

diversity and inclusion news

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full S.T.E.A.M ahead

Members of the Women’s Leadership Network (WLN) joined other distinguished female professionals and guests to celebrate Women’s Day at Benjamin Franklin Middle School in Teaneck, New Jersey. The annual event, which coincides with Women’s History Month, encourages female students to be true to themselves and achieve their full potential. This year’s theme focused on S.T.E.A.M. careers for women.

S.T.E.A.M. is an acronym for Science, Technology, Engineering, the Arts and Mathematics and is part of a growing national push to have school districts adopt an inquiry-based, hands-on learning curriculum that integrates academic subjects rather than teach them in a vacuum. This approach to learning more closely aligns with what students will experience in college and the workforce.

Paula McEvoy, WLN secretary and director of engineering for the company’s operation in New York, participated in a panel discussion about S.T.E.A.M. careers and offered candid advice on being successful in school and in the workforce.

“Creative thinkers are going to be the next generation of innovators, entrepreneurs, and successful business leaders which is why we need young women to get excited about S.T.E.A.M. careers,” remarked McEvoy. “Engineers use math, science, technology and even art to solve real-world problems. Hopefully, by sharing the rewarding and challenging aspects of my job and career, it will inspire one of these students to become an engineer. It was an honor to be part of this motivational day.”



Left to right: Lori Murray, community outreach and education coordinator; Adela Wekselblatt, senior paralegal; Paula McEvoy, director of engineering, New York Operations; Sonja Clark, director, community outreach; Jennifer Sislin, Sr. learning & development specialist and Treva Spencer, manager, communications and community relations, Northeast.



the murph challenge

In 2014, SUEZ employees began commemorating Memorial Day with a pledge of support to the Lieutenant Michael P. Murphy Foundation's "Murph Challenge", a unique fundraising effort for veteran scholarships that takes place at various locations across the United States.

For the past three years, Marshall Thompson, director of operations in Idaho and UVN member, has competed in the intense race. "The Murph Challenge is not for everyone," advised Marshall. "The competition consists of a one mile run, followed by 100 pull-ups, 200 push-ups, 300 squats and another one mile run – all performed while wearing a 20 pound vest!"

Despite the level of difficulty, Marshall was up for the challenge and so were a few other employees around the country. Trevor Hamilton and Christine Purdy from the company's operations in Michigan joined in the competition locally this year as well as fellow UVN member and Navy veteran Bill Ames, who completed a modified version of the Murph Challenge in style (1 pull up, 2 sit ups, 3 squats, and a 6 mile brisk walk)!

"On a personal note, I'm happy to report a 2016 time of 43 minutes," stated Thompson. "I also had the honor to complete the final leg of the challenge with two of my sons, ages eight and four. I can't believe they both ran the whole mile!"

Bill Ames, vice president, business development, completed a modified version of the challenge in style.



Marshall Thompson had the honor of completing the final leg of the challenge with two of his sons.

In the last three year, SUEZ employees have pledged close to \$10,000 in direct donations to the Lt. Michael P. Murphy Foundation. This year, UVN wanted to move the total over \$10,000 and surpassed that goal by \$171!

"On behalf of the UVN and this year's challengers, I want to thank everyone for their generosity and support. The workout was tough, but humbling, as we did our best to honor those who have given so much to protect our freedom," said Thompson.



cinco de mayo



A quintessential Mexican-American holiday, Cinco de Mayo has evolved into a celebration of Mexican culture and heritage, particularly in areas with large Mexican-American populations. Cinco de Mayo traditions include parades, mariachi music performances and street festivals in cities and towns across the United States.

This year on May 5th, the work day was turned up a notch at the company's operations in Huber Heights, Ohio. In recognition of Cinco de Mayo,

the administrative office staff organized a carry-in taco feast with ingredients ranging from your basic taco shell to mouth-watering toppings, all served with a delicious (alcohol free) Strawberry Daiquiri, capped off with whipped cream.

"Not only did we enjoy a fiesta lunch but one of the employees researched and read a brief history of Cinco de Mayo," remarked Pam Whited, project manager. "It was a wonderful celebration of food, culture and comradery."

Buen provecho!

paying it forward

One good deed might not seem like much, but it can spark a chain reaction of generosity and kindness, reminding us that caring and giving individuals can make the world a brighter place.

When Pam Whited, project manager, set out to pick up muffins for this year's WLN Muffins for Moms breakfast, little did she know she would be the recipient of a random act of kindness from a complete stranger.

"When I went to pick up muffins for the WLN breakfast, the first place I stopped only had three varieties, none of which were very appealing, so I headed over to Tim Hortons to see if there would be a better selection. To my surprise, I was able to find a favorite for everyone on my team! But that's not the best part of the story....when I drove up to the window to pay, I was informed that the person in the car ahead of me already paid the bill! So, I in turn paid the bill for the car behind me – paying it forward."

Needless to say, that one, small, simple act put a big smile on Pam's face for the rest of the day. "It warmed my heart knowing that there are really great people living in my community. It's amazing to see the positive ripple effect one random act of kindness can cause. Imagine the type of world it could be if everyone strived to do something good for someone else once a day."

It only takes a spark to light a fire, so how are you going to ignite the flame?



Here are a few examples to help get you started Paying It Forward:

- **At a drive-through, coffee shop, etc. pay the bill for the person behind you.**
- **When it's raining, bring an extra umbrella and give it to a stranger who doesn't have one.**
- **Visit an elderly neighbor and ask if there is anything that you can assist with around the house/yard.**
- **Donate to your favorite charity.**
- **When dining out, let the restaurant manager know what great service was provided by the staff.**
- **Prepare and deliver a home cooked meal to a neighbor in need (possibly a new mom or the elderly/homebound).**

Rich Musicant

– a true survivor



Rich Musicant at boot camp in 1988.

“The force from the blast hit me and slapped me to the ground like a giant invisible hand. I hit the ground so hard that I actually bounced back up. The adrenaline was surging and I still had no idea what happened.”

– Rich Musicant,
excerpt from his book
in progress.

On Feb 24, 1991, two and a half years after deciding to enlist in the Marines, Rich Musicant, environment health and safety specialist, found himself in the middle of the desert in Kuwait, unconscious, losing blood, with his leg hanging on by a muscle thread.

Combat medics running triage on the wounded had already put a ‘black tag’ on him – a visual shorthand on the battlefield that meant ‘no expectation of survival’. With limited resources, someone with a better chance of survival would be helped first.

The Marine corporal was brought, still alive, to a military hospital in Saudi Arabia. “Dr. Bill Walker, considered one of the best vascular surgeons in the Navy, operated on me. He not only saved my leg but my life.”¹

However, Rich’s battle was far from over. After surgery, he was transferred to a military hospital in San Diego for rehabilitation. “Rehab was hard, the pain was excruciating. My left leg locked and could not bend. I had two hours of physical therapy, would take lunch, sob like a baby, and then attend another two hours of therapy. I did not cry during combat but I did in rehab. That misery went on for two years.”

Despite the challenges, Rich has only praises for the treatment he received in the military hospitals. He also credits the veterans who visited him regularly for helping him fight off depression. “Vets visited me regularly and talking to them kept me out of depression. Their advice was always to talk, then talk some more and not to keep it bottled up inside.”

For a long time, Rich held out hope he would return to full active duty but it wasn’t in the cards. “I had been planning on a military career. That was my dream. I held onto that hope through the two years of recovery. Maybe it was unrealistic but hope is a powerful motivator. Then you have that ‘ah-ha’ moment when you realize that your life is not normal and never will be again. No regrets though, you just move on.”

Returning home to New Jersey, Rich held various jobs before joining SUEZ nine years ago. As an environmental health and safety inspector, he considers himself a road warrior, traveling to various locations, providing safety guidance and support for numerous projects. He is an active member of the company's United Veterans Network (UVN) and also volunteers as a fire fighter and EMT in his home town of Pompton Lakes.

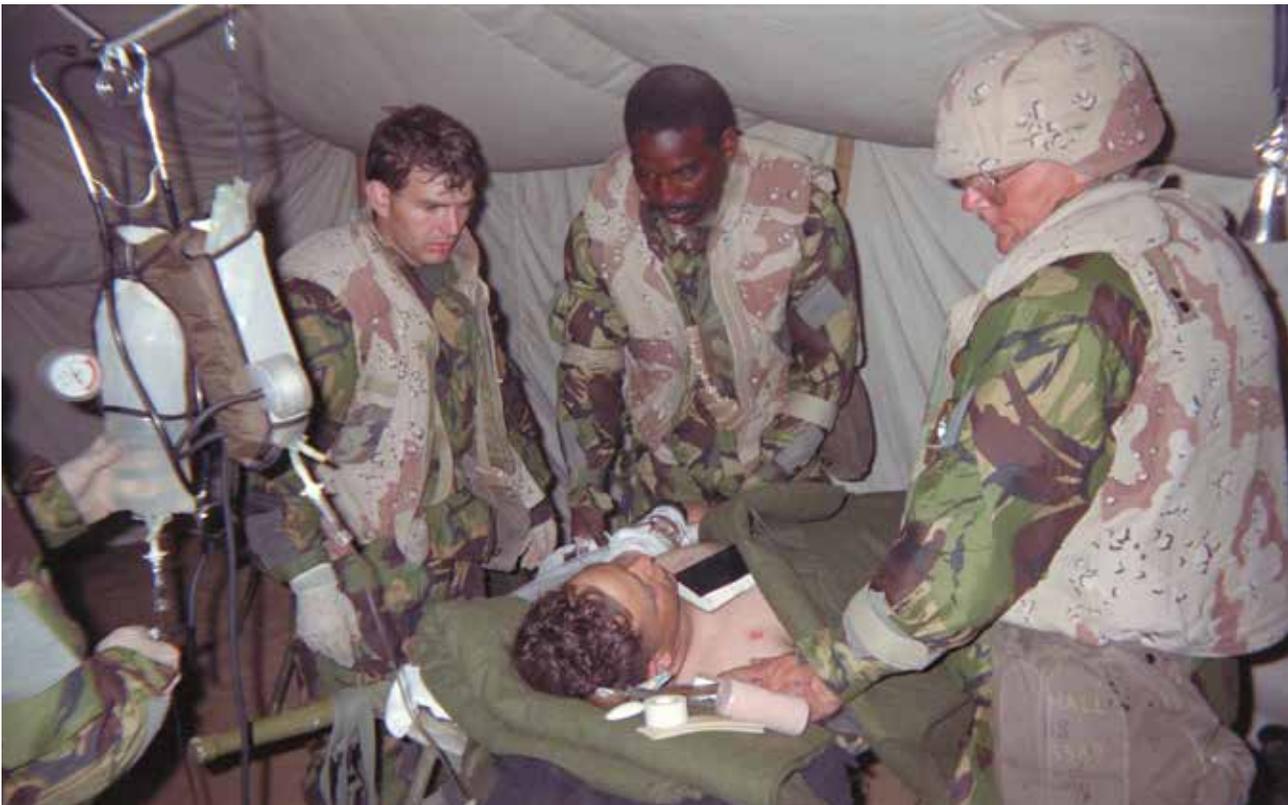
Despite some tough hands dealt to him in life, Musicant remains upbeat with no regrets. "This may sound crazy, but being wounded was the best thing that ever happened to me. You don't realize what you're capable of until you are completely challenged – a trial by fire. We all fear failure, fear we won't make it when tested. I was tested and did not fail."

Considering his near death experience, Musicant doesn't know why he beat the odds....maybe to finish the book he's been writing for the past 15 years.

"It started as a therapeutic tool. Now I see it as a tribute to the combat medics who save the wounded on the battlefields, as a tribute to those who serve. The working title of the book, if I ever finish it, is *My Life for My Country...The Price of Patriotism*. The overall theme is how we, as veterans, give part of our lives in service to our country. Whether you never heard a shot fired, or were a SEAL that won the Medal of Honor, we all make sacrifices for America. When you serve, you give up your life; when you sign, you are committed. Fully understanding and appreciating that commitment, that sacrifice, is the price of patriotism."

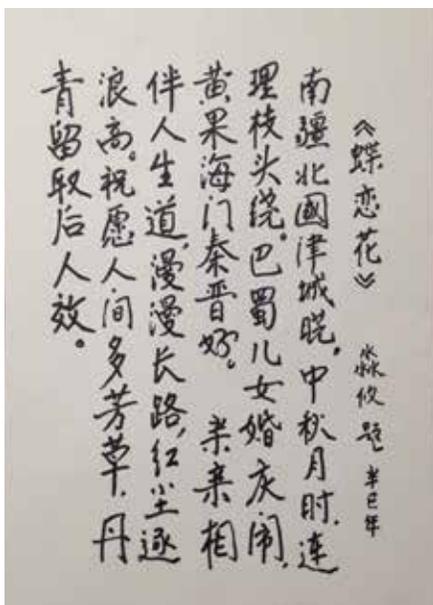
1: Excerpts taken from an interview conducted by Irene Jarosewich for the Clifton Merchant Magazine (May 2016).

Medics attend to Rich on the battlefield as a Chaplain and fellow soldiers pray over him, a prayer book on his chest. Rich still has that prayer book and carries it with him every time he flies.



how do you say I do?

Hong Liao, technician at SUEZ' water quality laboratory in Haworth, is proud of her Asian American heritage and shares a personal story about the rich culture and tradition of a Chinese wedding.



Liao family wedding poem written in Chinese calligraphy.

As an Asian (Chinese) American, I have the privilege to experience both eastern and western cultures, and am very interested in understanding the differences and similarities between the two. I feel like I can be a bridge to promote better communication and understanding. China is my country, but America is my home.

As in other cultures, we have several holidays and celebrations to stay connected with family and friends. A wedding is one of the major occasions for us to gather to celebrate, witness and congratulate a new couple.

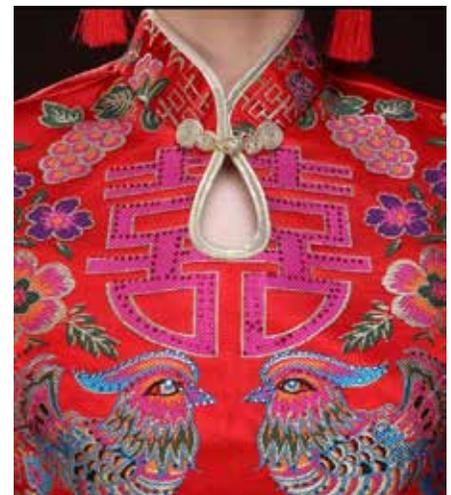
Traditionally, Chinese weddings are very different from western ones, even just in terms of colors. Red plays a key role in Chinese weddings because it is associated with success, loyalty, honor, fertility, and love. Gold is also commonly used, as it portrays wealth and fortune. A traditional Chinese wedding dress is a red, one-piece frock called a Qi Pao, embroidered with elaborate gold and silver designs. Decorations at Chinese weddings are generally red, from the table cloths to the tea cups, and banners are displayed with the "double joy" character (囍).

As in western weddings, flowers are used as table decorations. Lilies are the most common, as the Chinese name, baihe 百合, sounds similar to a common idiom: bainian haohe 百年好合 meaning "happy union for a hundred years". This flower is also believed to bring children to the happy couple.

The tea ceremony is one of the most significant and meaningful events at a Chinese wedding. It includes very formal

introductions of the bride and groom and shows respect and gratitude to the bride's parents. The order in which the tea is served is very important and signifies respect for elders. The tea itself is symbolic in many ways as it exemplifies purity, stability and fertility. The purity of tea represents love that is pure and noble; the stability of tea stands for faithful love; the fertility of tea indicates the couple will have many children.

In my family, we have our own special wedding tradition. For six generations, after the tea ceremony, the father of the bride or groom will read the poem he has written for the new couple. The poem is written in Chinese 书法 or "calligraphy". The poem conveys a message from the older generation and is presented in an artistic way. My family believes this is an honorable way to educate the younger generation about Chinese culture and literature. When my special day finally arrives, I know I will treasure the poem my father will write for my wedding, especially since it will be penned in calligraphy by him.



Qi Pao, a traditional Chinese wedding dress.

honoring Dr. Peng

Indianapolis Asian American Times honored Peter Peng, Ph.D., for his contribution as a process engineer to the community.

Peter Peng, Ph.D., process control engineer for the company's operation in Indiana, was one of six individuals honored at this year's Indy Asian American Times Constellation Award Gala, which serves to recognize Indiana Chinese Americans who have made significant contributions to the community, nation, or world.

Dr. Peng was selected for his dedication and contribution to the environment and the Indianapolis community. Tim Blagsvedt, former project manager, introduced Dr. Peng at the gala and praised him for his achievements in the wastewater industry and engineering field as well as the importance of his work at the company's Indianapolis operations.

"I am humbled and most honored to have received this important award, especially since it comes from members of my Chinese American community," Peng said.

This was not the first time Dr. Peng was recognized for his efforts. Earlier this year, he received a SUEZ in North America Innovation Award for his work demonstrating retrofit for enhanced biological phosphorus removal.

Left to right, Greg Ballard; Larry Jones; Julia Peng; Sherry Peng; Bonny Jones; Angela Peng; Dr. Weihua (Peter) Peng, Ph. D., senior engineer and Jim Perron, director project development.



boots to business hiring our heroes

In April, members of the Toms River operations team participated in the U.S. Chamber of Commerce Foundation's "Hiring Our Heroes" career fair held at Joint Base McGuire-Dix-Lakehurst, New Jersey.

This transition summit and hiring fair was a two-day event comprised of personal branding workshops, military spouse workshops, veterans employment center workshops, resume writing and a variety of panel discussions.

Ted Holod, finance manager, and Jane Kunka, public affairs manager, represented SUEZ at the career fair and spoke with many potential candidates about several positions available both in Toms River and Manalapan. "We were delighted to participate in this job fair and met a variety of very talented military personnel," remarked Kunka. "I was very happy to pass the CV's along to our internal hiring managers with the hope that these individuals are chosen to be interviewed or better yet – hired!"



Ted Holod, financial manager, Toms River Operations (far right) speaks with three members of the U.S. Air Force about career opportunities at SUEZ.

uvn hosts recruiting webinar

The United Veterans Network (UVN) conducted its first educational webinar for employees. The topic was "Hiring and Recruitment Strategies for Veterans" and focused on the actions SUEZ in North America is taking to attract and recruit veterans as well as the company's strategy for the future.

Ritu Madan, recruiter, talent acquisition, facilitated the information session along with several guest speakers from Employer Support of the Guard and Reserve (ESGR), a Department of Defense volunteer agency that seeks to promote a culture in which all American employers support and value the military service of their employees.

"We recognize the importance of recruiting and retaining veterans to our workforce which is why we partnered with the UVN and ESGR for this educational webinar," said Kevin Tarantino, supervisor, talent acquisition. "ESGR understands the unique talents and skill set Guard and Reserve service members can bring to the table."



Left to right: Kevin Tarantino, supervisor, talent acquisition; Anna Maria Brennan, director, diversity and inclusion; Ritu Madan, recruiter; Aaron Chin, recruitment coordinator. Back row from left to right: 2nd LT. Louis A. DiGeronimo, RA, Retired, US Army, Northern New Jersey Area Chair, ESGR; Col. Dominic A. Morrelli, Retired, US Army, Vice Chair, NYC ESGR; Lt. Col. Alex Hernandez, Retired, US Army, Bergen County Chair, ESGR; Sgt. Brian Delcotti, Retired USMC, Bergen County Vice Chair, ESGR and Kevin Kealy.

planet earth celebration

For the second year in a row, Generation Lynk members celebrated Earth Day at the Bergen County Zoo. Over 800 kids and their families attended the Party for the Plant event and visited exhibitor booths throughout the zoo to discover ways to protect the local environment. This year's exhibits also included a sheep shearing demonstration.

Generation Lynk members distributed water conservation kits, seed packets and discussed ways to conserve water with young visitors and their families. SUEZ customers who visited the booth

and provided their email address also received a raffle ticket for a chance to win an extra prize.

"We were so happy to have T.R.A.C.E. board member, Joannie Turner, volunteer with us this year," said Karen Ayon, Generation Lynk chair. "It was a perfect day to promote the company's new website, familiarize the public with our new brand and celebrate conservation awareness." To learn more about T.R.A.C.E., see the article on page ten.



Left to right: Lisa Harry, Sr. project liaison, engineering; Giselle Ayon and Tonia Taylor, customer service field representative.

getting to know T.R.A.C.E

T.R.A.C.E. is a sustainability BRG that provides a social space for all employees who are passionate, or would like to know more, about social and environmental sustainability. As a group, T.R.A.C.E. shares resources, exchanges ideas, and helps support SUEZ' ongoing sustainability agenda.

What is sustainable development? It is the balance between economic growth and social needs within the natural environment, ensuring that present growth does not compromise future opportunity.

Its mission is to learn, practice and teach green/sustainable solutions as a core responsibility. To this end, T.R.A.C.E. encourages creative, forward-thinking ideas from all employees that will improve efficiency and reduce the environmental impact of our day to day activities, whether at work or home.

Our vision is vast and encompassing – all ideas are welcome:

- **Educate** and engage employees in “green” behaviors and initiatives
- **Promote** initiatives that reduce waste and conserve resources
- **Support** environmental causes and groups within the company and local community
- **Network** with internal and external energy, water/wastewater and environmental resource groups

For more information about T.R.A.C.E. (or to submit an idea or suggestion), please contact one of the board members listed below:

- Chair: Chitra Raghav
- Vice Chair: Patricia Belliveau
- Treasurer: Ted Holod
- Secretary: Jared Patrice

Committee Chairs:

- Business & Marketing: Annmarie Rutigliani
- Environmental Impact: Alice Richard
- Community Initiative: Ray Cywinski
- Technology: Meagan Cummings
- Recruitment: Lisa Smith
- Member Support: Joannie Turner



Left to right: Meagan Cummings, EHS systems analyst; Annmarie Rutigliani, manager, client liason; Ray Cywinski, manager, watershed & environmental resources; Chitra Raghav, manager, quality management; Jared Patrice, customer service representative; Joannie Turner, customer service representative and Lisa Smith, supervisor, customer operations payments.

Our Diversity Definition

Diversity means differences among individuals in our workforce, suppliers and communities such as age, business background, culture, disability, education level, employee status, ethnicity, family status, function gender, national origin, race, religion, sexual orientation, social class, thinking styles, etc. These differences provide a wealth of resources to our companies.



Mission Statement

SUEZ will be the reference company for our industry, recognized for our commitment to diversity and inclusion. We will provide an environment that celebrates uniqueness and enables all employees to contribute to our success and share in the rewards.

SUEZ a kaleidoscope of diversity

meet the members 2016 diversity and inclusion council

Eugene Anderson

Senior Director, Industrial
Relations & External Affairs
Paramus, NJ

Anna Maria Brennan

Director, Diversity & Inclusion
Paramus, NJ

Mary Campbell

Vice President, Business Development
Tri-State Region
Paramus, NJ

Joe Diaz

Manager, Maintenance
El Segundo, CA

Lynda DiMenna

Manager
New Rochelle, NY

Tanya Headley

HRIS Manager
Paramus, NJ

Roberto Hernandez

Manager, Customer Service
New Rochelle, NY

Christopher Jacobs

Manager, Rhode Island Operations
Wakefield, RI

Kanwer Khan

Vice President,
Environmental Compliance, Health and Safety
Paramus, NJ

Michael Salas

Senior Vice President & Chief Information Officer
Paramus, NJ

Marshall Thompson

Manager, Operations
Boise, ID

Kenneth Walker

Manager
Jackson, MS

Marie C. Waugh

Senior Vice President, Human Resources
Paramus, NJ

Sharon Williams

Supply Chain Manager
Paramus, NJ



For comments and suggestions

To submit story ideas, articles, comments or suggestions, please email the Diversity and Inclusion Council at DiversityCouncil@suez-na.com