

"Providing a Spectrum of Services for Our Customers"

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Waste Operations

Over the years, Spectraserv has provided solutions to the operators of water and wastewater treatment plants for their routine residual management programs as well as when emergency situations arise.

Spectraserv has been contracted by the Northwest Bergen County Utilities Authority for the removal, transportation and disposal of the ash generated by their sewage sludge incinerator. However, when their incinerator required unscheduled repairs which disrupted their routine operations, the Authority contacted Spectraserv to provide emergency

services for the hauling and disposal of their dewatered sewage sludge.

On short notice, Spectraserv began to remove material from the treatment plant on November 21st and continued through December 1st. All told, nearly 320 tons of dewatered sludge was transported to Spectraserv's Residuals Processing and Transfer Facility in Kearny, NJ. From there it was consolidated and transferred to approved disposal sites.

Soon after the emergency project, Spectraserv was back at the County's facility removing ash that had



Spectraserv Transfer Facility

been stockpiled prior to the emergency hauling/disposal operation. Over a two day period in mid-December, eight truckloads were removed from the treatment plant for disposal at a permitted landfill.

Whether it is normal or emergency operations, Spectraserv is ready, willing and able to assist pollution control managers as they meet their objectives for cost-effective and environmentally sound waste management programs.

Construction Activities

Spectraserv has been awarded a construction contract by the Linden Roselle Sewerage Authority (LRSA) for the *Liquid End Facilities Upgrade* project at the Authority's Linden, New Jersey wastewater treat-

ment facility. The project consists of construction upgrades to the existing aeration tanks and secondary clarifiers with new stainless steel air piping, process valves, high speed turbo blowers, air diffuser systems,

clarifier mechanisms, field instrumentation and other miscellaneous process equipment. The contract also includes performing upgrades to the existing laboratory facilities.

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Happy Retirement!



Top to Bottom:
I. Lago, R. Jato, J. Martinez



J. Robbins and S. Townsend

Spectraserv employees bid a fond farewell to six of our friends during ceremonies held at the firm's annual Holiday gathering on December 11th at Don Pepe's restaurant in Newark, NJ.

Retiring from the company over the last three months were Joe Martinez, Rogelio Jato, Jack Robbins, Maryanne Chormanski, Joe Zarragoicoechea, and Isolino Lago. These individuals performed valuable functions for the firm that defined the identity of Spectraserv and represented all aspects of the services Spectraserv provides to its customers.

Joe Martinez had been with Spectraserv for 21 years and his daily routine was anything but routine. Joe's main responsibility was to insure that our bids, quotes and proposals

for the Waste Operations and Construction Divisions were delivered on time and to the right address. After delivering the bids, Joe would wait for the results and check competitor's submissions to insure that everything was on the up and up. Joe's travels included trips to bonding & insurance companies, banks, lawyers' offices and many other places. When not on the road, Joe helped one and all in the office with a smile.

Rogelio Jato worked in Spectraserv's Construction Division and was a welder extraordinaire. Rogelio spent 25 years with the firm and worked on some of our biggest construction projects in New Jersey and New York. His dependability and dedication to his trade insured a job well done.



Joe Zarra and Maryanne

Jack Robbins started with Spectraserv 28 years ago checking Spectraserv's accounts payables and receivables. Over the years he rose to the position of CFO & Treasurer. Jack also tracked our insurance, IT, HR and many other administrative functions that kept the firm on the straight and narrow as it performed its construction, trucking and waste operations. Jack proved to be a dependable and honest resource for the Owners and Officers of Spectraserv and its affiliates during his tenure with the firm.

It is hard to describe the wonder of Joe Zarragoicoechea who worked for 38 years at Spectraserv. Joe was a true jack of all trades. He worked on the barges, in construction and in the Yard. There was nothing that Joe couldn't and wouldn't do. His dedication and can-do attitude was always on display as he went from

Retirement (con't)

one assignment to the other, always ready, always available.

Maryanne Chormanski was the voice of Spectraserv for 39 years. As the firm's receptionist, she was the gatekeeper for those visiting the office and calling on the phone. She served in the unofficial capacity as the company's Historian. She performed many clerical and administrative functions and was a wiz at typing and taking shorthand. Her unfulfilled wish was that she never had a kitchen at Spectraserv.

No one at Spectraserv has and probably never will drive a truck as many miles as Isolino Lago. Over his 43 year career with the firm, Isolino drove to every water and wastewater treatment plant in the tri-state region. Considering the traffic and road rage that we all experience in our daily commutes, it is a wonder that Isolino was always pleasant and eager to pick-up that next load and bring it to our plant in Kearny.

We will miss Joe, Rogelio, Jack, Joe Z., Maryanne and Isolino

as we try to carry on without them. We wish them good health and happiness in their retirement. Best wishes and Godspeed to them all from their friends and coworkers at Spectraserv.



The Class of 2011

Construction con't

The new work will require demolition of existing plant process equipment and bypass pumping of plant wastewater flows during the phased replacement of the aeration and secondary clarifier tanks. Coordination with the LRSA combined our extensive wastewater background will be critical in assuring that the new



LRSA Primary Clarifiers

construction activities flow seamlessly with critical plant operations. Other construction activities will include instrumentation integration, electrical, plumbing and HVAC work throughout the various phases of the project.

Field activities are anticipated to commence during the second quarter of 2012 with contact completion slated by the end of 2013. The completed project will provide the LRSA with enhanced liquid end process capabilities within their aeration and secondary clarifier facilities as well as providing newly upgraded laboratory facilities within the plant's main building complex.

The Construction Group will be exhibiting at the New York Water Environmental Association's 84th

Annual Meeting and Trade Show. The show runs February 6th thru 8th, 2012 at the Marriott Marquis Hotel in New York City. We will be providing attendees with information regarding our diversified wastewater plant services to better inform the designers, project managers and owners who specify new projects as to our capabilities and experience. We welcome everyone attending the Exhibit Area to come by to discuss any project or service requirements they may have. The show routinely attracts the top engineering consulting firms, vendors and municipal owners from throughout the New York metropolitan area including the various NYCDEP agency representatives.

Fall Protection Safety from Spectraserv's Policies and Procedures

Safety policy and procedure on any one project cannot be administered, implemented, monitored, and enforced by any one individual. The total objective of a safe, accident free work environment can only be accomplished by a dedicated, concerted effort by every individual involved with the project from management down to the last employee.

WORKPLACE ASSESSMENT

Inspect the area to determine what hazards exist or may arise during the work in that area. Anticipate the need to work at heights and plan work activities accordingly. Careful planning and preparation

lay the necessary groundwork for an accident-free workplace.

WORK PROCEDURE

If any one of the conditions described in the Workplace Assessment is not met for the area or piece of equipment posing a potential fall hazard, then do not perform that work until the condition is met. If you cannot remedy the condition immediately, notify a supervisor of the problem and utilize a different piece of equipment or work in a different area, according to the situation.

If the situation calls for use of fall protection devices (e.g. har-

nesses, lanyards or belts) because the fall hazard cannot be reduced to a safe level, then the employee must don such protective equipment before beginning the work and use it as intended throughout the duration of the work.

ENFORCEMENT

Constant awareness of and respect for fall hazards, and compliance with all safety rules are considered conditions of employment. Management reserves the right to issue disciplinary warnings to employees, up to and including termination, for failure to follow the guidelines of this program.

Flu Facts

- According to the CDC, 5% to 20% of people in the U.S. gets the flu every year,
- More than 200,000 people are hospitalized, and
- 36,000 people die annually.

The Gift that Keeps on Giving

Have you ever received a gift you didn't want? While most of us were pleased with the holiday gifts, we have undoubtedly received too many unwanted colds and flus from family, friends, and co-workers. Washing your hands frequently throughout the day is an easy way to prevent getting or giving these illnesses.

The first week of December was National Hand Washing Awareness Week. Here are a few recommendations for when to wash your hands to help you celebrate Hand Washing Week all year round:

- Before and after eating
- After going to the bathroom
- After changing diapers or helping a young child in the bathroom
- After coming in contact with vomit or other body fluids
- After coughing, sneezing, or blowing your nose
- Before and after treating an injury
- After touching animals or animal waste
- More often when someone around you is sick

Inform employees that it's not just when but how they wash their hands that makes the difference. To wash hands effectively, use warm water and soap, lather the whole surface of the hands, and rub for 20 seconds before rinsing and drying thoroughly. If soap and water aren't available, use an alcohol gel or wipe. Rub the gel or wipe over the whole surface of your hand. But still remember to wash with soap and water as soon as it becomes available.

Health and Safety

Month	Class	Attendees
January 21 2012	8-Hour HazMat Refresher	Select Personnel
May 2012	PPE / Fall Protection	Construction Personnel

Spectraserv continues to offer courses as part of its overall health and safety program. Reaching out to our employees with important safety information is key to the implementation of a health and safety program

In September 2011, Spectraserv contracted with Approved Fire to conduct its annual fire extinguisher training. This training provided employees with knowledge of different types of fire extinguishers as well as giving them hands-on training in extinguishing various types of fires under differing conditions. The instructor utilized the acronym PASS which stands for Pull, Aim, Squeeze, Sweep side-to-side slowly to help attendees remember the proper means of using a fire extinguisher. The instructor briefly discussed residential smoke and carbon monoxide detectors. Individuals responsible for Jobsite Safety and members of the Fire Brigade were in attendance.

Also In September 2011, in order to maintain Spectraserv’s capabilities in performing its own confined space rescue, rescue team crews performed their annual confined space mock entry and rescue event. During this exercise they practiced different scenarios of confined space rescue and proper procedures were reviewed.

In October 2011, Spectraserv held one of its tri-annual forklift training classes. This training was conducted by Modern Group and consisted of classroom lecture followed by a practical exam required for final certification.

In November 2011, a training session on Lockout/Tagout, Hearing Protection and Electrical Safety, and Hazard Communication was conducted. OSHA regulations and

safe work procedures were reviewed. Bilingual Safety instructed two Spanish classes which included lecture, videos, and hand-outs. Haztek provided the English training. Engineers, supervisors, safety personnel, foreman and labors/operators from the Construction and Waste Operation Divisions attended the class.

Finally, in December 2011, Spectraserv conducted its CDL driver safety training. In this course, Spectraserv drivers reviewed the criteria in pre and post-trip inspections, including the actual inspection. They were taught aspects of speed and space management of the truck including the use of mirrors and how different weather condition can affect their driving. Lecture and videos were utilized for this training instructed by CJS.

Notes from Human Resources

As we ring in the New Year, we often use this time to review our goals and objectives and develop plans; make resolutions. We have noted in the past, this is the perfect time to review your benefits and tax information to insure that it represents your current family and health situation.

Over the past few weeks, Spectraserv and its employees have gone through an open enrollment period for its medical, dental and life insurance policies. Employees should have by now elected to participate or not in one of the offered programs. Choices were available for medical and dental insurance. Cards

for those selected plans should have been received by those employees who have elected to participate. If you have not received those cards please contact the HR Department.

If you have specific questions about your coverage, you may check on-line at www.aetna.com or contact Benefits VIP at (866) 284-2053. One important consideration is to utilize in-network doctors, specialists and hospitals when at all possible. This will save you money and help Spectraserv control future health care premiums.

Also note that by January 31st, all employees will receive a W-2 Form from Spectraserv. As you prepare your tax return for 2011, you may want to review your current withholdings and adjust accordingly if you see that you are significantly over or under in your payment of federal or state taxes.

Finally, take a look at your 401(k) plan and access whether you can contribute more. Now is the time to put away a few hard-earned, before tax dollars in order to feather that nest egg for your retirement.

Humor Hut

A pregnant Italian woman gets into a car accident and falls into a deep coma. Asleep for nearly six months, she wakes up and sees that she is no longer pregnant. Frantically, she asks the doctor about her baby. The doctor replies, "Ma'am, you had twins! A boy and a girl. The babies are fine. Your brother Fredo came in and named them."

The woman thinks to herself, "Oh no, not my brother Fredo -- ...he's an idiot!" Expecting the worst, she asks the doctor, "Well, what's the girl's name?" "Denise," the doctor says.

The new mother thinks, "Wow, that's not a bad name! Guess I was wrong about my brother. I like Denise!"

Then she asks the doctor, "What's the boy's name?"

The doctor replies, "DeNephew."

Reaching the end of a job interview, the Human Resources Person asked a young Engineer fresh out of Clemson, "And what starting salary were you looking for?" The Engineer said, "In the neighborhood of \$125,000 a year, depending on the benefits package." The interviewer said, "Well, what would you say to a package of 5 weeks vacation, 14 paid holidays, full medical and dental, a company matching retirement fund for 50% of your salary, and a company car leased every 2 years -- say, a red Corvette?" The Engineer sat up straight and said, "Wow! Are you kidding?" And the interviewer replied, "Yeah, but you started it."

Happy Birthday!!

TADDUNI, ROSARIO	01/14
MAZA, JOE	01/15
MARTINEZ, DOMINGO	01/22
RODRIGUEZ, ELADIO	01/28
LAGO, D. JESUS	01/30
ACEVEDO SR, JESUS	01/31
MARTINEZ, CRISTOBAL	02/05
ALONSO, MANUEL	02/06
BARREIROS, DIEGO	02/07
FERNANDEZ, FRANCISCO	02/21
TEJELO, ANTONIO	02/21
LOPEZ, AMADOR	02/25
WENGRYN, JOHN	02/27
RODRIGUEZ, JUAN	03/03
GONZALEZ, ANTONIO	03/06
QUIJADA-GARCA, EDY	03/06
ACEVEDO JR., JESUS	03/06
BARREIROS, JOSE	03/23
PEREZ, ANGEL M.	03/25
GUERRA, RUTH	03/25



Happy Anniversary

January

GONZALEZ, ALEJANDRO	27
MARTINEZ, CRISTOBAL	23
SENSKE, FRANK	23
GALLAGHER, STEPHEN	22
MALVAREZ, MANUEL	21
RODRIGUEZ, ELADIO	21
KLING, JOHN	14
SCHROEDER, KEN	11
PERNAS, CARLOS	8
LOPEZ, ANGEL	7
CARDONA, WILLIAM	5

February

FARINAS, LUIS	23
FREIRE, JESUS R.	20
ALVES, FERNANDO	9
CRUZ, CHRISTIAN	8

March

MORANO, MANUEL	19
CARDOSO, RAMON	17
GOMEZ, MANUEL	17
HEATH, MICHAEL	13
WELLS, SHANNON	13
MADARRO, MARIA	12
STOIA, MICHAEL	2
TADDUNI, ROSARIO	1
GARCIA, CHRISTIAN	1

DON'T FORGET YOUR LOVED ONES ON

FEBRUARY 14TH

HAPPY VALENTINES DAY



Holidays Observed this Quarter

February 20th—Presidents Day

