better. stronger. together.
<table>
<thead>
<tr>
<th>Page</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>CEO message</td>
</tr>
<tr>
<td>06</td>
<td>the ‘tuck-in’ acquisition playbook — a practical blend of project planning and community relations</td>
</tr>
<tr>
<td>10</td>
<td>employees recognized for award-winning achievements</td>
</tr>
<tr>
<td>14</td>
<td>ice pigging collaboration provides clear results at West Basin</td>
</tr>
<tr>
<td>16</td>
<td>I am SUEZ</td>
</tr>
<tr>
<td>18</td>
<td>employees on the move</td>
</tr>
<tr>
<td>19</td>
<td>educational achievements</td>
</tr>
<tr>
<td>20</td>
<td>industry awards &amp; recognition</td>
</tr>
<tr>
<td>21</td>
<td>industry papers &amp; presentations</td>
</tr>
</tbody>
</table>

On the cover: At the North America Leadership Conference, Eric Gernath, CEO, explained how we are positioned well to meet the demands of the future through the optimization of our organization.
Dear Colleagues:

I have never been more confident of our company’s path forward, nor more proud of our employees. As you know, SUEZ North America has been undergoing a transformation to make us more valuable to our clients and customers. We are doing that by making SUEZ Better. Stronger. Together.

As you’ll read in this issue, that synergy is visible companywide. For example, we integrated our business divisions with the support functions within their organizations. We also launched key optimization on the Woodstock initiative to transform the AS/ES infrastructure platform and the Hopper initiative to streamline corporate operations. And in California, AS and ES collaborated in an ice-pigging project to improve service in the West Basin Municipal Water District.

The cooperation didn’t end there, our Utility Operations, with our finance and legal teams, collaborated with their colleagues in Paris on the PGGM agreement to improve our debt-to-EBITDA ratios. At the same time, we are realigning our New Jersey utilities into one, thereby spreading our investments over SUEZ’ entire rate base. That’s good for both our SUEZ and our customers.

You should notice a pattern. In each case, we are streamlining our efforts while sharing data, technical knowhow and local market experience. In other words, we are now able to optimize and expand our business simultaneously, such as in New Jersey and Pennsylvania where we expanded our Utility Operations by acquiring five water and wastewater operations in December and March. As you will read in this issue, that expansion came directly as a result of our “tuck-in” playbook, which outlines how specialized teams can work together for phenomenal results.

Now—by making SUEZ North America better, stronger, together—we are positioned well for growth and to meet future demands.
At the North America Leadership Conference, CEO Eric Gernath explains that over the last three year we’ve laid the groundwork for our Vision 2020 strategy based on three key words: Grow, Collaborate, Optimize. We then set forth on looking at our business and finding the right strategic initiatives.

“As ambitious as we thought 2018 was, 2019 takes us to a higher level. Better. Stronger. Together.”

— Eric Gernath, CEO, SUEZ North America
SUEZ North America’s transformation over the past three years into a larger—yet leaner, more efficient organization has left it poised to take advantage of opportunities in municipal and industrial markets where it competes.

“I believe we are now ready to fully implement the promise of the Vision 2020 strategy,” said Eric Gernath, chief executive officer at the North America Leadership Conference in Westchester County, NY. “The transformation of our company makes us Better. Stronger. Together.”

SUEZ has already enjoyed great success for the past 15 years under the direction of Jean-Louis Chaussade, SUEZ chief executive officer. Under Chaussade’s leadership, SUEZ more than doubled the size of its North American operations and increased service offerings to its clients and customers. When Water Technologies & Solutions is included, SUEZ has grown its business in North America fourfold.

“When I came here three years ago, we laid the groundwork for our Vision 2020 strategy based on three key words: grow, collaborate, optimize,” said Gernath. “We then set forth on looking at our business and finding the right strategic initiatives.”

SUEZ North America is on the right track thanks in part, to the integration of support functions with their business divisions, within their organizations. “We are positioned well to meet the demands of the future through the optimization of our organization,” said Gernath.

Meanwhile, despite wet weather in the Northeast, which affected utility revenues as well as the work schedules, North America racked up numerous successes for 2018. They included:

- **Solid improvements in environmental, health and safety.** “For 2019, we will again set ourselves tough targets and will achieve these with our commitment and collaborative teamwork,” said Gernath.

- **Expansion of Utility Operations** in New Jersey, acquiring four water and wastewater operations in December. SUEZ acquired the four operations for $12.6 million and expects to invest close to $50 million more to bring much-needed repairs of these systems. This past summer also saw the collaboration between Utility Operations and the finance and legal teams with their colleagues in Paris on the PGGM agreement. The Dutch investment firm has agreed to acquire a 20 percent stake in SUEZ’ Utility Operations for $601 million.

continued on next page
Vision 2020 update continued

- **Rate relief $14.4 million in New Jersey**, where SUEZ also convinced state officials of the customer benefits associated with realigning its NJ utilities into one utility, namely, by having investments spread over SUEZ’ entire rate base. SUEZ also received Distribution Service Improvement Charges of $6.1 million from New Jersey, Pennsylvania and Delaware.

- **Major contract renewals**, including in Jersey City, NJ, and in El Segundo, CA, where we operate the West Basin Municipal Water District’s facilities.

- **Key contracts signed by Advanced Solutions**. They include deals for sales of the Aquadvanced Energy system and SUEZ’ Biosolids Dryer; with Aclara for Smart Metering, which brought in $4.5 million in 2018 and a backlog of over $50 million; with Patoka Lakes Regional Water and Sewer District, which operates the largest reservoir in Indiana, for a $3.2 million concrete and plant rehabilitation maintenance contract; and a $1.9 million tank maintenance contract with the City of Alliance, OH.

- **Key optimization initiatives**, including the launch of the Woodstock initiative to transform the AS/ES infrastructure platform and the Hopper initiative to streamline corporate operations. When Woodstock is completed by summer’s end, AS/ES will be better able to win more contracts, collaboratively and efficiently. Hopper, which includes moving our corporate headquarters from two floors into one floor, was completed in March.

- **Completion of the first SUEZ global employee survey**. SUEZ North America’s response rate of 71 percent mirrored the overall employee involvement of 72 percent at the Group level.

- **Strengthening of SUEZ’ business-development platform**, leading to the successful positioning of SUEZ on several major projects, in Edison, NJ; Montreal, Canada; Providence, RI; and elsewhere.

“As ambitious as we thought 2018 was, 2019 takes us to a higher level. Better. Stronger. Together,” said Gernath. “I have full confidence in all of us that we can not only meet this forecast, but we can beat it decisively. And we do that by working collaboratively.” ☛
“We’ve been working to transform our company from a paper-based utility service provider to a company that powers smart, connected utility services. SUEZ has made great strides in this effort through the digitalization of customers’ experience, improvements to workforce tools and procedures, and a significant increase of capital investments.”

— Eric Gernath, CEO, SUEZ North America
In West Milford, NJ SUEZ plans to invest $50 million on facility upgrades during its first five years of ownership to get the plants operating above state standards.

“The interaction between the citizens, SUEZ and the mayor was extremely beneficial. It was the personal touch that made the difference, by being available to answer their questions.”

— David Stanton, President, Utility Operations
the ‘tuck-in’ acquisition playbook — a practical blend of project planning and community relations

SUEZ North America took its successful tuck-in acquisition strategy to Pennsylvania, in March, just months after finalizing a string of acquisitions in northern New Jersey.

On March 29 Pennsylvania Operations completed the $9.5 million acquisition of the Mahoning Township, PA, water and wastewater systems. It will result in 1,200 new customers for SUEZ and updated infrastructure for the township. "We are pleased for the opportunities this transaction presents to our township, the proceeds of which will benefit all residents through funding of infrastructure and water runoff projects," said Mahoning Township Board of Supervisors Vice Chairman T.S. Scott.

Mahoning is already set to benefit from a separate $8.5 million construction of a 16-inch water main that will run along a six-mile stretch between the Irondale Water Treatment Plant in Bloomsburg, PA and Mahoning Township. It is expected to be completed by year-end.

The Pennsylvania tuck-in acquisition follows a playbook, of sorts, created by the New Jersey Operations team in 2018 during the acquisition of water and wastewater systems in West Milford, NJ. That playbook—a practical blend of project planning and community relations—came in handy almost immediately when SUEZ put it to use as it acquired three other ‘tuck-in’ acquisitions in Highlands, NJ in 2018.

The project planning, in New Jersey, headed by Jaspal Kaller, director, water and sewer operations and manager of the West Milford integration project, is spelled out in a document that outlines five major workflows, each parsed into numerous “sub-streams.” Each process is headed by a manager who meets regularly with the others to discuss progress and make changes, as needed.

The community outreach efforts headed by Debra Vial, director of communications and community relations, relies heavily on active dialogue—often one-on-one—between SUEZ representatives and members of the public. It continues after the acquisitions with community education and brand promotion.

continued on next page
In West Milford, NJ eight town hall meetings were held, attended by former Mayor Bettina Bieri, West Milford residents, and representatives from SUEZ’ business development, operations, engineering, customer service, rates, legal, and corporate communications departments. SUEZ also held several informal gatherings at senior citizen centers. In both settings, residents were able to question SUEZ directly. “This interaction between the citizens, SUEZ and the former mayor was extremely beneficial,” said David Stanton, president, Utility Operations. “The same holds true for the meetings with seniors. Again, the personal touch. By being available to answer their questions made the difference.”

The acquisition of the West Milford Municipal Utilities Authority assets for $11.3 million began in 2017, with negotiations with the municipality and a campaign to get voters to approve the sale in a referendum. The NJ Board of Public Utilities approved the sale on October 29, 2018, and the official takeover date was December 18, 2018. West Milford has eight water systems serving 1,727 customers, and six wastewater systems serving 1,496 customers. The distribution system includes 26 miles of water mains, 20 miles of sewer mains, 25 wells, and seven pump stations.

SUEZ will invest $50 million over the next five years in West Milford to address serious issues with the eight water and six wastewater systems.

Project planning proved essential to SUEZ’ plans in West Milford. For more than a year, SUEZ engineers assessed the systems in West Milford and found that every wastewater system has critical deficiencies. In fact, some were spilling sewage. On day one, work began to bring these systems into compliance. New treatment plants will be built that will comply with all health and environmental regulations. Four of the water systems have lead, copper and other health issues SUEZ is addressing. Fourteen of the buildings that house treatment equipment were so hazardous that remediation was required before SUEZ employees could work in them. SUEZ’ experienced team of water quality experts and licensed operators will be regularly testing water sources to be certain that it meets stringent health standards. Another key aspect of the integration has been the ongoing communication with the NJ Department of Environmental Protection to develop a work plan to bring the failing wastewater treatment systems of West Milford into compliance.

Meanwhile, the purchase of the West Milford MUA provides a boon to residents there. “This sale is truly the only solution to the product delivery issues, customer service deficiencies, economic burdens and environmental plights of the MUA throughout its 53-year history. There are zero downsides to our community and its residents,” Bieri told residents before the successful November 2017 referendum.
The acquisition of the West Milford Municipal Utilities Authority assets for $11.3 million began in 2017, with negotiations with the municipality and a campaign to get voters to approve the sale in a referendum. The NJ Board of Public Utilities approved the sale on October 29, 2018 and the official takeover date was December 18, 2018.
employees recognized for award-winning achievements

Each year SUEZ presents awards to recognize employee excellence in Innovation; Environment, Health, Security & Safety and Diversity & Inclusion. This year we added a new award category for Ethics and Compliance, recognizing that a strong ethics and compliance culture is the foundation of a solid and successful company.

The Bergis Mamudi Diversity & Inclusion Award was created in 2010 in memory of a dedicated colleague and advocate for a diverse and inclusive workplace. In her honor, we recognize those who incorporate diversity and inclusion principles at work and in their local communities.

This year’s recipient in the category of Work Environment was the BTS department. In their actions and results, the BTS department demonstrates a commitment to diversity and inclusion. The department is made up of nearly 70 percent minority employees. In an industry dominated by men, the BTS department is 35 percent female. Even more impressive, almost 40 percent of new employees in BTS have been women. These are powerful results!

Michael Salas and some of the members of the Business Technology Services leadership team.
Protecting the environment and caring for the safety of our employees is critical to our business. The Environment, Health, Security & Safety Awards recognize operations that demonstrate leadership, dedication and vision, exemplifying the attributes and values we are seeking in our “Drive to Zero.”

The **Environmental Steward Award** went to the New Jersey Engineering team for their dedication and commitment to Environmental Stewardship through the Woodcliff Lake Dam project.

The **Outstanding Transformation Award** went to the New Jersey Operations team for completely transforming the Hackensack, NJ yard, mitigating vehicle accidents and speeding risks.

The **EHS Champion Award** went to the Nassau County, NY team for eliminating numerous physical hazards as well as modifying employee behavior in a challenging working environment.
This year’s Innovation Awards recognized innovators and their teams who have contributed to more efficient ways for us to perform work or provided a unique solution to market challenges. Congratulations to:

**Frank Bray and his team:** *Soda Ash Chunk Buster* (Jason O’Brien accepted)

**Gayla Fecher and her team:** *Genetic Algorithm for Optimized Capital Investment* (Larry Finnicum accepted)

**Marshall Thompson and his team:** *Smart Hydraulic Schematics*

**Peter Peng and his team:** *Low Dissolved Oxygen Nitrogen Removal* (Jon Hoisak accepted)
The Ethics and Compliance Champion Awards are a first for North America since the Ethics Committee and Corporate Compliance team launched this award program last year. We recognized three employees who have shown outstanding performance and leadership in the areas of compliance and ethics:

From the Utility Division, our 2018 Ethics and Compliance Champion is **Jim Mastrokalos**, Director of Operations, Toms River, NJ for establishing an effective collaboration with the Ocean of Love non-profit.

From the AS/ES Division, our 2018 Ethics and Compliance Champion is **Marc Oliver Quijano**, Lab Manager, West Basin, CA. Marc Oliver has played a critical role in increasing lab efficiency to ensure quality results.

Our Corporate M&S Champion is **Roberto Cruz**, Director, Treasury. Roberto has implemented strict cash management procedures and assisted in the development of a centralized system for managing debt offerings that has made the department more efficient and effective.

We are pleased to recognize the winners, their teams and the important contributions they’ve made to our organization. All of the applicants demonstrated employee collaboration and a drive to optimize performance. We all benefit from your knowledge sharing that ultimately makes SUEZ’ offerings in North America superior to our competitors.
The results of an ice-pigging project at West Basin Municipal Water District has made one thing crystal clear: Collaboration between the Environmental Services (ES) and Advanced Solutions (AS) divisions result in better outcomes for our customers and partners.

Over time an influent line at the West Basin plant, a contract where SUEZ provides operations and maintenance had become gunked-up with of all things, accumulation of wastewater snails. The snail shells left a biofilm that threatened the integrity of the microfiltration units downstream. Resolving this issue became more pressing as West Basin was looking to upgrade and replace the microfiltration units. The line has a 36-inch diameter at the injection point, and reduces down to 30-inches at the 400-foot underground run to the microfiltration equipment, the location where snail shells are flushed out.

And so, the ice pig commeth! Ice pigging is the process in which an ice slurry is pumped into a pipe and forced through to remove sediment and other unwanted deposits, leaving the pipe clean. A protocol for the joint execution of the project was prepared and shared between AS and ES teams, under the guidance of Lorenzo Guidolin, AEM/project director and Paul Treolar, water quality product manager, to ensure roles and responsibilities were assigned between both teams.

The ice pigging crew, led by Shane Garner, inserted 5,400 gallons of ice about every 30 minutes into the influent line. During the extraction of the ice, the water went from being very clear to a very dark “black coffee” tint, indicating that the ice pig was scouring the line as planned. At the same time, the AS team used an infrared laser thermometer to read temperatures from the surface of the metallic pipe coming into the discharge basin; an immediate temperature drop from 60°F to 34°F was recorded, as the ice made its way through the evacuation channel.

Given the depth of the channel where the ice was being discharged, the pig was not easily visible, though the effects were. A follow-up camera inspection of the line was performed that same day and the results of the pigging became quite apparent, as the brown biofilm had disappeared from the pipe walls.

Clearly, a job well done! ☑
Ice pigging is the process in which an ice slurry is pumped into a pipe and forced through in order to remove sediment and other unwanted deposits to leave the pipe clean.
Chelsea Wulff

**Years of service:** 2 years  
**Current role:** Conservation Program Specialist  
**Location:** West Nyack, NY

What is most satisfying to you about the work you do?  
I am able to shape and manage a new program - the New York Operations conservation program. I enjoy the opportunity to collaborate and build relationships with organizations outside of SUEZ, as well as internally.

Best piece of advice I have received...  
I keep a number of quotes at my desk that inspire me. The one that inspires me as of late is, “When you’re awake you have two options – shrink or shine. You’ll be pressured to do the former, but most of the real joy in life can only be found doing the latter.”

How do you continue to invest in your professional development?  
With support from SUEZ, I started my master’s of science degree in environmental studies and sustainability at Unity College. I plan to graduate in early 2021. I work to tailor my term projects to the water industry, so that I can integrate my academic life with my professional life immediately.

One of my most rewarding experiences so far has been (work or personal life)....  
In 2016, I was selected to participate in the Corporate Eco Forum leadership program. I spent a week with sustainability leaders living off the grid in the Wyoming back country. There, we worked with local farmers, environmental activists, ecologists—and stared in awe at grizzly bears and bison. I still feel closely connected with our group, and believe I could pick up the phone and consult any of our guides or fellow participants for career advice.
Reginald Gabriel

Years of service: 5 years
Current role: O&M Technician III
Location: El Segundo, CA

What does “I am SUEZ” mean to you?
It means that I am a part of a huge company that helps the environment in so many different ways. It makes me feel like I am contributing to the sustainability of the earth.

What is most satisfying to you about the work you do?
As a mechanic, the most satisfying part of my work is the ability to make quality repairs that meet or exceed manufacturing specs.

What do you enjoy doing in your spare time?
In my spare time I enjoy customizing classic vehicles and building engines for racing.

One of my most rewarding experiences so far has been....
The most rewarding experience at work was passing the CWEA Mechanical Technologist Grade 3 test after studying all year.

Have you had any mentors over your career and how have they helped you?
The mentors I’ve had were usually the maintenance engineers or managers. From them I learned how to be a good mechanic. Proper troubleshooting was one of the most important abilities to possess. Understanding equipment and their failure symptoms is the key to a proper repair.

How do you continue to invest in your professional development?
I read equipment manuals to make educated repairs and listen to more experienced co-workers or vendors. By attending training courses, I stay up to date on new equipment design and technology.
## Employees on the Move

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>New Job Title</th>
<th>Previous Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kevin J. Bamburak</td>
<td>West Nyack, NY</td>
<td>Project Manager Construction</td>
<td>Senior Project Liaison</td>
</tr>
<tr>
<td>Matthew Brenner</td>
<td>New Rochelle, NY</td>
<td>Revenue Optimization Specialist</td>
<td>GIS Specialist</td>
</tr>
<tr>
<td>Donna Caperello</td>
<td>Hyannis, MA</td>
<td>Office Manager/Client Liaison</td>
<td>Office Administrator</td>
</tr>
<tr>
<td>Joseph Cappetti</td>
<td>East Rockaway, NY</td>
<td>Assistant Plant Manager</td>
<td>Supervisor Operations</td>
</tr>
<tr>
<td>Anabela C. Cheradame</td>
<td>Paramus, NJ</td>
<td>HR Employee Service Center Lead</td>
<td>HR Employee Service Center Representative</td>
</tr>
<tr>
<td>Scot E. Christiansen</td>
<td>Harrisburg, PA</td>
<td>Assistant Operations Superintendent</td>
<td>Utility Worker</td>
</tr>
<tr>
<td>Devern Corbett</td>
<td>Toms River, NJ</td>
<td>Superintendent Production</td>
<td>Operations Supervisor</td>
</tr>
<tr>
<td>David Crisdell</td>
<td>Wantagh, NY</td>
<td>Assistant Plant Manager</td>
<td>Supervisor Operations</td>
</tr>
<tr>
<td>Travis G. Farquharson</td>
<td>Swan Hills, AB</td>
<td>Superintendent Production - Thermal</td>
<td>Production Supervisor - Thermal</td>
</tr>
<tr>
<td>Seth W. Goertz</td>
<td>Boise, ID</td>
<td>Manager, Production</td>
<td>Control Systems Specialist</td>
</tr>
<tr>
<td>Timothy Grud</td>
<td>Haworth, NJ</td>
<td>Project Manager/Surveyor</td>
<td>Surveyor</td>
</tr>
<tr>
<td>Lorenzo Guidolin</td>
<td>West Basin, CA</td>
<td>AEM/Project Director</td>
<td>Production Manager</td>
</tr>
<tr>
<td>Thomas C. Hartt</td>
<td>Wantagh, NY</td>
<td>Supervisor Customer Service &amp; Repairs</td>
<td>Collection System Cleaning Laborer</td>
</tr>
<tr>
<td>Michael P. Hlavaty</td>
<td>Jersey City, NJ</td>
<td>Manager, System Maintenance &amp; Distribution</td>
<td>Superintendent Systems Maintenance</td>
</tr>
<tr>
<td>Candance James</td>
<td>Paramus, NJ</td>
<td>Recruiter Talent Acquisition</td>
<td>Recruiting Coordinator</td>
</tr>
<tr>
<td>Corey Johnson</td>
<td>Laurel, MS</td>
<td>C&amp;D Technician II</td>
<td>C&amp;D Technician I</td>
</tr>
<tr>
<td>Brittney Kovary</td>
<td>Toms River, NJ</td>
<td>Project Engineer</td>
<td>Engineer II</td>
</tr>
<tr>
<td>John Lee</td>
<td>Boise, ID</td>
<td>Manager Operations</td>
<td>Manager T&amp;D</td>
</tr>
<tr>
<td>Linda Martinez Yebra</td>
<td>Burbank, CA</td>
<td>Project Manager</td>
<td>Plant Manager</td>
</tr>
<tr>
<td>Jose Martinez</td>
<td>West Basin, CA</td>
<td>O&amp;M Technician II</td>
<td>O&amp;M Technician I</td>
</tr>
<tr>
<td>Jack R. McNaughton</td>
<td>Hackensack, NJ</td>
<td>Manager System Maintenance</td>
<td>Assistant Manager</td>
</tr>
<tr>
<td>Christelle Migayron</td>
<td>Swan Hills, AB</td>
<td>Human Resources Advisor</td>
<td>Human Resources Coordinator</td>
</tr>
<tr>
<td>Anthony V. Moncada</td>
<td>Sturgeon Bay, WI</td>
<td>Operator in Responsible Charge</td>
<td>O&amp;M Technician II</td>
</tr>
<tr>
<td>Stephen R. Morinho</td>
<td>Hackensack, NJ</td>
<td>Supervisor System Maintenance</td>
<td>Senior Equipment Maintenance Person</td>
</tr>
<tr>
<td>Abby L. Monroe</td>
<td>Portage, MI</td>
<td>Administrative Coordinator</td>
<td>Administrative Assistant</td>
</tr>
<tr>
<td>Christina Morgan</td>
<td>Allentown, PA</td>
<td>Environmental Compliance Manager</td>
<td>Compliance Specialist</td>
</tr>
<tr>
<td>Alexandra Noriega</td>
<td>Kearny, NJ</td>
<td>Assistant Project Manager</td>
<td>Supervisor Operations Support</td>
</tr>
<tr>
<td>Dejan Pandza</td>
<td>Haworth, NJ</td>
<td>Manager, Engineering</td>
<td>Senior Project Engineer</td>
</tr>
<tr>
<td>Jonathan Prince</td>
<td>Paramus, NJ</td>
<td>Senior Corporate Attorney</td>
<td>Corporate Attorney Operations</td>
</tr>
<tr>
<td>Jessica Reed</td>
<td>Paramus, NJ</td>
<td>Senior Compensation &amp; Retirement Analyst</td>
<td>Compensation &amp; Retirement Analyst</td>
</tr>
<tr>
<td>Deidre P. O’Shea</td>
<td>Hackensack, NJ</td>
<td>Supervisor C&amp;SB</td>
<td>Asset Management System Administration</td>
</tr>
<tr>
<td>Marc Oliver Quijano</td>
<td>West Basin, CA</td>
<td>Production Manager</td>
<td>Manager Laboratory</td>
</tr>
<tr>
<td>Michele L. Raia</td>
<td>Jersey City, NJ</td>
<td>Office/Planning Supervisor</td>
<td>Billing &amp; Metering Administration</td>
</tr>
<tr>
<td>Kanishak Sharma</td>
<td>Edmonton, AB</td>
<td>Plant Operator II</td>
<td>Plant Operator I</td>
</tr>
<tr>
<td>Gregory B. Smith</td>
<td>Laurel, MS</td>
<td>O&amp;M Field Supervisor</td>
<td>O&amp;M Technician IV</td>
</tr>
<tr>
<td>Andrew Suarez</td>
<td>Rahway, NJ</td>
<td>Project Manager</td>
<td>Assistant Plant/Project Manager</td>
</tr>
<tr>
<td>Richard J. Tecchio</td>
<td>Hackensack, NJ</td>
<td>Superintendent Systems Maintenance</td>
<td>Superintendent Operations</td>
</tr>
<tr>
<td>Brian L. Tucker</td>
<td>Boise, ID</td>
<td>Manager T&amp;D</td>
<td>Operations Supervisor T&amp;D</td>
</tr>
<tr>
<td>Antoine Vuillermet</td>
<td>El Segundo, CA</td>
<td>Director Project Development</td>
<td>AEM/Project Director</td>
</tr>
<tr>
<td>Jim R. Wade</td>
<td>Boise, ID</td>
<td>Operations Supervisor T&amp;D</td>
<td>Inspector</td>
</tr>
<tr>
<td>La’Mon Washington</td>
<td>West Basin, CA</td>
<td>O&amp;M Technician I</td>
<td>Maintenance Helper</td>
</tr>
</tbody>
</table>

**Recognizing Outstanding Achievement**
Congratulations to our coworkers who recently attained an accredited degree, certificate or new license.

**Educational Achievements**

1. **Temitayo Abegunde**  
   West Basin, CA  
   Associate Safety Professional

2. **Daniel Appleton**  
   Newport, RI  
   Water Treatment Facilities Grade II

3. **Steve Barger**  
   Williamson, NC  
   Water Treatment Facility Operator

4. **Jennifer Burrough**  
   Wantagh, NY  
   Certified Procurement Professional

5. **Travis Carlock**  
   Boise, ID  
   Drinking Water Distribution Operator Class I

6. **Muhammad Chaudhry**  
   Paramus, NJ  
   Lean Six Sigma Green Belt Knowledge Certification

7. **Nancy Chhin**  
   West Basin, CA  
   Grade V Wastewater Operator

8. **Matthew Delaney**  
   Wixom, MI  
   S-4 Drinking Water

9. **James Fahey**  
   Haworth, NJ  
   Water/Wastewater License T3

10. **Dennis Flores**  
    Holyoke, MA  
    Pipeline Certification; Hoisting Engineer Certification

11. **Reginald Gabriel**  
    West Basin, CA  
    Mechanical Technologist Grade III

12. **Jonathan Garay**  
    Rahway, NJ  
    T1 Water Treatment License

13. **Manoj Gopu**  
    Paramus, NJ  
    Project Management Professional

14. **Michael Guernsey**  
    Portage, MI  
    Waterworks System Operator S-5

15. **Kim Hoffman**  
    Mohawk Valley, NY  
    IA-SW/GUI Filtration Plant, D-Distribution System

16. **Andrew Jacques**  
    Jersey City, NJ  
    Boiler Operator License

17. **Ruben John**  
    Wixom, MI  
    S-4 Drinking Water

18. **Corey Johnson**  
    Laurel, MS  
    CDL License

19. **Jason Kiernan**  
    Bayonne, NJ  
    Wastewater Treatment S4 License

20. **Robert Krau**  
    Hyannis, MA  
    Drinking Water Grade 2D OIT

21. **Megan Lynch**  
    Rockland, MA  
    Certified Operator Grade 7-C Full

22. **Percy MacMillan**  
    Dallas, PA  
    Water Treatment License E

23. **Joseph Mader**  
    Boise, ID  
    Drinking Water Distribution Operator Class I

24. **Mohammad Muniri**  
    Jersey City, NJ  
    Boiler Operator License

25. **James Ouuts**  
    Portage, MI  
    Sewage Treatment Works Operator A,B,C,D, L2, L1

26. **Brian Owens**  
    Butman Township, MI  
    Waterworks System Operator 5-4

27. **Terry Padgett**  
    Laurel, MS  
    Wastewater Certification Collection II

28. **Oswaldo Pedrosa**  
    Holyoke MA  
    CDL License

29. **Brandon Pew**  
    Boise, ID  
    Drinking Water Distribution Operator Class III

30. **Christopher Regan**  
    Bayonne, NJ  
    CDL License

31. **Joe Shaffer**  
    West Basin, CA  
    Laboratory Analyst Grade II

32. **Jonathan Shelby**  
    Laurel, MS  
    Wastewater Treatment Class IV Cert

33. **Sokna Sim**  
    West Basin, CA  
    Wastewater Operator Grade V

34. **Michael St. Pierre**  
    Pawtucket, RI  
    T0 Class 4-Full

35. **Kyle Sundberg**  
    Pawtucket, RI  
    Grade 4T Full Operator

36. **Calvin Sutton**  
    Hyannis, MA  
    Grade 1D OIT; Grade 2D OIT

37. **Justy Thomas**  
    Boise, ID  
    SHRM-SCP Certification

38. **Scott Urban**  
    Holyoke, MA  
    Wastewater Treatment Plant Operator Grade 6-C

39. **David Vargas-Ruiz**  
    Burbank, CA  
    Mechanical Technologist Grade I

40. **Jeremy Ward**  
    Mohawk Valley, NY  
    IIA-SW/GUI Filtration Plant Water System Operator

41. **Daniel Xenos-Sullivan**  
    Rockland, MA  
    Certified Operator Grade 2-M Full
Congratulations to our colleagues for their extraordinary efforts. We’re proud of the excellent work you do on behalf of our customers, our company and the communities we serve.

Women Engineer Magazine featured Paula McEvoy, director of engineering, New York Operations in an article spotlighting female engineers working in the environmental discipline.

Dennis Zeng won the CWEA Laboratory Person of the Year Award for the Los Angeles Basin Section. This prestigious award celebrates our fellow wastewater and water professionals and their achievements in making 2018 a successful year.

The U.S. Environmental Protection Agency New England Office has selected the Town of Warren Wastewater Treatment Facility as a 2018 Regional EPA Operation and Maintenance Excellence Award recipient. David Komiega, project manager and David Gaipo, area manager, accepted the award on behalf of SUEZ.
As a company committed to sustaining the planet, we know that innovation and best practices are key to our success. As industry leaders, we recognize that it’s important to share our knowledge with others who are also trying to protect public health and preserve natural resources.

Miguel Molina and Chad Atcheson made presentations on “SIPP” (Spray In Place Pipe Rehabilitation) at three Iowa Rural Workshops and also at the Minnesota Rural Water Conference.

Paul Treloar, water quality product manager, presented on “Ice Pigging, Advanced Pipe Cleaning Technology” at the Wisconsin Sand Association (WISA) Technical Seminar.

Michael Judkins, director of well services presented on “Well and Pump Basics” and the “SUEZ Wells Asset Management Program” during the Nevada Rural Water Webinar, the Nevada Annual Rural Water Conference, the Wisconsin Rural Water Association, Illinois Watercon2019 and the Wisconsin Rural Water Association.

James Willson, Advanced Solutions, presented on the “Design-Build of a Class A(EQ) Low Temperature Biosolids Dryer” at the South Carolina Environmental Conference.

Gary Timmer, manager, EHS&S hosted the Michigan Water Environment Association’s Annual Wastewater Administrators Conference.


Carol Walczyk, director, water quality, presented on “Emerging Contaminants in Drinking Water” at the NARUC Accounting & Finance Subcommittee Conference.

Keith Kolkebeck, director, SCADA group and Shannon Decker, manager, GIS Mid-Atlantic Division were keynote speakers at the 2019 ESRI Water GIS Conference, presenting “Improve Business with Digital Transformation: The SUEZ Journey.” Bill Parco, GIS lead and Matt Brenner, revenue optimization specialist presented on “Leveraging Mobile Technology to Increase System Awareness.”
Every year, 8 to 12 million tons of plastics are dumped into the oceans. Safeguarding the oceans starts on land. Today we command the technologies to collect, recycle and recover plastics and wastewater. We can transform this waste into renewable resources. Thanks to this new model, the preservation of the oceans becomes possible.

Learn more at suez-na.com