

Jan 2019



Stay committed to your decisions, but stay flexible  
in your approach. -Tony Robbins

## Echo Newsletter

Keep up to date with the company  
newsletter. For more information, email  
Rosie at [Rosie.Dominic@eccgrp.com](mailto:Rosie.Dominic@eccgrp.com)

### CFO Moment

As a company we have experienced a solid year of financial performance. Revenues have increased 27% compared to last year. The number of people employed by our company grew 6%. I could ramble on about the financial metrics that our company achieved last year to communicate something that deep down you already know. The success our company has experienced in 2018 is not a surprise and is the direct result of dedication, hard work, and sacrifices made by you! Thomas Edison said it best: "Opportunity is missed by most people because it is dressed in overalls and looks like work." We persevered through difficult times together so that when the opportunities in 2018 came calling, we were ready to answer.

Unfortunately, our past performance does not guarantee success for us in 2019. In my opinion, we must continue to focus on value. First and foremost, valuing God and a relationship with him. Second, valuing our families by serving and investing in those people closest to us. Third, valuing each other and respecting each other's roles and the value we collectively create to our organization, our clients and each other. Fourth, valuing ourselves and the talented service we provide to our client's day in and day out.

It's critical that we place a high value on ourselves. While serving this company, I have had the opportunity to review almost everyone's resume. The collection of talent and experience that we have assembled here is quite remarkable. We have people who can solve complex problems across many areas of expertise. Kim Garst is a keynote speaker, author and entrepreneurial advisor who made the statement: "If you don't value your time neither will others. Stop giving away your time and talents. Value what you know and start charging for it."

Please know that what you do is very valuable!

Wishing you and your families a Happy New Year!

-Clint Lord

### Employee Spotlight



**Iris Drake**  
Oklahoma City, OK  
Accountant  
Enviro Clean

Where is the best place you've eaten at in Oklahoma? **Eischen's**  
What is the last movie you watched? **The Grinch**  
Have you ever met anyone famous? **REO Speedwagon**

Where is your dream vacation? **Europe**  
Who was your favorite singer/band in high school? **ABBA**  
You have 5 free minutes with nothing to do but watch YouTube, what do you watch? **German movies**  
Do you have a pet? **Yes - Bear (Dachshund) & Heidi (Pit Mix)**  
OU or OSU? **OU**  
Where were you born? **Neunkirchen, Germany**

### Wellness Message High Blood Pressure

High blood pressure, or hypertension, usually has no symptoms. But it can cause serious problems, such as stroke, heart disease, heart attacks, and kidney failure. That's why having your blood pressure checked regularly is important – even when you're feeling fine.

Even if you aren't sure or don't currently have high blood pressure, you can take steps to keep your blood pressure under control:

- Eat healthy, limiting the amount of sodium and alcohol you consume
- Lose weight if you're overweight or obese
- Exercise regularly
- Quit smoking
- Manage your stress

Most doctors, clinics, and hospitals check your blood pressure with every visit. If you know you'll be tested, it's a good idea to:

- Avoid drinking coffee or smoking cigarettes for 30 minutes. These actions may cause a short-term rise in your blood pressure.
- Go to the bathroom. Having a full bladder can change your blood pressure reading.
- Sit for 5 minutes. Movement can cause short-term rises in blood pressure.

If your blood pressure is high, your doctor may have you return to check your blood pressure over time before making a diagnosis.

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### Payroll Information

W-2's will be mailed prior to January 31st. Please be sure your address is correct in Paycom. Make any necessary changes.

Review your tax exemptions for 2019. Remember the tax rates changed, so be sure to seek professional advice from your tax advisor.

401(k) Maximum Annual Elective Deferrals increased to \$19,000 for the 2019 tax year. Catch-up contributions (employees over 50) amount stayed the same \$6,000.

Permanent medical identification cards will be mailed, but not in time for January 1st. HR sent out temporary cards until the permanent cards arrive. Remember, Delta Dental and VSP do not issue ID cards. Your social security number is your identification number.

If you enrolled in the BCBS HSA plan, your employer contribution will be deposited to your account no later than 1/15/2019. The max contribution to your 2019 HSA account is as follows:

Individual Limit - \$3,500.00

Family Limit - \$7,000.00

Your 2019 Flexible spending limits are \$2,700 for medical expenses and \$5,000 for child care expenses.

Be sure to review your deductions on PayCom. Check your insurance coverage to be sure the plan you chose is the plan showing in PayCom. If not, please notify Human Resources immediately.

### Service Spotlight

#### Civil Engineering - Highway 9 Trail



Cardinal Engineering is providing design services for a multimodal trail along State Highway 9 in Norman. Cardinal recently completed the first mile of the pathway from SE 24th Avenue to SE 36th Avenue and are currently designing the next mile stretch from SE 36th Avenue to SE 48th Avenue. These are the first of several segments of a modern trail that will eventually extend to

connect Norman with the State Park at Lake Thunderbird. The project is funded through an ODOT grant and is being bid and administered by ODOT. Challenges include overcoming historical resistance to Trails being placed within ODOT right of way and coordinating acceptable details with ODOT to address several challenging design situations, including navigating several large box culverts and steep slopes. The project is ADA compliant and will be a landmark project in the City of Norman and for ODOT.

### We Moved!

This year has brought along many new changes and one of the biggest would be the relocation of our headquarters. In mid-December after many years in Yukon, our team found a new home in Oklahoma City. The new headquarters is located at 525 Central Park Drive, Suite 500...just north of the State Capitol.

The headquarters is now home to 53 of our employees!

While the majority of our team relocated... our yard, equipment, products, and field services team will continue to operate out of the original Yukon building connected to the yard.

We are excited about this new change and hope that each of you come visit the new digs soon!





# Holiday Party

This year's Holiday Party was the place to be! Hosted at the majestic Castle Falls, every guest was treated like royalty. We celebrated with delicious food, drinks, and casino style gaming. Santa himself even made an appearance for photographs and a chance for guests to make their Christmas requests. Wonderful time to relax and unwind with our fellow colleagues and significant others.

An "Employee of the Year" was selected from each service unit. These employees were selected for their exceptional leadership, professionalism, teamwork, and overall willingness to do whatever it takes to get the job done!



Congratulations to this year's recipients!

- Environmental Consulting- Brett Eaton
- Civil Engineering- Craig Tomlinson
- Field Services/Waste- Brandon Griffith
- Corporate- Rosie Dominic
- Survey- Danny Cahill



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## Celebrations

### Birthdays



Jonathan Behymer  
Cynthia Benford  
Jennifer Booth  
Jason Childress  
Jason Davis  
Kelsey DeLobbe  
Philippe DeLobbe  
Michael Donaghe  
Trey Dunlap  
Brett Eaton  
Vance Fairchild  
Alec Fuller  
Bob Gleason  
Brandon Griffith  
Diane Hamilton  
Terrell Hunter  
Landon Karolczak  
Nathan Larson  
Seth Lemke  
Corey Lipps  
Clint Lord  
Victor Murray  
Walter Petruzzi

Trevor Pletcher  
Shandee Ratliff  
Blaine Rider  
Michael Rios  
Dustin Roberson  
Ashley Slavin  
Marty Sullivan  
Michael Tackett  
Trey Whitley  
Thomas Wilson  
Tim Young

### Anniversaries

Gail Grady - 21 years  
Adrienne Burchett - 14 years  
Brian Murphy - 10 years  
Clint Lord - 9 years  
Matt Kidder - 8 years  
Corey Lipps - 8 years  
Kevin Murphy - 8 years  
Margaret Cone - 5 years  
Iris Drake - 5 years  
Victor Murray - 5 years  
Bert Smith - 5 years  
Craig Tomlinson - 5 years  
Thomas Creecy - 4 years  
John Gonsalves - 4 years  
Karen Griggs - 4 years  
Camren McMillan - 4 years  
Michael Tackett - 4 years  
Robin Roberts - 3 years  
Chris Jones - 2 years  
Jessica Presley - 2 years  
Bonnie Cooper - 1 year  
Michael Donaghe - 1 year  
Bryce Hayes - 1 year  
Casey Smith - 1 year  
Tyler Staggs - 1 year

### Local News

Congratulations to Amanda Wagner who  
married Z Tipton on November 16th!



### New Hires

|                |                 |                  |
|----------------|-----------------|------------------|
| Cody Bieker    | Seth Lemke      | Mike Pitre       |
| Lance Foster   | Michael Rios    | Jonathan Henkins |
| Pahsa Khlystov | Raymond Gardner | Chelsea Gumfory  |