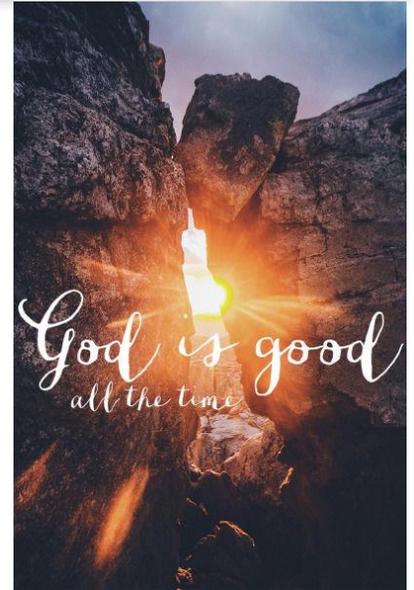


Despite COVID

God is Good! He has blessed OTM and given us unmerited favor in past years and in 2020. Despite COVID, our business and all our operations have been uninterrupted. Our services were deemed essential and we have been able to continue operations through this COVID-19 worldwide pandemic. We started this year with 30 employees. We have not only been able to keep all employees employed but we were able to give pay raises of 3-5% to most of our employees. If this was not impressive enough, giving raises during a pandemic and the associated economic slowdown, we have added over 40 jobs, most of which are full time regular jobs. Amazing but demonstrative of how *'If God is for us, who can be against us?'* - Romans 8:31



In addition to uninterrupted operations and employment of our team members, we have had many blessings this year. Below is a non-exhaustive listing of some of the key blessings:

- **DPV Avangrid RFP Award/Contract**
- **NYS Unified Court System One-Call RFP Awards for Buffalo & White Plains**
- **DPV-ORU PO/contract extension**
- **Avangrid One-Call Facilities Locating RFP Award/Contract**
- **Buffalo Sewer RFP Award (1 Yr. + option for four (4) successive 1-year periods)**
- **ORU One-Call Facilities Locating PO/Contract extension**
- **Empire Access One-Call Facilities Locating Contract renewal**

In addition to these RFP awards and contract renewals, we moved into a new, larger office. We were also awarded Erie County MBE certification in addition to renewing our National Minority Supplier Diversity Council (NMSDC) MBE certification.

So, again while COVID-19 is a reality, so too is God and his favor and blessings upon our company. More than the RFP awards or MBE certifications, God has protected the OTM family, our individual team members. We have had a few people affected with COVID but praise God they recovered quickly without hospitalization. We have not lost anyone to this deadly virus.

Our mission is to protect life and the environment, and I've always thought this was a noble purpose. I believe God sees it as one also and he is protecting the life of OTM and the life of each one of us. Praise Him!

Valuing You!

At OTM we sincerely value you, our employees/team members. One of the most tangible ways we demonstrate this is through the employee benefits we offer. We think many if not all of you would say that health insurance is one of the key benefits needed by some employees. Hence, we are happy that we can offer this as a benefit to our employees.



It is not just the offering but making an offer that meets the needs of our employees, is at a reasonable cost, and that is affordable for our business.

The Situation



**BlueCross
BlueShield**

OTM has been providing health care for several years now. We were not required to do so by law, being a company of less than 50 employees in years past. We started this year with 30 employees and by the grace of God and his favor, we are now over 70 employees and growing! Now that we have exceeded 50 employees, we are no longer eligible for Healthy NY health care which is a program subsidize by New York state.

We are now required by law to offer a health care option to all employees. We wanted to do this in such a way as to (1) maintain the current level of health care benefits, (2) hold fixed the costs to our employee, and (3) at an affordable/reasonable cost to the company.

The Solution

In working with Bene-Care, we have created a solution of the **Excellus Blue Cross/Blue Shield Bronze plan** combined with an employer paid for **Health Reimbursement Account (HRA)**. This solution was designed to match our Healthy NY Excellus Blue Cross/Blue Shield Gold plan.

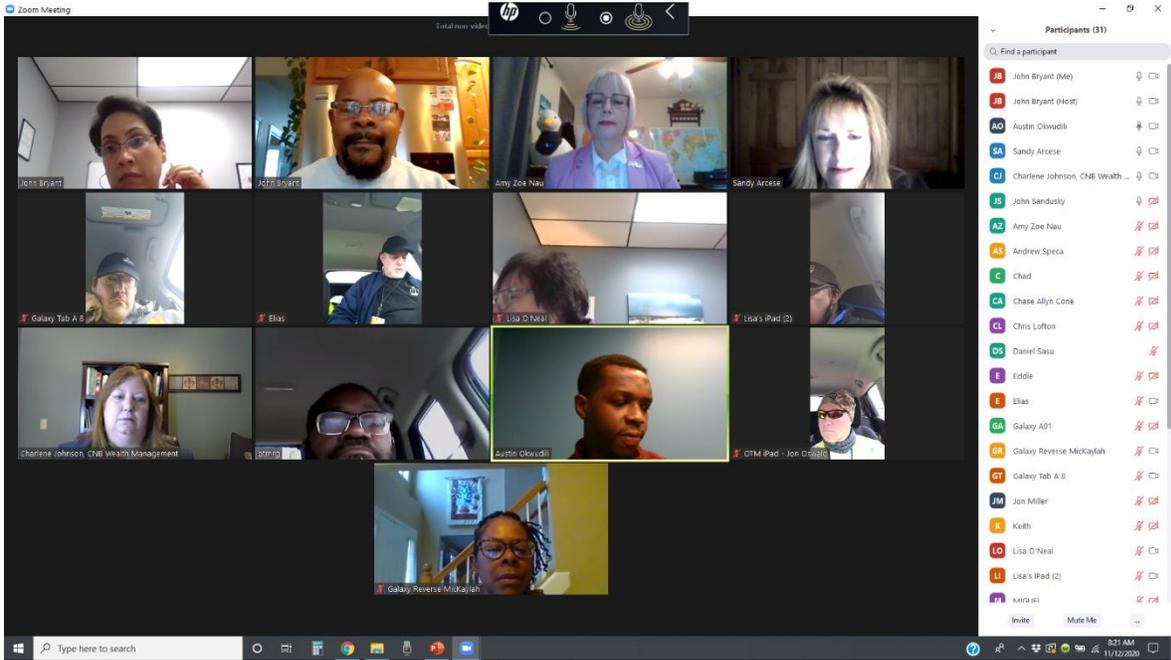
2021 Benefits Enrollment

On Thursday, November 5th, OTM held a benefits enrollment session to present, review, and discuss this new health care solution that goes into effect on December 1, 2020. This was a hybrid in person and Zoom meeting session. We had 14 persons attend in person and 13 attended via Zoom. Anthony Allocco-Angell along with Danielle Dimicheli, both from Bene-Care, joined us in our Rochester office to present on this new solution. They did an awesome job explaining this solution and answering some particularly good questions by the employees. They also were kind enough to sponsor this event and provide lunch to the in-person attendees.



Anthony presenting on new health care solution

We had a 2nd session on Thursday, November 12. This session was Zoom only and we had 31 persons attend. During the second meeting, we presented on all other employee benefits including PTO, holiday pay, Delta Dental, Davis Vision, Unum life insurance, and our 401K plan.



Big 'Thank you' to Bene-Care and to Julie who not only worked behind the scenes to architect this new solution but who also put together these enrollment sessions. Great job as usual!

Technology Development

By Wayne Coleman



On September 29, 2020 in the Rochester, NY area, OTM Gas Leak Surveyors, Rob Polimeni, Daniel Sasu, and Wayne Coleman, working with Joe Mallia, NYSEARCH R&D Engineer started field study/testing on several types of Gas Leak Detection equipment. The objective was to find improvements to gas leak effectiveness - to achieve maximum gas leak detection in one pass (walking survey) for Gas Utility Companies throughout the United States.

Technical Approach

The OTM survey crew went to four (4) different locations where RG&E currently have pending gas leaks, as well as simulated gas leaks that Wayne and Joe setup prior to testing, on the same street of the pending leaks. The average survey footage that was performed on each street was approximately 1,200 feet. This lengthy approach kept the survey crew from narrowing down the location of the gas leaks. An Anemometer was setup to collect data of the wind speed and direction. This is especially important when using a **Laser** and or **Handheld Leak Detector**.



Joe setting up one of the simulated gas leaks



Team doing tailboard before study

Daniel surveying gas main

Rob surveying service & at meter

Findings

Utilizing a Gazomat Laser and a Gazomat Inspectra gas leak detection equipment (at the same time during the one pass of survey), the OTM crew found all the pending RG&E and simulated gas leaks. The Laser detected gas leaks from a distance of > 60 feet. However, if there was not a plum of gas venting into the air, the Laser did not detect the leak where the Inspectra had to be within 1-2 feet of the gas leak with or without a plum of gas. Joe Mallia utilized a Handheld gas leak detector which only detects gas if there is a gas plum venting into the air. The Handheld unit did not work as well as the other two leak detectors. The Inspectra found more leaks than the Laser however, the Laser detected gas leaks at a much safer distance than the Inspectra.

Next Steps

The next test sites for the OTM survey crew will be as a double-blind survey with a Gas Utility Company or their Survey Contractor, hopefully before winter.

This is a follow-up from the "NYSEARCH Partnership First Pass Leak Detection Optimization Program" (startup training information was in our [April 2020 - OTM Good Tone Newsletter](#))

Staying Mentally and Physically fit during COVID-19

By Jackie Harrison

As a country we have embarked upon uncharted times. We must not lose focus nor our minds. We must continue to put God first, family second, and career third. We must practice patience and perseverance. As the Bible speaks of love, peace, healing, strength, and faith, let's be a witness to that in our daily lives.

Be kind to your mind and health. Below please find links to help cope with stress and promote wellbeing.

- **Pause. Breathe. Notice how you feel.**
- **Take breaks from upsetting content.**
- **Take care of your body.**
- **Reach out and stay connected.**
- **Seek help if overwhelmed or unsafe.**



**American
Heart
Association®**

<https://www.heart.org/en/healthy-living/fitness/fitness-basics/move-more-together>

<https://www.froedtert.com/stories/ways-stay-physically-mentally-healthy-during-covid-19>

Managing Stress

By David Whitaker

We are in the midst of a global pandemic. 2020 has handed us some real stress, lack of jobs, money, our health, our families' health, and it goes on and on.

Here are five signs of emotional stress:

1. Depression
2. Anger
3. Feeling overwhelmed
4. Trouble sleeping
5. Racing thoughts, inconsistent worry



The good news, listed below are eight ways to possibly relieve stress:

1. **Listen to your favorite music**
2. **Talk it out with a friend**
3. **Talk yourself through it**
4. **Eat right**
5. **Laugh it off**
6. **Exercise even if it's for one minute or take a walk**
7. **Plan to sleep better**
8. **Breathe easy**

When you are stressed out and you have a problem that you have no control over. Or it may not even be your problem. Below are four words that is going to change your life!

That's Not My Problem.

You have to say this internally with a quiet voice. Then walk away from the situation mentally and spiritually.