



## Letter from the Leadership

### In This Issue:

Letter from the Leadership	1
Mission Moments	2
Knowing the Newbies	4
Workiversaries	5
Spotlight on Safety	6
People Building	7
Family, Friends, and Fun	8
Upcoming Events	10

### *Provenance Mission and Organizational Vision*

The Leadership Team recently had the opportunity to share the Mission Statement and Organizational Vision with all Provenance Employees through a series of “ice cream chats.” We want to thank everyone for making these meetings a priority and taking the time to gather and share in the Organizational Vision the Leadership Team “is forming.”

Written communication is incredibly important in our business. The word selection above was very intentional and demonstrates the criticality of written communication. A quick English refresher – “is forming” is a present progressive verb tense and indicates an **ongoing action**. I want to emphasize that we did not select the past verb tense of “formed” as this tense indicates an action **started and finished** in the past.

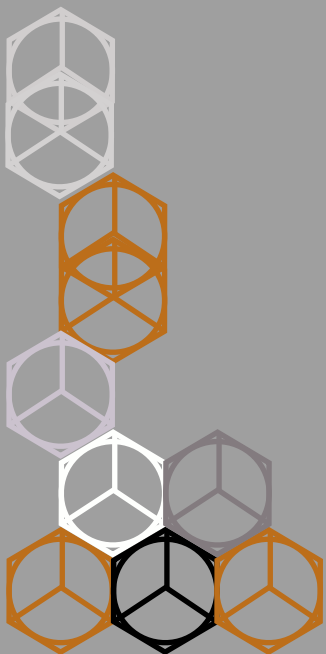
The Organizational Vision of the company is not a goal, but rather a process. The Organizational Vision is based on many factors, but one of the most important and critical factors is the input of all Provenance Employees. The Leadership Team’s doors remain open to discuss our business, our approach, and how we can continue to accomplish the Mission Statement.

Certain aspects of our Mission will never change – they are simply too integral to the success we want to achieve. One example is our fanatical focus on our **customers and their goals**. However, some aspects of the Organizational Vision will change to allow us to continue to grow and achieve future success. For example, we will create new lines of service that are not currently part of our organizational structure. Provenance “discovers” a new Client need and we fill that need by creating new expertise, taking on the risk of a new line of business, and offering this service to our Clients in ways no other company is currently doing. Even though this is an update to our Organizational Vision, it still aligns with our Mission Statement.

As Provenance continues to grow we must continue to communicate our Organizational Vision, Mission Statement, and Culture to new Employees, remind existing Employees of how we got to where we are, and educate our Clientele of what drives our decisions. In our business, as with most all service businesses, YOU – The Provenance Team – is what makes the company succeed. We continue to need your best ideas, your wisdom, and your input to succeed. We will not achieve success without your input and contribution.

We appreciate everything you do for us, and we are especially grateful for the ongoing, exceptional service you provide our Clients every day. Let’s keep that up and our success will continue.

Patrick Nonhof





Provenance Consulting

Fall 2015

# Mission Moments

## 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.

## Area Autism Awareness Walk

In April, Provenance Consulting donated to the Area Autism Awareness Walk. I was there and took pictures with the group that walked for my son. I am very thankful and appreciate Provenance Consulting for donating to this cause; it means a lot to my family!

Karen Hudson



## Wild West Brew Fest

Provenance Consulting was a contributing sponsor of the Katy Wild West Brew Fest (WWBF) for the third consecutive year. The Katy WWBF is a charitable event that began just four years ago at a small venue with several hundred guests. The event has grown so large that this year it changed venues to Katy Mills Mall to accommodate 6,000+ guests. Although the focus of the event is to drink great beer and enjoy fellowship with friends and family, its true purpose to serve the local community and those less fortunate than ourselves.

The Katy WWBF raised \$51,000 to benefit various organizations in Katy including the following and more:



- Katy ISD Fine Arts
- Katy ISD FFA
- Casa de Esperanza
- Katy ISD Shaw Center for STEAM
- The Rainbow Room
- Katy Rotary Disaster Relief
- Katy Special Rodeo

Although the beer and fellowship are excellent on their own, the goals of the Katy Wild West Brew Fest are so aligned with Provenance Consulting's Mission Statement that we continually look forward to participating each and every year.

Justin Phillips



Provenance Consulting

Fall 2015

# Mission Moments

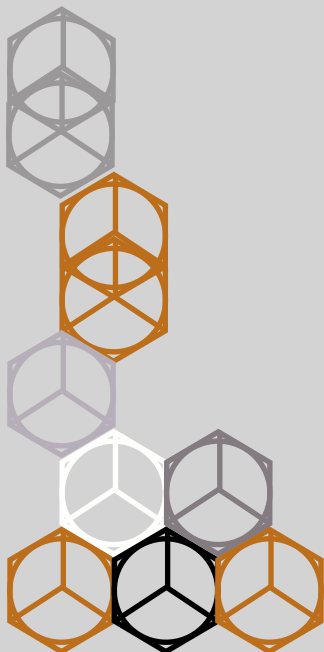
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## Day of Caring

This summer several Provenance employees participated in United Way's Day of Caring. The Provenance Borger Team was able to paint and repair two homes and a storage shed. The owners of both homes were extremely grateful. A special thanks goes out to Eric Humphrey and April Lopez for coordinating this effort every year.

Kelly McDonald



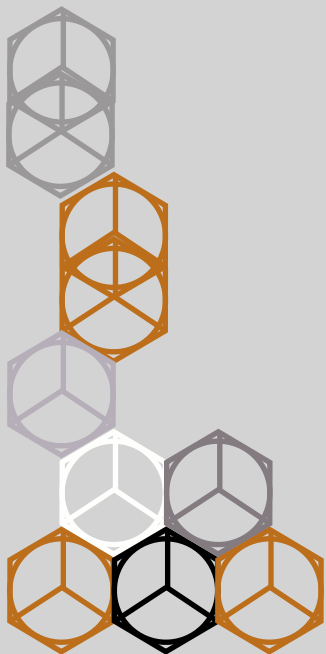


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Fall 2015

### Coops & Interns

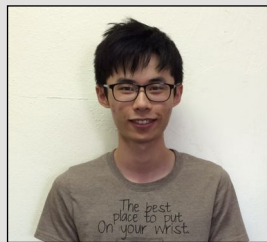
- Andrea Avila
- Lauren Fore
- Daniel Victory
- Maimouna Diop
- Jonathan Pattie
- Sean Finnegan
- Margo Hood
- Zach Mesneak
- Greyson Thompson
- Jesse Xue
- Jiawen Jiang
- Shelley Broman
- James Topp
- Cody Harris



# Knowing the Newbies



Natalie Watkins  
Data Tech  
P66 01/07/15



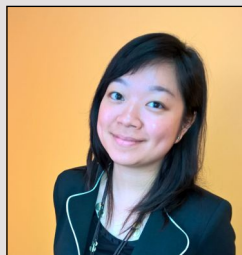
Boya Shi  
Chemical Engineer  
P66 02/02/15



Katrina Liebsch  
Mechanical Engineer  
Austin 02/02/15



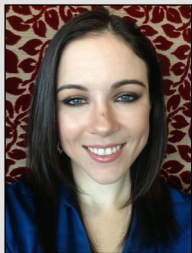
Roxy Zhou  
Chemical Engineer  
Katy 02/09/15



Rebelle Yeo  
Chemical Engineer  
Katy 02/09/15



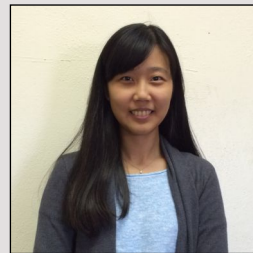
Ryan Verdin  
Chemical Engineer  
Katy 02/09/15



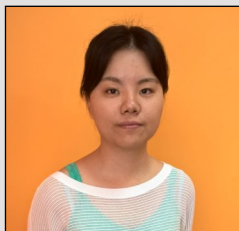
Lauren Hendrickson  
Chemical Engineer  
Katy 02/16/15



Owaiz Ebrahim  
Chemical Engineer  
Katy 02/16/15



Hsin Pang  
Chemical Engineer  
Katy 02/23/15



Yishan Zhang  
Chemical Engineer  
Katy 03/04/15



Jennifer Marks  
Data Tech  
Katy 03/30/15



Patrick Fisher  
Chemical Engineer  
Borger 07/06/15



Mohamed Younes  
Mechanical Engineer  
Borger 07/13/15

## Welcome!





<i>Employee</i>	<i>Position</i>	<i>Location</i>	<i>Years of Service</i>	<i>Hire Date</i>
<b>June</b>				
Jerry Smirl	MFT	Borger	7 years	June 16th
Scott Kindy	Project Lead	Borger	7 years	June 26th
Michael Contreras	MFT	CPChem	5 years	June 8th
Fadekemi Osideinde	PSM Consultant	Katy	3 years	June 11th
Michael Tzaperas	PSM Consultant	Austin	3 years	June 25th
Vipin Vijayakumaran	Lead MFT	Borger	2 years	June 24th
Aaron Braden	PSM Consultant	P66	1 year	June 2nd
Kaci Rodela	Data Tech	CPChem	1 year	June 2nd
Edward Guillen	MFT	CPChem	1 year	June 30th
<b>July</b>				
Srihari Maganti	PSM Consultant	Katy	3 years	July 2nd
Abhinav Kumud	PSM Consultant	P66	2 years	July 5th
Susheela Nayak	PSM Consultant	P66	2 years	July 15th
Jason Gass	API Inspector	MI	1 year	July 7th
<b>August</b>				
Jamie Breedlove	Data Tech	Borger	8 years	August 7th
Chyi Chin Hew	PSM Consultant	Katy	4 years	August 22nd
Yiqi Sun	PSM Consultant	P66	2 years	August 12th
Rahul Raman	PSM Consultant	Katy	1 year	August 26th





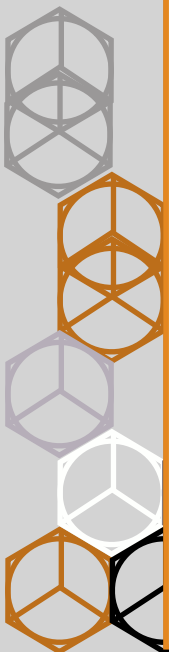
## Summer Safety Tips

The summer months are upon us after a very enjoyable spring season. Summer is a time to enjoy the outdoors such as going to the lake, visiting an ocean, hiking mountains, camping at a park, or maybe just your backyard to enjoy summer activities with family and friends. Here is a list of some basic summertime safety tips to help with the heat.

- Keep out of direct sunlight, especially between 10 a.m. and 4 p.m. when the sun is the strongest.
- Sunscreen is not recommend for children under six months of age. Children less than six months old should be kept out of direct sun exposure. To help prevent sun exposure, dress the child in pants and long-sleeved shirts made of a closely woven material.
- Sun exposure in young children should be extremely limited as their skin is not fully developed and is highly susceptible to sunburns. When outdoors, children older than six months should have sunscreen applied liberally and frequently, as well as be kept in shaded areas from the sun's harmful rays.
- Adults and children should apply sun block to the skin when in the sun, and re-apply every few hours, especially after swimming. Use a sunscreen of SPF 30 or higher and follow labeling instructions.
- Wear a wide-brimmed hat to protect your eyes from the sun and to prevent a sunburned scalp. Sunglasses are also recommended to protect your eyes from sunburn.
- If you plan to swim in a river or stream, use extreme caution and stay away from swift moving water. Heavy rain and flash flooding makes many swim holes, rivers and streams unpredictable and dangerous. Be aware of undertow areas while visiting lakes and oceans.
- Be mindful of your food storage. Keep your hot food hot (above 140 degrees Fahrenheit) and your cold food cold (below 40 degrees Fahrenheit). Certain foods can spoil when exposed to hot weather and can cause episodes of food borne illness.
- Drink plenty of liquids, preferably water, to prevent dehydration and heat exhaustion. I advise people if they are planning to work or play during the summer weather to hydrate, hydrate, hydrate. Avoid alcoholic and caffeinated drinks, as they can contribute to dehydration in your body.

Following these basic summer safety tips will allow you, your family, and your friends to have many fun-filled adventures in the years to follow.

Eric Humphrey





## *Going Back to Kindergarten*



Do you remember what it felt like when you started the first day of kindergarten? You were in a new place, not knowing where the restroom or lunch room was. There was a sea of strange faces, all of which were unfamiliar, no best friends yet made. Everything seems so overwhelming, scary but exciting. And there you are, right in the middle, feeling lost until everything becomes familiar...by the end of the year all of the fear and anxiety is long forgotten.

Those feelings are prevalent anytime we find ourselves in a new place or situation – like starting a new job. Provenance has hired 26 new employees this year who may have experienced that anxiety – some who have relocated to a new city and knows no one. But does this new experience have to be so scary...the answer is no!

Every person at Provenance can make a new employee feel welcomed, thereby lessening the jitters of starting a new job. This can be simply done in many ways:

- Making time to introduce yourself and getting to know the new employee
- Taking the new employee out to lunch
- Showing the new employee around town
- Inviting the new employee to social events outside of the company
- Mentoring the new employee on the cultural aspects of the company
- Helping the new employee get involved with community events

This list can be summed up to building a strong relationship with someone new. At the end of kindergarten the reason why it was no longer scary is because you had made friends. Those friends are the ones you could rely on when you were lost and needed help.

Provenance is a big family of friends. Let's go back to kindergarten and remember what it was like to make new friends!

Kelly McDonald



## Weddings

Congratulations to Sarah Frost and Gideon McKee on their engagement! Gideon and Sarah first met on OKCupid, then later met up at local cafe, Epoch.



Srihari Maganti and Saritha were married in India on January 22, 2015.

Saritha was born and raised in India in the same state as Srihari, she is a software professional.

Srihari and Saritha met in California through a mutual friend and have been seeing each other ever since. In Srihari's words, "She is loving, patient, kind, and the best thing to ever happen to me!"

## Birth Announcement

Evan Marie Mercer was born on July 17th weighing 7lbs and 9 oz.

Congratulations to Lauren and Dane Mercer on their beautiful, baby girl!



## Austin Office is Settling Down

Austin sure is a happening place, and we here in the Austin Office love it. In the last year, five of our employees bought their first home right here in the Capital City. Congratulations on home ownership to Michael & Sara Tzaperas, Todd Addington, Sarah Frost, and Jeff Barnes!

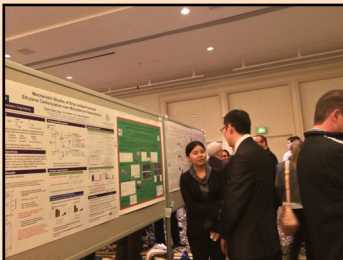


Sara Tzaperas



## Congratulations

Yishan Zhang received her PhD from Lamar University and also attended the annual AIChE meeting in San Francisco.



Owaiz Ebrahim was presented with his Master's in Chemical Engineering from Carnegie Mellon in May.



Eric Humphrey passed his API 570 exam. This certifies Eric as a piping inspector and increases his knowledge of safety.



Mei Leos, spouse of employee Matt Leos, earned her Professional Engineer License! She graduated from the University of Texas at Austin in 2010 as an Architectural Engineer and now designs building mechanical systems with Tom Green & Company Engineers, Inc.

Vipin Vijayakumaran passed his API 510 exam. Vipin is now certified as a pressure vessels inspector and increased his knowledge of safety.



## Co-op Trip to Texas

As a way of getting to know all of our new Borger coops and interns, several Provenance employees took a field trip this summer to Amarillo and had quite the adventure. Our field trip began at the Big Texan Steakhouse where everything is as big as Texas – including the snakes. Then a quick trip to the Quarter Horse Museum before taking a 2-mile hike at Wildcat Bluff Nature Center – there was not much wildlife but we did catch a horny toad. The night ended with a trip to beautiful Palo Duro Canyon to see the play Texas, that sadly got rained out, but there was time for some line dancing before the storm came. It was a fun day for all and a great way to get to know our students.



Kelly McDonald



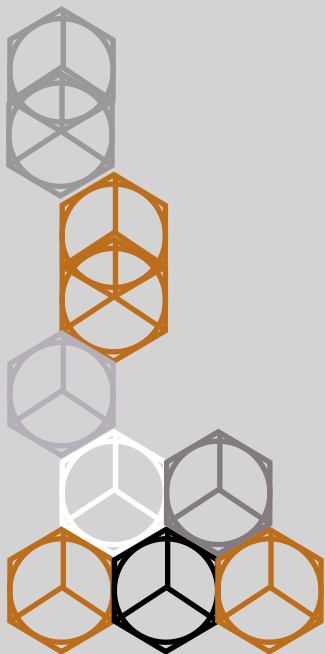


Provenance Consulting

Fall 2015

### Upcoming Newsletters

- Winter 2015 - December
- Spring 2016 - March
- Summer 2016 - June
- Fall 2016 - September



## Upcoming Events

### AUGUST

sun	mon	tue	wed	thu	fri	sat
26	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

- August 15th - Company Picnic

### SEPTEMBER

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

- September 9th & 10th - UT Engineering Expo Career Fair
- September 12th - Provenance/ AICHE tailgate (UT vs. Rice) in Austin
- September 18th - Provenance's 9 year Anniversary
- September 26th - Hutchinson Oil Patch Extravaganza (HOPE)

### OCTOBER

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

- No events at this time

### NOVEMBER

sun	mon	tue	wed	thu	fri	sat
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	4	5

- November 7th - Provenance/ ASME Tailgate (UT vs. Kansas) in Austin

