

2020 **WWETT** SHOW ISSUE

DEDICATED TO THE LIQUID WASTE INDUSTRY

Pumper

February 2020 pumper.com

SEEING RED

The 2019 Classy Truck is a balance of beauty and functionality for Nathan Hill and Tim Schulteis **SEE PAGE 20**



WORK WITH A PURPOSE

Chris Lanoue of ADC Septic is called to be a servant to those struggling with cancer

SEE PAGE 28

A FRESH PERSPECTIVE

The technology and enthusiasm of a new generation breathes new life into Team Kuras

SEE PAGE 52



WWETT SHOW
BOOTH 3117

Core Values Continue to Push Evolution Over Time

Founded in 1958 by Al Hilde, Jr. Satellite evolved from a simple notion of providing human dignity. He firmly believed that portable toilet services would be an essential and decent service for many. Later that year, Al Hilde built the first wooden prototype toilet. Shortly thereafter Hilde designed a service truck equipped with a vacuum pump and waste tank, and then went on to develop a deodorizer formula to ensure pleasing conditions inside the toilets.

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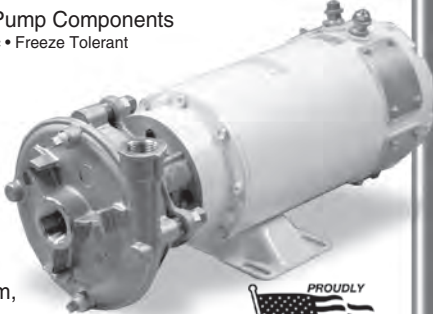
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New Tires and Aluminum Rims
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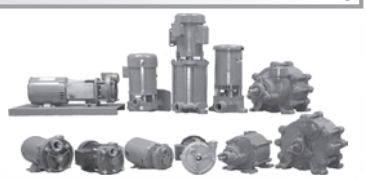
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20 Seeing Red

- Jim Kneiszel

After three tries in 15 years, the guys at Schulteis Pumping take home Classy Truck honors with their bright red workhouse Peterbilt rig.

ON THE COVER: There were many great contenders for the 2019 Classy Truck of the Year contest, but the winning rig is a 2018 Peterbilt from Imperial Industries carrying a 6,000-gallon aluminum tank and National Vacuum Equipment 4307 blower. (Photo by Michael McLoone)

10 Between the Lines: Making the Most of Your WWETT Show Experience

The key to a successful trade show visit is seeing innovative products, recognizing education opportunities and having a little fun.

- Jim Kneiszel

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After the death of his wife, Laura, Chris Lanoue feels compelled to use his wastewater industry talents to help needy neighbors and those struggling with cancer.

- Betty Dageforde

40 Building the Business: Why Your Employees Aren't Performing and What You Can Do About It

Train people on systems, processes and desired behaviors, and do it often. Good organizations teach forward as well as learn from their mistakes.

- Kate Zabriskie

46 Money Manager: 7 Reasons to Put Golden Handcuffs on Your Best Employees

Create a solid plan to encourage your top employees to stick around; but tread lightly when it comes to giving up equity in the company.

- Patrick Ungashick

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- Steve Lund

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- David Steinkraus

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- Jared Raney

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'Every job we do, even if it doesn't go as planned, we take it as a great learning opportunity. We always find the silver lining.'

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- Craig Mandli

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- SEPTIC SYSTEM ANSWER MAN:
Failed pressure distribution systems

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PN-58 Razor-Pak Vacuum Pump (230 CFM)
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2013 Hino 338

Hino (260 HP) Allison Auto, 177K Miles,
New 2500 Gal. U.S. Tank, New Jurop PN-84
Razor-Pak Vacuum Pump (317 CFM)
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2012 International 4300

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

Making the Most of Your WWETT Show Experience

The key to a successful trade show visit is seeing innovative products, recognizing education opportunities and having a little fun **By Jim Kneiszel, Editor**

I've attended the Water & Wastewater Equipment, Treatment & Transport Show (previously the Pumper & Cleaner Environmental Expo) each February for the past 15 years, and the feeling I had was the same every time I picked up an event program for the first time: sheer panic! Well, that may be a little dramatic, but paging through the book at first can be an overwhelming experience.

After all, we only have a few days to take advantage of time at the biggest trade show in the wastewater industry. This year the WWETT Show runs Feb. 17-20 for education seminars and Feb. 18-20 for the marketplace. It all takes place in Indianapolis, at the Indiana Convention Center and Lucas Oil Stadium, and for the complete itinerary, go to www.wwettshow.com.

How do you use your time in Indianapolis wisely? What are the "can't miss" events and opportunities, and what can you take a pass on? Clearly, there's no way to visit the approximate 600 exhibitors and take in enough of the 100 education seminars. You need to plan for a meaningful experience and to get the most from your visit.

It goes without saying that you and your crew are going to want to check in with your trusted vendors on the show floor. Mapping your equipment supplier booth locations is certainly a crucial first step. Then there are the other exhibitors you want to chat with to look at new products or technologies to help your business. And you have to account for the "wander" time when you have unexpected lengthy discussions with exhibitors you've never met before. That's part of the intrinsic value of the trade show.

Between these important exhibitor interactions, you will find many other opportunities for enrichment at the WWETT Show. You have to wade through that big book yourself, but I'm happy to get you started by suggesting some other ways you can extract value from your time in Indy:

Secure certifications critical to your success

- NAWT One-Day Inspector Certification Course (9:30 a.m.-5:30 p.m., Feb. 17)

Dave Gustafson, P.E., extension educator from the University of Minnesota and a WWETT Show regular presenter, will cover the National Association of Wastewater Technicians inspection training and protocol. The goal is for pumpers and maintainers to manage onsite systems for long-term sustainability and provide solutions to wastewater problems. Among the topics to be covered are defining a system failure, inspection protocols for time of sale, title transfer or use permit programs, and inspection of sewage tanks, pump systems, advanced treatment units and media filters. Participants take an exam and receive a NAWT certification of completion.

- NOWRA One-Day Installer Class (9:30 a.m.-5:30 p.m., Feb. 17)

Randy Miles, emeritus faculty of the soil science program at the University of Missouri, and Tom Fritts, vice president of Residential Sewage Treatment, Grandview, Missouri, will share best practice standards for onsite system installation with a national focus. The goal is to move the industry toward uniform installation practices and raising industry professionalism. The training will cover standardized construction techniques, communication between professionals and customers using standardized terms, and a benchmark for competent onsite technicians.

- OSHA Confined-Space Entry and Air Monitoring Overview and Refresher (8 a.m., Feb. 19)

Chris Cira, president, and Les Hendershot, safety officer, from MTech in Cleveland review many regulations governing confined-space entry from the Occupational Safety and Health Administration. The session is aimed at providing "real life" guidance for contractors over complex issues and a critically important safety concern they deal with regularly. The pair will cover recognizing permit-required confined spaces, how to comply with OSHA regulation 1901.146, and understanding alternative procedures and methods to eliminate risks and permit requirements.

In the classroom — three business seminars you may not have considered:

- Getting Comfortable Being Uncomfortable: Developing a Prosperity Plan (10:30 a.m., Feb. 18)

Andrea Booker, owner and operator of Crossroads Portables in Belding, Michigan, explains the differences between a business plan and a prosperity plan and uses a presentation and workbook to help contractors plan for a prosperous future. Among topics covered will be honestly assessing the current state of your business, determining your company's reputation in the community and marketplace, hands-on vision board creation, and how to set goals, stay on track and take corrective actions when necessary.

- Increasing Service Profitability by Using These Four Steps (2:30 p.m., Feb. 19)

Michael and Kelcey Thompson, president and vice president of Applied Management Group in Pleasant Prairie, Wisconsin, focus on generating more revenue from contractors' service departments. Topics to be covered include developing a profitable flat-rate pricing program, setting benchmarks for pricing and costs, setting profitable retail labor rates and creating a memorable customer experience.

- Build a Business You Love: Don't Make Your Job Harder Than It Needs to Be (8 a.m., Feb. 19)

Carter Harkins and Taylor Hill, hosts at Closing Commander in Nashville, Tennessee, share their wisdom about how contractors can build a business they love and that provides everything they need in life. They will pass along lessons on topics including developing clear core values; attracting, hiring and keeping the right people; and adopting the best leadership principles to win at business.

Are system inspections in your future?

A Wastewater Education 501c3 Onsite Wastewater Inspection track includes these sessions (8 a.m. to 2 p.m., Feb. 19):

- Legality, Liability, Professional Ethics and Common Sense Best Practices — A system inspection can be triggered by several events. Why and who has requested the inspection has a direct bearing on who gets the final report. Learn the who, what, where and when of inspections and legal lessons to avoid a costly mistake.

- Step-by-Step Guide to Locating and Recording the Condition of Treatment Field and Treatment Components — A detailed look at the techniques and safety issues involved with inspecting treatment fields and components utilizing video and virtual reality, focusing on difficult sites and difficult situations, cold-weather inspections, clay soils, and overgrown and damaged sites.

- Step-by-Step Guide to Locating and Recording the Condition of All System Components — How do you conduct an inspection in winter? What if the property has sat unoccupied for an extended period? What if there's been a fire or flood? What if there has been illegal activity on the site? Attendees follow an actual inspection from start to finish.

Test your excavator skills against the best the industry has to offer

The national Roe-D-Hoe competition has become a staple at the WWETT Show. The event, held in Lucas Oil Stadium, home of the Indianapolis Colts, has to be a WWETT Show highlight for spectators and participants. Bring a \$5 bill and you can get behind the controls of a machine and compete for the championship belt. The event is put on by the National Onsite Wastewater Recycling Association, or NOWRA, and sponsored by SALCOR.

Entrants, including winners of state Roe-D-Hoe competitions, are timed in several exercises. Preliminaries will be held on Feb. 18 and 19 with finalists going head-to-head on the afternoon of Feb. 19. Top finishers win \$1,000 in cash and Roe-D-Hoe belt buckles. Just to recap the 2019 competition, the top finishers were (first place) John Moore of A&J Services, Zanesville, Ohio; Paul

Willis of White Wolf Trucking and Excavating, Washington, Massachusetts; and Albert Breech of Breech's Septic & Excavating, Lucasville, Ohio.

The NAWT Shootout: How much do you know about pretrip inspections?

During the WWETT Show Live events, septic service technicians can compete to see who can find the most problems during a mock pretrip inspection of a vacuum truck. Participants will list defects or issues they find with a truck set up for the contest. The contestant who identifies the

most problems will win prizes. If there is a tie, the winner will be chosen in a drawing.

ENJOY THE SHOW

The key to having a successful show is to learn all you can about the wastewater industry and to have fun. I've met enough pumpers over the years to know they have the second part of that equation down cold. They know how to have a good time. Hopefully I've been able to make a suggestion or two that will help enhance your education and build your business. ■




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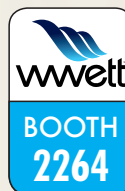
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RELIABLE TRUCKS

revenue generators

There's no doubt which machines are the MVRGs — most valuable revenue generators — at C & W Hanover Septic in Mechanicsville, Virginia. It's the three International vacuum trucks, built out by Imperial Industries on 2018, 2019 and 2020 chassis. Read about company owner Billy Shaw's favorite features in this online exclusive article.

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THIRD-GENERATION PUMPER

keeping it in the family

Like father, like son. So far, that's been the operating principle for decades at C.L.

Boswell Jr. Septic. That method has worked for 56 years for the Mechanicsville, Maryland, company. Co-owner Michael Boswell remembers riding around in the service trucks with his dad, and now his own 7-year-old rides along with him. pumper.com/featured



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WWETT SHOW

bettering the business

For Doug Wilton, owner of Wilton Sanitation in Flesherston, Ontario, the decision to attend the Water & Wastewater Equipment, Treatment & Transport (WWETT) Show is a slam dunk. He's traveled to network at the trade show for 25 of the last 30 years and always leaves with information about a new product that will benefit the business.

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SEPTIC SYSTEM INSPECTIONS

perfecting the process

Maznek Septic Service of Bedford, New Hampshire, does a brisk business in septic system evaluations for home sales. Both owner Larry Maznek and team member Trace Uhlinger are state-licensed evaluators, and they do a thorough job assessing septic system condition thanks to three key pieces of inspection equipment.

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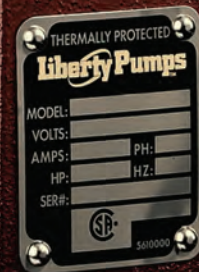
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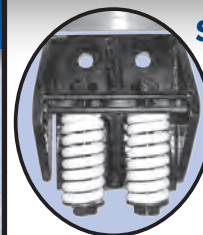
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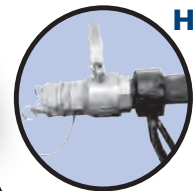
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Seeing Red

After three tries in 15 years, the guys at Schulteis Pumping take home Classy Truck honors with their bright red workhouse Peterbilt rig **By Jim Kneiszel**

Big, red and shiny. That's how you can describe the entire fleet of service trucks at Schulteis Pumping in Slinger, Wisconsin.

Owners and cousins Nathan Hill and Tim Schulteis favor big tanks to handle loads from large holding tanks. They've kept to ordering attention-grabbing red rigs since their fathers switched from a brown color scheme in the early 1990s. And shiny? Well, tanks have been polished stainless steel or aluminum for more than a decade, and the guys order up chrome accents like a Hollywood actress drapes herself in stunning jewelry to walk the red carpet.

At the same time, Hill and Schulteis keep the vinyl lettering simple. The name and the phone number are emblazoned in bold red text on the tanks, but there's no other fancy graphics on the tank or the cab to distract from the clean look.

Simple, but elegant is a winning strategy for the 54-year-old family pumping company — and one that landed the cousins 2019 Classy Truck of the Year honors. Their 2018 Peterbilt 367 with a 6,000-gallon aluminum tank and National Vacuum Equipment 4307 560 cfm blower from Imperial Industries was chosen from a field of 18 great-looking trucks by a reader tally and a *Pumper* expert panel. The truck — first published in the April 2019 issue — was the third monthly Classy Truck entry posted by the company in 15 years.

When Hill was notified about the Classy Truck win, he was surprised because he was impressed by so many of the trucks that appeared throughout the year. He rattled off the company names of several of the trucks he felt were worthy of the distinction, noting that others also had great working features and beautiful paint and graphics.

But the Schulteis "keep it simple" appearance and practical specs of the Peterbilt won the day.

PURPOSE BUILT

Hill, 41, doesn't know why his stepfather and uncle, Jim and Ron Schulteis, switched from brown to red for the service fleet color almost 30 years ago, but it's clearly made the trucks more noticeable running down the roads in the suburban and rural areas north of Milwaukee. He does know, however, why the company switched to stainless and then aluminum tanks in the early 2000s.

"For us, it was the corrosion factor. Steel rusts so bad," he explains. Salt is laid down generously during Wisconsin winters, and that eats away at the tanks and trucks. There is no such issue with aluminum or the 16-year-old stainless tank on Hill's personal rig, which shows no signs of significant wear.

(continued)

Cousins Nathan Hill, left, and Tim Schulteis, owners of Schulteis Pumping, are shown with their 2018 Peterbilt 367 built out by Imperial Industries. Hill and his brother, Justin "Gus" spent nearly 100 hours cleaning and detailing the rig for this Classy Truck photo shoot. *(Photos by Michael McLoone)*



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2015 PETE 367 VAC TRUCK
CUMMINS ISX15 @ 550 HP, 18 SPEED, 20/46 ON HAULMAX, 4,700 GALLON CURRY TANK, NVE PUMP



CHASSIS PRICING AVAILABLE

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2015 MACK GU713 VAC TRUCK
MACK MP8 @ 455 HP, 10 SPEED, CAMELBACK SUSPENSION, J&J TANK, FRUITLAND PUMP



CHASSIS PRICING AVAILABLE

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2016 PETE 367 VAC TRUCK
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A question Hill had about aluminum tanks has proven to be unfounded. “We were concerned they would be too light around here in the winter. Would we have enough traction to make it around the lakes in the Kettle Moraine area? It hasn’t been an issue at all for us.”

The big tank on the winning truck was also a practical choice. The company runs another Peterbilt and two Mack Granite trucks that carry large tanks, and the guys have moved toward heavy-duty blower pumps so they can service more and larger tanks between dumping runs, Hill explains.

The Classy Truck winner is mainly used to pump residential (2,000 to 6,000 gallons) and commercial (5,000 to 30,000 gallons) holding tanks, so the big tanks and quad wheels make for longer runs while the powerful blowers keep the service stops shorter. And the truck isn’t weighed down with hoses either, as local codes require holding tank access to be within 25 feet of the driveway. The truck carries 165 feet of hose for situations where customers are worried about the truck damaging the driveway.

“I’d rather string out extra hose than pay for someone’s driveway,” Hill says.



IT'S IN THE DETAILS

The Peterbilt was spec'd from Imperial Industries with many subtle conveniences that make it a pleasure to work on for regular driver Pete Wolf, who puts on about 35,000 miles a year, 80,000 total to date. Hill has grown to appreciate Garnet SeeLevel gauges for pinpoint accuracy measuring wastewater loads. After working with blowers for a while, he sees a trend continuing away from vane pumps. He says Lincoln automatic greasers save maintenance time and extend the life of their trucks.

Hose tray dividers to keep tools organized and clean as well as hose tray railings to contain the hose are great features he would recommend to other pumpers. And he loves the Alcoa Dura-Bright aluminum wheels, which he says are easy to maintain and don't require constant polishing. Bright accents include dual chrome stacks, bullet-style rooftop LED lights, visor, air horn, bumper, grille, fuel tank, blower cabinet and toolbox.

In harsh Wisconsin winters, it's important to be able to keep service trucks indoors, Hill notes.

“With the salt on the roads, we try to wash them — not on a daily or even weekly schedule — but we try to wash them on Fridays before we leave, or I'll come in Saturday and clean them; maybe not a full detailing, but to get the salt and ugly road grime off,” he says.

Hill and his brother Justin “Gus” perform the detailing. They turn to rouge bars and polishing supplies from Renegade Products USA. They buy detailing products either direct from Renegade or two favorite Wisconsin shops, Evans Detailing in Chilton or the Big Rig Chrome Shop in Oshkosh.

“When we buy the tanks from Imperial Industries, I polish them before we get them lettered. It seems to make the shine last longer,” he says.

TRUCKING TRENDS

While the winning truck employs a manual Fuller 8LL transmission (Eaton Vehicle Group) tied to a 485 hp Cummins engine, Hill proclaims the company has bought its last manual transmission. While he notes that some old-school pumpers will scoff at the move, Schulteis will only buy automatic transmissions in the future for their convenience.

“That’s the only way we’ll go from here on out. There are so many things to train a new driver on. This makes their job less stressful,” Hill says. Auto transmissions sometimes get a bad rap because the early versions had issues, Hill says. “Now they’re so smooth you don’t even notice it. Allison automatic transmissions have been very good transmissions for the (septic service) application.”

Schulteis gets dealer service when necessary from the JX Peterbilt location in Pewaukee, about 30 miles from the shop. Other maintenance not done in-house is with a truck shop down the road. But there has been no major or minor work necessary on the 2018.

“Peterbilt puts together a pretty good product. I think all of the brands have stepped it up and gotten better,” Hill says.

The same goes for truck builders serving the pumping industry, Hill says. Schulteis turned to Imperial Industries when their previous builder retired about a decade ago.

“If you have a question, they have an answer. They’ve always put out a very good product, and you couldn’t find a friendlier group of people,” Hill says. “That’s probably true with all the manufacturers. I would say there are a lot of talented people in the industry and a lot of talented vendors throughout the industry as well who are putting out very good products to help everybody be successful.”

“ I would say there are a lot of talented people in the industry and a lot of talented vendors throughout the industry as well who are putting out very good products to help everybody be successful.”

Nathan Hill

GOOD LOOKS PAY OFF

The simple vinyl graphics on the winning truck, produced by Jason Lisko, make it seem like Schulteis is swimming against the stream. Many new trucks are adorned with flashier images with clean-water or environmental themes, but Hill says he doesn't think that's an effective approach for his company.

“There’s not anything wrong with what other guys do; theirs are nice, beautiful trucks as well. But I like things simpler. It’s always just been our name and phone number. You know what the truck is doing,” Hill says. “We used to put our website on

there, but with the way the internet works now, I’m not sure how many people visit our website. They just type in our name and Google throws out the number.”

Hill also doesn't like to put any graphics on the truck cab, preferring to leave the classic lines of the Peterbilt rig to show through. And people get the message, he says.

“Your job is cleaning tanks. If you’ve got a clean truck, people make the next leap to, ‘Oh, those guys keep their truck clean. ... They take pride in their equipment.’ I hear from a lot of people that they definitely notice our trucks on the road,” Hill says.

Hill appreciates the winning Peterbilt truck, but he doesn't get to enjoy driving it much. Ironically, the owners at Schulteis drive the two oldest trucks. But they like it that way, he says. Hill's 2005 truck is like an old friend, and one he hopes to drive for another 10 years after a recent tank refresh and an engine rebuild planned for this year. But he sure notices the comfort upgrades when he gets behind the wheel of the winning truck.

“I tease Pete all the time that I don't know what I was thinking letting him have this truck,” Hill says. He notices how smoothly it rolls down the road without the usual rattles he hears with the older truck. “But I have a hard time getting out of mine.” ■

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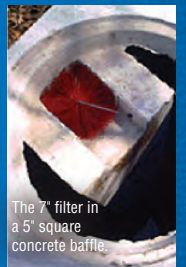
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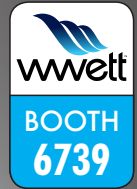
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Overcoming tragedy, Massachusetts pumper Chris Lanoue relies on friends and family to keep his business humming along. He is shown with a 2019 Peterbilt 348 with a 3,600-gallon FlowMark tank and National Vacuum Equipment pump. (Photos by Paul S. Robinson)

WORK WITH A PURPOSE

After the death of his wife, Laura, Chris Lanoue feels compelled to use his wastewater industry talents to help needy neighbors and those struggling with cancer By Betty Dageforde

Chris Lanoue in Blackstone, Massachusetts, is an upbeat, positive guy, enthusiastic about America, dedicated to helping others and determined to do the best job possible raising his two children, Ava and Tess — all despite having lost his wife in 2014 to cancer. Laura's diagnosis came in 2010 so the couple had a few years to prepare, and that's what led Lanoue to a career in the septic industry.

At the time, he was a director of engineering with the Massachusetts Department of Correction and looking at retiring in 2015 with a full pension after putting in 20 years. Meanwhile, he'd also gotten his foot in the door of the septic industry, working part time for his father-in-law, Edward Marchand.

When Marchand died in 2003, Lanoue kept up the business to some extent, but limited the work to inspections. But with Laura's diagnosis, he started thinking of it as a good business to be in after his retirement from the state. It would enable him to work from home, have a flexible schedule and be more hands on with his family.

(continued)

ADC Septic Blackstone, Massachusetts

OWNER: Chris Lanoue

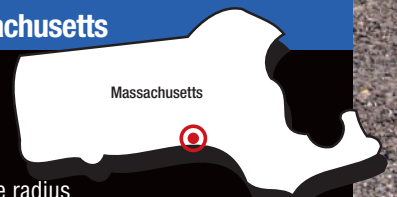
FOUNDED: 2011

EMPLOYEES: 7

SERVICE AREA: 20-mile radius

SERVICES: Septic pumping, installations and inspections; sewer line and waterline repairs; portable sanitation

WEBSITE: www.adcseptic.com





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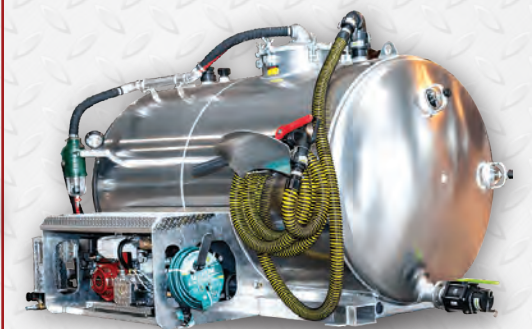
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In 2011 he got his installer's license, bought a vacuum truck and purchased five portable restrooms. Over the next few years, he continued to expand and add services, so by the time he left his state job, ADC Septic was a full-blown, one-stop-shop septic company.

EXPANSION PLAN

Today Lanoue has a staff who are mostly friends or former colleagues — Yvette Holbrook, secretary; Jeff Holbrook Sr., foreman and excavation lead; Jeffrey Holbrook Jr., laborer; Nick Theroux, portable restroom technician; Christine Remillard, septic technician; and Arthur Goulet, part-time heavy equipment operator. Ava, 16, does secretarial work part time and is looking at becoming more involved in the business.

"College is three years away, and she's looking at civil engineering to design septic systems," Lanoue says. "Tess is still a young 13-year-old and just likes to go for joyrides with dad in the truck." After their daily morning briefing, the team stays in constant touch with each other through group text messaging. They manage their client database with Summit software from Ritam Technologies. Half the staff takes the very slow winter season off to enjoy traveling and winter sports.

For a number of years, Lanoue operated the business out of a 20-by-60-foot building on his 6-acre property, but by 2018 they had outgrown the space. "So, we expanded," he says. "We built a new barn, adding on to our existing building with a 40-by-60 addition to house the trucks for winter pumping and for use as a shop."

The office is located in a converted garage bay in Lanoue's house. "We put a pedestrian door on the outside, we've got signs up for office parking and we did a nice tongue-and-groove pine country theme with granite countertops. It actually came out really beautiful." People drop by every day, he says, to pay bills, sign contracts, drop off blueprints.

Above: The ADC Septic crew includes (from left) Chris Lanoue, Arthur Goulet, Nick Theroux, Jeffrey Holbrook Jr., Yvette Holbrook, Jeff Holbrook Sr. and Christine Remillard.

Above, right: Lanoue shows up at a pumping appointment with a shovel in one hand and suction hose in the other. The truck is a Peterbilt 348 built out by FlowMark Vacuum Trucks with a National Vacuum Equipment pump.

Right: Lanoue and Yvette Holbrook, secretary, are shown in the ADC Septic office.



“ Anybody in my service areas, if they have a terminal illness, cancer, anything like that, if they meet our criteria of needing assistance — they need a ramp built, their roof's leaking, they need snowplowing — my nonprofit will send out a contractor to take care of it. ”

CHRIS LANOUE

COVERING THE BASES

Lanoue tells people they do anything and everything in the septic world.

Inspections: Massachusetts requires that septic systems be inspected by a licensed inspector when a property changes hands. Lanoue does about two a day. He uses a dedicated 20-foot enclosed 2006 Car Mate trailer outfitted with a RIDGID 200-foot mini-reel inspection camera, RIDGID Scout locator, RIDGID CS6x digital recording monitor, 2019 Bobcat E10 ultracompact excavator and numerous tools. Lanoue says having this setup saves time and labor — and, most important, his back.

(continued)

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Installations: The company performs about 40 installs a year, mostly precast concrete tanks matched to systems from Infiltrator Water Technologies and Presby Environmental, An Infiltrator Water Technologies Co. Equipment includes a 2003 Kenworth T800 dump truck with a 20-yard Beau-Roc dump body, 2017 Dodge 3500 1-ton dump truck with a Rugby dump body, 2006 Caterpillar 314 excavator, 1999 Caterpillar 311 excavator, Kubota mini-excavator, 1997 Caterpillar IT28B front-end loader, BWISE 2016 8-ton trailer, 20-ton Rogers Brothers trailer to tow the excavators and 2010 Caterpillar 257B tracked skid-steer. For septic rejuvenations, they use Septic Drainer, a product Lanoue is a distributor for.

Above: Jeff Holbrook Sr. transports a Bobcat E10 compact excavator through a residential yard.

Above, right: Jeffrey Holbrook Jr. uses a RIDGID mini-reel inspection camera during a septic inspection.

Right: Holbrook Jr. operates a Kubota excavator during a Presby Environmental, An Infiltrator Water Technologies Co., septic installation.



Always promoting

With all the emphasis these days on having a high-profile online presence with a sophisticated website and regular posts to social media, it might be easy to forget that visibility in the real world is at least as important in promoting a business. Chris Lanoue at ADC Septic does this several ways.

He mails notices to customers to remind them to have their tanks pumped. He sets up a 10-by-10 pop-up tent (with a huge photo of his new Peterbilt on the back wall) at appropriate events with information about the company and ADC Initiative. They also put out yard signs.

"If we're doing a pumping, I'll give the homeowner \$5 off to put a sign in their yard for a week," he says. "And at any of our excavation jobs, they always get the yard signs and that'll be there a couple weeks. That's been very successful."

And the trucks are moving billboards. "Our trucks are everywhere. They're all lettered so everybody sees us. We could be in other towns that aren't even close to ours and people are still waving at us." One of his guys was recently driving in Framingham, just south of Boston, and a guy pulled alongside and said, "ADC — you guys are everywhere. Keep up the good work."

Sewer and water service: A few years ago, the company added sewer line and waterline repair work after people started asking for it. They use their camera and mini-excavator, as well as a Diamond Products core drill with a 4.5-inch core bore bit and a Husqvarna 375K saw to cut roads.

Portable restrooms: The company has about 100 Five Peaks Glaciers (red, white and blue), six flushable Glacier IIs and four Five Peaks hand-wash stations. Service is done using a 2012 Ford F-550 with a Thieman Tailgates power liftgate, company-built 300-gallon waste and 200-gallon freshwater steel tank, and Conde (Westmoor) pump.

In 2019 Lanoue built out another truck, a 2002 Freightliner FL50. "I put a 9-foot aluminum bed on it," he says. "I bought a slide-in tank from KeeVac Industries — 300 gallons waste and 150 gallons freshwater, stainless steel, with a Conde pump — and mounted it to the truck. And then we added a foldable two-unit toilet hauler made by F.M. Mfg."

They use J&J Portable Sanitation Products and Surco Portable Sanitation Products deodorizers. Disposal is at the local wastewater treatment plant. Units are used for construction projects, backyard parties, parades and three or four annual events including the popular Mud Jam, a mud-bogging event at a local farm.

(continued)



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THE PRIDE OF THE FLEET

Septic pumping is done with two vacuum trucks. The 1998 Volvo has a 3,300-gallon Andert steel tank and Fruitland 500 pump. The second truck is a custom-built 2019 Peterbilt 348 with a 3,600-gallon FlowMark Vacuum Trucks steel tank and National Vacuum Equipment Challenger 866 pump. But it's much more than just a vacuum truck. To Lanoue, it represents everything the company is about, his family's history, and the culmination of an idea that began to form after Laura's passing, involving the creation of a nonprofit.

"I built this truck specifically for a cancer remembrance truck for her," he says. "It took almost seven months." Features include GPS, backup cameras, Bluetooth, air-ride suspension and seats, automatic transmission, Rear View Safety touch-screen monitor, and a 100-gallon tank from AlumiTank for the Advance Pump & Equipment high-pressure jetter. While all his trucks have his daughters' names on the hood, this one has Laura's name and dates. "And on the tank itself it says, 'I wear blue for the cure.'"

The process began in 2017 when Lanoue talked with Andy Nelson, the president of FlowMark. Nelson was intrigued with his story, and the two stayed in touch and worked out all the specs. At the 2018 Water & Wastewater Equipment, Treatment & Transport (WWETT) Show, they went over the final plans and met the Peterbilt dealer. One final decision was needed.

"We wanted a colon cancer blue color," Lanoue says. "But when you Google that, a bunch of different colors come up. I walked around the show and came around a corner and Imperial Industries had a Hino truck there with a beautiful cobalt blue paint. I was like, 'Oh my God, that's it.'"

A percentage of the proceeds from every job performed with the truck goes to a nonprofit organization he created in February 2019 in his wife's honor, the ADC Initiative. In fact, a small percentage of revenue from every job the company does goes to the effort and all customers receive a small tax break because of it. Funds are used to help community members.

"Anybody in my service areas, if they have a terminal illness, cancer, anything like that, if they meet our criteria of needing assistance — they need a ramp built, their roof's leaking, they need snowplowing — my nonprofit will send out a contractor to take care of it. We have a list of contractors called Laura's Angels. That's why I built that truck."

COMMITMENT TO THE COMMUNITY

The ADC Initiative is not the only way the company gives to the community. Lanoue says they donate a lot, whether it's providing portable restrooms or pumping septic tanks.

"If people are ill and can't afford to have their septic tank pumped, I'll pump it for free. Or if we have failing systems but the people are in a bind, we'll do whatever we can to help them." One solution he offers some customers in need of a tank replacement or repair before selling their home is fronting the costs until the house is sold.

In the winter, the company offers snowplowing. "We post on the social media for the local towns: 'If any elderly or ill people need to have their driveways plowed or shoveled, give us a call.'"

Lanoue provides a couple of other unusual services for his town of

“That’s the only reason I do it: to help people. I do this for my guys to have jobs and to have fun. I started the business with Laura, and this is what keeps us motivated.”

CHRIS LANOUE

9,000, although not necessarily for free. A few years ago, he became a minister for the purpose of performing weddings after friends asked him to marry them. And in 2010 he became the town's gravedigger when his mother passed away and the priest asked him to dig the grave because he had the equipment. He continues to provide that service. "That's where my wife is buried — and my mother, my grandmother, my father-in-law. So, it gives me a reason to go back there. It's kind of like a second home."

GROWING PAINS

ADC Septic continues in growth mode. In addition to expanding the barn, building two vacuum trucks and buying flushable portable restrooms, Lanoue purchased the phone number of a now defunct septic company. They're also expanding into Rhode Island, just a few miles away. Lanoue paid for Remillard to become a certified septic inspector there, and he's planning on doing the same. The workload is increasing but Lanoue hopes to keep the staff count steady for a while. He continues to tap friends and former colleagues for extra help when needed.

"We've grown a lot, and along with growing, it costs a lot of money and gets very stressful," he says. "This year is growing pains." But providing services and helping the community is what the business is all about, he says.

"That's what it comes down to. That's the only reason I do it: to help people. I do this for my guys to have jobs and to have fun," he says. "I started the business with Laura, and this is what keeps us motivated." ■

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Why Your Employees Aren't Performing and What You Can Do About It

Train people on systems, processes and desired behaviors, and do it often.

Good organizations teach forward as well as learn from their mistakes. **By Kate Zabriskie**

I can't believe we spent a huge amount on customer-service training, and our staff still doesn't consistently give great service. What a waste!

We sent out a memo explaining the summer dress code. I thought it was pretty clear, but the intern showed up dressed for a night at the club. In addition to having bad fashion sense, she seems to have problems with reading comprehension.

He does the minimum, and that's it. Why he doesn't take more pride in his work and our business, I'll never know. It's extremely difficult to have him on my team. The guy's a real energy drain.

Sound familiar? Probably. At any given moment, there are legions of employees busy “working” but not doing the work their employers expect them to do or, worse yet, doing their work in ways that hurt morale, productivity and the bottom line.

Perhaps a few of those frustrating employees have a professional death wish — but most don't. In all likelihood, they are as frustrated by their performance as you are. The onus is on you, their manager, to identify and implement the fix.

For starters, you must come to terms with the five core reasons some members of your team aren't performing to your standard.

Reason One: They can't.

If you expect people to do something they can't do, don't be surprised when they fail. For example, if the receptionist is supposed to greet guests, answer the phone, order office supplies, clean the kitchen and cure infectious diseases all alone, is there any wonder he can't get it done?

The Fix: Take a hard look at what you ask team members to do. If some of them are not meeting your expectations, be sure those expectations are realistic and reasonable. Truth to tell, assigning tasks to people who, for whatever reason, can't complete them to your standard means you've brought your situation upon yourself. Quit beating yourself up; change the person you task or change the tasks.

Reason Two: They don't know how.

All too often people are thrown into a job with little or no training. They learn on the job, bring what they knew from their last job, or teach themselves if you are lucky. In other words, they wing it — and most of the time it shows. If you are holding people accountable for performing tasks for which they've had no training, you're going to frustrate the employees and hurt morale. It's as simple as that.

Employees should know where they stand within an organization. A failure to tell people whose sustained job performance is unsatisfactory is cruel, and a failure to document the meeting is derelict.

The Fix: Train people on systems, processes and desired behaviors, and do it often. Good organizations teach forward as well as learn from their mistakes. Spend some time thinking about what needs to be completed in a certain way. For example, if everyone is supposed to answer the phone and say, “Good morning, ABC Pumping and Portable Sanitation, this is _____. How may I help you?” Then you'd better tell them — script them if necessary — show them how to do it with a smile, and do it yourself when you answer the phone.

Reason Three: They don't know they are not doing it.

People are not telepathic. When you fail to make clear your expectations in terms of both quality and quantity of work, and when you fail either to correct substandard performance or praise good performance, you have no cause to complain. Setting clear expectations and providing regular feedback matters.

The Fix: If an employee's unsatisfactory performance is chronic in spite of training, managerial direction and on-the-spot correction or praise, it is time to schedule a one-on-one meeting to review goals and expectations. Employees should know where they stand within an organization. A failure to tell people whose sustained job performance is unsatisfactory is cruel, and a failure to document the meeting is derelict. Your direct reports and your organization deserve better.

Reason Four: They don't think it's important.

Sometimes people know the rules and they ignore them because they don't think the rules are that essential. How could someone reach that conclusion? It's easier than you think. If managers don't model desired behaviors, reward people for demonstrating those actions and coach their team members to preclude deficiencies, they're sending the wrong messages. Park in a spot reserved for visitors a couple of times. How long do you think it will take until others who work for you start doing the same thing?

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The Fix: Walk the talk. It's as simple as that. Hold yourself accountable first and foremost. Next recognize and reward what you want to see and address any shortcomings on the spot. Of course, this doesn't mean becoming a patronizing zealot and thanking people for doing things they should be doing such as wearing clothing to work. Rather, it means having standards and sticking to them. If you've talked to the intern about observing the dress code and the next day she shows up looking terrific, acknowledge her effort.

Reason Five: They don't want to.

On rare occasions you may encounter someone who is capable, trained and operating in a learning environment but who still fails to meet expectations despite repeated coaching and counseling.

The Fix: Document, document, document and keep that poison apple away from the others in the barrel. There are times when people are simply not a good fit for a job, and you need to either move them somewhere else in the organization or out of the organization altogether. Be kind, firm and quick to act. The better your documentation, the easier the process will proceed.

Nobody ever said managing people was easy. It's not. It requires time, thoughtful planning, hard work and moral courage; in short, it requires leadership. That said, the payoffs can be huge for the employee, the rest of the crew and you. ■

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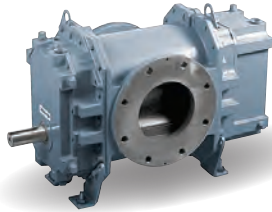


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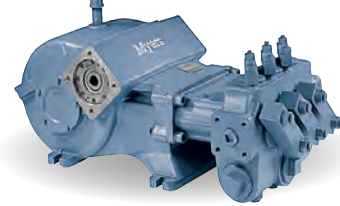


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6 Spd Allison Trans.,
**1000 Gal. Stainless Steel
Flat Tank,**
700 Waste/300 Water,
Masport HXL4V Vacuum Pump



USED



'11 Freightliner Coronado
Detroit DD15, 475 HP,
18 Spd Trans., Air-Ride Susp.,
253,165 Miles, Full Lockers
4700 Gal. Steel Tank, NVE 866 Pump



'12 Kenworth T800
Cummins ISX, 450 HP,
Eaton-Fuller Trans., Spring Susp.,
244,652 Miles, 4200 Gal. Tank,
Fruitland Pump, Full Lockers



'00 Sterling LT7501
Cat 3126, 275 HP, 8LL Trans.,
Spring Susp., 281,244 Miles,
3600 Gal. Steel Tank,
Heated Valves, Full Lockers



'07 Int'l 8600
Cummins ISM, 410 HP, Fuller Trans.,
Air Ride Susp., 351,651 Miles,
'16 Model Year 3600 Gal. Steel Tank,
Jurup Pump, Heated Valves



'05 Sterling Acterra
Cat C7, 7 Spd Trans.,
33,000 GWR, 342,919 Miles,
2300 Gal. Tank with Jetter



'02 Sterling L7500
Cat C7, Spring Susp.,
Spicer 7 Spd. Trans., 208,867 Miles,
2500 Gal. Steel Tank



'13 Peterbilt 367
Cummins ISX, 450 HP, Air Ride Susp.,
Eaton-Fuller Trans., 226,932 Miles,
4250 Gal. Imperial Tank, Jurup LC420
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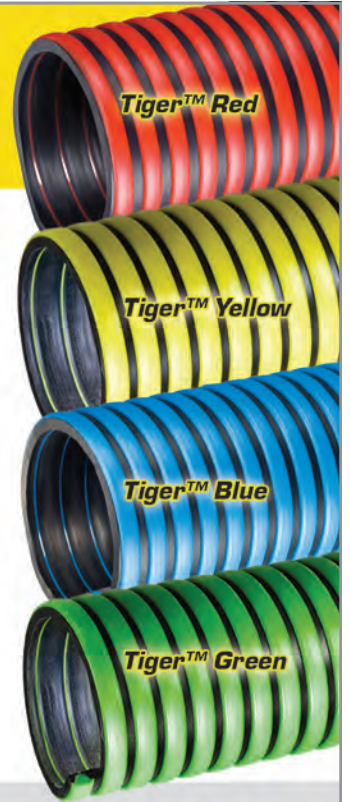
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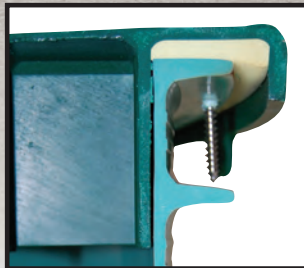
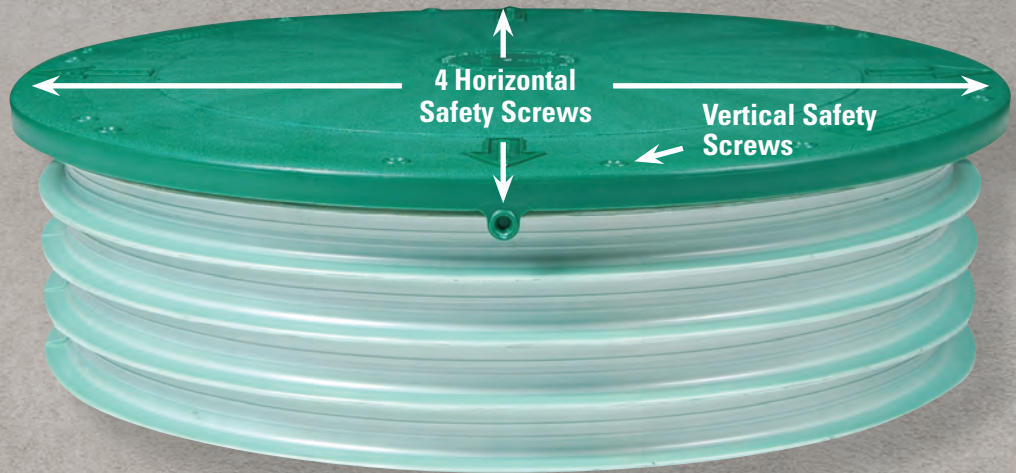


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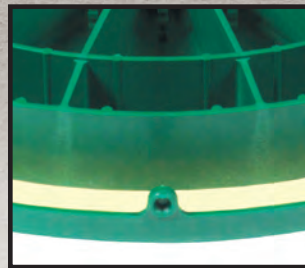
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Patrick Ungashick is the CEO of NAVIX Consultants and the author of *A Tale of Two Owners: Achieving Exit Success Between Business Co-Owners*. For more information, visit www.navixconsultants.com.

7 Reasons to Put Golden Handcuffs on Your Best Employees

Create a solid plan to encourage your top employees to stick around; but tread lightly when it comes to giving up equity in the company **By Patrick Ungashick**

High-performing employees are often the most valuable assets in a company. Customers, products, technology, inventory and many other assets come and go. A company that cannot hold on to its best employees, however, likely cannot grow.

Yet few companies take any formal steps to minimize the risk of losing top employees. Sure, you pay your best employees well and presumably have a great culture and work environment. But your competitors can offer the same incentives. To truly hold on to your best people, consider tying them to your company with golden handcuffs.

“Golden handcuffs” is a generic term describing a wide range of programs that share one core purpose: to incentivize top employees to stay with your company for the long term. There are many types of programs: incentive compensation plans, stock options, phantom stock, stock appreciation rights, synthetic equity programs, share bonus plans and more.

Making things even more confusing, each of these types of programs has variations in its design and operation. This complexity makes it difficult to approach these programs and select a plan design that best fits the situation. However, learning about golden handcuffs programs is worth the effort. They offer a unique combination of advantages and benefits that can help your company reduce risk, propel growth and maximize value at exit.

Companies that design and implement effective golden handcuff plans can accomplish the following seven important outcomes:

1. Reduce the risk of top employees leaving prematurely or unexpectedly. Golden handcuff plans offer a future compensation payout that’s partially or completely forfeited if the employee terminates employment prior to an agreed-upon date (such as retirement age) or an event (such as the sale of the company). To create the desired impact, the potential compensation amount must be significant — typically several times the employee’s current annual income or more.

2. Incent top employees to help create long-term, sustained company growth. The potential for a future compensation payout orients the employee toward achieving the company’s business goals, especially if the payout amount is tied to long-term company growth.

3. Create incentives for top job candidates to join your company. A golden handcuffs program offered to a desired recruit — in addition to competitive pay and compelling career opportunities — can be the tipping point that convinces an important hire to join your business.

4. Protect the company against the risk of losing customers, other employees or trade secrets should an employee who has those relation-

ships and information leave. Golden handcuff plans should include a legal agreement that commonly includes provisions such as noncompete, nonsolicitation and nondisclosure language wherever possible.

5. Provide a way for business owners to create alignment with nonowner top employees around creating business value prior to exit. Many business owners are understandably concerned about discussing their future exit plans with their top employees who don’t have an equity stake in the company. In those situations, the owner’s future exit is a potential wealth-building event for him or her, but it presents career uncertainty and risk to the nonowner employee. Golden handcuff plans build a bridge between owner and nonowner top employees by including those employees in a wealth creation opportunity at exit and providing for their career stability.

6. Enhance business value at company exit, particularly upon the sale of the business. Your future business buyer will often see greater value in your company if a golden handcuffs plan has been effectively implemented, particularly when the plan includes “stay bonuses” that incentivize top employees to stay with the company after a sale, typically for one to two years.

7. Thank top employees for their service with the company. Most business owners want to thank high-performing employees after they have given years of effective service to the organization. While golden handcuffs plans are primarily intended to incentivize and reward top employees, they can perform double duty by providing lucrative compensation awards in the future to the very same people you likely will want to acknowledge.

Many business owners and advisors assume a golden handcuffs plan requires sharing actual ownership interest with the employees who will be included in the plan. This is not always true. Some programs such as stock option plans include the potential for actual ownership sharing. Other plan types such as phantom stock or executive bonus plans involve compensation and do not share actual equity. Sharing ownership with employees presents significant risks and downsides. Whenever possible, consider a golden handcuffs plan that pays out compensation to the employee rather than shares actual company equity.

Business owners and leaders need effective tools to motivate top employees, retain them for the long term and drive company growth. Few tools have the potential to address all of these needs simultaneously like a well-designed golden handcuffs program. A little research here can go a long way to securing a bright future for your employees and your company. ■

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Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	RTX 85
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RTX 100	Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP
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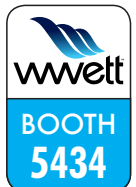
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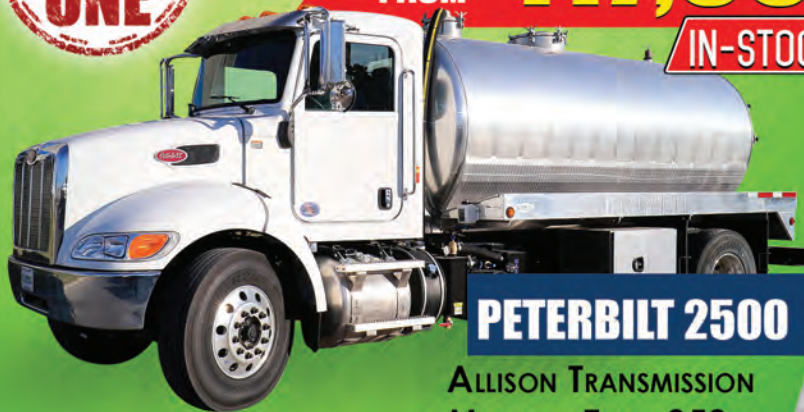
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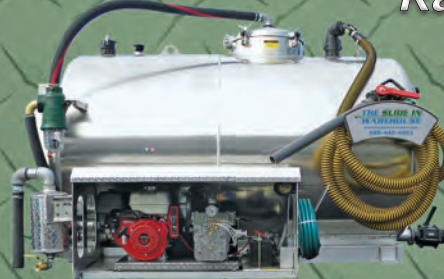


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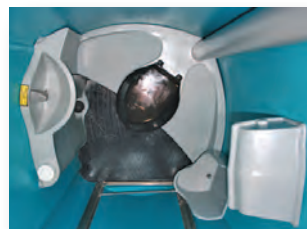
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Jeff Kuras, left, and Justin Kuras are shown with Five Peaks restrooms in the Team Kuras yard. (Photos by Amy Voigt)

A FRESH PERSPECTIVE

A new generation at Team Kuras brings technology and enthusiasm to breathe new life into a successful, established business

By Steve Lund

Team Kuras offers a wide range of services — pumping, excavating, jetting, septic system repairs, aeration system maintenance and portable restroom rental — to customers in Port Clinton, Ohio. But it wasn't always that way.

For nearly 30 years, it was Jeff Kuras Excavating and that was it. All the diversification started when Jeff Kuras' son, Justin Kuras, and later his daughter, Amanda Kuras, joined the business. Justin steered his father toward septic pumping, which led to more work doing repairs and septic system maintenance. As the office got busier, Justin talked his sister Amanda into moving back to Port Clinton from Arizona, where she had been working in a financial services office.

For a while, Amanda was helping to run the office for Jeff Kuras Excavating, Kuras Pumping and Kuras Aeration Systems, but before long, her father suggested they add portable restrooms to the mix. Soon after, the Team Kuras brand was born, bringing all the companies under one marketing umbrella. The family finds the Team Kuras name works both as a brand for customer relations and as a guiding concept for the ways they and their employees work.

"We've all been athletes. We've been brought up as team players," says Justin, 30. "All of us working together is crucial for us to do the day-to-day stuff. I think Team Kuras was the perfect way for us to bring not only us as a company together, but also to give our employees some credit where it's due, because they are all critical to everything we do."

(continued)

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FOUNDED: 1981

EMPLOYEES: 9

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2020 PETERBILT 348

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- Allison 3000RDS Transmission
- Air Trac Suspension
- Alcoa Aluminum Wheels
- NVE Challenger 866 Pump – 519 CFM
- 4000 Gallon Aluminum PikRite Tank
- Stock Number: 985623

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- NVE Challenger 607 Pump – 380 CFM
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STARTING OUT YOUNG

Jeff, 57, dropped out of high school at age 17 and went to a local bank to borrow money to buy an excavator. “I borrowed every dime,” he says. “Things were a little different back then.”

His assets were a dump truck that he’d bought at age 16 and some knowledge of digging equipment that he’d gained by helping his father maintain a trailer park. It was 1979 when he started. He formed Jeff Kuras Excavating in 1981. He used his bank loan to buy a used backhoe and started doing drainfield work and other odds and ends, and he soon connected with a local developer who kept him busy with residential and commercial work in and around Port Clinton.

“I never worked for any outside companies,” he says. “It was just what I wanted to do. I’m still doing it today. I love it. A lot of people hate their job. To me, it was just fun. It was like playing in the dirt as a 3-year-old, only now you’re playing in the dirt as a 40- or 50-year-old.”

Jeff continued working as an excavator, accumulating more equipment and eventually adding some help, but when Justin came to work with his father, the company started to move in a new direction. The first step was to add a vacuum truck. Jeff Kuras Excavating had been doing a lot of septic system installations, but it never had done any pumping. “I always used to sub that out,” Jeff says. “Justin noticed that we were so dependent on other people. He thought it was ridiculous.”

“We were constantly waiting on pumper trucks to come pump out a septic tank that we had to abandon,” Justin says. “I could see that there was an avenue being missed — meaning just to be a one-stop service, with the pumping, sewer jetting, all these things. They totally coexist with each other.”

The pumping led to them getting more work repairing septic systems.

“Repair work has become big for us,” Jeff says. “People would call to get their tank pumped because they had a problem, and we ended up with a lot more work since Justin would be the first one on site and would find out there was an issue. Our jetting has become bigger; pumping tanks has become bigger. Our installs are more: We’ve been doing a lot more installs because there are failing systems.”

“My son is the one who’s really done his homework on jetting and sewer line repairs and septic repairs and has found us a lot of work,” Jeff continues. “It has been phenomenal all the jobs — the replacement distribution boxes, jetting lines and septic tank replacements. We’re talking a lot of volume on repairs.”

Justin says the added services Team Kuras performs are helpful to the customers, too.

“With aeration systems, there are a lot of working parts, and the state requires them to be inspected every six months,” Justin says. “With us maintaining their system, it doesn’t matter if the sewer line is plugged or the pump is bad: Whatever it is, they only have one number to call. That’s really been tremendous.”

“All of us working together is crucial for us to do the day-to-day stuff. I think Team Kuras was the perfect way for us to bring not only us as a company together, but also to give our employees some credit where it’s due.”

JUSTIN KURAS

BIG FLEET, SMALL CREW

Team Kuras has a fleet of 14 trucks, including two dump trucks, four pickup trucks, a service van and two trucks for hauling excavating equipment.

The pumping fleet includes two Ford F-650 models each with a 2,000-gallon aluminum Bruder tank and Masport pump, as well as three Hino 145 portable restroom trucks with 700-gallon waste and 300-gallon freshwater aluminum Bruder tanks. Two of those trucks have pumps from National Vacuum Equipment, and one has a Battioni pump.

In addition, the company recently added a hydrovac unit, a Vac-Tron Equipment hydraulic PMD-

(continued)



The crew and family at Team Kuras includes (from left) Dean Andrus, Derek Wieber, Beau Nystrom, Shaun Nystrom, Jeff Kuras (in hat), Ricky Chini, Suzanne Kuras, Amanda Kuras holding Willow Hart, Allyson Michael and Justin Kuras. The truck in the background is a Ford F-650 with a 2,000-gallon aluminum Bruder tank and Masport pump.

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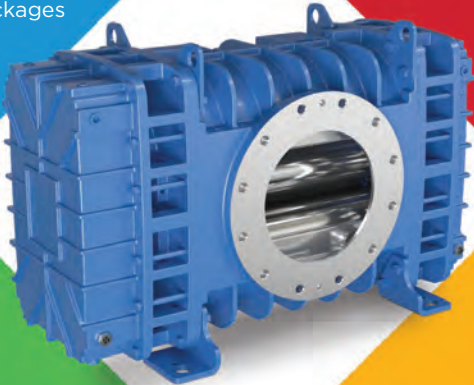
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Technician Beau Nystrom prepares to service a restroom at a commercial work site using a Hino truck with Bruder tank and National Vacuum Equipment pump.



Nystrom washes restrooms on a commercial work site.

500GT excavator trailer, that comes in handy for clean excavations of catch basins and other work.

Other excavating equipment includes Kobelco 140 and 8-MSR excavators, a John Deere 50 excavator and 450 bulldozer, Yanmar 35 excavator, New Holland TLB 575E loader backhoe and Bobcat T300 skid loader. Trailers include a Kaufman Trailers flat deck equipment trailer, two PJ 1400 equipment trailers, a Coyote gooseneck equipment trailer and 12-hauler McKee Technologies - Explorer Trailers restroom trailer. They use an American Jetter enclosed trailer unit, as well as various drain cleaning machines, sewer cameras and line locators from RIDGID.

Jeff and Justin buy trucks, tanks and pumps separately and put the units together themselves. Jeff says they usually do that work in the winter, when the excavating slows down.

Team Kuras has more trucks than employees, but Justin says he is happy with the crew.

"I used to have more help, but it seemed like I spent more time hassling with employees rather than productively working," Justin says. "This way we've consolidated the help, and every customer gets a very personal experience."

In addition to Jeff, Justin and Amanda Kuras and Jeff's wife, Suzanne Kuras, office manager, the team consists of two of Justin's longtime friends, Ricky Chini and Derek Wieber; two cousins of Justin and Amanda, Shaun and Beau Nystrom; and Dean Andrus.

"Everybody here shows up with a smile on their face, and they want to do the very best job they can. They appreciate their jobs and the service work they are doing," Justin says.

Team Kuras doesn't have much turnover. The company offers health insurance and a 401(k) plan. Those may be unusual for such a small company, but Jeff says the company wanted to encourage people to stay on board for the long term. "That's been a couple years now," he says of the insurance

and retirement plans. "We just decided that this was what was going to keep the men. We figured if we put the ante on the insurance and the retirement, they'll be pretty happy. It's helped a lot."

BUILDING THE BRAND

Justin gives his sister the credit for the name Team Kuras.

"We had these three entities (excavating, septic services, portable restrooms) that we kind of wanted to group together and come up with a website," says Amanda, 35. "When I sent out an email, I sent it out as Amanda at Team Kuras."

That came to mind, she says, because at her previous job at a finance company, internal email groups were called teams.

Justin really liked the idea of Team Kuras and thought it should be the concept for the website.

"It just all came together very organically," Amanda says. "It was a great way to put all three entities under one name. People would recognize the name and be able to put excavating, septic pumping and portable restrooms

Restrooms must be spider-free

Amanda Kuras, who calls herself the "client concierge" for the diverse businesses of Team Kuras, is particular about cleanliness in portable restrooms. She not only wants them power-washed, but she also wants them to smell good, and they must be spider-free.

"I tell my drivers if I won't use it, it's not clean enough," she says. "They make sure there are no spiderwebs or spider gunk anywhere. That's my biggest thing. People hate to see spiderwebs hanging, and they won't go in there."

She's so serious about the spiders and other bugs that she had a local shop create an environmentally friendly repellent.

"You don't want to use chemicals; people are particular about that," she says. "We created an essential oil mix from our local soap-maker. The boys put a little squirt in there to keep the insects away. They feel like it's working."

Seeking longer-lasting fragrances, last year she started using deodorants from Walex Products.

"We weren't getting that long-lasting scent through our weekly cleanings," she says. "Our whole point of having portable restrooms is we have the cleanest unit. We power-wash them. We try to create nice fragrances so you're getting a clean smell when you step into our unit."

Portable restrooms were added at Team Kuras in 2016.

"We started with 20. Then in the middle of the year, I had to order more," Amanda says. "The following year before spring started, I already had so many orders for portable restrooms that I had to place an order. It kind of just organically grew." The company now has 140 restrooms. Almost all of them are from Five Peaks. Last summer during the Ottawa County (Ohio) Fair, every unit was out.

"Our niche here is weekend rentals," Amanda says. "We get a lot of weekend rentals from people who just want one or two pots to cover the influx of people they are having come to the house. We also have a great relationship with our local marinas. With two of those, we also get RV pumpouts. It's kind of a great mix."

While Jeff Kuras Excavating and the other businesses under the Team Kuras umbrella pretty much stay in Ottawa County, Kuras Portable Restrooms covers a little bit more territory. Jeff Kuras is pleased with the growth of the portable restroom business and says he wishes they had gotten into it earlier.

"Every year, it's grown," Jeff says. "This port-a-potty stuff — you could grow until it drives you insane. It just depends on how far you want to go and how many you want to buy."



Justin Kuras, operating a New Holland excavator at a job site, reviews an installation project with Derek Wieber.

“I’m still doing it today. I love it. A lot of people hate their job. To me, it was just fun. It was like playing in the dirt as a 3-year-old, only now you’re playing in the dirt as a 40- or 50-year-old.”

JEFF KURAS

all together into one group. I think it’s a good representation of how we work together.”

The company uses the Team Kuras brand on billboards, a Facebook page and T-shirts. They give some of the shirts away, but they also have them for sale on a rack in the office. Jeff gets a big kick out of seeing people in the grocery store wearing Team Kuras shirts.

“Team Kuras has been a real big thing. Everybody wants to be part of it,” Jeff says. “They’ve done a very good job of marketing.”

THE PERSONAL TOUCH

Jeff says he’s astonished at the number of calls that come in. It’s a long way from his early days of working on a backhoe all day and coming home to an answering machine, calling people back and setting up appointments.

“We do a lot of work,” Jeff says. “We’re bigger now than I ever imagined, but small enough that you have the personal touch with people. I can’t believe how well everything has come around. I’m pretty amazed at it all.” ■

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Florida Moving Toward Overhaul of Water Laws, May Bring Back Septic Inspections

By David Steinkraus

It looks as if the Florida Legislature will take action to improve water quality after all.

Several years ago, legislators repealed a state law requiring septic system inspections. Since then, the state has been plagued with algae blooms, public concern about water quality has grown and many experts pointed to leaking septic systems as part of the problem. Last spring, Gov. Ron DeSantis created the Blue-Green Algae Task Force to study water-quality problems and recommend solutions that could be written into law. In October, the panel issued its first set of recommendations.

Inspections are something the task force wants back, news reports say. It also wants limits on where septic tanks can be installed, and it suggests moving oversight of onsite wastewater from the state Department of Health to the Department of Environmental Protection. DeSantis announced plans for legislation that would mostly follow the task force recommendations, which also include proposals about biosolids and agriculture.

Draft bills may be considered during the current legislative session, which ends March 13. Of course legislation may still be added to another bill as an amendment, says Roxanne Groover, executive director of the Florida Onsite Wastewater Association.

Task force reports were scheduled to be formally heard in legislative committee, and once that is done, there will probably be more action on legislation. "I think we'll see a lot of it in Sen. Mayfield's bill."

Sen. Debbie Mayfield, R-Melbourne, has a district that includes the Indian River along Florida's eastern coast. The river was in the news several times in past years because of severe algae blooms. Groover says she has worked on water issues with Mayfield.

Shifting oversight of onsite systems from the Health Department to the Department of Environmental Protection will probably happen, Groover says. Mayfield wants a two-year study period for this, and the idea is to allow the departments to work out the fine points, Groover says. That does not mean it would be an easy transition, she says. "I think if everyone sits down and has an honest discussion, without assigning blame, then this can be a positive."

Some people think the Environmental Protection Agency is the right agency for oversight because wastewater is an environmental issue, and others believe the Health Department may be taking too long to approve new onsite technologies, she says.

Groups concerned about onsite systems generally seem to be coming together and taking ownership of the solutions to water-quality problems, Groover says. And what she is seeing from these groups is good: a recognition that there should be a mix of conventional and nitrogen-reducing sys-

tems where there is sufficient land, plus the need to convert some areas from onsite systems to municipal sewer.

Groover says she is more optimistic than in the past about visibility for the onsite industry and the perception that it has something to offer. Last summer she talked with a number of groups and legislators and their staffs. "We have more people who realize the onsite industry has options now," she says. And staff members of the House and Senate have been referring people to the Florida Onsite Wastewater Association as a resource for information.

Hawaii

The U.S. Supreme Court heard arguments in a case asking whether the Clean Water Act should be expanded to cover pollution moving through groundwater from a pipe. The case involves deep injection wells that Maui County has used for years to dispose of treated wastewater. Pollution from the wells was found to be seeping into the Pacific Ocean, and the Hawaii Wildlife Fund and other groups sued to say this violated the Clean Water Act. Yet the case was on the verge of going nowhere just before the justices met.

Last fall, the Maui County Council voted to settle the case. When a case is settled before a court hearing, it is withdrawn from the court's calendar. But Maui Mayor Mike Victorino says he didn't want to settle. That produced a debate over which branch of Maui government had the final authority, and it produced dueling letters to the court. The first came from the chair of the County Council and asked the court to either dismiss the case or delay it until county officials could resolve their differences. The second letter came from the corporation counsel, the county's top lawyer, and says the county was not asking for any delay or dismissal.

Victorino, in a column for *The Maui News*, says the case should proceed because it would clarify the issue once and for all. Lack of clarity, and uncertainty about permit requirements, could impair the county's water recycling efforts, he writes.

Although the case involves a municipal wastewater plant, the justices in November recognized and discussed an issue important to the onsite industry: whether septic tank owners could suddenly find themselves liable for pollution because water from their systems was leaking into some other body of navigable water and they didn't have a permit.

The court does not have a set timetable for issuing decisions. An audio recording of the oral arguments and a transcript are available here: www.supremecourt.gov/oral_arguments/audio/2019/18-260.

Michigan

The topic of a statewide sanitary code is back on the table for some people in the state. A summit in Traverse City in early November was sold out, yet participants were not in agreement about the need for a comprehensive statewide code.

Michigan is the only state without a set of statewide rules, reports the *Traverse City Record-Eagle*. People at the summit agreed that because of the threat to human health, septic systems in rural Michigan should not be left alone to decay. But some summit participants say locally drawn rules would be better able to account for local geology and protect water quality. Others say the state should set minimums, and municipalities should have the option of setting stricter standards.

The last attempt at a statewide code failed in the Legislature in December 2018. That bill drew widespread opposition from local health departments and governments who complained that it was drafted behind closed doors and with minimal input from local officials.

Also in Michigan, Kalkaska County will not be allowed to drop its point-of-sale septic inspection rule as officials had planned. The county, in the northwestern part of the Lower Peninsula and near Lake Michigan, had adopted the inspection program through District Health Department No. 10. Because of that, the other counties in the district had to give permission for Kalkaska County to leave the program. Last fall, commissioners in nearby Manistee County voted 5-1 to deny permission.

Kalkaska County had debated leaving the inspection program for months, and the decision of Manistee County did not go down well. "Kalkaska will not be held hostage," says county commissioner David Comai, according to the statewide news website MLive. County leaders vowed to challenge the decision in some way.

Jeff Dontz, chair of the Manistee County Board, says commissioners felt justified in their decision because it protects water quality for county residents. He says he had received more comments on this issue, from people in both counties, than on any other issue during his 13 years as a commissioner.

MLive notes that Kalkaska County is at the headwaters of the Manistee River, a noted trout fishery that runs through Manistee County before emptying into Lake Michigan at the city of Manistee.

North Dakota

State onsite organizations are calling on the Legislature to create a new agency that would develop statewide codes and licensing procedures for onsite work.

As it stands, wastewater professionals must be licensed by each county where they work, reports West Dakota Fox television in Bismarck.

"You have customers in those areas that you service, but then you don't get those calls from your customers. And afterward they'll come and talk to you and say, 'Why wasn't your name on the list? We would've called you to do this,'" says Tom Schimelfenig of the North Dakota Onsite Wastewater Recycling Association, according to the station.

The new agency would become part of the Department of Environmental Quality.

New Hampshire

Last summer, the state adopted tough standards for the presence of per- and polyfluoroalkyl substances (PFAS) chemicals in water supplies. Later, the chemical company 3M — which developed PFAS — and local stakeholders went to court asking for an injunction to stop the rules. An attorney for 3M argues the state did not allow enough public input on its standards and did not fully examine the cost to water utilities, reports New Hampshire Public Radio. The state is also suing 3M for causing PFAS contamination.

PFAS have been made since the 1940s and are used in a wide variety of products including carpet, fabric, paper packaging and some firefighting foams. Although research on the effects of PFAS is not complete, results so far suggest that high concentrations in humans may increase cholesterol levels, decrease response to vaccines, increase risk of thyroid disease, decrease fertility in women and increase the risk of high blood pressure or pre-eclampsia in pregnant women.

The PFAS issue also extends to the onsite industry. Last summer, the state notified Biological Recycling Co., which processes septage and landspreads sludge, that it is the likely source of PFAS contamination in wells on neighboring properties.

Delaware

An ordinance introduced in New Castle County would make permanent a one-year moratorium on large developments using septic systems.

The current, temporary moratorium was passed last February to provide time for creation of a master plan for the southern end of the county, reports Delaware Public Media. New Castle County occupies the western shore of the Delaware River, the upper portion of Delaware Bay, and includes the city of Wilmington. Smaller subdivisions using septic systems are still allowed under the moratorium.

Landowners and farmers says a permanent moratorium would significantly reduce the value of their land. Delaware Public Media quotes Gary Warren, who owns 134 acres of farmland. "Right now, I can build up to 160, 180 units on my farm with sewer," he says. "With septic, I can probably build close to 100. If this goes into effect, I can build four." ■



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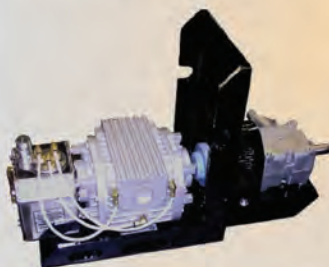
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Jim Anderson, Ph.D., is an emeritus professor at the University of Minnesota Department of Soil, Water and Climate and recipient of the pumping industry's Ralph Macchio Lifetime Achievement Award. Email Jim questions about septic system maintenance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

You May Not Please Everyone With a Real Estate Inspection

Mystery systems and homebuyers and sellers with a financial stake in the outcome can create significant challenges for the septic evaluator **By Jim Anderson, Ph.D.**

The past couple of months must be the time for questions about time-of-sale real estate inspections. I have always said these can be the most difficult inspections, depending on your customer. If your client is the current owner, they and their real estate agent hope to hear that the system is good and nothing needs to be done before the new owner takes possession. The buyer, on the other hand, wants you to find everything that may be wrong or may need replacement.

Having a set of standards or a standard procedure you always follow, and communicating those standards to all parties involved before the inspection starts, is one of the most important aspects of the inspection. With the standards stated and understood, it is up to you as the inspector to evaluate each component of the system, determine if it is operating as it was designed and communicate those results.

In addition, if there are areas of concern — even if the system component is operating — you should explain to the client why they could be problems now or in the future. Clients will also ask what can be done to solve the problem and, of course the big question, what does it cost? For some of these answers, you may need to refer them to other professionals for another opinion or additional information. If you are uncertain or do not know the answer, referrals are a legitimate part of the report.

YOU NEED TO SEE IT

One question I hear frequently is: “What do I do if I cannot find the component or I do not have access to the component?” My answer there is: If you can't see it, you can't evaluate it, and without additional time and effort, you cannot comment on its condition. That is what the report should say along with a cost for you or someone to put the effort into evaluating that specific component.

In a recent case, a service provider found limited access to the septic tank. When water was run in the house, they could hear water running into the tank. There appeared to be a clean-out for the sewer pipe heading to the tank just outside the building. When they attempted to open the clean-out, the whole pipe started to pull out of the ground so they stopped trying to open it for fear of damaging the piping.

While the house sewer appears to be operating as it should since water moves from the house into the tank, hopefully everyone agrees there are two problems. First, in order to really evaluate the flow coming from the house, there needs to be access to the tank. Further, to evaluate the tank properly requires more access than the 4-inch-diameter inspection port in the tank.

To properly inspect this system requires access to the tank. While it appears to be operating, the inspector cannot confirm until access is provided.

Second, if the pipe outside the building is in fact a clean-out and provided for access to the pipe, it needs to be fixed or replaced to provide a place to clean out the pipe in the event of blockages or, in my part of the world, to steam or jet the line open in the event of freezing.

A short note on clean-outs: A major reason to have a clean-out in the sewer line outside the house is to be able to clean the line without having to go inside the house. This keeps all the mess outside. If you are installing a clean-out in this location; it should be installed so it can be cleaned both directions. Make the clean-out accessible within a protective enclosure at the surface and with a proper screw cap.

At this site, once tank access was provided, the inspector discovered the lid on the 1,000-gallon septic tank was cracked with roots growing into the tank. Since the tank was at least 30 years old, the recommendation was to replace it. I would agree with this recommendation, although a second opinion was to replace only the lid. If the lid is not structurally sound, the chances are pretty good other parts of the tank are not as sound as they should be. Roots can exert on lot of pressure on concrete, reducing overall strength.

I have seen situations where concrete has been poured over the top of the tank lid rather than replacing the lid or the tank. This can be a double whammy for the tank; it may not be strong enough to support the weight of the additional concrete and, as the original lid deteriorates, the pieces fall into the tank, creating problems with pumping the tank and the potential to deliver solids to the drainfield.

FINAL EVALUATION

The final component of this system was a drainfield consisting of a series of trenches and a seepage bed. The inspector located a bull run valve directing flow to the seepage bed. Rock in the trenches was totally dry, although there was evidence of soil being present in part of trench distribution pipe. It appears this system was set up to switch between the two drainfields, but that had not been occurring. The recommendation would be to switch flow to the new trenches after jetting and pumping the distribution piping.

Even though wastewater moved through this system as intended, the system would not be acceptable as is. The septic tank was not sound, and there were additional concerns about the clean-out and the condition of the distribution pipe in the new trenches. ■

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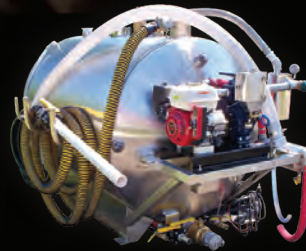
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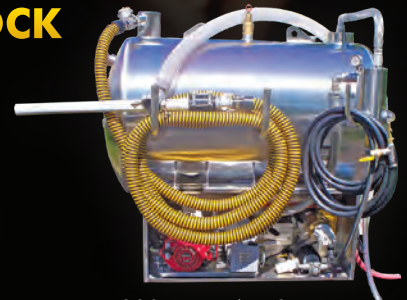
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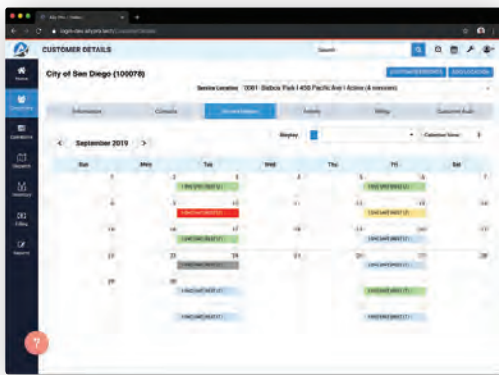


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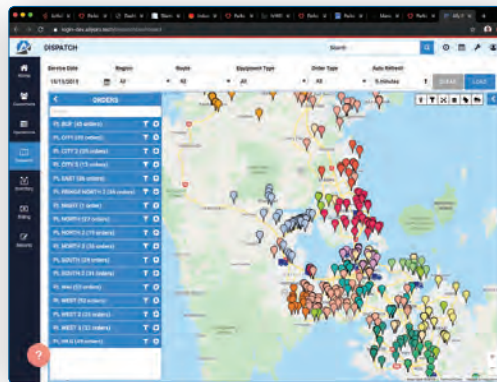


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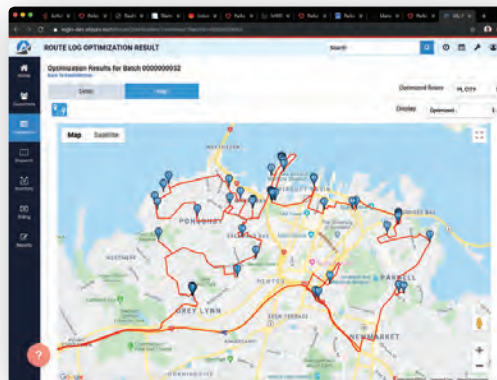
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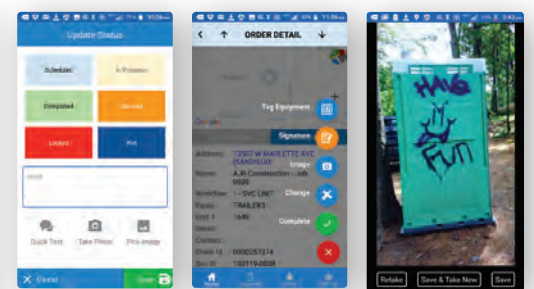
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Owners Matthew James and JoDee Ann Moseng added a 2008 Freightliner M2; and Matthew and his brother, Mitchell, built out the truck (their fourth build) using a 3,750-gallon steel Vaxsteel tank and Jurop/Chandler 580 pump provided by LMT. Matthew painted the truck bright blue. The rig is powered by a Cummins 330 hp engine tied to a six-speed automatic transmission (Allison Transmission). Features include a 28-inch rear manway, hand-fabricated heated front and rear valves, Garnet SeeLevel electronic gauge, air-ride seats and cab, and air conditioning. Graphics are provided by Valley Screen. Matthew Moseng is the driver, and the truck is used for residential and commercial septic pumping. ■

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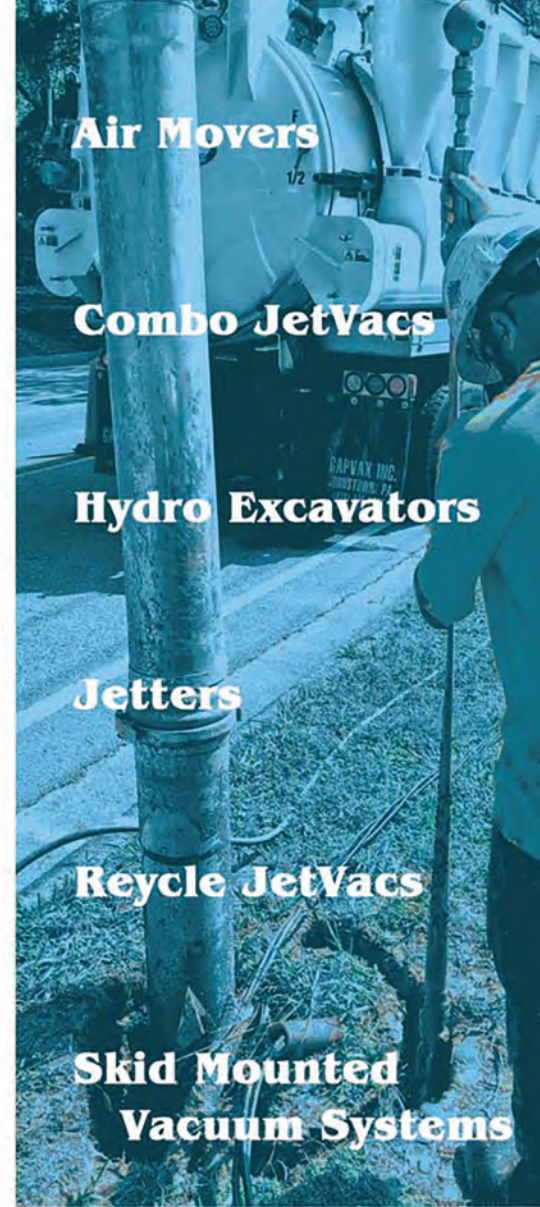
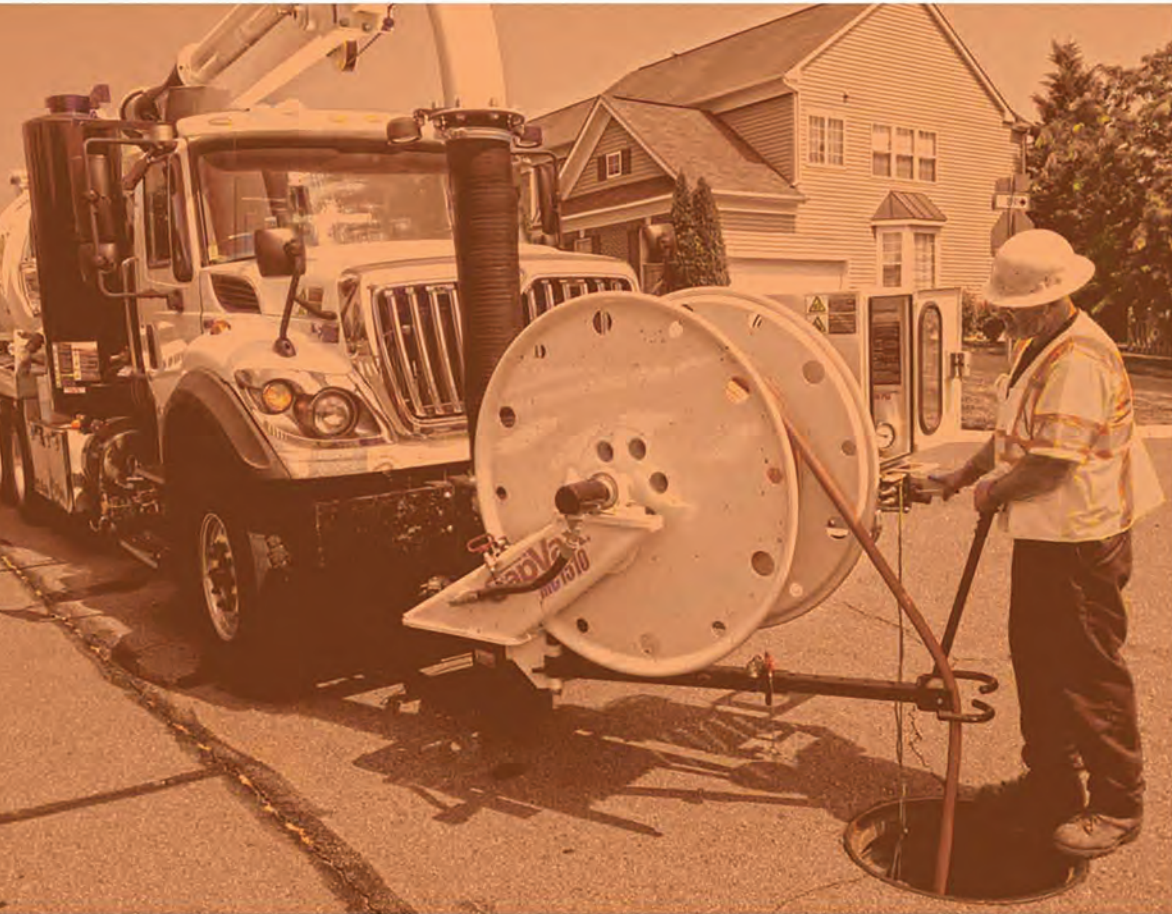
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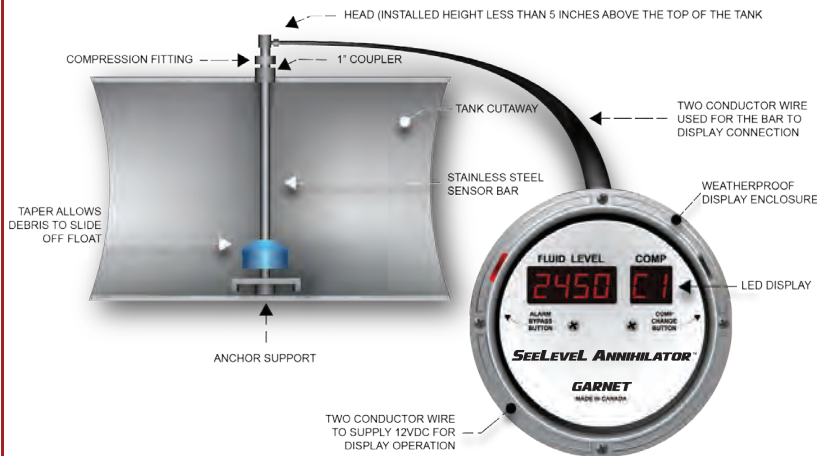
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Staying Warm and Cozy While Pumping Tanks in Frigid Temps

Heated workwear category growing in trade industries as a way to keep workers safe and increase productivity **By Jared Raney**

For many contractors, including septic system pumpers, working in the cold is a way of life. It's not fun, but it's something that needs to be done.

"For a better part of the year, we contend with the cold weather," says Eric Aune, co-owner of Mechanical Hub and owner of Aune Plumbing in central Minnesota. "It's about seven months of the year."

Aune has made the situation a little more bearable for his workers by offering cold-weather gear. Not just regular jackets and gloves, but heated workwear from Milwaukee Tool, a Wisconsin manufacturer.

A START IN COLD WEATHER

Milwaukee Tool offers a series of jackets, hoodies and vests. Other manufacturers like DeWALT Tool and Ergodyne also offer heated jackets and hoodies.

"We started back in 2010 with a singular red, heated jacket, really not knowing what we were stumbling into," says Kaue Cavalcante, product category manager for lifestyle products with Milwaukee Tool. "Since then, we've gone through many different generations of heating technology."

The expansion of construction-grade heated clothing is an extrapolation from the broader market of civilian heated clothing, but durability sets these products apart.

"If you look at heated gear in North America today, there are many, many competitors in this space," Cavalcante says. "I think the appreciation for how durable and well-built these garments are — that's really what appeals to our audience doing work on job sites."

Milwaukee Tool's clothing is powered by M12 REDLITHIUM battery technology, using carbon fiber heating elements to create and distribute heat to the chest, back and front pockets. This year, the manufacturer also added a new Quick-Heat function that helps deliver heat faster than before, fully heating the jacket in 2.5 minutes.

Cavalcante notes that company officials are constantly going on research trips across the country in order to understand what customers need and what users are currently frustrated with.

DURABLE GEAR

Aune's favorite piece of heated clothing is the hoodie, for its flexibility. The hoodie has a waffle-weave thermal lining to help keep the heat in.

"The sweatshirts take probably the biggest beating because they'll be worn in the fall and the spring and then also through the winter," Aune says. "I wear my sweatshirt as a coat probably three-quarters of the time, so I'd say they take a lot more abuse than I would have imagined. You've got these heating elements inside, and you just think that it's not something that's go-

ing to be able to take abuse but I would say that's not true at all."

The heated gear can be washed like normal clothes after removing the battery, which has its own pocket and simple hookup. After about three years, the equipment Aune bought for his team is still holding up, despite consistent day-to-day use, though he's considering purchasing a new set for his guys.

"They've got a three-in-one style," Aune says. "It's about double the cost, but it'll be worth it because you've got a sweatshirt, vest and outer parka-style coat, which is probably more suitable for a wider range of temperatures."

The jackets and vests are equipped with reinforced high-wear zones to protect from abrasion and tears, feature polyester insulation that keeps heat in but doesn't add bulk, and are wind- and water-resistant.

“ A lot of what we do can be done in those cold temperatures; the materials we're using will allow for it, but the limitations are comfort. If we can be more comfortable, then we can produce more through the day.”

Eric Aune

where there's no heat — there's no break from the elements — and one of the hardest things to get over is just your body feeling cold. A lot of what we do can be done in those cold temperatures; the materials we're using will allow for it, but the limitations are comfort. If we can be more comfortable, then we can produce more through the day."

Aune adds that it's about safety as well, feeling more confident with some of his workers who may not want to take a break to warm up.

"If I can keep them warmer, then I feel like they're going to be safer," Aune says. "They're not going to make mistakes that might cause personal harm."

This year, Milwaukee Tool made its first foray into heated accessories with a heated work glove complement to its line of gear, and officials say there's more ahead for this segment of the industry.

"We're not going to slow down in this category at all," Cavalcante says. "If anything, you're going to see a ton more solutions and innovation in the years to come." ■



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For Mike Capra, Job No. 1 is Satisfying and Educating the Customer

'Every job we do, even if it doesn't go as planned, we take it as a great learning opportunity. We always find the silver lining.'

In States Snapshot, we talk to a member of a state, provincial or national trade association in the decentralized wastewater industry. This time we visit a member of the Minnesota Onsite Wastewater Association.

Name and title or job description: Mike Capra, owner

Business name and location: Capra's Utilities, White Bear Lake, Minnesota

Age: 43

Years in the industry: 26. We are a second-generation family-owned business celebrating 30 years in business this year.

Association involvement: Member of the Minnesota Onsite Wastewater Association for about five years. I am currently the president and was a board member for two years.

Benefits of belonging to the association: The opportunity to network with other individuals who work in our industry is a big benefit. We can bounce ideas off each other and gain insight into other ways of performing the same type of work. We also work collaboratively to influence rule changes. And the Minnesota Onsite Wastewater Association provides great educational opportunities. We do a lot of training, both in the summer and winter. There are several educational tracks with various sessions at our conferences that allow you to pick what you want to learn or what's most applicable to your work. Most of the sessions allow for audience participation so you can help educate and learn from others.

Biggest issue facing your association right now: Membership is our biggest issue — getting people who are not members to see the value. Since joining, I've gone to every seminar that the Minnesota Onsite Wastewater Association puts on and feel it's a great learning experience. Typically when people join, they'll go to the education and training forums at least once a year, even though we're only required to do that every three years. They find value in it. But getting the word out is the challenge.

Our crew includes: We have two site foremen: John Handrahan, my cousin, who has been with us 22 years and Nick Fox who has been with us five years. Several people work in the field with them (one is John's son, Joe), and two guys work part time in our shop (one is my father-in-law, Dave Clossmore). My wife, Kris Capra, and I work in the office.

Services we offer: We do septic installation and repair, as well as sewer and water installation and repair. We don't typically do designs in-house but John and I are licensed designers, and Nick is in the process of becoming licensed. Being licensed gives us the ability to make adjustments to a design that may better fit the site needs when we are in the bidding process or when we are on site for the installation.



John Handrahan, foreman; Mike Capra, owner; and Nick Fox, foreman, in front of Peterbilt flatbed truck used to haul trench boxes and equipment. (Photos courtesy of Capra Utilities Inc.)

Typical day on the job: I start my day at 5 a.m. I get all our documents prepared to let the crews know where they are going and what they are doing for the day. At 6 a.m. the guys come in and we have a morning meeting. We go over the jobs and talk about safety things to look for: What trench boxes to load, do they need barricades for road closures, are we doing a confined space entry? I also reiterate to the whole crew any specific customer requests. I spend the rest of the day scheduling and bidding jobs and answering field calls.

The job I'll never forget: We were called to repair a sewer that had been backing up in the basement of a house for several months. It was a rental property, and the owners were trying to get the tenants out before the sewer was repaired. When we arrived, there was about 3 feet of raw sewage in the basement, which was basically acting like one huge holding tank. When I did the estimate, I indicated we would install a "clean-out" when we did the repair. The owner assumed that meant we would be cleaning out his basement for him, which was not the case. However, we did send a pump truck to pump out several thousand gallons of raw sewage. The rest of the "cleaning" was left to the homeowner.

My favorite piece of equipment: Over 30 years, we've learned it's really just having the right equipment for the job. We run all Case equipment and

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Left: The fleet of service trucks at Capra Utilities is ready to respond to another install project.

Below: Mike and Kris Capra



typically upgrade our backhoes every five years and our skid-steers every three years so we don't have any downtime and very little maintenance. We also upgraded our semitrucks this year. One thing we've used this year is swamp pads, which helped us get into a lot of sites we wouldn't have been able to because we've had so much rain.

Most challenging site I've worked on: A couple years ago, we worked at a turn-of-the-century house on the bluffs of the St. Croix River. It was built like a castle, with a carriage house and stone walls all the way around it. It was a single-family residential septic system replacement that cost around \$140,000. We had to crane the excavator over the surrounding stone walls to get it onto the terrace. We directional drilled almost 1,000 feet of solid rock. The system was about 1,000 feet away from the house. We had three lift stations. One was inside the house. We had to core-drill through some stone walls to get the pipes out of the house. We put the lift station at the lowest level and that pumped up to the terrace. From there, another lift station pumped up to the septic system. The carriage house had another lift station that connected to the main supply pipe.

Oops, I wish I could take this one back: Last year we put in a gravity system. There was a designer involved and the city had signed off on the permit, but we found out they had not verified soils and we had not double-checked the soils. The area we were working in looked pretty good, but below the drainfield we dug down and the soil was awful. Thank goodness it happened while the house was still being built. We made the decision that we weren't going to fight it or argue it. We moved it to another location and didn't charge the owner. The last thing we wanted was a bad name for a job that didn't go right that we didn't correct and take care of. So, the one thing I would say is double-check the designer's work or make sure you've verified the soils personally before you put a system in. Every job we do, even if it doesn't go as planned, we take it as a great learning opportunity. We always find the silver lining.

If I could add any wastewater-related service, it would be: I have a great relationship with designers and pumpers so I really wouldn't want to expand into those areas, but I would like to add more staff to keep up with the workload.

If I could change one industry regulation, it would be: I would like to see a statewide exemption on weight restrictions for septic service vehicles. In the spring, we get a lot of failing or freezing systems with no reasonable way to get access to the houses without an exemption to road restrictions. Large fees for a permit for vehicles to perform this work during the time of road restrictions get passed on to the resident who's already having huge issues. The last several years, we've been able to get an exemption from the

governor, but it's always been at the last minute after we go to the Legislature and fight to get it.

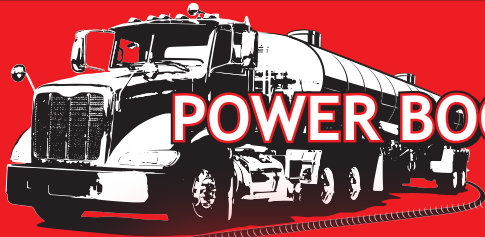
Best piece of small-business advice I've heard: I've read in a couple business books that you should hire people based on their attitudes and whose core values align with yours versus hiring just based on experience. You can hire a guy with the most experience in the world, but if he's got a sour attitude and bringing everybody else down, that doesn't benefit the team.

Planning for the future: My dad, Ernie, started this business in 1989, and it was a business where, if he wasn't there, there was no business. And when I took it over, for many years it was the same. So we have created policies and procedures to make it a sustainable business where somebody could take it over in the future. We continue to work toward that every day. The biggest thing is getting things out of my head and onto paper so everybody knows what to do with the information. It has actually been a hard thing for me to learn and adjust to, but I want everybody to be successful even if I'm not here.

If I wasn't working in the wastewater industry, I would: I have done this type of work my whole life, so I can't imagine not doing it. My wife and I also build and operate commercial real estate properties and rent to small businesses.

Crystal ball time - This is my outlook for the wastewater industry: I see it as becoming much more professional than it has been in years past. I really like the regulations that get everybody on the same page and hold everybody to the same standard. You don't have as many people installing systems who don't know what they're doing. I feel like we're on a really good track for having people who are truly professionals. ■

- Compiled by Betty Dageforde



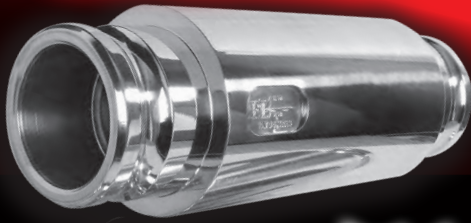
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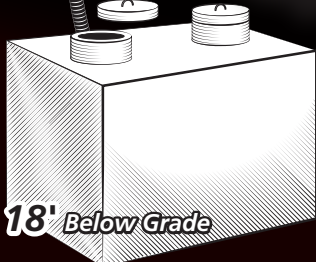
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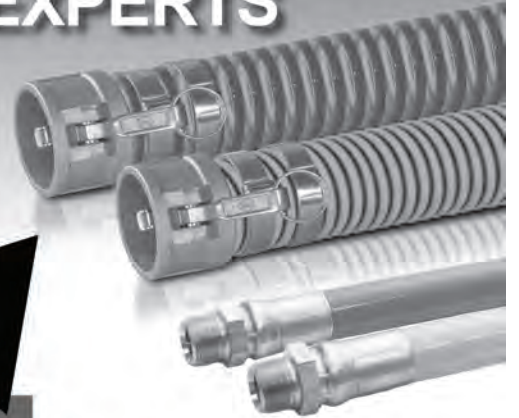
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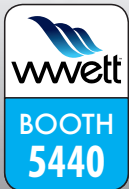
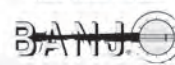
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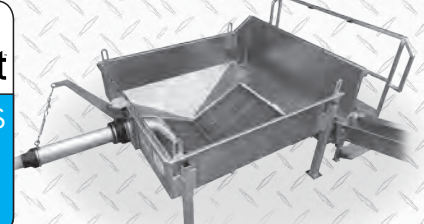
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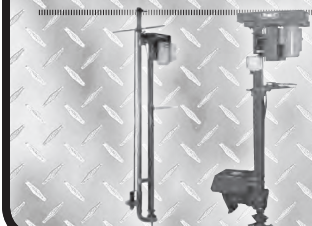
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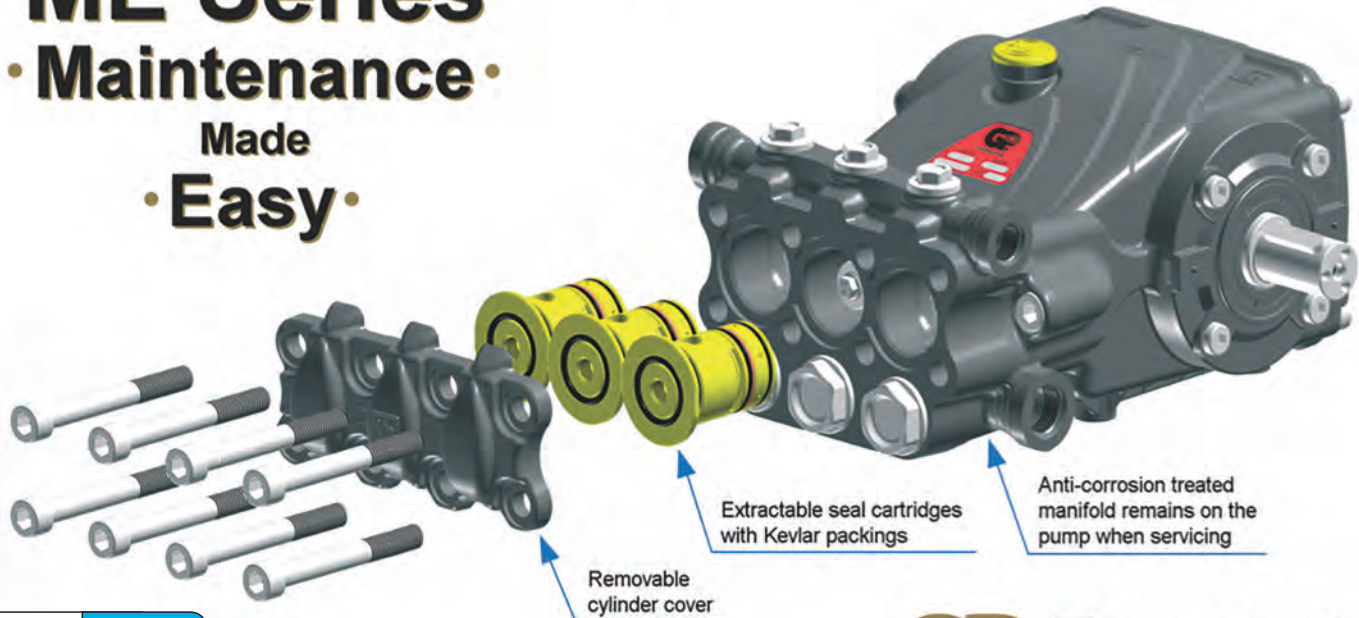
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PRODUCT NEWS

JUMP STARTER KEEPS TRUCKS ON THE JOB

in the
SPOTLIGHT
By Craig Mandli



Downtime means lost revenue, so no vacuum truck driver wants to be caught in the middle of his route with a dead truck battery. Vanair offers a mobile power solution designed to keep pumpers on the road with the Goodall Start-All Jump Pack.

Start-All portable jump starters are built to deliver fast starts to a wide variety of vehicles. A high-output premium lithium-ion battery provides maximum performance and longevity, while Protect-All technology enables the Start-All Jump Pack to safely transfer instantaneous energy to the battery.

"The Start-All series of jump packs can instantly jump-start anything from small engines to large heavy-duty, 16-liter, commercial-grade diesel engines," says Dean Strathman, vice president of sales for Vanair. "Lithium-ion technology makes these units lighter and longer lasting compared to lead or AGM batteries. The result is a compact, lightweight and reliable source of power to get you back up and running and on the road quickly."

Start-All models provide safety features including reverse polarity, low-voltage protection, short circuit overheat protection and overdischarge protection. Integrated heavy-duty cables with large metal clamps for maximum safety are included on all models.

In addition to jump-starting power, each model in the Start-All Jump Pack series doubles as a portable power bank. Equipped with DC auxiliary, USB and 12-volt output ports, the Start-All Jump Pack units can recharge personal electronics such as cellphones, laptops and speakers, as well as provide power for tire pumps, lights and more. A 500-lumen LED flashlight with SOS strobe functions comes standard with each model.

Two Start-All models are designed for larger trucks. The 10000A 12V model weighs 11 pounds, boasts 133,200 joules and is designed to start class 7 and 8 vehicles such as semitractors, heavy construction and agricultural equipment with up to 16-liter diesel engines. The 5000A 24V model with 116,500 joules weighs 11 pounds and is designed for heavy-duty buses, farm equipment and construction machinery.

"With a Start-All jump starter and power pack, you'll never have to worry about a dead battery or device again," Strathman says. "These products deliver maximum start-ability with more battery capacity and initial starting power to meet any jump-starting need."

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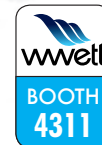


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INDUSTRY NEWS

Amazing Machinery announces expansion of products

Amazing Machinery announced it has expanded its selection of cable machines, cables and blades. They now offer a full line of Drincables Direct cables, replacement ends and blades. They have replacement cables for Electric Eel, Valor, General Wire Spring, Cobra and many others. They also offer cable machines and sectional machines from Steel Dragon, RIDGID and General Pipe Cleaners. Cable lengths range from 10 to 150 feet and are available in 1/4- to 1 1/2-inches in diameter. Additionally, they offer most cables with choice of no core, aircraft wire, cable core or plastic core.

General Pipe Cleaners' new tools catalog

A new catalog from General Pipe Cleaners features drain cleaning tools and inspection equipment. Included in the catalog are a full line of cable drain cleaning machines, high-pressure water jets, video sewer inspection cameras and pipe locators, water leak locators, pipe freeze kits, pipe thawing machines and more.

Eljen receives US HIRE Vets award

Eljen, based in Windsor, Connecticut, received the Platinum Award from the U.S. Department of Labor HIRE Vets program. Eljen is the first small business in Connecticut to receive the award. Jim King, company president and retired army officer, accepted the award along with Mark Bram, principal, during a ceremony last fall.

WWETT Show slated for Indianapolis in February

The Water & Wastewater Equipment, Treatment & Transport Show will take place Feb. 17-20 at the Indiana Convention Center. With new dates for 2020, the trade show has over 100 education sessions and also offers business opportunities, collaboration with industry professionals, a slate of live demonstrations, exposure to cutting-edge technology trends, and the latest product launches across multiple industry segments.

The Strong Co. completes ISO certification

Upon completion of a quality system evaluation, The Strong Co. received ISO 9001:2015 certification. The certification of quality management system standards supports the company's commitment to creating and maintaining quality processes that ensure consistency, visibility and accountability across business operations to provide a total system of engineered products, specialized equipment and complete customer service. ■

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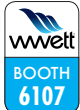
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P04



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P02

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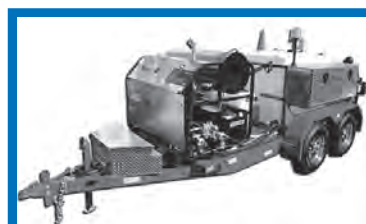
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P02

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(21) (13 still in plastic) Five Peaks Aspen (citrus door/forest green body) \$350 each. (1) ADA Summit brand new in plastic forest green/gray door - \$1,200. (4) forest green body/door Aspen still in plastic - \$350. (3) Five Peaks ride along sink stands - \$350. (2) sanitizer stands - \$150. Selling off to focus on other biz. Info@froggyjohns.com for pics/details. (P02)

PORTABLE RESTROOM TRAILERS

2016 2-stall Rich restroom trailer with 120-gallon freshwater tank/350-gallon waste. \$14,900. Any questions or pictures please email info@expressportable.com or call 786-488-4276. (P02)

2004 15' Executive Restroom Trailer, white in color, one stall for ladies and one stall for men. Asking \$4,000. 410-795-2947 (P02)

2003 20' Olympia Executive Restroom Trailer, 2 stalls for women, 1 stall and 1 urinal for the men. \$5,000. 410-795-2947 (P02)

2001 Keith Huber International pump truck. 2 Decons, 28' Tonto, 18' Royal, 2001 ASCI, 16' Presidential, 26' Presidential, portable toilet hauler trailers. 315-437-1291, NY. (PBM)

PORTABLE RESTROOM TRUCKS



Used FlowMark 2015 Ford F750 – ISP 6.7 Cummins diesel, auto, 126,641 miles, non-CDL. Aluminum 2,000-gallon vacuum tank – 1,500 waste/500 water, Masport HXL4 vacuum pump. 12-volt DC washdown pump.

Call JR @ 720-253-8014, CO PBM

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www.pumper.com/classifieds/place_ad



2009 Chevy 3500HD, Duramax, Allison auto., 4WD. NEW aluminum 300 waste/150 fresh vacuum tank, HXL2 Masport pump, washdown system.

Call JR @ 720-253-8014, CO PBM



Texta Services Portable Toilet Service Truck Bodies – Standard turnkey package mounted on your chassis includes: painted body, lighting, right angle Jurup, DC10, water hose, valves & plumbing and PTO. 1,100/400 - \$22,500; 700/300 - \$19,500; 1,700/600 - \$24,500.

936-641-3938

Check us out on Facebook! PBM



2008 Hino 145 with Hino diesel 4-cyl. automatic. 108k miles. New 900-gallon waste and 300-gallon freshwater aluminum tank. New engine-drive Battioni pump with electric start, 90cfm. Two large aluminum storage boxes, 2-unit aluminum carrier. Turnkey, ready for work. \$35,000 OBO

Jeff 419-262-7232, OH P02



2008 Ford F750 everyday worker. Cummins diesel, Masport pump, DC10 washdown pump w/hose reel. AC/heating working, garage kept. Asking \$24,000. Call or text Jeff for pictures and info.

704-252-7100, NC P02



2015 Ram 5500, 150,274 miles, 2WD, Satellite 950 tank (650 waste/300 fresh), Masport HXL4, PTO driven. Very clean truck! Ready to work! ... \$39,500

423-552-6231, TN P02



Great delivery/service truck for sale. White, **2006 Ford F550** Powerstroke diesel with a 14' flatbed and 155k miles. New TankTec (300 waste/150 fresh) and new Thiemer 1600# lift. \$35,000. Email/call if interested. I can send details and pics.

Chris 614-800-2563, OH

Info@froggyjohns.com P02

2014 Hino 268, 119,706 miles, Huber 1,200 waste/400 fresh, dual side service. Auto, a/c, 80% rubber, Masport 175/Burks DC10. \$41,000. Contact Tom 419-466-1349. (P02)

2012 Chevy 3500 HD Extra Cab - Duramax 6.6 Allison transmission. 275-gallon waste, 125-gallon freshwater. New tank, new tires, Conde pump, Honda motor w/electric start. Hauls 2 units. \$19,500 OBO. Contact Mike 208-739-7151 or mike@portapros.com. (P02)

2003 International 4300, DT466, 6-speed. Good condition with 600-waste/200-100 fresh. Masport pump 13hp electric start. Runs great, needs clutch. \$8,500 OBO. Contact Mike at 208-739-7151 or mike@portapros.com. (P02)

2006 Ford F750 vac truck, \$25,000 OBO. Contact us at 419-358-1936 or basi_mm@yahoo.com for pictures or more information. (P02)

2014 Hino 195 stainless-steel pump truck, Best Enterprise built 1,050-gallon tank (300 water/750 waste), Conde PTO-driven pump. Runs perfect and dealer maintained, 185k miles. \$36,000. Call 718-634-2780. (P02)

2012 Ford F550 cab and chassis with an Imperial 1,080-gallon, 3-compartment, aluminum portable toilet service unit and Masport HXL4 vacuum pump. (Stock #4246V) **www.VacuumSalesInc.com; (888) VAC-UNIT (822-8648)** (PBM)

2000 International 4700 cab & chassis with a 500 waste/300 freshwater compartment with a Masport HXL4V vacuum pump. (Stock# 0767C) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

POSITIONS AVAILABLE

GapVax, Inc., a nationally recognized manufacturing business, is seeking a talented, highly motivated individual to fill a full-time Sales Position in the Midwest (Iowa based preferred) region. GapVax is the leading manufacturer of industrial and municipal vacuum units and hydroexcavation units in the United States. We provide the most reliable, comprehensive, and efficient mobile vacuum units in the industrial and municipal markets. Specifications of the position are listed on our website, www.gapvax.com, click on the Now Hiring link in the left hand column. Send resumes to or betty@gapvax.com or 575 Central Avenue, Johnstown, PA 15902. (PBM)

PUMPS

Buy & Sell all makes and models, new & used vacuum pumps, blowers, high-pressure water pumps, new and good used replacement parts. Buy discounted pumps online 24/7. Call us for a current inventory list. **www.VacuumSalesInc.com, (888) VAC-UNIT (822-8648)** (PBM)

RENTAL EQUIPMENT

Liquid vacs, wet/dry industrial vacs, combination jetter/vacs, vacuum street sweeper & catch basin cleaner, truck & trailer mounted jettors. All available for daily, weekly, monthly, and yearly rentals. **VSI Rentals, LLC, (888) VAC-UNIT (822-8648) www.vsirentalsllc.com** (PBM)

2019 Acro Vacuum Trailer: Stainless steel 6,000 gallon, DOT certified double conical with air-ride suspension. Aluminum wheels all positions, full hose trays, OSHA walkways and railings. Vacuum pump option either hydraulic or self-contained. KLM Rentals, Inc. 617-909-9044 (PBM)

ROLL-OFF TRAILERS

2001 ESP Roll-off trailer: Two (2) container roll-off trailer good brakes, tires, frame, etc. KLM Companies 617-909-9044 (PBM)

SEPTIC TRUCKS



2010 Hino 268 vacuum truck. Under 26,000 GVV, non CDL. 1,500-gallon stainless-steel tank with strong Masport pump. 2 rear cameras and LED work lights. Suction from both driver and passenger side. Maintained excellently. Shipping available. \$30,000

Call Lou 917-651-1750, NJ P02

SEPTIC TRUCKS



2013 Peterbilt 348, purchased new in 2015. 4,000-gallon aluminum Advance tank, liquid-cooled NVE 866, heated valves. 101,500 miles, PX-8 350hp, 10-speed, full locking diff, new tires. \$97,000

231-250-1483, MI P02



1988 International DT466. 2,400-gallon Cor-ten steel tank (4 years old). 250 vac pump (5 years old). Single axle. 2 aluminum tool boxes. 180 feet of 3" hose. One driver (retired). \$18,000 OBO

Call 920-434-1085
or 920-621-8525, WI P02



998 International Eagle septic truck. 4,500 gallons with Cat C12 engine and NVE Challenger pump. 500,000 miles. \$25,000

Call 716-938-6333, NY P02



2007 Mack Tank Truck - 6,000-gallon aluminum tank and (4) 50' hoses used for wastewater removal, (2) 20,000# steerable drop axles w/NYS controls. Engine - Mack MP7 - 365C - 365hp. Front axle 23,000#, Rear axle - 46,000#. (2) 66-gallon fuel tanks. Positive displacement vacuum pump. Mileage - 62,866. \$130,000 OBO

585-377-1700, NY P02



1999 Mack septic truck, 5,000-gallon Transway tank, 800 Fruitland pump. \$33,000

Jeff 585-762-8046, NY P02



2003 Freightliner M2, automatic transmission, Mercedes engine, NVE 460 Challenger, 3,600-gallon aluminum tank made by Progress, 370,186 miles, AC & heat work great, oil changes every 300 hours, garage kept, washed weekly, been the same owner since day 1. This truck has been wonderful for us all these years. Only reason selling is due to updating fleet. All the septic hoses on the truck will come with the truck. We have (2) tool boxes on the truck as well. No accidents with truck. Clean trust no rust. Located Northwest Suburbs of Chicago, IL. \$50,000 OBO. Thank you for looking.

Contact Ariel 847-438-1763
weidnerssi@yahoo.com P02



2007 Freightliner M2 Business Class: 33k GVW, 185k miles, 4,100 engine hours. Cat C7 with 240hp, 6-speed manual transmission. New virgin 11R/22.5 tires mounted on aluminum rims, new brake shoes and drums, fresh paint on cab, frame was completely sandblasted, primed and painted. Complete service of all filters and fluids. Complete DOT inspection. Brand NEW 2,500-gallon vacuum tank and all related components. 425cfm vacuum pump, LED lights, large tool box, stainless steel cam-and-groove fittings with dust caps. Top-of-the-line PPG paint, 4-5" sight glasses, 3" inlet, 4" discharge. 2 available. \$54,000 includes delivery. Call or text for more info and pictures.

734-777-0390 P02



2008 Freightliner with 5,000-gallon Keith Huber pump/tanker trailer with opening back end. Truck and trailer in great condition. More pics on request. Asking \$75,900

Frank 817-448-9718
frank@preconprecast.com P02



2007 Sterling LT9513, 405,833 miles. Mercedes Benz 4000 - 410hp. Eaton-Fuller 8LL transmission. 2008 Progress 4,800-gallon aluminum tank. NVE 866 vacuum pump. Water jetter. Heated valves. \$50,000

508-697-9974, MA
bobbrenton@wvsiofma.com P03



2006 Freightliner septic truck C13, 425hp, 10-speed. New build April 2018. Split tank 2,000/150 bucket fill and hose reel. \$46,000 OBO. Will consider all offers Call or text for more information and pictures.

406-679-5200, MT P02



2011 Kenworth T300, 2,500-gallon aluminum Imperial tank, Masport 400 liquid-cooled pump, heated 4-inch valves. Line-X body protector, (2) 4 ft. tool boxes, bumper hitch for towing. 112,000 miles, 10-speed transmission. Automatic door and windows, cold a/c, tinted windows, new Bridgestone tires. Very clean truck, 1 owner, 1 driver. \$80,000

Chuck 304-416-3238, WV
chuck@onewayseptic.com P02



2008 Mack Granite GU713, 3,350-gallon steel tank with Masport pump. 92,300 miles. New tires all around, service up to date. Heated power mirrors, a/c, power windows. Runs good, ready to work.

209-329-4015, CA P02



2015 Kenworth T370 pump truck, 350hp, 10-speed transmission with NVE 607 vacuum pump (3,296 hrs), 70,426 miles, 2,500-gallon tank. NVE pump was installed at time of truck purchase. Air-ride suspension. Tires are 50% back and 70% front. Please call for more information. Asking \$95,000

979-777-3900, TX P02



2010 International, 198,000 miles, 8LL, 3,500-gallon steel tank, Masport pump package.

866-720-4999 PBM



2012 International 4300, 26k GVRW. Aluminum 2,500-gallon U.S. tank, PTO-driven Masport 350cfm vacuum pump, PTO-driven 3,000psi General brand jetter with 200 ft. 3/8" jetter hose. Aluminum tool box, 60k miles on new engine. Call, text or email for more details and pictures. \$42,900

Billy 770-365-2566
billy@septicblue.com P02

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Texla Services Vacuum Truck Bodies –

Turnkey package mounted on your chassis includes: painted body, lighting, valves, PTO and pump. 3,600-gallon - \$25,000; 2,500-gallon - \$22,000; 1,500-gallon - \$18,500. Many custom options are available. Bodies out of paint: 2,500-gallon - \$13,500. Self-contained skids available.

936-641-3938

Check us out on Facebook! PBM



2015 International 4300 portable toilet truck, Cummins ISB 6.7l 230hp, Allison automatic, air brakes. 10k frt, 175k rear, 25,900 GVW, spring suspension. 11R22.5 tires 75%, 211" WB. 1,800-gallon stainless steel tank, vacuum pump, fold-down platform to haul toilets, 229,239 miles. Prior salvage title flood. Nice truck ready to go to work. Des Moines, IA

Jason 515-265-1656 P02



1998 Freightliner vacuum truck w/ Cummins M11 engine. 2005 Amthor 4,000-gallon aluminum tank. Masport H400W pump. As is/work ready, bought out a competitor and do not need the truck. Wanting to sell quickly. \$42,000 OBO (As always, cheaper with cash).

Text 330-442-8070, OH P03
info@kingsanitaryservice.com



2016 Freightliner Cascadia DD13 (2 available), 450hp, Allison automatic transmission, 263,000 and 173,000 miles. New 4,000-gallon steel tank, new Masport Hydra, plug and play, new tires and aluminum rims. \$99,000

Call Alan 786-908-5436 P02



1998 Mack, 223,752 miles, Eaton Fuller 10-speed. New 3,600-gallon tank - never used, Fruitland pump, tires 90%, sale price \$49,900

Scott 763-213-8235, MN P02



2004 Peterbilt, 3,600-gallon tank, 500cfm Masport pump, one owner, very well maintained, have all records. Rebuilt pump, new clutch, new turbo, recent tires. Caterpillar motor, 8-speed transmission, many other new parts. \$35,000 OBO

Call 860-664-9692, CT P02



2020 Kenworth T270, PX-7 (300hp) engine, Allison automatic transmission. 1,900-gallon steel vac tank, 12-gallon cyclone sec, hot shift PTO, (2) 4" suction parts, 36" toolbox, non-CDL, 10K FA, 16K RA, trailer hookups. ... \$99,975

918-607-1006 P02



2013 Freightliner Cascadia (3 available), Cummins ISX 15, 425hp, 10-speed, Jake brake, new 4,000-gallon steel tank, new Masport Hydra pump, plug and play, new tires all around. Truck 1: 253,000 miles - \$85,000. Truck 2: 307,000 miles - \$79,900. Truck 3: 322,000 miles - \$79,900.

Call Alan 786-908-5436 P02



2013 International 4300, under CDL. DT466 diesel, auto., 130k miles. NEW 1,800-gallon steel vacuum tank with Masport pump.

Call JR @ 720-253-8014, CO PBM



2007 Kenworth T-800 w/CAT 335, 10-speed transmission. 3,500-gallon Imperial vacuum tank w/Wittig RFL100 pump, 430cfm. Heated discharge collars. 387,906 miles. Current inspection, ready to work. \$49,000

800-433-2070, PA
associatedprod@aol.com P02



2007 Sterling LT9500 tandem axle, suspension: 8/LL Fuller transmission, 18/K front axle, 46/K rear axles. Full lockers, air suspension with suspension dump. Cat C9 engine. 4,500-gallon aluminum tank, NVE Challenger 367 water-cooled pump. 6" discharge valve air actuated, 4" intake, heated collars by valves. Truck was garage kept. 255,000 miles. \$52,250

Andrew 262-232-5963, WI P02



2005 Sterling 9500. 187,000 miles on a 450hp MB4000 motor. Engine brakes. 10-speed manual transmission. New 3,700-gallon steel tank. New pump. New PTO. DOT inspection. Good tires. Searcy, Arkansas. Shipping and financing available. \$59,850

Call Caleb 281-914-1192
or Logan 832-928-0985 P02



2007 Kenworth T800 w/Cat335, 10-speed transmission, 3,500 Imperial tank w/Wittig RFL100, 430cfm, heated discharge collars, 387,906 miles. Current inspection, ready to work. \$49,000

800-433-2070, PA
associatedprod@aol.com P02



2015 Peterbilt 337, IN STOCK, 300hp, automatic, 2,200-gallon aluminum tank, HXL400 pump.

866-720-4999 PBM



2014 Peterbilt 337, under CDL, 260hp, automatic, new 2,000-gallon carbon-steel tank, new Masport Viper, 350cfm. New tires and aluminum rims, automatic PTO. \$65,000

Call Alan 786-908-5436 P02

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SEPTIC TRUCKS



2005 International 7600 Series, pre-emissions, heavy spec, automatic transmission, 89,000 miles. 3,600-gallon Kennedy tank, Wee Engineering mounted. Push-button PTO, NVE pump. 150 ft. of hose, great rubber. Priced to sell \$85,000

Call 317-997-5600, IN P02



Kenworth 3,600-gallon 1/4" steel powder coated steel vacuum tank, Jurop LC240 pump, hose trays, 36" rear hatch, heavy duty bumper, (2) 4" suction ports, trailer hookups, (2) 36" toolbox, 350hp Cummins, Allison auto trans, chrome bumper, alum wheels. \$132,866

Josh 918-607-1006 P02



2020 Kenworth T370, PX-9 (300hp) engine, Allison automatic transmission, FA 12K, RA 21K, trailer hookups. 2,500-gallon steel vac tank, Jurop XR-260 vacuum pump, (2) 4" suction parts, 36" rear hatch, 36" toolbox. \$115,900

918-607-1006 P02

1997 Ford LN9000 with Presvac 2,300-gallon, either DOT Code or septic use. Tank in great shape. Cummins with Fuller transmission. Just inspected, runs excellent. \$25,500. KLM Companies 617-909-9044 (PBM)

2003 International 4400, automatic Allison transmission, low-mileage rebuilt DT530 motor, 2,500-gallon aluminum tank. One owner, well maintained. Serviced by Class A mechanic. \$40,000. Call John at 845-674-3022. (P02)

2002 Mack RD688, 4,600-gallon steel tank with NVE 886 Challenger pump. 8-speed with lo-lol Eaton transmission. Double frame, rear tool boxes, lock-in diff., new rear tires and lift axle bags. 378,000 miles. \$46,000 OBO. Call Dustin 570-772-4255. (P03)



2020 Hino 338, 260hp engine, Allison automatic transmission, trailer hook-ups. 2,500-gallon steel vac tank, Jurop 260 vac pump, 36" rear hatch, (2) 4" suction parts, 36" toolbox. ... \$111,900

918-607-1006 P02



1995 Peterbilt 357, 425 CAT engine, 5,000-gallon Imperial steel tank - installed 10 yrs. ago, Masport pump, Fuller 8-speed transmission, 46,000 lb. rear/20,000 lb. front. ... Asking \$30,000

410-795-2947, MD P02

Three (3) Mack septic trucks. Terralift machine. Prices upon request. Call 573-535-4019 for more information. (P02)

2001 International 4700 cab & chassis with a Transway 2,400 U.S. gallon, carbon steel, dump-type vacuum tank with a Fruitland RDF500 vacuum pump. (Stock# 7295C) www.VacuumSalesinc.com (888) VAC-UNIT (822-8648) (PBM)

1989 Peterbilt 379 cab & chassis with a PIT 3,000-gallon carbon-steel vacuum tank and Masport HXL15W pump. (Stock# 9572V) www.vacuumsalesinc.com (888) VAC-UNIT (822-8648) (PBM)

New 4,000 U.S. gallon, aluminum, vacuum-pressure tank mounted on a 2020 Peterbilt 348 cab & chassis with NVE Challenger 866 fan-cooled vacuum pump. (Stock# 13822) www.VacuumSalesinc.com (888) VAC-UNIT (822-8648) (PBM)

1983 Mack R686ST cab & chassis with a Presvac 3,200 U.S. gallon, carbon-steel vacuum tank with Masport H15WV vacuum pump. (Stock# 8463C) 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)

SERVICE/REPAIR

Dynamic Repairs - Inspection Camera Repairs: 48 hour turn-around time. General Wire, Ratch, Ridgid, Electric Eel, Gator Cams, Insight Vision, Vision Intruders. Quality service on all brands. **Rental equipment available.** For more info call Jack at 973-478-0893. Lodi, NJ. www.dynamicrepairs.biz (PBM)

SLIDE-IN UNITS



NEW aluminum slide-in tanks. 2 available. 450-gallon (300 waste/150 fresh), Honda motors, Masport pumps.

Call JR @ 720-253-8014, CO or Mike @ 303-478-4796 PBM

TANKS

Vacuum Tanks - New: 800- to 5,000-gallon tanks available. 3,600-gallon tanks - \$14,000. 2,500-gallon tanks - \$12,000. Delivery available. Contact Jerry: 800-721-2774; JEagleTanks@yahoo.com (PBM)



Used Steel Vacuum Tanks - starting at \$8,900, 3,500-gallon, 4,200-gallon & 4,700-gallon. Used Masport HXL400 WV Plug-and-Play - \$2,900, Gasco Triplex 3364-AL - \$750. We ship anywhere.

Call 269-751-5167, MI Truckservicesinc.com PBM



50,000-Gallon Septage Storage Tank - FREE to someone who will move it from existing location. Canton, OH.

Call 330-494-3000 PBM

1,000-gallon 2 CMPT septic tank form built by Shaddix Company. Good condition, no longer needed. \$3,000. 724-699-4489. (P02)

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or Mike @ 303-478-4796** PBM



New Vacuum tanks in stock! Aluminum and steel. Shippers, turnkey tanks, painted, unpainted or polished aluminum. All shapes and sizes. And we can customize any tank as well. We offer full rigging services and can mount tanks and pumps to your chassis, or we can mount a tank to one of our trucks for you! We ship all over the world!

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Logan @ 832-928-0985,
or Caleb @ 281-914-1192** P02



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www.genevaequipment.com** PBM



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Call 888-6VACTANK today! PBM

New 4,200-gallon Crown Tank vacuum tanks, complete with full-length aluminum hose trays, lighted tube sight gauge, painted & lined. **SPECIAL CLOSEOUT PRICE - \$13,985.** We also offer larger tanks. Please contact Air-Flo Mfg./Crown Tank at 607-733-8284. (P02)

TOOLS

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TOYS

Septic pumper and vacuum die-cast toy trucks: In your choice of colors and logos, several cabs available. Call 877-450-2100, write to Granite State Collectibles, PO Box 440, New Ipswich, NH 03071; or www.granitestatecollectibles.com. (PBM)

TRAILERS- VACUUM/TANKER



Imperial Vacuum Trailers: In stock, 6,000- and 6,300-gallon aluminum single-compartment Imperial vacuum trailers.

**Call Cory
800-558-2945 Ext. 426** PBM

2005 Peterbilt 385, 149,000 miles with 2006 Dragon aluminum 6,300-gallon with catwalk and Wallenstein 700cfm pump, two (2) 6" valves w/Garnett flow meter. \$60,000 OBO. 302-856-7549 (P02)

TRUCKS - MISC.



1999 International 4700 T444E, new Masport vac pump, new paint, new tires, 1,200-gallon capacity. Ex-city truck. Need to move on from this truck because of CARB compliance. \$23,000 OBO

**707-888-1659, CA
karlmeys99@gmail.com** P02



1994 Freightliner, Cummins motor, good tires, new clutch, new paint, Linex Truck rails, 5-speed with splitter, new dash cluster. Masport vac pump, hydraulic PTO and 1,800-gallon tank. Clean, tight, good running truck. We have to sell because of CARB compliance. Offered at \$19,990

**Contact Karl Meyers 707-888-1659
or karlmeys99@gmail.com** P02



2002 Ford F550 Super Duty with new 7.3 diesel motor and new transmission. Receipts available for engine and transmission. 1,000-gallon tank, Masport vac pump with Honda engine, plug and play. Have to sell because of CARB regulations. \$9,800

**Contact Karl Meyers 707-888-1659
or karlmeys99@gmail.com** P02

2007 Dodge 3500 Heavy Duty - 6.7L turbo diesel, 6-speed manual. New flatbed, runs great, needs clutch/transmission. \$7,000 OBO. Contact Mike at 208-739-7151 or mike@portapros.com. (P02)

Andy Gump has 15+ trucks for sale! Pumping, service, delivery/pickup, combo trucks. **EVERYTHING MUST GO!** Email marketing@andygump.com for more info. (P02)

2006 Chevy Duramax 3500 STD - 6.6L turbo automatic, liftgate, flatbed carries 6 units. Good running condition. \$7,500 OBO. Contact Mike at 208-739-7151 or mike@portapros.com. (P02)

TV INSPECTION

2010 Freightliner Sprinter 3500 diesel sewer inspection truck w/192,000 miles. New DPF-exhaust system August 2017 @ 130,000 miles. Brand new Onan diesel generator November 2017. Camera equipment is a IBAK Lisy 150 lateral launch on a KRA-75 IBAK tractor. Technician station, all computers, and copper coax cable included. \$35,000 OBO. 231-631-4101 (P02)

VACUUM EQUIPMENT



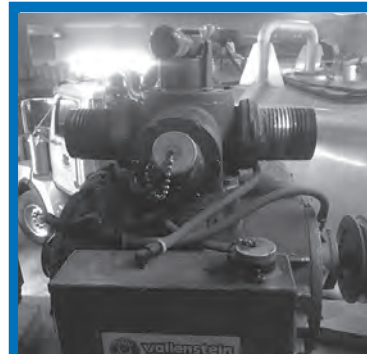
2013 Western Star Innovative vacuum truck. Too much to list, call now!

972-938-1905, TX P02



2012 Freightliner Vector 2112. Vacuum pump 80gpm @ 2,000psi. 18" Roots blower.

972-938-1905, TX P02



Two (2) 2017 750 Wallenstein vac pumps for sale. 1 new, other used. Asking \$5,000 Canadian. For more info, contact Ron.

204-745-7235, MB P02

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~~\$82,500~~

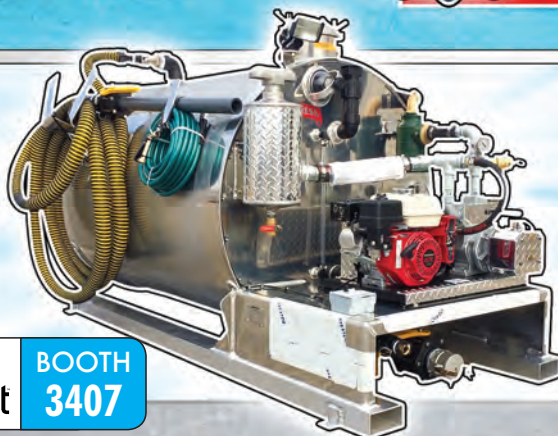
1250- **\$75,000**
~~\$85,000~~

JUST 3 LEFT!

300 Gallon (200/100)
450 Gallon (300/150)
600 Gallon (400/200)
800 Gallon (540/260)
995 Gallon (670/325)

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- > 9600 US Gallons
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 - > 400 CFM @ Free Air
 - > 350 CFM @ 15" HG
- > Max Vacuum 27" HG Continuous
 - > Max Pressure 35 PSI
 - > Deutz Diesel Drive



Liquidvac

- > SS 316 Construction, High Polish Finish
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 - > Water Tank: 300 US Gallon
- > Presvac PV750 Vacuum Pump
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 - > Max Pressure 35 PSI
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