

Turn-Key Environmental Consultants, Inc.

State Term Schedule 926



714 E. Monument Avenue
Dayton, OH 45402

790 Barnhart Road
Troy, OH 45373

937-335-8807

tkec@turn-keyenvironmental.com

www.turn-keyenvironmental.com

Turn-Key Environmental Consultants, Inc.

Environmental Problems? We've Got Answers!



www.turn-keyenvironmental.com

937-335-8807

Turn-Key Environmental Consultants, Inc. (TKEC) is an **Edge Certified, woman owned, full service, environmental consulting firm**. With offices in Dayton and Troy, TKEC has been serving multifaceted clients throughout the state and the region since 2001. Our customers include government agencies, city governments as well as commercial, industrial and residential clients.

- **TKEC** has a proven track record successfully performing environmental assessments, remedial design and project management services on diverse environmental projects and sites for over fifteen years.
- **TKEC** specializes as one source for complete, tailored solutions to fulfill our clients' environmental requirements.
- **TKEC's** team of experienced scientists have a suite of certifications along with advanced degrees that address complex environmental challenges. With a commitment to service, we deliver results on time and on budget.
- **TKEC** assesses and advises on contamination control, toxic substances and hazardous materials, risk evaluation, air and water quality, site remediation and compliance with federal, state and local regulations.

Our goal is to partner with our clients, establishing ourselves as a single source for technical knowledge and expertise. TKEC has experience with a wide range of environmental response actions including asbestos investigations, groundwater remediation, indoor air quality investigations, ecological surveys, hazardous waste, permitting and disposal.

Our team of environmental professionals has a comprehensive understanding of regulatory requirements and has the experience, education and certification to address multifaceted, complex environmental challenges.

Whether we're helping a company or state agency meet environmental compliance standards or a homeowner with mold contamination, Turn-Key Environmental Consultants takes pride in serving its clients with honesty and integrity.

TKEC's mission is to help clients solve environmental challenges, improving people's lives and the environment we all share. Our mission is to provide our clients cost effective solutions for environmental challenges which are completed on time and on budget.

Our clients include: OEPA, Parker Hannifin Tube Fittings Division, Tomkins Industries, Montgomery County Land Bank, the City of Dayton, Premier Health, Indiana Department of Corrections and many others. Our Clients often provide feedback to us similar to those expressed below:

"At all times, TKEC represented themselves with the utmost in professionalism and demonstrated an exceptional knowledge of the subject matter encompassed by the scope of the Final Closure of the unpermitted hazardous waste storage and disposal site." Kevin Hogan, Indiana Department of Corrections, Senior Environmental Manager

Capabilities Statement

Environmental Problems?
We've Got Answers!



Turn-Key Environmental Consultants, Inc.

CORE COMPETENCIES

Asbestos

- Asbestos Surveys
- Asbestos Abatement Design
- Asbestos Abatement oversight
- Employee Awareness training

Environmental Site Assessments

Phase I Used to determine potential environmental liability in accordance with ASTM standards.

Phase II These investigations often include soil and/or groundwater sampling with laboratory analysis, asbestos surveys, or soil vapor investigations, to determine suspected contaminants

Phase III Site Remediation

Indoor Air Quality/Mold

- TKEC follows rigorous indoor air quality and building investigation procedures.
- Once the source is identified, TKEC provides detailed recommendations for remediation.

Water/Groundwater/Soil Testing & Remediation

- Soil/water and groundwater testing & analysis
- Feasibility studies
- Development & execution of corrective and remediation
- Groundwater monitoring

Seminars

- Safety In Workplace
- Stopping/Preventing Sexual Harassment/Bullying
- Communication Skills
- Time Management

Ecological Studies

- Wetland Assessments
- Wetlands Delineations
- Ecological Studies: Stream Monitoring & Assessment
- Regulatory Agency Coordination

Industrial Compliance

- Permitting
- Safety Plans
- Hazardous Waste Sampling & Analysis
- Hazardous Waste Permitting & Disposal
- Assist with Toxic Release Inventory Reporting (Form R's)
- SARA Title III
- Chemical Inventory Reporting
- EHS program to ensure EPA and OSHA compliance

Above/Underground Storage Tanks

- Soil Vapor Testing
- Soil/Groundwater Testing
- Groundwater Monitoring
- UST Closures (BUSTR)
- Remedial Investigation – Feasibility Studies
- AGST Secondary Containment
- Remediation Cleanup of soil/groundwater
- Corrective Action Plans

Lead

- Lead-based paint assessment
- Licensed Lead Risk Assessor
- Licensed Lead Inspector

Health & Safety

- Health & Safety Compliance Audits
- Written Safety Plans
- Site Inspections
- OSHA Compliance

COMPANY OVERVIEW

Turn-Key Environmental Consultants (TKEC) is a full service environmental consulting firm.

DIFFERENTIATORS

- One source for complete, tailored solutions
- Expert team of experienced scientists with a suite of certifications to address complex environmental challenges
- A commitment to service, delivering results to our clients on time and on budget.

COMPANY DESIGNATIONS

Cage Code: 60VF5

Duns: 067396684

Corporate Status: WOB, WOSB, EDWOSB

SAM Registration: Complete

[Edge Certification State of OH](#)

[City of Dayton PEP Certified](#)

NAICS Codes: 541620 Environmental Consulting, 562910 Remediation Services

PSC Codes: F101, F103, F107, F108, F109, F111, F113, F114, F115, F999, 4460, B502, B-517, B532

UNSPSC: 77000000 Environmental Services, 77100000 Environmental Mgt.

DESCP III: FA8222-12-D-0022 Subcontractor to Sumaria Systems Inc. awarded Department of Defense Engineering/Technical Support contract

PAST PERFORMANCE

With offices in Dayton & Troy, TKEC easily serves clients throughout the state and region including government agencies, city governments, commercial, industrial, and residential customers

Ohio EPA: Investigation and Mitigation of Hazardous Waste Sites throughout Ohio (2010-2015)

Parker Hannifin Tube Fittings Division: Ongoing environmental consulting since 2001, which includes soil and groundwater remediation, safety audits, permitting and more (2001-present)

Premier Health: Asbestos inspections, asbestos abatement oversight

Tomkins Industries: Ongoing groundwater remediation project (1997-present)

Bruns General Contracting Inc.: Asbestos inspections and surveys, groundwater sampling other environmental services (2006-present)

City of Dayton: –Full range of environmental services

Montgomery County Land Bank: –Asbestos inspections & surveys

Troy Laminating: –Industrial Compliance

Contact Information

Linda Treasure, CEO

Turn-Key Environmental Consultants, Inc.

714 Monument Ave.

Dayton, OH 45402

Phone: 937-335-8807

Email: tkec@turn-keyenvironmental.com

Web: www.turn-keyenvironmental.com

790 Barnhart Road

Troy, OH 45373

Fax: 937-339-4882

TKEC'S ENVIRONMENTAL CAPABILITIES	DESCRIPTION OF SERVICES
<p>Asbestos</p> <p>TKEC's certified professionals provide a written inspection report for every inspection that documents the location, condition, analytical results, and quantities of asbestos containing materials (ACM).</p>	<ul style="list-style-type: none"> • Asbestos surveys • Asbestos abatement project design • Asbestos abatement oversight and owners' representation • Abatement air monitoring and clearance testing • Employee awareness training
<p>Environmental Studies (Phase I, II, III)</p> <p>Environmental property or site assessments (ESA) identify the presence or likely presence of contamination.</p> <p>ESAs are necessary to fulfill environmental due diligence and to establish protection from potential liability.</p>	<p>Phase I</p> <ul style="list-style-type: none"> • To determine potential environmental liability • Conducted in accordance with ASTM standards. <p>Phase II</p> <ul style="list-style-type: none"> • Based upon the Phase I, these investigations often include soil and/or groundwater sampling with laboratory analysis, asbestos surveys, or soil vapor investigations, • To determine suspected contaminants and the extent of any contamination. <p>Phase III</p> <ul style="list-style-type: none"> • Site Remediation based upon the Phase II. • Remediation could include the removal or treatment of soil along with disposal or treatment of groundwater.
<p>Ecological Assessment</p> <p>TKEC's certified Wetlands Delineator assists clients by providing Wetlands and Ecological Assessments and assists with the complex permitting process.</p>	<ul style="list-style-type: none"> • Wetland Assessments • Wetland Delineations • Ecological Studies: Stream Monitoring and Assessment
<p>Industrial Compliance</p> <p>TKEC conducts Industrial Environmental Compliance audits and assists businesses in complying with Environmental Protection Agency (EPA) and Occupational Safety and Health Administration (OSHA) regulations.</p>	<ul style="list-style-type: none"> • Permitting • Safety Plans • Hazardous Waste Sampling and Analysis • Hazardous Waste Permitting and Disposal • Assist with Toxic Release Inventory Reporting (Form R's) • SARA Title III • Chemical Inventory Reporting
<p>Indoor Air Quality/Mold</p> <p>TKEC successfully addresses many types of air quality issues including insufficient air flow, elevated carbon dioxide levels, the presence of carbon monoxide, elevated humidity levels, chemical exposure, the presence of allergens, Legionnaire's Disease, mold and more.</p>	<ul style="list-style-type: none"> • TKEC follows rigorous indoor air quality and building investigation procedures. • Once the source is identified, TKEC provides detailed remediation specifications. • TKEC works closely with remediators and provides post remediation testing
<p>Water, Groundwater and Soil Testing and Remediation</p> <p>TKEC conducts all necessary actions to assist owners in complying with local, state and federal regulations and codes as related to water, groundwater and soils.</p>	<ul style="list-style-type: none"> • Soil/Water and Groundwater Testing and Analysis • Feasibility Studies • Development and Execution of Corrective and Remedial Action Plans • Groundwater Monitoring



<p>Above and Underground Storage Tanks</p> <p>TKEC conducts all necessary actions to assist owners in obtaining proper closure, including but not limited to, storage tank assessment, management and planning along with compliance with local, state and federal regulations and codes.</p>	<ul style="list-style-type: none"> • Soil Vapor Testing • Soil and Groundwater testing • Groundwater Monitoring • UST Closures (BUSTR) • Remedial Investigation-Feasibility Studies • AGST Secondary Containment • Remediation Cleanup of soil and groundwater • Corrective Action Plans
<p>Lead</p> <p>TKEC's certified professionals provide a written inspection report for every inspection that documents the location, condition, analytical results, and quantities of lead paint</p>	<ul style="list-style-type: none"> • Lead-based paint assessments • X-Ray Fluorescence (XRF) analysis • lead-based paint sampling
<p>Health and Safety</p> <p>TKEC assist Businesses with any type of health or safety issue on a regular basis or as needed.</p>	<ul style="list-style-type: none"> • Health & Safety Compliance Audits • Written safety procedures & Plans • On-Site Training
<p>Seminars</p> <p>TKEC offers educational programs and services for employee development, which improve performance, insure safety, enhance relationships and encourage compliance with federal and state regulations and recommendations.</p> <p><u>Safety in the Workplace</u></p> <p>Workplace accidents and injuries cost employers millions of dollars and thousands of hours in lost productivity every year.</p> <p>Our safety workshops provide:</p> <ul style="list-style-type: none"> • The foundation to building a safety culture • Provide specific skills and knowledge for a wide variety of safety challenges. <p><u>Professional Development</u></p> <p><i>The Grey Factor: Stopping and Preventing Harassment and Bullying in the Workplace</i></p> <p>Over 45,000 people from diverse organizations have attended our premier harassment/bullying prevention program. Seminar Topics:</p> <ul style="list-style-type: none"> • Appropriate Workplace Behavior • Understanding the Law • Sexual Harassment, Harassment & Bullying • Your Personal Responsibility to Stop & Prevent All Forms of Harassment & Bullying 	<p><i>5 Steps to Successful Communication</i></p> <p>Improving interpersonal communication and relationships to:</p> <ul style="list-style-type: none"> • Create a competitive advantage • Enhance teamwork • Minimize conflict • Achieve results more easily • Increase workplace satisfaction with improved productivity and morale <p>Seminar Topics:</p> <ul style="list-style-type: none"> • Four Styles of Communication • Understanding Your Personal, Communication Style: Profile Analysis and Results • Using Communication Styles for Improved Results and Improved Interpersonal Relationships <p><i>Time Management for Busy Professionals</i></p> <p>Effective time management is the key to getting the most out of the day. Because we often juggle multiple priorities, we benefit from new ideas and tools to help us manage our time.</p> <p>Seminar Topics:</p> <ul style="list-style-type: none"> • 6 Steps to Time Management • Managing Time Wasters • Determining Priorities • The Time Log • Managing Stress through Time Management





TKEC Price List

Labor Category	Straight Time Hourly Rate
Program Manager	\$125.00
Sr. Project Manager	\$115.00
Sr. Environmental Scientist	\$ 90.00
Environmental Scientist	\$ 85.00
Project Scientist	\$ 80.00
Sr. Hydrogeologist/Geologist	\$100.00
Certified Asbestos Inspector	
Asbestos Field Tech	\$ 55.00
Sr. Asbestos Inspector	\$ 65.00
Sr Asbestos Project Designer	\$ 75.00
Environmental Technician	\$ 50.00
Ohio Certified Wetlands Delineator	\$ 85.00
Certified Microbial Remediation Supervisor	\$ 90.00
Training Specialist	\$125.00
Health and Safety Officer	\$ 65.00
Administrative Assistant	\$ 55.00
Financial Manager	\$120.00



Examples of Prior Projects

Completion of Ecological Assessment

Project Objective: Provide data needed by the Ohio EPA in evaluating the biocriteria and water quality of a 4.2-mile section of East Branch of Nimishillen Creek adjacent to the Weber Dental Property.

Description: A 4.2 mile-long reach of the East Branch of Nimishillen Creek was assessed by the Midwest Biodiversity Institute (MBI) in 2013 as part of an assessment of the Weber Dental brownfield remediation site. Data were collected and analyzed by Level 3 Qualified Data Collectors as required by the Ohio Voluntary Action Program (VAP). Previous biological surveys by Ohio EPA in 1985 and 1993 revealed severely degraded conditions that reflected toxic impacts from both industrial and municipal point sources.

Primary environmental issues identified on-site:

Although there are impaired macroinvertebrate assemblages in the East Branch of Nimishillen Creek downstream and adjacent to the Weber Dental property and there are elevated contaminants in the stream sediments (heavy metals and organics) it is not likely that this property is a significant source. The characterization of the operations that took place on the property do not support including Weber Dental as a major source of the legacy contaminants.





Completion of Phase I ESA

Project Objective: Completion of a Phase I ESA for the Ohio EPA at a former dental furniture manufacturing facility at part of the Target Brownfield Assessment Program.

Description: Phase I ESA conducted for the Ohio EPA on four parcels of land totaling seven acres that is occupied by a vacant industrial building, measuring approximately 100,000 square feet.

Primary environmental issues identified on-site:

- Former long-term use of the Property for dental furniture manufacturing
- Former auto servicing operations
- Heavily stained gravel/soil



Completion of Phase I ESA

Project Objective: Complete Phase I ESA to assist The City of Girard in obtaining an abandoned, contaminated site

Description: Phase I ESA conducted at a former leather tanning operation that operated from the late 1950's to the 1970s. The site was subsequently used for storage and processing of significant quantities of metal shavings, drums, and totes of high pH solids. Seven parcels configured into four separate land areas and containing 26 acres; site contained twenty former building foundations/basements, rubble, and above ground concrete tanks.

Primary environmental issues identified on-site:

- Significant amounts of chemicals used in leather tanning operations, which included sodium sulfide, lime, ammonium salts, mercury, sulfuric acid, sodium chloride and chromium sulfate
- Discharge of sanitary and industrial wastewater into adjacent creeks and on-site lagoons
- On-site burning/disposal area for animal hides and drums
- Large amounts of metals including titanium metal shavings, used grinding wheels, 55-gallon drums, and totes of high pH solids stored on-site from the 1970s to early 1990s





Asbestos Survey and Sampling

Project Objective: Provide data in evaluating contamination risks associated with a former furniture manufacturer

Description: Asbestos survey completed on an approximately 80,000 square foot industrial building, followed by sampling for PCB's and PAH's in Galbestos material that was identified. 32 bulk samples of suspect asbestos containing materials were taken. Several asbestos containing materials were identified (floor tile, window glazing, Galbestos ceiling). Because of the potential presence of Galbestos, wipe samples were taken inside and outside of the building for PCB's and PAH. These contaminants were determined not to be present.



Asbestos Survey, Sampling, Project Design and Removal Oversight

Project Objective: identify those accessible building materials that may contain asbestos, collect and analyze bulk samples in accordance with EPA-recommended guidelines, and report the types, locations, and quantities of ACM present in the buildings that require abatement prior to their demolition. Provide specifications for removal of Asbestos Containing Materials. Provide on-site direction and oversight during asbestos removal activities.

Property: Dettmer Building at Upper Valley Medical Center Campus. Approximately 200,000 square foot building (two stories plus crawl space and/or basement).

Description: A total of one hundred sixty-three (163) bulk samples were collected from the Dettmer Building, all of which were analyzed for asbestos fiber content by Polarized Light Microscopy (PLM). Some of the samples were in layers which resulted in a total of two hundred ninety-seven (297) PLM analyses. The building was divided into a total of 63 homogeneous areas. Twenty-one (21) of the samples analyzed contained one percent (1%) or greater than one (1%) asbestos causing the materials to be classified as asbestos containing materials (ACM). A total of forty-eight (48) days of asbestos abatement activities were performed at the Dettmer Building. TKEC was on site to be a liaison between the construction manager and abatement contractor, to review the abatement work performed, reject defective work, keep records of removal activities, ensure regulations were being followed and to determine how to proceed if additional asbestos was uncovered during abatement activities.





Mold Investigations and IAQ Sampling

Project Objective: Inspection for water intrusion and mold contamination with air sampling

Property: Former Miami County Incarceration Facility located at 2040 North County Road 25A, Troy, Ohio.

Description: conducted an inspection for water intrusion and mold contamination. Elevated moisture levels were measured on surfaces throughout the building. Eighteen air samples were taken, and elevated levels of *Aspergillus/Penicillium* mold spores were detected in eight of the areas that were sampled. Remediation of the affected surfaces was recommended. The remediation was performed by Miami County employees. Upon completion of the remediation, TKEC performed post-remediation inspection and sampling to verify all of the affected areas had been adequately cleaned.



UST Removal with Closure Report

Project Objective: Permanent removal and closure of an Underground Storage Tank containing heating oil at a former High School. Soil sampling was conducted and Closure Report submitted. This was not a regulated tank under BUSTR.

Description: The North Gallia High School Building was originally heated using oil that was stored in an Underground Storage Tank still. As part of the Ohio EPA's Site Assessment and Brownfields Revitalization Program, TKEC was contracted by the Ohio EPA to remove the heating oil UST, which was empty. The UST was excavated by a subcontractor under the supervision of TKEC. Then, samples were collected from the cavity and stockpiled soil. Since the tank was not regulated by BUSTR, the soil samples were compared to Ohio EPA's VAP levels for residential land use direct contact with soil. The cavity samples were all well below VAP levels, however the stockpiled soil was above VAP levels and was therefore hauled off site as contaminated soil for disposal at Petro Cell. The cavity was then filled with clean gravel. The tank was hauled to a local scrap yard for disposal.





UST Removals, Tier I and Tier II Investigations

Project Objective: Permanent removal and closure of Underground Storage Tanks, completion of Tier 1 and II Investigations, Free Product Recovery

Description: The former St. Paris Oil gas station had numerous USTs removed prior to TKEC's involvement with the site. Soil from different UST cavities was contaminated, therefore a Tier I Evaluation and Investigation were required, and eventually a Tier II Investigation was conducted. Eight groundwater monitoring wells have been installed on and around the property and upwards of 20 soil borings during Tier I and Tier II site investigation activities. There was also free product recovery performed for one of the monitoring wells that was installed. A ground penetrating radar study was performed and additional USTs were discovered and subsequently removed. Contamination is contained on the site which is in a Tier II Evaluation Stage with free product recovery ongoing.



Installation of Groundwater Monitoring Wells and Semi-Annual Groundwater Sampling

Project Objective: Ongoing clean-up of a RCRA closure contaminated site

Description: The former manufacturing facility has two plumes of contamination affecting its property and many properties around it, including the Village's well field. There is ongoing investigation and clean-up occurring. TKEC has installed upwards of 20 groundwater monitoring wells and injection wells. Twice a year, all of the wells on and around the property are gauged and sampled. There are at least 40 wells, in addition to piezometers and Village drinking water wells that are sampled and gauged. TKEC ensures the wells are maintained in good condition and addresses any that are not.





Source Area Sampling and Tier I/Tier II Evaluation

Project Objective: Determine the extent of soil and/or groundwater contamination as a result of a diesel tank overflow. Sample soil and groundwater via Geoprobe push sampling techniques and installation of groundwater monitoring wells.

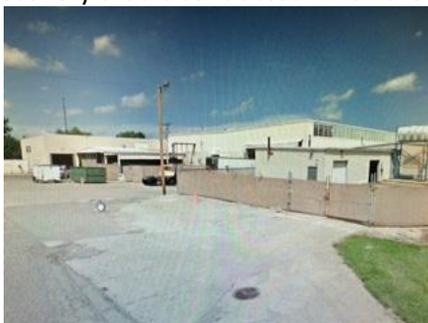
Description: The trucking company had an overflow of their diesel tank which resulted in approximately 300-500 gallons of fuel spilling onto the surrounding area from the vent pipe. The fuel was primarily contained to an asphalt parking lot; however, some impacted an adjacent grassy area. The spill was cleaned up and TKEC was called in to conduct Source Area Sampling of the affected areas. Six soil borings were installed and soil sampling was conducted. All soil samples came back below action levels for contaminants of concern. Once the Source Area Sampling was completed, a Tier I Evaluation was required in order to sample the groundwater. Three groundwater monitoring wells were installed in the impacted area and soil and groundwater were sampled. As a result of this investigation, it was determined that the spill had been effectively remediated and the soil and groundwater samples were below action levels. The company received a No Further Action letter from BUSTR.



Tier I & Tier II Investigations

Project Objective: Delineate the extent of contamination at an industrial/manufacturing facility and sampling of current groundwater monitoring wells.

Description: The manufacturing facility at the Eaton location has had many leaking underground storage tanks over the last three decades which resulted in extensive groundwater and soil contamination. The investigations and remedial activities have continued for many years. The contaminants include gasoline and mineral spirits/solvent constituents. There have been numerous monitoring wells and soil borings installed over the years. There are currently three groundwater recovery wells in operation that are connected to a groundwater remediation system maintained by TKEC. The system includes an oil water separator, air stripper and activated carbon vessels, which then discharge to the storm sewer. The system is sampled monthly when running to ensure the discharge meets the limits set by the NPDES discharge permit. In addition to the maintenance and sampling of the groundwater remediation system, all the wells on site are gauged monthly and sampled annually. There is also manual free product recovery that is conducted when the system is down for any reason.





Industrial Compliance and Reporting

Project Objective: Assist the company with its environmental obligations to ensure they are in compliance with applicable rules for EPA and RAPCA. Complete the required reporting for the company.

Description: Assist the facility with their environmental compliance and reporting obligations. This includes filing the proper annual reports for Hazardous Waste Disposal, Toxic Release Inventories, and State and Local Emergency Response Reporting. Also the facility has a Title V air permit so the quarterly and annual reporting requirements for this permit must be filed with RAPCA and also ensure that the emissions limitations are not exceeded. The facility is considering adding new sources to their air permit, so TKEC will assist with the Permit to Install process and adding a New Source to the Title V permit. This is an ongoing consulting contract. We are on retainer and assist as needed. TKEC keeps up with the normal reporting requirements the facility has and completes and submits these reports for them when required.



Industrial Compliance and Reporting

Project Objective: Assist the company with its environmental obligations to ensure they are in compliance with applicable rules for EPA and RAPCA. Complete the required reporting for the company.

Client: Parker Hannifin Corporation

Description: Assisted three facilities with their environmental compliance and reporting obligations. This included filing the proper annual reports for Hazardous Waste Disposal and State and Local Emergency Response Reporting. Also the Eaton facility has a permit with the City of Eaton Water Department and their discharge must be sampled monthly and reported to the City. TKEC took care of filing these reports. Also the facilities have air permits that must be kept up to date and their annual emissions fees filed, which TKEC manages.

Primary environmental issues identified on-site:

- Hazardous Waste Disposal
- State Emergency Response Commission reports
- City of Eaton water discharge reports
- RAPCA reporting



LEAD Paint Inspection and Sampling

Project Objective: The purpose of the inspection was to identify lead-based paint present on painted surfaces within the building at the project site that were scheduled for repair work.

Property: 60,000 square foot daycare building

Description: Performed limited lead-based paint sampling of interior painted surfaces for the client. The sampling was conducted using a portable X-Ray Fluorescence (XRF) analyzer. Standard operating procedures for the instrument were followed and H.U.D. guidelines for the inspection were used for the locations where sampling was conducted.

LEAD Paint Inspection and Sampling

Project Objective: The purpose of the inspection was to identify lead-based paint present on painted surfaces within the building at the project site.

Property: 18,500 square foot showroom/warehouse building

Description: Performed a comprehensive lead-based paint inspection of interior painted surfaces for the client. The building inspection was conducted using a portable X-Ray Fluorescence (XRF) analyzer. Standard operating procedures for the instrument were followed and H.U.D. guidelines for the inspection were used.



Seminar: The Grey Factor, Stopping /Preventing Harassment and Bullying

Project Objective: Stopping and preventing sexual harassment and other forms of harassment and bullying from occurring.

Description: Conduct regular training over a 15-year period with managers and general employees to inform them of their rights and obligations and to prevent harassment from occurring.

“Exceptional classes! A full 100% of employees would recommend the class to others. The facilitator’s ability to make the class interesting and enjoyable is truly the mark of a pro! Many comments about the facilitator’s warm personality and ability to connect with others. The Grey Factor will continue to be part of our required classes for management.” Effie Mckeehan, Vice President of Human Resources, The Drees Company