

MARION EMPLOYEE PROFILE GALLANT CHILDREN

The holiday season is traditionally a time for families, and it seems the perfect time to highlight my own family. I have 4 children working with the company. We share common values and a sense of humor. We all feel like our employees are like our family too, and so we are not only a family business but a business family. A quick look at the Fab 4:

My daughter, Louise, is my right hand. She is involved in multiple marketing, purchasing, and logistical areas at Marion as she has been since she began in the fall of 2005. Louise's background included working in politics as an Event Planner in Washington, DC. She is the mother of three.

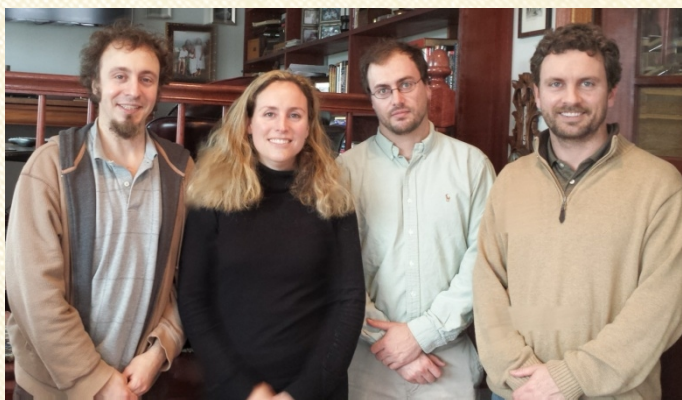
Thomas (T4), is Executive Vice President of Marion and focuses on Business Development, the satellite offices, Emergency Response reports, and scheduling. Thomas actually opened our Knoxville office and lived in Knoxville in the early days. He is a graduate of Vanderbilt, where he played football. He has been with Marion since 2001, and is the father of two.

Hamilton works at Aqua Treat as the Assistant Plant Manager and Dispatcher. Hamilton has been with Aqua Treat since 2003. He got his Masters in Business Administration in 2011, and he is in charge of all the regulatory reporting at the plant. During a walk through at the plant, you will most definitely meet Hamilton.

Christopher, my youngest, is also at Aqua Treat and has been since 2008. At first Christopher was a part-time employee while he went to school. But he has learned a lot about non-hazardous waste treatment and the regulations, and he has made himself invaluable to his brother and Gary. In his spare time, Christopher is a writer of fiction.

I feel very fortunate to be head of a family business. We enjoy working together and our success is magnified by the personal touch of each family member.

Ellen Gallant



Christopher, Louise, Hamilton, and Thomas Gallant

Safety Tip

During the holiday season remember to inspect electrical decorations for damage, do not overload electrical outlets, never connect more than 3 strings of incandescent lights, keep a fresh tree watered daily, use battery operated candles, and turn off all decorations when going to sleep.

Marion Environmental Inc. is one of the leading providers of environmental consulting, remediation, and emergency response in the southeast. Our goal is to provide cost effective solutions to environmental problems.

Making *our* standard, industry standard.

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NEW REGULATIONS

New MSDS

The OSHA Hazard Communication Standard (HCS) is being aligned with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). Two deadlines to keep in mind would be December 1, 2013 and early 2015. As part of the new standard, OSHA is requiring that employees are trained on the new MSDS label elements (i.e., pictograms, hazard statements, precautionary statements, and signal words) and safety data sheets (SDS) format by December 1, 2013, while full compliance with the final rule will begin in 2015. If your employee's have not been through the training or you have not documented their training as of December 1, 2013 you are out of compliance with the new HAZCOM standard. For more information OSHA recommends the following link:

www.osha.gov/dsg/hazcom/effectivedates.html

NEW Phase I Standards

MEI always adheres to ASTM standards. The newest version is more comprehensive and it will be our standard. The EPA has stated that both the ASTM version and the new ASTM version of E1527 the Phase I Environmental Site Assessment (ESA) standard satisfy the All Appropriate Inquiries (AAI) Rule, 40 CFR Part 312. The issue has been whether ASTM's new Phase I Standard E1527-13 will supersede or replace the older version E1527-05. The EPA maintains that, in their opinion, there are no legally significant differences between AAI's regulatory requirements and the two ASTM standards. Even though it isn't required, more and more lenders are requesting the use of the new standard which appears to be headed towards "industry

The new ASTM standards call for:

1. Additional regulatory file reviews
2. Vapor intrusion to be a "Recognized Environmental Condition."

Recent Project

In November Marion Completed a large asbestos removal project.



During project



Completed Project

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