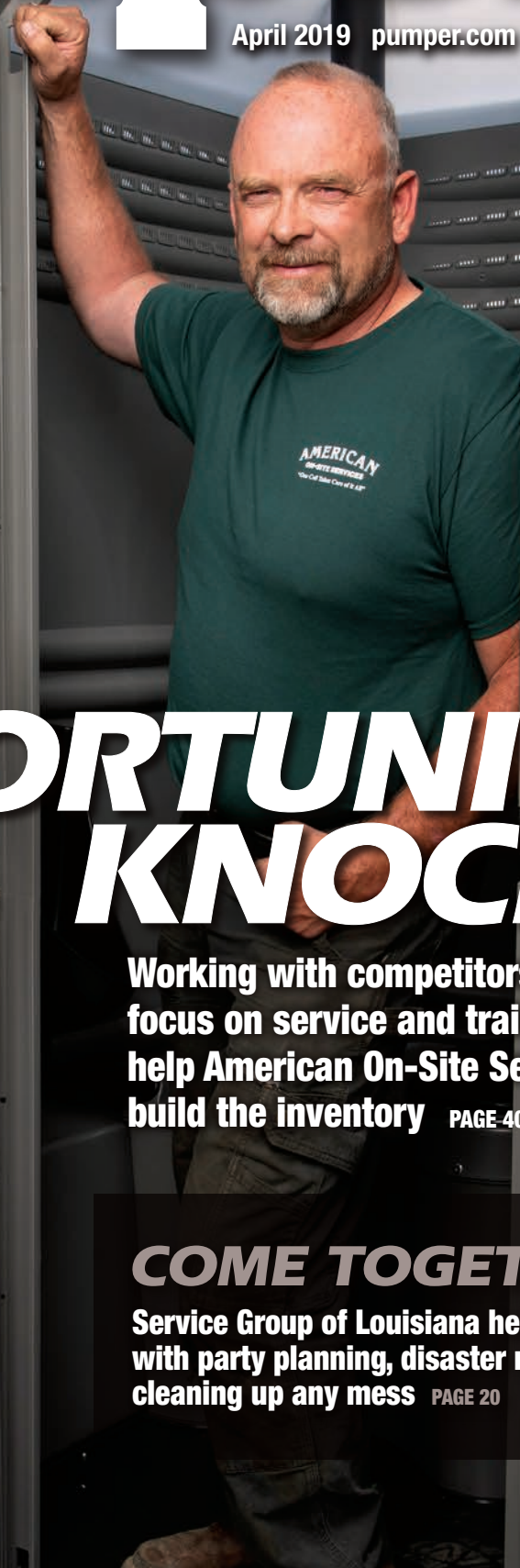


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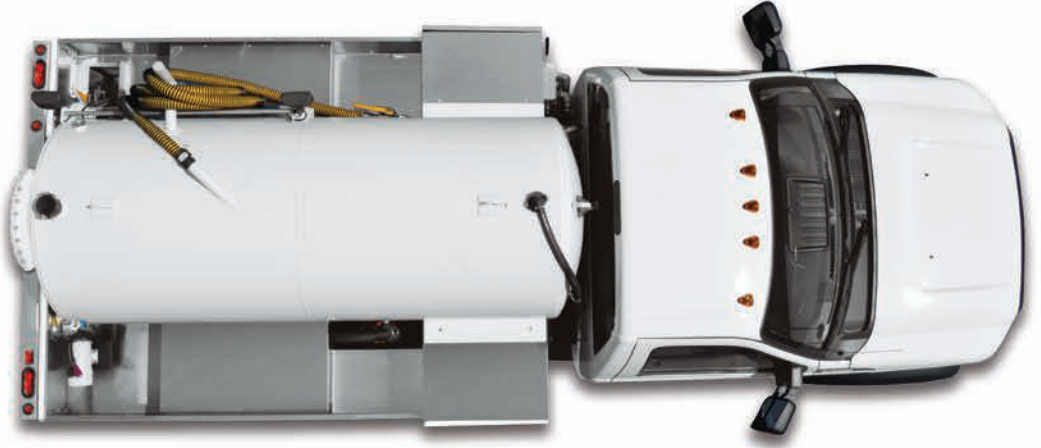
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40 Opportunity Knocks

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ON THE COVER: American On-Site Services is celebrating 20 years of serving customers in the Spokane, Washington, area. Owners Ted Condon, left, and John Condon are shown in the company yard with restrooms from Armal. (Photo by Stephen Brashear)

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Contact Jim with your comments, questions and opinions at editor@pumper.com.

April Showers Bring Soggy Springtime Fun

It seems like Mother Nature lives to mess with your pumping business this time of year. Here's a greatest hits list of April challenges and suggestions to overcome them. **By Jim Kneiszel, Editor**

As I stare out my office windows at the persistent rainfall, my thoughts turn to the many pumpers who are frustrated by the weather this time of year. They face challenges like slippery mud everywhere they go to provide service, thawing ground that can pose costly and messy problems, and impatient customers facing flooded, failing systems.

It's a time where demand is high for a septic service, but many pumpers have to sit on their hands, unable to scramble the crews to help out at a time of need. Of course, the situation tends to be more dire where I am in the Upper Midwest, but springtime weather creates unpredictability that would drive any contractor nuts.

Here a few of the weather woes you may encounter as you wait for the 2019 busy season to kick into gear and what you can do to try and cope with the situation:

Weight restrictions are imposed to protect your rural roads.

The northern regions of the U.S. and Canada experience extreme freeze-thaw conditions that make roads susceptible to damage from your heavy work trucks, especially in the month of April. States, counties and townships often post weight restrictions during the spring that can severely curtail your ability to serve customers. During parts of a two-month period between March and May, you may not have regular access to your biggest vacuum trucks.

So what can you do?

First, look for ways to legally run down the road. Perhaps your bigger trucks will run under the maximum allowable weight at half capacity and make more trips to the disposal plant. Or confine your work to your smaller service trucks and calibrate the capacity of any of your tanks to make sure you will not be over the limit if you are stopped for an inspection. Conduct an annual review with your local highway department officials to determine which roads can be used — those with a more significant roadbed — and which must be avoided completely.

Waterlogged drainfields are causing the phone to ring off the hook.

Isn't it just the way things go that your call volume for emergency service would spike just when you are least able to provide quality service for your customers? You try to train homeowners to get in the habit of calling for routine maintenance and pumping the sludge from potentially problematic septic tanks every few years. You'd rather come out when drainfields are high and dry, the ground is as hard as cement and effluent isn't backflowing into the settling or pump tanks. But people can't seem to connect the wet spring season with nagging septic problems.

Talk to your highway commissioners and local health department about your customer's predicament. ... Communication with these officials is important. Just like you, they don't want septic systems to fail and create a hazard for homeowners or potential groundwater contamination.

So what can you do?

First off, the spring season offers a handy reminder of the importance of consumer education about septic system operation. Remember these emergency calls throughout the year, and remind your regular customers to schedule inspections and pumping in the summer, fall and even winter if that's possible. If you work in a climate that has significant freezing, encourage customers to add a riser to bring access to the surface and make it possible to service the tank in the slower winter season.

All of that is well and good for prevention, but what about customers who need help right now? Use those lighter trucks I talked about earlier and carry some extra suction hose. You may be able to run legally on the road, but you likely want to avoid private driveways and never pull onto the grass during a thaw cycle (or in almost any situation, really). Talk to your highway commissioners and local health department about your customer's predicament. Ask if restrictions can be waived in the case of an emergency. Find out if smaller equipment — even a smaller aluminum vacuum tank on a trailer — can be used in dire circumstances. Communication with these officials is important. Just like you, they don't want septic systems to fail and create a hazard for homeowners or potential groundwater contamination.

Every crevice of your new truck is filthy. Your guys return to the shop covered in mud.

I'll bet you cringe anytime you see that major investment pull into the yard covered in mud and sloppy road grime. You bought that truck partly to show your company's professionalism, but it's a never-ending battle to maintain it as a symbol of your quality service. And even more, accumulated crud can promote corrosion, prematurely aging the truck you spent hard-earned money to buy.

(continued)

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So what can you do?

One idea is to take that new rig off the road during the sloppiest time of the year. Do you have older trucks that can do the lion's share of the work this month? If you must run your new truck in the worst weather, do you have the resources to clean it regularly and thoroughly — even daily if it's warranted by your workload? Give your workers the tools and time necessary to put your trucks away clean at night. It will pay off in your improved reputation and at trade-in time. If you don't have a convenient wash bay at your disposal, can you hire a truck-wash service to ensure trucks stay in tiptop shape?

And what about your crews coming back wet and muddy at day's end? Do you have a locker room and showers in the shop where they can clean up before going home? If not, is this something you could add for next year? And have you looked into hiring a laundry service so workers don't have to take their dirty uniforms home to clean every night? This might be more popular as an employee benefit than you think.

IT'LL BE OVER SOON

It won't be long before those May flowers replace the April showers. Until then, best of luck keeping all the crud inside the tank. Do you have other springtime concerns we can address in the future? Do you have other suggestions for getting through this messiest of all seasons for pumping professionals? Send your tips to me at editor@pumper.com or post your comments on the *Pumper* Facebook page. ■

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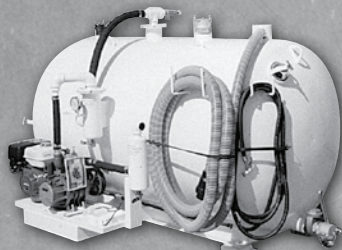
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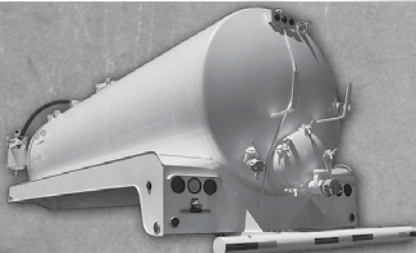
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SPAS ON SEPTIC SYSTEMS

special considerations

If you have a customer who would like to open up a spa or is already offering spa services and is served by a septic system, there are numerous concerns to be addressed in the design and management of the system. In this online exclusive article, Sara Heger with the Onsite Sewage Treatment Program in the Water Resources Center at the University of Minnesota talks about some of those concerns.

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PUMPER TRUCK PRIORITIES

consistency & cleanliness

Even though the jobs may be dirty, it's important to Kirt Pelster to have a consistent, clean look along with a signature color on his septic trucks. Having a professional looking fleet, he says, shows that Deuces Wild Septic Service takes pride in what it does. Deuces Wild services the entire state of North Dakota, is certified by the National Association of Wastewater Technicians and also cleans the grease traps for all the Walmarts and Sam's Clubs in the region. Read more about the company online.

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“It pays to be strategic and smart about marketing. Poorly thought-out marketing promotions can lead to lukewarm results.”

— 5 Marketing Mistakes to Avoid
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BRANCHING OUT

vacuum truck versatility

Like many contractors located in more rural areas, Willco Septic in Choctaw, Oklahoma, has actively branched out over the years into several different niche markets to generate more revenue streams. Doing so also opens up opportunities to cross-market the company's various services to customers. Good examples include pumping grease traps and car wash pits and installing concrete storm shelters, says Billy Williams, the company's owner.

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TIPS FOR USING LINKEDIN

brand building

As the owner of a small business, you're not just the one who signs the paychecks. You're the face of the company, and you're its primary ambassador to the broader business community and to the public in general. As such, it's important to be conscientious about cultivating your personal brand in addition to your corporate brand. One way you can do that is by ensuring that your personal LinkedIn page has just the right level of polish. Start with these five guidelines and tips.

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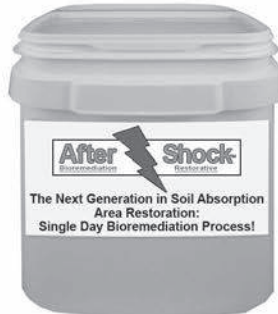
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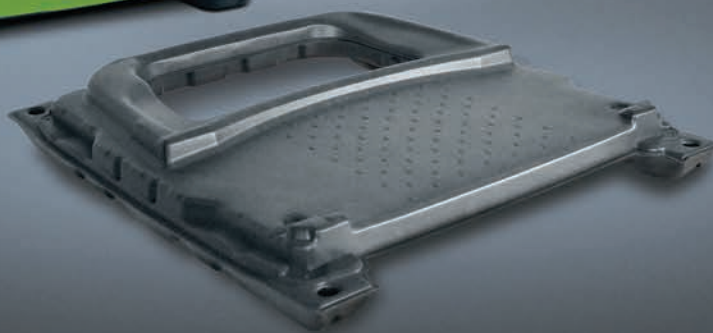
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Working in the company yard, Josh Liner, fleet operations manager, preps restrooms for delivery. (Photos by Daniel Landry)

COME TOGETHER

Service Group of Louisiana helps Gulf Coast customers with party planning, disaster recovery and cleaning up any mess

By Betty Dageforde

Growth has been the name of the game for the Service Group of Louisiana. The company, headquartered in Lafayette, is owned by Frank Gerami II and his son Frank Gerami III. From its roots as a party supply rental company in the 1990s, it has expanded into portable sanitation and solid waste management. Along with adding new service lines, about 10 years ago the company began an aggressive acquisition program, and since that time, the employee count has grown from 16 to 85. They've also expanded geographically and now have satellite offices along the Gulf Coast and the Interstate 10 corridor in Sulphur, as well as Beaumont and Pecos, Texas.

Because of the acquisitions and additional services, by 2016 things were getting a little unwieldy in Lafayette when they ended up operating out of four locations. The Geramis started floating the idea of bringing everything in that city together under one roof. In 2018 construction was completed on their new company headquarters.

THREE COMPANIES IN ONE

Service Group provides equipment and supplies for everything from disaster recovery to the ultimate party. It is divided into three divisions operating under separate names, each with about 25 to 30 employees.

(continued)

Service Group of Louisiana Lafayette, Louisiana

OWNERS: Frank Gerami II and Frank Gerami III

FOUNDED: 1995

EMPLOYEES: 85

SERVICE AREA: 150 miles along the Gulf Coast

SERVICES: Portable sanitation, solid waste management, party supplies

WEBSITE: www.servicegroupcompanies.com





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Clockwise from right: Technician Pasquale Gomez cleans a restroom from Satellite | PolyPortables. Marty Thibodeaux works in the Service Group of Louisiana offices. Employee Edward Chevalier pulling from the rental inventory to fill a customer order.



“ We feel that what we do is something that is needed. Whether it’s on the sanitation side or the trash side, we feel we’re contributing in helping our community be a cleaner and better place. ”

FRANK GERAMI III



Party Central is the party supply rental company. It was started by the elder Gerami in 1995 when he and his partners sold their oil field inspection business. The company rents every type of party object from tables and dishes to dance floors and chandeliers. They also operate a storefront, open six days a week, so customers can stop by and rent items off the shelf.

“We do everything from weddings to sporting events, nonprofit fundraisers and air shows,” Frank Gerami III says. “We provide tents for Louisiana State University and the University of Louisiana for football season.” For larger events, a company representative stays on site to troubleshoot issues that may arise. The company is registered with many venues in the area, as well as wedding and event planners.

Event Solutions is the portable sanitation division. It was started in 2007 about the time the younger Gerami came on board when he left his job as an oil and gas landman to get away from life on the road. To get into it, they bought out the company they had been renting portable restrooms and trailers from.

Growth was explosive, and today they have 4,000 units (mostly Poly-John and Satellite | PolyPortables — “in every color under the sun”), 35 restroom trailers (Advanced Containment Systems, Wells Cargo, Rich Specialty Trailers and Forest River), six shower trailers (Wells Cargo), two laundry trailers (company-built), two decontamination trailers (Advanced Containment Systems), and 25 vacuum trucks (Dodge 5500s, Ford F-550s and Hinos built out by FlowMark Vacuum Trucks, Imperial Industries and Keith Huber and outfitted with Masport pumps). About half their work is for construction and industrial customers, the other half for events.

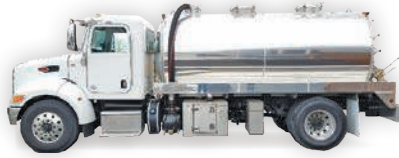
Deep South Containers is their solid waste management company.

In 2014 the company purchased an existing business they had a working relationship with. “The opportunity came to get involved in that business and we saw it as a good fit with the services we offered, and to expand on those services,” Gerami III explains. Equipment includes 1,500 roll-off containers in sizes ranging from 10 to 40 yards from Roll Offs USA and Wastequip, with Galbreath hoists operating on Mack trucks. They also have 2-, 4-, 6- and 8-yard front-load containers for commercial waste (Roll Offs USA and Wastequip).

ON THE OFFICE SIDE

The three divisions are supported by about 15 shared office and administrative employees. Two computer software programs help them handle dispatch, routing and billing. Event Solutions and Deep South Containers use The Service Program (Westrom Software). Party Central uses Point of Rental Software, which is specifically designed for supply rental businesses.

(continued)



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“It does everything — billing, dispatching, routing, inventory control, purchase orders — the whole 9 yards,” Gerami III says. They also use PartyCAD design software to facilitate planning of equipment and facility layouts. Technicians have company-supplied iPhones.

The marketing staff is currently focused on figuring out how to capitalize on the synergy between the three divisions.

“That’s something we’re in the process of working on,” Gerami III says. “We just hired a branding company because we haven’t done much advertising. Our brands, we feel, are strong and have been around for a while. But to make the connection — that the different brands are connected — is something we’re trying to perfect.”

Employee management is handled by a human resources manager. “We feel that we treat our people fairly,” Gerami III says. “We have a good benefits program. We really don’t have much turnover. We’ve been fortunate to have a good group of people.” When looking to hire, they start by asking for referrals from their current staff before working with an employment agency.

EXPANSION AND CONTRACTION

A customer relocation in 2014 was the impetus for the company to open their first satellite office. “The customer moved to Sulphur to do some work and asked if we would go with them,” Gerami III says. It also gave them the opportunity to diversify their customer base, he says, since there are a lot of industrial companies in that area, which they don’t have in Lafayette. For similar reasons, in 2016 they opened the Beaumont branch and in 2017 the office in Pecos.

Coordination between the offices is handled through on-site operations managers, frequent visits and daily contact. All three locations offer the full range of company services with accounting and administrative functions handled out of the main office.

Meanwhile, in Lafayette it was getting harder and more inefficient to manage multiple locations. The company also needed more storage space for equipment and vehicles. For a couple years they thought about building a facility, and by 2017 they were ready to make the move. The first hurdle was finding the right location.

“We have a retail operation on the party rental side so we had to have a location that could still service those customers, as well as a location that could provide the storage needs for the waste and sanitation sides of the business,” Gerami III says. “There was a property I stumbled across and then we contacted a Realtor.”

PURPOSE-BUILT HQ

The process took about a year beginning with clearing the empty wood-lot and planning the design.

Right: Employee Cruz Regaldo prepares a load of equipment for customer delivery.

Below: Frank Gerami III is shown with a trailer from Rich Specialty Trailers.



Disaster recovery a specialty

With their headquarters on the Gulf Coast, it was inevitable the Service Group of Louisiana would get involved in disaster recovery work. “It’s a major focus for our company,” says Frank Gerami III, co-owner. “Of course, it’s not every week, but when a disaster does occur in our region, we definitely respond to it. Sanitation needs and waste removal are critical.”

The company has contracts with all the states along the coast and will go any distance to respond to a disaster. They have serviced weather events in Louisiana, Texas, Florida, Mississippi and Alabama. Governmental agencies constantly monitor the weather and give the company notice. “Once we get put on standby, we start getting ourselves and our equipment in gear,” Gerami says. “We make sure everything is secure on our end so whenever we need to deploy, we’re ready to go.”

Typically they provide support services for base camps and mobilization areas for agencies such as the National Guard, Red Cross, local police and utility companies. All of their service lines are involved, Gerami says. “We deploy roll-offs, portable toilets, hand-wash stations, tents for shelter, food and sleeping tents, tables and chairs.” For large deployments, company personnel will stay on site for the duration of the event.

Having trained personnel is key to success in this type of work. “We definitely train our people,” Gerami says. “A lot of it falls within our normal scope of work that we provide year-round anyway; it’s just a little more intense and the environment is more hazardous.”

“We have meetings and discuss safety and how to handle certain situations and the conditions in those environments,” he continues. “Obviously you have flooded roads and high winds. So we have guys who know how to go out there and handle those situations.” Keeping communication lines open and navigating flooded roadways are two of the biggest challenges, he says. They rely on both cellphones and satellite phones.

Occasionally those disasters hit close to home and affect employees directly. “We focus on accommodating those employees and helping them,” Gerami says. “At the same time, we’ve been able to overcome those hurdles and do our job, which can be challenging. Due to the nature of the business we’re in, it’s a juggling act. But we’ve always managed to do it.”



“My dad designed the facility himself,” Gerami III says. “We do a lot of design work with the PartyCAD program because of the different events we participate in, so he pretty much laid out the building. And then obviously it was tweaked once we got our contractor involved.”

The 60,000-square-foot facility sits on 10 acres. The main building houses administrative employees and the retail showroom, which is connected to the party supply warehouse. A mechanic shop and three-bay truck wash are in a separate building. Trucks, restrooms, trailers and roll-offs are stored in the yard.

“We just hired a branding company because we haven’t done much advertising. Our brands, we feel, are strong and have been around for a while. But to make the connection – that the different brands are connected – is something we’re trying to perfect.”

FRANK GERAMI III

Everything was moved by company equipment and personnel. “We have all the trucks and the trailers and the people, so we just did it ourselves,” Gerami III says. “It was a fairly easy move from that aspect since we do that every day, day in and day out, anyway as far as loading and unloading for different events. Overall it was a very smooth transition.”

MORE GROWTH

Gerami III says it’s been a fun business. “It allows you to be involved in these different community events. It’s never the same day to day.” It also gives them a sense of satisfaction, he says. “We feel that what we do is something

Colby Duhon washes down his service truck from Imperial Industries and carrying a Masport pump.

that is needed. Whether it’s on the sanitation side or the trash side, we feel we’re contributing in helping our community be a cleaner and better place.”

He says the future will be more of the same. “Our plans are to continue providing the services we provide. And we’re always looking for opportunities to grow, whether it’s through acquisition, organically or geographically.” ■

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Florida Legislature Revisits Onsite Inspection Requirement

By David Steinkraus

A new state Legislature is in office in Florida, and one of the early bills introduced in Tallahassee would establish inspection standards for onsite wastewater systems.

HB 85 came from Rep. Will Robinson, R-Bradenton, who says one of his campaign issues was solving the problem of the Indian River Lagoon. The lagoon is formed by the Indian River where it runs between the mainland and barrier islands on the state's eastern shore. It stretches about 100 miles from about Orlando south to near Miami, and it has been plagued by algae blooms in part attributed to untreated wastewater from onsite systems.

"I heard about nothing else more than red tide during the course of my campaign," Robinson tells *Florida Politics*. "Even at my victory party, a supporter said to me, 'Will, do something. Big or small, do something about red tide.'"

Robinson's bill would require the state Health Department to identify all onsite systems in the state and compile that information in a database. Beginning in 2022, the bill would require onsite systems to be inspected at least every five years unless the system is covered by an operating permit.

A companion bill in the state Senate (SB 214) has already picked up an endorsement from the *Naples Daily News*. The newspaper writes such rules are a necessary step in the struggle to improve the state's water quality. And while there are numerous causes of water pollution, the paper writes, "It's unreasonable to assume that septic tanks aren't part of the problem as well."

The bill contains a couple of surprises, says Roxanne Groover, executive director of the Florida Onsite Wastewater Association.

One is the existence of that companion bill in the Senate. It's unusual to have bills moving simultaneously in both houses of the Legislature, she says. This may indicate that the thinking of legislators has moved beyond where it was a couple of years ago when a similar bill failed to pass.

In the meantime, Florida news has been full of stories about algae blooms and red tides, and that may have built public demand for action. The danger with HB 85 is that people will heap too many expectations on it, Groover says. Lawmakers think requiring maintenance will take care of the blue-green algae blooms and the red tide, she says. Everyone agrees maintenance is good, she says, but "everyone knows from the science of nitrogen reduction that it's hard to find what causes red tides. This (bill) is not the silver bullet."

Groover says that while the state Health Department would be required to compile information about onsite systems, it could do so only from existing information such as plans on record. The bill expressly forbids department staff from making a site visit.

A possible obstacle to HB 85 is in the history Groover mentioned. Two years ago, a bill was introduced that would have mandated onsite system inspections when a property is sold. The bill didn't make it in the face of

complaints from the real-estate industry, which worried that inspections could slow home sales and burden homeowners with unanticipated costs. Required inspections were dropped in favor of a form telling buyers that systems should be inspected every three to five years. The watered-down bill passed the House 117-2, but it died in a Senate committee.

South Dakota

A petition questioning the ability of municipalities to regulate onsite systems will be withdrawn, says a new majority of the West Dakota Water Development District. Early this year, the board voted 6-3 to end its petition to the State Water Management Board.

Last summer, the former district board voted to ask the state board whether onsite systems installed before 1975 are subject to local regulations. Later the district board voted to spend up to \$7,500 for a lawyer to advocate for the petition before the state board. The money and petition aided former Pennington County Commissioner George Ferebee who has spent years opposing local regulation of onsite systems. He got into legal trouble with the county over his own system.

Many members of the public were outraged at the district water board's use of taxpayer dollars in this way, and in the fall election they replaced three members of the board with people who opposed the petition and the expenditure.

Massachusetts

The health board for the town of Westport is debating whether to require homeowners to spend money on denitrifying onsite systems. The board has been asked to consider such a regulation as part of continuing work to reduce nitrogen pollution in the east branch of the Westport River.

At a December meeting, opinion was split on when and whether the board should take action. Chairman William Harkins suggested stormwater runoff may be a larger problem than onsite systems. Some town officials say action should wait until the results of a \$180,000 study are in. The board's vice chairman Maury May says homes in more affluent areas should be required to install denitrifying systems, but not homes whose owners are financially stretched, reports *The Herald News* of New Bedford.

Westport is located on the south coast of Massachusetts and borders Rhode Island.

New Jersey

Gov. Phil Murphy is dropping a proposed rule that would have allowed more development in the Highlands region by increasing the density of onsite systems. This region of northern New Jersey is the source of drinking water for Newark and Jersey City, among other areas.

Former Gov. Chris Christie proposed the rule to allow one onsite system per 25 acres of forested land instead of the one system for each 88 acres allowed under a 2004 law. That law, the Highlands Act, was applauded by conservationists but opposed by people who say it unfairly reduced the value of their property.

The Christie rule was already in jeopardy when Murphy killed it. In a rare use of their constitutional power, the state Senate and Assembly voted in January 2018 to invalidate the Christie rule, saying it violated the intent of the Highlands Act.

Yet the standard may still change. Some lawmakers say the 2004 density rule retards growth of the Highlands' economy. The state Department of Environmental Protection says it would re-evaluate the evidence compiled by the Christie administration and consider what onsite density standard is appropriate.

New York

East Hampton Village is considering a code amendment that would require advanced onsite systems for new homes and large home expansions. The proposal follows actions by other communities in Suffolk County, and the county itself, that require denitrifying systems.

Suffolk County, which occupies the eastern end of Long Island and includes the wealthy Hamptons communities, has thousands of homes that use cesspools for onsite treatment. Laws to require advanced onsite systems are intended to help solve water-quality problems along the county's shore.

At a working meeting, former Village Administrator Larry Cantwell told the East Hampton board he supports the code amendment, but he said it falls short because it would allow people to replace existing systems without upgrading to advanced technology systems.

In a related matter, nearby Shelter Island is considering requiring a denitrifying onsite system for any real-estate sale. The island is on the north side of Long Island, while East Hampton is on the south shore. It will be up to the Shelter Island board to decide whether the requirement would apply to all property transfers or only sales, who would be responsible for the cost and whether property owners would have a required time to comply.

Indiana

Allen County is considering changes to its onsite ordinance that could increase costs for homeowners by several hundred dollars. The county is in northern Indiana and includes the city of Fort Wayne. "A good portion of what we've proposed are clarifications on the intent

of the rules," says Health Department Administrator Mindy Waldron, according to *The Journal Gazette*.

She says the department looked at 14 years of data from the county's water management district in compiling its suggested changes. Most of those include best practices used in the industry for 25 years, she says.

There would be a ban on flexible couplings secured to sewer pipes by steel hose clamps unless the connection is to an existing sewer pipe made of a material not compatible with the pipe

installed. Onsite systems would require a clean-out for a visual inspection.

"There is, to be honest, potential for some requirements to be several hundred dollars more for certain types of systems, to make sure they have the right type of electrical panel or junction box, those types of things," Waldron says. "But when you amortize that over the life of the system, about 10 to 30 years, a few hundred dollars is a drop in the bucket compared to one sewage backup into your home or the potential for early (system) failure." ■

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Dana Manciangli is a career expert, Fortune 500 sales and marketing executive, member of the board of Junior Achievement and author of *Cut the Crap, Get a Job!* Contact her at www.danamanciangli.com.

Millennial Employees Drive Changes in the Performance Review Process

As younger workers dominate the ranks of your small business, you may have to modernize the way you give feedback and offer pay raises **By Dana Manciangli**

Both employers and employees frequently say the annual performance review process is one of the most awful, detestable parts of work. You may have heard the grumbling if you conduct employee reviews in your wastewater-related business.

Two common complaints are that reviews are a waste of time and they are too stressful. Managers hate spending all the time compiling the reviews. For example, last year, accounting firm Deloitte calculated that its managers spent a combined 2 million hours each year just putting together performance reviews.

Employees fear being judged unfairly during performance reviews, particularly if the manager is only focusing on their most recent accomplishment (or failure) rather than on a major accomplishment from eight months ago.

Despite the complaints, there are certainly people who enjoy performance reviews and companies whose review methods are innovative and enriching.

A recent poll from TINYpulse, which specializes in employee engagement issues, sought to find out exactly who hates performance reviews the most. Their findings are surprising, revealing that older workers are more likely to go along with the traditional review process, while the youngest workers fear and loathe it the most. The poll is a must-read for any manager with young millennial employees.

TINYpulse polled more than 1,000 employees and turned up six surprising facts about their feelings toward performance reviews:

1. Many feel reviews are outdated.

Thirty-seven percent of poll respondents agree reviews are outdated, referring to processes that involve spreadsheets or even handwritten notes. By 2015, millennials became the largest demographic group in the workforce. This is a generation raised with iPhones and Twitter. So it's no wonder they might balk at filling out a review on paper. Millennials are probably wondering, "Is there an app for that?"

2. Millennials fear reviews.

Of the three major generations addressed in the TINYpulse poll — baby boomers, Gen X and millennials — millennials were most fearful of reviews. A little more than 24 percent of millennials say they feared the review process, compared to 16 percent of Gen X and 14 percent of baby boomers. Millennials also rated their stress about reviews more highly than the other two.

3. Women fear reviews more.

TINYpulse also found women fear performance reviews more than men do; 21 percent of women say they are afraid of the review process, while

A stunning 41 percent of respondents say their performance review did not result in a pay increase. Not surprisingly, 64 percent say they wanted their performance review tied to compensation.

just 14 percent of men were afraid of a review. But women were braver in one area — 40 percent say they want their direct manager to conduct their review, while only 29 percent of men did.

4. Annual reviews still popular.

A majority of respondents — just below 50 percent — say they prefer a review once a year. Quarterly reviews were a second preference at 23 percent. But this trend isn't firm. Consulting giant Accenture (with 330,000 employees) recently announced it would do away with annual performance reviews in favor of a system where employees receive feedback on a more flexible basis.

5. Millennials want reviews more often.

Hopefully you're not sick of hearing about millennials — especially because their influence over reviews really will be huge. Only 38 percent of millennials prefer an annual review, compared to 44 percent of Gen X and an astounding 58 percent of baby boomers. Millennials are more diverse in their preferences, with 28 percent preferring a quarterly review and 22 percent desiring a biannual review. And 9 percent were willing to undergo a monthly review, compared to just 4 percent of baby boomers.

6. Compensation is lacking.

Last, but not least, is the issue of compensation. A stunning 41 percent of respondents say their performance review did not result in a pay increase. Not surprisingly, 64 percent say they wanted their performance review tied to compensation.

A MORE MODERN PROCESS

The takeaway from the TINYpulse poll seems to be that reviews are probably here to stay, but they will go through some drastic changes under the influence of millennials. There are already mobile apps emerging to organize the review process by allowing managers and employees to rate performance whenever they feel like it. So if you're used to a once-a-year review in a document or spreadsheet, get ready for some changes. ■

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Nathan Hill added a red 2018 Peterbilt 367 with an Imperial Industries 6,000-gallon aluminum tank and National Vacuum Equipment 4307 560 cfm blower. The truck is powered by a Cummins ISX15 engine tied to a Fuller 8LL transmission (Eaton Vehicle Group) producing 485 hp. Features include Alcoa Dura-Bright wheels, dual stainless steel air cleaners with LED lights front and back; dual chrome exhaust stacks, chrome bumper and grille, dual chrome air horns, stainless steel visor and mirrors, polished aluminum fuel tank, polished aluminum toolbox, a divided hose tray for tool storage and Lincoln automatic greasing system. The blower is protected in a stainless steel cabinet. The truck carries a Garnet SeeLevel tank level indicator, as well as five sight glasses in the rear, 4-inch suction valve and 6-inch discharge, LED rear work lights and LED marker lights all around. Graphics provided by Jason Lisko. The truck is used for septic pumping. ■

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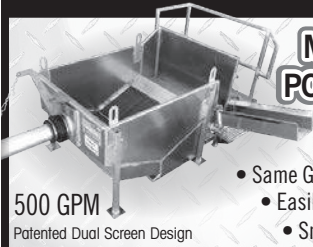


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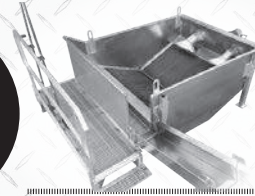
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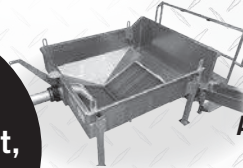
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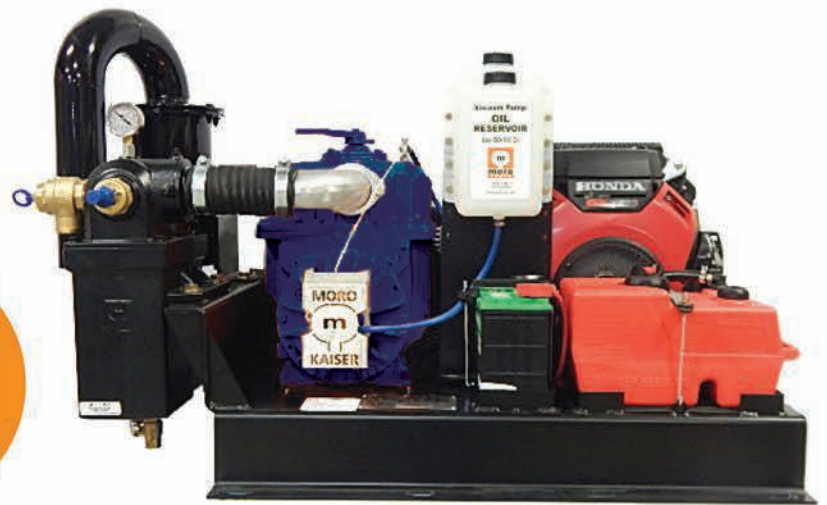
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Ted Condon, co-owner, is shown with a Kenworth truck that was built out by the company and runs a Masport pump. (Photos by Stephen Brashear)

OPPORTUNITY KNOCKS

Working with competitors, focusing on service and training, helped American On-Site Services build a healthy restroom inventory By Ken Wysocky

There are times when going head-to-head with a strong competitor yields more than just a race to the bottom on pricing. For an example, consider American On-Site Services, which took an unexpected path to becoming a large regional player in eastern Washington and the Idaho Panhandle after years of strong competition with an archrival.

After playing to a stalemate while vying for market share in eastern Washington, the competitor, Honey Bucket (a subsidiary of Northwest Cascade), asked the owners of Spokane-based American On-Site Services — brothers Ted and John Condon and Jack Gillingham — if they were interested in buying its northern-Idaho portable restroom branch.

The partners agreed to the deal, which occurred in 2014 and offered the proverbial win-win situation: Honey Bucket (which now serves customers throughout California, western Oregon, Utah and

(continued)

American On-Site Services Spokane, Washington

OWNERS: Ted and John Condon, Jack Gillingham

FOUNDED: 1999

EMPLOYEES: 40

SERVICES: Portable sanitation, temporary fencing and barricades, septic pumping

SERVICE AREA: Eastern Washington and northern Idaho

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Left: Suzie Olsen (driving the forklift), yard supervisor, and James Brown, yard worker, load Armal portable restrooms to go out on event service.

Below: Dylan Dilulo, yard worker, sprays down restrooms before they go out in service again. The company carries a wide variety of restrooms from PolyJohn, Armal, Five Peaks and Satellite | PolyPortables.



western Washington) used proceeds from the sale to invest in other markets. At the same time, American On-Site Services became a bigger player in eastern Washington and without always butting heads with Honey Bucket, Ted Condon explains.

“Honey Bucket expanded by taking the funds and reinvesting in other markets, and we were able to take on the majority of this market and maintain decent profit margins in doing so,” he continues. “This is a real benefit to the end user because customers want the best experience while doing business, and this sale allowed us to upgrade our fleet of portable restroom. We also bought equipment that previously was unavailable in this market, such as shower trailers, hot-water sink trailers and high-end restroom trailers, which gives customers more options.”

At times, American On-Site Services still collaborates with Honey Bucket on large contracts. “If they happen to have a national account that needs something in eastern Washington, we’ll do it with them,” says Condon, 47. “We also supply each other with equipment, if needed. In effect, we gained a friend and lost a foe.”

The takeaway? While competition always is good, being deadlocked isn’t — especially if lowballing on prices is the only way to break the impasse, Condon says. And in the end, both parties realized they could be better off by heading in different — and more profitable — directions.

“ If (employees) don’t buy into the philosophy that service is key and they lack either the confidence or the ability to properly service customers, you’re going to lose customers. Whether you own 100 or 5,000 restrooms, bad service affects everyone the same way. ”

TED CONDON

(continued)

Most of the crew at American On-Site Services is shown with two of the company’s 25 service trucks. Both were built out in-house and use Masport pumps.



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Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm	RTX 30,500N
7.9	30.0	7250	310	1450	24.3	0.787	20	0.906	23	

RTX 50	Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm
	13.2	50.0	3000	206	1450	27.2	0.984	25	0.906	23

Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm	RTX 60
15.8	60.0	4350	300	1450	47.2	0.984	25	1.012	28	

RTX 70	Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm
	18.5	70.0	2000	138	1450	25.4	1.181	30	0.906	23

Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm	RTX 85
22.5	85.0	2200	151.7	1450	34.0	1.181	30	1.102	28	

RTX 100	Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm
	26.4	100	1500	103	1450	27.2	1.417	36	0.906	23



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COMPETITION REMAINS

When interviewed for a *Pumper* magazine article 16 years ago, Condon said he didn't expect the company to grow much bigger. "At the time, we were very profitable and Honey Bucket was a direct competitor," he says. "And there wasn't even a thought that they'd sell their restroom division."

But through the acquisition, American On-Site Services actually doubled its revenue. The lesson for other wastewater service companies? Be ready to take advantage of unexpected opportunities. "They're always out there at all times," he says.

That's not to say competition automatically decreased after the acquisition. While two large competitors in one regional market had made it difficult for others to enter the market, having only one large competitor motivated others to emerge. As such, American On-Site Services now has one direct competitor in Spokane and a total of seven within its service area, approximately a 75-mile radius around Spokane and Coeur d'Alene, Idaho, Condon says.

"I believe we're on good terms with our competitors," he says. "We talk to most of our competitors several times a year. We like to keep the lines of communication open." That creates a business environment in which American On-Site Services sometimes rents restrooms from a competitor or rents restrooms to a competitor at a discounted rate. "This allows us or competitors to take care of a customer and rent out equipment that otherwise might be sitting in the yard that weekend," he explains. "Sometimes we even have rented equipment such as restroom trailers or toilet-hauling trailers to competitors — whatever is needed to take care of a customer."

SERVICE SELLS

Facing heavy competition, providing good service is essential to success. And proper hiring and training of front-line workers is necessary to ensure consistent quality service, Condon says.

"It's difficult because you're totally at the mercy of the employees," he adds. "If they don't buy into the philosophy that service is key and they lack either the confidence or the ability to properly service customers, you're going to lose customers. Whether you own 100 or 5,000 restrooms, bad service affects everyone the same way. So service is the key to the whole thing."

American On-Site Services thoroughly trains employees before they're allowed to go out on routes by themselves. But Condon notes that if an employee doesn't have the right work ethic and the drive to apply what they're taught, it's all for naught. As he puts it, "You can only explain so many times how to clean a restroom the right way."

Nikki Aubrey, yard worker, provides maintenance for Armal restrooms before they are sent out to the next customer.

The company reinforces good customer-service practices by employing two field customer-service reps and two field supervisors and using GPS technology to monitor employees' whereabouts and driving habits. Yet despite all that, service technicians can still clean restrooms poorly. And when they do, acting fast on customer complaints is critical to maintaining a good reputation, Condon says.

"Generally speaking, we do our best to respond to any complaint within an hour," he says. "It's very difficult to do. But if a customer calls in a complaint, we usually can have a service vehicle and a supervisor there in an hour. Although we try our best, we can't keep 100 percent of our customers happy all the time. But if you show you're willing to address problems, that goes quite a long way with customers."

(continued)

Attract and retain employees

Ted Condon would love to report he's found the secret to attracting and retaining employees at American On-Site Services. But like so many wastewater company owners nationwide, the co-owner is still looking.

"It's very difficult to find and retain the perfect employee," he says. "There are so many factors at work."

American On-Site Services uses a variety of strategies to minimize employee turnover, including offering winter jobs at other companies to avoid seasonal layoffs. "Year-round work is a key thing," he says. "There's a Christmas tree company I used to own that they can work for, as well as positions at Northwest Industrial Services (a garbage-hauling and scrap-metal-recycling business Condon owns with his brother, John Condon, and Jack Gillingham) and Barr-Tech (a green- and food-waste composting business Ted Condon co-owns with Gillingham). We always need employees."

Condon also offers employees what he calls a work-study program in which they work as many hours as they can or want to per week at Barr-Tech in exchange for the company paying for up to \$5,000 of their children's tuition at a local private school. "Some parents have other jobs or they've lost jobs," Condon says. "If they have other jobs, they work on weekends. They do everything from sweeping floors to picking up garbage. There are no minimum hours required ... but the more they work, the more of their kids' tuition we pay."

American On-Site Services also pays competitive wages; provides medical and dental insurance, with the company picking up a portion of the premiums; offers paid vacation time; and makes available SIMPLE IRA retirement plans, with the company matching a percentage of employee contributions. The latter is attractive to employees because they can manage their own retirement investments and the plan is "portable," in that employees can retain it even if they leave the company, Condon says.

"We also take employees to family nights at sporting events or hold an amusement-park outing for them and their families," he adds.

Condon also promotes professionalism whenever possible because it helps reduce turnover if employees feel their work is valuable. The company provides field employees with uniforms as well as a cleaning service to wash them. "Uniforms give them a sense of ownership in their world — makes them feel more professional," Condon says.

The company also provides ongoing safety and service training in the hope that it protects employees and improves customer service, reducing turnover as employees appreciate when the company invests in them. "It helps, but our turnover still is fairly high," Condon says. "Some people go on to bigger and better things, which I have no issue with. We just provide what we can and hope for the best."

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EQUIPMENT INVENTORY

Investing in quality restrooms and equipment also bolsters customer service. The company owns about 4,500 restrooms, primarily from PolyJohn, Satellite | PolyPortables, Armal and Five Peaks; roughly 150 single and double PolyJohn and Satellite | PolyPortables hand-wash stations; seven restroom trailers from Ameri-Can Engineering, JAG Mobile Solutions, Advanced Containment Systems, Comforts of Home Services and Wells Cargo; and two shower trailers from Ameri-Can Engineering and JAG Mobile Solutions.

American On-Site Services owns 25 service trucks. That includes 13 larger pump trucks; they're typically built on International chassis with steel or aluminum tanks that range in size from 500 gallons of waste and 200

gallons of freshwater to 1,100 gallons of waste and 350 gallons of freshwater. All the trucks feature either Masport or Conde (Westmoor) pumps. The tanks were either built in-house or by Erickson Tank & Pump, Progress Tank and FMI Truck Sales & Service (WorkMate models).

The company also relies on 12 rental trucks formerly from The Home Depot (Ford F-250 and F-350 flatbed pickups), converted for pickup and delivery and with stainless steel slide-in tanks that are either self-fabricated or built by Best Enterprises. The tank sizes range from 300 gallons waste and 100 gallons of freshwater to 200 gallons of waste and 65 gallons of freshwater. The trucks are equipped with Masport and Conde pumps.

"The Home Depot turns its trucks every couple years, and they're just exactly what we wanted," Condon explains. "The aluminum beds are very durable. We put little Tommy Gate lifts (built by Woodbine Mfg. Co.) on them, so there's less stress on our workers."

TED CONDON

The company also owns two vacuum trucks dedicated to pumping septic tanks. American On-Site Services built out the trucks, one on a Kenworth T300 chassis equipped with a 2,500-gallon steel tank and the other on a GMC TopKick featuring a 2,200-gallon steel tank. Both tanks were fabricated in-house, and both trucks feature Masport pumps.

In addition, the company owns approximately 72,000 linear feet of temporary chain-link fencing; 4,800 linear feet of barricades made by Master Halco; eight- and 12-basin, self-fabricated wash stations (generally used at disaster sites, such as forest fires, as well as at fairs and festivals); about 100 20- and 40-foot shipping containers rented out for job site storage; and several three-basin, stainless steel, hot- and cold-water kitchen sinks made in-house for food events. Furthermore, American On-Site Services owns six 400-gallon freshwater trailers, made by Turtle Mfg. and used to supply water at special events and on construction sites.

SLOW AND STEADY

Looking ahead, Condon makes the same prediction he made so many years ago: little growth on the horizon. But he tempers that prediction with the knowledge that it's always possible to encounter unexpected business opportunities.

"In the restroom business, we're buckling down and focusing on what we have on hand," he says. "We're focused on educating employees so they can provide the best service possible. As far as growth goes, we're pretty content where we are now."

"But we might expand some more into disaster-relief services. ... Maybe we'll go from two shower trailers to 50," he continues. "There's potentially a lot of growth in that end of things with so many forest fires occurring."

"We have a good, strong foothold in portable restrooms in our region, but there's some room for expansion in specialty services," he adds. "But we've got no real plans — we'll just have to see what happens." ■

“ We might expand some more into disaster-relief services. ... Maybe we'll go from two shower trailers to 50. There's potentially a lot of growth in that end of things with so many forest fires occurring. ”

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Jim Anderson, Ph.D., is an emeritus professor at the University of Minnesota Department of Soil, Water and Climate and recipient of the pumping industry's Ralph Macchio Lifetime Achievement Award. Email Jim questions about septic system maintenance and operation at editor@pumper.com.

Pumpers Need to Do the Right Thing

Follow the ethical business path as you serve your customers. To do otherwise is to hurt our wastewater industry. **By Jim Anderson, Ph.D.**

Usually I have not addressed business or ethical questions in this column, leaving them to others more knowledgeable than I in these areas. However, over the past year, a couple of people in the industry I have known and had a lot of respect for have been caught doing downright illegal activities, convicted, fined and jailed. Personally, this makes me sad, angry and upset. There is the feeling of being betrayed by people I thought — up until these events — were models for the industry and part of what is good about independent family businesses.

Beyond my personal feelings being hurt, the real damage by these actions is the damage they do to the industry. Many people still believe this industry consists of backward, less educated, dishonest service providers only looking out for themselves, flaunting rules and regulations. They use the bad examples to argue that independent portions of the industry do not serve their clients or society well and that the industry should be restructured in another more-easily regulated and controlled form.

In 2005, the Consortium of Institutes for Decentralized Wastewater Treatment published a manual to be used as part of a service provider operation and maintenance education program. One chapter in the manual discusses ethics and tries to make the case for recognizing that the day-to-day decisions we make affect not only the service providers' credibility, respect and admiration from others, but the entire industry.

SEEK RESPECT

You have heard this before: Service providers need to function as professionals. Being professional means that you (we) know the applicable state and local rules and regulations. When working with customers, the service provider honestly and consistently applies these rules and regulations to every situation. If two clients in different situations ask a question, it is answered the same way, not changing the answer because you think it is a way to get the job or a way to cut corners in terms of pricing.

Over time, your peers and customers will recognize you are a source of honest, credible information based on best practices and in accordance with current rules and regulations. When you have this level of credibility, people will believe and follow what you say because they have confidence it is the correct thing to do and they have confidence in the job you will do for them. At the same time, it builds the credibility of the industry because the customers know and believe the answers and recognize there is more behind the answers than just your opinion.

Competing honestly and lawfully while growing your business through your own skills gives you the respect of your peers in the industry and your customers. Competing honestly means you provide straightforward contracts without hidden clauses that increase customer costs or allow you to do work that was not ordered specifically.

This dumping was apparently not a one-time thing, but continuous over years. All the while this individual passed himself off as a leader in the industry and in support of rules and laws to ensure land application was allowed and done properly.

This is a complaint I have heard about our industry from some people who work for property management firms: They order what they think is a straightforward job such as adding a manhole riser, only to be hit with a bill for unrelated work that was not specifically spelled out. While sometimes this work may be needed, it should not be completed without consulting the client and raising awareness of why the additional work is necessary. Not doing this is, in my view, unethical. Effective communication builds respect for you and your business from others, helps educate customers about the industry, and creates confidence that the work and your actions protect human health and the environment.

INDUSTRY BLACK EYE

Service providers should avoid any acts that promote their individual interests at the expense of the integrity of the industry. One of the people I mentioned at the start of this column was cited, fined and jailed for illegally dumping septage into a nearby stream. This dumping was apparently not a one-time thing, but continuous over years. All the while this individual passed himself off as a leader in the industry and in support of rules and laws to ensure land application was allowed and done properly.

His customers relied on his advice and believed he was doing the best possible work to protect them and the environment, only to find out he was not doing that at all and was profiting from his actions because the rules were not followed. This gives our entire industry a black eye; it reduces public confidence in the industry to do this important job and makes it harder to maintain the industry. The customers want and expect their service providers to protect human health and the environment, not dirty the waters or use unsafe practices. It makes them ready to accept other alternatives, such as sewers or other management entities that can impact your business.

In addition to operating ethically and honestly, being part of and actively involved in professional organizations at local, state and national levels can help foster and promote ethical behavior among your peers and help make the case for this industry being the long-term solution to our nation's wastewater treatment needs. ■

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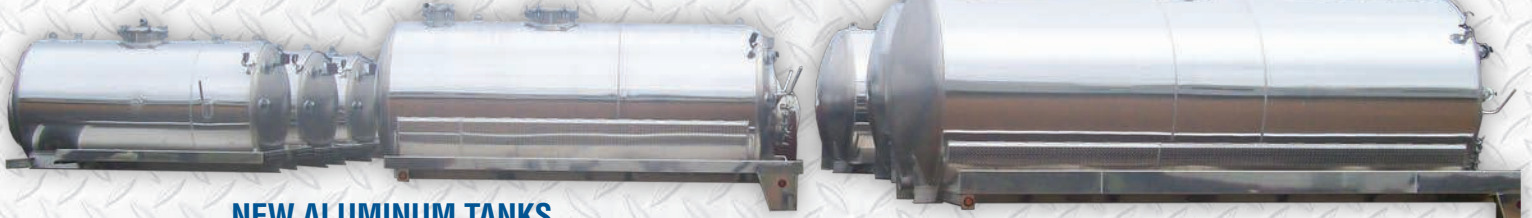
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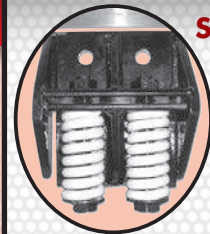
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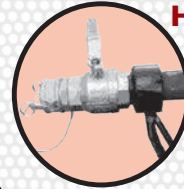
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Frame Construction	Steel	Rugged steel I-beam	10" I-beam (large trailers only)
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Deck Construction	Steel	3/4" Marine tongue and groove	Composite duraboard
Floor Joist Specs	Steel on 16" centers	2" steel tube 16" OC	1.5" tubular
Weight (lbs)	Varies	3,200 - 20,000	5,000 - 11,000
Interior Trim	Varies	Luxury - Amish Hardwood, Commercial - Non-wood, aluminum, vinyl	Wilson Art wall panels, wood trim
Fixtures	Varies	Delta metered or hands-free faucets, Dometic toilets, Corian-style countertops	Low-volume toilets, waterless urinals, metered faucet
Flooring	Varies	Range of designer vinyl, commercial non-slip rubber	Congoleum single piece
Warranty	3-year	5 years on frame, tank, axles, tires	3-year limited
Waste Tank Sizes (gal)	Varies	300 - 2,000	Varies
Fresh Tank Sizes (gal)	Varies	75 - 500; Up to 2,000 with multiples	160 - 300
Additional Standard Features	Heavy-duty undercoated steel frame, torsion axles, integral trailer skirting, fastenerless exterior, seamless aluminum roof, ducted A/C with heat strip, metered faucets, roll out or fold out step assemblies (varies to size), LED lighting, and China foot flush stools	Custom-crafted designs, 8 standard interior color options, 10 exterior color options, standard high-efficiency A/C, Amish-crafted wood cabinets and luxury trim, one-piece seamless roof, wide commercial entry doors, easy to use step assemblies	
Options	Heat and Winter packages, hands-free faucets, AM/FM MP3 stereo and hydraulic levelers	Custom designs and builds, full range of ADA-compliant models, heat, arctic weather, fresh water, generators, solar, awnings	Fresh water, winter, deluxe interior

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Trailer Series	Handicap Accessible (all configurations), Restroom, Shower, Locker, Decontamination, Emergency, and Custom Units	Uptown Select, Urban, Cottage, Residence	Restroom Trailers
Lengths	8' - 53' (semi-trailer)	8' - 40'	8' - 53'
Frame Construction	Custom-engineered structural steel	Structural	12" Steel I-beam
Shell Construction	.04" thickness aluminum exterior, one-piece aluminum roof with edge overlap	Aluminum tubes and fiberglass gelcoat	Composite (gel-coated fiberglass)
Deck Construction	3/4" marine-grade plywood with waterproof vapor barrier, available fiberglass subfloor	Forever Floor	Composite (gel-coated fiberglass)
Floor Joist Specs	Steel tube - spaced 16" OC	16" OC	Steel tube on 16" centers
Weight (lbs)	2,800 - 15,000	2,500 - 14,000	Varies by size and accessories
Interior Trim	White trim standard, aluminum and other options available	Anodized aluminum and PVC	Varies by model
Fixtures	Moen lavatory and shower fixtures, custom upgrades available	Low flow - high efficiency	Stainless-steel sinks, porcelain toilets, waterless urinals
Flooring	Custom vinyl flooring, Commercial non-slip rubber flooring	H/D seamless	One-piece vinyl
Warranty	5-year on frame; 3-year on everything else	2-year	3-year
Waste Tank Sizes (gal)	300+, tanks are configured to trailer size, patented one-piece roto-mold	200 - 1,400	Varies by model
Fresh Tank Sizes (gal)	105 - 400	100 - 400	Varies by model
Additional Standard Features	A/C with heat strip, heavy-duty aluminum steps, exterior grab handle, all steel construction, heavy-duty framed doors, poly insulation, scissor jack levelers, battery-powered trailer runaway protection, LED trailer lighting, chip-resistant under-coating	Numerous	Seamless gel-coated fiberglass interior, exterior, roof, and subfloor, polypropylene waste tank, A/C units with heat strip, slide-out self-leveling stairs with landing, steel freshwater tank surround, large mechanical room, entry doors with frosted glass windows, LED lighting inside and out, metered faucets
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Trailer Series	Explorer Contractor II	1 - 6 unit VIP, 1 - 3 unit Prestige and Diplomat, 2 to 4 Majestic	Commercial, Spa, Luxury, Millennium, ADA, Shower and Combo
Lengths	13'	10' - 24'	10' - 28'
Frame Construction	All steel 10" frame with removable tongue	Steel	12" structural steel I-beam
Shell Construction	Heavy-duty steel shell, formed with a continuous-welded, leakproof construction	High density 1/2" polyethylene plastic Majestic - high-grade smooth fiberglass	Seamless gel coat fiberglass
Deck Construction		Steel, aluminum diamond plate	Steel tube frame laminated to waterproof non-wood deck
Floor Joist Specs	All steel channels	Steel	Steel tube
Weight (lbs)	4,800	1,400 - 7,000	4,200 - 11,500
Interior Trim	Complete white fiberglass reinforced plastic anti-graffiti interior wall and ceiling surface	Polyethylene/Proprietary extruded aluminum. Majestic - high-grade smooth fiberglass. Brushed aluminum ceilings	Non-wood on Commercial, Standard, ADA and Shower, Luxury uses custom wood
Fixtures	Polished stainless-steel countertops and sinks with self-closing faucets, water saving flush toilets and urinals	Chicago auto-off faucets, Dometic porcelain toilet with Teflon seal	Delta commercial
Flooring	Full-length aluminum safety walk floor	Weatherproof grey carpeting Majestic - Planked linoleum composite Pelham Maple	Seamless transit-grade flooring, 1/8" wear layer
Warranty	Full manufacturer warranty	1-year	3-year limited product warranty
Waste Tank Sizes (gal)	240 US all-steel holding tank, hot-dipped galvanized after welding. 2" vent stack, 3" drain	VIP & Prestige 65, Diplomat 90, Majestic shared tanks - dual 150/quad 300	200 - 1,150 polypropylene tank with bottom sump
Fresh Tank Sizes (gal)	200 US supply tank, high-density polyethylene	VIP & Prestige 40, Diplomat 55, Majestic shared tanks - dual 90/quad 180	105 - 200
Additional Standard Features	Negative pressure ventilation system incorporating a 300 cfm blower and ducted room headers, fully-insulated floor and walls, complete heating and optional A/C system, front utility room for electrical panel, water heater, water pump and supplies storage	Solar powered, self-contained, with no required electrical or water connections, flushing toilet/Teflon seal, sink, trash, and mirror, 125 to 580 average uses, LED interior and exterior lighting with power roof vent standard	Quick deploy retractable steps, aluminum wheels, external cord and equipment lockers, hidden lockable cord connections and set of LED lighted cords, OverArmor seamless roof with watershed design, 7,000 lb. Sidewinder jacks, powder-coated chassis
Options	Many floor plans available	A/C (requires 110V), winterized package, power converter, warm-water hand wash, city water connection and dispensers, custom options are available	Arctic and Arctic Extreme Winter Packages, spare tire and carrier, water heater, stainless dispensers, entertainment package, solar package, custom exterior colors

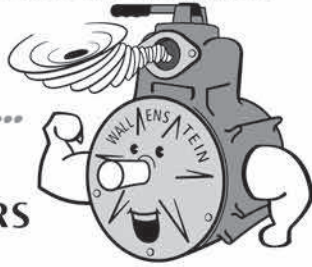
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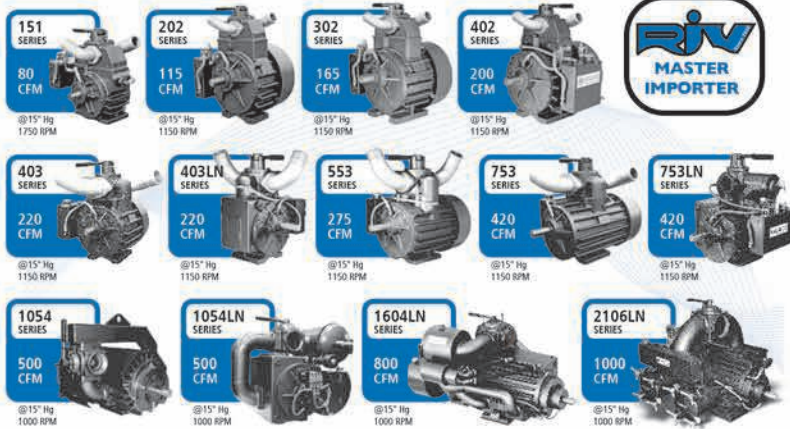
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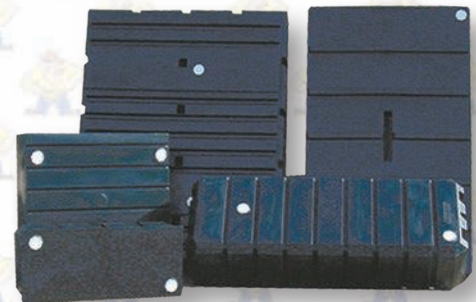
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Based in Racine, Wisconsin, Erik Gunn writes for magazines on business and other topics.

Ponder Social Security Early and Often Throughout Your Career

Even if you're years away from hanging up the vacuum hose for good, financial experts say pumpers should frequently check on the status of their government retirement benefit and adjust plans accordingly **By Erik Gunn**

Whether your retirement age is just around the corner or decades over the horizon, it's never too soon for pumpers to start planning ahead. The choices you'll face can seem endless — everything from where you'd like to live to how you'd like to spend those years when you don't have to come to work anymore. But one decision you'll have to make could prove especially tricky: when to start collecting Social Security.

If you're tempted to skip the rest of this column because your own retirement is 20, 30 or more years in the future — hold that thought.

This decision is going to sound deceptively unremarkable, one you might be tempted to brush off as no big deal. But don't be fooled. No matter your age, that decision has important implications for you here and now. And what you do now can help you make a much better choice when those golden years arrive.

So the answer about when to start collecting Social Security benefits may seem obvious — “Well, duh, when I retire!” Yes, for some people, that really might be the best answer. But it's important to understand all your options and what those options mean if you're in your 20s or 30s and just welcoming your first child instead of your 50s or 60s and about to get your first or second grandchild.

TIMING IS KEY

The first thing you need to know is how much you will get each month from Social Security — depending on when you start taking it. We still casually refer to 65 as retirement age. But for Social Security, that hasn't been true for a while. For people born between 1943 and 1954, the federal government's so-called Social Security full retirement age — the age at which people qualify for their full Social Security monthly payment — is 66 years old.

If you were born between 1955 and 1959, your Social Security full retirement age creeps up year by year in two-month increments: 66 and 2 months if born in 1955, 66 and 4 months if born in 1956, and so on. And if you were born in 1960 or afterward, the Social Security full retirement age is 67.

You can start taking Social Security sooner, starting at 62, but your monthly amount could be discounted by up to 30 percent depending on your birth year. (You can learn more here: www.ssa.gov/planners/retire/agereduction.html.)

But that's not all. If you delay taking Social Security past your “full retirement age,” you can actually get more each month. The longer you delay, up until you turn 70, the more you can get.

Suppose you were born in 1956. You'd qualify for “full retirement ben-

efits” in 2022. But if you can delay taking Social Security until 2026, you'd get almost 30 percent more every month. (For details, look here: www.ssa.gov/planners/retire/delayret.html.)

If you took the cash at the full retirement age and simply invested it, could you actually count on a consistent 8 percent return each year? If you're lucky, maybe. By delaying, however, you're effectively adding about 8 percent every year to your monthly benefit.

“The key for younger workers is that planning for retirement is best done early. And if you consider Social Security payments to be part of your retirement income strategy, you don't just decide at 65, ‘Oh, I'm going to claim,’ because you'll have no idea what you're owed.”

Kyle Tetting

in the future. Others might worry that they won't actually live long enough to benefit from the higher payment they'd get by delaying.

But people are also living longer. As you get older, the real-dollar value of your monthly benefit will erode over time. By starting later and maximizing your monthly benefit, you can protect against that erosion.

Of course, every individual's situation is different. There may be reasons you need to take benefits sooner. Be sure to work with a financial advisor who knows your specific circumstances and can guide you accordingly.

Another important source of information is the Social Security Administration itself. SSA employees can give you a lot of information about how much you'll get under various scenarios that you can use to help determine your best course of action.

What they won't do is advise you on the best strategy for your circum-

“It's about as close to a guarantee as you can get,” says Kyle Tetting, director of research for Landaas & Co., a Milwaukee investment management firm.

The same advantages for delaying taking Social Security, and penalties for taking it early, affect spousal benefits, he points out.

GETTING GOOD ADVICE

So given a strong incentive to delay, why do some people choose not to, or even give up more by starting Social Security early?

“A lot of people are concerned they're not going to maximize what they can take out,” Tetting says. Some may fear Social Security benefits will be cut



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stances. “So that means you’ve got to talk to friends or a colleague about who they know who might be an expert in that area,” Tetting says. “That’s especially important for those individuals who might have more difficult situations.” That may be a spouse without an employment record or perhaps a divorce in their past, which might create an opportunity to build benefits through a former spouse.

“All of those are situations that are a little bit more nuanced than just, ‘Hey, you should wait until age 70 to claim,’” he points out.

STARTING EARLY

By now you can probably see why it’s important to have other resources besides Social Security when you retire. For instance, if you have a solid stash in your 401(k) or individual retirement account, you might still be able to retire at 65 or 66 while delaying taking your Social Security benefits. (Of course, it can work the other way, too. If you are retiring in the middle of a down stock market and your investments have taken a beating, you may decide to apply for Social Security sooner while your private account recovers. Again, this is a time to seek professional advice.)

“The challenge here is that 70 percent of workers say they plan to work until 65, but the median retirement age really is about 63,” Tetting says. That means that, for a couple of years, people are at risk for not having an income when they thought they would still be drawing a salary.

“You almost always have to draw down from savings that you weren’t planning on drawing down from, or you’re forced into this situation when you take Social Security earlier than you planned to,” he says.

And that’s why it’s never too soon to think about when you want to take Social Security and to plan for those situations.

“The key for younger workers is that planning for retirement is best done early,” Tetting says. “And if you consider Social Security payments to be part of your retirement income strategy, you don’t just decide at 65, ‘Oh, I’m going to claim,’ because you’ll have no idea what you’re owed.”

Tetting routinely urges his younger clients to get in the habit of checking their work record with the SSA’s website to make sure they’re properly being credited for their earnings. “Ultimately their payments are going to be based on what’s been reported,” he observes. “Mistakes are made — not all the time, but often enough — and it’s going to be more difficult to correct at age 65 than it was back at age 35 when you first noticed a mistake.”

If at all possible, workers need to understand as early as possible “that Social Security is not going to be the only source of retirement income for them,” he adds. “If they wait until age 55 or 60 to figure that out, it’s too late to save.” ■



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 Cummins ISM, 385 HP,
 FRO-15210C Trans., Air-Ride Susp.,
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Pumpers Promote Best Practices at Discover WILD New Hampshire Day

Outreach at a statewide outdoors and environmental event informs homeowners about the ‘flushable’ wipes issue, promotes routine septic system maintenance **By Steve Lund**

On April 20, for the third year, the New Hampshire Association of Septage Haulers will staff a booth and provide portable restrooms at Discover WILD New Hampshire Day, a free community event sponsored by the New Hampshire Fish and Game Department. Every year Discover WILD New Hampshire Day draws thousands of people to the Fish and Game Department’s grounds in Concord.

Visitors, including many families with children, check out exhibits to learn about the state’s outdoor traditions and wildlife resources. They can see live animals and big fish, browse educational exhibits set up by environmental and conservation organizations, watch demonstrations by retriever dogs or try fly casting, fly tying, archery or BB gun shooting. Hunting and fishing gear is also on display.

Darlene Johnson of Best Septic in Loudon is on the board of directors of the New Hampshire Association of Septage Haulers, known as NHASH, and she coordinates the association’s participation in Discover WILD New Hampshire Day.

Pumper: What does NHASH do at Discover WILD New Hampshire Day?

Johnson: We set up a booth in the tent operated by the Department of Environmental Services. The department has exhibits where they talk about clean water, how a water treatment plant helps keep the water clean, how to keep wetlands safe, how to conserve water with low-flow toilets and how to conserve water with water collection. We tagged along in that tent, which was all about keeping a clean environment, to talk about how safe septic systems help keep groundwater and surface water clean. We have a (small-scale) model septic system with a septic tank and a leachfield. We also promote what not to flush, pumping frequency and why it’s important to pump, and basic septic 101.

We also provide portable restrooms for the event. Not all the members of our organization are in the portable restroom rental business, but five or six members brought toilets the first two years we did this. I think we had about 20 (units). The city of Concord agreed to accept all the waste from that event for free, as long as the company that did the servicing was registered

“We stuff (a bag) with free material about what not to flush and a worksheet for calculating how often you should have your septic tank pumped. ... It lets people know how they can do their part to keep the water cleaner.”
 – Darlene Johnson



Above: From left, Darlene Johnson, Emi and Cam Reid, all New Hampshire Association of Septage Haulers members displayed septic system educational materials at the event. (Photos courtesy of the New Hampshire Association of Septage Haulers)

Right: Visitors enjoy the Toss the Toilet Paper game in the New Hampshire Association of Septage Haulers booth.



at the wastewater treatment plant. It is great so see all the companies side by side with all the different toilets and logos.

Pumper: How did NHASH get involved?

Johnson: Ray Gordon, supervisor of residuals management from the Department of Environmental Services, invited us to get involved two years ago. The department showcases clean water, water conservation and the process of flushing it down the toilet and going through a wastewater treatment plant. They put it out there for laypeople to understand how it all works, from wastewater to clean water. Gordon opened up the doors to us so we could put our message out there. The idea was that people walking through that tent might think that this was all about sewers. We bring it back to people



Above: Several members of the New Hampshire Association of Septage Haulers donated restrooms for the WILD New Hampshire Day in 2018.



Left: Rolls of bathroom tissue were distributed with association contact information.

who have septic systems in the backyard. We're pretty rural up here. There are a lot of septic systems. There are probably more people on septic systems than on sewers.

Pumper: What do visitors do at the NHASH booth?

Johnson: We have a little game, Toss the Toilet Paper. They have a toilet paper roll and they have to toss it into a hunter's toilet. It's like a 5-gallon bucket with a toilet seat on it. It's never been used except for display purposes. We open that up and people throw toilet paper into it. We give kids little poop emojis on keychains, and we hand out the toilet paper to the parents. It's hysterical. The adults are as excited to play as the kids are. The toilet paper rolls are wrapped with a band that says "Flush Only Toilet Paper" and our NHASH emblem to highlight the message that it's the only thing you are supposed to put down the toilet. We pass the message onto the people who are not only on septic tanks but sewers, too. We stress that it should be every toilet, regardless of what you are hooked to on the other end.

The game helps to stall people. Especially when the kids are playing the game, we're talking to the parents. We also have a bag that we stuff with free material about what not to flush and a worksheet for calculating how often you should have your septic tank pumped. It's an educational opportunity. It lets people know how they can do their part to keep the water cleaner.

Pumper: Was it difficult to get participation from NHASH members?

Johnson: Not at all. Everyone was right on board with it. We had eight companies represented. One member drove an hour and a half to get there, and he had a blast. We did two-hour rotations, and we had representatives from two different companies for each time slot. A lot of our companies are mom and pop operations, so a lot of time the spouses would come in and we'd have three or four people working the booth. Someone could help the kids playing the game, and others could talk to the adults.

If You Go:
Discover WILD New Hampshire Day
Date: April 20, 2019
Time: 10 a.m. to 3 p.m.
Location: New Hampshire Fish and Game Department
Address: 11 Hazen Drive, Concord, NH
Contact New Hampshire Association of Septage Haulers: 603-333-6115 or nhash@nhash.com

Pumper: Was the promotional effort successful?
Johnson: We certainly had a lot of traffic around the booth. We promote all of our haulers. Any of our haulers could leave us their business cards, and when we talked to people who approached us, we asked them what area they are in. Then we would tell them which NHASH member serves that area. How many directly go home with a card in their hand from their local pumper and actually call, we haven't measured yet. We're going to be able to measure it better when we get another outreach program launched in conjunction with the Department of Environmental Services and we have a new program called Get Pumped, New Hampshire. We launched that as part of a media campaign in March. Then we'll have some tracking capability with coupons. This new program will be a major outreach effort, and we are pretty excited about it. ■

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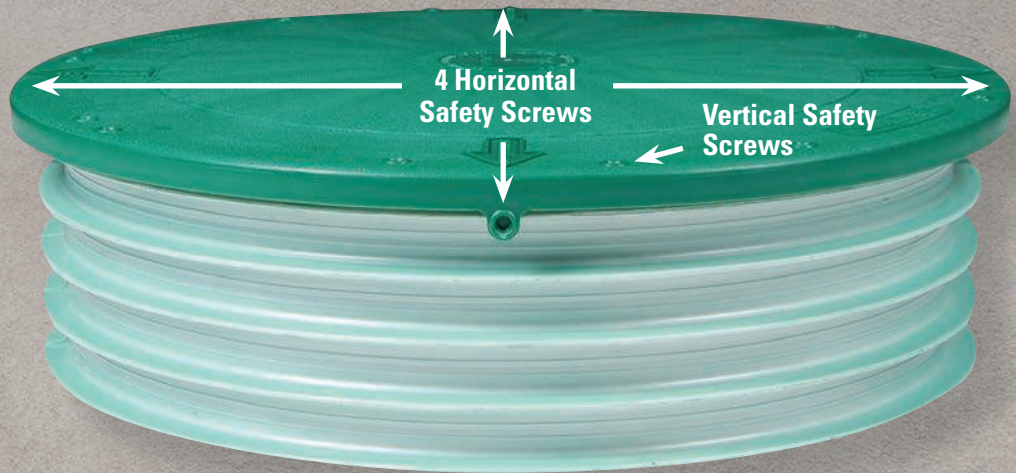
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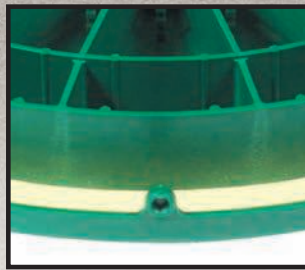
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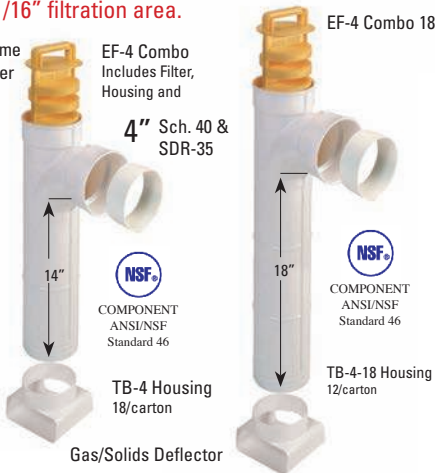


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Recognize Septic System Installation and Pumping as Professional Trades

‘Implementing an apprenticeship-based system that incorporates hours worked and schooling would be beneficial to the industry’s reputation’

In States Snapshot, we visit with a member of a state, provincial or national trade association in the decentralized wastewater industry. This time we learn about a member of the Ontario Onsite Wastewater Association.

Name and title or job description: David White, president and owner

Business name and location: Ken White Construction, Carp, Ontario

Age: 53

Years in the industry: Ken White Construction was founded in 1968. We’re in our 50th year of business, and I have been working with the company for 35 years.

Association involvement: I have been a general member of the Ontario Onsite Wastewater Association since its incorporation in 1998.

Benefits of belonging to the association: Firstly, it gives our industry a voice with government agencies. This is something that would be daunting to tackle as individuals, but as members of an association, you are genuinely listened to and heard. It also provides opportunities for continued education, which I think is excellent. It increases professionalism in the industry as a whole and the expertise of the individuals who partake. As a family-run, small-business owner, I also find the networking opportunities extremely beneficial. You get to meet with and learn from various industry players who you wouldn’t come into contact with in your daily operations.

Finally, the association also keeps its members up to date on industry news and advancements. This allows me to stay on top of trends and information that may not otherwise have come to my attention. Overall, belonging to the Ontario Onsite Wastewater Association is a great learning experience and opportunity for growth.

Biggest issue facing your association right now: New member acquisition is our biggest challenge. I think this is true of membership-based associations as a whole. There are so many benefits to being a member. However, without an inside perspective, it can be hard to fully grasp the value and opportunity. The cost versus benefit analysis may be skewed. I believe the association can address this issue by creating more awareness as to what it means to be a member or by hosting open events to give people a chance to test it out.

Our crew includes: Taylor White, sales manager; Valerie Black, office manager; Gabrielle Davis, head of marketing; Corey Lurette, site coordinator; Craig Findlay, truck driver; and equipment operators Phil Wallace, Ken Turcot and Alan Proulx



Typical day on the job: My day usually starts at a job site before I head into the office. I make sure I am there early with my crew so I can confirm the expectations, roles and requirements for the task at hand. It is crucial

Above: David White with his Caterpillar 308E2 rubber track excavator. (Photos by Taylor White and Gabrielle Davis)

Left: The Ken White Construction crew includes (from left) Ken White, Corey Lurette, Taylor White, David White, Phil Wallace and Alan Proulx. Equipment shown is a 257D2 Caterpillar skid-steer, Western Star tandem dump truck, Volvo tandem dump truck, Komatsu 450 wheel loader, Komatsu 170 excavator, John Deere 450 dozer, Terex 3-ton mini-excavator, Caterpillar 420F IT backhoe, Western Star tractor and Toyota pickup trucks.





Above: David White and his son Taylor are shown with a 257D2 Caterpillar skid-steer, Western Star tandem dump truck, Volvo tandem dump truck, Komatsu 450 wheel loader, Komatsu 170 excavator and John Deere 450 dozer.



Right: In a 1984 photo, David White and his father, company founder Ken White, are working with a Caterpillar D3B bulldozer

that the entire team is on the same page. This allows us to work efficiently and, most important, keeps everyone safe with clear communication. I then head to the office and take care of my work there. This typically includes emails, quotes, phone calls and meeting with clients regarding future work. To end my day, I head back to the site(s) and make sure everything is proceeding as planned. This helps my team and me prepare for what's to come the following morning.

The job I'll never forget: We were asked to do some excavation work for a high-tech business during the high-tech boom. It wasn't until two years later that we finally finished all the work that needed to be done. What began as a small excavation job ended up being a full site rebuild. We gained a lot of knowledge through our work with this client. Things happened fast — the work increased with the surge in the client's business. It was a priceless experience that pushed us out of our comfort zone. As a result, that job helped us branch out and take on new types of work.

My favorite piece of equipment: That would be my 170 Komatsu excavator. We are able to complete a lot of our jobs with this one piece of equipment. This is true for septic systems and a lot of our site jobs. It is versatile and allows us to work more efficiently. It also becomes more cost-effective for us when we don't have to float in multiple pieces of equipment to complete a job.

Most challenging site I've worked on: A septic tank and treatment system installation where we had to deal with groundwater and 13 feet of peat moss on the site. We had a tight area to work in so we could only use smaller equipment. This restriction required us to excavate our machine to a lower grade in order to reach the required solid ground. At that point, we had to haul in a large amount of granular material and compact to 98 percent proctor. This was to ensure the new septic tank and treatment unit wouldn't experience any settling after installation. It was challenging because of the extra steps required to get the job started. These extra steps were not foreseen and made for a bit of a headache.

The craziest question I've been asked by a customer: From time to time we get asked, "Can I pay you next year?" It's comical to me because there are very few services where you would even consider asking such a

question. Harmless, of course, but it never fails to surprise me.

If I could change one industry regulation, it would be: There's a portion of the design process that calculates the daily flow for residential septic systems. I believe living space should be excluded from these calculations. There are several instances where we see the living space square footage require a septic system be much larger than necessary. If the residents are unable to produce enough waste to meet the minimum sewage and bacteria requirements for the septic system's design, these systems aren't functioning efficiently and create a much greater cost than necessary.

Best piece of small-business advice I've heard: My father always said, "Be honest, be reliable and surround yourself with good people. The work will come and you will feel good about the way you live." This advice has stuck with me, and I continue to run the business with these words in mind.

If I wasn't working in the wastewater industry, I would: Still be involved in the construction industry, probably something heavy equipment-related. Growing up surrounded by the industry has given me a variety of experiences and made me very comfortable. It's what I know. I also really enjoy working with new and different people. You can learn something from everyone you meet. Construction is dynamic and allows me to interact with different people every day.

Crystal ball time - This is my outlook for the wastewater industry: I hope to see the wastewater industry move toward becoming a more recognized, professional trade. For example, I think implementing an apprenticeship-based system that incorporates hours worked and schooling would be beneficial to the industry's reputation. Such a shift would benefit both the customers and industry players because it would be easier to recognize professionals. I do believe the wastewater industry will adopt apprentice-based education eventually. More prominently, I think we will notice the wastewater industry becoming more technology-based and environmentally friendly. These are two trends we are seeing in society as a whole and I believe the industry will follow suit. The most prominent ways we will start to see that will be increased environmentally friendly materials, practices and online remote system monitoring. ■

- Compiled by Betty Dageforde

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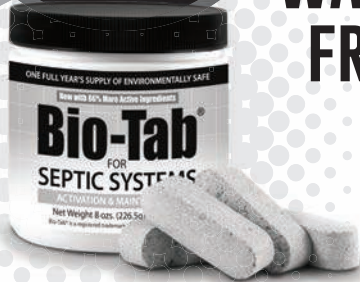
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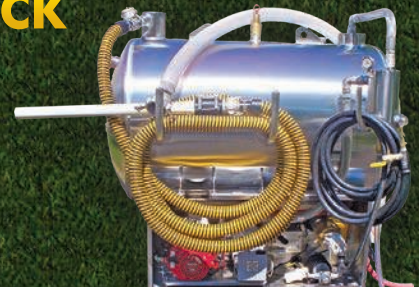
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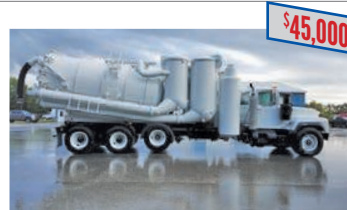
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Allied Graphics developed an adhesive engineered to adhere to the challenging textures found on portable restrooms. When combined with durable UV-cured ink, the adhesive ensures decals will hold up to harsh environments, according to the maker. **800-490-9931; www.allied-graphics.com.**



ROEDA graphics

Graphics from ROEDA are printed on a high-tack, permanent, adhesive vinyl with UV fade-resistant ink to adhere to rough surfaces like portable restrooms, garbage totes and other plastic products. A wide variety of stock UV inks are available, along

with custom Pantone matching. Decals can be made in any size, shape and quantity. UV clear-coat or lamination can be added for extra protection from the elements. An existing logo can be used, or a new one can be designed. **800-829-3021; www.roedainc.com.**

LIGHTING

LunarGlo Solar Light

The LunarGlo Solar Light provides a nondimming light source, with up to 80 hours of light on a single battery charge. It is shockproof, with no moving parts or switches to wear out. There is no large hole to drill, and it provides enough light to make the user comfortable. There are no batteries to replace, and the unit is pressure-washer safe. **574-294-2624; www.lunarglo.com.**



ODOR CONTROL

Bionetix International Porta-Treat

Porta-Treat from Bionetix International is designed to quickly deodorize portable restrooms and holding tanks and leave a fresh fragrance. It contains natural, safe bacteria that produce specific extracellular fast-acting enzymes to attack waste and its byproducts at the molecular level, degrading organic wastes. It digests odor-causing compounds and targets large waste particles that settle at the bottom of holding tanks. Adding the water-soluble pouch after emptying and cleaning the tank reduces substances such as cellulose in toilet paper into odorless carbon dioxide and water. The nonformaldehyde formula is safe, with no adverse effects on waste or sewage treatment plants. Pouches with exact dosage are easy to store and use with no measuring, waste or mess. **514-457-2914; www.bionetix-international.com.**



J&J Chemical Truex Power Packets

Truex Power Packets from J&J Chemical are a nonformaldehyde, water-soluble portion-control deodorizer with advanced technology using multiple odor control components that engage when needed. Their formula utilizes advanced fragrance and long-lasting, deep-blue, non-staining color. They work to continuously break down paper and waste, reducing mounding for increased odor control in the holding tank to provide long-lasting protection in the most demanding environments. They are available in a variety of exclusive fragrances and sizes. **800-345-3303; www.jjchem.com.**

ODOR CONTROL

Safe-T-Fresh QuickScents Event

With a deep-blue dye and fresh fragrance, **Safe-T-Fresh QuickScents Event** packets are suitable for daily service. With the convenience of drop-and-go service, the cost of service can help turn a special event into a more profitable day. It offers long-lasting blue color, and its nonformaldehyde formulation makes it safe for event guests and employees. There is no mixing, waste or mess, allowing for faster service so end users don't have to wait. **800-883-1123; www.safetfresh.com.**



Surco Portable Sanitation Products Fresh Lube

Fresh Lube pump oil additive from **Surco Portable Sanitation Products** is designed to control and counteract offensive pump exhaust odor generated by septic vacuum pumps. Simply add 4 to 6 ounces per gallon of pump oil and the exhaust smells like cherries. Oil-based fragrance does not change viscosity when mixed prior to adding to reservoir. Odors are neutralized instantly, designed to eliminate customer complaints. It is effective

when pumping septic tanks, holding tanks, portable restrooms and grease traps. It is available in gallons, pails and drums. **412-789-8683; www.surco.com.**

PAPER PRODUCTS

PolyJohn University Roll

The **PolyJohn University Roll** helps eliminate waste and the inconvenience of out-of-paper situations. It's designed to save space and fits most brands of portable restroom dispensers. The jumbo one-ply toilet paper offers 2 1/2 times more paper than a standard roll. The U.S. Environmental Protection Agency-compliant product is made of 100 percent recycled fiber, and a biodegradable core makes it earth-friendly. It comes 2,500 sheets per roll and 24 rolls per case. **800-292-1305; www.polyjohn.com.**



PORTABLE RESTROOMS

Five Peaks Glacier I

The **Glacier I** from **Five Peaks** is manufactured from durable high-density polyethylene with UV-stabilizers. It uses twin sheet heavy-duty door and jamb construction with integrated hinge and return spring for increased strength. The 65-gallon tank has sloping lines, keeping the tank top dry and clean. It offers smooth interior and exterior sidewalls for easy cleaning and provides integrated vents, eliminating unnecessary screen maintenance. Extra-deep molded-in grab handles are located in all four corners for ease of maneuverability. It comes with convenience features such as a hover handle, oversized mirror, two shelves, gender sign, utility hook, beverage holder and three-roll toilet paper holder. **866-293-1502; www.fivepeaks.net.**



Kros International USA Kros Urinal

The **Kros Urinal** from **Kros International USA** has a 100-gallon tank and a small footprint at 36.6 inches square. It has a draining connection under the unit to connect it with other urinals and allow it to drain through 1.5-inch pipes to a holding tank. It handles four users simultaneously, resulting in shorter waiting lines and cleaner portable restrooms. **855-576-7872; www.krosinternationalusa.com.**



Sansom Industries Zenith

The **Zenith** portable restroom from **Sansom Industries** features an 80-gallon holding tank with deep sump, blow-molded construction, a roomy interior with ample headroom, smooth interior surfaces for easy cleaning, stainless steel fasteners, a three-roll paper holder, and attractive aesthetics, according to the manufacturer. Many custom options are available. **844-972-6766; www.sansomindustries.com.**

Satellite | PolyPortables Axxis

The **Axxis** standard-size portable restroom from **Satellite | PolyPortables** is designed to be durable, customizable and easy to maintain and clean. Its self-closing hinges operate from an internal stainless steel spring. It is made of outdoor-rated materials and molded polymer construction, with a heavy-duty, easy-to-use rotary latch made to withstand the roughest users, according to the manufacturer. An ambidextrous door pull provides better grip and handling convenience. Its re-engineered door frame has a single jamb point and twin-molded construction. **800-883-1123; www.satelliteindustries.com.**



CASE STUDY

Temporary fencing allows restroom contractor to diversify service offerings

Problem: The portable restroom business in Indiana is seasonal, so Justin Hurt from JL Hurt Portable Restrooms sought another income stream for slower periods. The business occasionally received requests for fencing.

Solution: Hurt investigated the cost of panels and stands, and a few years ago, he decided to diversify into temporary fence rental with **Oxford Plastics**. Using BigFoot fence provides a safer, efficient installation.

Result: Now when Hurt's customers call for a portable restroom, he asks if they also need temporary fencing. The temporary fence provides additional revenue with fewer labor costs. **800-567-9182; www.oxfordplasticsusa.com.**



PORTABLE RESTROOMS

T blustar RapidLoo PRO

The **RapidLoo PRO** portable restroom from **T blustar** can be assembled and disassembled in two minutes and requires no tools. It measures 86.5 inches high by 43.5 inches wide by 47.25 inches deep, and it is available in multiple colors. It has double door springs, an extra-tight door frame, high protruding skids, large vent panels and a spring-loaded toilet seat, and it can be customized with company logos. It arrives ready to go out on job sites. The ability to transport the unit disassembled allows the owner to carry more units, assisting in transport expenses. Parts can be mixed and matched to create a unit for every occasion. Recirculating and drop tanks are available. The unit's clip-in sink (the



RP-clean) can be attached to itself to create a free-standing hand-wash station, called the RP-Twin. **404-719-0715; www.tblustar.com.**



T.S.F. Tuff Jon III

The **Tuff Jon III** from **T.S.F.** has molded wall vents, a sky heater, lifting brackets and a 16-gallon hand-wash station with foot-pedal pump. Designed for easy cleaning, the one-piece polyethylene unit is available in nine colors and has a 70-gallon holding tank. Options include towel holder and soap dispenser.

800-843-9286; www.tuff-jon.com.

PORTABLE RESTROOM MOVERS

Armal transport dolly

The **Armal** transport dolly can be used to move any Wave standard portable restroom.

It is made of lightweight aluminum and is compact, making it easy for one operator to maneuver a restroom quickly. It is designed for rigorous daily use and speeds the process of picking up and/or dropping off portable restrooms safely and efficiently. **770-491-6410; www.armal.biz.**



Deal Assoc. Hitch Hauler

The **Hitch Hauler** from **Deal Assoc.** can carry one restroom and the Super Mongo Mover hand truck. It is easily installed and removed by one person and mounts in a standard 2-inch Reese-style hitch receiver. It can be used to carry most restrooms up to 45 inches wide and has no moving parts, so there is nothing to fold or set up for use. Tip the restroom up onto the

Hitch Hauler, shove it forward to engage the tabs that hold the pallet runners and strap it down. **866-599-3325; www.dealassoc.com.**

RESTROOM TRAILERS

A Restroom Trailer Co. (ART Co.) 1404-W

The **1404-W** restroom trailer from **ART Co.** is designed for fast and easy setup with a sleek, streamlined appearance. The 14-by-8-foot four-station unit comes with foldout steps and stabilizer scissor jacks for easy leveling and setup. Units are available in Embassy, Cellar, Estate and Chalet interior finishes and in several exterior color combinations to match existing fleet colors. Standard features include a 535-gallon waste tank, 200-gallon freshwater tank, heavy-duty steel frame, integral trailer skirting, 2 5/16-inch adjustable trailer hitch, heavy-duty tongue jack, maple cabinetry, Corian countertops, LED lighting, and ducted heat and air conditioning. **269-435-4278; www.arestroomtrailer.com.**



Ameri-Can Engineering Veranda Series

The **Veranda Series** luxury restroom trailer from **Ameri-Can Engineering** has a covered porch assembly that adds easy access to the private unisex floor plan with European styling. It offers an easy setup with two self-leveling

step assemblies and streamlined use for smaller lines. It includes onboard freshwater, hot water and a multisource music system. It is custom-built with a wide range of options. It has a sloped bottom-mounted discharge, is easily repairable and can be winterized down to 40 degrees below zero. **574-892-5151; www.ameri-can.com.**



JAG Mobile Solutions Dignified Accessible Trailer Solutions

Dignified Accessible Trailer Solutions, or DATS, from **JAG Mobile Solutions** have Stop, Drop And Go! Technology and are available in a variety of sizes and configurations, from single-station to multiperson occupancy. With no hydraulics, no macerator toilets, no loose parts and approximately a 10-minute setup time, the trailer is designed to save maintenance and maximize uptime. ADA-compliant units are available in any JAG signature interior packages or custom interiors. All units have Forever Floor wood-free subfloors, gel-coat exteriors, fiberglass roofs, dusk-to-dawn porch lights and stair illumination. **800-815-2557; www.jagmobilesolutions.com.**



Lang Specialty Trailers Pro Series

The **Pro Series** line of restroom and shower trailers from **Lang Specialty Trailers** have a gel-coated exterior/interior wall, ceiling and subfloor designed to be extremely durable and easy to clean. They have slide-out self-leveling stairs with foldout handrails that require no tools to install. The trailers also have an

integrated spray bar washout that allows using the excess water in freshwater tanks to wash out the waste tank while the trailer is being pumped. **724-972-6590; www.langrestroomtrailers.com.**

RESTROOM TRAILERS

NuConcepts Majestic

The **Majestic** restroom trailer from **NuConcepts** is available in two- or four-unit configurations. Common sealed rotocast holding tanks help make servicing easy. Using high-grade, computer numerical control-cut fiberglass panels and wood-free-floor construction, the luxury restroom trailer is built for ease of maintenance and durability, according to the maker. It is built with arched doorways, curved countertops, flushing porcelain toilets, brushed aluminum ceilings, recessed LED ceiling lighting, beveled glass mirror, and plank flooring in each spacious individual and private restroom. The solar-powered, self-contained unit is designed for elegant affairs. **800-334-1065; www.nuconcepts.com.**



Rich Specialty Trailers Fleet Commander

The **Fleet Commander** line of luxury restroom trailers from **Rich Specialty Trailers** are offered in a wide range of spacious floor plans from two to 10 stations. Soothing

and sophisticated interior design combinations are eye catching and easy to coordinate with the buyer's finishing touches, according to the maker. Smart-Restroom GPS Monitoring providing tank status, temperature, power and location is available. **260-593-2279; www.portablerestroomtrailer.com.**



Satellite Suites Millennium

The spacious **Millennium** four-station restroom trailer from **Satellite Suites** has an appealing interior and enough capacity to accommodate up to 350 guests per event, according to the maker. Its rich wood and complementary textured walls and floor create an upscale appearance that is designed to be durable and easy to maintain. The trailer is a nonwood structure that is lightweight and moisture-proof, eliminating the threat of unwanted odors, mold and possible extensive rotting. **800-883-1123; www.satelliterestroomtrailers.com.**



SERVICE VEHICLES

Amthor International Flat Vac

The **Flat Vac** multipurpose portable restroom vacuum tank from **Amthor International** allows the operator to carry up to 12 restrooms on top of the tank and pull a restroom delivery trailer. The tank has a rounded bottom with a full-length formed sump design for drainage and full baffles for strength. The flat tank has wastewater and freshwater compartments, as well as an option for a chemical or brine compartment. It is available in steel, stainless steel or aluminum. It comes with a workstation and a vertical cabinet with an aluminum extruded door and shelves. A liftgate is installed behind the tank to load and unload restrooms. All units are custom built to specifications. **800-328-6633; www.amthorinternational.com.**



Crescent Tank vacuum tank

The **Crescent Tank** vacuum tank is completely flat inside and out. It can carry up to 10 portable restrooms, and the weight capacity is the same as a flatbed truck. It has no baffles, allowing it to be emptied completely to avoid internal corrosion. With the included pump at specified cubic feet per minute, unnecessary fatigue of the structure is eliminated and the life of the tank is prolonged. It is made from 1/4-inch-thick steel, for structural strength. Its workstation is designed for the portable restroom industry. The liftgate rail width allows units to fit, and multiple liftgate decks and rail options are available. Freshwater is held inside the external 1/2-inch-thick poly tank to avoid internal wastewater contamination. It can be installed on any chassis within the specifications required for each model based on axle ratings and maximum load capacity. **585-657-4104; www.crescenttank.com.**



FlowMark Vacuum Trucks Isuzu NPR

The **Isuzu NPR** 999-gallon portable restroom service truck from **FlowMark Vacuum Trucks** has an aluminum vacuum tank with capacities of 700 gallons of waste and 299 gallons of freshwater.

Vacuum is provided by a Masport HXL4 156 cfm pump, and it includes a Flojet water pump, LED lighting and two-unit fold-up restroom hauler. It is designed for efficient operation. **833-653-8100; www.flowmark.com.**



Imperial Industries 700-gallon aluminum sidewinder

The 700-gallon aluminum sidewinder from **Imperial Industries** can haul four portable restrooms on its deck. It has an 8-foot flatbed with 400-gallon water tank, 700-gallon waste tank, 1,600-pound Thieman liftgate and comes equipped with a COXREELS hose reel, bucket holder, strobe package and a Masport HXL4 pump. The unit is built on a 2018 Ford F-550 chassis. **800-558-2945; www.imperialind.com.**



KeeVac Industries KV999

The **KV999** from **KeeVac Industries** is a 999-gallon portable restroom truck that can be used by operators who want to stay under the Department of Transportation tanker endorsement

requirement. This tank, available in aluminum, stainless steel and carbon steel, with single- or dual-side service, holds 699 gallons of waste and 300 gallons of freshwater and includes a two-unit fold-down restroom carrier with trailer hitch. At this capacity, it can service between 65-70 portable restrooms. The tank can be mounted on a variety of chassis and coupled with a variety of pump options. Each unit also comes with an upgraded DC-10 washdown pump and hose reel from Hannay Reels. Exterior controls and dual cabinets offer operator safety and convenience. An arctic package and safety lighting are available. **866-789-9440; www.keevac.com.**



SERVICE VEHICLES

Robinson Vacuum Tanks service truck

The portable restroom service truck offered by **Robinson Vacuum Tanks** includes a 2,000-gallon aluminum tank mounted on a 26,000-pound (non-CDL) chassis. The two-compartment tank offers 500 gallons of freshwater storage and 1,500 gallons of waste. It comes standard with dual service, dual drop-down workstations, two toolboxes, a 4-inch discharge, choice of vacuum pump, hot shift PTO, four LED work lights, an AMT DC10 washdown pump, spring rewind washdown hose reel and a two-unit folding restroom carrier/bumper with trailer hitch. **814-933-0927; www.robinsontanks.com.**



SLIDE-INS

Best Enterprises slide-in unit

Stainless steel slide-in units from **Best Enterprises** are available in three stock models: a 400-gallon waste and 200-gallon freshwater unit, 400-gallon waste and 200-gallon freshwater long-box unit, and a 300-gallon waste and 150-gallon freshwater unit. They come with Honda 5.5 hp engines, a Conde Super 6 70 cfm vacuum pump, 30 feet of 2-inch tiger tail suction hose with wand, stainless steel hose hanger, 3-inch waste discharge with 10 feet of 3-inch dump hose, Hypro electric roller pump for washdown with a 50-foot hose, lifting eyes located at the top of the tank, stainless secondary and primary, stainless steel braiding on suction hoses, vacuum and pressure relief valves, two 2-inch sight glasses on the waste tank, and a sight tube for the water compartment. Manways and work lights are available. **800-288-2378; www.bestenterprises.net.**



FMI Truck Sales & Service WorkMate three-compartment slide-in

The **WorkMate** three-compartment slide-in unit from **FMI Truck Sales & Service** fits easily into the back of a 1-ton pickup or across a flatbed. It has a 325-gallon waste compartment and twin 75-gallon poly water tanks. The water tanks can be isolated for a three-compartment system or flow together for a two-compartment system. It includes

a primary and secondary shut-off, 12-volt freshwater delivery, an oil-catch muffler and an easy-drain manifold system. It comes with hoses, wand, bucket and straps, and an ergonomic workstation. Options include a supply storage box on the passenger side and tool storage on the driver's side. **800-927-8750; www.fmitrucks.com.**

TankTec slide-in tank

Slide-in tanks from **TankTec** range from 100 to 995 gallons. The demand for larger slide-in tanks has led to 800- and 995-gallon sizes being added. The tanks are available in single-compartment for grease and septic or two-compartment for portable restroom service. **888-428-6422; www.tanktec.biz.**



TruckXpress SS Series

The **SS Series** slide-in from **TruckXpress** is the most durable and longest lasting tank in the company's product line, according to the maker. The units come in four standard sizes — 300, 450, 500 and 650 gallons — with custom sizes available upon request. **800-883-1123; www.satellitetruckxpress.com.**

TRANSPORT TRAILERS

Johnny Mover Trailer Sales trailer

The portable restroom transport trailer from **Johnny Mover Trailer Sales** has skid-locking using an iron bar with a chain-binding system to secure multiple units. Models are available to handle six to 20 restrooms, and all feature brakes, paint options, lighting, leaf-spring suspension, front deflectors to protect units from road spray and debris, and optional powder coating and chrome wheels. **800-498-3000; www.cesspoolcleaners.com.**



Liquid Waste Industries trailer

Custom-built portable restroom delivery trailers from **Liquid Waste Industries** carry six to 24 portable restrooms and come with or without sides. They are built with heavy-duty steel and come standard with torsion axles, electric brakes, flush-mounted lights, and 10- or 13-inch wheels and tires. Custom upgrades include gates, leaf-spring axles, fold-down ramps, LED lights and choice of hitch. **877-445-5511; www.lwiinc.com.**



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TRANSPORT TRAILERS

McKee Technologies - Explorer Trailers Transporter



The **Transporter** from McKee Technologies - **Explorer Trailers** has easy-to-adjust carrier slats that box in any size restroom skid. Even multiple-size skids can be configured securely in the same load, providing safe, flexible transportation for many styles of portable restrooms. Models range from 8 to 48 feet, accommodating up to 24 units. All include fully independent suspension axles designed to eliminate side-to-side shock transfer. An optional front wind deflector protects units from road spray, stones and wind loading. Hot-dip galvanizing is available for corrosion protection. **866-457-5425; www.explorertrailers.com.**



Pro-Tainer Pro-Porta Trailer

The **Pro-Porta Trailer** from **Pro-Tainer** offers multiple features specific to the portable restroom industry. All trailers

have removable dividers that create space for

ADA units and aluminum ramps for loading and unloading restrooms. The trailers also have a lock-down mechanism called the Pro-Latch that is part of the ramp system and automatically locks down the base of the restroom.

800-248-7761; www.protainer.com. ■

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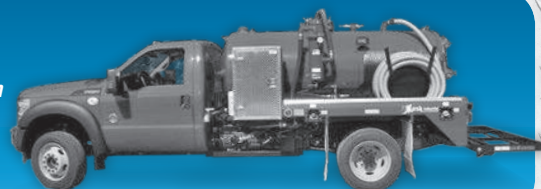
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**SUPERVAC
HERCULES XL
MAXIMIZES YOUR PAYLOAD**

*in the
SPOTLIGHT*
By Craig Mandli

Time is money in the hydroexcavation industry. And every time you pause to off-load the tank could mean lost revenue. The larger the tank, the longer your crew can spend on the job site — which is the idea with the supersized **Hercules XL** truck-mounted hydroexcavator from **Supervac**.

At 37 feet long, the Hercules XL is suitable for applications where weight is not as much of a concern. It can carry 18 cubic yards of debris and has available a payload capacity of 25,000 pounds. The increased payload will help save time and money, as not only is dumping available on site, the length of the Hercules XL will maintain its legal highway capacity.

“Everyone now is looking for as much payload potential as possible,” says Steeve Sheehy, Supervac’s national sales manager. “The key for us was using a flexible SPIF No. 22 four-axle configuration that allowed us to distribute the weight evenly.”

When designing the new unit, the biggest challenge for Supervac’s development team was transferring weight to the front and second axle of the truck. Sheehy says that most hydroexcavators tend to shift weight toward the back, which can overload the rear axle and limit payload capacity. “It’s so hard not to get overweight on your rear axle with a full spoils tank,” he says. “On the Hercules XL, we moved much of the equipment to get more of that weight distribution up front.”

In the new setup, the 3,600-gallon debris tank is mounted as close as possible to the truck’s cab. Its 3,800 cfm, 27-inches Hg blower is more compact than its predecessors and mounted directly over the truck’s second axle. In addition, more equipment, including its 30-ton hydraulic dump hoist and 400,000 Btu boiler are compactly situated near the cab to allow for more even weight distribution. The unit’s 185 cfm air excavation compressor, Webasto diesel fuel heater, 3,000 psi high-pressure water pump, controls, aluminum toolboxes and six 250-gallon plastic water tanks are evenly distributed along the sides of the unit, adding to the even weight distribution.

“The great thing about this truck is that, despite its size and huge payload capacity, it rides perfectly down the road. It is basically our Atlas trailer unit mounted on a truck, with a few components downsized to maximize payload,” Sheehy says.

866-839-5702; www.supervac.co. ■

**COXREELS INDUSTRIAL-DUTY
LED LIGHTS FOR PC13 MODEL**

The new line of industrial-duty LED lights for the PC13 cord reels from COXREELS feature a variety of industrial-grade features and options, including a 50,000 hour rating, internal light diffusers and shatter-resistant polycarbonate lenses. The lights also have adjustable steel hooks for hands-free placement. The three versions — compact, a light with an additional power source and an industrial-duty, UL-listed option — are available to complement a variety of applications.

800-269-7335; www.coxreels.com.



**REELCRAFT INDUSTRIES’
SERIES LG CORD REELS**

Reelcraft Industries’ lightweight and compact Series LG cord reels are constructed from a durable, impact-resistant composite material. Three new models have been added to the medium-duty line of cord reels with two new cord endings. The new power cord reel option features circuit breaker-protected, quad-grounded NEMA5-15 outlets with an LED power-on indicator light. The quad outlet reel is available with 65 feet of 12/3 cord or 75 feet of 14/3 cord. The new light cord reel option features a 1,300-lumen LED light with bright COB illumination, a grounded 12-amp outlet and an on/off switch on the handle. The LED reel model is supplied with 50 feet of 14/3 cord. All three new Series LG models are ETL listed. **800-444-3134; www.reelcraft.com.**



**VACALL ALLJET TRUCK-
MOUNTED JETTER**

Vacall’s AllJet truck-mounted jetter, designed by Gradall Industries, provides budget-conscious municipalities and contractors with an easy-to-operate, highly efficient sewer line maintenance machine. The hydraulically powered triplex plunger water pump is capable of 87 gpm at 2000 psi, to effectively jet blockages in sewer lines and routinely maintain flow, with other power options available. The hose reel telescopes out 54 inches from a retracted position and swivels 200 degrees to properly direct the 600-foot, 1-inch-diameter jetting hose. The AllJet uses a fuel-saving, single-engine PTO design, a 1,600-gallon UV-resistant polyethylene water tank and Vacall’s AllSmartFlow CANbus control system. The water tank is constructed with UV-resistant black polypropylene, internally baffled with a filling system that runs through the tank, eliminating external plumbing. **800-382-8302; www.vacall.com.**

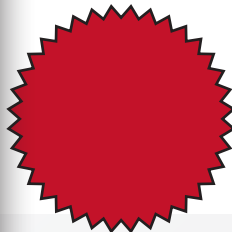
**GOULDS WATER
TECHNOLOGY AGS SERIES
AXIAL GRINDER PUMPS**

The new AGS Series axial grinder pumps from Goulds Water Technology, a Xylem brand, have a semiopen impeller design, including an eight-hole cutter plate and three-blade cutter, which reduces problem waste to fine slurry, minimizing downtime and service challenges. The pump’s TDH and flow rates deliver across both 0.5 and 1 hp models, enabling it to cover a wide range of applications. It has a true 2-inch discharge, making sewage pump replacement easy with no plumbing adjustments needed. The AGS Series is available in single-phase 0.5 hp (115 or 230 volts) and 1 hp (115 or 230 volts) options and is built with a stainless steel volute, a cast iron impeller and a hard-faced silicon carbide on silicon carbide mechanical seal. **866-325-4210; www.goulds.com. ■**



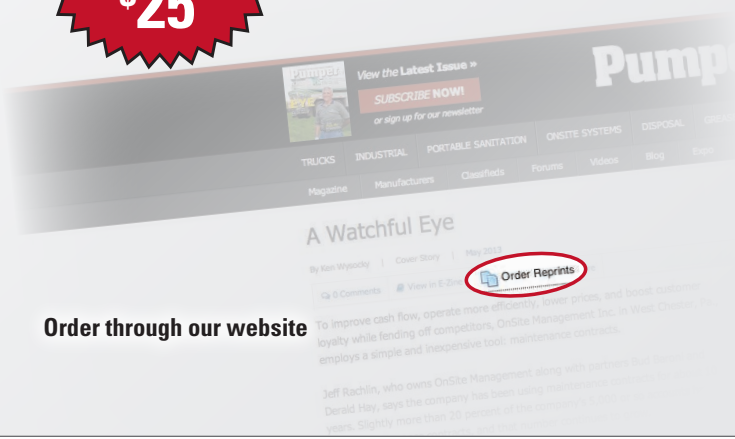
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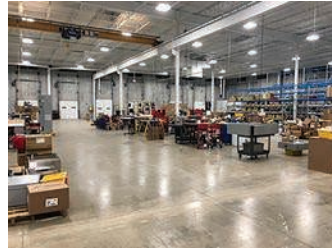
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SJE opens new facility in Ohio

SJE opened a new 51,000-square-foot facility in Ashland, Ohio. About 60 employees work at the facility designed with both time and energy efficiency in mind. It replaces the company's older, multilevel building.



PolyJohn announces Davis as new team member

PolyJohn announced Chris Davis joined the team on Feb. 1. He brings over 20 years' experience in portable sanitation equipment sales. As a member of the crew at PolyJohn International, Davis will sell the company's products on a global scale. The company serves customers in over 50 different countries.

Michael Cooper, president of PolyJohn Enterprises, based in Whiting, Indiana, made the announcement. "We are in the process of expanding our international operations," Cooper says. "We have known and respected Chris for many years and are delighted that the timing of this move worked well for both of us."

"I am really happy to join the PolyJohn group," Davis says. "It's great to be part of a family-owned company that manufactures such high-quality products."

Boss Industries announces new vice president of business development and OEM sales

Boss Industries named Jim Perschke vice president of business development and OEM sales. He will identify and capture growth opportunities in all markets and assist with product enhancements, sales, service, training and marketing efforts. Perschke has extensive experience in the work-truck accessory industry.



Jim Perschke

Super Products to build new vacuum trucks facility

Alamo Group announced that it has plans to build a new \$15 million facility for its Super Products vacuum trucks operation. The facility will be located in the village of Mukwonago, Wisconsin, and will allow the company to consolidate and expand current production, which operates out of several facilities in the greater Milwaukee area. The plant is anticipated to commence operations in the first quarter of 2020.

The facility will allow Super Products to consolidate its manufacturing and customer support operations into a single, highly efficient location. It will also enable Super Products to bring in operations that are currently outsourced due to capacity limitations. The site also offers the potential to expand operations to meet future needs.

In 2018, Super Products opened two new rental locations in Savannah, Georgia, and Corpus Christi, Texas, and now operates eight rental locations in seven states. The additional capacity provided by the larger facility will allow Super Products to continue its growth in the coming years.

Vac-Con announces new distribution agreement for HD video nozzle

Vac-Con announced it has entered an agreement with Sewer Robotics to be the exclusive North American distributor of the C70 HD video cleaning nozzle. The nozzle is designed to jet pipelines ranging from 6 to 40 inches and is available through the Vac-Con dealer network.

Pipe Lining Supply offers Quik-Shot system exchange program

Pipe Lining Supply's Quik-Shot lateral lining inversion unit now features an improved nozzle design that allows the cured-in-place pipe lateral lining material to flow through with ease, using the venturi process. With the new design, Pipe Lining Supply now offers a retrofit exchange program to rework any nozzles from existing customers.

United Site Services names new CEO and CFO

United Site Services appointed Asterios Satrazemis CEO and Scott Jamroz chief financial officer. Satrazemis succeeds Ron Carapezzi, who had served as president and CEO since 2009. Carapezzi will transition into the chairman role.



Mike Catanzaro

Hoot Systems welcomes new sales director

Hoot Systems announced that Mike Catanzaro was named sales director and has joined its residential and commercial wastewater team. He has more than 25 years' experience in the commercial and residential decentralized wastewater markets and holds four wastewater-related patents. He is a member of both the Water Environment

Foundation and National Onsite Wastewater Recycling Association.

Howden strengthens commitment to the Gulf Coast oil and gas sector

Howden has completed the move to a new state-of-the-art, 35,000-square-foot service center in Houston. Howden services centrifugal fans, cooling fans, air preheaters, reciprocating compressors, blowers, centrifugal compressors and screw compressors. The larger service contains three 20-ton overhead cranes, nine 2-ton jib cranes, balancing equipment, a component repair bay, welding bay, paint booth and ample testing space.

Garsite Progress acquires Kansas operations

Garsite Progress, an entity formed by AFI Partners, announced the acquisition of Garsite and Progress Tank, U.S.-based manufacturers of aviation refueling and liquid waste transportation equipment. Since 1922, Progress Tank has been a manufacturer of truck-mounted tanks used in the refined fuel, heating oil, propane and liquid waste industries. Progress Tank offers national distribution, service and support of its core product line through some of the largest chassis dealers in the country, including Rush Truck Centers, Truck Country and M&K. ■



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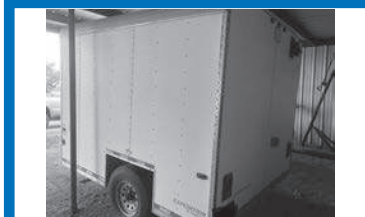
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936-641-3938

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1997 International Eagle, CAT engine, 13-speed Eaton Fuller transmission, 3,200-gallon hoist tank, new paint, 400,000 miles.

802-232-2222, VT

P04



2014 International 4300, under CDL. DT466 diesel, auto., NEW 1,800-gallon tank and Masport pump.

Call JR @ 720-253-8014, CO PBM



NEW Vacuum Truck: 2016 Ford F550, 970.07 miles. Turbo diesel, automatic transmission w/floor shift, 4-wheel drive. Hands-free phone capable. Pearson Brothers Better Built pump.

Call 903-277-1883, TX

a1nationalseptic@aol.com P05



2005 International 7400, DT400, 4,000-gallon waste tank which tilts up and opens from the rear. 300-gallon freshwater tank with jetter. Tires are good. Engine needs work. 385,000 miles. Asking \$29,500

Andrew 561-302-7195, FL P05



2000 Sterling, 3,500-gallon tank. Good truck, lots of new parts. Detroit 475hp, E/F transmission, 70% tires and breaks. Great value for the price. \$37,000

Call/text 440-812-0045, OH P04



2002 Freightliner, 319,000 miles, 2,300-gallon Presvac tank, Moro pump, heated valves. 3126 Cat, 6-speed manual transmission. \$32,000

tom@landerwastewater.com

484-758-0870, PA

P04



1996 International, 60 Series Detroit, 470hp, 10-speed, a/c, cruise, heavier front axle. Newer 4,200-gallon Progress aluminum tank, Wittig 412cfm vacuum pump. Drive tires 90% with new aluminum wheels. Very nice, clean truck with hose. Ready to work. \$42,000. Call Hull's Truck Bodies or send us a message on Facebook at <http://www.facebook.com/hullstruckbodies>

740-820-5338, OH

P04

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**Call 318-780-1731
or 318-207-2749, LA**

P05



Ford sale: 2016 Freightliner pump truck, Cummins ISL 15 motor and Allison automatic transmission. 2,500-gallon aluminum tank, NVE vac pump. Jetter with lots of hose, 98k miles. Truck is awesome and ready to go to the first one that brings the money. Serious folks only. \$98,000

Call/text 813-927-1528, FL

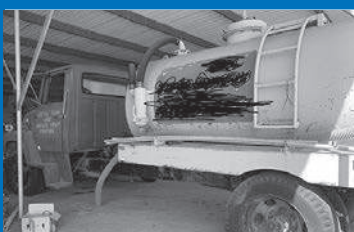
P04



1994 Kenworth T450, 3,500-gallon Cor-Ten steel, aluminum hose trays. Rebuilt L10 Cummins 2 yrs ago, 300hp, 8LL transmission. Double frame, air-ride, dual steering boxes, a/c, Jake brake. Jurop 102 vacuum pump. Includes hoses, etc. Asking \$35,000

Call Pat 914-755-0129, NY

P04



1977 Septic truck: \$5,000. We have had it running in the last year, but it isn't in use.

Call 325-388-4044, TX

P04



2000 Sterling, 3126 Cat engine, 3,000-gallon steel tank, NVE 367 vacuum pump. All new tires, 133,000 original miles, excellent condition. \$43,500

Call 906-290-0700, MI

P04



2013 Mack GU713, 48,364 miles. Mack 18-speed transmission, 505hp. 110 bbl. Pik Rite tank, Masport vac pump. 1-owner truck. \$135,000. Also have (2) 2012 Mack vac trucks with low miles, also 1-owner.

570-806-1482, PA

P04



2008 Kenworth T800, Cummins ISX 475hp, 10-speed, 245,000 miles. 5,000-gallon carbon-steel tank. New Masport Hydra pump. New tires all around, new aluminum rims. \$95,000

Call Alan 786-908-5436

P04



2008 Freightliner (non CDL) with 2,000-gallon aluminum Progress septic/portable toilet tank. Cummins engine with Allison automatic. New Fruitland RCF250 vacuum pump. All new brakes and rotors. Runs excellent. \$48,500

**KLM Companies
617-909-9044**

PBM



Two (2) available: **2007 Peterbilt 378**, C13 Caterpillar, 10-speed, 380,000 miles. 5,000-gallon carbon-steel tank. 46k rear, 20k front, 14k triaxle. New tires all around, new polished aluminum rims. \$87,000

Call Alan 786-908-5436

P04



2007 Sterling LT9513, 450hp (non-emissions), 10-speed. 273,000 miles, heavy duty. PW, a/c, heavy axles. NVE 367 pump, 3,600 gallons. \$65,000

Call 989-379-3054, MI

P04



1995 Freightliner FL70 septic truck with 89,965 miles, 2,500-gallon tank, 6-speed manual with Cummins 5.9 diesel. 2015 Masport pump .. \$33,750 OBO

Jeff 217-224-1932, IL
midwestserviceent@gmail.com

P04



2011 Mack Vision vacuum septic aluminum sewer truck. Mack engine MP7 C 365hp, Eaton-Fuller autoshift with clutch, can be converted to manual transmission. Cruise control, 455,919 miles. 3,600-gallon aluminum tank. Located in Florida. \$83,500 OBO

**Call Jose 786-302-4989
or Geo 786-236-7108**

P04



2002 Sterling, 3126 Cat, 8LL, 201k miles. 2-year-old Imperial 4,000-gallon and Masport 400HXL. New brakes, exhaust and tires. Good hoses. Ready to go to work. Call or text for more pictures. \$52,500

Dave 612-221-6355, MN

P04



2013 Peterbilts, ISX Cummins, 500hp, 18-speed. Every bell and whistle. 4,200-gallon Curry tanks, Masport 400HXL. Steerable pusher and tag. 20k front, 46k rears, double frames. Heavy-spec trucks, NOT TRACTORS. Call or text for more info and pictures. \$95,000

Dave 612-221-6355, MN

P04



1994 International 9400 vacuum truck. New engine head and injectors, Eaton 10-speed transmission. 3,600-gallon steel tank, Jurop pump. Pressure washer with hose and freshwater holding tank. Runs strong and works daily. \$18,000 OBO

772-777-5494, FL

P04



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P04

2001 Kenworth T800 Michigan Special: Manual transmission, Cat C10, 400hp, tandem axle. 750k miles – had a rebuild at 650k miles. 3,500-gallon aluminum tank. Complete service records and current DOT. Running daily. \$52,000. Delivery available. Call or text for more info. 734-777-0390 (P04)

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KLM Companies
617-909-9044

PBM



2008 Peterbilt 340, only 139,000 miles. Automatic transmission, new 3,500-gallon steel tank, new pump, new PTO. \$79,750. Central Arkansas. Shipping and financing available.

Caleb 281-914-1192

P04

1996 Ford L8000: 66k original miles, manual transmission. All service records, fresh DOT inspection. 2,350-gallon vacuum tank with hydraulic lift. Spare truck, barely used. Delivery available. \$29,000. Call or text 734-777-0390. (P04)

1994 Volvo WG64 with Presvac 3,300-gallon, two-compartment tank (2,300/1,000). Cat 3406, 400hp with Fruitland 1200 vacuum pump. \$27,500. KLM Companies 617-909-9044 (PBM)

2012 International 4300, 33,000 GVW, DT466, 245hp, Ultrashift automatic. NEW 2,500-gallon steel or aluminum vac tank - your choice. New Fruitland vac pump. Call JR @ 720-253-8014, CO. (PBM)

1995 Ford L8000 cab & chassis with a 3,300 U.S. gallon Keith Huber Dominator, carbon steel. Full-opening rear door, dump-type unit with a Becker 440 vacuum pump. (Stock# 2507C) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

1999 Sterling L9000 tri-axle cab & chassis with a 4,000 U.S. gallon Keith Huber Dominator, two compartment (500 water - 3,500 waste) C/S. Full-opening rear door, dump-type unit with a Becker 440 vacuum pump and jetting system. (Stock# 3408C) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

New 4,000 U.S. gallon, aluminum, vacuum-pressure tank mounted on a 2019 Peterbilt 348 cab & chassis with NVE Challenger 866 fan-cooled vacuum pump. (Stock# 13789) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

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1997 Mack RD688S tri-axle cab & chassis with a 4,500-gallon aluminum vacuum tank and Wittig RFL100 pump package - coming in September. (Stock# 3130V) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

2006 Western Star 4900 tri-axle cab & chassis with a 5,000-gallon carbon-steel vacuum tank & Masport HX-L20WV pump package. (Stock# 7347V) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

2004 Freightliner M2-106 with a Presvac 1,500-gallon carbon-steel vacuum tank and Masport HXL400WV pump. (Stock# 4468C) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

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cguffey@martinseptic.com P04

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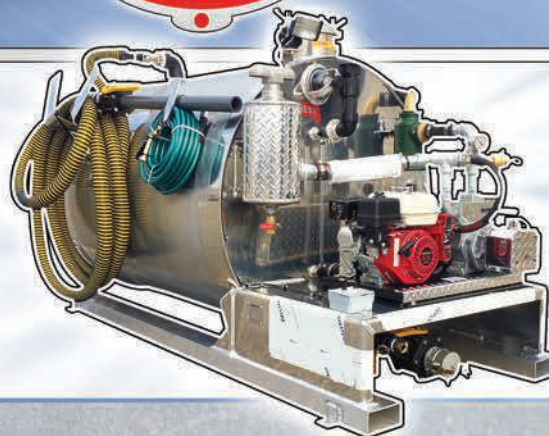
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