



# Mentoring in the Health and Safety Realm A Panel Discussion

**Webinar will start on the hour.  
As we unmute you, please mute yourself.**

Moderated by  
Bruce A. Donato, CSP, CHMM, CECD  
K&A First Aid and Safety, Inc.

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# Calendar

Next on the calendar:

**March 8, 2021, Overview of Inspections Under OSHA's Chemical Standards - Joint Meeting with the Rocky Mountain Chapter - 8:00 PM Eastern - Free**

**Register Now** This discussion will focus on current inspection emphasis programs pertaining to chemicals and include common hazards and citations found during those inspections. Related OSHA standards including PSM and HAZCOM will be briefly covered.

**March 9, 2021, Biosurveillance in the National Capital Region 2001- Present - Joint Meeting with ChABSA - 6:30 PM Eastern**

**Register Now** In association with the Chesapeake Area Biological Safety Association

Keven Welch of MRI Global will discuss biosurveillance (environmental sampling) in the National Capitol Region. Mr. Welch will present on the past, present, and future challenges experienced supporting these programs that have operated continuously with no interruption for 20+ years.

**March 10, 2021, Mentoring in the Health and Safety Realm- Joint Meeting with WMACSA & NCC AHMP Chapter - 5:00 PM Eastern**

**Register Now** In association with the Washington Metropolitan Area Construction Safety Association and the National Capital Chapter of AHMP

Here about the successes and pitfalls of mentoring from both the mentor and mentee.

**March 18, 2021, Fire Protection (Local and Jurisdictional Requirements and Life Safety) - Joint Meeting with ASSP-NOVA Chapter - 12:00 PM Eastern - Free (note time may change)**

**Register Now** In association with the the NOVA Chapter of ASSP, Phillip Oaks will discuss local and jurisdictional requirements and life safety with respect to fire protection.

**March 18, 2021, Best Practices and Lessons Learned Related to PFAS- Joint Meeting with DFW AHMP Chapter - 1:00 PM Eastern - Free**

**Register Now** In association with the the Dallas Fort Worth Chapter of AHMP, Dr. Thomas, Chief Chemist of Ensafe will present and overview on the best practices learned related to PFAS.

**April 14, 2021, Forklifts - training and construction specific concerns - Joint Meeting with WMACSA - 9:00 AM Eastern Note early time - Free**

**Register Now** In association with the Washington Metropolitan Area Construction Safety Association



## WMACSA Board

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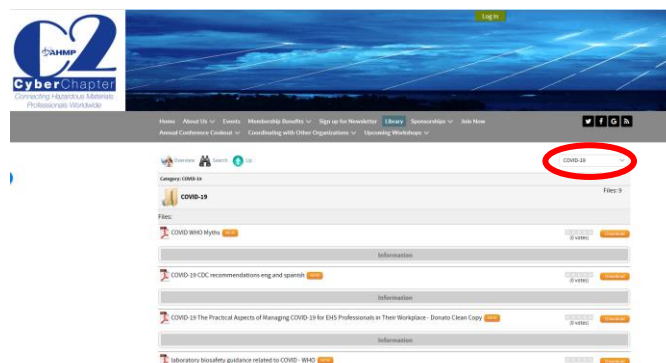
## Continuing Education

- The Cyber Chapter offers a free service to anyone who registers on the website to track attendance at events and allows participants to download a transcript.
- Transcripts are updated at least quarterly.



## Slide Deck & Recording

- Go to [www.ahmpcyber.org](http://www.ahmpcyber.org)
- Library Tab, drop down menu e.g. “WMACSA”



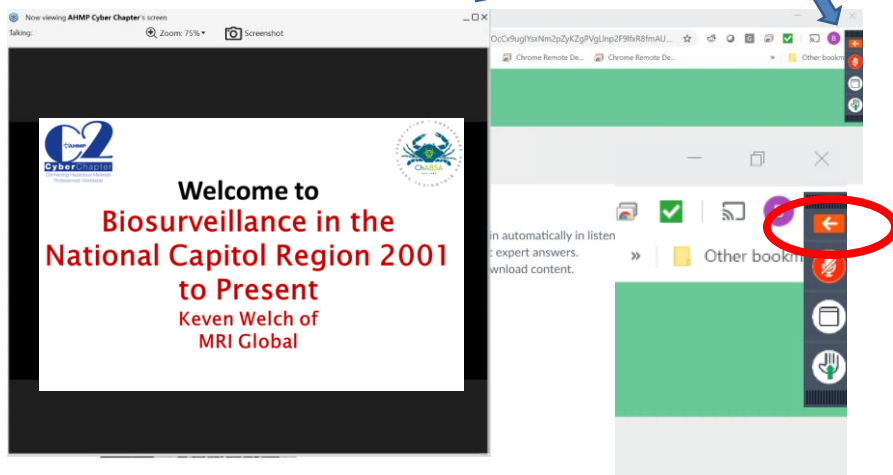


## Ground Rules/ Webinar Directions

- All attendees will be muted. During the presentation you will be able to raise your hand to request to be unmuted.
- Questions can also be posed using the “question/chat” function in your dashboard and Bruce will field as appropriate.
- The following slides will provide more details on how to use the system.



## How to use dashboard





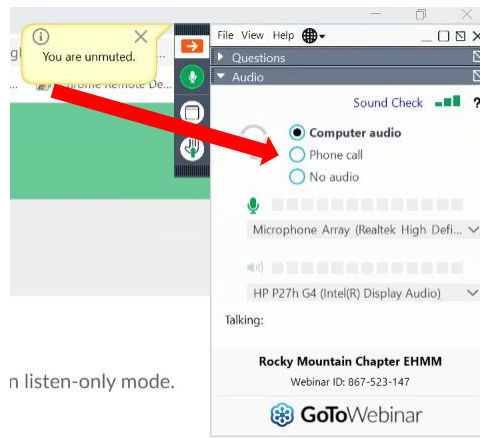
## Troubleshooting Audio

If your speaker is not working it may be that your system picked the wrong device. This may reset it.

1. Click on "phone call"
2. Click back on "computer audio"
3. If that does not work use the drop down menu to pick the correct speaker.

If your microphone you can do the same thing. This may reset it.

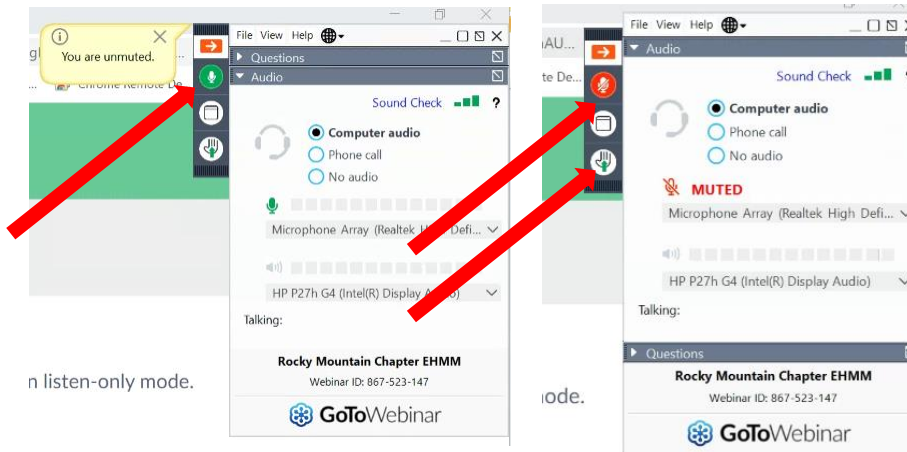
1. Click on "phone call"
2. Click back on "computer audio"
3. If that does not work use the drop down menu to pick the correct microphone.
4. You also can choose "phone call" and call in.



n listen-only mode.



## How to self-mute or raise your hand

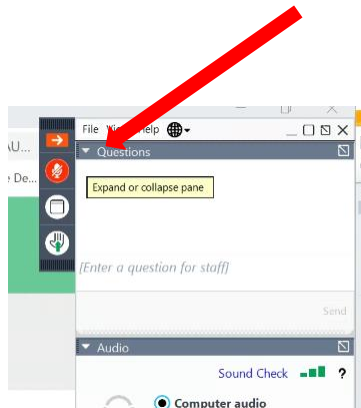


n listen-only mode.

ode.



## How to ask questions



*Feature Presentation*



## Panel Discussion Format

After introductory comments:

- A series of questions have been compiled that will be presented to the panel.
- Each panelist will be asked to comment and limited each response to approximately less than 3 minutes.
- Each panelist has the option to defer, pass, or confirm a previous comment.
- If there are conflicting opinions, further discussion may be held.
- As appropriate, submitted questions for clarification of a statement will be presented as they come in (please use the question/chat function or text 301-802-7215)



## Our Panel



- Damien Hammond – Windjammer Environmental
  - From mentee to mentor
- Joe Visgaitis – Gilbane (Slippery Rock University)
  - University mentorship
- Julianne Bolton – Geosyntec Consultants
  - Company sponsor programs
- Sarah Henderson – Sphera Solutions
  - Mid-career mentorship
- Kerry Byun – Microchip
  - Continuous mentorship



**HELLO**  
my name is

Damien Hammond  
Windjammer Environmental

**From mentee to mentor**



**HELLO**  
my name is

Joe Visgaitis  
Gilbane

**University Mentorship**





## Joe Visgaitis, CHST



- DC Business Unit Safety Manager for Gilbane Building Company
- Celebrating my 28<sup>th</sup> (!!!) year of being a safety professional
- Former National Director of Safety & Health
- Former ANSI A.10 Committee Representative
- Former Chair, Safety Sciences Advisory Committee



## Joe Visgaitis, CHST



- The best compliment I have ever received from a peer:

*"Joe is the best minor league manager we have in our industry!"*

*Mike McCaffrey*

*2015 WMACSA CSPY*





**Company Sponsored Programs**

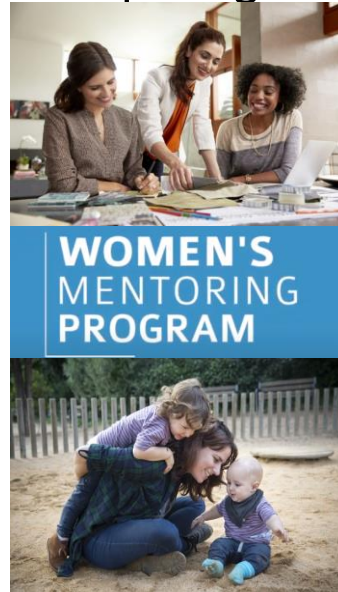
## Julianne Bolton, P.E.

- Academics
  - BS/MS in Env. Eng. – Johns Hopkins University
- Professional Career – Geosyntec Consultants
  - Summer Internships
  - Started in Boca Raton, FL
  - Project Engineer in Columbia, MD
  - Practice Areas: Environmental Due Diligence, Litigation Support, and Compliance



## Company-Sponsored Mentorship Program

- **Women's Mentoring** and Mentorship & Affinity Programs
- Mentor/Mentee Pairing
- Maternity Mentors
- Remote Connections via "Women Connect"
- Webinar Series for Career Development
- Conference Network Opportunities



## Benefits

- Mentees Pick Mentors
- Mutual Interest in Program
- Flexible Format
- Building a Network Early On
- Trusting Relationship
- Insider's Perspective on Career Development





### Mid-career Mentorship



**Sarah Henderson, CHMM, SEA**

Hi, I'm Sarah Henderson, Environmental Health, Safety and Sustainability Professional, Certified Hazardous Materials Manager and Sustainability Excellence Associate. With over 23 years of specializing in hazardous materials/hazardous waste management and OSHA HAZCOM compliance, I've supported both commercial and military installations with hazmat management practices, environmental compliance and sustainability opportunities. I have served as President of the Cyber Chapter of the Alliance of Hazardous Materials Professionals and I am currently serving on their Board of Directors.





## Mid-career mentorship

- Support a career transition (i.e., from corporate to entrepreneur)
- Speaking to someone already involved in the “new” field
  - Not always hierarchical, but more multi-directional
- A new perspective on the same portfolio/resume



**Continuous Mentorship**



## How it started

- 5 years into my career as an environmental consultant (8 years out of school)
- Mentor was a colleague but a stranger to me working in different states.
- Mentoring was independent of the company and a personal decision of someone observing that I could use some career help



Mentor: Wayne Schofield

### Experience:

- CH2M HILL (Seattle):  
Radiological Engineer/Health Physicist
- Idaho National Engineering Environmental Laboratory (INEEL): Rad Control Manager
- Dade Moeller/DOE Hanford:  
H&S Director Nuclear Rads and Safety
- Retired: 2019

Project: USAF Base- Johnston Atoll (Decommissioning)





Johnston atoll USAF Airbase  
(south pacific)

- Air Force closing the air base
- Large project to decommission the island
- Contaminated and required extensive remediation 24/7 operation
- Safety manager responsible for safety training and OJT (2 weeks) in harsh working environment



- Observed my strong work ethic
- Ability to learn quickly
- Dependability
- Strong communication
- Saw potential to take my career to the next level
- Shared his observations with me, told me about the CSP program, encouraged me to pursue a full-time career in safety
- Offered to mentor me in the career
- To this day he continues to encourage me to challenge myself



## Success

- Received my CSP 2014
- Received my CHMM in 2017
- Working on getting my CIH
- Thanks to his commitment and encouragement that I can do it!



Mentor-  
20 years





## Question 1

What is the number 1 pitfall that you have seen with a mentorship program?



## Question 2

- What is your opinion on a formalized program vs. an informal program?



## Question 3

What is your recommendation to someone to get involved either as a mentee or mentor?



## Question 4

What are the benefits of being either a mentee or mentor ?

