

CROMPCO

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TOM SOULS PREPARES FOR CROMPCO'S GROWTH AS PRESIDENT

Crompco is preparing for a new future, one of growth and change. To help manage the growing needs of our business, the industry and customers, Tom Souls has been brought on board as Crompco's newly appointed president.

Originally from East Greenwich, Rhode Island, Tom has worked for the last 29 years at ConocoPhillips, an international, integrated energy company. During his career, Tom managed various downstream businesses for ConocoPhillips such as marketing, transportation and lubricants. Most recently, he was general manager of U.S. Marketing and then executive advisor to the senior management in Moscow of Lukoil, of which ConocoPhillips owns a 20% share. "I've been involved in all aspects of downstream petroleum including running pipelines, terminals, manufacturing, corporate planning, sales and marketing in the United States and Europe," says Tom.

Tom credits his experience at ConocoPhillips for giving him the foundation required to take on his new role as Crompco's president. "ConocoPhillips was a much larger company than Crompco," Tom adds. "But I grew tired of the big-company feel and I wanted to get back into managing a smaller company. I believe our decisions should be made on how and where we can add value and where it makes best business sense, not just because it's always been done that way. And since Lukoil and major oil companies are customers of Crompco, I have the unique perspective of knowing the needs of Crompco's customer base. I understand the business and industry issues that Crompco faces."

As a leader, Tom has an open and personal management style, preferring to interface with all levels of the

organization because he believes these connections are important. "I want to hear what's on your mind, when you've got an innovative idea to share or a solution to a problem," says Tom.

Looking ahead, Tom admits that change will be necessary, stating it's all part of growing a business and remaining successful. "Using my experiences, I will help us seek out improvements and position us to be the leader in our industry." And he adds, "I also believe it is important to have fun and celebrate our successes." (continued, pg. 4)



Company Performance and Industry Trends Update

– by Bob Dee

I am happy to report that Crompco is off to a tremendous start for 2008! Not only have we picked up a substantial amount of new independently owned stations as customers in 2008, our sales efforts have resulted in

new work from many larger customers that we have not worked for in the past. Many of these new opportunities are being driven by a very high demand for tank cleaning, a service Crompco has been offering for only two years. (continued, pg. 2)



Company Performance and Industry Trends Update

(cont'd from pg. 1) As the emergence of Ethanol blended fuels (E-10, E-85, and "bio-grades") continues to gain momentum, station owners are finding it critical to clean their USTs before this product is introduced into their tanks. This demand has been especially high in the Southeastern states because Ethanol is just now being rolled out in that region.

Responding to this sudden demand presented an incredible opportunity for Crompco, and in typical fashion, our employees rose to the occasion to help our customers achieve their goals. Recognition needs to go out to every Field Tech in the company. These techs worked exhaustive hours on the cleaning program, as did each of our men that performed our day-to-day testing and repair services. Our success this year has been because of a total team effort, Sales, Operations, Field and Office... EVERYONE has stepped up!

Because of this success, our tank cleaning customers are now considering us to perform their long term compliance programs and other special projects. The leadership team at Crompco is constantly looking at new avenues for our company to explore. Our ultimate goal is to continue being proactive, rather than reactive, to industry shifts and opportunities.

Thanks again for everyone's effort in helping make the start of this year one of the best Crompco has ever seen!

Technology Update

Have you found that the equipment you've entered into your Tablet PC has not yet been approved by the Approval Team when you've visited the same site frequently? If you are revisiting a site that you've visited within the past few days, did you know that you can call the appropriate person in Approval? They can then view your work orders quickly and approve equipment that you've previously entered, without having to approve the entire work order.

Every foreman should have a Tablet PC, laptop carrying case, mobile broadband air card, and a camera with a secure digital card. If you are missing any of these items, let us know and we will get one out to you! Also, it is important for you to let us know if any of your equipment is not functioning. If you are remote, we have an on-site repair contract for three years from the purchase date. What this means is you can call Gateway support, and they will ship replacement parts to a technician who will meet you at your home, hotel, or even on-site to complete a repair!

-Tim Allen



Need a caffeine sanity check? Here's a list of the caffeine content in some common drinks:

- 8 oz cola (23 mg)
- 8 oz diet cola (31 mg)
- 240 ml energy drink (80 mg)
- 8 oz coffee (110 mg)
- 8 oz decaf coffee (5 mg)
- 6 oz café latte (90 mg)
- 6 oz cappuccino (90 mg)
- 1 oz espresso (90 mg)
- 1 oz decaf espresso (10 mg)
- 8 oz instant coffee (90 mg)
- 8 oz iced tea (60 mg)

Get off the caffeine merry go round!

You may not realize it, but if you find you can't make it through the day without coffee, soda, or an energy drink, or perhaps an afternoon candy bar, you may be addicted to caffeine. You're not alone.

Caffeine in moderation is not harmful for most people, moderation being about 250 mg a day (or two 8 oz. cups of coffee). However, if you find you're consuming caffeine to remain alert throughout the day, the caution flag should be raised. You could be in a no-win situation that could lead to other problems, such as headaches, abnormal heart rhythms, anxiety and irritability. Plus, once your caffeine buzz wears off you're headed for that familiar "crash."

According to the National Sleep Foundation (www.sleepfoundation.org), it takes about six hours for one half of the caffeine in your body to be eliminated. Therefore, if you feel the need to partake in a caffeinated beverage or snack, it should be consumed earlier in the day as to not interfere with sleep. Best suggestion to combat daytime sleepiness? Establish a consistent bedtime routine in an environment conducive to sleeping. Caffeine can't compare to a full and restful night's sleep. After all, caffeine is only a temporary fix.

Compliance Corner

Service agreement update

As the number of our compliance-managed customers continues to grow, so does our team. Our ability to proactively track regulations and manage customer testing due dates are critical functions of the compliance group. Dave Stasak, Jen Foster and Francyne Klein continue to play valuable roles on the team by doing everything from enrolling customers and establishing customer schedules, to tracking due dates, and archiving and submitting results to customers and state agencies.

Additionally, Crompco continues to grow our Customer Service Agreement customer base. As a result of increased random state inspections, more and more owners and operators are seeking guidance and management of the testing requirements driven by the various federal, state and local regulatory jurisdictions. In 2007, Crompco signed service agreements with 597 locations. To date in 2008, we have signed agreements with 173 locations. The success of this program is a direct result of many Crompco employees working together as a team to help our customers maintain compliance, thereby allowing customers to focus on other areas of their business.

- Sue Hickey

To acquire knowledge, one must study; but to acquire wisdom, one must observe.

- Marilyn vos Savant



1815 Gallagher Road
Plymouth Meeting, PA 19462
tel: 610-278-7203
fax: 610-278-7621
www.crompco.com

Crompco Unveils New Ad Campaign

As we continue to grow and change as an organization, our brand and image will also evolve. To jumpstart our brand, we've created a series of advertisements that best represent our vision and preparation for the future, our commitment to quality and compliance and that represent the array of services we offer to our valued customers.



Ads have been placed in various publications. Insertions include: the PEI Journal, FPMA's Petrogram, GACS Today, SIGMA publications, to name a few. We will continue to market and advertise where it makes best business



sense and in the regions where we plan to grow. We'll keep you updated on our efforts to brand Crompco and to market that brand throughout the US. Feel free to share any ideas you have with us, by emailing Liz Smith (liz@mac4comm.com) at our marketing firm, MAC4 Communications, LLC.

Congratulations!

New hires in the field:

Plymouth Meeting: Greg Dimeo, Paul Black, Mike Friel, Gerry Ford, Brendan Hewitt, Bruce Stoudt, Mark Hughs

Allentown: Daryl Hartzell, Jared Zulli, Joe Toolan

Maryland: Brian Hall, Nick Macaluso

Georgia: Gorham Bird

Massachusetts: Daniel Renaud, Devin Lima, Keegan Wood, Armando Correia, Matthew Weaver

New hires in the office:

Michelle Habrial (Receptionist/Administrative Assistant)

Anniversaries:

Five Year: Michael Ford, Adam Sikora, Ryan Park, Donna Lista, Keith Mayer, Holly Powell

Ten Year: John Cafferky

Births:

Chris Thomas & Lisa Wheldon welcome Katherine Jane (4/14/08)

Christopher & Lisa Yarko welcome Anthony Michael (4/21/08)

Certification Exams:

Congratulations to Dan Renaud and Matt Gagne from our New England area crews for passing the NACE Cathodic Protection Tester Level I course. Dan and Matt traveled to Houston, Texas to take the week-long class in February.

Congratulations to Dan Renaud for also passing the Maine Inspector Certification Exam. This license allows Dan to conduct facility inspections in Maine. A Maine certified installer or inspector is required to be present during all tightness testing and stage II testing activities in Maine.

Beefy's Brains

State of Delaware

As of January 11, 2008, changes have been made to the UST regulations in the state of Delaware. Spill bucket testing is now an annual requirement. All new installations, containment sumps and dispenser pans must be tested every 3 years. On existing sites, containment sumps and dispenser pans must be tested every 3 years if these devices are being used for release detection purposes. Hydrostatic testing of containment sumps, spill buckets and dispenser pans in Delaware must be a 24-hour test (unless the manufacturer of the containment specifies another protocol). Double wall spill buckets, sumps or dispenser pans that are continuously monitored are exempt from testing requirements. In addition, if a customer is using annual line tightness testing as their method of line release detection, they must also test the pipe outer wall along with a precision test on the primary line. Only certified individuals may test cathodic protection systems in Delaware (this means NACE, ICC or Steel Tank Institute certification is required). Delaware will only accept NACE certification for testing impressed current systems. Monthly inspections of all containment sumps, dispensers, tank top fittings and spill

buckets are required to be conducted and documented.

Federal Stage I Testing

In January 2008, the US EPA passed a regulation requiring all gasoline dispensing facilities (this includes sites that are not in stage II active areas of the country) that have a monthly throughput of over 100,000 gallons per month to meet some new requirements. This includes a pressure decay test according to CARB TP-201.3 (a 2" PD test with the fill & vapor caps removed for testing), a test of the P/V Valve(s), swivel or locking clamps be installed on the fills & stage I, drop tubes must be within 6" of tank bottom and only have a dual point stage I system installed (no coaxial stage I allowed). This is big for us! This means that sites in non-stage II active areas will be required to perform and pass a PD and P/V Valve tests every 3 years to comply with this new regulation. Existing sites have until January of 2011 to comply. New sites must comply immediately. We are developing a new PD form to meet this requirement. Keep an eye out for any news postings on this new requirement.

- Ed Kubinsky



Tom Souls, cont'd.

(cont'd. from pg. 1) "Crompco is a fantastic success story," Tom continues. "And we expect to build on that success and double our business within the next five years by building on our momentum in the Northeast and by expanding our business in the Southeast and throughout the United States. We'll introduce new products and services, resulting in more opportunities for our employees to develop their skill areas and career paths. And while our strategy will be to grow through new acquisitions and start ups, we will not compromise our reputation for quality."

And he looks upon his new position at Crompco with great anticipation. "I'm excited to work for a company with such a rich history, a well-developed plan for the future, a great staff of well-skilled employees and a huge opportunity for growth. I mean, really, who wouldn't?"