

ISSUE 3, APRIL 2020



# MAKING IT CLEAR

*Serving the Needs of Georgia's Onsite Wastewater Industry*

P.O. BOX 2946 | LAGRANGE, GA 30241

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## Letter from the PRESIDENT

Hello All!

I want to thank everyone who participated in the 2020 Annual Conference in Augusta in February. As a resident of Augusta, it was truly an honor to have you there to help celebrate GOWA and the wastewater industry. As promised, there were opportunities for education, networking, tours, fun and fellowship. We hope you enjoyed the tour of Portable Services, Inc, and were able to take some things back to your businesses.

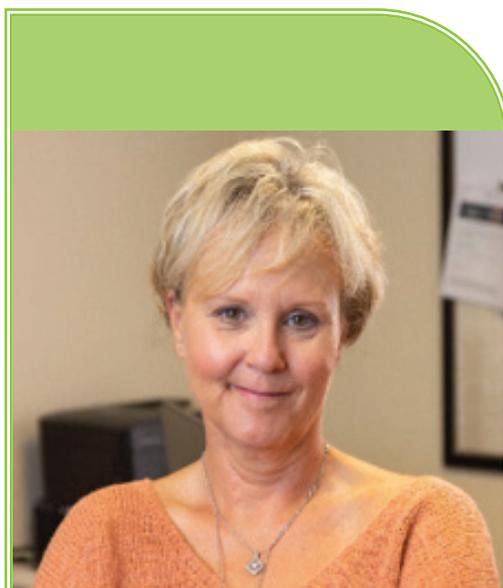
The conference saw over 100 attendees, taking educational classes and visiting with exhibitors. A big THANK YOU to our sponsors and exhibitors! Tommy Chambliss was the big \$100 raffle winner. See, there's a reason to stay until the end! We look forward to exploring ways to make each conference a greater success year after year.

Within this issue you will find some take aways from the conference, membership information, and helpful articles to assist you with your industry work. Planning is currently in the works for the next Field Day event. That date will be announced soon. Oh, and GOWA is now a full affiliate member of NOWRA, which benefits YOU! Within this issue, you can read up on all the benefits you will receive with this new affiliation.

As always, it is an honor to serve as your President. I am proud of our industry and those that work in it. As a member of GOWA you are a part of an elite group of industry professionals and business owners who keep homes and communities clean and safe. I know each one of you is a professional that cares about your work and your customer's welfare and our industry.

Keep up the great work!

- Jan ●



Jan Bentley, GOWA President

Keep up to date with GOWA news by visiting our website at:

<https://gowa.wildapricot.org>

## GOWA 2020-2021 Officers

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## GOWA Board of Directors

Pictured here are GOWA Board members:  
Jan Bentley, Tommy Chambliss, Stephen Brown, David Beckum,  
Melinda Bailey, John Ford, Barney Allen, and Dwayne Crocker



### Term Expires 2020

Jeff Adams J.L. Adams Inc. 1201 Maxwell Road Dewy Rose, GA 30634	Jan Bentley P.O. Box 889 Evans, GA 30809	Dwayne Crocker Crocker Septic Tanks P.O. Box 88 Kathleen, GA 31047
Barney Allen Allen's Electrical & Plumbing P.O. Box 172 Statesboro, GA 30459	Stephen Brown Advanced Drainage Systems P.O. Box 607356 Orlando, FL 32860	Harold Welchel Welchel Plumbing 2884 Ball Ground Highway Canton, GA 30114
David Beckum Augusta Industrial Services 15 Lovers Lane Augusta, GA 30901	Tommy Chambliss Chambliss Construction Inc. P.O. Box 95 Cataula, GA 31804	Matt Vinson Vinson Septic Solutions 105 Whippoorwill Court Eatonton, GA 31024

### Term Expires 2021

Melinda Bailey Troup County Environmental Health 900 Dallas Street, Suite A LaGrange, GA 30040	Susan Taylor Taylor Septic & Drain Solutions 705 S. Millerfield Road Macon, GA 31217
John Ford Infiltrator Water Technologies 1015 Sandy Ford Social Circle, GA 30025	Terri Wigley Pit Stop P.O. Box 5088 Marietta, GA 30061

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## GOWA is Now a Full Affiliate Member of NOWRA – National Onsite Wastewater Recycling Association

### Overview of Benefits for Affiliates

#### Representation in Washington and in Georgia

NOWRA is working to secure legislative and policy changes that foster expanded use of onsite and decentralized technology and can help the industry address the policy, management, and financial issues caused in large part by neglect at the federal level.

In addition to its federal activity, NOWRA is actively engaged in supporting its affiliates' need to address these issues at the state level. NOWRA is working to be a resource for affiliates to help them be more effective advocates for the onsite/decentralized communities in their state. To that end, NOWRA has developed a **Lobbying Toolkit** that is available to its members with helpful information on building and maintaining an advocacy effort. NOWRA also periodically provides state affiliate leaders with workshops focused on helping states build up their lobbying presence.

#### Online Learning Academy

NOWRA's newest benefit for State Affiliates is the Online Learning Academy, which provides two ways for states to generate revenue.

- First, full state affiliates receive 30% of registration fees for anyone in their state who takes an online learning course developed by NOWRA. All we ask is that the state secure continuing education approval for NOWRA's courses and that they promote this to onsite professionals in their state.
- Second, Full state affiliates receive 70% of all registration fees for courses which they develop.
- Supporting Affiliates receive 10% of all registration fees for both NOWRA courses and courses developed by the affiliate.

#### Septic Locator

NOWRA's Septic Locator is the only national, searchable directory of providers of onsite wastewater management services. All members of every state affiliate (except those in the Supporting Affiliate category) are automatically included on the Septic Locator. That's a \$50 value for each member. Each member controls their own listing. They can change contact information, services offered and other information in real time.

#### Installer Academy

NOWRA has established the Installer Academy as the national educational entity for the decentralized wastewater industry to ensure that quality training programs are available for all industry practitioners. By participating in NOWRA's Education Programs, members gain a learned foundation that continuously builds personal and professional opportunities. NOWRA offers its training programs to every state affiliate at cost -- affiliates only pay for the cost of instructors, their travel, lodging and food, and NOWRA's administrative overhead. In that way, affiliates have an affordable program to offer at their annual meetings or other training events which offers them an opportunity to generate income.

#### Online Services

##### NOWRA.org features:

- **State Affiliate Page.** Each affiliate is provided with a section on the NOWRA website which they can use as they please. The section can be as simple as a direct link to their own website, or they can provide custom content which can be loaded on their section.
- **Event Calendar.** NOWRA also lists meetings of its affiliates in great detail, including featuring affiliate meetings on the "Events" page on its website.
- **Conference registration services:** For a modest fee, NOWRA can provide affiliates with the ability to provide an online registration option for affiliate conferences and training events.
- **Broadcast Email:** Affiliates may, upon request, use NOWRA's broadcast email service for member communications.

#### Roe-D-Hoe®

Held annually at the WWETT Show, this competition showcases the skills of contractors and the equipment they operate through a series of timed exercises contestants must perform on a backhoe. Winners receive national recognition and cash awards. NOWRA also sanctions a number of state Roe-D-Hoe® competitions around the country. The state winners are automatically grandfathered into the national Roe-D-Hoe® finals at the WWETT show, where they compete against the winners of the open competition held during the WWETT Show.

[continued]

# NATIONAL ONSITE WASTEWATER RECYCLING ASSOCIATION

For states wishing to hold their own Roe-D-Hoe®, NOWRA can provide extensive support, including customized registration forms, release forms, software to display competition results, Roe-D-Hoe® games (such as bowling or golf), stopwatches and consultation. NOWRA can also help affiliates secure equipment if needed, and will run the Roe-D-Hoe® on behalf of the affiliate upon request (affiliate must cover travel, lodging and food cost for NOWRA representative).

## Affiliate Leaders Meetings

NOWRA hosts regular telephone meetings with the leadership of its state affiliates. These meetings provide an opportunity for affiliates to offer suggestions and feedback to the national office on programs and services, lets affiliates share information with one another. Affiliates also receive an update on national office activities.

## Customized Services

NOWRA has worked with individual affiliates on a wide range of activities. To the extent that staff resources will permit, NOWRA will work to provide support to any affiliate requesting help.

## Discounts for Affiliate Members

- A free listing in NOWRA's Septic Locator, a national, customer-focused website intended to help consumers find industry professionals
- A copy of NOWRA's **Onsite Journal**, a full-color member magazine focused on industry topics
- Regular communications from NOWRA on issues of interest to industry professionals
- Discounts on registrations for NOWRA conferences, online training seminars, and publications
- Access to NOWRA's Resource Library, an extensive knowledge base of information on the science and practice of onsite wastewater treatment
- Equipment financing discounts through Wells Fargo
- Office supply discounts through OfficeMax/Office Depot



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# 7 Reasons to Put Golden Handcuffs on Your Best Employees

By: Patrick Ungashick, Pumper Magazine, February 2020

## **Create a solid plan to encourage your top employees to stick around; but tread lightly when it comes to giving up equity in the company.**

High-performing employees are often the most valuable assets in a company. Customers, products, technology, inventory and many other assets come and go. A company that cannot hold on to its best employees, however, likely cannot grow.

Yet few companies take any formal steps to minimize the risk of losing top employees. Sure, you pay your best employees well and presumably have a great culture and work environment. But your competitors can offer the same incentives. To truly hold on to your best people, consider tying them to your company with golden handcuffs.

“Golden handcuffs” is a generic term describing a wide range of programs that share one core purpose: to incentivize top employees to stay with your company for the long term. There are many types of programs: incentive compensation plans, stock options, phantom stock, stock appreciation rights, synthetic equity programs, share bonus plans and more.

Making things even more confusing, each of these types of programs has variations in its design and operation. This complexity makes it difficult to approach these programs and select a plan design that best fits the situation. However, learning about golden handcuffs programs is worth the effort. They offer a unique combination of advantages and benefits that can help your company reduce risk, propel growth and maximize value at exit.

Companies that design and implement effective golden handcuff plans can accomplish the following seven important outcomes:

### **1. Reduce the risk of top employees leaving prematurely or unexpectedly.**

Golden handcuff plans offer a future compensation payout that’s partially or completely forfeited if the employee terminates employment prior to an agreed-upon date (such as retirement age) or an event (such as the sale of the company). To create the desired impact, the potential compensation amount must be significant — typically several times the employee’s current annual income or more.

### **2. Incent top employees to help create long-term, sustained company growth.**

The potential for a future compensation payout orients the employee toward achieving the company’s business goals, especially if the payout amount is tied to long-term company growth.

### **3. Create incentives for top job candidates to join your company.**

A golden handcuffs program offered to a desired recruit — in addition to competitive pay and compelling career opportunities — can be the tipping point that convinces an important hire to join your business.

### **4. Protect the company against the risk of losing customers, other employees or trade secrets should an employee who has those relationships and information leave.**

Golden handcuff plans should include a legal agreement that commonly includes provisions such as noncompete, nonsolicitation and nondisclosure language wherever possible.

### **5. Provide a way for business owners to create alignment with nonowner top employees around creating business value prior to exit.**

Many business owners are understandably concerned about discussing their future exit plans with their top employees who don’t have an equity stake in the company. In those situations, the owner’s future exit is a potential wealth-building event for him or her, but it presents career uncertainty and risk to the nonowner employee. Golden handcuff plans build a bridge between owner and nonowner top employees by including those employees in a wealth creation opportunity at exit and providing for their career stability.

### **6. Enhance business value at company exit, particularly upon the sale of the business.**

Your future business buyer will often see greater value in your company if a golden handcuffs plan has been effectively implemented, particularly when the plan includes “stay bonuses” that incent top employees to stay with the company after a sale, typically for one to two years.

[continued]

**7. Thank top employees for their service with the company.**

Most business owners want to thank high-performing employees after they have given years of effective service to the organization. While golden handcuffs plans are primarily intended to incent and reward top employees, they can perform double duty by providing lucrative compensation awards in the future to the very same people you likely will want to acknowledge.

Many business owners and advisors assume a golden handcuffs plan requires

sharing actual ownership interest with the employees who will be included in the plan. This is not always true. Some programs such as stock option plans include the potential for actual ownership sharing. Other plan types such as phantom stock or executive bonus plans involve compensation and do not share actual equity. Sharing ownership with employees presents significant risks and downsides. Whenever possible, consider a golden handcuffs plan that pays out compensation to the employee rather than shares actual company equity.

Business owners and leaders need effective tools to motivate top employees, retain them for the long term and drive company growth. Few tools have the potential to address all of these needs simultaneously like a well-designed golden handcuffs program. A little research here can go a long way to securing a bright future for your employees and your company.



**WE WANT YOU TO HEAR FROM US!**

**UPDATE YOUR MEMBERSHIP INFO TODAY**

The Georgia Onsite Wastewater Association is on a mission to update all of our members contact information. In the day and age of computers and phones being the primary mode of communication, we are striving to collect all of our members email addresses so you can be included in our most up to date GOWA communications. Below is a GOWA Member information update form. Please be sure to fill it out in its entirety with your mailing *and* email address and send back to the GOWA office

P.O. Box 2946  
LaGrange, GA 30241

If you should have any questions please don't hesitate to reach out to Debbie Alexander at [dalexander@asginfo.net](mailto:dalexander@asginfo.net) or call us at 706-407-2552.



**UPDATE YOUR MEMBERSHIP  
CONTACT INFORMATION TODAY!**

Please fill out the membership information update form below and mail back in the pre addressed envelope.



COMPANY NAME: \_\_\_\_\_

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

LICENSE # (if applicable) \_\_\_\_\_

HOME COUNTY OF BUSINESS: \_\_\_\_\_

EMAIL ADDRESS: \_\_\_\_\_

OFFICE PHONE #: \_\_\_\_\_ MOBILE PHONE #: \_\_\_\_\_

NATURE OF BUSINESS:    *Install/ Repair*                  *Pump*                  *Portable Restrooms*                  *Manufacture Tanks*



## Georgia Onsite Wastewater Association

Serving Georgia's Onsite Wastewater Industry

### What GOWA does for the Industry:

- Provides educational opportunities
- Provides networking for both contractors and suppliers
- Created a forum for the industry to express their views and barriers to business in GA
- Provides a central point for industry and state agencies to interact on mutual ideas/problems and to resolve areas of concern
- Sends out up-to-date information through emails, faxes, printed newsletters and legislative alerts
- Represents the onsite industry before city, county, state, national groups and governmental agencies and provides a united voice for the industry

**Being a GOWA member is an investment in your future and the future success of your business. Invest in your future, join GOWA today!**

## Platinum



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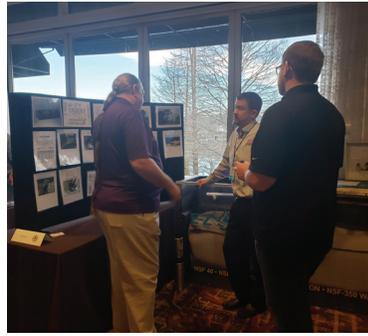
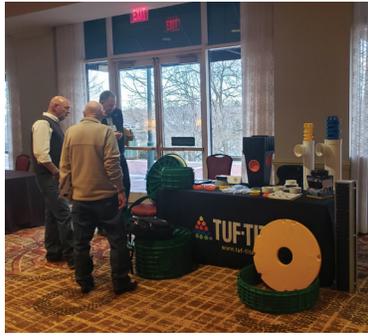
**Advanced Drainage Systems**

**SJE**

# CONFERENCE HIGHLIGHTS



# CONFERENCE HIGHLIGHTS



# TOUR OF PORTABLE SERVICES, INC.

Thank you to GOWA President, Jan Bentley, and her husband Jeff for opening their business, Portable Services, Inc. for a tour and reception during the conference.



# CONFERENCE EXHIBITORS

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**Ecological Tanks, Inc.**



**Roth North America**



**AquaPoint**



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**Crumpler Plastic Pipe**



**Infiltrator Water Technologies**



**Tuf-Tite, Inc.**



**Department of Environmental Health**



**Lely Tank & Waste Solutions**



**Yancey Brothers Co.**



**Polylok**



## You May Not Please Everyone with a Real Estate Inspection

By: Jim Anderson, Pumper Magazine, February 2020

### Mystery systems and homebuyers and sellers with a financial stake in the outcome can create significant challenges for the septic evaluator.

The past couple of months must be the time for questions about time-of-sale real estate inspections. I have always said these can be the most difficult inspections, depending on your customer. If your client is the current owner, they and their real estate agent hope to hear that the system is good and nothing needs to be done before the new owner takes possession. The buyer, on the other hand, wants you to find everything that may be wrong or may need replacement.

Having a set of standards or a standard procedure you always follow, and communicating those standards to all parties involved before the inspection starts, is one of the most important aspects of the inspection. With the standards stated and understood, it is up to you as the inspector to evaluate each component of the system, determine if it is operating as it was designed and communicate those results.

In addition, if there are areas of concern — even if the system component is operating — you should explain to the client why they could be problems now or in the future. Clients will also ask what can be done to solve the problem and, of course the big question, what does it cost? For some of these answers, you may need to refer them to other professionals for another opinion or additional information. If you are uncertain or do not know the answer, referrals are a legitimate part of the report.

### YOU NEED TO SEE IT

One question I hear frequently is: “What do I do if I cannot find the component or I do not have access to the component?” My answer there is: If you can’t see it, you can’t evaluate it, and without additional time and effort, you cannot comment on its condition. That is what the report should say along with a cost for you or someone to put the effort into evaluating that specific component.

In a recent case, a service provider found limited access to the septic tank. When water was run in the house, they could hear water running into the tank. There appeared to be a clean-out

for the sewer pipe heading to the tank just outside the building. When they attempted to open the clean-out, the whole pipe started to pull out of the ground so they stopped trying to open it for fear of damaging the piping.

While the house sewer appears to be operating as it should since water moves from the house into the tank, hopefully everyone agrees there are two problems. First, in order to really evaluate the flow coming from the house, there needs to be access to the tank. Further, to evaluate the tank properly requires more access than the 4-inch-diameter inspection port in the tank. To properly inspect this system requires access to the tank. While it appears to be operating, the inspector cannot confirm until access is provided.

Second, if the pipe outside the building is in fact a clean-out and provided for access to the pipe, it needs to be fixed or replaced to provide a place to clean out the pipe in the event of blockages or, in my part of the world, to steam or jet the line open in the event of freezing.

A short note on clean-outs: A major reason to have a clean-out in the sewer line outside the house is to be able to clean the line without having to go inside the house. This keeps all the mess outside. If you are installing a clean-out in this location; it should be installed so it can be cleaned both directions. Make the clean-out accessible within a protective enclosure at the surface and with a proper screw cap.

At this site, once tank access was provided, the inspector discovered the lid on the 1,000-gallon septic tank was cracked with roots growing into the tank. Since the tank was at least 30 years old, the recommendation was to replace it. I would agree with this recommendation, although a second opinion was to replace only the lid. If the lid is not structurally sound, the chances are pretty good other parts of the tank are not as sound as they should be. Roots can exert on lot of pressure on concrete, reducing overall strength.

[continued]

I have seen situations where concrete has been poured over the top of the tank lid rather than replacing the lid or the tank. This can be a double whammy for the tank; it may not be strong enough to support the weight of the additional concrete and, as the original lid deteriorates, the pieces fall into the tank, creating problems with pumping the tank and the potential to deliver solids to the drainfield.

**FINAL EVALUATION**

The final component of this system was a drainfield consisting of a series of trenches and a seepage bed. The inspector located a bull run valve directing flow to the seepage bed. Rock in the trenches was totally dry, although there was evidence of soil being present in part of trench distribution pipe. It appears this system was set up to switch between the two drainfields, but that had not been occurring. The recommendation would be to switch flow to the new trenches after jetting and pumping the distribution piping.

Even though wastewater moved through this system as intended, the system would not be acceptable as is. The septic tank was not sound, and there were additional concerns about the clean-out and the condition of the distribution pipe in the new trenches.



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## Why Your Employees Aren't Performing and What You Can Do About It

By: Kate Zabriskie, Pumper Magazine, February 2020

**Train people on systems, processes and desired behaviors, and do it often. Good organizations teach forward as well as learn from their mistakes.**

*I can't believe we spent a huge amount on customer-service training, and our staff still doesn't consistently give great service. What a waste!*

*We sent out a memo explaining the summer dress code. I thought it was pretty clear, but the intern showed up dressed for a night at the club. In addition to having bad fashion sense, she seems to have problems with reading comprehension.*

*He does the minimum, and that's it. Why he doesn't take more pride in his work and our business, I'll never know. It's extremely difficult to have him on my team. The guy's a real energy drain.*

Sound familiar? Probably. At any given moment, there are legions of employees busy “working” but not doing the work their employers expect them to do or, worse yet, doing their work in ways that hurt morale, productivity and the bottom line.

Perhaps a few of those frustrating employees have a professional death wish — but most don't. In all likelihood, they are as frustrated by their performance as you are. The onus is on you, their manager, to identify and implement the fix.

For starters, you must come to terms with the five core reasons some members of your team aren't performing to your standard.

### **Reason One: They can't.**

If you expect people to do something they can't do, don't be surprised when they fail. For example, if the receptionist is supposed to greet guests, answer the phone, order office supplies, clean the kitchen and cure infectious diseases all alone, is there any wonder he can't get it done?

**The Fix:** Take a hard look at what you ask team members to do. If some of them are not meeting your expectations, be sure those expectations are realistic and reasonable. Truth to tell, assigning tasks to people who, for whatever reason, can't complete them to your standard means you've brought your situation upon yourself. Quit beating yourself up; change the person you task or change the tasks.

### **Reason Two: They don't know how.**

All too often people are thrown into a job with little or no training. They learn on the job, bring what they knew from their last job, or teach themselves if you are lucky. In other words, they wing it — and most of the time it shows. If you are holding people accountable for performing tasks for which they've had no training, you're going to frustrate the employees and hurt morale. It's as simple as that.

**The Fix:** Train people on systems, processes and desired behaviors, and do it often. Good organizations teach forward as well as learn from their mistakes. Spend some time thinking about what needs to be completed in a certain way. For example, if everyone is supposed to answer the phone and say, “Good morning, ABC Pumping and Portable Sanitation, this is \_\_\_\_\_.” How may I help you?” Then you'd better tell them — script them if necessary — show them how to do it with a smile, and do it yourself when you answer the phone.

### **Reason Three: They don't know they are not doing it.**

People are not telepathic. When you fail to make clear your expectations in terms of both quality and quantity of work, and when you fail either to correct substandard performance or praise good performance, you have no cause to complain. Setting clear expectations and providing regular feedback matters.

**The Fix:** If an employee's unsatisfactory performance is chronic in spite of training, managerial direction and on-the-spot correction or praise, it is time to schedule a one-on-one meeting to review goals and expectations. Employees should know where they stand within an organization. A failure to tell people whose sustained job performance is unsatisfactory is cruel, and a failure to document the meeting is derelict. Your direct reports and your organization deserve better.

### **Reason Four: They don't think it's important.**

Sometimes people know the rules and they ignore them because they don't think the rules are that essential. How could someone reach that conclusion? It's easier than you think. If managers don't model desired behaviors, reward people for demonstrating those actions and coach their team members to preclude deficiencies, they're sending the wrong messages. Park in a spot reserved for visitors a couple of times. How long do you think it will take until others who work for you start doing the same thing?

**The Fix:** Walk the talk. It's as simple as that. Hold yourself accountable first and foremost. Next recognize and reward what you want to see and address any shortcomings on the spot. Of course, this doesn't mean becoming a patronizing zealot and thanking people for doing things they should be doing such as wearing clothing to work. Rather, it means having standards and sticking to them. If you've talked to the intern about observing the dress code and the next day she shows up looking terrific, acknowledge her effort.

### **Reason Five: They don't want to.**

On rare occasions you may encounter someone who is capable, trained and operating in a learning environment but who still fails to meet expectations despite repeated coaching and counseling.

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**For more information on these and all ADS products, please contact:**

**Stephen Brown**  
706-466-4954

**Andrew Welborn**  
205-621-9332

# GOWA – New or Renewal Membership Form

New     Renewal

## MEMBER INFORMATION

Name (First and Last) \_\_\_\_\_ Certification Number / Last 4 of SSN \_\_\_\_\_

Company / Organization \_\_\_\_\_

Mailing Address \_\_\_\_\_ City \_\_\_\_\_ ST \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Primary Category  
(i.e. Engineer, Regulator/Compliance Monitor, Installer, Installer/Pumper, Land Application, Manufacturer/Supplier, Portable Sanitation, Pumper, Soil Scientist)

<input checked="" type="checkbox"/> CHOOSE A MEMBER TYPE	GOWA MEMBER TYPE	DESCRIPTION	ANNUAL DUES
<input type="checkbox"/>	Company Member	Companies who provide onsite and/or portable septic services. Each membership includes listing for two company representatives.	\$125
<input type="checkbox"/>	Associate Member	Only open to employees of current member companies. Company membership will be verified prior to approval.	\$25
<input type="checkbox"/>	Vendor	Companies that provide equipment, services or support to septic tank installers, pumpers and portable restroom providers.	\$500
<input type="checkbox"/>	Regulatory/Affiliate	State and federal government employees and academic supporters.	\$75

## PAYMENT INFORMATION:

I have enclosed full payment for my 2020 membership, OR I authorize GOWA to charge the credit card provided below.

Check # \_\_\_\_\_ payable to **Georgia Onsite Wastewater Association (GOWA)**

Please charge my:

American Express                      Card number: \_\_\_\_\_

VISA    Exp. Date: \_\_\_\_\_ CVV: \_\_\_\_\_ Billing Zip: \_\_\_\_\_

MasterCard                                  Name on card: \_\_\_\_\_

Signature: \_\_\_\_\_ Cardholder Phone: \_\_\_\_\_

Please mail your form and payment to GOWA, PO Box 2946, LaGrange, GA 30241 or fax your form with credit card information to 706-883-8215. You can also renew online at [gowa.wildapricot.org](http://gowa.wildapricot.org).

## GOWA Brings People Together!



Dwayne and GL Crocker got more than they bargained for at this year's Annual Conference. As the father and son were networking with exhibitors and other conference attendees, they met a gentleman by the name of Clay Crocker. Naturally, having the same last name immediately sparked up a conversation between the three.

After talking a bit, it turns out Clay is actually a distant relative of Dwayne and GL's. How nice for GOWA to be the reason they ended up in the same place and were able to uncover this family connection.



Pictured here is Clay Crocker, Nix Tank Company



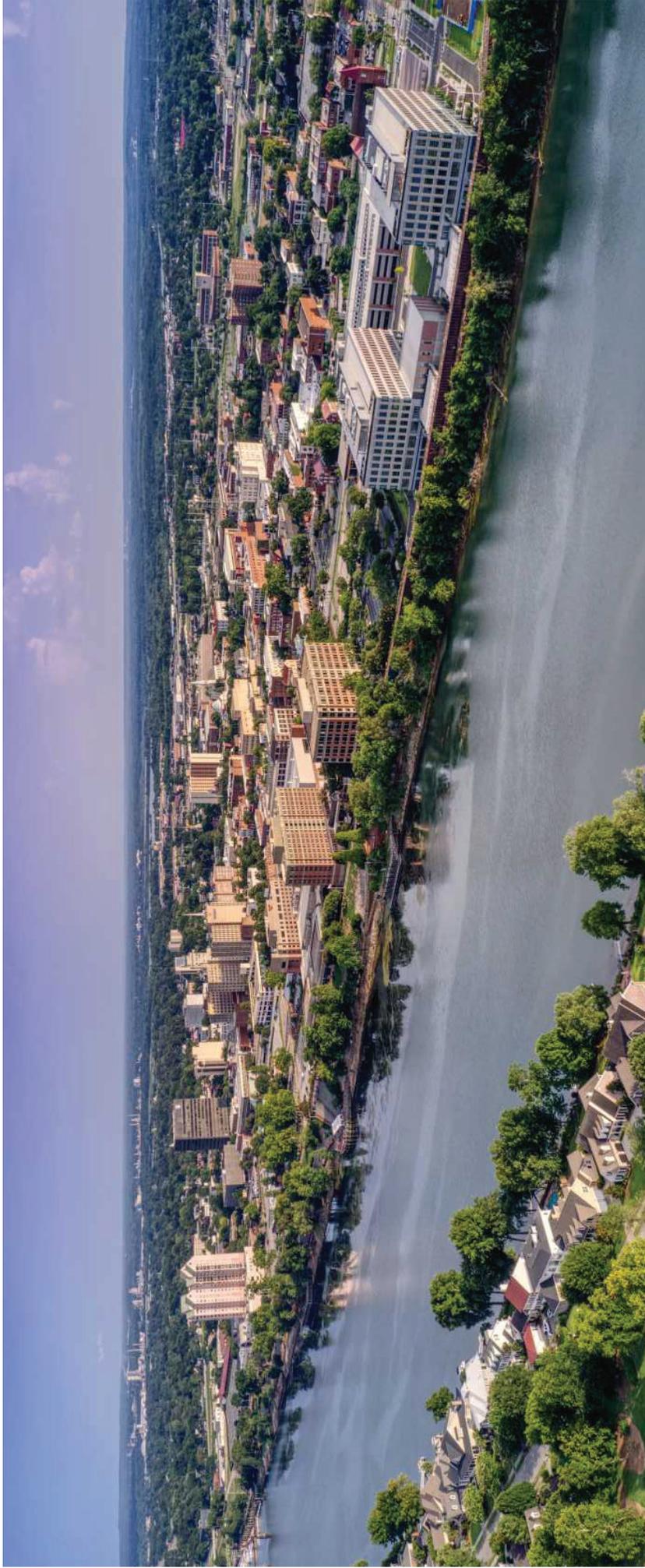
Pictured here are GL and Dwayne Crocker, Crocker Septic Tank Service

Dwayne currently serves on GOWA's Board of Directors. He and GL together run Crocker Septic Tank Service in Kathleen, GA.

Clay currently works for Nix Tank Company in Gainesville, GA.

Perhaps future conferences will become an annual meeting between the three.





Augusta, GA, location of the  
2020 Annual Conference.



Georgia Onsite Wastewater Association  
P.O. Box 2946  
LaGrange, GA 30241