



**DEXTER
QUICK FACTS**

U.S. HEADQUARTERS:
Beaumont, TX

**NON-WHITE
EMPLOYEES:**
40%

KEY STATES:
OK, TX and NM

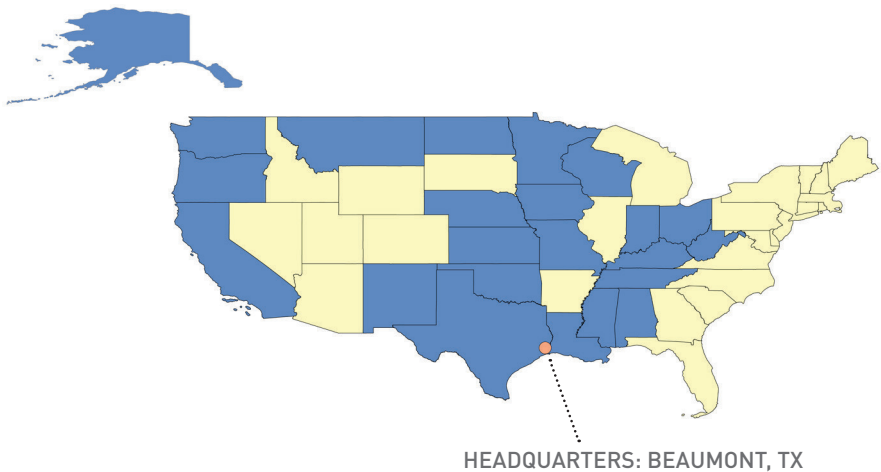
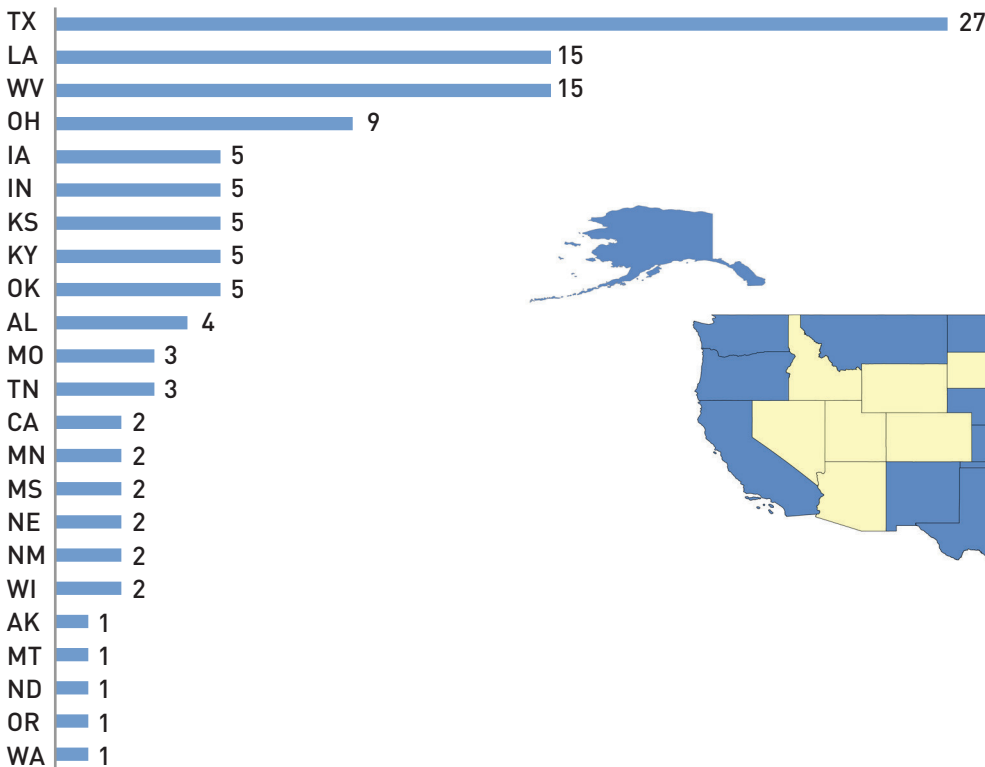
**TARGET GROWTH
IN LDAR STAFF OVER
NEXT FIVE YEARS:**
75 jobs

Company Profile: Dexter ATC Field Services

Since 2005, Dexter has performed LDAR and other air quality services for clients, devoting 40-45% of staff to the oil and gas industry. In March 2016, Dexter was acquired by ATC Group Services, a 1,350-employee firm that aims to establish a footprint in the leak detection and repair space. As Dexter ATC Field Services, the company plans to expand its LDAR staff by roughly 75 jobs in the coming five years.

Of Dexter's total 150 employees, 13% work out of the Beaumont, Texas headquarters; the remaining 87% service client sites all over the United States (see Figure 10).

FIGURE 10. Dexter LDAR Client Sites, 2015-2016



SOURCE: Dexter ATC Field Services and U.S. Energy Information Administration



STAFF DIVERSITY

Dexter's staff is characterized by diversity in race, age and education. An estimated 40% of employees have a minority racial or ethnic background, including Hispanic, African American, and Native American. Most hiring is done locally in client locations, so the firm's diversity is explained in part by the fact that employees' education and ethnic background represent the local communities in which they work. For instance, one crew serving clients in New Mexico predominantly has technicians of Native American origin. Another, in El Paso, Texas, has mostly crew members of Hispanic origin.

For Dexter's technicians, the minimum education requirement is a high school diploma. Meanwhile, several project managers and members of the leadership team have at least a bachelor degree. These team members include chemical and process engineers, environmental managers, and highly experienced technical personnel. Staff ages range from technicians as young as 19, to project managers in their early 60s.

GOOD JOBS

Nick James, Dexter's Operations Director, notes that LDAR provides young people who lack a college degree the opportunity to acquire a broad, transferable set of skills and earn good entry-level wages. Hourly wages for LDAR technicians range from \$14 to \$28 per hour (\$560-1,120 weekly.) James' own experience illustrates a climb up the career ladder. Hired in 2007 as a \$13-an-hour field technician, he is now Operations Director overseeing Dexter ATC's entire field staff.

Upward mobility at Dexter is supported by extensive internal training focused on safety compliance and skill development. For example, in 2015 Dexter launched an onboarding program for technicians during their first six weeks on the job. Since it began, the induction program has drastically reduced the number of safety incidents and near-misses associated with new technicians. Employees also receive mentoring on best practices—in particular, sharing innovations with other crews. "Once we started this knowledge sharing," says James, "we have seen greater consistency in not only training but also basic work practices amongst our personnel spread out across the country."

LDAR technicians and project managers acquire specific skills that are transferable not just within the oil and gas industry, but beyond. These include valuable maintenance, client management and work safety skills. Also transferable are professional certifications relevant to LDAR, such as the Safety Trained Supervisors (STS) certification of the Board of Certified Safety Professionals.

ANTICIPATED GROWTH

The company anticipates that possible upcoming federal methane regulations, encompassing new and modified as well as existing sources, has potential to generate an estimated \$3.5 million in additional work for existing clients alone. Dexter is already keeping its four infrared cameras busy and will likely be purchasing at least two more to accommodate these new business opportunities within the next 18 months.



James notes that across the industry, many compressor stations and well sites have never been subject to such stringent leak detection and repair as required by new regulations, a sure indicator that many more personnel will be needed. James estimates that the company's target to double revenues would require adding at least 70 technicians and 5 project managers over five years. Such staff expansions for new locations are usually made by conducting local hiring campaigns to employ and train a new class of young, ambitious technicians. James looks forward to helping natural gas operators achieve "sustainable compliance with these federal and state regulations, but really everything that goes along with fewer leaks: less waste, safer facilities, cleaner air, and healthy relationships with the communities surrounding these locations."

