



# TIMES

Q<sup>1</sup>  
2016

Waste is a Terrible Thing To Mind ...

**SCE Environmental Group, Inc.**

Jersey City, NJ   Uniondale, NY   Washington, PA   Lake Ariel, PA   Nicholson, PA

## Digging Out.

*Winter Storm Jonas wreaks havoc.*

In January, SCE mobilized all available equipment and crew in an emergency response to open roads in Virginia and Maryland rendered impassable by the record breaking Storm Jonas. The blizzard, a Category 5 snow storm, produced up to three feet of snow in parts of the Mid-Atlantic and Northeast United States. The killer storm took more than 50 lives and affected more than 100 million people. Eleven states declared a state of emergency.

With the storm overwhelming the capacity of existing snow removal systems, SCE was called into service as part of an emergency response contract. All available personnel and equipment were mobilized and onsite within hours. Special Operations Manager, Nate Butler, Project Manager Assistant, Steve Button, and Site Supervisor, John Bistran, led the effort that amassed over 2,450 man-hours in only 5



days. "It is truly a testament to our team," says Butler, "they were able to mobilize to the site on virtually no notice, work safely under brutal conditions and for long hours, and deliver the results that they did."

The logistics were daunting. Dispatched to service locations in Baltimore City and County, in Maryland, and Alexandria and Woodbridge County, in Virginia, over fifty pieces of equipment - primarily front end wheel loaders and skid steers - were prepped, loaded, and transported to the storm scene within hours. With Bistran and Button providing around-the-clock site supervision, all vehicles and crew were kept on task and without incident.

### ***Ayala - 2015 Employee of the Year.***

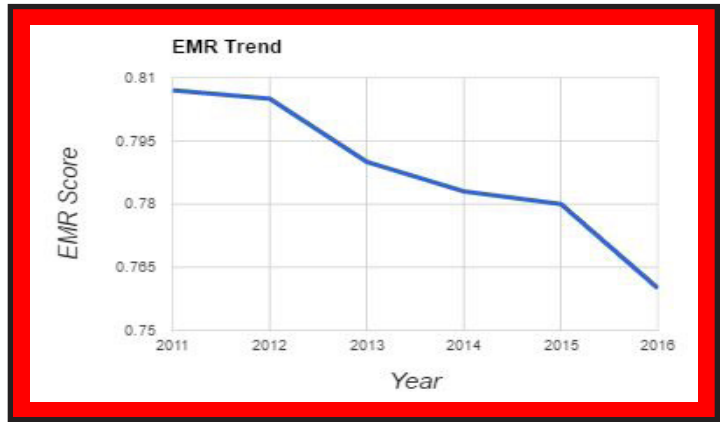
In his fifth year with the company, Sergio Ayala was selected as SCE's 2015 Employee of the Year at the Company's annual Town Hall (see page 7). In recognition of his efforts, Ayala received an all-expense-paid cruise from Florida to the Bahamas in February on the Norwegian Cruiseship Breakaway.



## SCE Experience Rating Modification Improves to .760.

*Rating represents Company Best.*

In an industry where safety is fundamental, there is a universally accepted measurement: the Experience Modification Rating (EMR). It is a measurement used by the insurance industry to credit or penalize a company's specific safety history. An "average" company pays 100% of its insurance premium and scores an EMR of 1.00. Exceed 1.00 and you are penalized. Fall below 1.00 and you are credited for your safety record.



Recently, SCE was advised that its EMR for 2016 will be .760 - a significant drop from last year's already impressive .783. The decrease continues five years of improvement and a best-ever mark in this key company measurement.

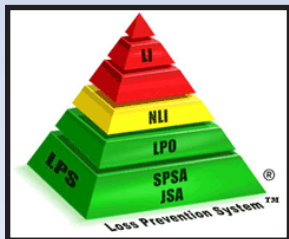
### *A Culture of Safety ...*



*In November of 2015, SCE received a Safety Merit Award from Engineering News-Record as one of ENR's best projects of 2015.*



*SCE maintains fully approved status under both the PICS and ISNet Industry Clearinghouses.*



*All SCE Field Personnel are certified in the Loss Prevention System (LPS) of behavior-based*

The accomplishment is of much greater significance than simply a cost savings. A decreasing EMR signifies a company's long term dedication to the safety and welfare of its employees. A rate as low as SCE's comes only with a continued commitment to safe work practices, a safe work culture, and extensive safety training.

Motivational speaker, Jim Rohn, said, "Success is nothing more than a few simple disciplines, practiced every day." We live by those words. In the field, site supervisors meet their crews three times a day to review safety. Corporate health and safety inspectors visit each site each week. Lessons learned through Near Loss Incidents (NLI), Loss Prevention Observations (LPO), and Incident Investigations make their way from the field to management, from management to the trainers, and from the trainers back to the field supervisors and crew. A Corporate Safety Committee gives voice to the crews, and eyes and ears to the office.

Emphasizing the company's commitment to safety are mandatory training programs featuring behavior-based safety management, OSHA training and refresher courses, task-specific competency training, CPR and First Aid training. Refresher courses are done with more frequency than required by safety

regulations. Safety stand-downs and company town hall meetings provide a forum for the latest in training and equipment. Mandatory tailgate meetings on every project, along with “2-minutes at 2pm” and “5-minutes at 5pm” jobsite meetings drive home the safety culture throughout the year. Every crew member carries accreditation under the LPS Loss Prevention System and OSHA 40 HAZWOPER certification.



*Dale Nat, Director of Health & Safety*

Nor is training the only commitment. All SCE employees are empowered by a Stop Work Policy that allows them to cease work if they perceive a safety risk. Similarly, all SCE employees are encouraged to advise their supervisor, without fear of repercussion, of any personal condition that renders them temporarily unable to perform a task.

Among the six core values at SCE is safety. The value is stated as such: “We believe that safety awareness, safe behavior, and accident prevention are conditions of employment. We accept no excuses.”



*Dean Argenta, Field Safety Coordinator*

Director of Health & Safety, Dale Nat, and Field Safety Coordinator, Dean Argenta, champion the cause. “SCE’s commitment to safety is rare in its scope,” says Nat. “I know of many companies that give the obligatory nod to safety and put the words on their shirts and jackets, but I know of very few that actually incorporate safety into their culture. At SCE, safety permeates every decision and every task.” Argenta agrees, “when it comes to safety,” he notes, “there are no shortcuts ... there are no cost-cutting excuses. We do it right, we do it safely, and the company dedicates the resources to back up that commitment.”



## **SCE Adopts Vehicle Points Monitor System**

### *Fleetmatics Key to Program*

**I**n January, SCE implemented a new Vehicle Safety Policy that features enforcement in the form of a points system. Points are assigned in proportion to the significance of the driving violation and are measured over a rolling six month period. As a result, drivers who may have had an infraction are motivated to improve their skills and improve their scores. Moreover, discipline is reserved for patterns of poor driving and not for anomalous isolated incidents.

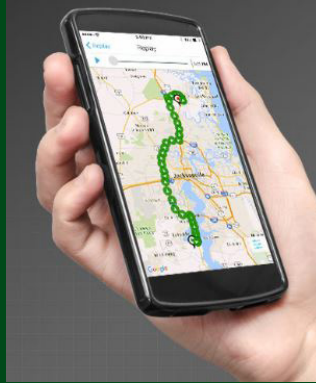
Fundamental to the program is the company’s adoption of a fleet-wide GPS monitoring system, Fleetmatics, that gathers critical real time evidence of speeding violations, off route travel, and unauthorized use. “We are very optimistic that the new program will encourage safe driving and cap-

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## Vehicle Points System

*Continued from page 3*

ture the attention of the many individuals who drive our vehicles”, comments Bruce Morgan, Chief Compliance Officer. “Rather than target isolated driving incidents, the new program is designed to give our drivers the opportunity to gauge their performance over the long term and to develop better driving habits.”



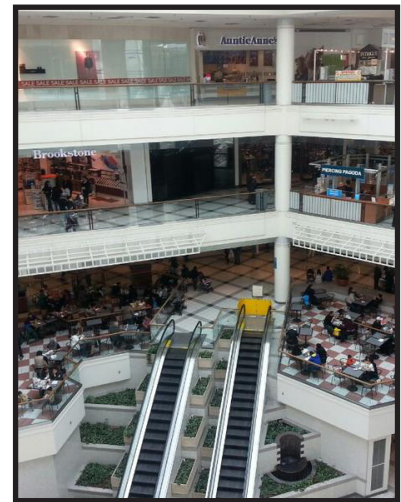
*Fleetmatic's Mobile App keeps Safety and Fleet Managers in constant touch with vehicle operations. Emails send instant notice of speeding violations and the app provides vital real time operating information.*

## The Westchester

*SCE Plays Role in Upscale Mall's Makeover.*

The Westchester is an 890,000 square foot, upscale shopping mall in downtown White Plains, New York. Opened in 1995, and anchored by Neiman Marcus and Nordstrom, the facility is owned by Simon Property Group and is home to today's most fashionable and well-known retailers.

As part of an overall remodeling and renovation of the facility, SCE has been awarded three contracts for the partial demolition of existing structures in the interior, exterior and food court areas of the mall. The effort includes the removal of floor surfaces and coverings from various common areas and vestibules, the demolition and removal of select walls, planters, facades and features both inside and outside the mall, and extensive demolition within the food court area.



*Interior work includes the Mall's Food Court and many common areas.*

Of particular concern is that the facility remains open to the public throughout the process. To maintain site safety and to preserve a positive guest shopping experience, crews work only at night. At the end of each shift, the worksite is thoroughly cleaned and prepared for the next day's shopping traffic. The public is exposed to neither the safety risks of an active work zone, nor the unavoidable noise generated by the collection of power equipment and demolition activities.



*Exterior work at The Westchester includes facades and planters.*

The multi-million dollar project is slated for completion in the summer of 2016.

# SCE Team Continues Charitable Efforts

## *Seven Loaves Becomes Year-Round Event.*

Strengthening SCE's ties to the Seven Loaves Kitchen in Tunkhannock, Pennsylvania, SCE employees have volunteered their services for each of the last four months and have already requested dates for each month of 2016. Lauren Delguercio, Purchasing Manager, coordinates the effort. "To see the job that



(Seven Loaves) Manager Mary Lu and her team do every day, is humbling," she notes. "Each time our team visits the Kitchen, we walk away a bit more grateful for things we take for granted, and a bit more inspired by people, like Mary Lu, who do this day in and day out with great skill and joy."

The effort is a great team builder for SCE as well. Seven Loaves encourages its volunteers to create their own dishes and menus. "We walk into the kitchen at 3:00 with no plan," says Mariah Wheeler, SCE's longest tenured employee, "and by 5:00 we have soups, salads, several entrees, desserts and

fruit ready to go. It's amazing how it all comes together, and how fulfilling it is to be part of the process." In addition to Wheeler and Delguercio, SCE team members include Bill Bradican, Steve Button, Dean Argenta, John Lawrence, Kevin Gawason, Gene Talerico, Joy Lewis, Bruce Morgan, Nate Butler, and chief dish and pan washer, Jody Cordaro, SCE's President.

According to its Website, [www.sevenloaveskitchen.org](http://www.sevenloaveskitchen.org), "The Seven Loaves Soup Kitchen's mission has been to enhance the health and quality of life of the unfortunate and elderly in our community by providing regular hot, hearty, nutritious, well-balanced meals five days a week at no cost. Over 110,000 meals have been served to the working poor, unemployed, handicapped, limited fixed income seniors, families with children and individuals in need during the past 9 years." If you'd like to get involved, give them a call at (570)996-5005, or email [info@sevenloaveskitchen.org](mailto:info@sevenloaveskitchen.org).



*Team members, Lauren Delguercio, Mariah Wheeler and Dean Argenta.*



### ***Stankevitch named Manager of the Year.***

In a field full of some of SCE's most talented employees, Bill Stankevitch emerged as the 2015 Manager of the Year at SCE's Annual Townhall in January. For his efforts, Bill enjoyed a one week cruise to the Caribbean aboard the Norwegian Cruiseship Breakaway.

# SCE Awarded Storm Recovery Contract.

*NY Governor's Office Leads Rebuilding Effort After Hurricane Sandy.*



SCE has been awarded a contract with the New York State Governor's Office of Storm Recovery for the remediation of asbestos and lead in private homes impacted by Hurricane Sandy.

Operating under the umbrella of New York Rising, a state effort to strengthen New York's infrastructure, The Governor's Office of Storm Recovery utilizes approximately \$4.4 Billion of HUD's Community Development Block Grant Disaster Recovery program to enable homeowners and communities to build back from the ravages of Hurricane Sandy and its impact on the counties of Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Suffolk, Sullivan, Ulster and Westchester Counties.

Although the contract is open-ended, nearly one thousand homes are slated for remediation and SCE has already been awarded numerous work orders in the contract's early stages. SCE's portion of the contract is conservatively valued at \$2 Million.

## New Year Begins With An Aggressive Schedule.

*Work in Process for 2016 sets company record. Core clients drive workload.*

After a successful bidding season in 2015, SCE entered 2016 with its healthiest and most ambitious schedule of work in process for the coming year.

**Baltimore, MD.** Returning to our client's facility in Baltimore, SCE is performing a multi-faceted project that includes a ground surface cleanup, demolition of above ground storage tanks and various minor structures, and the inspection of asbestos panels cladding a sand elevator. Utilizing eighty-foot aerial lifts, SCE crews detach the panels, lower them to the ground for inspection, and, upon approval, reattach the panels. Additionally, crews are involved in the evacuation of liquid waste and sludge via Vac Truck, and the removal, transport, and disposal of PCB's, RCRA hazardous, high lead waste, remediation waste, and industrial waste.

**Lakewood, NJ.** Acting under the authority of the Township of Lakewood, NJ, SCE initiated the demolition of a former hotel coated with approximately 10,000

square feet of asbestos-containing stucco siding. Demolition utilizes a 110,000 lb. excavator equipped with a grapple. Incorporating "wet method" abatement, the structure is sufficiently wetted during demolition that debris loaded into lined containers produces no visible emission. Disposal containers are then "burrito wrapped" before transportation to a licensed asbestos disposal facility.

**Philadelphia PA.** In Philadelphia, SCE won an award for the removal of two 10,000 gallon underground storage tanks and for the under slab remediation of petroleum-impacted soil.

**Staten Island, NY.** In Staten Island, SCE is remediating a former automotive service facility. SCE has removed an oil/water separator, abandoned wells, and decontaminated and demolished a 5,000 square foot concrete slab. In addition, SCE disposed of impacted soil and hydraulic lifts.

**Scranton, PA.** In Scranton, Pennsylvania, SCE has performed a surgical demolition of portions of a structure that formerly housed a variety of operations including a tire dealership and motorcycle showroom. Located in the heart of the downtown business district, the site will become the new home of NET Federal Credit Union. SCE's scope of work included the select demolition of approximately half of the two story structure while leaving behind a core that will anchor the new office space.

**West Point, NY.** SCE continues its ongoing presence at the West Point Military Academy. In the first quarter, SCE has undertaken a project that includes extensive asbestos and lead paint abatement in support of an HVAC renovation along with selective demolition of an historic building.

With two additional projects kicking off in the second quarter, SCE expects to spend all of 2016 at this venerable institution.

## Townhall Recaps Successful Year.

*Employees gather for training and awards.*

On January 15, 2016, SCE gathered all employees for its annual Company Townhall. Standing down operations at all jobsites, the company gathered field and office personnel for a day of training and awards presentations. Guest speakers covered diverse topics. The Pennsylvania State Police presented invaluable information on the proper transport of equipment, machines, and supplies and a Chiropractor explained the techniques and practices to minimize soft tissue damage and other injuries. An expert in Human Resource Management educated the group on the many forms of harassment on the job, and in-house managers at all levels detailed the specific procedures to be followed by witnesses or victims of harassment.



In addition, stations located throughout the facility allowed employees to refresh their PPE, replace fuel credit cards, update their employee badges, and even select a new pair of work boots to meet the most stringent safety standards. With a truck full of boots of all sizes and styles on site, each crew member left the event with new boots in hand.

At the end of the full day, awards were presented to the company's outstanding employees. Special Operations Manager, Nate Butler, presented his own collection of awards for "Nate's Allstars:" John Lawrence, Lauren Delguercio, Jonatan Rios, Bill Quinn, Andrew Barone, and Jack Spear. Company President, Jody Cordaro, presented awards to Michael Dahlgren (Excellence Award), Dean Argenta (Safety Excellence Award), Daniel Mead (Core Award), Chris Shank (R.I.T.E Award), Lenin Velez (Shining Star Award), Mariah Wheeler (Loyalty Award), Aaron Paradise (Drive for Success Award), Jude Sookbirsingh (Rookie of the Year), Bill Stankevitch (Manager of the Year), and Sergio Ayala (Employee of the Year).



*Jude Sookbirsingh accepts his award as Rookie of the Year.*



It's a volatile combination. Heavy equipment. Hazardous Materials. Challenging worksites. Remote locations. And lots of men and women in harm's way. Keeping these people safe is Job #1 at SCE. Keeping these people safe is my highest priority. Some firms mouth the words - and even put it on their shirts, but we live it.

I've been in those trenches. Before launching my own business 16 years ago, I worked in the field for over 10 years. From my first experiences as a fire watch on the midnight shift in Philadelphia, I've worked side by side with men and women who did hard work in dangerous conditions. I've seen people hurt because of their lack of training. I've seen people hurt for lack of protection, or faulty equipment. I've seen lives ruined and families devastated. It left an impact on me that I carried into my own emerging company. It left an impact that survives quite vividly today.

When I formed SCE, I vowed that I would do whatever was necessary to make sure my coworkers came home to their families safe and unharmed. It is a commitment I expect from every manager, supervisor, and crew member. It is a core value at SCE and it is emphasized by two words: "No excuses."

Against this backdrop, I am gratified that once again the SCE team has exceeded expectations and their peers. For five years, SCE has progressively improved its EMR - the score that the insurance industry uses to rank companies within an industry. With a current EMR of 0.760, SCE remains one of the safest remediation contractors in the country.

I have just enough of a superstitious flair to not boast of our performance, but I think it important to recognize the efforts of every individual in this organization for achieving this record low score (as in golf, a good thing). We don't just recite our safety mantra....we live it.

Jody Cordaro, President

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