



PEPtalk

QUARTERLY NEWS FROM EVERETT J. PRESCOTT, INC. | Winter 2016 | Volume 41

Happy Holidays

With the close of 2016 upon us, we want to take this time to thank our customers for their business. We know you have a choice for your waterworks products, and we are proud to be your vendor of choice. Team EJP has spent this past year building our team and product offering to better service you, our customer. We look forward to seeing you at our **KNOWHOW** Seminars this March, which will showcase some of those new products and solutions.



Peter E. Prescott, CEO
57 Years
Team EJP



Steven E. Prescott,
President
27 Years
Team EJP

Our successes of this past year would not have been possible without the commitment, determination, experience and passion of our dedicated employees. Thank you for your continued hard work in bringing the best possible service to our customers day in and day out.

Our most heartfelt thank you is to the service men and women of our military and their families for their continued service to our country. This holiday season, many will be away from their families, and their sacrifice preserves our freedom today. Thank you.



Stanley G. McCurdy, COO
56 Years
Team EJP

In celebration of the holiday season, we will be closed Monday, December 26th, and Tuesday December 27th. We will reopen for business on Wednesday the 28th. We will also be closed Monday, January 2nd, reopening Tuesday, January 3rd, ready to serve you in the new year. As always, we are available anytime at 1-800-EJP-24HR.

On behalf of all Team EJP companies and employees, we wish you and your families a safe and happy holiday season.

Whatever you need, Whenever you need it, No Matter What.

University of Prescott Student Profile



My name is Nick Bates, and I am currently a member of the University of Prescott. When I graduated from Hall-Dale High School in Hallowell, Maine, in 2014, I really wasn't sure what I wanted to do for a career. I enjoyed hands-on work and learning. After hearing about the University of Prescott Program I felt it could be a far better choice for me to successfully develop a career than college.

The curriculum for the University of Prescott takes you through everything you need to know to enter the waterworks industry as an effective employee. The program allows for real-life training that no classroom could compare to. The experiences I have gained and the people whom I have learned from have given me an excellent framework to move forward with my career.

My time spent as a student will come to an end in December of this year. I feel that this program has prepared me for the opportunities awaiting me in the future. I have learned to take everything day to day and recognize that any moment can be a learning experience. Upon my graduation I will be moving to take on my new role as an inside sales representative at the Fort Wayne, Indiana, location. I am very excited to graduate and begin my career in Fort Wayne.

EJP Employee Anniversaries | Months September 2016 - April 2017

5 - 10 Years

Josh Austin
Donato Ventresca
Kevin Chartier
Joseph Zippi
Jeremy Hague
Mark MacDonald
Todd Baston
Michael Pfister
Lewis Hanscom Jr.
Samuel Hall
Kirk Aikens
Jonathan York
Louis Townsend
Jason Brown
Todd Vanson
Molly Gibler
Wade Kingsbury
Steven Griffith
Pete Hanrahan
Sean Haskell
David Doucet
Richard Barrett
Katrina McCurdy
Andrew Glick
Donald Cooper
Matthew Bailey

10 - 15 Years

Russell Kularski
Michael Mills
Robert Simard
William Terry
Alexander Doherty
Henry Brown Jr.
Christopher Rogers
Roger Pollock
Kristian Arsenault
Rien Canham
Larry Meyer
Craig Paquette
Craig Lavin
John Flagg
Robert Lockhart
Christopher Holman
Chad Martin
Daniel Burdin
David Marc
Deborah Porter
Lionel Hartley
Stephen Goldsmith III
Joseph Frederickson
Dennis Regan

15 - 20 Years

Keith Pomerleau	Jerry Singleton
Paul Dolan	Dana Pelletier
Marty Plasse	Richard Stone
Tina Blais	Joseph Boudreau
Dennis Lake Sr.	Joseph Poplawski
Robert Moody	Thomas Pearl
John Blade Jr.	Linda Towle
James Wright	

20 - 30 Years

Donald Proulx	Bud Henke
Christopher Boyd	Robert Chadwick
Rodney Taylor	Elizabeth Cooley
Holly Dunson	Lester Quinn
Joseph Palombo	Michael Force
David Wheeler	Stanley Hudson
Todd Arsenault	Steven Zanni
Timothy Brown	Andrew Gidney

Over 30 Years

Stanley McCurdy
Peter Prescott
Leo Lavin III

Profile Products' Newest All-Pro Doug McCluskey

Doug McCluskey, Team EJP's Assistant Erosion Control & Geoproduct Manager, was recently named to the All-Pro Sales Team for the year 2015 by vendor partner Profile Products, LLC, of Buffalo Grove, Illinois. Profile Products is a world leader in the production of erosion control products and soil amendments.

Doug was one of only 18 sales professionals in North America named to the team. Doug joined Team EJP in 2012 and has responsibility for stormwater solutions product sales in New York and Connecticut. Doug's commitment to driving specifications and providing direct support to EJP's sales team has resulted in this recognition of his significant contributions since joining the company.

Team EJP salutes Doug for achieving All-Pro status, thereby bringing great honor to both Doug and to the team.



Lincoln Water District Gets "in" SHAPE



Frank Nicastro – Trustee, Kristie Stratton – CSR, Nancy Osborn – Asst. Superintendent, Jeff Day – Superintendent, Leigh Page – Foreman, Burt Weed – Chairman, Patrick Langley – Operations.

On September 30th, the Maine Department of Labor, Bureau of Labor Standards presented the Lincoln Water District with the Safety and Health Award for Public Employers (SHAPE). The SHAPE award was conceived in 2005 as a way to recognize Public Sector employers and employees who are striving to provide a "safe and healthful" workplace. This award is given only to exemplary public sector employers after a thorough review and inspection of the employer's Safety and Health Policies and Procedures by a Safe Works! Consultant. This review includes:

- A review of the employers OSHA 300 log, used to document injuries or illnesses.
- A review of all Safety and Health policies, procedures and programs including: Hazard Communications, respiratory Protection, Blood

-borne Pathogens, Confined Space, Emergency Action Plans, Lockout/Tagout, Personal Protective Equipment (PPE) Assessments and Hearing Conservation.

- A review of employer's training programs
- An inspection of the facility(s)
- An inspection of equipment
- A review of the employers documentation and record keeping

SHAPE encourages a well-rounded Safety and Health Program, that is working to achieve lower employee injuries and illnesses while providing for better employee morale and retention. Congratulations , Lincoln Water District, for going above and beyond to make sure your team and the public are safe every day.

Achieving Milestones in Delphi Indiana



The introduction of new technology to a market can often take a long time to catch on, but not with the new Series 2500 Resilient Wedge Gate Valve with ALPHA restrained joint ends from AMERICAN Flow Control. The city of Delphi, Indiana had a planned replacement of a 10" valve and were more than excited to give ALPHA a try. The installation went smoothly and the city of Delphi and their contractor Milestone were both impressed with the single bolt installation of ALPHA versus the 14 bolt mechanical restraint installation that they had originally planned. The job was completed on November 29, 2016 and Team EJP Lafayette is looking forward to their next opportunity to share this innovative and efficient technology with their customers. See the difference the AMERICAN Flow Control Series 2500 with ALPHA restrained joint ends can make on your next project at <http://www.america-usa.com/resources/video/series-2500-with-alpha-ends>.

Pictured left to right, Jim Daley - AMERICAN Flow Control, Mark Danedd - Romac, Tony Hobbs - Milestone, Craig Meyes - City of Delphi and Josh Scherer - EJP Prescott



Up Close with American

As part of their ongoing commitment to education, American and Team EJP coordinated the visit of 34 employees to the American plant in Birmingham, Alabama, during the first week of December. When it comes to servicing our mutual customers, both American and Team EJP know that there is no substitute for first-hand experience and knowledge. The group was broken down into two smaller groups for a two-day visit. The tour featured time spent with American's research and development team as well as the actual plant tour showcasing the production process of ductile iron pipe. From the copula to the finish coating process, it is clear that quality, consistency and safety are the top priorities of the American team. The facility itself is like a small city sitting on 2,100 acres, 80 of which are under roof with all levels of production and shipment preparations happening onsite. The facility is truly impressive in size and efficiency, but even more impressive is the American Team who work together to create a product that consistently performs above standard day in and day out because it is done the right way. Thank you to Dewayne Talyor, Anooj Kathari, Randy Conner, Steve DeBoalt, Mike Farabee, Jeremy Mowry, Hunter Bridwell, Scott Summers, Michael Ball, Paul Elliot, Bobby Maddox, Tim Mears, Kim Greene, David Briscoe, Thomas Cole and rest of the American Team for the time spent with Team EJP and the partnership they bring to us every day.



Full Slate of Erosion Control Field Days Completed



Starting in May and ending in November, Team EJP took a leading role in 10 Erosion Control Field Days in the New England states. Each event included both classroom and outdoor hands-on components. All were co-sponsored by the Northeast Chapter of the International Erosion Control Association.

Team EJP was happy to have hosted over 500 waterworks professionals over the course of the 10 events. These participants were greeted by a wide group of presenters who represented both

the private and public sectors. In addition to agency and government officials, presenters also included design consultants, manufacturer representatives and Team EJP personnel.

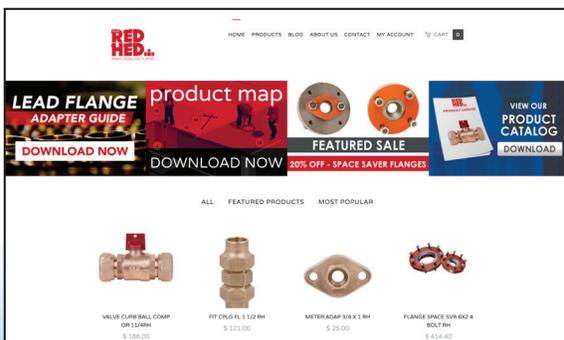
Thank you to the following state associations for their participation in these events over the course of this summer and fall: Vermont Woodland Association, Vermont Logger Education, Maine Department of Environmental Protection, York County Soil and Water Conservation Districts, Soil and Water Conservation Districts of New Hampshire, Maine Rural Water Association and The Trust to Conserve Northeast Forestlands.

Many Team EJP vendor partners also presented. They included Joe Koziel of North American Green, Bill Maier of Tensar, Jack Eaton of Certified Erosion Control, Steve Zwilling, Sandy House and Dan Fick of Profile Products, Tom Bowman of Bowman Supply, Dennis Healey of Infiltrator Systems and Don LeBlanc of Snap-Tite.

Those who attended the programs were brought up to date on current rules and regulations, technology innovations and the latest thinking in stormwater management. Plans are already underway for additional programs in 2017 and beyond.

Introducing Red Hed Manufacturing's New Website

Team EJP's sister company Red Hed Manufacturing is excited to have recently launched its new website. This site offers in-depth information about the Red Hed product line and how their Lead-Free Brass products can assist you on your next project. The site allows you to purchase online all stocking items, and their related products, as well as inquire about custom orders. Blogs and the complete catalog can all be viewed on the site, along with a number of videos outlining the quality and precision of the products being offered. Visit the site today at <https://redhedri.com> and see how Red Hed is ready with whatever you need, whenever you need it, no matter what.



Team EJP Recognized by NEWWA

Team EJP received the 2016 Young Professional Employer Support Award from the New England Water Works Association (NEWWA), the region's largest and oldest not-for-profit organization of water-works professionals. NEWWA recognized EJP's consistent support of its younger employees participating on committees, as well as attendance at NEWWA conferences, membership meetings and events. Team EJP has been a proud member of NEWWA and the American Water Works Association since 1958. 2016 was the 9th consecutive year EJP has been the pre-event sponsor of the annual Young Professionals Red Sox event. EJP is also a NEWWA Gold Sponsor and for many years has hosted members at a formal reception during the NEWWA Annual Conference alongside DN Tanks.



Margaret McCarthy - NEWWA Committee Member and Dan Burdin - Team EJP

Dan Burdin proudly accepted this award on behalf of Team EJP at the 135th NEWWA Annual Conference on September 18, 2016, in Providence, Rhode Island.



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Congratulations to Rob Bergeron

Rob was presented with his Certificate of Completion for the University of Prescott program on September 30, 2016. Rob completed the program earlier this year and has been assigned to Team EJP's Keene, New Hampshire, Division as an inside salesman since the spring of 2016. The ceremony recognized Rob's effort in being a young professional who has committed the time and focus to join the waterworks industry through the only accredited apprenticeship program in the country. Team EJP, and especially Rob's mentor Pete Hanrahan, are extremely proud of Rob and look forward to his bright future with the team.

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