Jones's Rob MacDonald. "This will reveal how far you're willing to push yourself. If you're not crushed at the end, you held back."

Directions: Hop on a fan bike and try to burn as many calories as possible in 60 seconds. (Bike should display result.)

Average – 45

Gym Jones record – 89

www.menshealth.com/fitness/brutal-fitness-tests



Spotlight



MCDI Joins the MER Family

MER is pleased to announce the acquisition of Mainstream Commercial Divers, Inc (MCDI), headquartered in Murray, KY. This move represents another important step in MER's strategy of building an integrated and diversified portfolio of businesses that provides bundled solutions for our clients while maintaining our Best-in-Class Safety culture.

MCDI was founded in 1988 by Craig Fortenbery, and since that time, has grown into one of the most recognized and respected inland diving firms in the country. Like our other acquisitions, MCDI offers great synergy with MER in a number of areas, while also providing a number of unique services, including highly specialized freshwater mussel surveys and biological reports, as well as extensive underwater imaging and survey work. MCDI's added capabilities and resources will not only complement the Eason Diving Team by allowing both firms to expand their services and geographic coverage, but also offer significant internal opportunities for growth personally and professionally.



Values

Professionalism

Integrity

Mutual Respect

Discipline

The addition of MCDI brings another top notch crew to the MER Family of Companies, including Craig Fortenbery, who will serve as Vice President and continue to oversee operations, proposal development and client relations. Craig believes that the acquisition of Mainstream by MER is a natural fit within our existing organization and is thrilled to have the opportunity to work with the MER team to continue to grow and develop Mainstream while continuing their long history of providing safe, dependable, quality commercial diving and marine construction services. Welcome aboard MCDI team!

Employee Development

Stay Focused

If you are in the office or at the job site, there is at least one common issue: Productivity Killers. These come to individuals throughout the day in ways such as excessive cell phone use, unproductive meetings, e-mails, or simply being unfocused. These distractions can lead to lower productivity, careless mistakes, and even accidents or injuries. It's important to be mindful while working and stay focused on the task at hand. Here are some changes that can be made to stay focused throughout the day:



- ◆ **Write it down:** Prior to getting to work, take a moment to write down what you have going on at home. It helps get it out of your head and concentrate on the tasks at work.



- ◆ **Stay well-fed and well hydrated:** Don't be "hangry" (angry due to hunger).
- ◆ **Slow it down:** Taking a shortcut isn't always the fastest route as it can lead to accidents or injuries.
- ◆ **Do not multitask:** Multitasking always seems like a good idea at first, but really it's just a time waster and can be dangerous such as texting or checking emails while driving.

- ◆ **Set goals:** At the beginning of the project or day, determine what your goals that will be, ensuring that they are achievable and realistic.
- ◆ **Job Rotation:** Doing the same thing over and over again can lead to complacency. Job rotation can help overcome that by assigning a new task.

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Safety Brief

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