



## Letter from the Leadership

The next ten years...

As We celebrate Our ten-year anniversary I found myself debating for a few days on how to commemorate the event – this is TEN YEARS after all – kind of a big deal. I began to brainstorm topics...

- Do Employees want to hear about how Provenance will need to adapt to the changing business environment? After-all I spend a lot of my "thought time" right here.
- Maybe I should discuss how We will continue to grow at a time that Our industry (service to the petrochemical industry) struggles.
- How about presenting a philosophical argument of why efficiency is so important to project execution.
- Maybe I need to re-emphasize why Apple operating systems are far superior to others!

While these issues are important, *none of them will ultimately determine Provenance's next ten years.* Provenance's "future self" will be determined by how We treat each other, Our communities, and Our clients.

Regardless of how incredible Our technical expertise is, how efficiently We execute, how flawless a project performs, or how impressive We are in handling data - ***in ten years everyone We work with today will remember how We treated them.*** This does not mean We can neglect Our execution strategies, but even more importantly We must recognize how We are treating each other and how We challenge Ourselves to improve.

No one on Our Team - including Our clients, partners, human resources, or project leads - have more "ability" to treat people well than anyone else. Every member of Our Team is equal here, and can make meaningful and lasting impacts on the company's future.

As hard as We work at proper treatment of others, We will fail. I personally allow frustration, disappointment, and a litany of other emotions to prevent me from treating others well. We must have the same discipline and passion to help each other recognize when We do fail in treating others well and use this failure as a stepping stone to help each other improve. Just as We do with improving Our execution methods.

Let's help people find joy in their work.  
 Let's help people celebrate their accomplishments.  
 Let's enjoy doing the work We all have chosen.  
 Let's be thankful for Our blessings.

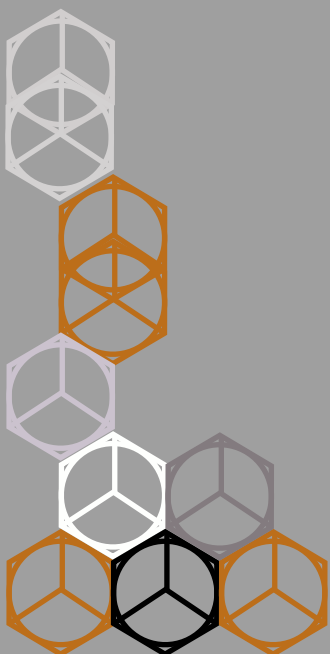
I am thankful for the team at Provenance We have built. I am proud to call everyone a fellow Employee and Friend.

Let's make Our future selves proud of Our current selves!

Patrick Nonhof

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Provenance Consulting

Fall 2016

## American Cancer Society Borger HOPE Gala 2016

### Provenance Mission

- We are second to none in understanding our clients' needs and providing service to achieve their goals.
- We provide our employees a financially secure, challenging, and fulfilling work environment.
- We steward our earnings for the benefit of our employees, the communities they live in, and the communities of our clients.

Provenance sponsored the 2016 HOPE Harvest a Cure Gala held at Crutch Ranch, Borger, TX on Saturday September 24th. HOPE brings together a community that is devoted to improving the lives of cancer patients in Hutchinson County. Proceeds support these patients as well as contribute to cancer research. Reckless Kelly performed live and many great items were sold at the live and silent auctions.

Kinzie Robins



Angie Herdt, Kinzie Robins, Lauren Mercer, Kelly McDonald, and Haley Calder



Patrick Nonhof



Kevin Mejia, Quyen Nguyen, Boya Shi, Hsin Pang, Jamie Breedlove, Racquel Roman, and Imelda Saaverda

## Hutchinson County United Way's 2nd Annual Kick-Off Cook-Off – Heat up Hutchinson



Lauren Mercer, Molly Baker, Dylan Misslin, and Jenny Brancheau

Provenance supported the Hutchinson County United Way's 2nd Annual Kick-Off Cook-Off – Heat Up Hutchinson. This family friendly gathering had a variety of activities for all ages, including: vendor booths, live entertainment, and several door prizes up for grabs. The proceeds from this event go towards the number of agencies that United Way supports throughout the year. Lauren & Dane Mercer, Jenny & Curt Brancheau, Imelda Saavedra and Patrick Nonhof were all part of the Provenance family that prepared the BBQ for this event.

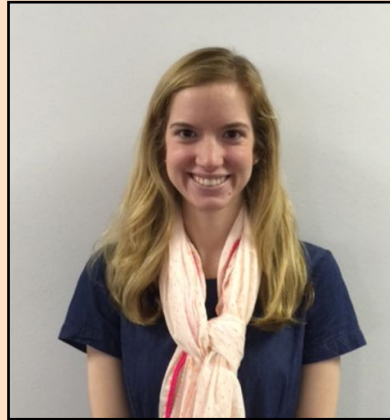
Kinzie Robins



## Interns

- Kimberly Saucedo
- Robert Munoz

## Shelley Broman



Shelley started at Provenance as an intern in the summer of 2015. She was also the Press Secretary of AIChE while a student at UT.

## Chance Snyder



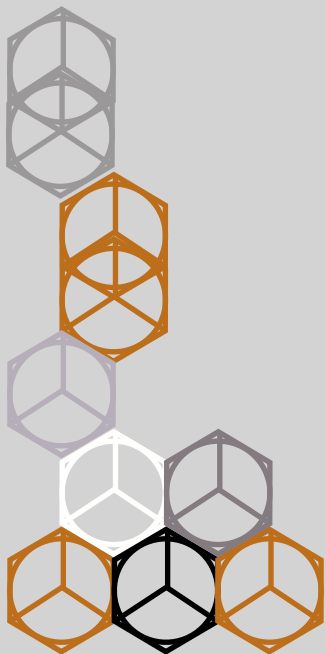
“As a child, what did you want to be when you grew up? If you have not achieved it, is it still an aspiration?”

- I’ve always wanted to own my own business, I think it may be possible one day.

## Ron Mantooth



Ron started his career as an operator at WRB and worked there for 21 years. During that time he was able to gain skills that helped in move into training.





**Employee**

**Position**

**Location**

**Years of Service**

**Hire Date**

**July**

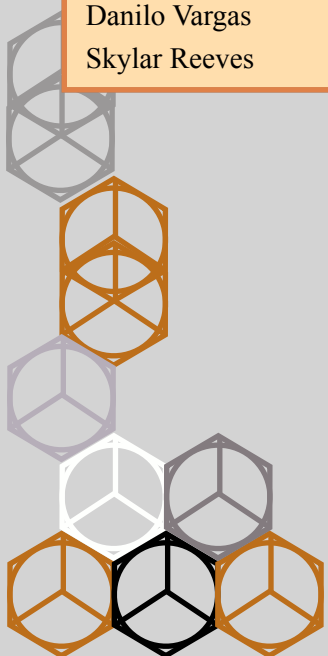
Srihari Maganti	PSM Consultant	Houston	4 years	July 2
Susheela Nayak	Project Lead	Houston	3 years	July 15
Patrick Fisher	PHA Facilitator	St. Louis	1 year	July 6
Mohamed Youns	MI Consultant	Borger	1 year	July 13

**August**

Jamie Breedlove	HR Generalist	Borger	9 years	August 7
Rahul Raman	Project Lead	Houston	2 years	August 26

**September**

Justin Adams	Partner	Borger	10 years	September 1
Tony Powell	Partner	Borger	10 years	September 1
Patrick Nonhof	Partner	Borger	10 years	September 1
Jennifer Perez	Project Lead	Dumas (Valero)	6 years	September 13
Jesse Verdier	API Inspector	Borger	2 years	September 8
Rusty Mihm	Mechanical Field Technician	Borger	2 years	September 29
Danilo Vargas	PSM Consultant	Borger	2 years	September 29
Skylar Reeves	Mechanical Field Technician	Borger	1 year	September 28







## *Dos and Don'ts of Winter Safety*

As the cold winter months approach rather quickly, there are several important health and safety hazards to remember. It is vital that everyone watch out for their neighbor to ensure that all remain safe. One important factor in winter safety is driving. Did you know that almost 70% of the nation's population lives in a region where about 70% of the roads are located in snowy areas? Meaning, a huge part of the American people drive in winter weather conditions every day during this season – making driving conditions extremely hazardous.

With winter weather almost upon us, below are several key factors to think about while trying to be safe:

- Change the batteries in your smoke detector and carbon monoxide detectors in your home when you change the time on your clocks
- Install insulation on water lines that run along exterior walls of your home
- Ensure your garage door is all the way open, if you start your vehicle and let it run to warm up
- Prepare your vehicle for winter by keeping the following in the trunk:
  - Blankets, non-perishable food, water, booster cables, tire pump, bag of sand or cat litter, compass/maps, flashlight, first-aid kit
- Prepare your kitchen by stocking food that does not need to be cooked or refrigerated
- Wear appropriate outdoor clothing when going outside
- Be aware of the wind chill temperature, which can drop the temperature significantly
- Ensure a stove or oven is vented properly and that any heat source is away from anything flammable
- Always carry a cell phone in case of an emergency
- When travelling, inform friends or family of your proposed route and estimated time of arrival
- If possible, avoid travel when the weather service has issued advisories
- If stranded on the side of the road, do not leave your vehicle
  - Instead turn on your emergency flashers and wait for help
  - Run the engine of your vehicle and heater only 10 minutes every hour
- Check on family and neighbors who are at more of a risk from cold weather hazards: young children, elder adults, and the chronically ill
- Provide adequate shelter and unfrozen water to drink for pets that are not allowed inside

Kinzie Robins



## *Fantasy Football and Leadership*



Fall is upon us, which means us football lovers are glued to the TV several days a week. And with football comes all the fantasy leagues and the intense, yet fun competition of it all. As a fantasy football enthusiast, I found the following article very interesting and wanted to share it with you - "Touchdown! What Fantasy Football Teaches Us About Leadership". It draws parallels between leadership and managing a fantasy football team. Who knew this entire time I have been goofing off with fantasy football, I was actually learning about leadership. Here is a revised version of the article. Enjoy!

### **Hands-On Coaching**

When drafting a fantasy team, it's your job as coach to put together a team that will lead you to victory. In the workplace, a leader essentially has the same role; with the right guidance, you can bring out the very best in employees and ensure the team continues to produce top-quality work and executes on a determined strategy. You need to be tuned into what's happening with your employees at all times in order to ensure success.

### **Collaboration - On The Field**

In football, no one position is more important than another; a quarterback can't make big plays without receivers or an offensive line to protect him. The same is true of a team. You need the strategizers with creative minds and big ideas just as much as you need the realists that center the group and the executionists that get it all done.

### **Know When To Rethink Your Strategy**

Occasionally you're thrown a curveball - or an awful first-round fantasy pick that ends in disaster - and you need to pivot. Some studies have shown that doing too many things at once may increase the production of the stress hormone cortisol. It is during moments like these when, as the team leader, you need to reset and readjust your priorities to keep your team on task.

### **Always Strive For Improvement**

What do successful fantasy football teams have in common? For one, they try to predict their opponent's strategies and study players' past performances and injury histories to determine their own. Successful teams are successful because their owners never stop striving for improvement. Strong leaders create strategies based on research (and a dash of intuition). They analyze their industries, know what areas their competitors excel in, assemble an effective team, listen to the advice of colleagues, and never stop learning.

### **Big Risks = Big Rewards**

Drafting a top 10 quarterback on track for a great season is a safe bet, but drafting a "sleeper pick" who has the potential for a big season would be seen as a big risk. Those risks, however, can either transform a fantasy season or cost you a spot in the playoffs. Leading is no different. Whether implementing new projects or hiring new team members, effective leaders carefully assess any opportunity presented to them, but are still willing to take chances.

Kelly McDonald

Somers, Jim. "Touchdown! What Fantasy Football Teaches Us About Leadership." CMO.com, September 6, 2016.



## Babies



Jacquelyn and Rusty Mihm are now the proud parents of a beautiful, baby girl. Chancey Lanae Mihm was born on Tuesday, August 16th, weighing 7lbs 14oz.

Hazel Blaire Sawyers was born on Friday, September 30th, weighing 7lbs 5oz. John and Vanessa Sawyers are very happy to welcome this beautiful little girl into their family.



Mackenzie Kate Snyder was born on Monday, September 26th, weighing 7lbs 1oz. Congratulations to proud parents Jon and Amanda Snyder!

Tony and Amy Powell are happy to announce the birth of their beautiful baby girl. Paisley Dale Powell was born on July 5th and weighed 7lbs 8oz.







## Coop Trip to Texas

To welcome new coops/interns to the Provenance family and the Texas Panhandle, a group of Provenance employees and families went to several of the famous sites of Amarillo. The day started with lunch at the Big Texan, where the group watched someone complete the 72 oz. steak challenge. Then off to Cadillac Ranch and painting a Provenance P on an upright cadillac. And finally, going on a jeep ride through Palo Duro Canyon and ending the day seeing the musical Texas. Everyone had a fun time and it was a great way to meet the new coops/interns and let them see a little bit of the Texas Panhandle.

Margo Hood



Rachel Wix, Quyen Nguyen, Jamie Hackbarth, Shreya Bagali, and Margo Hood



Riley Roman, Jeremy Roman, Racquel Roman, Rachel Wix, Shreya Bagali, Margo Hood, Jamie Hackbarth, Natalie Hood, Quyen Nguyen, Scott Kindy, Addison Kindy, Chloe Kindy, Jamie Breedlove, Kinlee Breedlove, and Lila Breedlove



Quyen Nguyen, Margo Hood, Shadi Audi, Shreya Bagali, Rachel Wix, Jamie Hackbarth, Kinlee Breedlove, Lila Breedlove, Jamie Breedlove, Addison Kindy, Chloe Kindy, Scott Kindy, Jeremy Roman, and Riley Roman



Margo Hood, Rachel Wix, Jamie Hackbarth, and Shreya Bagali





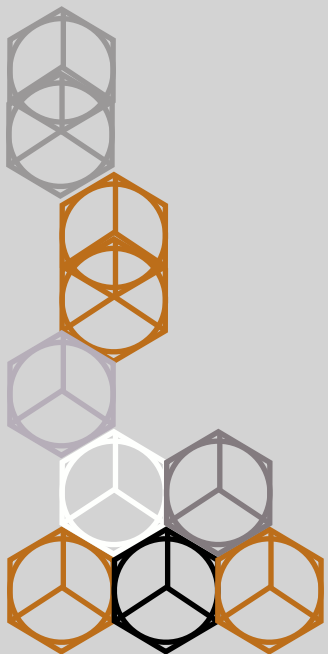
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# Upcoming Events

## Upcoming Newsletters

- Winter 2016 - December
- Spring 2017 - March
- Summer 2017 - June
- Fall 2017 - September



## OCTOBER

sun	mon	tue	wed	thu	fri	sat
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

- October 15th - ASME Tailgate at UT
- October 31st - Halloween

## NOVEMBER

sun	mon	tue	wed	thu	fri	sat
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

- November 24th - Thanksgiving
- Open Enrollment (TBD)

## DECEMBER

sun	mon	tue	wed	thu	fri	sat
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- December 9th - Panhandle Christmas Party
- December 17th - Austin/Houston Christmas Party
- December 24th - Christmas Eve
- December 25th - Christmas Day
- December 31st - New Year's Eve

## JANUARY

sun	mon	tue	wed	thu	fri	sat
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

- January 1st - New Year's Day