

DOUBLE  BARREL
Environmental Services



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Introduction

Double Barrel Environmental Services, Inc. (DBES) was founded on August 22, 2006 because of a firm belief that the hazardous materials emergency response service industry was in need of a specialty contractor who understood the dynamic, technical and temporal nuances associated with spill response. DBES was founded with one goal in mind; to be the finest provider of technical hazardous materials release response and management services in Southern California. Double Barrel Environmental Services is a California Corporation organized under Chapter "C" status, with California Corporate Number C2841389.

Four years ago DBES started with a vision and a little know how. As of today, it has expanded it's services to the Central California area and Southern Nevada and is an over five million dollar a year provider of 24 hour hazardous materials emergency response services. The success of DBES has been based on the core philosophy; "The job is not finished until we are ready for the next job".

Double Barrel Environmental Services notable customers include; Southern California Edison, Caltrans, Yellow Freight, Conway Transportation, Halliburton, and Vintage Production California,.



Company Philosophy and Approach

Double Barrel Environmental Services is a State of California “A” General Engineering/Hazardous Substance Removal Contractor providing the most cost effective, efficient and turn-key solutions for their customers’ environmental service needs. DBES provides a variety of services including; waste packaging, removal and disposal, unknown chemical identification, waste management, emergency spill response, remediation and decontamination services. Services are available 24 hours a day, seven days a week. Double Barrel Environmental Services is fully licensed, trained, bonded, insured and standing by to provide the customer with superior service. The company website is www.doublebarrelenvironmental.com, offering a comprehensive overview of the extensive field service capabilities as well as access to DBES training, personnel, certifications, licenses and other pertinent information.

The mission of DBES is:

“To provide the most cost effective, efficient and turn-key solutions to our customers’ environmental service needs”.

The DBES Team represents a varied and highly experienced team adding up to over 50 years of relevant and hands on experience.

DBES functions with a five person Board of Directors. There are (3) three Corporate Officers. The individuals below officiate in the indicated corporate positions:

Erik John Ricardo, REA Founder, President and General Manager

Michelle Ely Ricardo, MOTR Vice President and Secretary

Heather Christine Vandergeest Chief Financial Officer and Treasurer

Double Barrel Environmental Services is a true “Turn-Key” environmental services provider. DBES provides state of the art equipment and experienced staff, enabling them to meet the clientele’s specific environmental service needs. We are dedicated to conserving resources and pride ourselves on recommending recycling and alternative technologies, whenever possible. In doing so, DBES can present the most cost effective environmental project management and establish environmental programs specifically tailored to our customers’ needs, giving our valued customers more time to focus on what they know best...their business.

Double Barrel Environmental Services is committed to obtaining 100% customer satisfaction. It is our solemn pledge that no job is worth the effort unless the customer is 100% satisfied that the job was done safely, effectively and efficiently. DBES started with little more than a vision; it is this vision that remains alive on every project that they complete.

Key Team Members

Double Barrel Environmental Services prides itself on having the most professional and experienced management team in the industry. Our highly trained project managers and support teams are known for their honesty, integrity, thoroughness, capability and accuracy. They are able to provide excellent environmental waste management services that range from a routine pickup of a drum of oil to an emergency response mercury release. Let us introduce you to the heart of Double Barrel Environmental Services, Inc.:



Erik John Ricardo, REA, CEM, CES
President, General Manager

Mr. Ricardo is the President and founder of Double Barrel Environmental Services, Inc. He has over 15 years experience in the emergency response and hazardous waste management industry. Erik started his career in the US Coast Guard as a Pollution Investigator and Incident Responder, at the US Coast Guard Marine Safety Office, located in the Los Angeles and Long Beach area. While serving there, Erik responded to over 500 incidents involving petrochemical releases. He oversaw the planning and preparedness group, attending and critiquing industry drills and exercises. Erik received a Letter of Commendation from the Commandant for his efforts with the US Coast Guard.

Mr. Ricardo then held various positions of responsibility with a prominent Southern California response contractor including most recently, General Manager. To date Erik has responded to over 3000 incidents throughout the United States.

Mr. Ricardo has a very diversified and unique training background. He is a California State Fire Marshal Certified Hazardous Materials Technician and Incident Commander. He is also specially trained in Clandestine Drug Lab cleanups and marine spill response. He holds a US Merchant Marine License as Master 100 Tons and is a State of California Registered Environmental Assessor. He is also a Certified Environmental Manager for the State of Nevada. Erik attended California State University of Long Beach where he majored in Philosophy and holds a Bachelor's in Science in Business Administration. He is currently attending Eastern Kentucky University pursuing a Masters in Environmental, Homeland Security and Emergency Management.

Erik lives with his wife Michelle and their son August in Lake Arrowhead, CA. In his leisure time he enjoys outdoor recreation, including off-road motorcycle riding, running and boating.

Certifications:

California State Fire Marshal Certified- Hazardous Materials Technician (160 Hour)

California State Fire Marshal Certified- HAZMAT Incident Commander (40 Hour)

- 8 Hour Supervisor Training
- US Coast Guard Level II Radiation Training
- DOT Security and Transportation (49 CFR)
- PCB Specialist Training
- OSHA 40 Hour
- Confined Space Entrant, Attendant and Supervisor
- Emergency Medical Technician

Key Team Members



Michelle E. Ricardo
Vice President

Mrs. Ricardo serves as the Vice President and Human Resources Director at Double Barrel Environmental Services. Michelle is charged with the management of all Human Resource functions including benefits coordination, human resource compliance and employee welfare. Michelle received a B.S. in Bio-psychology from University of California, Santa Barbara and a Masters in Occupational Therapy from Samuel Merritt College. She is a California licensed Occupational Therapist and CPR First Aid Instructor.

Michelle resides in Lake Arrowhead with Erik and their son. In her off-time, Michelle enjoys yoga and kayaking.



Heather Vandergeest
Controller/Chief Financial Officer

Mrs. Vandergeest is the Controller and Chief Financial Officer of the company. Heather is charged with all the accounting practices and financial oversight of the company, including preparing budgets, financial reports and tax and audit functions. She also directs financial strategy, planning and forecasts. She confers with the President and Vice President, supervises market studies, analyzes and reports on trends, opportunities for expansion and projections of future company growth. Heather has over 10 years experience with construction and allied construction accounting and financial management.

Heather resides with her husband Jon and their two daughters in Lake Arrowhead, CA. In her off-time, Heather enjoys spending time with family and friends, skiing and the outdoors.



Laurèn K. Thompson
Regulatory Compliance & HR Supervisor

Mrs. Thompson has been employed with the company since December of 2009. Laurèn assists in maintaining a comprehensive and compliant Human Resources system. She develops training modules for the company and assists with the Health and Safety Program. Laurèn manages payroll, benefits and recruitment. She is also a Certified Public Notary and First Aid CPR Instructor.

Laurèn is currently a student at UC Riverside in the Iyengar Yoga Program. She received her AA and AS from Riverside Community College and earned her B.S. in Political Science with a minor in Public Administration from California Baptist University. Laurèn resides in the historical district of Riverside with her husband. She enjoys traveling and cooking for her family.

Key Team Members



Trisha Berry, CHMM
Director of Health, Safety and Technical Services

Ms. Berry joined the Double Barrel Environmental Services team in August 2010 as the Director of Health, Safety and Technical Services. Trisha brings with her over 13 years of environmental consulting experience. She has served as a contractor for a variety of clients, including; Navy CLEAN, RAC, AFCEE and U.S. EPA. Trisha is charged with overseeing, developing and managing health and safety plans. She conducts field safety audits for all locations. She also provides internal and external training on multiple response topics. Trisha will be instrumental in developing the newly formed technical services branch.

Trisha received her B.S. in Natural Resources and Environmental Science from Purdue University and is a Certified Hazardous Materials Manager. She is passionate about her professional and work life. Trisha is always looking for ways to gain knowledge, improve her skill set and enjoys a challenge.

Trisha lives in Lake Elsinore. In her spare time she enjoys spending time with her extended family, friends and two dogs. She also enjoys hiking, the beach, SCUBA diving and traveling.

Certifications:

- 40-Hour OSHA Hazardous Waste Safety and Health Training Certification
- Certified Hazardous Material Manager (CHMM No. 11938)
- CPR/ First Aid
- 40-Hour Department of Transportation Hazardous Materials Transportation
- FEMA Emergency Management Institute, I-100: Introduction to the Incident Command System
- FEMA Emergency Management Institute, I-200: Incident Command System
- FEMA Emergency Management Institute, I-700: National Incident Management System (NIMS)
- FEMA Emergency Management Institute, I-800: National Response Plan (NRP), an Introduction
- Systematic Planning for Environmental Decision Making – including Visual Sample Plan
- Niton XRF Spectrum Analyzer Manufacturer Training
- Construction Quality Management for Contractors (CQM), U.S. Army Corps of Engineers
- American Chemical Society Environmental Data Validation



Peggy Stepe
Waste Coordinator

Ms. Stepe joined the Double Barrel Environmental Services team in March 2010. Ms. Stepe brings to DBES 23 years of environmental services. Her expertise in her years of proper waste identification, characterization, profiling, manifest and proper DOT shipping methods accompanies DBES's team. Ms. Stepe has extensive experience in operations of HHW events, both temporary and permanent. She has provided profiling, manifesting, lab packing, packaging and all services for large quantity generators of HHW to include the City of Los Angeles, City of Fontana, County of Los Angeles, County of Riverside and many more agencies. Ms. Stepe received her Bachelor's Degree from Cal State University, San Bernardino in English with a concentration in linguistics. Peggy enjoys reading and spending time with her three grown children.

Certifications:

- 40-hr HAZWOPER

Key Team Members



Jessica Radu
Administrative Assistant

Ms. Radu has been employed with Double Barrel Environmental Services since May of 2009. She brings with her a strong administrative background from her experience with a property management firm. Double Barrel has been a growth step for Ms. Radu, and she looks forward to learning more about the environmental industry.

Ms. Radu oversees billing and invoicing. She works closely with Response Managers on special projects, and provides administrative support to all team members. She also manages Driver Logs and IFTA Reports. In her spare time, Ms. Radu enjoys concerts and shows, as well as soccer and softball.



Carlos Mena
Dispatch

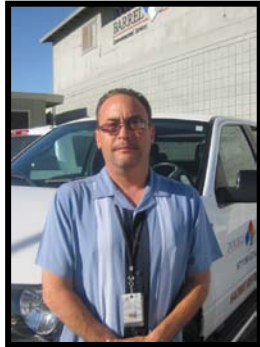
Mr. Mena has been employed with Double Barrel Environmental Services since March of 2010 as the Dispatcher. Carlos has over 21 years of experience in the environmental industry, including work as a DOT Hazmat driver, Supervisor and Dispatcher. Mr. Mena oversees the scheduled personnel, scheduled jobs, BIT, annual and daily inspection of vehicles.

Carlos lives in Colton with his wife and two children. In his spare time, he enjoys car shows, restoring his VW bus, collecting coins and music.

Certifications:

- 40-hr HAZAOPER
- Supervisor First Responder
- Class B Endorsement
- First Aid & CPR Certified

Key Team Members



Dean Matsuoka, Regional Manager (Riverside)

Mr. Matsuoka joined Double Barrel Environmental Services in August 2009. He has 20 years of experience in emergency response, industrial cleaning, environmental construction, remediation, demolition, transportation, and disposal. Dean started his career in 1989 performing logistics and clean up operations for the Exxon Valdez oil spill in Prince William Sound Alaska. Dean has also responded to and managed large scale recovery and clean up operations as well as natural disasters including Hurricane Katrina & Rita.

Dean has performed various management positions with several prominent Southern California Environmental Contractors as a Superintendent, Project Manager, ER Manager (EPA Region 9 ER Manager), Technical Services Manager and most recently, General Manager. Dean has responded to thousands of incidents within the Western United States and is a certified first responder for Highway, Tank Car, and WMD.

Dean's experience and training also allows him to focus on all facets of project management including administrative responsibilities such as bids, proposals, scheduling, cost tracking, reports, and technical writing. Dean's field responsibilities have included underground and aboveground storage tank installations, removals, cleaning, demolition services, mass excavations, slurry walls, caps, liners, and specialized epoxy installations.

Dean lives with his identical twin boys in Riverside, CA. In his off time he enjoys camping, motorcycle riding, and fishing.

Certifications:

- WMD for the First Responder
- OSHA Hazardous Waste Operations and Emergency Resp
- OSHA Hazardous Waste Site Worker
- Highway Emergency Response Specialist
- Tanker Rollover Training
- Tank Car Specialist
- Confined Space Rescue Operations
- Confined Space Entrant, Attendant and Supervisor
- Trench Safety Competent Person Training
- Hazard Communication Standard "Right-to-Know" Training



Demetrio Martinez Response Manager/Industrial Services Manager

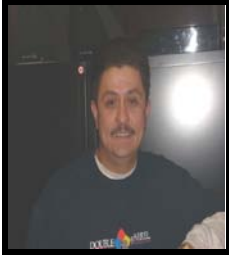
Mr. Martinez has been employed by Double Barrel Environmental Services, Inc. since September 2008. Demetrio has over 15 years experience in all aspects of industrial services including facility shut-downs, tank cleaning, hydro blasting and air mover/guzzler project management. Demetrio is a Licensed Class A Commercial Driver with a hazardous materials endorsement. Demetrio is also a master fabricator and welder and has designed many useful tools and apparatus in the field to maximize efficiencies.

Demetrio lives in Riverside with his wife Joy and his 3 children. In his off-time Demetrio enjoys big-game hunting and fishing as well as camping with his family on the weekends.

Certifications:

- 40 Hour General Site Worker/Hazardous Waste Operations
- Confined Space Entrant, Attendant and Supervisor
- Competent Person- Grading, Trenching and Excavating
- CPR/First Aid
- DOT 49 CFR Hazardous Materials Security and Operations

Key Team Members



James Rankin
Response Manager

Mr. Rankin has been employed by Double Barrel Environmental Services, Inc. since February 2008. He is an emergency responder. James has worked 20 years in the industry with extensive experience in Industrial Cleaning of refineries. James is trained as a confined space specialist in Horizontal Tank Rescue. He also is certified for Pipeline Assessment, trained in Hazcom, respiratory protection and confined space procedures.

James lives in Moreno Valley with his family. In his off time, James enjoys fishing, golfing, snow skiing and spending time with his family.

Certifications:

- 40 Hour General Site Worker/Hazardous Waste Operations
- Hazardous Materials Technician
- Confined Space Entrant, Attendant and Supervisor
- Competent Person- Grading, Trenching and Excavating
- Low Angle- High Angle Confined Space Rescue
- CPR/First Aid



Jason Sorrells
Response Manager

Mr. Sorrells joined the Double Barrel team in February of 2009, and has been committed to our services ever since. Jason is a Response Manager and a NFPA Certified Hazmat Technician. Jason is in the process of completing EMT Training, so he may better serve our customers and staff. Mr. Sorrells served in the United States Coast Guard. He has received his 40-hour Hazwoper Certification and continues to grow within the environmental management field.

His hobbies include dirt bike riding and outdoor activities.

Certifications:

- 40-hr HAZWOPER
- Confined Space Entry/Rescue
- Clandestine Drug Lab- CLANWOPPER

Key Team Members



Jason Thomas
Response Manager/Technical Services

Mr. Thomas joined Double Barrel Environmental Services in May of 2010. Jason has completed both his Bachelors and Masters Degrees in Environmental Science and is a key member of the Technical Services Branch. He specializes in waste and chemical management. Jason is also a Class B Driver for Double with Hazmat Endorsements. Jason recently completed NFPA Hazardous Materials Technician training at Texas A&M.

Jason is married and he and his wife are expecting their first child.

Certifications:

- Confined Space Entrant, Attendant and Supervisor
- HAZMAT Technician



Jon Teten
Response Manager

Mr. Teten joined Double Barrel Environmental Services in August 2006. He is an experienced responder and is specifically trained to provide Excavating & Grading Services. Jon has responded to many notable responses including terrestrial and marine incidents. Mr. Teten is 40-hour HAZWOPER certified and is familiar with all aspects of Emergency Response. Prior to starting his career in the environmental services industry, Mr. Teten worked in the construction field.

Jon resides with his wife Heather and their two daughters in Lake Arrowhead, CA. In his off-time, Jon enjoys riding his motorcycle, golfing, camping and spending time at the beach.

Certifications:

- 40 Hour General Site Worker/Hazardous Waste Operations
- Hazardous Materials Specialist Training- Transportation Related Incident Response Specialist
- Oil Spill Control School- Inland Spill Response
- Confined Space Entrant, Attendant and Supervisor
- Competent Person- Grading, Trenching and Excavating
- CPR/First Aid
- DOT 49 CFR Hazardous Materials Security and Operations

Key Team Members



Jorge Lona
Response Manager

Mr. Lona joined the Double Barrel team in May of 2010. He's been in this industry for five years. Lona plays a variety of roles as he is a Class A Driver in addition to a Response Manager. He is experienced in heavy equipment and transporters.

Lona lives in Hesperia with his wife and children. He enjoys fixing classic cars and making home improvements. In his spare time Lona goes to church with his family.

Certifications:

- 40-hr HAZWOPER
- TWIC
- CPR, First Aid & AED
- Defensive Driving Skills Master
- LA Refinery Safety Overview
- Hazmat Transportation



Morban Zarate
Response Manager

Mr. Zarate has been employed by Double Barrel Environmental Services, Inc. since October of 2007. Morban has a vast experience base and is knowledgeable in both emergency response and industrial services. He has been employed in the environmental services industry since 1991. Morban has extensive experience in hydroblasting, tank cleaning, and environmental sampling techniques.

Morban lives in San Bernardino with his wife Francis and his 5 children. In his free time, Morban enjoys cooking and is an avid golfer.

Certifications:

- 40 Hour General Site Worker/Hazardous Waste Operations
- Hazardous Materials Technician
- Confined Space Entrant, Attendant and Supervisor
- Competent Person- Grading, Trenching and Excavating
- CPR/First Aid

Key Team Members



Ron Mikuls
Bakersfield Division Manager

Mr. Mikuls is the Division Manager and Senior Emergency Response Director for the Central Valley Region. Mr. Mikuls has performed as incident commander during environmental response operations for over 5000 spills and releases since 1983. Mr. Mikuls has been involved in the health, safety and environmental field for over 25 years. His education with field experience enables him to pragmatically evaluate critical time sensitive emergency response situations. His expertise includes; performing general site safety inspections, preparing emergency response plans, writing site safety plans, emergency response and consulting in areas pertaining to health, safety and environmental issues.

Mr. Mikuls resides in Bakersfield. In his off-time, he enjoys spending quality time with his daughter and outdoor leisure activities.

Cerifications:

- State Fire Marshall Certified Incident Commander, 2001
- Technical Confined Space/High Angle Rescue Supervisor
- 25 Years Emergency Response Experience
- Industrial Cleaning
- All Facets of Waste Management
- Emergency Medical Technician-I, 2003
- Project Manager for DTSC Remedial Projects



Amy Serrato
Office Manager (Bakersfield)

Ms. Serrato recently joined the DBES Team in September of 2008. She is charged with the overall administrative functions for the Bakersfield Division. Amy provides comprehensive administrative and clerical support to staff, management, general public and clientele. Ms. Serrato executes accounts receivables for Bakersfield, consociates with Riverside on HR and payroll issues, handles daily staff scheduling, pre-screens and processes job applicants, processes vehicle/equipment maintenance request and implements division compliance with all DBES company regulations, policies and protocols.

Ms. Serrato has over 12 years of administrative, management and supervisory experience, and holds a certificate in Federal/State Basic Payroll Tax and Alcohol and Controlled Substance Reasonable Suspicion Training pursuant to CFR 49- Part 40.

Key Team Members



Sean Bidabe
Response Manager (Bakersfield)

Mr. Bidabe joined the Double Barrel Environmental Services team in May 2010 as a Response Supervisor for the Bakersfield office. Sean has worked in the Petro-Chemical Industry for 13-years, including experience as an emergency responder for nine of the years. He has also been a Team Supervisor and Instructor for confined space rescue teams.

Sean lives in Bakersfield with his family. In his spare time, he enjoys spending time with his son and fly fishing. Sean also volunteers in his community with under privileged youth, teaching them about fly-fishing, wild life and substance abuse prevention.

Certifications:

- 40 hour general site worker/hazardous waste operations
- Confined Space Entrant Rescue Operations



George Rosales
Southern Nevada Regional Manager

Mr. Rosales joined Double Barrel Environmental Services in April 2009 with our Riverside Branch. He has since taken responsibility for our Las Vegas location. George is an experienced responder, having responded to a number of large spills, ranging from tank rollovers to ocean spills. He has extensive experience in the areas of Underground and Marine Spill Responses. George has worked in the emergency response and hazardous waste management industry for 13-years. He has held a variety of positions with various prominent Southern California Response contractors, with the last position being Senior Project Manager.

George lives in Las Vegas, Nevada with his wife. In his free time, George enjoys attending USC football games with his wife and golfing.

Certifications:

- 40 hour general site worker/hazardous waste operations
- Confined Space Entrant, Attendant & Supervisor
- Confined Space Rescue
- Tank Car Safety
- Union Pacific Railroad Tank Car Specialist
- DOT/Waste Compliance
- CPR/AED

Locations and Key Contact Numbers

Double Barrel Environmental Services, Inc. has three operating divisions strategically located to provide immediate response services to the Southern, Central and Northern California Regions, Southern Nevada and Arizona vicinities. This provides the client with a diverse availability of services and resources.

Riverside

Erik Ricardo – Founder, President, General Manager	(951)683-6994
Michelle Ricardo – Vice President, Secretary, HR Manager.....	(951)683-6994
Heather Vandergeest – CFO, Treasurer.....	(951)683-6994
Lauren Thompson – Regulatory Compliance & HR Supervisor.....	(909) 806-5646
Trisha Berry – Director of Health, Safety and Technical Services	(951) 224-3501
Dean Matsuoka - Regional Manager.....	(951) 241-6909
Demetrio Martinez – Response Manager.....	(951)241-6935
James Rankin – Response Manager.....	(909)810-9626
Jason Sorrels – Response Manager	(951) 733-9982
Jason Thomas – Response Manager	(951) 563-5984
Jon Teten - Response Manager.....	(909)205-6200
Jorge Lona – Response Manager	(951) 956-1277
Morban Zarate – Response Manager.....	(951)250-6966

Bakersfield

Ron Mikuls – Regional Manager	(661)900-7479
Amy Serrato – Office Manager	(661)587-5000
Sean Bidabe – Response Manager	(661) 345-9005

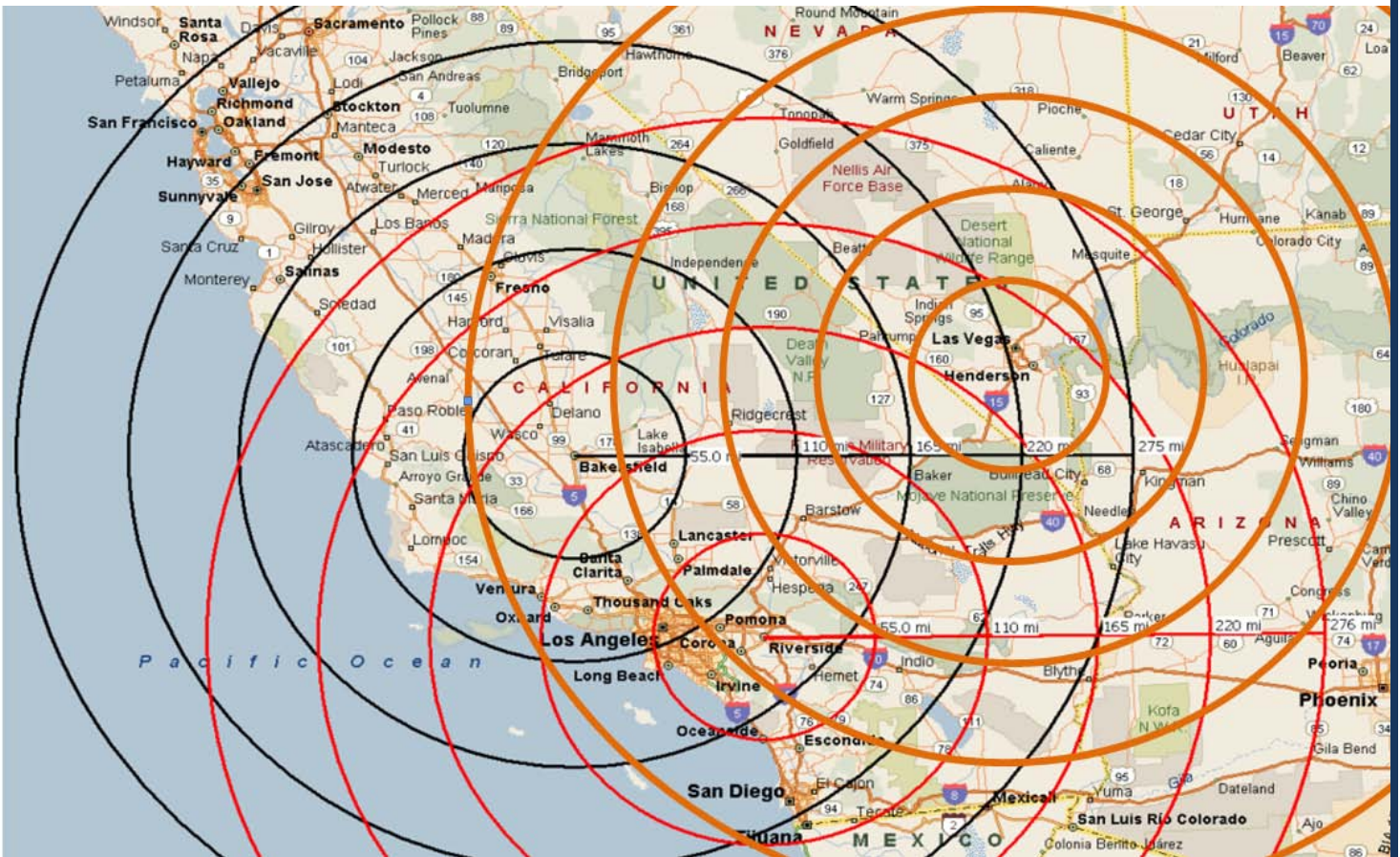
Las Vegas, NV

George Rosales – Regional Manager	(951) 965-6971
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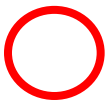


Incident Response Map

Based on actual experience, DBES management has created this Incident Response Map. Response times are approximate, and are based on a one way trip traveling in a land vehicle, and traveling at the legal street and highway speed limits. The red circle indicates response times from Riverside, and the Black circle indicates response times from Bakersfield. The Orange Circles are response times from Las Vegas. During winter months, delays are anticipated and the estimates given are likely to be longer.



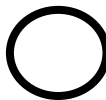
Map Reference



Riverside CA Response

Red circles indicate response times dispatched out of Riverside California:

- 2 Hour response time within the perimeter of circle 1
- 3 Hour response time within the perimeter of circle 2
- 4 Hour response time within the perimeter of circle 3
- 5 Hour response time within the perimeter of circle 4
- 6 Hour response time within the perimeter of circle 5



Bakersfield CA Response

Black circles indicate response times dispatched out of Bakersfield California:

- 2 Hour response time within the perimeter of circle 1
- 3 Hour response time within the perimeter of circle 2
- 4 Hour response time within the perimeter of circle 3
- 5 Hour response time within the perimeter of circle 4
- 6 Hour response time within the perimeter of circle 5



Las Vegas NV Response

Orange circles indicate response times dispatched out of Henderson Nevada:

- 2 Hour response time within the perimeter of circle 1
- 3 Hour response time within the perimeter of circle 2
- 4 Hour response time within the perimeter of circle 3
- 5 Hour response time within the perimeter of circle 4
- 6 Hour response time within the perimeter of circle 5

Services & Solutions

Double Barrel Environmental Services is firmly committed to providing the highest quality services and value to their customers. We pride ourselves on optimized performance and safety, to achieve maximum results with minimum cost and the end result of complete customer satisfaction.

Double Barrel Environmental Services specializes in hazardous, universal and consumer electronic waste management, emergency spill response, remediation and decontamination services. We manage a variety of hazardous wastes including; bulk-loads, liquid, drummed and solid wastes. Comprehensive packaging and transportation services are also offered, to help ensure the customer's facility is in compliance. DBES is available 24 hours a day, seven days a week.



Services – Key Point Summary

- **Level A through D hazardous materials response**
DBES is the industry leader in Emergency Spill Response! Over 70% of our core business is emergency response work. We maintain the highest response readiness levels and ready response posture in Southern California. DBES has the newest response equipment and the most comprehensive response training in the industry.
- **Packaging and labeling of hazardous waste**
DBES provides comprehensive labpacking, waste characterization, profiling and manifesting services to our customers. We specialize in all types of hazardous waste disposal including; universal wastes, tires, medical wastes and non hazardous waste streams.
- **Transportation services**
DBES maintains the newest and safest transportation fleet in the industry. Our tractors are certified clean idle vehicles and our entire fleet of rolling inventory is independently inspected and certified.
- **Oil and chemical spill and release response**
DBES provides immediate emergency response to hazardous and non-hazardous spills and releases, spill cleanup, chemical transloading and hazardous material management for transportation and equipment incidents. DBES has capabilities to handle multiple responses simultaneously.
- **Unknown chemical identification**
DBES' haz-mat team spill specialists have the ability and knowledge to safely identify unknown oil, chemical, bio-hazards and unknown material spills. Our equipment, reference materials and tools allow the team to safely identify, contain, recover, package and transport the waste to an appropriate disposal facility.
- **Industrial and temporary tank cleaning**
DBES provides a full range of industrial services including; confined space entry, tank cleaning, product transfers, neutralization, stabilization and equipment decontamination.
- **Underground storage tank removal**
Services include site assessments, site investigations, tank removal, and remediation. DBES has working knowledge and expertise of federal and state regulations.
- **Sump cleaning**
DBES provides guzzler services to remove waste fluids, sludge, sand, grit, dirt, liquids or oils from machine sumps, reservoirs, pits, trenches or storage tanks.



Services – Key Point Summary

➤ Phase I site assessments

DBES provides transaction screens and phase 1 site assessments for its customers. Assessment of a site may include; identifying chemical residues within or around structures, identification of possible asbestos containing building materials, inventory of hazardous substances stored or utilized on site, assessment of mold and mildew hazard and evaluation of related indoor air quality specifications.



➤ Clandestine drug lab remediation

DBES is the most experienced and comprehensive provider of post clandestine drug lab assessment, remediation and certification in Southern California. DBES has pioneered various cleanup techniques and methods proven effective by empirical third-party analysis.

➤ Mercury spill response

DBES is recognized as the leading provider of emergency response services to mercury releases in Southern California. DBES stands ready to respond to mercury releases 365 days a year. We maintain our own equipment including mercury vacuums, recognized monitoring equipment and response materials making us faster and more familiar than other providers who rely on sub-contractors and renting equipment.



➤ Excavating and grading

DBES is experienced and certified in all aspects of grading and excavation including technical removal of contaminated soils, soil sampling and compaction certification. DBES owns its own excavation equipment making 24 hour response a reality.

➤ Debris removal

DBES is experienced and certified in all aspects of debris removal including; transient debris removal, medical waste removal, tires, and disaster cleanup services. DBES is available 24 hours a day to provide these services.



➤ Level A and Level B Response

DBES is trained and has ready to respond Level A and B equipment including SCBA's. In-line air equipment, non-sparking tools, specialty Pumps and transfer equipment.



Response Equipment

Double Barrel Environmental Services maintains the newest and most advanced inventory of response equipment in Southern California. Vehicles and equipment that are found to have potential operational safety hazards are promptly taken out of service until such hazards are corrected.

- **ERU**
Emergency Response Units are fully equipped and ready for quick response. Each unit has the appropriate equipment and materials necessary to respond to spills or releases, which includes; monitoring equipment, decon supplies, sampling supplies, PPE, safety supplies, specialty tools, specialty supplies, convenience and electronic supplies.
- **Decon Equipment**
Pools, steam machines and cleaning solutions are pre-staged and ready for rapid deployment to large scale incidents throughout the Western United States.
- **Incident Command Center**
20' to 50' command and on-site comfort trailers are available. Command trailers have communication and conference suites.
- **Environmental Air Monitoring**
Photo ionization detectors, radiological meters, HAZCAT kits, colorimetric tubes, 4-gas meters, mercury vapor analyzers and air sampling equipment are utilized.
- **Confined Space Entry**
OSHA compliant entry and emergency extracation equipment are available. SCBA's, supplied air-lines and confined space monitoring equipment is utilized.
- **Specialized Pumps**
These units pump from 1,500 to 4,500 gallons per minute. In addition guzzler pumps, which are used to pump heavy sludges and heavy materials, are available.
- **All Terrain Vehicles**
DBES has all terrain vehicles to gain access to remote and hostile terrain locations. These vehicles include 4X4 pick up trucks and rhinno vehicles.
- **Waste Hauling Vehicles**
Box Vans, stake beds and dump trucks for hauling wastes are used. Various units have lift gate capability.
- **Vacuum Truck Units**
New certified and coated DOT 412 120 bbl and 70 bbl vacuum tankers.



Response Equipment

➤ **Mini Excavator**

These units are able to continuously rotate 360 degrees, allowing easy hauling, placement, explicit visibility and reduces repositioning in tighter work spaces.

➤ **Bins**

A full range of bins allows DBES to service customers with anything from a one time pick up to re-occurring high volume projects. DBES has 8, 12, 15, 20, 25 and 40 yard open and closed top bins. All bins have entry/exit ladders on the inside and outside of the bin, making liner installation safe.

➤ **Gear Trucks**

These vehicles are the workhorses behind DBES, all units arrive on site fully stocked and ready to respond with all necessary PPE, hand tools, absorbents, drums, lighting, monitoring equipment and traffic control. Various units are also equipped with a 4000 PSI hot water pressure washer.

➤ **Box Vans**

Designed to make the job more easy and efficient, with it's compact size there is no compromise on working space. It allows you to easily access the most congested areas, thus effectively reducing cost and helping the customer save time.

➤ **Hydro-excavation / Mini-Guzzler**

DBES has the ability to excavate around pipelines and sensitive electrical equipment using a high volume vacuum. Utilizing this technique allows DBES to eliminate the use of traditional high cost earth moving equipment and minimizes the chance of damage to pipelines or service interruptions.



Health & Safety

➤ **Injury & Illness Prevention Plan**

Double Barrel Environmental Services implements a safe and healthy work environment for employees, management, contractors and visitors. A safe and healthy work environment is achieved through the cooperation and compliance of every employee with procedures, relevant work instructions, policies, incentives and disciplinary actions as necessary. Compliance with Federal and State safety regulations is considered DBES' minimum standard. The IPP manual is an outline to aid all response and field personnel in complying and maintaining the highest level of safety.

➤ **Safety Communications**

The management team of Double Barrel Environmental Services partake in monthly meetings to discuss all matters relating to occupational health and safety. Management reviews results of scheduled worksite inspections, recommendations of employee safety, pre-hazardous conditions, occupational injury and illness prevention. Pre-job safety meetings are conducted at every job to maintain a safe work environment.

➤ **Hazardous Assessments & Control**

Upon arrival at each work site, an overall assessment of the job and possible hazards is completed by the supervisor. Prior to beginning the job, a Tailgate Safety Meeting is performed with the crew, addressing any safety concerns, hazards and necessary PPE.

➤ **Accident Prevention & Investigation**

Tailgate Safety Meetings are performed at the start of each job, as a pro-active measure to prevent accidents. The policy at DBES is to investigate all incidents, injuries, exposures and near misses in order to better protect the employees and to prevent a reoccurrence.

➤ **Safe Work Incentives and Near Miss Recognition**

DBES has a comprehensive employee safe work incentive and near miss recognition program which rewards employees for safe work practices, peer to peer safety monitoring and near miss recognition and pre-accident hazard correction.

➤ **Safety & Health Training**

All employees are provided training and instruction on general and job-specific safety and health/work practices. Additionally, employees are trained annually on CPR and First Aid techniques.



DBES has maintained an accident free work environment since inception. We have logged a total of over 50,000 accident free man-hours with no lost time injuries and no reportable accidents or illnesses.

Safety is our First Commitment!

Training

Double Barrel Environmental Services offers a full training system for each field employee including; management, supervisors, technicians, drivers and laborers. DBES offers training both in-house and at various training centers, depending on the employee's need.

Hands-on training and simulated emergency response scenarios are included with training modules, where DBES Emergency Response and Team Members interact with course participants.

In addition, selected team members are sent to the Transportation Technology Center, Inc. Emergency Response Training Center in Pueblo, Colorado. This 56 acre hazmat training facility offers state of the art equipment and expert instructors to provide hands on and relevant course work in all aspects of Hazardous Materials Response including REAL Technician Level, Rail Car Specialist and Highway Related Specialist Training. The Transportation Center is funded by the American Bureau of Railroads and the Department of Homeland Security. For more detailed information about the Training Center you may visit their website at <http://www.hazmattraining.com/>.

The following Training Schedule outlines some of the training requirements that DBES adheres to for employees:

REQUIRED TRAINING SCHEDULE									
Course				Personnel		Required			
Tracking Code	Reference Regulation	Description		Supv	Field	Dur	Freq	Man	
DBES01	49 CFR 199.19(c), & 241	Supervisor Drug/Alcohol		ALL	No	2hr	W/R	Yes	
DBES02	29 CFR 1926.550	Crane Operator Physical Exam		No	No	N/R	2yr	Yes	
DBES03	8 CCR 3203	IIPP (SB198) / Code of Safe Prac.		ALL	ALL	N/R	W/R	Yes/C	
DBES04	29 CFR 1926.104	Fall Protection/Spider Basket		W/R	W/R	N/R	W/R	Yes	
DBES05	29 CFR 1910.95(k)(2)	Hearing Conservation Req.-85Db		W/R	W/R	N/R	1yr	Yes	
DBES06	29 CFR 1910.151, 1030	CPR/Medic First Aid/Bloodborne		ALL	ALL	4hr	2yr	W/R	
DBES07	CFR 1910.178	Forklift Operating and Rules		W/R	W/R	N/R	W/R	Yes	
DBES08	29 CFR 1910.157(g)	Fire Equipment/Fire Watch		W/R	ALL	N/R	1yr	Yes	
DBES09	CFR 1910.38.49 194.117	Emergency Response/Action Plan		ALL	ALL	ALL	W/R	Yes	
DBES10	CFR 1910.331	Electrical Safety (low voltage)		ALL	ALL	N/T	W/R	Yes	
DBES11	CFR 1910.9(k)(2)	Audiometric Testing		W/R	W/R	N/R	1yr	Yes	
DBES12	29 CFR 1910.134	Respiratory Fit Testing		W/R	W/A	N/R	W/R	No	
DBES13	29 CFR 1910.134 (REF)	Pulmonary Flow Test		W/R	W/R	N/R	W/R	No	
DBES14	8 CCR 3472(b)(1), ASME	Stinger Crane Cert. ANSI B-30.22-a		W/R	W/A	N/R	W/R	No	
DBES15	29 CFR 1926.554	Overhead Crane Operation		W/R	W/R	N/R	W/R	Yes	
DBES16	29 CFR 1926.450	Scaffolding		W/R	W/R	N/R	W/R	No	
DBES17	29 CFR 1910.134 (REF)	Respiratory Protection Plan		W/R	W/R	N/R	W/R	No	
DBES18	30CFR 250.120,APIRP2D	Crane-Basic Rigger Training		No	No	N/R	N/R	Yes	
DBES19	29 CFR 1926.554	Overhead Crane Operation		W/R	W/R	N/R	W/R	No	
DBES20	29 CFR 1926.650	Trenching and Excavations		W/R	W/R	N/R	W/R	Yes	
DBES21	29 CFR 1910.120	24hr On Site Worker		ALL	ALL	24hr	8Ref	W/R	
DBES22	29 CFR 1910.120	40hr On Site Worker/8hr Supervisor		ALL	ALL	48hr	8Ref	W/R	
DBES23	29 CFR 1910.120	8Hr HazMat Refresher		ALL	ALL	8hr	1yr	W/R	
DBES24	29 CFR 1910.146	Permit Required Confined Space		ALL	ALL	N/R	W/R	Yes	
DBES25	29 CFR 1910.252	Hot Work		ALL	ALL	N/R	W/R	Yes	
DBES26	29 CFR 1910.147	Lockout/Tagout/Blockout		ALL	ALL	N/R	W/R	Yes	
DBES27	30 CFR 250.67, API-55	Hydrogen Sulfide & SCBA		ALL	ALL	N/R	1yr	Yes	
DBES28	29 CFR 1910.132-138	Personal Protective Equipment		ALL	ALL	N/R	W/R	Yes	
DBES29	29 CFR 1910.1200	Hazardous Communication		ALL	ALL	N/R	W/R	Yes	
DBES30	DBES	Safe Work Permits		ALL	ALL	N/R	W/R	No	
DBES31	DBES	New Employee Orientation		ALL	ALL	N/R	day1	No	
DBES32	29 CFR 1910.146	Confined Space Rescue		W/R	W/R	N/R	W/R	No	
DBES33	DBES	Slips, Trips & Falls		W/R	W/A	N/R	W/R	No	
DBES34	DBES	Housekeeping		W/R	W/R	N/R	W/R	No	
DBES35	DBES	Dig Alert Orientation		W/R	W/R	N/R	W/R	No	
DBES36	DBES	Defensive Driver Training		W/R	W/R	N/R	W/R	No	
DBES37	DBES	Heavy Equipment Operation		W/R	W/R	N/R	W/R	No	
DBES38	DBES	Asbestos Awareness		W/R	W/R	N/R	W/R	No	
DBES39	DBES	Blinding and Line Breaking		W/R	W/R	N/R	W/R	No	
DBES40	DBES	Welding Safety		W/R	W/R	N/R	W/R	No	
DBES41	DBES	Back Injury Protection		W/R	W/R	N/R	W/R	No	
DBES42	DBES	Endangered Species		W/R	W/R	N/R	W/R	No	
DBES43	DBES	Hazardous Waste Management		ALL	W/R	N/R	W/R	No	
DBES44	DBES	Leak Spill Reporting and Mitigation		W/R	W/R	N/R	W/R	No	

Abbreviation Key
 Supr. = Supervisor Dur = Duration Freq = Frequency
 Man = Mandate by Agency 8Ref. = Annual 8 Hr Refresher
 N/R = NoTime Requirement W/R = When Required for Position

Licenses & Certifications

DBES is committed to maintaining FULL COMPLIANCE with all local, state and federal regulations, insuring that the customer also remains in compliance. DBES uses outside contractors and consultants to review policies, procedures and compliance standards. The driver logs, vehicle records and DOT paperwork are audited weekly by a DOT compliance contractor.

Department of Consumer Affairs 
Contractors State License Board

General engineering license "A" hazardous substance removal license number **887434**

California Department of
Toxic Substances Control
 Hazardous waste transporter registration number **5510**

Department of
General Services
 BUILDING GREEN · BUYING GREEN · WORKING GREEN

Certified small business/micro business number **43875**



US EPA identification number
 Riverside **CAR000177576**
 Bakersfield **CAL000337420**



USDOT number **1551413**



Motor carrier number **MC576231**



Motor carrier permit number **0335604**

CALIFORNIA DEPARTMENT OF
MOTOR VEHICLES



DMV EN ESPAÑOL

Hazardous materials transportation license number **137204**



Minority Business Von: **9LS00123**

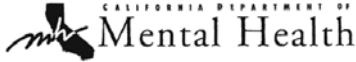
Affiliations



Bakersfield Chapter

American Society of Safety Engineers
Bakersfield, California

Customer References



Metropolitan State Hospital
 Our Mission: To provide mental health services that enhance the quality of life
 11401 South Bloomfield Ave., Novato, CA 94948
 (415) 451-3540

Top whom it may concern:
 Double Barrel is currently contracted by Metropolitan state Hospital to pick up our Hazardous waste and has done so for the past year.
 Double Barrel has been prompt and professional in their services and I have no reservation to say that I would consider using their services again in the future.

Signed:
 Kenneth Van Kouwenberg
 Supervisor of Building Trades
 Metropolitan State Hospital



May 16, 2008

To Whom It May Concern:

Southern California Edison's Mountainview Generating Station is a 1050 megawatt combined cycle power generating station located in Redlands, CA. We regularly require environmental services such as chemical tank and equipment cleaning, vacuum truck and bin services, spill cleanup, hazardous waste shipping services and so forth on a regular basis in order to maintain a clean facility which meets the standards of all the various regulatory agencies as well as Edison's high standards for facility conditions.

Mountainview has a contract with Double Barrel Environmental to provide the above described services during emergency or planned events. We have been extremely satisfied with their performance here during the past couple of years. Their responses to our service requests have been timely and effective as well as competitively priced. Every employee of Double Barrel we have worked with at Mountainview has demonstrated a strong commitment to safety, quality work, good communications with our plant personnel, solid knowledge of environmental requirements, and friendly customer service.

As the Safety and Environmental Manager at Mountainview, I have worked with many environmental service companies during my career in the power industry. Double Barrel ranks at the very top of the list in terms of expertise, efficiency and competitive pricing. In addition, we work on a regular basis with regulatory agencies such as San Bernardino County Fire Department. During my time at Mountainview I have had several communications with agency staff members who have expressed satisfaction with Double Barrel's performance on various environmental remediation jobs. This type of praise is rare from a regulatory agency and gives us additional confidence when using them for environmental services.

I am glad to recommend Double Barrel Environmental to anyone with the need for environmental services.

Sincerely,

Kimberly Brown
 Safety and Environmental Manager
 Mountainview Generating Station

2492 West San Bernardino Avenue
 Redlands, CA 92374
 Phone: (909) 478-1724
 Fax: (909) 478-1740



**NORTH ORANGE COUNTY
 COMMUNITY COLLEGE DISTRICT**

DEBBIE VALENTINE
 Environmental Health &
 Safety Specialist
 Risk Management

THOMAS J. ZIM
 District Manager
 Risk Management

FRED WILLIAMS, CEM
 Risk Services
 President & Partner

May 23, 2008

To Whom It May Concern:

It is my pleasure to recommend the services of Double Barrel Environmental (DBE). As the Environmental Health & Safety Specialist for the North Orange County Community College District (District) I contracted with DBE for the environmental service needs of the District which includes Cypress College, Fullerton College, the School of Continuing Education, and the District office.

To date, DBE has provided the District with planned services such as lab packing, transportation, land and water spill clean-up, packaging and labeling of hazardous wastes, unknown chemical identification, compliance audit, Level A - D hazardous materials response, and sump cleaning. On two separate occasions, it was necessary to call DBE out on an emergency basis. DBE responds to all planned and emergency services in a professional and timely manner.

The District is impressed by and extremely pleased with DBE's response time, ethics, and overall knowledge, experience, and training of personnel. As a governmental agency, we believe that we are receiving these services at a fair cost. DBE has been a tremendous resource and I will continue to utilize their expertise.

I highly recommend the services of Double Barrel Environmental to anyone with the need for environmental services. If you would like to speak with me directly, please contact me at 714-808-4778.

Regards,

Debbie Valentine
 Environmental Health/Safety Specialist

dv.sp.sp

10000 Wilshire Drive • Anaheim, CA 92803-1809 • Telephone: (714) 801-4778 • FAX: (714) 808-4778

Certificate of Liability & Worker's Compensation Insurance

CERTIFICATE OF LIABILITY INSURANCE

Issue Date
9/22/2009

PRODUCER
Legends Environmental Insurance Services, LLC
2165 N. Glassell Street
Orange, CA 92666
PHONE: (800) 682-3888 FAX: (800) 998-3887
LICENSE #: 0079875

SERIAL #: 18974377

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.

COMPANIES AFFORDING COVERAGE

INSURED
Double Barre Environmental Services, Inc.
121 Main Street
Riverside, CA 92507

INSURER A: Nautilus Insurance Company
INSURER B: Great Divide Insurance Company
INSURER C:
INSURER D:
INSURER E:

COVERAGES

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED, NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR UTILITY DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN. THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES, LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

TYPE OF COVERAGE	POLICY NUMBER	EFFECTIVE DATE	EXPIRATION DATE	LIMITS
A GENERAL LIABILITY <input checked="" type="checkbox"/> Premises Operations <input type="checkbox"/> Products-Completed Operations <input type="checkbox"/> Contractual <input checked="" type="checkbox"/> Completed Operations <input checked="" type="checkbox"/> Automobile	EGPD1512273-10	8/6/2008	8/6/2010	GENERAL AGGREGATE \$2,000,000 PRODUCTS - COMPLETED OPERATIONS \$2,000,000 PERSONAL & ADVERTISING \$1,000,000 EACH OCCURRENCE \$1,000,000 THE DAMAGE (Any one limit) \$100,000 VED EXP (Any one limit) \$5,000
B AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> Automobile <input type="checkbox"/> ALLOWED AUTOS <input type="checkbox"/> NON-OPERATING <input type="checkbox"/> RENTALS <input type="checkbox"/> RENTALS/OPERATING <input checked="" type="checkbox"/> Other Policies	DAP9512274-10	8/6/2008	8/6/2010	OWNED SPACE LIMIT (Each Accident) \$1,000,000 BODILY INJURY (The Person) BODILY INJURY (The Automobile) PROPERTY DAMAGE (The Automobile)
C WAREHOUSE LIABILITY <input type="checkbox"/> Warehouse <input type="checkbox"/>				ALL OWNED - EACH ACCIDENT OTHER THAN AUTOMOBILE: EACH OCCURRENCE: AGGREGATE:
A EXCESS LIABILITY <input checked="" type="checkbox"/> AUTOMOBILE <input type="checkbox"/> OTHER THAN AUTOMOBILE	FX1512275-10	8/6/2008	8/6/2010	EACH OCCURRENCE \$5,000,000 AGGREGATE \$5,000,000
B WORKERS COMPENSATION AND EMPLOYERS LIABILITY THE EMPLOYER/EMPLOYERS RESPONSIBILITY: <input type="checkbox"/> Included <input checked="" type="checkbox"/> Excluded	WGA1512276-10	8/6/2009	8/6/2010	<input checked="" type="checkbox"/> No Retention Limit <input type="checkbox"/> Other \$1 EACH ACCIDENT \$1 DISEASE - BENEFIT LIMIT \$1 DISEASE - BENEFIT LIMIT
A DIREN Professional Liability Directors and Officers	EGPD1512273-10	8/6/2008	8/6/2010	\$1,000,000 per person \$2,000,000 aggregate

DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES/SPECIAL ITEMS

The certificate holder is hereby named as additional insured with respect to work done by the insured for its certificate holder.

CERTIFICATE HOLDER

Paccar Financial Corp.
P.O. Box 2374
Azle, TX 75202

CANCELLATION

IF, FOR ANY OF THE ABOVE REASONS, POLICIES BEING CANCELLED BEFORE THE EXPIRATION DATE HEREON, THE ISSUING COMPANY WILL GRANT WITHIN 10 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT. IT IS THE DUTY OF THE POLICYHOLDER TO MAINTAIN SUCH NOTICE SHALL EXIST NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE COMPANY, ITS AGENTS OR REPRESENTATIVES.



Bill Lohman
Principal in Charge

AUTHORIZED REPRESENTATIVE OF INDEPENDENT INSURANCE AGENCY

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Equal Employment Opportunity & Affirmative Action

Double Barrel Environmental Services is committed to creating an environment free of workplace discrimination and to provide equal opportunity for all employees without regard to their race, color, religion, age, national origin, gender, sexual orientation, disability or veteran status. These objectives are attained through various methods including:

- Staff Development – DBES conducts and/or facilitates workshops and training on recognizing cultural biases, legal aspects of screening and hiring, concepts of equal opportunity and supervisory training.
- Awareness – Periodically, memos and handouts on topics of cultural special interest are provided as an educational and awareness tool. DBES also participates in community outreach and maintains membership in professional organizations that espouse equal opportunity and principles of nondiscrimination.
- Employee Outreach – The DBES Office provides a safe and confidential environment where concerns may be addressed, if an employee feels he/she has been discriminated against.
- Survey – All aspects of the recruitment, application, screening, interview and hiring process are periodically reviewed to ensure that barriers to equal opportunity, fairness and equity are removed.
- Assessment – Periodic analysis is performed to uncover any employee complaints of discrimination. This assists with defining areas of opportunity and develops proactive corrective measures.

Affirmative Action

The goal of affirmative action is to develop and implement good faith efforts to recruit, hire and maintain an inclusive workforce and to eliminate the vestiges of past discrimination.

- Affirmative Action Plan – This inter-department study plan is enhanced and updated annually.
- Review of hiring goals- As required by law, each year a statistical analyses and underutilization study is conducted to determine areas where there are deficiencies in the representation of females and minorities. Where an underutilization exists, hiring goals, not quotas, are established resulting in special recruiting and good-faith efforts to improve and ensure minority and female representation in the applicant selection.
- Training – DBES Human Resource Management conducts training in various areas of affirmative action principles.
- Assessment – Periodic statistical data is generated that analyzes and monitors the effectiveness of affirmative action measures.