



Letter from the Leadership

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Following a recent safety event, I participated in a number of meetings with client and Provenance personnel. Two things occurred in every meeting:

1. The group gave thanks that the employee was unharmed
2. The following statement was made - ***Our first responsibility is to get everyone home safely at the end of every day***

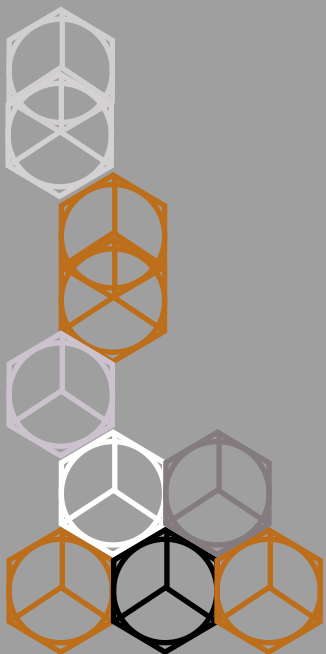
When safety matters are discussed, when safety policies and procedures are defined, when a safety incident is reviewed to understand the lessons learned; the mentality is the same - ***our first responsibility is to get everyone home safely at the end of every day***. The mentality should not be to complete work activities, send invoices, or meet with potential clients. All of that is secondary – without safety, the rest is meaningless.

We talk about safety quite often. We talk about safety in the field, we talk about safety in the office, we even talk about safety at home. You may think some of these discussions do not apply to you, but everyone can take some aspect of these discussions and improve their safety mindset. Please listen during these conversations; please contribute to the discussion. We each have something to learn about safety, and we each have something we can contribute to a fellow employee's understanding of safety.

Following this recent safety event, I have reflected about how safety affects me personally. With an amazing new wife and 3 year old at home and baby Snyder due to arrive in a few months, I took the time to ask myself - what can I do to improve? I observe safe driving practices in a plant environment, however, I am guilty of texting or emailing while driving home. No more.

Our first responsibility is to get everyone home safely at the end of every day. I've identified a change that I can make immediately to help achieve this goal for myself. Where will you begin?

Jon Snyder





Provenance Mission

- We are second to none in understanding our clients' needs and providing service to achieve their goals.
- We provide our employees a safe, 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 Trainings

Provenance Academy is proud to announce that our first industry training, ***Integrating a Process Safety Mindset***, was a complete success! The course was designed to focus on tangible examples and helping attendees gain a solid foundation in the basics of Process Safety Management. This essential course also offered a comprehensive look at all the elements of PSM and how they can be implemented in everyday activities. ***Sarah McDuffee***, Provenance's Training Coordinator, made the learning process engaging by incorporating excellent hands on examples, case studies, and interactive break out discussions. All learners were very responsive and showed a great deal of interest in all the material.

We received very positive feedback and even an interest in bringing the course onsite to clients. Thank you to all employees who helped make this first training a success!

Jenny Brancheau

Hutchinson County Junior Livestock Show

On January 27th, Borger hosted the annual Hutchinson County Junior Livestock Show. The show featured kids throughout the area who worked for months preparing their animals for show. Animals included steers, hogs, lambs, goats, and rabbits. Provenance is a proud supporter of this organization and of all the kids who worked hard to participate.

Kelly McDonald



Masen Sargent



Seth Sargent & Karlie Sargent

The Sargents are the nephews and niece of Kelly McDonald.



Masen Sargent



Provenance Consulting

Spring 2016

Coops & Interns

- Shreya Bagali
- Cameron Phillips
- Maddie Thornton
- Tasia Washington

Knowing the Newbies

Damion Peery

“What is the most memorable good experience that you have had thus far?”

- My son being born.



MFT at CPChem

Sakif Khan



Data Technician for ARTS

“If you had a theme song, what would it be, why?”

- I think it would be Spaceship by Kanye West because it's all about fighting through struggle and making it out on top at the end of the day and looking back. I have had a fair share of struggle, but I have overcome a lot of it and I plan on continuing my success.

Paul Shedd

“Tell us something unique, surprising, or unusual about yourself?”

- I am an aspiring writer. I have written one complete novel. I have two others in varying stages of development. One non-fiction book on happiness.



MFT at CPChem





Employee

Position

Location

Years of Service

Hire Date

December

Dane Mercer	Project Lead	Borger	8 years	December 1
April Lopez	Office Manager	Borger	8 years	December 13
Justin Phillips	Line of Service Lead	Houston	4 years	December 12
Heather Wood	Data Technician	Borger	2 years	December 2
Jami Mayfield	Data Technician	Borger	1 year	December 8
Sanil Sukumaran	PSM Consultant	Borger	1 year	December 8
Jacquelyn Mihm	Data Technician	Borger	1 year	December 10

January

Eric Humphrey	MI Consultant	Borger	8 years	January 21
Jon Snyder	Vice President of Strategic Accounts	Borger	7 years	January 16
Jenny Brancheau	Sales & Marketing Manager	Borger	5 years	January 18
Jillian Hays	PSM Consultant	Dumas (Valero)	5 years	January 30
Kelly McDonald	Director of Human Resources	Borger	4 years	January 3
Quyen Nyugen	PSM Consultant	Houston	4 years	January 23
Ene Okinedo	PSM Consultant	Houston	3 years	January 14
Karen Hudson	Data Technician	Dumas (Valero)	2 years	January 6
Natalie Watkins	Data Technician	Borger	1 year	January 7



*Employee**Position**Location**Years of Service**Hire Date**February*

Raul Gomez	Mechanical Field Technician	Borger	6 years	February 1
Sarah Tzaperas	Line of Service Lead	Austin	4 years	February 6
David West	PSM Consultant	Dumas (Valero)	4 years	February 6
Mike Murphy	PHA Facilitator	Houston	2 years	February 18
Kinzie Robins	PHA Scribe/Data Technician	Borger	2 years	February 18
Katrina Liebsch	PSM Consultant	Austin	1 year	February 2
Boya Shi	PSM Consultant	Borger	1 year	February 2
Ryan Verdin	PSM Consultant	Houston	1 year	February 9
Rebelle Yeo	PSM Consultant	Houston	1 year	February 9
Roxy Zhou	PSM Consultant	Houston	1 year	February 9
Owaiz Ebrahim	PSM Consultant	Houston	1 year	February 16
Lauren Hendrickson	PSM Consultant	Houston	1 year	February 16
Hsin Pang	PSM Consultant	Borger	1 year	February 23

March

Trey Dewey	Controller	Borger	7 years	March 23
Nestor Paralicci	PHA Facilitator	P66	6 years	March 1
John Sawyers	Mechanical Field Technician	Borger/Houston	4 years	March 5
Todd Addington	AutoCAD	Austin	4 years	March 26
Christina Athey	Data Technician	Borger	2 years	March 17
Yishan Zhang	PSM Consultant	Houston	1 year	March 4
Jennifer Marks	Data Technician	Houston	1 year	March 30



SAFETY is our First Priority



Safety always comes first! What is the first thing you do before you take a step? Check to make sure there is nothing to trip and fall on. What is the first thing you do when you get in to your car (supposed to anyways)? Buckle your seat belt. What is the first thing you do before you cross the street? Look both ways, so you don't get ran over. These are just a few everyday tasks where safety is key!

Safety does not stop there; pre-planning how to do your work safely prevents a lot of injuries. To start work safely, you should inspect the following:

- equipment
- extension cords
- lanyards
- tools
- surface areas for holes & protrusions

Quality and productivity should not deter safety. You can't cut corners on safety to get the work done. All work must be done safely. We want to make sure that we return to the ones that we love, in the same condition that we started.

Nothing is more important than safety. All accidents and injuries are preventable, not inevitable. Safety can be managed and is each employers individual responsibility, as well as a condition of employment. Make safety a way of life...every task must be performed with a concern for safety for ourselves, our fellow employees, our clients, and the communities in which we operate.

Eric Humphrey





How to Listen



Communication is the foundation upon which we build our lives. It is the way in which we understand others and the way in which we attempt to get other people to understand and know us. If we do not communicate clearly and directly with others, we will not understand and we will not be understood.

A key component of good communication is listening. Being a good listener can help you to see the world through the lens of others. It enriches your understanding, expands your capacity for empathy, and can provide you with a deeper level of understanding about someone's situation. As simple as listening may seem, doing it well, takes sincere effort and lots of practice.

What can you do to improve your ability to listen:

- **Be focused** – your full attention should be on the person speaking to you. Put away your cell phone, close your door, discontinue any activity that would cause interruption.
- **Be empathetic** – put yourself in their shoes, listen to their position and understand what they are going through. Do not presume you already know what they are going through prior to them telling you.
- **Be realistic** – every conversation you have

is not always going to resolve a bigger issue, but it does put you into a position to begin to problem solve and build trust.

- **Be attentive** – when you are thinking about what you are going to say or do next, then you are not listening. Your attention is now on yourself, not the person you are communicating with. Focus on the person talking and you will better hear and retain what they are saying.
- **Be engaged** – ask appropriate questions if you need additional information. Also repeat back what you have been told to show understanding.
- **Be open-minded** – it's easy to listen to positive conversations, not so easy when it is negative. Do not get defensive. Effective listeners are able to take both positive and negative criticism. How you respond to negative information is key. Do not shut down or block out the speaker. Instead, listen to the information and then take the time to process it before responding.

Regardless of your position within Provenance, listening is a skill that EVERYONE can develop and use. It can improve relationships in both your professional and personal life, as well as help you advance within your career. I encourage everyone to learn more about how to become a better listener.

Kelly McDonald



Urbana

Urbana 2015 is a Christian mission conference hosted by InterVarsity, an organization in charge of several campus ministries across the United States. The campus ministry I am in is part of InterVarsity at UT Austin. Over 16,000 students attended the conference, making Urbana the largest student missions conference in the world. Overall, the conference taught us God's heart for cross-cultural and global missions and to seek his Gospel and spread it to the ends of the Earth. There were several exhibits and seminars that helped us figure out next steps and applications to our lives as well.

Jesse Xue



Engagements



April Segovia & Juan Martinez

I wanted to announce that I got engaged in January, and will be marrying my best friend sometime this year! I do not get to visit the offices too often, but I wanted to share this news with everyone.

April Segovia

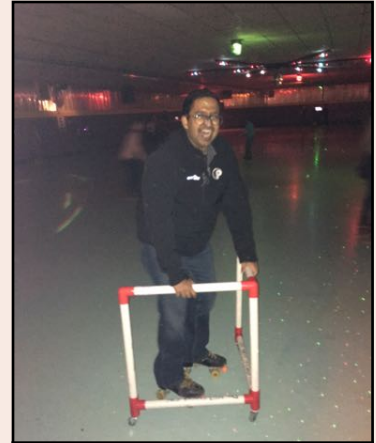


Borger Skating Party



Susheela Nayak, Michael Tzaperas, Owaiz Ebrahim

To welcome our visiting Houston and Austin employees, several of us went skating at the Borger Circle Roller Rink. We had a lot fun and made it through the night without any broken tailbones. We did however get several odd looks from a bunch of 9 and 10 year olds!



Old Man Vipin Vijayakumaran



Heather Wood & Sara Tzaperas



Vipin Vijayakumaran, Owaiz Ebrahim, Michael Tzaperas, Kinzie Robins, Angie Herdt, Heather Wood, Susheela Nayak, Sara Tzaperas, Kelly McDonald

Phillips Baby

Justin and Desiree Phillips are now the proud parents of a beautiful, baby boy. Arlo Mackoy Phillips was born Monday, 21 December at 2:15pm, weighing 5lbs 8.5oz. Both momma and baby are doing great! Arlo is the little brother to Rocco, Fiona, and Pierce.



Justin, Desiree, & Arlo Phillips

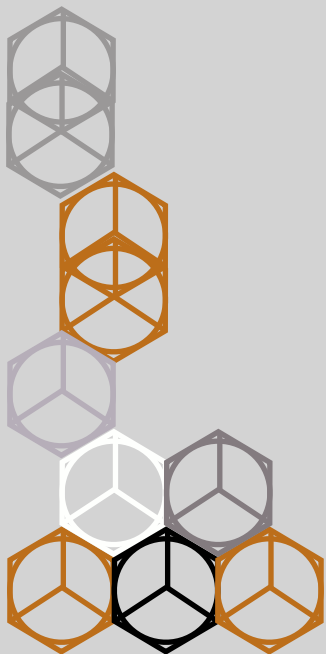


Provenance Consulting

Spring 2016

Upcoming Newsletters

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



Upcoming Events

APRIL

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

- April 2nd - McKetta's Picnic (UT)
- April 6th - Whoops! I Made a Mistake Sizing my Relief Device and Then I Installed it Incorrectly
- April 27th - ASME General Meeting UT
- April 30th - United Way Day of Caring
- April 30th - Panhandle Children's Spring Fling Gala

MAY

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	31	1	2	3	4

- May 30th - Memorial Day

JUNE

sun	mon	tue	wed	thu	fri	sat
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	1	2

- Summer/Fall Coops Start
- June 21st - First Day of Summer

JULY

sun	mon	tue	wed	thu	fri	sat
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	6

- July 4th - Fourth of July





Conferences

Conference season is nearly here, and we are excited about the events that we have scheduled this year. It is important for Provenance to have a strong presence at these events because it allows us to show our clients how Provenance can make a difference for their company.

Provenance will have an exhibit space at the following conferences in 2016:

- **AIChE 2016 Spring Conference and Global Congress on Process Safety**
 - April 10 – 14
 - Houston, Texas
- **AFPM National Occupational and Process Safety Conference**
 - May 17 – 18
 - San Antonio, Texas
- **Mary Kay O'Connor Process Safety Symposium**
 - October 25 – 27
 - College Station, Texas

In addition to the conferences above, Provenance has a presence at a number of other events such as API Conferences, the VPP National Conference, ISNetworld meetings, and the GPA Convention. Please let us know if there are other conferences you would like us to look into and possibly add to the calendar!

Jenny Brancheau

Webinars

Name: Whoops! I Made a Mistake Sizing My Relief Device and Then I Installed It Incorrectly!

When: Wednesday, April 6, 2016 at 1:00PM (CT)

By: Justin Phillips

This webinar addresses the mistakes made when designing and auditing pressure relief systems. Justin Phillips talks about how to deal with these problems by recognizing and eliminating risks as early as possible.

Panhandle Children's Spring Fling Gala

Plan to come join us for an evening of BBQ, Live Auction, Silent Auction and Live Music (featuring The Dix Hat Band). Doors open at 6:30 Dinner at 7:00 - Band starts at 9:00.

- Tables (seats 8) \$650
- Single - \$65
- Couples - \$100
- Sponsorships - \$650 includes table for eight, dinner, dance, and sponsor banner.
- Location: Talon Point



Provenance Consulting

Spring 2016

Trivia

Provenance TRIVIA

Answer all six (6) of the questions below correctly to be entered into a drawing for a chance to win a prize!

1. Who is the youngest person currently employed with Provenance (excluding students)?
2. Who was the first employee hired in 2014?
3. How many babies were born to Provenance employee's in 2015?
4. Who was the first client to ever utilize ARTS?
5. Provenance has two software applications that Phillips 66 has licensed for the entire corporation – what are these two software applications?
6. Which University has the second highest number of employees employed at Provenance?

B O N U S

For each bonus question answered correctly, your name will be entered into a drawing that many times for a separate prize!

1. What is the story behind Provenance Consulting's name?
2. Provenance has directly employed a degreed lawyer – who was it and when did we employ him/her?
3. Who was the first client to ever utilize ARTS?

Submit all answers to newsletter@provenanceconsulting.com by 5:00 pm (Central Time) April 4, 2016.

