

On The Mark Utility Locating
Services, Inc.

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Driver Safety & Accident Prevention by Jacqueline Harrison, Finance

According to The World Health Organization (WHO) infographics on road safety facts. Nearly 1.25 million people die in road crashes each year, on average 3,287 deaths a day.

An additional 20-50 million are injured or disabled. More than half of all road traffic deaths occur among young adults ages 15-44.

In 2017, more than 40,000 people died in motor vehicle crashes; the three biggest causes of fatalities on the road are alcohol, **speeding, distracted driving. Yes, speeding and distracted driving.**

OTM strives to keep our communities safe with the services we provide. In order to provide these vital services such as 811 utility locating, private utility locating, damage prevention vehicles, inside gas leak checks, etc., we must first drive safely and then work safely. It's important that we slow down while driving and stay vigilantly focus at all times on the road and on the job site.



Safety, safety, safety!

Dream With Us

So many people today want to own their own business. So many have dreams of a prosperous future 'doing their own thing' or 'working for themselves'. I remember when I was a young adult and dreamed this same dream. After 26 years at Eastman Kodak Company in many different jobs and roles, I thank God that my dream never died but for a season, a 26-year season, I dreamed the Kodak dream. I knew the dream that George Eastman dreamed of enriching people's lives through pictures and memories. By allowing myself to dream George's dream, I joined millions of others to make that dream a reality. Kodak was an iconic global business whose name became synonymous with taking pictures of precious life moments like when your child was born, when you were married, when your child graduated from high school or college, or when you bought your 1st home.

7 years ago, I met with Wayne at his home in Henrietta and he not only shared with me the OTM business, but he shared the dream of OTM. The dream was that one-day OTM would be a great company providing a broad portfolio of utility management services like private locating, 811 one-call locating, cathodic protection systems, gas leak survey, damage prevention vehicles, and many other services. I saw it in my mind's eye. While this company at the time was just three owners that worked after their RG&E workdays and on weekends, I believed the vision that this would be a great business. Shortly thereafter I joined OTM and started dreaming.

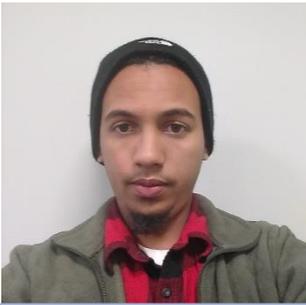
In the bible book of James 2:17 it says, 'So also faith by itself, if it does not have works, is dead'. The meaning of this as applied to dreaming is that dreaming by itself isn't enough. One must work in accordance to their dream. And over time and in time, with God's grace that dream may become a reality. Over the past 7 years, I have also learned that just as I was willing to dream with Wayne, Sam, and Gary, we still need others to join us, to dream with us, and to work in accordance to this dream.

I remember when we hired our 1st employee, Adam Banks, to work on our Monroe County Water Authority's fire hydrant inspection program. Shortly thereafter, we hired Lisa O'Neal to be a dispatcher for the Damage Prevention Vehicle (DPV) Avangrid program. Over the years, we have added other dreamers including, we pray, you!

By dreaming with us, do you give up on your own dream(s). No, not at all. You may do as I did and simply defer it while you learn, grow, and develop yourself. So, dream with us. Together we can make our vision – to become a global leader in the utility management services - a reality. We can have lots of fun and a great time doing it!

If you really want to dream with us a little more, just check out the [Vision article in The Good Tone newsletter, vol. 9](#)

Congratulations to the following OTM employees who have achieved Northeast Gas Association (NGA) certifications in various task (noted below their names) this past quarter!!!



Miguel Martinez
CT21 (NJ), CT21 (NY),
CT22A, CT22B, CT23 & 24,
CT70, CT71, CT85



Lorenzo Davis
CT06A, CT06B, CT21,
CT22B, CT23 & 24, CT40,
CT70, CT85



Chris Lofton
CT06A, CT06B,
CT70, CT85



Keith Allen
CT06A, CT06B,
CT70, CT85



Jon Oswald
CT06A, CT06B,
CT70, CT85



Leo Rhodes
CT06A, CT06B,
CT70, CT85



Andrew Speca
CT06A, CT06B,
CT70, CT85



Elias Maldonado
CT06B,
CT70, CT85



Lorenzo (Rick) Rambo
CT06B, CT70, CT85



David Whitaker
CT70, CT85



Chase Cone
CT06B



Thomas Farrell
CT06B

NGA Tasks:

- CT06A-Inspecting for Atmospheric Corrosion, Including Evaluation and Remediation
- CT06B-Inspecting for Atmospheric Corrosion
- CT21-Line Locating and Mark Out
- CT22A-Inspecting of 3rd Party Excavations for Damage Prevention, Including Root Cause Analysis
- CT22B-Inspecting of 3rd Party Excavations for Damage Prevention
- CT23 & 24 Inspecting the Condition of Exposed Pipe
- CT70-Properties of Natural Gas and Abnormal Operating Conditions
- CT71-Excavation & Backfill
- CT85-Meter Assembly Abnormal Operating Conditions

Employee Referral Process/Bonus!



OTM is always looking for great people, and you can help. Research has shown that hires who come into organizations through employee referrals are excellent contributors, stay longer and are more cost effective to recruit. If you know someone who you think would be a great addition to our organization and they meet the qualifications for an existing job opening, it will be worth **\$500.00** if you refer them for employment, they are hired and successfully complete their first 90 days.

The process is quite simple:

1. Register in the employee referral portal using the URL link and passphrase provided below.
2. Once you have been registered it will give you a list of our open positions. Additionally, every week you will receive an email of our open positions.
3. Share the job posting - There are 5 ways you can share the job posting (1. Direct link, 2. E-Mail, 3. Facebook, 4. Twitter, 5, LinkedIn). You simply click on the icon in which manner you would like to share the job posting.

Note: When you share the job posting, it is directly connected to you. If you share by any other means, there will be no way for OTM to know that you referred a specific candidate and therefore you will forfeit the Employee Referral Bonus.

The passphrase is: [otmhire](#)

The URL is: <https://otmlocating.isolvedhire.com/employees/>

REFER! REFER! REFER!

Some Simple Rules:

1. The hiring of a referred employee must occur within six months of the initial referral date.
2. Management directly involved in interviewing/hiring is excluded from receiving referral bonuses.
3. The referral must represent the candidate's first contact with our organization. Temporary contract and former employees are not eligible candidates for referral.
4. To be eligible for an award, the referrals must first be submitted through iHire. Therefore, you must register with the above instructions to be eligible.
5. As an employee can only make as many referrals as you like, however you are only able to receive a referral bonus for two (2) referrals for any given job opening within the same year.
6. Once a referral is hired and completes 90 calendar days of service, the employee responsible for the referral will receive the referral bonus.
7. The first employee to refer a candidate will be the only referring employee eligible for payment.
8. All candidates will be evaluated for employment consistent with our organization's policies and procedures, and all information regarding the hiring decision will remain strictly confidential.



Learning Modules



As you have seen we are now moving into conducting annual training within iSolved (i.e. Sexual Harassment Training). As the year progresses, we will be implementing a Learning Module where we will set up a learning track individualized per employee where you can receive annual trainings or additional information by simply logging into iSolved. We believe in helping our employees grow and progress. This is another area of learning we are implementing with you as our employee in mind. We believe in investing in our employees. More information on this coming soon! Please be on the lookout.

Total Compensation

What is total compensation? Compensation is the total cash and non-cash payments that is given to you as an employee in exchange for the work you do for our business. Compensation is more than an employee's regular paid wages. It also includes many other types of wages and benefits. Types of compensation include: Base pay (hourly or salary wages), benefits (health, dental, vision), 401(k) match, employer paid taxes, vacation pay, holiday pay, etc.



This year you will be receiving a Total Compensation breakdown. We value you as an employee, and as such we invest in you more than just an hourly wage.

Annual Performance Evaluation

Every year we are now conducting annual performance evaluations. We believe in giving our employees feedback on their work performance throughout the year. This is a healthy practice where you as an employee can weigh-in on how you feel you have done throughout the year and the Supervisor can give you feedback on your performance as well. It is a chance for you to grow as an employee and identify areas of need. Performance evaluations are separate from rate adjustments. Receiving an excellent performance evaluation does not guarantee a rate increase. These are 2 separate components. Rate adjustments are based upon the Company's fiscal health and is done at separate times within the year. The purposes of the annual performance evaluation process are to promote communication and provide useful feedback about job performance, to facilitate better working relationships, to provide a historical record of performance and to contribute to professional development.

Why Bene-Care?

We recently made a changeover to Bene-Care. Bene-Care anticipates the needs of organizations and provides more than ideas and concepts. They deliver proactive solutions with the follow-up to make sure that what they recommended is working. A partner who can help us optimize the balance between delivering the highest level of benefits and the lowest possible premiums. And a partner who stays ahead of the ever-changing employee benefits marketplace.



Here's how Bene-Care delivers employee benefits...

- They will make sure our employee benefits program is strategic to the needs of our business and the needs of our employees
- They will understand our options, evaluate risks and address potential concerns up front, Bene-Care helps prevent coverage issues
- They will stay one step ahead of ever-changing compliance regulations and communicate their impact on our employee benefits offering and our business
- They will support our business and our employees every step of the way with a level of personal service, as they have demonstrated by coming into our office and meeting with our employees individually to choose the best coverage for

That's the personal, proactive, powerful promise of Bene-Care. We have a benefits partner with Bene-Care.