

## DID YOU KNOW?

American Veteran Environmental Services, Inc. was founded in 2004 by Ron Broccardo, Sr. Ron is a Vietnam Veteran and recipient of the Bronze Star for heroism.

On March 3, 1969 while serving as a medical airman, Ron rushed to the aid of two injured men under direct fire disregarding his own safety in order to care for their wounds until the men were safely evacuated.



Ron Broccardo Sr., CEO and Owner  
Service-disabled Veteran

## THE AVESI RESUME

I would bet that most of you reading this newsletter have no idea of the project work we are doing as a company beyond your project or office. I am going to share the “AVESI resume” so you can become familiar with what we do. I think you will be surprised at the depth of our small business! **David Lyerla**

## SALUTE TO OUR INTERNS

We had an extraordinary summer season thanks to our 2019 interns. I want to say THANK YOU to everyone that supported these young and upcoming students!

AVESI hired eight interns this year to support projects in the Leidos St Louis office, the Leidos Iowa project, and the Leidos St Louis laboratory. Please take a moment to tell these students we appreciate their hard-work and professionalism. We hope to see them again!

- Dylan Bushman
- Jared King
- Tyler Passig
- Sage Pope
- Clay Schwartz
- Brandon Skoba
- Parker Taylor
- Skyler Troutman

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*“The expert in anything was once a beginner.”*

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## MARK YOUR CALENDARS

We have booked our 2019 Christmas Party event for December 14<sup>th</sup>. Please mark your calendars so you can be a part of the celebration this year. We will be in the Member’s Room at Quintessential in old downtown St Charles, MO. Invites will go out as we get closer.

## LOOKING FOR A FEW GOOD PEOPLE

Are you looking for a way to be more involved? Do you have ideas about how to improve our client services, expand our current footprint, or support our employees? Please speak up! Contact Dave Kirkton or Michele Lyerla.

## WHAT ARE WE UP?

Dear AVESI team,

In late June I joined the ranks as an AVESI employee, and I am so proud of who we are today and where we are going! My journey here has started with a long to-do list which includes getting to know our clients, our employees and our top business development opportunities.

My number one priority is to build a strong foundation and business structure so we can launch significant growth in the next five years. I am systematically working my way through our current business structure so I can understand where we are and where we need to go. This involves reviewing contracts, establishing relationships for better legal and accounting support, reviewing our insurance coverage and costs and so much more.

Most impressive so far is the people we have employed at our various projects. You are all out there day by day serving our clients and building the AVESI brand. THANK YOU! I have enjoyed meeting some of you and learning about what you do. Please know I have an open door and I want to hear your ideas and concerns.

My focus this quarter is as follows:

- Improve communications to our employees in order to gain an understanding of what we need to do to support them and better serve our clients.
- Take some of the work load off of Dave Lyerla so he can intensify his focus on business development which offers us all more opportunities.
- Gain an understanding of our clients and their needs. Ensure we are providing the best service we possibly can.
- Develop professional marketing materials to build our brand. This includes proposal documents, advertising brochures, branded giveaways, and more.
- Review our benefit package to see if we can improve our coverage and cost.
- Review our business insurance to see if we can improve our coverage and cost.
- Close out the 2019 intern program and track the top candidates for future hiring.
- Develop a close relationship with our lead staff in each location in order to better support the field work.
- Review our safety plan in order to simplify and train our staff for incident prevention and reporting.
- Begin regular communication with our leads for safety topics and concerns.
- Plan two big events – celebration for St Louis contract announcement and the 2019 Christmas party.
- Assist Dave K in the development of a New Employee Training deck.
- Revise the AVESI employee handbook for 2019

You can see this is a long list but I am well on my way with help from many of you. I look forward to the days ahead and the success we will all experience together!

**Michele Lyerla**