

To: All Employees

From: Jeron Quincy, CSP – Director of HSE

Date: March 17th, 2015

REF: Ref-Chem and Client Employees Receive Safety Award

Ref-Chem and Kaneka Employee Report Unsafe Condition

In December of 2014, John Epps (Ref-Chem Field Employee) and Wesley Mitchell (Kaneka Operator) teamed up to identify a significant unsafe condition in an area where Ref-Chem employees were scheduled to be working. A Stop Work Action was initiated immediately.

Norm Brown and Chuck Sawyer (Ref-Chem Superintendent and Site Safety Supervisor) notified the Ref-Chem Leadership Team and worked with them to ensure the unsafe condition was investigated and resolved before anyone returned to the area.

In January of 2015, a lunch was held in John and Wesley's honor to thank them for working together and protecting everyone at the site. Jeff Havens (Ref-Chem Chief Marketing Officer) attended the lunch and spoke about the importance of communication and hazard recognition. John and Wesley were both presented with appreciation awards from Ref-Chem Leadership.

Job well done, keep up the good work!



John Epps - Ref-Chem



Wesley Mitchell - Kaneka

Jeff Havens – Ref-Chem
is in both pictures above.