

# diversity and inclusion news

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## BRGs assist in honoring local athletes

YMCA of Greater Bergen County, NJ strengthens the local community with programs for youth development, healthy living and social responsibility. Each year the organization honors the most outstanding high school, college, amateur and professional athletes, as well as coaches and other adults, who provide exceptional service to young people.

This year's award ceremony recognized local athletes and coaches including The New York Giants' Victor Cruz. Cruz was honored for the good work he performs through the Victor Cruz Foundation, which helps kids excel physically and academically within the Paterson (NJ) community.

Treva Spencer, manager of communications and community relations for SUEZ' Northeast Division, serves as a board member for the YMCA. "YMCA committee members work hard to identify and recognize diverse talent within Bergen County," commented Spencer. "It is an honor to attend this annual event and thank those who have contributed to the community."

Representatives from Generation Lynk, the WLN, and the D&I Council joined Spencer at the event to show their support for the good work local athletes and coaches do within the community.



Members of Generation Lynk, WLN and the D&I Council pose with New York Giants' Victor Cruz (center) at the YMCA awards banquet.

# summer fun without limits



SUEZ volunteers assist children with disabilities build a sand castle city.

On a beautiful, sunny day in July, the beach at Rye Playland, New York was jam-packed with people who had one goal in common – to enjoy an unforgettable day of inclusion, adventure and opportunity for children with disabilities!

Our Westchester, NY, based employees were proud to be among the 175 volunteers who assisted over 100 children with disabilities at the 3rd annual paddle board and kayak event sponsored by the Tommie Cares Foundation. This organization provides resources to offer life-altering adventure activities to those with special needs.

Throughout the fun-filled day, children could be found kayaking and stand up paddle boarding – with a little help from volunteers. When

they weren't in the water, adventure seekers participated in a boardwalk treasure hunt, played beach games, had a water gun fight and contributed to the sand castle city that was facilitated by SUEZ volunteers!

“Spending a day at the beach is something we sometimes take for granted,” said Lynda DiMenna, operations manager. “Our team helped provide an enjoyable summer-fun experience for children, allowing them to gain confidence, self-esteem and make some new friends.”

# trick or treat

On the list of necessities for donations to most shelters and other community assistance programs, Halloween costumes typically are not considered essential items. However, many children utilizing these services do not want to miss out on trick-or-treating fun. Recognizing this need, Jersey Cares, a nonprofit organization, hosts an annual costume drive to help offset this cost for New Jersey shelters. Generation Lynk participated in the initiative and collected over 40 gently used costumes and accessories for the cause.

“Many parents know that kids typically don’t like to wear the same costume twice,” said Karen Ayon, Generation Lynk chair. “Being an environmental resource company, we thought that hosting a collection was a great way to recycle gently used costumes rather than throwing them away. We hope our small contribution helped children living in New Jersey’s shelters have a happy Halloween.”

**(L to R)** Generation Lynk board members Lisa Harry, Karen Ayon and JoAnn Berenguer.



# Nadine Leslie – a global leader



A civil engineer by trade, Nadine Leslie has devoted her life to preserving clean water supplies and safe-guarding increasingly scarce resources across the United States. As the president of environmental services for SUEZ in North America, Nadine is responsible for managing more than 80 projects affiliated with municipal and industrial water and wastewater systems as well as two solid waste treatment facilities.

“I’m honored to lead the men and women of SUEZ who are passionate about creating innovative, effective and environmentally sustainable solutions for the communities and businesses we serve,” said Leslie.

Five years ago Leslie became the first woman president at SUEZ in North America, a significant accomplishment in a traditionally male-dominated industry. Her decades of industry experience, leadership skills, innovation, and commitment to lifelong learning helped her stand out among her peers.

“Nadine is a talented, determined, results-oriented and visionary leader who inspires and drives her team towards excellence,” said Eric Gernath, CEO, SUEZ North America.

Growing up in Haiti, Leslie became interested in engineering by watching her father, also a civil engineer, work on critical infrastructure projects. She received a B.S. degree in civil engineering from the Faculté des Sciences in Haiti and completed an internship/scholarship program in urban planning at La Cambre University in Belgium.

In addition to her technical expertise, Leslie shares the company’s commitment to corporate social responsibility. As a SUEZ volunteer, she visited her home country of Haiti shortly after the devastating earthquake in 2010.

Leslie is enthusiastic about SUEZ’ commitment to increase the number of women in management positions and is doing her part. She mentors others to help with their career advancement and has served on the company’s Diversity and Inclusion Council.

“In 2010, women in management represented about 20 percent of the company’s U.S. workforce,” commented Leslie. “In 2014, the total number of female managers increased to 29 percent. Recruiting and advancing people from diverse backgrounds is part of SUEZ’ commitment to set the benchmark for diversity and inclusion in the industry, and I’m proud of the accomplishments we have made as a company thus far.”

# SUEZ honored by JAMCCAR

The Jamaican Civic and Cultural Association of Rockland, Inc. (JAMCCAR) is a non-profit community based organization in Rockland County, New York whose primary mission is to foster good relations with Jamaicans and promote the civic, economic, and cultural aspects of the Jamaican, Caribbean and Pan-African cultures.

In honor of the organization's 25th anniversary, New York Operations was recognized for its unstinting support and exemplary service to the community. The award was presented to the company at the JAMCCAR Independence Gala and Scholarship Awards dinner.



SUEZ' Bill Madden (at far right) and his wife Ginny accept the award on behalf of the company. The award was presented by Suzanne Young-Mercer, JAMCCAR president, Hon. Herman G. LaMont, Consul General of Jamaica to New York and Dr. Clover Hall, former JAMCCAR president.

# what not to wear

How one dresses is both a physical expression and a nonverbal communication. What we wear can affect how we are perceived by others.

"Workplace dress codes can sometimes be confusing, especially when it comes to dressing for an off-site meeting or holiday party," said Alex Noreiga, Generation Lynk past president. "To help clear up some confusion, Generation Lynk and the WLN teamed up with Macy's to host a holiday fashion show for employees."

Volunteers from both BRGs posed as models to display the latest holiday fashions suitable for work-related events. "What you wear should align with the 'brand' you want to communicate," said Noriega. "With the help of our employee models, our goal was to provide appropriate examples and workable guidelines to help attendees build a fashion database suitable for work."

Over 50 employees attended the event held at a local Macy's store. Jim Schneider, new business manager, enjoyed the fashion show. "Great job by all who planned the event and the models who volunteered their time." Generation Lynk member and model, Steve Houst, echoed Jim's sentiments. "It was a great event. I was impressed with the turnout - there wasn't an empty seat in the house!"



Generation Lynk and WLN volunteers model the latest holiday fashions.

# one on one with TRACE



Resource News recently sat down with Chitra Raghav, manager of quality management and chair of TRACE, to discuss how this new Business Resource Group is hoping to increase sustainability awareness and motivate us to be 'green' in all aspects of our daily lives.

## What is TRACE?

TRACE is an acronym for Together for Resource Awareness, Conservation & Environment. It is the newest Business Resource Group (BRG) established to promote sustainability and green initiatives.

## Why was a BRG for sustainability formed?

Quite simply, our future depends on it. SUEZ as a company considers sustainability, in all aspects of life, critical to our future. We only have one earth. We must find ways to reduce our harmful impact on the environment. Our focus is on increasing the sustainability awareness of employees and motivating them to be 'green' in as many ways as possible. Increasing our sustainability efforts will not only benefit the environment but will also have direct economic benefits to us.

## What are the initial goals and objectives?

Being sustainable is rooted in three issues that we currently face, which are very much linked to one another: 1) environmental pollution, 2) climate change due to CO<sup>2</sup> emissions, and 3) the increasing costs of energy and water. So TRACE will focus on energy conservation, water conservation, waste reduction, consumption, transportation and the promotion of green interests the employees may have.

## What does TRACE hope to accomplish as a group within the first year?

In the first year, we plan to focus on our vision which is to:

- Educate and engage employees in 'green' behaviors/initiatives
- Promote initiatives that reduce waste & conserve resources
- Support environmental causes/ groups within the company and local community

- Network with internal and external energy, water/wastewater, and environmental resource groups

Our excitement about the future growth of TRACE and what we can accomplish together as a group is best illustrated by vice chair Patricia Belliveau, Recycling & Waste Recovery, who explained why she joined this new BRG:

*My grandparents, who lived through the depression and hated the waste of resources, had a major influence on my beliefs and passion for environmental awareness. I have always been involved in environmental conservation, and now working for SUEZ in the solid waste industry, my focus is aimed at industrial composting and material recycling.*

*When Suez announced that an environmental business resource group (BRG) was forming, it interested me as an opportunity to be involved in making a difference. At home, I try to reduce my family's carbon footprint by cooking more, shopping at farmer's markets to buy local produce, and using cloth grocery bags. We are also gradually replacing all our house lighting with LED, replacing old appliances with energy efficient models and actively recycling and composting kitchen waste. Our family motto is: 'Green' is often more economical, so it's win-win.*

# diversity training

Diversity training enables participants to develop and enhance skills to communicate more effectively. It is designed to provide attendees with the tools and resources necessary to become more effective leaders within the company. It also creates a positive work environment that recognizes and accepts differences among co-workers.

Past participants have found the training to be highly motivational and beneficial. They felt that the lessons learned and experiences shared were invaluable, encouraging future participants to take full advantage of all the program has to offer.

"I have to admit, I was not looking forward to spending a full day in training," said David Stanton, president, Utility Operations. "However, in the end, I felt like it was one of the best training sessions I have participated in since joining SUEZ. The program was very interactive and everyone was engaged and willing to share. At the end of the day, you had to leave with a greater sense of responsibility for creating an ever more inclusive work environment. I know I did!"



# Bergis Mamudi Award 2016 winners

At SUEZ we believe Diversity & Inclusion must be part of our DNA to be a socially responsible company. By embracing different viewpoints, experiences and backgrounds, we become a more productive, profitable and innovative company that helps set the standard for our industry.

Each year, we shine a spotlight on those who have incorporated Diversity & Inclusion into their operations. We recognize an exemplary individual, department or business unit with the Bergis Mamudi Diversity & Inclusion Awards.

This year, awards were given in the following categories: **Community, Workforce, and Work Environment.**

- The **Community Award** recognized **Bob Barrett of Treatment Solutions**. Bob assisted hundreds of Virginia veterans through his work with organizations that provide pro bono legal assistance.
- The **Generation Lynk Business Resource Group** was recognized with the **Workforce Award** for successfully demonstrating how to collaborate across employee generations and develop the next generation of industry leaders.
- The **Work Environment Award** recognized **John Hollenbach of the Mid-Atlantic Region**. John's team nominated him for this award because of his inclusive leadership style that embraces the power of diversity and creates opportunities to learn, engage and innovate.

**Community Award** – Bob Barrett (far left) with Treatment Solutions



**Work Environment Award** – John Hollenbach of the Mid-Atlantic Division



Additionally, the runner-up for the Work Environment Award was presented to:

- **Gregg Oelker of the West Basin Water Quality Laboratory.** Gregg has created an environment where diverse team members feel included, valued and empowered. He also creates opportunities for team members to assume leadership roles through a variety of work related assignments.



**Work Environment runner-up** – Gregg Oelker (standing, far left) of the West Basin Water Quality Laboratory

**Workforce Award** – Generation Lynk Business Resource Group



# UVN continues to support troops **home and abroad**

United Veterans Network (UVN) and our Toms River Operations together supported the second annual Semper Fi Marine Corps Charity 5K in Seaside Park, NJ. Proceeds from the event benefited the MARSOC (Marine Corps Forces Special Operations Command) Foundation, established to provide benevolent support to active duty and medically retired MARSOC personnel and their families in 40 countries. The foundation also supports families of marines and sailors who have lost their lives in service to our nation.

To help spread some holiday cheer to military troops stationed overseas, UVN partnered with a local elementary school in a letter writing campaign for soldiers. Third grade students worked collaboratively on holiday greeting cards and generated thoughtful messages, thanking soldiers for their bravery and service.



Toms River Mayor Thomas Kelaher (2nd from right), a former Marine, poses with fellow soldiers at the Semper Fi Charity 5K event.



Third grade students participate in UVN's holiday letter writing campaign for soldiers.

## 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.*

# 2015 business resource group accomplishments

A total of 19 training opportunities offered in 2015



Assisted in a total of 4 recruiting events 2015



A total of 6 networking and branding opportunities offered in 2015



A total of \$8,640 donated in 2015



## 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, Operations  
Pawtucket, RI

### **Kanwer Khan**

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

### **Marshall Thompson**

Manager, Operations  
Boise, ID

### **Kenneth Walker**

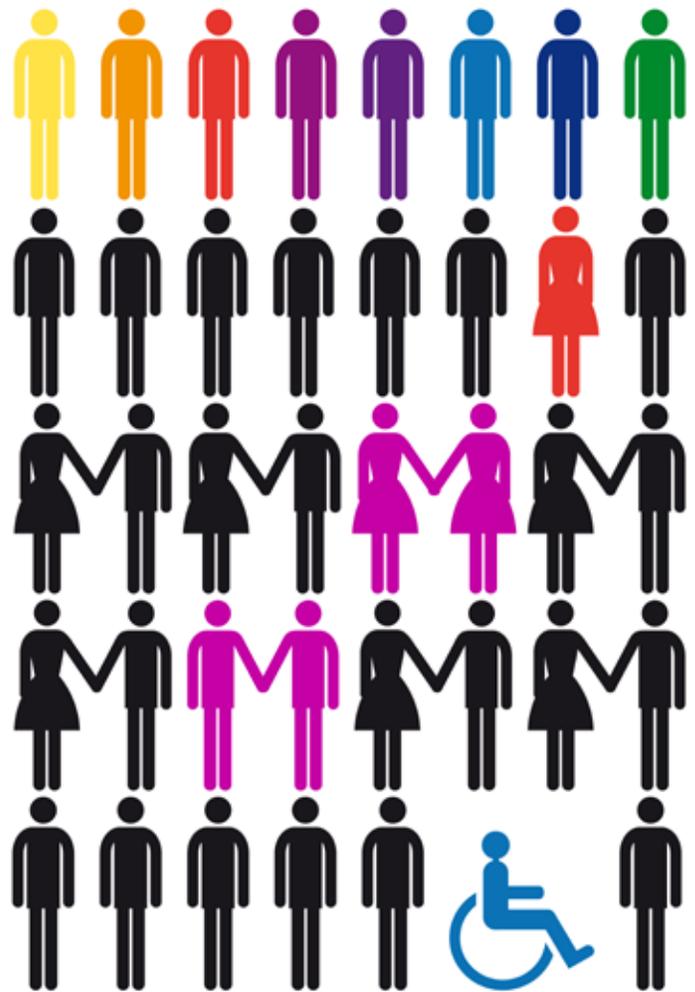
Manager  
Jackson, MS

### **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](mailto:DiversityCouncil@suez-na.com)