

DESRICK

AUGUST 2016



A PUBLICATION OF THE DESK AND DERRICK CLUB OF LAFAYETTE

Desrick

LAFAYETTE, LOUISIANA

August 2016



OUR PURPOSE

The purpose of the Association of Desk and Derrick Clubs is to promote the education and professional development of individuals employed in or affiliated with the petroleum, energy, and allied industries and to educate the general public about these industries.

OUR MISSION:

Our mission is to enhance and foster a positive image to the global community by promoting the contribution of the petroleum, energy and allied industries through education by using all resources available.

Online Resources

Club Website:

www.ddlafayette.club

Facebook:

www.facebook.com/deskandderrickcluboflafayette

ADDC Website:

www.addc.org

DESK AND DERRICK CLUB OF LAFAYETTE

CHARTERED SEPTEMBER 11, 1951

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The next meeting of the Desk and Derrick Club of Lafayette will be held at The Petroleum Club of Lafayette, **August 24, 2016**. The Social Hour begins at 5:00 P.M. and dinner at 5:45 P.M.

All members have a standing reservation for dinner. If you are unable to attend, CANCEL your reservation with **Karen Thomassee** or **Vickie Chauvin**. You will be charged for dinner if you FAIL TO CANCEL by the deadline of 10:00 A.M. on the day of the meeting.

Karen Thomassee @ 262-9968 or kthomassee@knightoiltools.com

Or

Vickie Chauvin @ 258-3186 or vickiebchauvin@yahoo.com

GREATER KNOWLEDGE – GREATER SERVICE

Board of Directors

PRESIDENT

Connie Harrison
Valero Energy Corp.

PRESIDENT ELECT

Maggi Franks
K&E Computer Services

VICE PRESIDENT

Christina Forth
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Range Resources-Appalachia LLC

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L Chem Tech Co., Inc.

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Melinda Montgomery
Memorial Resource Dev. Corp

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REGION I DIRECTOR

Cheryl Charie
Range Resources - Appalachia

REGION II DIRECTOR

Kathy Bickel
Mosbacher Energy Company

REGION III DIRECTOR

Theresa Adams
D&B Marine Services, LLC

REGION IV DIRECTOR

Mary T. Vaughan
EXCO Resources Inc.

REGION V DIRECTOR

Monica Sanchez
California Resources Corporation

REGION VI DIRECTOR

Tammy Watkins
CTKW Petroleum Land Service, LLC.

REGION VII DIRECTOR

Cori Peever
Command Fishing & Pipe Recovery Ltd.

Connie J. Harrison
President

Valero Energy Corporation
Aviation Department
1000 Skyplace Blvd
San Antonio, Texas 78216

(210) 345-5460 O

(210) 563-6656 M

connie.harrison@valero.com (o)

August 2016

IN ORDER TO SUCCEED, WE MUST FIRST BELIEVE WE CAN

Nikos Kazantzakis

The 65th Annual Convention of the Association of Desk and Derrick Clubs is fast approaching. Have you sent in your registrations? The deadline has been extended to August 15. You don't want to miss out on all the educational seminars and field trips being offered. The GAC committee has done a great job putting together fun and educational activities for everyone.

We still have a mountain to scale to get our membership back up but I know that each of you can help with this and as I asked you to do in the beginning of this year, invite one person to your next meeting and get them involved and engaged and be sure you have a membership application ready for them to sign. We also need to encourage our younger and newer members to get involved but we must be sure we are including them, encouraging them and mentoring them. It is very important to remember that they are the future of this Association. Without them there will not be an Association in the future.

In these down times remember that we must stand tall and strong and not shrink from scaling the mountain before us. Imagine us together at the summit and keep that image in your mind as we continue to work toward our goal of more members. Nothing is impossible as long as we are in this together.

I look forward to greeting each of you in Denver in September. We have accomplished a lot in these 65 years and will accomplish a lot more in the next 65 years. You the members are the glue that hold this Association together and we must remain strong, all of one heart and mind and vigilant as we navigate these troubled times. But we are resilient people and we will only be stronger as we reach the calmer waters of this industry. Many of you have experienced these tough times so please help those members who have not experienced them to keep the faith and to continue the good work that was started 65 years ago.

Go forward with resolve and remember to recruit, renew and rejuvenate for the future.

See you all in Denver.

Connie Harrison
2016 ADDC President

Region III Director's Newsletter



Theresa Adams

Region III Director

theresabadams@bellsouth.net

August, 2016

Club Presidents:

Angie Covers

Baton Rouge Club
ancovers@cox.net

Claudia Prather

El Dorado Club
budckp@gmail.com

Susie Ellender

Lafayette Club
sellender@trinityliftboats.com

Tiama Smith

Laurel Club
tiama.smith76@gmail.com

Charlotte Ratcliff

Morgan City Club
cbratcliff@gmail.com

Dianne Badeaux

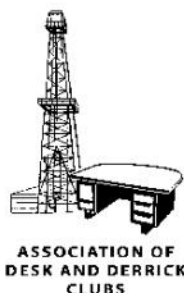
New Orleans Club
eaux8mde@gmail.com

Margie Steed

Red River Club
margieasteed@gmail.com

Gaylen Guillory

Westbank Club
gagui811@cox.net



Dear Region III Members:

Wow! We have certainly experienced a HOT summer! Temperatures reaching triple digits in June and July. And, with this hot weather, we have also had some dangerous situations throughout Louisiana, and particularly, Baton Rouge. I ask all Region III members to remember the lives that have been lost in Texas, Louisiana and throughout the U.S. – all lives matter! Prayers for calm and peace are needed.

Although the original registration deadline has passed (July 31), you can still register to attend convention (until August 31). There will be a late registration fee – but, I know that the Denver Club and Region VII members will welcome your attendance. Many field trips and seminars are still available – so, check out the ADDC website for all the information.

An important date is **August 1st** - when the Delegate/Alternate Credentials Form is due. Please be sure to get this form into Region III Regional Rep, Debi Baiamonte by this date!

The official slate of 2017 ADDC Officers has been approved and released by the ADDC Nominating Committee:

President Elect – Christina Forth, Edmonton
Vice President – Penny Jacobs, Three Rivers
Vice President - Terry Ligon, Graham
Secretary – Keith, Atkins, El Dorado
Treasurer – Tammy Watkins, Enid

Please view all information for these candidates on the ADDC website.

As your board representative, should you have any issues or concerns that need to be discussed by ADDC Board during the Pre-Convention Board Meeting, please contact me. As Region III Director, I am here for **YOU**, the members of Region III.

REMINDER: Monthly program reports are due to Claudia Prather, Program Chairman, within a week of your meeting date.

Till next month,
Theresa



Desk & Derrick Club of Lafayette

2016 Board of Directors

PRESIDENT

Susie M Ellender

Trinity Liftboat Services

IMMEDIATE PAST PRESIDENT

Sheri Bienvenue

Stone Energy

VICE PRESIDENT

Sarah Hulin

T. Baker Smith

RECORDING SECRETARY

Angela Cutrera

St. Landry Parish Solid Waste

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Ramona Bienvenu

Enlink Midstream

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Delvie Hemphill

Keeping Books, LLC

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Jennifer Accardo

Smith Mason Co

DIRECTOR

Kathy Martin

Acadiana Ambulance

DIRECTOR

Ronda Thibodeaux

Kash Oil & Gas

PARLIAMENTARIAN

Ada Weeks

B&B Oilfield

Between now and the end of the year, we are going to be busy with Desk and Derrick. Are you ready to step up to the plate and join in the activities and be a participating member of this organization? I can tell you I have acquired knowledge, met new people and totally enjoyed myself in every event I've attended.

BUNCO fund raiser was a success! If you missed it you will have another chance. With the success, it has driven the Special Fund Raising Committee to plan several more BUNCO events. Members, we had an awesome time. 12 members and 12 guests plus the committee members enjoyed and competed with each other. Good food, fellowship and friendly competition – can't get better than that but then again it will (that's a hint). Keep a look out for the next event. The committee is planning bigger things and more fun.

During the Board Meeting on August 3rd, I appointed Ada Weeks as the 2016 Nomination Committee Chairman and the Board approval the appointment. Ada will be reaching out to members for the 2017 Board of Directors. Are you interested in continuing your education and being a participating member? Candidates for the 2017 Board will be announced in October and our elections will be in November. Ada will be reaching out to membership and please feel free to contact her or any current board member if you are interested or have questions. Also feel free, as always, to join us in our board meeting on the first Wednesday of the month.

September 10th – place this on your calendar. The Communication/ Training/Education Committee have finalized the next educational seminar. "How Training has Changed Since Macondo" being presented by Mr. Randy Smith at the Smith Mason Company, 128 Demanade Blvd #312, Lafayette from 9:00 – 12:00. Cost will be \$4.00. Please see or contact Carol Trosclair and Jennifer Accardo to sign up for this event. This will be an informative education on the various training requirements that have been imposed on the industry.

2016 ADDC Convention in Denver Colorado on September 21-24 is quickly approaching. Early Registration has been extended until August 15th. If you are still considering attending, the early registration fee will not go up until after the 15th. There many field trips, seminars, and the certification class are available. We will be doing Club Sales at the Convention. One of the items for sale will be presented to membership at this month's meeting. You want to be sure to attend to see what it is!

Remember to contact the house committee, Karen Thomassee or Vickie Chauvin, if you are bring a guest or can't make it. Please note if you fail to cancel your standing reservation you will be charged.

Looking forward to seeing everyone at the meeting on Wednesday!!

Susie M. Ellender

Education - Knowledge - Empowerment

Dates to Remember:

Membership Meetings:

September 28, 2016

October 19, 2016

Board Meetings:

September 7, 2016

October 5, 2016

Other Events:

65th Annual

ADDC Convention

Crowne Plaza Hotel

Denver, Colorado

September 21-24, 2016

Stone Energy

Gumbo Cook-Off

Cajun Dome

October 19, 2016

Halloween Bunco

Brunch

Knight Oil Tools

October 29, 2016



IF YOU PLAN ON RUNNING FOR A POSITION ON THE BOARD OF DIRECTORS, YOU WILL NEED TO SUBMIT A BIO ALONG WITH A PHOTO TO BE PUBLISHED IN THE DESRICK. THE DEADLINE TO SUBMIT YOUR BIO WILL BE OCTOBER 12, 2016.



Toilet paper, Paper towels, Paper plates, cups, bowls, utensils,
Women deodorant, Underwear (all sizes), Feminine products,
Diapers sizes 4, 5 & 6, Pull-Ups, Baby wipes, Pacifiers, Sippy cups,
Disinfectant spray, Bleach, All-purpose spray cleaners,
Floor cleaner, Mops w/bucket; Broom w/dustpans,
Laundry detergent, Bath towels, Wash cloths,
Dish detergent, Foil, Ziploc bags, Large commercial cookware,
Latex/Vinyl Gloves, Extra large trash liners (38x60), Light bulbs,
Snacks: Crackers, Pop-Tarts, ramen noodles, cereal, chips, etc.

***Also – Monetary donations are always welcomed and appreciated.**

Ruby Segura and Pam Clancey will be picking up items at the meeting. They are always in need of everyday items, as mentioned above, but are grateful for anything you can spare .



INVITES YOU TO HEAR

"How Training has Changed Since Macondo"

Presented by: Mr. Randy Smith

Smith Mason & Co.
128 Demanade Blvd., Suite, 312
Lafayette, LA

Saturday September 10th 9-12

Cost: \$4.00

To make reservations: Please sign up at the
mtg or email Jennifer Accardo @
Jennifer.Accardo@smithmasonco.com
by 9/8/16.

The Desk and Derrick Club of Lafayette is a
dynamic organization that promotes the
education of the petroleum, energy and
allied industries and advances the profes-
sional development of its members.

The Desk and Derrick Club of Lafayette is a
proud affiliate of the Association of Desk And
Derrick Clubs, www.addc.org

THE SMARTEST THINGS TO DO WHEN WE HAVE A PROBLEM AT WORK

Published on August 3, 2016

Author of "What Motivates Me" & "All In," NY Times Best-Seller

By Chester Elton and Adrian Gostick

If you have millennials on your team, you know most don't like speaking on the phone. As we interview twenty-somethings, many tell us voice calls are not only time-consuming but require them to give their full attention to a glacially slow form of synchronous conversation. Yawn. Not only that, but many believe that calls are actually rude—as if they are making a sudden demand for the other person to speak to them, now, versus allowing that person to respond when they can.

Such attitudes about voice calls have certainly trickled over into other generations. We can't count the number of times a manager has told us of phone-phobia appearing with older employees too. One manager related a recent conversation she'd had with an employee who is a professional woman in her forties:

Boss: "Did you get a hold of the client? He seemed pretty upset."
Employee: "I sent him an email. But he hasn't responded."
Boss: "Did you call him?"
Employee: "I figured I'd give him a while. It's only been a couple of days."
Boss (sighs): "Can you do me a huge favor? Hang up with me and call him right now. Leave him a message if he's not there. Can you do that? Then report back."

When did we collectively lose the knowledge that, when problems arise, we need to connect with people personally?

As part of our day jobs, the two of us are asked to deliver keynote speeches to conferences around the world on culture and employee engagement. Keeping the calendar straight can get a little tricky, and recently something fell through the cracks and Chester ended up getting double booked on the same date. We can't remember the last time this happened, but there we were with egg on our faces.

So, what did we do? We sent an email. Rookie mistake.

But hey, it was a great email, we thought. It offered a sincere apology to one of the conference organizers explaining how we'd messed up, asked for understanding, and offered some compelling alternatives that would allow Chester to fulfill the other promise while still delivering a wow to their attendees.

Submitted by Susie Ellender

The response: No thanks. We sent another email; this one was even better. Shakespeare would have been jealous. We waited, prayed. The same response. The situation became tenser; Chester was losing sleep.

Finally we realized we were making the same mistake we were hearing about from our consulting clients. So we got the number of the conference organizer and decided to not only call her, but make the assumption she was a good, reasonable person who only wanted the best for her conference. So did we.

Sure enough, once we actually talked on the phone and had a chance to walk through the options, we came up with a great solution together. We ended up accommodating their conference, throwing in extras for the inconvenience, and still being able to live up to the other obligation.

In short, we assumed the best and picked up the phone, and good things happened.

And not only did we find a solution, but we began to develop a connection. Everybody messes up now and then, it's the response to the mistake that will make or break a relationship. We got to know each other on that call, worked together through a dilemma, and we know will have the chance to work together again.

There's an old saying that Chester's dad passed onto him, it goes something like: "Assume the best about people, and 99 percent of the time you will be right."

And yet there can be a lot of reasons we might not assume good intention in others. It might be a remnant of early man in us. On the Savannah, after all, it was not smart to indiscriminately trust others—they might have spears hidden in their loincloths. But in modern business, we accomplish much more by assuming the best, that people are reasonable and good, until proven otherwise.

Just imagine your place of work if everyone assumed the best about their teammates, suppliers, bosses and customers. Heck, imagine what would happen in politics if each side would assume the other side had good intentions, even if they didn't agree with their policies.

Of course there are some bad people out there, but not as many as we might be led to believe by watching the news. The vast majority of people want to do a good job. Yes, they face challenges, pressures, internal ambitions, and they have made promises of their own. But if we give them the benefit of the doubt when things get tense, and talk things through personally—versus communicating only electronically—in most cases we can reach positive outcomes.

Submitted by Susie Ellender

BUNCO BRUNCH





HALLOWEEN BUNCO BRUNCH

October 29th from 10a-1p

Knight Oil Tools
Entertainment Room
2727 SE Evangeline Thruway

Please join us for some ghoulish Bunco games, freaky food,
and a frightening good time!

50/50 tickets
will be sold
1 tickets for \$1.00
or
6 tickets for \$5.00

Desk and Derrick Members - \$15
Non Desk and Derrick Members - \$20

Lunch and drinks will be provided

Cash prizes for 1st, 2nd and 3rd place Bunco winners

Signup at the meeting or email
BienvenueSL@StoneEnergy.com

Costumes not
required - but
encourage...
NO MASKS



*Want to get more involved?
Check out the committees & duties!*

Committees

General Duties

| | |
|---------------------------------------|---|
| Ad Sales | Promote and maintain ad sales account for Lafayette Oil Directory. |
| Audit | Shall maintain an annual audit of books and make additional audits during the year. Report written and orally to the Board of Directors |
| Bylaws | The primary functions are the preparation, definition, interpretation and dissemination of the policies which govern this organization. Shall receive and consider suggestions of changes in club documents. |
| Communications/ Training/Education | To promote continuous education and training by providing at least two educational opportunities for members during the year. (speakers, seminars, programs, etc. concerning the petroleum Industry.) |
| Desrick | To write and distribute the monthly newsletter. Encourage members to submit news and committee activities for publication. |
| Field Trip/Social | Shall make arrangements for field trips, keeping in mind the purpose of industry and educational value. Shall plan social activities for the Club, including December regular meeting. |
| Finance/Budget | Shall meet, prepare and present proposed budget for the year. |
| Historian | Shall compile a yearly history of the Club's activities. List of Board of Directors, Region and Convention sites, attendance, awards, etc. |
| House | Shall make reservations for all who attend meetings and inform the Petroleum Club of number attending. |
| Membership/ Orientation | Shall be responsible for providing and processing applications for membership. Also provide an orientation for new members. |
| Photography & Scrapbook | Shall be responsible for photo coverage of all regular meetings, field trips, seminars and other activities. Shall compile a scrapbook of Desk and Derrick activities for the current year and present it to the Immediate Past President by the March meeting. |
| Program | Plan programs for regular meetings, except for Industry Appreciation Night. 80% of programs shall be devoted to petroleum industry. |
| Publicity | Shall be responsible for publicity in/on newspaper, radio, and television. Shall be responsible for Social Media (FaceBook & Website) |
| Region & Convention | Shall encourage members to attend these meetings. Supply members with expense account forms and review forms for reimbursement. |
| Special Activities | Shall recruit and coordinate members for activities such as, LAGCOE, Oilmen's Invitational Golf Tournament, etc. |
| Sunshine | Shall send appropriate floral arrangements or other remembrances in the name of the Club for illnesses, or death in immediate family. Also send Birthday cards to members. |
| Telephone | Keep members informed of all events and meetings when deemed necessary. |

Guests are welcome to attend our monthly meetings. Please contact Karen Thomassee or Vickie Chauvin if you would like to have a guest attend.

Karen Thomassee
kthomassee@knightoiltools.com

Or

Vickie Chauvin
vickiebchauvin@yahoo.com

September Birthdays

| | |
|-------------------|------|
| Debbie Lemonine | 4th |
| Annette Kinchen | 5th |
| Kathy Martin | 6th |
| Joyce Perkins | 7th |
| Beverly Lagneaux | 28th |
| Ramona Bienvenu | 29th |
| Georganne Kizziar | 30th |

Reminder:
Birthday and guests pictures will be taken at the end of the meeting.

JULY BIRTHDAYS



Left to Right: Rena Andrus, Nicole Pleasant, and Carol Trosclair

JULY GUESTS



Front Row: Misty Leblanc, Shanta Alexander, Connie Fredrick, Cindy Dupuis, Johnnie Taylor
Middle Row: Adrienne Fontenot, Michelle Fontenot, Elise Bouchner
Back Row: Jimmy Saintes, Willie Hernandez, Tom Keating

NEW MEMBER



Nicole Pleasant and Susie Ellender

AUGUST GUEST SPEAKER:

BARTON HOWARD

DOCKSIDE PICK UP, DELIVERY AND SHOPPING SERVICE AVAILABLE SEVEN DAYS A WEEK.

Intracoastal Waterway & Offshore Service Map



These are just some of the many locations we service.
Please inquire as to any other locations not listed.

Did you know the same place you buy your groceries and supplies for home is the same place you can buy provisions for your vessel? Rouses Markets offers dockside pick up, delivery and shopping service to your area seven days a week. That means you no longer have to rely on a big out-of-town chain store, a limited-assortment store, or corner grocery to get your supplies.

At Rouses, our fresh meat is always prepared and packed daily. We offer full-case groceries, paper goods, local products, cleaning supplies, water and soft drinks. All orders can be packed in dry ice upon request. And whether you're stocking a single boat or a whole fleet, our dockside pick up and delivery makes it easier to shop at Rouses than ever before.

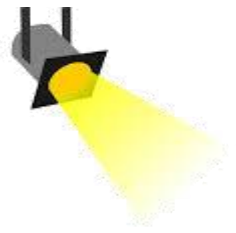
Of course, we're fully prepared to handle large orders, and you always get our everyday low prices. For your convenience, orders can be carried in, called in, e-mailed or faxed to Rouses. We deliver to boats, docks and shipyards, and delivery is available to all areas listed above.



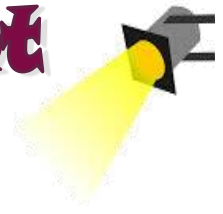
ROUSES

MARINE SUPPLY

INLAND & MARINE (985) 217-6464



New Member SpotLight



Name: **Nicole Pleasant**

Company: **Advantage Staffing**

Position: **Recruiter**

Where do you like to go to have fun? **Love watching my son play baseball and spending time with family.**

What is one thing that people may be surprised to know about you? **That I have been with my present company for 18 years.**

What is your favorite thing about your position or job? **Love helping people getting placed in new careers.**

Welcome to Desk and Derrick!

Board Member Spotlight



Name: **Sheri LeJeune Bienvenue**

Position: **Immediate Past President**

Where do you work?

I work at Stone Energy Corporation.

I've been employed with Stone for 8 years.

What is your top pick for being a D&D member?

One of my main reasons for joining D&D was to improve my team building & public speaking skills. Both are still ongoing, but I continue to enjoy the opportunities D&D has given me to continue building on them.

What is your most memorable D&D memory?

My most memorable D&D memory would be when I had to stand up and deliver a speech in front of the 100+ Region III members. One of my duties as President was to give our clubs past achievements along with our future objectives. I was so nervous, but we really had a great year and I couldn't wait to brag on us! Afterwards, I was so proud of myself for not passing out and actually making sense.

What would someone be surprised to know about you?

I believe someone would be surprised to know that I am a GIA Graduate Gemologist. Before working at Stone, I worked at Stuller (the Jewelry manufacturer) for 13 years.

What are your hobbies/things you like to do in your spare time?

I enjoy CRAFTING! Scrapbooking, crocheting, & creating things with my Cricut machine.

On a personal note, my daughters (Tyler and McKenzi) and my hubby (Joey) are my world.

Tyler Jade is 23 and an ER Nurse at Women and Children's. Tyler is recently engaged and set to get married on January 28th. Tyler and Jesse have been dating since she was in 9th grade.

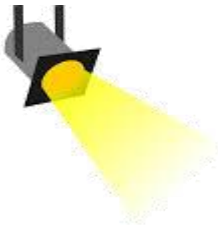
McKenzi Paige is 17 and a Senior at Lafayette High School. Her second home is Crawfish Aquatics. She swims on the LHS swim team, teaches swimming lessons, lifeguards and swims year round.

Joey is the best. He is always so supportive in whatever I have set my sights on. We have been married for 19 years and are looking forward to many more.

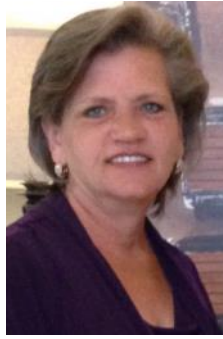
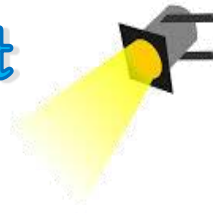
What three traits define you?

I would say three traits that define me are honesty, friendly and organized.

Thanks For Leading Our Club!



Board Member Spotlight



Name **Susie Minton Ellender**

Position: **President**

Where do you work?

Trinity Liftboat Services, LLC

What is your best D&D memory?

I loved attending my first Region III meeting in 2011. Loved how I was included in everything and was never left to fend for myself, someone was always making sure I felt like part of the group, a member. It has always been this way in every Region III and Convention I've attended.

What is your top pick for being a D&D member?

Top Pick for being a D&D member is the friends that I've made. I've also greatly enjoyed learning about the different oil & gas sectors that must come together to develop the industry and learning the various procedures, tools and insight of these fields. I've loved going on the field trips and attending the seminars. We have a short time to learn in our meetings but the field trips and seminar are more detailed and provide everyone with great learning opportunities.

What would someone be surprised to know about you?

I've stood in the middle of the Panama Canal.

What inspired you to become a board member?

Wanting to learn more about how the organization operates internally and how decisions are based inspired me to become a board member. I wanted to be more than just a floating member and wanted to really belong.

What benefits have you earned by being on the board?

I love learning and studying about new things. Not only have I learned more about the industry and this organization, but also about the people who are involved and putting their efforts and talents to continue and progress the organization.

What are your hobbies/things you like to do in your spare time?

My hobbies are reading, camping, saltwater fishing, traveling, enjoying company of good friends and of course spending time with my dogs.

What three traits define you?

Loyal, compassionate, independent .

What does true leadership mean to you?

Working with a group of people to reach a common goal not only includes the one person guiding, directing or leading but includes themselves with the group in the work to be done. Leadership is being open to suggestions and talents of those working for the goals and maintaining open communications.

Thanks For Leading Our Club!



E-Tip #607



Dale Carnegie
Course Starts

July 21, 2016

Lafayette La

Source:

Dale Carnegie
Training
e-Newsletter

By Tyler Winner,
President of The Dale
Carnegie Team of

6 Tips For To Attract and Retain A Topnotch Staff

Tip #1: Be Competitive - Money talks! And if you want to have a happy staff, make sure that you offer a competitive salary and benefits. If you cannot offer exactly the same dollar amount as a larger company, find creative ways to sweeten the pot (a few examples are listed below).

Tip #2: Offer Retirement Benefits - It is not very common for small businesses to offer retirement benefits. Providing such benefits does not need to be extremely costly or complicated; there are simple plans available that are not too pricey. Offering retirement security can be very effective at increasing staff loyalty.

Tip #3: Be Flexible - In this day and age, telecommuting and flex scheduling is becoming much more prevalent. These practices are definitely worth considering since they do not necessarily cost your company much, if any, money, and these perks can go a long way to show that you care about your employees.

Tip #4: Stay Current With Technology - Try and keep your tools, computers and technology up-to-date. In addition to making staff happier with the latest and greatest, your company could see the added benefit of increased productivity as well as staying relevant in your field.

Tip #5: Smaller Can Be Better - You might not think that a small company could actually be a better place to work than a large one, but there can be some serious advantages. For one, since there are fewer voices, staff at a small company might have more say in how things are done. A small company might also have a closer-knit feeling that many will appreciate. Finally, employees could have more responsibilities, which, for a motivated employee, can help them feel like what they do really matters. When your company is going through the hiring process, make sure to bring up these (often overrated) benefits.

Tip #6: Allow For Growth - People like to know that their hard work could pay off down the line with either a promotion or a raise. Keep staff motivated by offering new opportunities and always be on the lookout for ways that employees can advance in the company. You want to keep your people invested in their job and the company. If you can promote internally, consider doing so.

Executive Summary: While large companies certainly have a lot to offer and might seem like a more exciting choice, smaller businesses have a lot going for them too. As a small business owner, do not sell your company short; take the time to find ways in which you can attract and keep the best candidates.

*****FREE Training Offer *****

The *Louisiana Small Business Employee Training Fund* was established to help reimburse the training expenses for companies with 50 people or less. See if you qualify for free tuition reimbursement today.

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Submitted by:
Sheri Bienvenue

A Clear Message: Extortion

This past Thursday the District Attorney for the 15th Judicial District, Keith Stutes, announced the filing of litigation against 49 oil and gas defendants on behalf of Vermilion Parish. This suit follows the same misguided thought process of the lawsuits recently filed by Cameron, Jefferson, and Plaquemines Parishes. These trial lawyers' insatiable appetite for cash perpetuates their misguided thought process, leading them to once again ignore the fact that the oil and gas industry is already heavily regulated by the Office of Conservation and the Department of Natural Resources.

District Attorney Stutes and the trial lawyers at the Lafayette based firm Broussard & David have put Vermilion Parish down a dangerous path that will lead to economic turmoil. The message they sent is simple: extort millions and drive out industry.

This litigation is fueled by the same trial lawyers who have been extorting millions of dollars from the oil and gas industry for years. District Attorney Stutes claims the "cleanup and restoration of these damages will create new and enormous economic and employment opportunities for the people of Vermilion Parish..." The problem with this logic is that, District Attorney Stutes' expertise is as a litigant, not as an economic developer. He thinks these suits will help, while in reality, these lawsuits will immediately divert these valuable resources away from the coast while the industry is shaken-down in the courtroom. What happens then to those 17,000 plus jobs created by industry in the Lafayette Metropolitan Statistical Area? It is unfathomable that the District Attorney and a local Lafayette law firm are leading this charge. They are looking to create economic development from the courtroom, all at the cost of industry.

To make industry's current struggles worse, these lawsuits continue to create a hostile environment that does not promote investments by business. When the market and industry recover, it won't be in Louisiana, these lawsuits will have already done their damage. That is why right now, the actions of industry and those who support it, are pivotal.

There is already a rigorous regulatory process in place to ensure that each coastal use permit in the state is in compliance. Any concerns can be addressed through this process without falling into the trap these trial lawyers have set, which will lead to excessive delays and exorbitant legal costs associated with litigation for the oil companies. Ignoring the administrative regulatory process and immediately dragging this into the court room removes any appearance of legitimacy associated with their motives.

We cannot let this continue, it is up to us to defend our industry.



Rig Count - Latest Week

August 5, 2016

| | |
|---------------------|-----|
| Alaska | 7 |
| California | 5 |
| Colorado | 20 |
| Louisiana | 46 |
| New Mexico | 25 |
| Oklahoma | 59 |
| Texas | 202 |
| Wyoming | 8 |
| Total United States | 447 |

Source: LOGA.com

August born

Very ambitious. Brave and daring attitude. Devoted lover. Sensitive nature. You get jealous easily. You also get angry very easily. You are proud of your achievements. Attention seeker. Very generous. Easy going. Strong character. Born to be successful. Observant. Creative bent of mind. Caring and loving. Faithful friend.

WishAFriend.com

August Birth Flower GLADIOLUS

The Gladiolus symbolizes remembrance, strength of character, dedication and devotion towards family. If your birth flower is Gladiolus: You are an intellectual person. People love you for your enthusiasm and charming nature. You constantly try to succeed in whatever you do. You desire to occupy leadership positions.

WishAFriend.com

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|-----|-----|--|-----|-----|---|--|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9  <i>Karen Thomassee</i> | 10 | 11 | 12 | 13 |
| 14 | 15 | 16  <i>Sheri Bienvenue</i> | 17 | 18 | 19  <i>Adriel Abshire</i> | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27  <i>Jennifer Robert</i> |
| 28 | 29 | 30 | 31 | | | |

Guest Speaker: Barton Howard– Rouses Marine Supply

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September Birthdays:

Debbie Lemoine 4th
Annette Finchen 5th
Kathy Martin 6th
Joyce Perkins 7th

Berverly Lagneaux 28th
Ramona Bienvenu 29th
Georganne Kizziar 30th

AUGUST 2016

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