



Think
Environmental

**TECHNICAL
SUPPORT MEDIUM
BEST IN CLASS**

Best known for LDAR program management, Think Environmental offers a broad portfolio of environmental compliance services. We differentiate ourselves from our competition through best-in-class field operations based on management, leadership, and expertise that is unequalled in the industry.



BETTY LAWSON



Who is Think Environmental?

A faded background image of an industrial facility with large pipes and structures.

THINK ENVIRONMENTAL IS THE PREMIER LEAK DETECTION SERVICE PROVIDER

OUR GOALS ARE SIMPLE: ZERO COMPLIANCE ISSUES, ZERO SAFETY INCIDENTS

Think Environmental is a safety-driven environmental services company specializing in LDAR (Leak Detection and Repair), emissions monitoring, and compliance support for industrial facilities.

We partner with refineries, chemical plants, and energy companies to deliver high-quality, reliable field services with a strong focus on data accuracy and regulatory compliance.

Known for our responsive team and commitment to safety, Think Environmental continues to grow by investing in our people, embracing technology, and building lasting client relationships

The logo for Think Environmental, featuring the word "Think" in a large, bold, black font with a small green leaf icon above the "i", and the word "Environmental" in a smaller, black font below it. The logo is set within a white diamond shape with a blue border.

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Our History: Built on Safety, Service & Growth

2025 SAFETY EXCELLENCE AWARDS | BEST PRACTICES SEMINAR

Founded in 1985

>130 job sites

LDAR since 1992

30% full-time

~240 employees

70% part-time

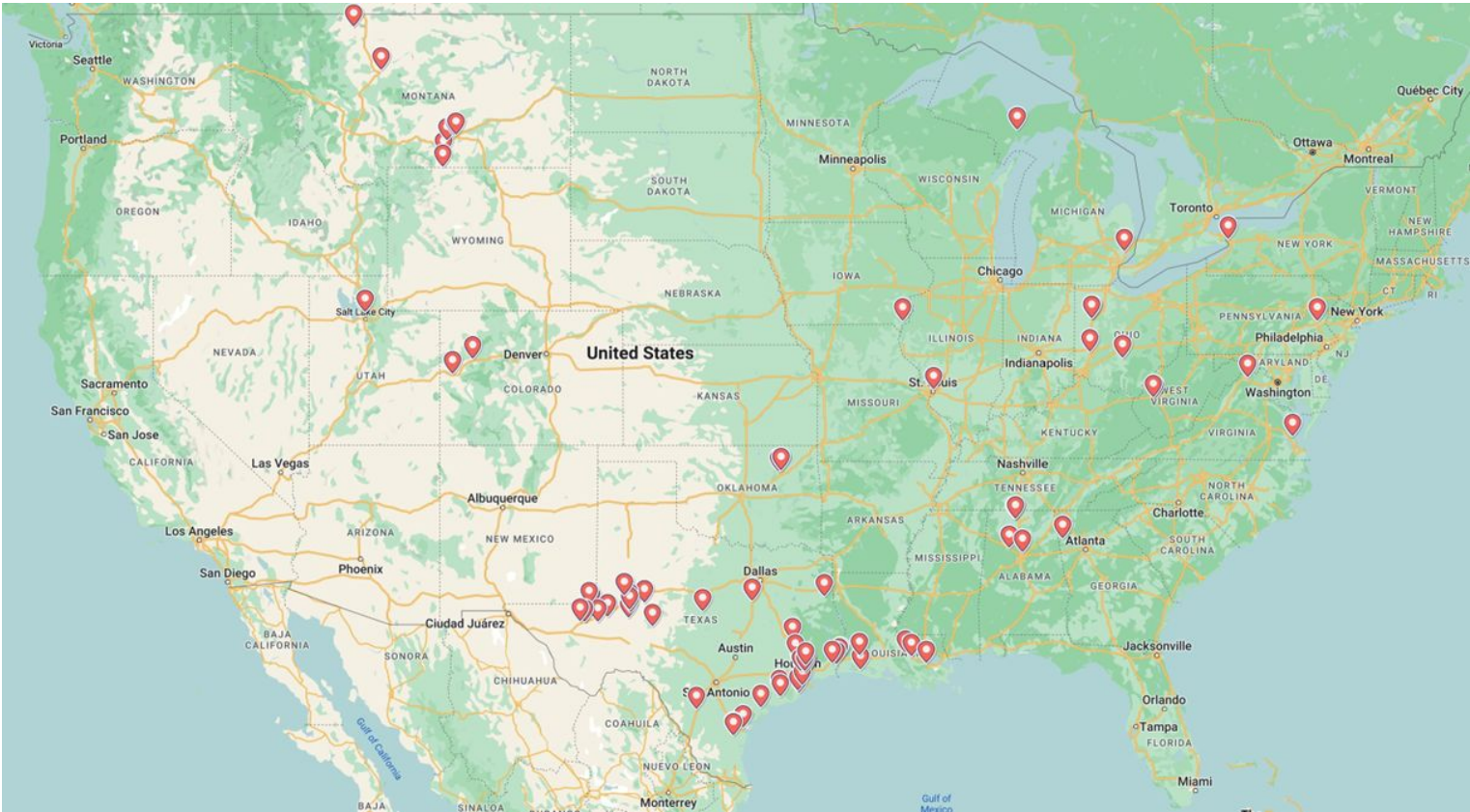


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Customers & Locations



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What is it?

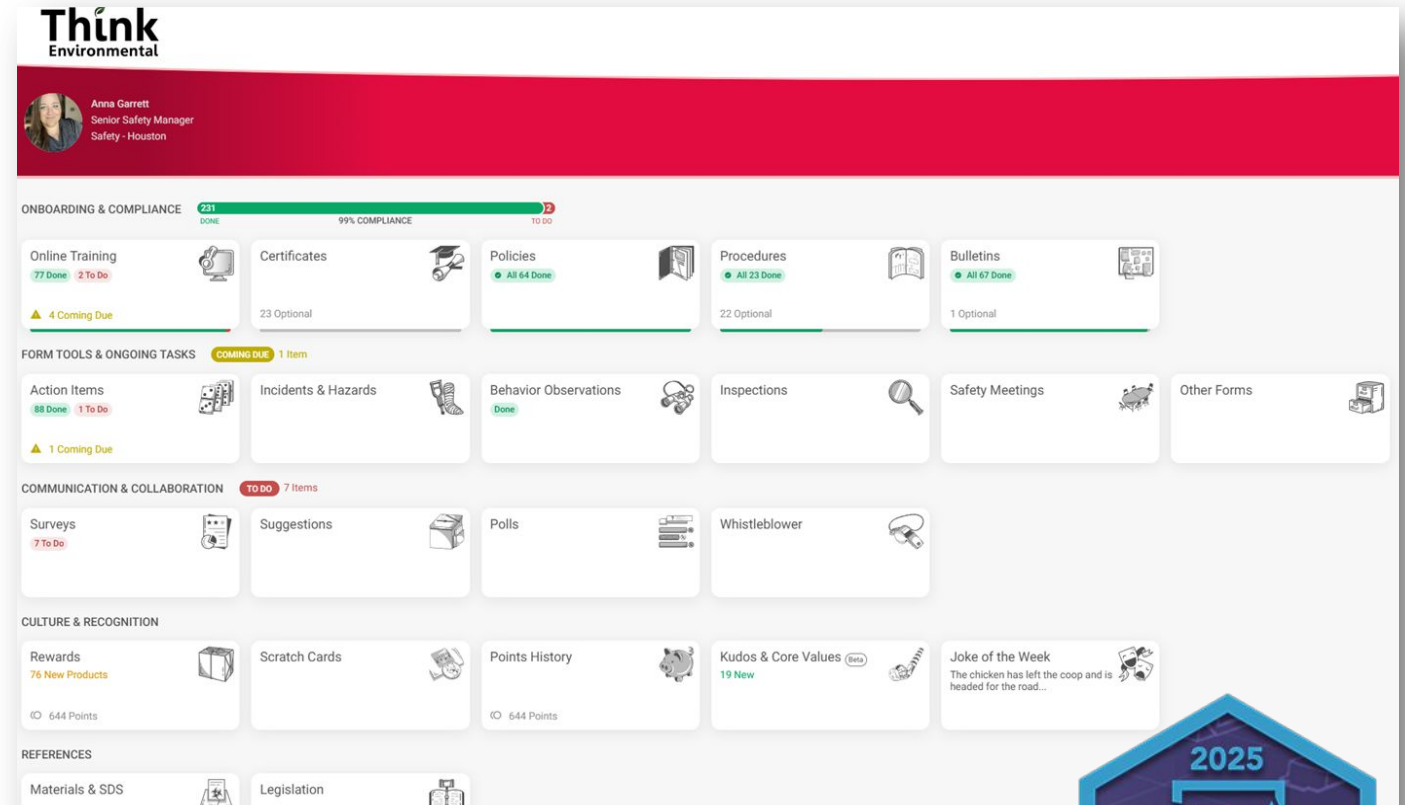
Workhub is your all-in-one safety and compliance sidekick. It helps teams train smarter, track certifications, and manage safety tasks and is all in **ONE** place.

Safety Program Management

Incidents Tracking

Training Management

Document Control



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Training & Certifications

With Workhub

- Centralized platform for assigning and tracking training
- Real-time progress monitoring and expiration alerts
- Supports H2S, site-specific, refresher, and weekly safety content
- Ensures technicians are qualified before entering the field
- Reinforces a culture of accountability and continuous learning



2025 SAFETY EXCELLENCE AWARDS | BEST PRACTICES SEMINAR

COURSE	TIME / LESSONS	%	ASSIGNMENTS	%	REQUIRED COMPLIANCE	%
Aerial Lift Operator Training <small>Custom Course</small>	33 mins 1 Lesson		7 Required + 25 Optional		<div></div>	85%
Behavior Based Safety	13 mins 1 Lesson		220 Required		<div></div>	94%
Common Worksite Injuries	1 hr, 27 mins 6 Lessons		3 Required + 1 Optional		<div></div>	100%
Confined Space Awareness	23 mins 1 Lesson		218 Required		<div></div>	83%
Crisis Management and Media Relations	32 mins 2 Lessons		16 Required		<div></div>	75%
Cyber Security <small>Custom Course</small>	7 mins 1 Lesson		72 Required		<div></div>	91%
De-energization of Stored Energy	14 mins 1 Lesson		218 Required		<div></div>	86%
Directing Vehicles	23 mins 2 Lessons		2 Required		<div></div>	50%
Dow Method 21 Test <small>Custom Course</small>	1 hr 1 Lesson					
Dow Midland Consent Decree Level 1 <small>Custom Course</small>	30 mins 1 Lesson		7 Required + 2 Optional		<div></div>	100%
Dow SRO BWON Consent Decree Training <small>Custom Course</small>	30 mins 1 Lesson		9 Required + 1 Optional		<div></div>	66%
Drug and Alcohol Awareness	53 mins 3 Lessons		222 Required		<div></div>	75%
Electrical Safety	31 mins 1 Lesson		218 Required		<div></div>	76%
Emergency Preparedness	38 mins 3 Lessons		69 Required		<div></div>	79%
Employee Hiring and Onboarding	12 mins 2 Lessons		73 Required + 148 Optional		<div></div>	61%
Enhanced First Attempt at Repair <small>Custom Course</small>	17 mins 3 Lessons		35 Required		<div></div>	80%
Environmental Awareness	41 mins 2 Lessons		218 Required		<div></div>	77%
Equipment and Tool Hazards	47 mins 2 Lessons		209 Required		<div></div>	55%
Fall Prevention	21 mins 1 Lesson		218 Required		<div></div>	76%



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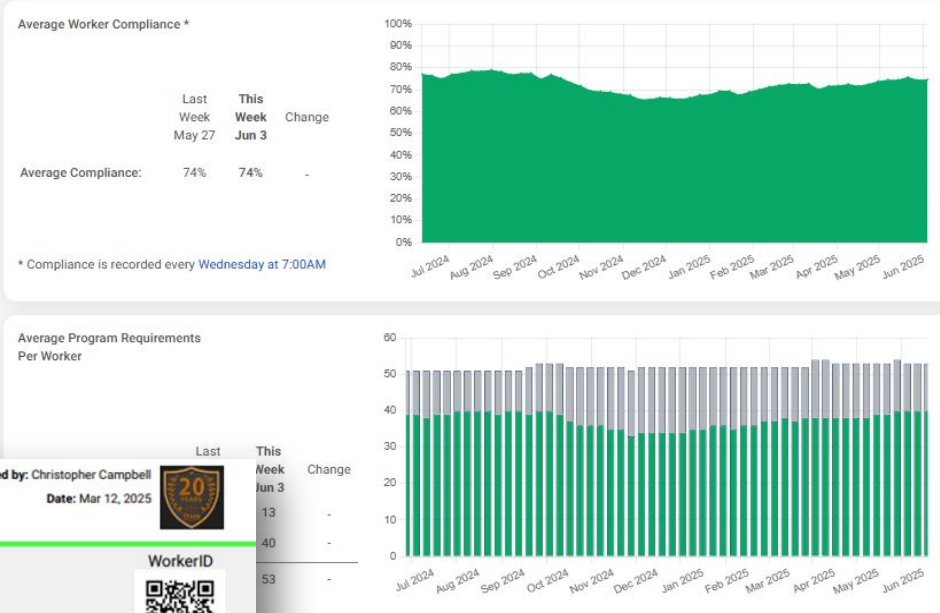


Training & Certifications

With Workhub

ONLINE TRAINING		
Common Worksite Injuries		
Course Overview	Assignments	Worker Compliance
Settings		
LESSON NAME	TRAINING TIME	QUIZ QUESTIONS
<input checked="" type="checkbox"/> Heavy Lifting and Back Injuries <small>Workhub_HTML1.0</small>	23 mins	11
<input checked="" type="checkbox"/> Hand and Power Tool Accidents <small>Workhub_HTML1.0</small>	13 mins	10
<input checked="" type="checkbox"/> Cuts, Scrapes and Punctures <small>Workhub_HTML1.0</small>	12 mins	10
<input checked="" type="checkbox"/> Musculoskeletal Disorders and Ergonomics <small>Workhub_HTML1.0</small>	19 mins	22
<input checked="" type="checkbox"/> Pinch Points <small>Workhub_HTML1.0</small>	7 mins	8
<input type="checkbox"/> Eyestrain and Lighting Requirements <small>Workhub_HTML1.0</small>	19 mins	10
<input checked="" type="checkbox"/> Chemical Burns, Showers and Eyewash Stations <small>Workhub_HTML1.0</small>	14 mins	8
<input type="checkbox"/> Disc Protrusion <small>Workhub_HTML1.0</small>	8 mins	5
<input type="checkbox"/> Carpal Tunnel Syndrome <small>Workhub_HTML1.0</small>	6 mins	5
<input type="checkbox"/> Manual Material Handling <small>OSHA Equivalent_HTML1.0</small>	27 mins	15
<input type="checkbox"/> Physical Hazards <small>OSHA Construction Equivalent_HTML1.0</small>	27 mins	11

- Customizable courses
- Real time compliance tracking
- Competency assessments



COMPETENCY ASSESSMENT
INEOS Battleground First Attempts

Assessed by: Christopher Campbell
Date: Mar 12, 2025

Name: Krisa Vandegrift
Position: Tech II
Location: INEOS BMC
Phone: (281) 614-9787 **Email:** krisa.vandegrift@thinkenvironmental.net

Prerequisites

PROCEDURE 4. - INEOS Battleground JRM-038.0 First Attempt at Repair

COURSE Enhanced First Attempt at Repair

Requires Supervision

Competent

Instructor / Assessor

Field review first attempts being performed

Field review

Requires Supervision

Competent

Instructor / Assessor

Assessment Notes: assessment complete



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But here's the BEST part!!

2025 SAFETY EXCELLENCE AWARDS | BEST PRACTICES
SEMINAR



It includes a built-in incentive program.....

to **reward** employees for completing training, staying compliant, and participating in safety efforts.

So, it's not just about checking boxes - it's about ***motivating your team to think safe and work proud***

How Workhub's Points System Works:

Workhub turns safety and training into a game, with REAL rewards.

- When employee's complete safety training, attend meetings, or meet compliance goals, they **earn points**.
- These points can then be **redeemed in the Workhub store** for items like gift cards, tools, PPE gear, or company-branded merch.
- It's a fun and effective way to **motivate your team**, encourage participation, and keep safety top of mind - without needing constant reminders.



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WAYS TECHNICIANS CAN EARN WORKHUB POINTS IN THE FIELD

- ✓ **Report a Near Miss or Hazard**
Identify and report unsafe conditions or near misses to promote a safer site.
- ✓ **Complete Safety Observations**
Submit meaningful safety observations that include corrective actions or improvements
- ✓ **Answer Safety-Based Questions During Field Checks**
Engage confidently with safety coordinators during spot checks or walkthroughs
- ✓ **Training Excellence**
Complete all assigned Workhub training modules on time or with 100% scores
- ✓ **Peer or Supervisor Recognition (Kudos)**
- ✓ **Accurate and Timely JSA Completion**
Turn in JSAs before work starts, fully completed and hazard focused. Bonus: extra points if reviewed by Safety Coordinator
- ✓ **Caught Doing the Right Thing**
Be recognized for using proper PPE, correcting unsafe acts, or assisting coworkers in staying compliant
- ✓ **Training Excellence**
Complete all assigned Workhub training modules on time or with 100% scores
- ✓ **Help New Technicians**
Assist with onboarding or buddying up with new hires to promote safety culture




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What your saved points can get you...


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SUMMAR




Customized

Nike Men's Dri-Fit Vertical Mesh Polo - Anthracite (logo)


220 Points






Apple AirPods (4th Generation) with Charging Case

920 Points





NEW



Armorall 4" 1080p Dual Dashboard Camera


265 Points






T-fal Family Pro Deep Fryer


440 Points






COACH Travel Envelope Wallet


700 Points






Customized




Champion Powerblend Hooded Sweatshirt - Black (with logo)






Schwinn Interval Jogger Stroller

980 Points







RESTOCK



DeWalt 20V MAX Cordless 6-1/2-inch Circular Saw (Tool Only)




690 Points






Coleman Hampton 9-Person Cabin Tent

1250 Points






RESTOCK



Playstation DualSense Wireless Controller

490 Points





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What is it?

Workhub supports team building by promoting peer recognition through the Kudos system, encouraging positive feedback, and rewarding safe behavior — helping **strengthen relationships** and **boost team morale** across all locations.

How Kudos Works:

- **Peer or Manager Recognition:** Employees can be nominated by peers or supervisors for safe behavior, strong work ethic, or helping others, which promotes a culture of appreciation and respect.
- **Tied to Core Values:** Kudos are linked to our core values, such as integrity, teamwork, safety, or excellence.
- **Visible to Everyone:** The Kudos List is publicly displayed within the Workhub platform to promote a culture of positivity and peer recognition. Leadership regularly reviews kudos activity to stay connected with team performance and identify opportunities for broader recognition.

SENT BY	RECIPIENT	CORE VALUE EXEMPLIFIED	MESSAGE
JA Jonathon Adams Site Supervisor	Sean Stewart Site Supervisor	Teamwork	Shout out to Sean, He has been coming in clutch for me by letting me borrow stuff and most importantly helping me with the cooling tower here at Stepan. Appreciate you
SF Shontell Finnell Tech I	Cephus Barclay Jr. Operations Manager - Cephus Barclay	Teamwork	Thank you for always being a phone call away and a helping hand to help me become a better supervisor. I really appreciate the help with things around the site. KEEP DOING WHAT YOU DO BEST!!
LG Larramy Gatlin Site Supervisor	Toree Bryant Equipment Manager	Customer Service	I would like to thank Toree for being the person he is and always helping or finding a way to make it happen.
Martin Shattuck Operations Director - Marty Shattuck	Gabriel Rodriguez Operations Manager - Gabe Rodriguez	Teamwork	Gabe has really stepped up in his new role and making sure everything is going well in my absences. I really appreciate all you have done.
Gabriel Rodriguez Operations Manager - Gabe Rodriguez	NS Natalie Soto Tech Trainee	Teamwork	Thank you for your hard work and valuable contributions to making this team better. Congratulations on earning your Tech 2—I truly appreciate you!
MH Melvintron Hamlett Site Supervisor	Cephus Barclay Jr. Operations Manager - Cephus Barclay	Teamwork	Thank you for answering the phone or any question I have. I appreciate your help with this site. PS... keep up the good work!!! CONGRATS ON THE 21YEARS WITH THINK...
KP Kelvin Phillips Site Supervisor	RB Ryan Burnaman Tech I	Teamwork	Thanks for stepping up when they needed someone to stay late you didn't hesitate to stay
Gabriel Rodriguez Operations Manager - Gabe Rodriguez	JJ Juliet Jones Tech Trainee	Teamwork	Thank you for your hard work and dedication. You consistently show up and give 100%, and your efforts have played a big role in helping us meet our goals. I'm excited to see you move up to Tech 2.
SM Shawn Murphy Tech Trainee	Olivia Wilson Tech I	Teamwork	Thank you for always checking to make sure I'm good and being willing to stop what you're doing to help out me and our other coworkers. You've always got a smile on your face no matter what's going on and always willing to...
Gabriel Rodriguez Operations Manager - Gabe Rodriguez	Charles Meech Tech II	Teamwork	Thank you for your incredible work and dedication. I truly appreciate you. You're someone I can always count on to get things done. the right way!
Olivia Wilson Tech I	Selena Peacock Tech I	Teamwork	Thank you for always being willing to help everyone and go above and beyond, even when you're busy and don't really have time, you still make time to help everybody. I really appreciate you.
JL Julian Lopez Tech Trainee	EC Elvis Castillo Tech II	Teamwork	Thank you for your hard work & help on monitoring and documentation!
HC Heidi Cortave Site Supervisor	Ryan Romero Site Supervisor	Teamwork	Thank you, Ryan, for coming through on Mother's Day and doing the carbon canisters. you are definitely an amazing soul.
Gabriel Rodriguez Operations Manager - Gabe Rodriguez	ZP Zy Perez Project Technician	Teamwork	Thank you for your hard work and dedication to the Targa Bullmoose project. I truly appreciate your efforts.
JC Jada Campbell Compliance Support	Martin Shattuck Operations Director - Marty Shattuck	Teamwork	I just have to give you kudos for always being available to answer questions and listening to concerns. I appreciate your team work and the awesome team I am a part of.
Sean Stewart Site Supervisor	Anna Garrett Senior Safety Manager	Safety	Assisting with the follow up procedure we had with an incident that occurred at a travel site.



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Summary

WHO WE ARE:

Think Environmental is a safety-focused environmental services company built on reliability, innovation, and strong client partnerships.

BEST PRACTICES:

By leveraging tools like Workhub, we've strengthened our training, communication, team culture, and recognition systems.

THE RESULT:

These practices helped us grow exponentially and to earn the 2025 Safety Excellence Award from IBR — recognizing us as Best in Class in our industry.

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Questions?



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