



Infinity & Beyond

"Build it Safely....To Last"

SEPTEMBER 2016

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Erik's Corner

I would like to thank each employee of IPM for all you do to serve our clients and help each other. Thank you!

The admirable character traits of humility and courage as experienced through sports have previously been pondered in this space. These traits are no doubt important, but mostly useless if not preceded by honesty. I believe that honesty is the simplest, yet one of the most misunderstood and misused traits of all.

For example; consider the idiom "Honesty is the best policy!" This famous quote was first uttered by Benjamin Franklin, right? Nope. Surely William Shakespeare? Nope.

Ironically it appears to be plagiarized from the 1599 writings of Sir Edwin Sandys, a prominent English politician who helped settle Jamestown, Virginia.

This quote often misleads people and suggests that honesty is the better choice among several. In my opinion, an improved version would be, "Honesty is the only policy." Without honesty, all other character traits, relationships, agreements, and, indeed, policies, eventually break down.

Honesty is misunderstood because people often confuse honesty with openness.

Honesty is telling the truth when you speak and act and is accompanied by integrity and a complete absence of deception in your intent. Simple.

Openness is much trickier and is more like telling everything you know to everyone you know. Since openness can be impractical and hurtful, it is sometimes used as an excuse to not be honest. Yet we always have the choice to not answer, change the subject, or find something positive to say instead of telling a lie. If we allow ourselves to lie "for good intent", then only our flawed human judgement and selfish motives stand in the way of our lying for bad intent. This is where we go wrong. It should hurt us to lie.

Imagine the world we would live in if everyone was completely honest, (but not necessarily completely open.) Our stress level would plummet, trust in each other would skyrocket, and the backlog in our courts would vaporize.

And now the sports story. During a recent tennis match at the Hopman Cup in Perth, Australia, tennis player John Sock, being completely honest, told his opponent, Lleyton Hewitt to challenge a ref call after a Hewitt serve was called out. Hewitt took the advice and the ref reversed in Hewitt's favor. Sock lost the match but won worldwide admiration for the move. Now that is honesty!

"No legacy is as rich as honesty." (Shakespeare did say that one.)

Simple: Never lie.

<http://kluv.cbslocal.com/2016/08/16/tennis-player-jack-sock-tells-his-opponent-to-challenge-a-call-loses-the-match/>

Erik Fleming
President, Founder

Jake's Take

I want to take this opportunity to tell you about some exciting things that are happening at IPM.

To start with, you have been reading for months that IPM was nearing completion of a new office building. Well it finally happened! Our new 7,500 square foot facility located on Blue Mountain Blvd. (off Old Jacksonville Hwy) is now complete and we are moved in and conducting business. Many of you have already seen the new building, but if you haven't, all employees are encouraged to stop by anytime and take advantage of the facilities.

While new walls and a new roof don't automatically translate into a higher level of service, we do believe the new building is going to be a big part of IPM taking the next step as an EPCM company.

Perception is reality and we believe recruiting and business development will benefit from the addition of this new resource. Not to mention the additional capacity for expansion.

Additionally, IPM is in the process of revamping our website. Having just completed production of a new tri-fold service brochure, our goal with the website is to have continuity among all of our marketing tools. A new updated and interactive website will be online no later than September 30, 2016. Once online, all employees will be notified by e-mail so they can take a peak.

Of more importance than a new building and new marketing tools, and as alluded to above, IPM has also committed itself to taking the next step as a service company. Specifically, we are in the process of implementing new project and engineering procedures and standards which will improve the quality level of IPM's products. IPM is also in the process of strategically adding experienced personnel to our project and engineering teams which will provide vital input and oversight.

All employees are encouraged to participate in IPM's effort for improvement, especially those who are in client representative roles. There will be opportunities soon for you give feedback and we encourage you to take advantage of these. Furthermore, IPM is also in discussions with client vendors and contractors with an end goal of making necessary adjustments to better support their efforts.

Having said that, all employees are encouraged to use the following slogan as we strive to constantly improve :

"Quality is not an act, it is a habit."

Jake Robertson

Vice President, Manager of Business/Human Resources



New IPM Office – September 2016

IPM Events

Lion Oil Tournament of Hope at Mystic Creek Golf Course and Red T Farms in El Dorado, Arkansas - June 15th & 16th



Pictured above, IPM's booth at the golf course. Thanks to Angie and Catherine for running our booth!

2016 RMO Sporting Clays Shoot at Rose City Flying Clays in Tyler, Texas – August 20th



Pictured above, Miles Freeman, Chase Evans, Shaun Hanks, John Jackson and Jake Robertson.

RMO is a local non-profit which seeks to mentor young men in the East Texas Area through outdoors Christian Ministry. For more information, please contact Jake Robertson.

Thanks to IPM for Sponsoring a lane at this year's shoot and thank you to all employees who participated! -Jake Robertson -

Employees of the Month

Congratulations to the employee of the month award recipients! Thank you for all of your hard work:

June 2016 – Christy Strickland

August 2016 – Shaun Hanks

New Project Awards

Nalco – Fresno SPCC Upgrades - \$779,325 - Awarded 06/16/16

Delek – Engineering & Design for new Tank 76 – Awarded 07/21/16

Westlake Chemical – Completion of Master Service Agreement on 08/29/16

IPM Calendar of Events

October 28th - The Association of Chemical Industry of Texas (ACIT) is partnering with the East Harris County Manufacturer's Association (ECHMA) to co-sponsor their third annual Workforce Development Golf Tournament benefiting technical student scholarship programs at Lee, San Jacinto and Houston Community Colleges at Wildcat Golf Club.

November 17th – IPM Employee Thanksgiving Luncheon – IPM home office @ 12 NOON

November 24 & 25 – Thanksgiving Holidays

December 23 & 26 – Christmas Holidays

Guest Columnists – Heather Schlote & Christy Strickland

HISTORY of HALLOWEEN

Celebrated on Oct. 31, Samhain (pronounced sow-in), was an original Celtic festival that marked the convergence of the end of summer and harvest, with that of the dark, cold winter. The winter was associated with death and throughout the centuries, many groups would go on to commemorate the dead during this time of year. Here are some examples:

1. 43 A.D. – “Feralia” – Roman celebration of the dead – often held on a day late in October. The second day was to honor the Roman goddess of fruit and trees, Pomona.
2. 609 A.D. – All Martyrs Day was established in the Western church. Pope Gregory III expanded the festival to include all saints AND martyrs and the observance was moved from May 13 to Nov 1.
3. 1000 A.D – The church made Nov 2 All Souls Day – the day to honor the dead.
4. Dia' de Muertos is the Mexican tradition – on All Hallows Eve (Oct. 31), children make alters to invite the spirits of the dead children to return for a visit. Adult spirits visit on Nov. 1, All Saints Day, and on the third and final day of celebration, known as All Souls Day, (Nov. 2), families visit the cemeteries to decorate the graves of their relatives.
5. “Mumming” the antecedent of trick-or-treating, dates back to the Middle Ages and involved the dressing as ghosts and demons to perform antics/dances in exchange for food or drink.
6. During World War II, children refrained from trick-or-treating due to the rationing of sugar. The postwar baby boom spurred the resurgence in the custom and candy companies were no longer constrained by the sugar rationing. Advertising campaigns began that were aimed directly at Halloween and today, there is an estimated \$6 billion spent annually on holiday.

HALLOWEEN TRIVIA

Here are some other interesting facts about this ghoulish holiday:

1. The first Jack O'Lanterns were actually made from turnips.
2. Black and orange are typically associated with Halloween. Orange is a symbol of strength and endurance and, along with brown and gold, stands for the harvest and autumn. Black is typically a symbol of death and darkness and acts as a reminder that Halloween once was a festival that marked the boundaries between life and death.

3. Harry Houdini (1874-1926) was one of the most famous and mysterious magicians who ever lived. Strangely enough, he died in 1926 on Halloween night as a result of appendicitis brought on by three stomach punches.
4. One quarter of all the candy sold annually in the U.S. is purchased for Halloween, making Halloween the second highest grossing commercial holiday, after Christmas.
5. Candy Corn was invented in 1898 and there is roughly 35 million pounds produced each year. **New for 2016** – “*Brunch Favorites*”. With flavors of French toast and maple syrup, strawberry waffle, and chocolate-chip pancakes, it has been said to smell “like a Yankee Maple Pancake candle”.
6. Halloween outranks Valentine’s Day when it comes to chocolate sales. Twice as much chocolate is sold during Halloween than Valentine’s Day. That’s an estimated 90 million pounds worth of chocolate during the week of Halloween alone!
7. Letters to a pumpkin and a flying dog? *It’s the Great Pumpkin, Charlie Brown* debuted in 1966. The most famous line in *Peanuts* history – “I got a rock” by Charlie Brown while out trick-or-treating with the gang!
8. Don’t throw out your leftover candy! Dark & milk chocolates have a shelf life of up to two years when stored in a dry place. Hard candy can last almost a year and that unopened candy corn - it can hold you over for the next nine months!



Pictured above from the personal *Peanuts* collection of Christy Strickland – Hallmark’s collectible for 50 years of ‘*It’s the Great Pumpkin, Charlie Brown*’ – “I Got a Rock”

“Coincidentally, if you look directly behind this collectible, you will notice my copy of the USPS commemorative framing for the 50th anniversary of A Charlie Brown Christmas which was celebrated in 2015”. (You can see the full image under “Christmas” in next Quarter’s issue)

-Christy Strickland



Pictured above, also from Christy's collection – "Welcome Great Pumpkin" by artist Jim Shore

THE TEAL PUMPKIN PROJECT



Though it began nearly 20 years ago to raise awareness for food allergies, the teal pumpkin is now becoming more prominent in neighborhoods all across America. A teal pumpkin or teal sign, prominently displayed at a residence during Halloween, signifies that in addition to handing out traditional candies, the location also has NON-FOOD treats for allergy sufferers.

These non-food treats will be, in most cases, also free from other allergens such as latex. Participation is free and the teal pumpkin can be purchased from any Halloween supply location. If you would like more information on the Teal Pumpkin Project please visit the website <http://www.foodallergy.org/teal-pumpkin-project>

HISTORY of THANKSGIVING

Family, football, and a feast of food like the one shared by the pilgrims and Indians way back when...that is Thanksgiving right? The holiday has an interesting history that might surprise you.

1. Where the first feast, attended by unlikely friends to celebrate the harvest, took place is uncertain as four different states claim to hold this distinction - Maine, Florida, Texas, and Virginia.
2. The first national Thanksgiving was in 1777, a decision made by congress, that was only effective that year. After that, presidents had to declare the observance of Thanksgiving yearly. If they did not, it was not celebrated nationally. It was not until 1941 that Congress officially named the fourth Thursday in November Thanksgiving.

"Food" for thought: The average turkey purchased for Thanksgiving weighs 16 lbs. (7 kilograms), the National Turkey Federation says. White meat makes up 70 percent of turkeys, while dark meat makes up the other 30 percent. In case you are wondering, white meat has fewer calories and fat than dark meat (for all those dieters trying to make it through the holidays). Some are destined for the dinner table from birth – a turkey 12 weeks old or younger is called a fryer-roaster. Although turkey is considered to be a staple in Thanksgiving meals, this is not always the case as sometimes regional favorites replace or accompany the classic. For example, on the West Coast of the United States, Dungeness crab is common, as crab season starts in early November. One more thing, the Air Force discovered a way to speed up the process of getting our turkeys from field to table. They discovered that when they conducted test runs to break the sound barrier, turkeys would drop dead of heart attacks!

TRADITIONS

Whether you gather the family for a traditional meal, head out to your favorite restaurant, or enjoy the Thanksgiving Day football game – Thanksgiving traditions vary immensely.

*“As the boys have gotten older I have started a new tradition of watching “A Charlie Brown Thanksgiving” while eating the same dinner served up by Snoopy and Woodstock in the show (recipe below). **Did you know?** The ‘meal’ contains roughly 700 calories, give or take, based upon your brand selections and portions.”*

-Christy Strickland

“My family puts up our Christmas tree on Thanksgiving. The past few years we have had a real tree, and finding just the right one has become one of my favorite traditions. We never go very far, either one of our neighbors or just explore the woods throughout my parents’ 70+ acres, but we still have plenty to choose from. No matter which family members join in the hunt, it is always an adventure!”

-Heather Schlote



Above is a picture, taken by my father in 2013 of me, my sister Meghan, sister-in-law Charity, and brother Devin, hunting for a tree.”

-Heather Schlote

THANKSGIVING RECIPES

Thanksgiving Turkey

1 Turkey – size of your choosing
Seasoning – personal preference

Season your turkey like you normally do. Place in infrared cooker - no oil, no worries of a fire and about a 1/3 of the cleanup! The turkey is golden brown and moist. The ONLY way I cook turkey.

-Cindy Nations

Charlie Brown Thanksgiving Dinner

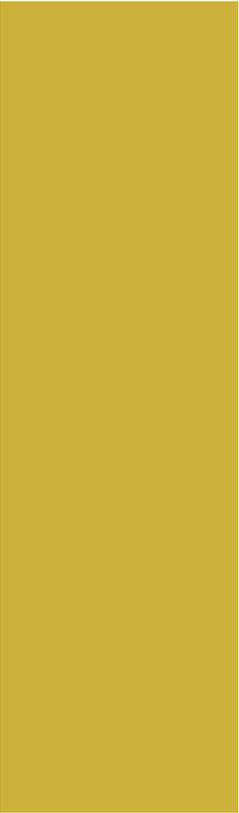
1 scoop of vanilla ice cream
whipped cream
cherries
2 slices of bread
butter

pretzel sticks – one handful
popcorn – one handful
jelly beans – one handful

For the sundae - place one scoop of vanilla ice cream in a bowl and top with whipped cream and a cherry. Toast 2 pieces of bread and immediately spread butter on top of toast. Place the toast, pretzel sticks, popcorn and jelly beans on plate. Sit back, watch the show and ENJOY!

-Christy Strickland

Thank you all for a great year! - Heather Schlote & Christy Strickland



Safety Moment

1. Get Your Flu Shot. Autumn is the start of flu season, and it's recommended that everyone 6 months and older gets vaccinated against the flu.
2. Drive safely as it gets Darker. Daylight Saving Time ends every year on the first Sunday in November. This means it starts to get darker earlier. As we set our clocks backward by one hour in most areas of the country, here are some tips for driving at night:
 - Aim your headlights correctly, and make sure they're clean
 - Dim your dashboard
 - Look away from oncoming lights
 - If you wear glasses, make sure they're anti-reflective
 - Clean the windshield to eliminate streaks
 - Slow down to compensate for limited visibility and reduced stopping
3. Holiday Cooking Reminder: Keep safe from food poisoning. To reduce your risk, be savvy about how germs can be found in contaminated food and sometimes make you sick. Be sure and wash your hands and surfaces often. Germs can survive in many places around your kitchen, including your hands, utensils, and cutting boards. For more information on preventing food poisoning, visit: <http://www.foodsafety.gov/keep/index.html>