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Regulatory Reminders

- ✓ **Mass Annual Rideshare Report.....Dec. 31**
- ✓ **NEIWPCC WWT Operator TCH Required Credits Due.....Dec. 31**
- ✓ **Mass. Mandatory GHG Cerifications.....Dec. 31**

As we approach Thanksgiving, I would like to thank our clients and business partners for the opportunity to achieve great things together. I am also thankful to have such a talented and energetic team at CAPACCIO who are ready to assist our clients in reaching their goals.

Consistent with our mission of helping industry and the environment prosper, CAPACCIO strives to ensure that the organizations that we work with are accomplishing their core business objectives while concurrently achieving top-level environmental, health and safety (EH&S) performance. We appreciate the opportunity to work with industry leaders and find it very rewarding to see many of our clients appear on top-performing business and environmental and safety lists such as the Newsweek Green 500, the Carbon Disclosure Project (CDP), the Dow-Jones Sustainability Index, as well as see them receive other awards and recognitions.

Today, more than ever, EH&S leaders must ensure that they understand and align with the core business strategies of their organizations. Moreover, EH&S professionals need to clearly communicate to their organizational leadership the impacts and opportunities presented by the continually changing landscape. Doing so creates strategic competitive advantages for the organization, strengthens the effectiveness and value of EH&S to the organization, and helps the organization to prosper and attain top-level EH&S and business performance.

What are your key growth strategies and how can EH&S facilitate in a way that keeps the organization ahead of the competition? What are key customers doing? What are their stakeholders doing? Is your organization in alignment?

Our experienced team can help develop your strategic EH&S initiatives and provide important information and tools for your decision-making processes. See inside for information on our December 10 seminar on ISO 14001:2015 where we will not only review requirements, but will also provide ideas for addressing the changes, such as the new requirement to integrate with overall business strategy. Having ready access to information is also a way to continually add value to organizations. EH&S professionals can learn more about innovative approaches to accessing and using information at our December 1st webinar highlighting our EHS Dashboard.

Staying current with regulatory information, industry best practices, and technologies helps EH&S leaders prepare for the future and strategically address their stakeholder's needs. I hope you find this newsletter and our upcoming seminars/webinars to be helpful with these objectives.

Wishing you and yours a wonderful Thanksgiving!
Lisa Wilk, President and CEO

ISO 14001:2015 Final Version Details

The final version of ISO 14001:2015 was released on September 15, 2015, and it includes important changes from previous ISO 14001:2004 version that need to be addressed by those currently certified to ISO 14001 and are worth reviewing by those considering implementing a management system. While the draft version of ISO 14001:2015, "Final Draft international Standard" (FDIS), released in July, 2015, provided a general theme of changes coming to the standard, the specific updates have been released and can now be implemented.

The transition to the 2015 version includes changes not only to the contents of the environmental management system (EMS), but also to broader organizational approaches to environmental management. Most significantly, the new version emphasizes the need to integrate environmental management into the organization's overall strategic business planning. In addition to helping drive organizations to look internally and ensure that there is a common understanding of the context of the organization both internally and externally, this new emphasis provides an opportunity for both environmental managers and businesses to align for success of the organization. Environmental Managers need to align to provide value to the organization and the leadership of the organization needs to have a clear understanding of environmental impacts and opportunities. As such, the new standard strengthens the focus on leadership, specifically with top management involvement. Communications between Environmental Managers and upper management cannot be just a one way feed of information. Collaboration and meaningful information flow between Environmental Managers and upper management. Further, top management is expected to be accountable for the effectiveness of the environmental management system through their involvement in the system, along with promoting a culture of continual improvement.

Proactive initiatives to protect the environment from harm and degradation need to be incorporated into the EMS. Examples include sustainable resource use and climate change mitigation programs. Related to these proactive environmental initiatives, the new standard places an emphasis on results with systems certified to 14001:2015 now being required to demonstrate continual improvement with environmental performance. In the previous version, achieving continual improvement was not required, but with the new version, if certain initiatives for improvement are proposed, a clear demonstration of both efforts and results needs to be made, with course corrections documented to ensure successful performance results..

The new version of the standard has an emphasis on the consideration of risk management for environmental management. Organizations need to clearly determine and document risks associated with threats and opportunities and create a plan of action to reduce these risks.

The 2015 version of ISO 14001 introduces a significant

shift in the scope of the EMS, with the requirement to incorporate a lifecycle approach when considering environmental aspects. This approach is in contrast to the 2004 version which clearly set EMS boundaries around the single defined organization. Supply chain and customer impacts now need to be addressed within the context of the organization. Following this holistic approach, engagement of all stakeholders in creating and implementing an EMS is an important component of the management system. Communication is now listed under its own heading under the "Support" section of the new standard. Taking a cue from OHSAS 18001, the communication standards now require identifying a strategy from both internal and external communication (not just external communication) including content, frequency, audience, and method.

Annex SL. The new standard now follows the Annex SL structure. Annex SL is a common format that all ISO standards will migrate towards as each publishes an updated revision. Although initially this involves re-structuring existing systems, in the future Annex SL will reduce redundancy of information since this common format will eventually allow any ISO standard to become integrated together, including the anticipated ISO 45001 Occupational Health and Safety Standard anticipated to be released in 2016. High level structure will remain consistent across all ISO standards, ultimately saving time and effort, and facilitating integration of systems for more efficient implementation and management.

Why Register to ISO 14001:2015? With the release of ISO 14001:2015 in September 2015, up to a three year transition period has been granted to organizations currently registered to ISO 14001:2004 to allow time for EMS systems to make the shift to the new edition of the standard. Organizations that are newly registering to ISO 14001 will have to certify to the new version, ISO 14001:2015.

What's Next? While change always presents new challenges, this new revision to the standard also provides significant opportunities for EHS Managers to communicate and provide greater value to the organization as a whole, gain broader support, and make a significant impact on helping their organization prosper from both environmental and business perspectives. In order to gain an understanding of how this transition will impact your organization, a gap analysis is a useful tool to identify needed changes. . Additionally, the input of similar organizations or third parties experienced in other approaches can be helpful in identifying and implementing best practices to meet the intent of the new standard. CAPACCIO can assist with conducting a gap analysis, establishing an action plan, facilitating identification of solutions that appropriately address the new requirements including successful strategic integration with the business, and providing resources to develop and implement documents and systems.

For more information, please contact Lisa Wilk, PE, at 508-970-0033 ext. 112 or lwilk@capaccio.com.

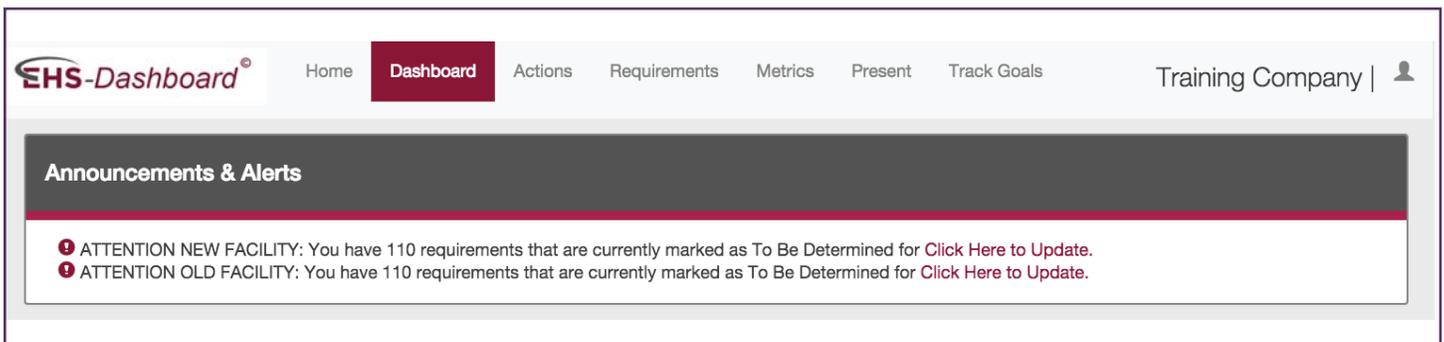
CAPACCIO's EHS-Dashboard™ Regulatory Matrix Feature

As we approach 2016, Environmental, Health and Safety (EHS) managers should be planning ahead for the New Year. An important step in preparing to meet regulatory requirements and staying in compliance is to begin preparing your calendar now. CAPACCIO has developed the Regulatory Matrix to assist our clients with organizing applicabilities and deadlines for federal and state EHS requirements across their organization.

The Regulatory Matrix is featured in CAPACCIO's latest development in our toolset offerings, the EHS-Dashboard™. The EHS-Dashboard™ is a centralized web-based data management system allowing organizations to consolidate a wide array of existing EHS systems and data management into a single streamlined tool accessible in the cloud and in real time. The Regulatory Matrix as part of the EHS-Dashboard™ enables EHS managers to track deadlines, related action items, store supporting documents, and retain an up-to-date list of regulatory requirements maintained by CAPACCIO's expert staff in a central location.

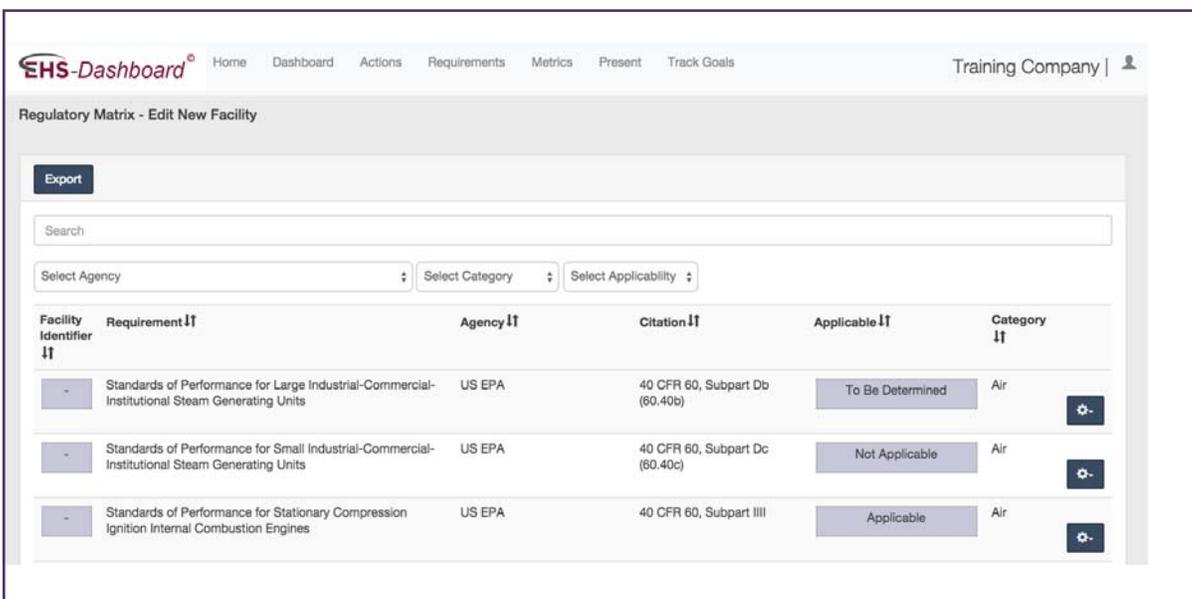
The example below outlines using the EHS-Dashboard™ to track facility requirements via the Regulatory Matrix. When a Requirement is marked "Applicable" to a facility, you will be alerted to any required actions and associated deadlines. The system will prompt you to assign "Action Items" to add to your calendar in order to meet deadlines.

1. The EHS-Dashboard™ will alert you to any requirements marked "To Be Determined" for a facility.



The screenshot shows the EHS-Dashboard interface. The top navigation bar includes 'Home', 'Dashboard' (highlighted), 'Actions', 'Requirements', 'Metrics', 'Present', and 'Track Goals'. The user is logged in as 'Training Company'. Below the navigation is a section titled 'Announcements & Alerts' with two red alert icons and text: 'ATTENTION NEW FACILITY: You have 110 requirements that are currently marked as To Be Determined for Click Here to Update.' and 'ATTENTION OLD FACILITY: You have 110 requirements that are currently marked as To Be Determined for Click Here to Update.'

2. In the Regulatory Matrix view, set each requirement to Applicable or Not Applicable.



The screenshot shows the 'Regulatory Matrix - Edit New Facility' view. It features a search bar, an 'Export' button, and three dropdown menus: 'Select Agency', 'Select Category', and 'Select Applicability'. Below these is a table with columns: Facility Identifier, Requirement, Agency, Citation, Applicable, and Category. The table contains three rows of requirements, each with a gear icon for editing.

Facility Identifier	Requirement	Agency	Citation	Applicable	Category
-	Standards of Performance for Large Industrial-Commercial-Institutional Steam Generating Units	US EPA	40 CFR 60, Subpart Db (60.40b)	To Be Determined	Air
-	Standards of Performance for Small Industrial-Commercial-Institutional Steam Generating Units	US EPA	40 CFR 60, Subpart Dc (60.40c)	Not Applicable	Air
-	Standards of Performance for Stationary Compression Ignition Internal Combustion Engines	US EPA	40 CFR 60, Subpart Illl	Applicable	Air

CAPACCIO's EHS-Dashboard™ Regulatory Matrix Feature (continued)

3. If there is an Action associated with an applicable Requirement then the system will automatically prompt you to create an Action Item and add it to your calendar.

Facility Identifier	Requirement	Agency	Citation	Applicable	Category
-	Greenhouse Gas Emissions Registration	US EPA	40 CFR 98	To Be Determined	Air
-	Greenhouse Gas Emissions Reporting	MassDEP	310 CMR 7.71 (4)	Applicable	Air

4. The system will pre-populate the Action's title, description and due date. Just assign a responsible party and note the day it was scheduled.

Name:
Submit Greenhouse Gas Report to MassDEP

Description:
Submit a Greenhouse Gas Emissions Report for previous calendar year to the Mass DEP via the Climate Registration Information System (CRIS).

Responsible Party
Email Address

Scheduled Date:
mm/dd/yyyy

Due Date:
04/15/2016

Recurring?

Status:
Not Started

Create Actionitem

For more information on the EHS-Dashboard™ or to request a demonstration of CAPACCIO's latest toolset offerings, visit us at <http://www.ehsdashboard.com/>.

Learn More About CAPACCIO's EHS Dashboard at our Free Webinar on December 1 at 10 am.
Register at www.capaccio.com at the hot button on the home page.

Air Emissions: The De Minimis Crackdown

The Massachusetts Department of Environmental Protection (MassDEP) has recently been cracking down on facilities for not tracking monthly and 12-month rolling air emissions even if a facility is below the 1-ton permitting threshold. MassDEP's 310 CMR 7.02 regulation exempts emission sources with *de minimis* emissions from obtaining an Air Plan Approval. "*De minimis*" refers to potential emissions of less than one ton of any air contaminant during a consecutive 12-month period.

The Federal Potential to Emit (PTE) is based on a facility operating 8,760 hours per year. However, the MassDEP definition of potential emissions refers to the maximum capacity of a source to emit an air contaminant based on its physical and operational design. In the case of *de minimis*, facilities are allowed to take into account restrictions on hours of operation, amount of material used, or air pollution control equipment, if the limitation is specifically stated in records established and maintained at the facility. These emissions must be documented by maintaining monthly and 12-month rolling emissions calculations showing that

actual emissions are below one ton.

A facility is limited to the number of *de minimis* projects (i.e., construction, substantial reconstruction or alteration of equipment or processes) in any 12-month period. If aggregate *de minimis* emissions exceed one ton in any 12-month period, then the facility is subject to Plan Approval. Maintenance of recordkeeping also shows that the facility's aggregate potential emissions do not exceed major source thresholds triggering a Federal Title V Operating Permit. Potential emissions calculations need to be updated every time a facility installs a new emissions source.

MassDEP has been citing facilities that do not track emissions by issuing Notices of Non-compliance (NONs) and administering penalties associated with these violations.

If you have any questions, please contact Christine Silverman at csilverman@capaccio.com or 508-970-0033 ext. 127 or Lynn Sheridan at lsheridan@capaccio.com or 508-970-0033 ext. 122.

UPDATE: Storage Tank Compliance

Aboveground Storage Tanks

In Massachusetts, aboveground storage tanks (ASTs) greater than 10,000 gallons storing fluids other than water are regulated by 502 CMR 5. These tanks must have a valid use permit from the Office of the State Fire Marshal (OSFM) and that permit must be renewed annually. In the January 2015 revisions to 502 CMR 5, OSFM noted that the annual inspection requirement would be extended to five years. However, AST owners/operators will still be required to conduct inspections of the tank in accordance with a national consensus code or standard. In most cases, this is an annual requirement.

In addition, each tank owner/operator will be required to declare (on a form prescribed by the Marshal) the

national consensus code or standard that is applicable to each of its tanks. In recent correspondence with OSFM, CAPACCIO was told that the form can be expected in early 2016. In the interim, owners and operators should identify which code or standard is applicable to their tank.

Underground Storage Tanks

MassDEP is no longer accepting paper submittals of required paperwork (e.g. third party inspection reports). Owners and operators must create an account in the new Data Management System (DMS) and submit all future correspondence electronically. The account must be established before any documentation can be submitted to MassDEP. The signatory for the owner/operator must submit a Proof of Identify (POI) form with a wet (original)

signature to MassDEP prior to the on-line account being fully active.

In addition to the third party inspection required every three years, MassDEP is also requiring owners/operators to submit a compliance certification eighteen months after the third party inspection date. If you are unsure about your next third party inspection due date, there is a spreadsheet on the MassDEP website that lists active underground storage tank systems and the upcoming third party inspection dates. This list can be found at <http://www.mass.gov/eea/docs/dep/toxics/ust/tpidue.pdf>

If you have questions about either the AST or UST program, please contact Jeff Briggs at jbriggs@capaccio.com or 508-970-0033 ext. 120.



Changes to the Federal Hazardous Waste Regulations

The Environmental Protection Agency (EPA) has proposed two major changes to the federal hazardous waste regulations: a new set of regulations for management of hazardous waste pharmaceuticals and improvements to the hazardous waste generator regulations.

Management of Hazardous Waste Pharmaceuticals

The EPA Administrator signed the proposed Management Standards for Hazardous Waste Pharmaceuticals Rule on August 31, 2015, and it was published in the Federal Register (FR) on September 25, 2015. The rule is a specific set of regulations for the safe management of hazardous waste pharmaceuticals used by healthcare facilities (including pharmacies). The EPA is proposing this rule to reduce the risk caused by hazardous waste pharmaceuticals that enter the environment through flushing down the sink or toilet. The rule proposes to ban healthcare facilities from using flushing as a waste disposal practice and in doing so, could prevent approximately 6,400 tons from going down the drain and negatively affecting the environment. In addition, pharmaceutical reverse distributors would be held subject to this rule. Pharmaceutical reverse distributors help facilities receive credit for unused pharmaceuticals from pharmaceutical manufacturers. They collect unused pharmaceuticals and send them for hazardous waste disposal. The proposed rule would not apply to pharmaceutical manufacturing or production facilities that generate hazardous waste pharmaceuticals.

The proposed rule would facilitate the collection and handling requirements for pharmaceutical waste by establishing a tailored set of management rules that would reduce the complexity of the Resource Conservation and Recovery Act (RCRA) hazardous waste regulation, since many healthcare facility workers and retail pharmacy employees are often unfamiliar with RCRA. The rule would differ from hazardous waste generator regulations in a number of ways:

- A healthcare facility will not have to register as a large quantity generator (LQG) when it generates more than 1kg of acute hazardous waste per month
- A healthcare facility will not have to comply with satellite accumulation area regulations
- The facility will not need to specify hazardous waste codes on manifests
- The facility will have the ability to accumulate hazardous wastes on site without a RCRA permit for 365 days
- The facility will have basic training requirements

Once the comment period on the proposed rule closes on December 24, 2015, the proposed rule will be re-evaluated to determine if changes are warranted. The EPA expects the Management Standards for Hazardous Waste

of Pharmaceuticals Rule to be finalized in 2016. Authorized states will be required to adopt this rule and change their RCRA programs. The rule is considered to be more stringent than the current RCRA generator regulation. In states that authorize for the RCRA program, the rule will not become effective until the state has adopted the rule.

Improvement to Hazardous Waste Generator Regulations

The Hazardous Waste Generator Regulatory Program was originally promulgated in 1980. Over the course of the last 35 years, the EPA, through experience with implementing the hazardous waste management program, has become aware of the need for more clarity, consistency, and flexibility. Many of these issues were identified in a 2004 program evaluation of the hazardous waste generator program conducted by EPA. In 2013, a separate EPA program evaluation addressing hazardous waste determinations also identified a number of concerns related to generators being able to make a proper hazardous waste determination. The proposed improvements would introduce updates to the hazardous waste generator regulations to make the rules easier to understand, facilitate better compliance, provide greater flexibility in how hazardous waste is managed, close important gaps in the regulations, and improve hazardous waste risk communication with emergency management agencies.

Easier to understand and better compliance

The EPA is proposing a major reorganization of the hazardous waste regulations so that all of the generator requirements are in one section of the regulations.

- Clarify the instructions for hazardous waste biennial reporting, and make the instructions consistent with the reporting form
- Clarify how to manage satellite storage areas
- Clarify how to determine generator status when generating both acute and non-acute waste and when mixing solid and hazardous waste

Increased flexibility

Greater flexibility for Small Quantity Generators (SQGs) and conditionally exempt small quantity generators (CESQGs) to manage their hazardous wastes appropriately without requiring a upgrade in generator status, which would require a significant increase in regulatory requirements. Two examples of the proposed increase in flexibility are:

- Allowing CESQGs to consolidate their hazardous waste at an LQG facility controlled by the same company. This proposed change has the potential to reduce operating costs to the company, reduce environmental liability, increase recycling and reduce the amount of

CESQG hazardous waste being sent to municipal solid waste landfills.

- Allow generators (SQGs and CESQGs) to maintain their current status when they have a large quantity generating events. For example, if a facility has a one-time tank cleanout and generates a large quantity of hazardous waste in one month, they could avoid upgrading their generator status, and instead comply with streamlined requirements and notify EPA prior to the event.

Close gaps

Many of the current generator requirements continue to create recordkeeping gaps. The proposed improvement would close several of the most common information gaps, including:

- Maintaining documentation that hazardous waste has been determined to be NOT hazardous
- More detailed instructions in the regulations on how to evaluate hazardous waste and consolidating the determination instructions into one section of the regulations
- Require SQGs to re-notify the agency of their status every two years, so that EPA and the states have an accurate list of active SQGs
- Require LQGs that store hazardous waste in containers (not just tanks) to “clean close” and to notify EPA or the state at least 30 days prior to closing
- Improve the labeling and marking of hazardous waste, consistent with DOT and OSHA requirements, to include the contents and the hazard(s) associated with those contents

Improved emergency preparedness and planning

The proposed changes to the hazardous waste generator regulations are also intended to improve emergency preparedness and planning by modifying the information conveyed to emergency responders:

- Provide an executive summary of the Contingency Plan, so that the critical response information is up front and readily available to the responding agency during an emergency event
- Maintain documentation that local responding agencies have accepted the arrangement to respond to emergencies
- Update the requirements for Contingency Plans to match current regulatory environment. For example: remove the requirement for personal information (home phone and address), accept modern equipment (cell phones), clarify that contractors can clean up spills, and reference the local emergency planning committee (LEPC)

The comment period on the proposed improvements closes on December 24, 2015. Once public comments are received, comments will be reviewed and the proposed rulemaking will be re-evaluated to determine if changes are warranted. This process takes several months to over a year depending on the number and nature of these comments. EPA expects that this rulemaking will be finalized in 2016 and will be effective at the federal level six months after promulgation. Authorized states will be required to adopt those provisions that are more stringent than the state RCRA generator regulations in order to retain their authorized status. However, these provisions of the rule will not become effective in states authorized for the RCRA program until states have adopted the rule. Authorized states will not be required to adopt those provisions of the rule that are less stringent than the current hazardous waste regulations.

Additional information about the proposed rule can be found on EPA’s website: <http://www2.epa.gov/hwgenerators/proposed-rule-management-standards-hazardous-waste-pharmaceuticals#additional-resources>. Additional information about the proposed improvements to the hazardous waste generator regulations can be found on EPA’s website at: <http://www2.epa.gov/hwgenerators/proposed-rule-hazardous-waste-generator-improvements>.

For more information, please contact Jill Vernes, CHMM, TURP, at 508-973-0033 ext. 136 or jvernes@capaccio.com.





OSHA COMPLIANCE SPOTLIGHT



New Federal Budget Means Higher OSHA Penalties

On November 2, 2015, President Barack Obama signed into law the Bipartisan Budget Act of 2015. <https://www.congress.gov/bill/114th-congress/house-bill/1314>

The maximum monetary penalties for OSHA citations, set by Congress, have not changed since 1990. The Federal Civil Penalties Inflation Adjustment Act of 1990 provided an exemption for OSHA. Section 701 (b) of the Bipartisan Budget Act of 2015 applies the following provisions to OSHA:

Sec. 701. Civil monetary penalty inflation adjustments.

Section 701(a) establishes the short title for this section as the “Federal Civil Penalties Inflation Adjustment Act Improvements Act of 2015.” Section 701(b) amends the Federal Civil Penalties Inflation Adjustment Act of 1990 (28 U.S.C. 2461 note) to:

1. Require all agencies with civil monetary penalties covered by the statute to update penalties based on their value in the last update prior to 1996 and the change in the CPI between that date and October 2015. The increase in penalties that results from this “catch up” calculation would be capped at 150% (so a penalty now set at \$10,000 could not increase to more than \$25,000).
2. Require all agencies to adjust their civil monetary penalties annually based on changes in the CPI, using data from October of each year.
3. Replace current rounding rules with a simple rule that penalties be rounded to the nearest dollar.
4. Apply these provisions to the Occupational Safety and Health Act and civil penalties assessed under the Social Security Act.

The new fine increases must take place by August 1 of next year, although they can be implemented sooner if OSHA chooses. According to the “CPI Inflation Calculator” provided on the Bureau of Labor Statistics (BLS) website, the maximum allowable penalties for OSHA citations starting in 2016 may look like this:

- Other Than Serious (was \$7,000) – maximum is now \$10,616

- Serious (was \$7,000) – maximum is now \$10,616
- Willful (was \$70,000) – maximum is now \$106,158

Enforcement Weighting System

OSHA announced that it will start using a new enforcement weighting system that assigns greater value to complex inspections that require more time and resources. The system assigns “Enforcement Units” to each inspection.

OSHA Assistant Secretary Dr. David Michaels wrote the following in his blog (<https://blog.dol.gov/2015/10/01/a-better-way-to-plan-for-safety-and-health-inspections/>)

“Under the new Enforcement Weighting System, routine inspections are valued as one Enforcement Unit, while more complex categories are valued at up to eight Enforcement Units. For example, process safety management inspections are valued at seven units, workplace violence inspections are three units, and inspections involving a chemical for which there is no permissible exposure limit are also three units. The values were set based on historical data.

I want to be clear that OSHA has never set quotas for inspections and that will not change.

We are introducing this system to improve our strategic planning process and ensure that sufficient enforcement resources are allocated to cases that require more.

I have long believed that we should not merely focus on the number of inspections that we conduct but also take into account their impact on improving health and safety. Our inspections send a message, and as a result employers abate hazards not just at the establishment we inspect but at other workplaces. This change will allow us to better focus our resources on more meaningful inspections – the ones that have the greatest impact.”

For more information see: <https://www.osha.gov/dep/index.html>

For more information, please contact Colleen Walsh, CHMM, at 508-970-0033 ext. 129 or cwalsh@capaccio.com.

Inside



All the latest news on new hires, community events, client news, awards, webinars, events, and more!

Movin' On In - New Faces



CAPACCIO recently welcomed **Caitlin Turney** as a full-time employee to the firm. Caitlin is a UX Designer with five years' experience in marketing and web design across a variety of platforms. Her experience includes graphic design, web development, data analysis, content creation, and market research. She specializes in designing outstanding user experiences within custom web applications to help clients track environmental, health and safety (EH&S) technical data and information. Caitlin holds a Bachelor of Science in Integrated Marketing Communication from Ithaca College in Ithaca, NY.



Joining us part-time an Environmental, Health and Safety Scientist is **John Kelleher**. John assists clients and staff with a wide range of tasks associated with EH&S management including assisting staff with risk assessments and Job Hazard Analyses (JHAs). John holds a Bachelor of Science in Safety and Occupational Health from Keene State College in Keene, NH.



Nicole Anagostaras also joins us part-time as an Environmental Engineer. Nicole assists clients and staff with a wide range of tasks associated with engineering and environmental management including assisting with the preparation of permit applications, conducting research activities and data entry; preparing a variety of reports; as well as well as utilizing AutoCAD software. Nicole holds a Bachelor of Science in Environmental Engineering from the University of Connecticut, in Storrs, CT.

Wishing you and yours a Happy Thanksgiving!

CAPACCIO Participates in 16th Annual Flutie 5K for Autism Research



Pictured from left to right: Lori Harrington, Joanne Monteiro, Lisa Wilk, Michelle Quebec, and Colleen Walsh. Missing from photo: Travis Wheeler.

On Sunday, October 4, 2015 CAPACCIO staffers laced up their running shoes and made the trek through Natick and the surrounding community to raise funds and awareness for the Doug Flutie, Jr. Foundation for Autism. The goal of the Flutie Foundation is to help families affected by autism live life to the fullest through programs and partnerships which offer access to care so they can lead more active lifestyles and grow toward adult independence. Learn More at www.flutiefoundation.org.

Register for CAPACCIO's Free Event: ISO 14001:2015: Are You Ready?



When: Thursday, December 10 * 7:30-11:30 a.m.

Where: Sheraton Tara Hotel, Framingham, MA

What: Management Systems experts CAPACCIO and EAGLE Certification Group will provide preparation and insight into ISO 14001:2015. Breakfast and networking, as well as a facilitated discussion and question and answer session are also included. **Register at www.capaccio.com.**