

Trends and the Environmental Labor Market

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Labor Force Demographics

- Technical Services – 700 Employees
 - 195 Chemists
 - 220 Apollo on-site workers
 - 75 Supervisors
 - 210 CDL drivers
- Site Services – 930 Employees
 - 675 Hazmat workers
 - 260 Supervisors & managers
- Plant/Facilities – 875 Employees
 - 670 Facilities technicians
 - 205 Managers & supervisors





2005 Hiring Expectations

- Technical Services – 140 New hires
 - 60 Positions through attrition
 - 80 New positions
- Site Services – 330 New hires
 - 240 Positions through attrition
 - 90 New positions
- Plant/Facilities – 140 New hires
 - 140 Positions through attrition





Revenue Breakdown

\$440 Million in sales

- \$340 Million Tech Services
 - \$25 Million on-site Apollo labor
 - \$95 Million lab pack & HHW business
 - \$220 Million T & D
- \$100 Million Site Services
 - \$8.5 Million remediation
 - Approximately 2% of total revenues
 - Approximately 1.7% workforce





Maintaining a Qualified Work Force



- Hiring Process
 - Hire for attitude
 - Train for skills
- Career Paths
 - Promote from within
- On-going Training
 - Regulatory & management training
- Organizational Development
 - Focusing on a company culture for safety



Emerging Trends



- Apollo Program
 - On-site management of hazardous waste
- Homeland Security
 - First responders for biological, chemical, & WMD
- Turn-key Environmental Programs
 - One source for all hazardous waste/environmental needs
- Environmental Management Systems
 - Waste tracking, inspections, report filings





Have we stayed too long at the dance with SARA?

Challenges facing worker education and training programs

- Brown-fields
 - Require a market need and a commercial partner
- Superfund sites
 - Political issue
 - In 30 years as many as 355,000 sites will need remediation at a cost of up to \$250 Billion
 - Annual clean-up budget of \$450 million
 - 9 Megsites account for 52% of the budget
- Hazardous waste workers need to be trained for all segments of the industry

