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# Safety and Health Resource Committee



Co-Chairperson: John Bollom,  
Enterprise Products



Co-Chairperson: John Castaneda,  
Celanese

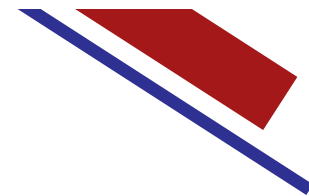


Vice-Chair: Gustavo Castillo  
Turner Industries





# Anti-trust Guidelines for Conducting Meetings



**IBR appreciates your willingness to be an important part of this organization and the services provided to our industry.**

**The following guidelines shall be followed in conducting meetings of IBR. This is not an exhaustive list of every possible subject to be avoided; in the event you have doubts about the propriety of any matter to be discussed in a meeting, our legal counsel is available for consultation. Generally, the anti-trust laws proscribe unlawful combinations or agreements. Sometimes “agreements” may be inferred from conduct. IBR wants to avoid even the appearance of impropriety, and this is the spirit of these guidelines.**

- Do not discuss the prices of goods or services of any particular company(s).
- Do not disparage the goods or services of any particular company(s)
- Do not recommend the selection of any particular company as a supplier or customer
- Do not urge or counsel participating companies to engage in any concerted activity to accomplish any unlawful purpose, i.e., boycotting any company or coercing a company to take some desired action.
- Do not discuss matters which may be trade secrets or confidential to any company, i.e. don't engage in “off the record” comments or state matters “not to be repeated out of this room”.
- Do not propose secret or “rump” sessions after the official meeting is adjourned to discuss matters that cannot lawfully be discussed at the official meeting.
- Do not recommend or sponsor the gathering of statistical data, the publishing of standards, or doing joint research without advance written approval of the Executive Committee of IBR.
- Industry Business Roundtable's purpose is to educate participating companies, so that every company represented will be better informed and can make its own individual decisions. IBR members are not required to adopt the IBR recommendations or policies.

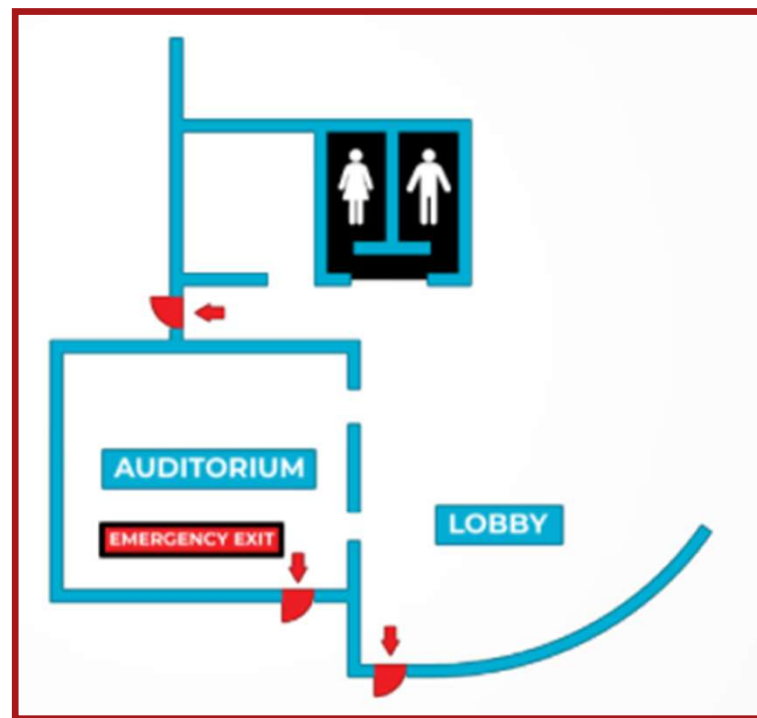
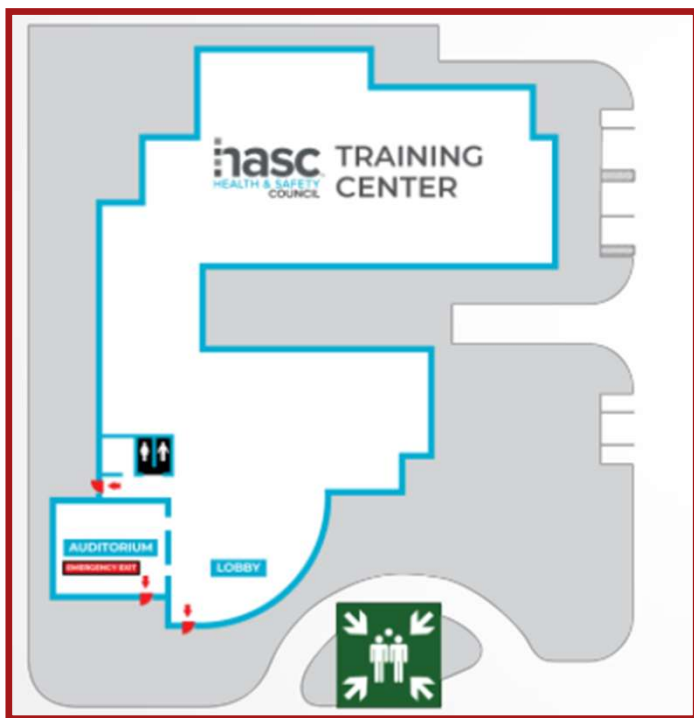
**Thank you in advance for adhering to these guidelines.**

**Sign-In**



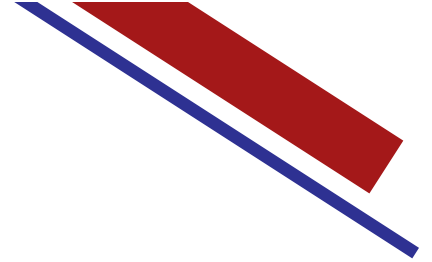
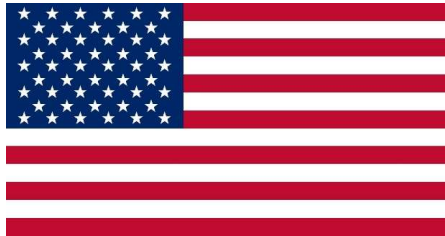


# Emergency Exits and Restrooms



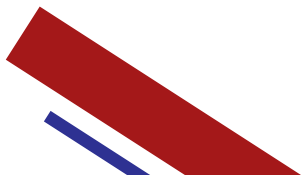
Sign-In





## Pledge of Allegiance

I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one Nation under God, indivisible, with liberty and justice for all.



Sign-In



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## PHYSICAL LOCATIONS

### TEXAS

#### 📍 HOUSTON 🎓+

5213 Center Street  
Pasadena, TX 77505

— HEADQUARTERS —

#### 📍 BAYTOWN 🎓+

4226 Decker Drive  
Baytown, TX 77520

#### 📍 GOLDEN TRIANGLE +

1250 FM 365  
Port Arthur, TX 77640

#### 📍 MID-COAST 🎓+

3731 State Highway 35 South  
Port Lavaca, TX 77979

#### 📍 TEXAS CITY 🎓+

3300 FM 1765, Ste. A  
Texas City, TX 77590

### LOUISIANA

#### 📍 SULPHUR 🎓+

714 N. Cities Service Highway  
Sulphur, LA 70663

— REGIONAL HEADQUARTERS —

#### 📍 BRUSLY 🎓+

400 W. St. Francis Street Ste. B-2  
Brusly, LA 70719

#### 📍 GONZALES 🎓+

3005 W. Cabela's Parkway, Ste. F  
Gonzales, LA 70737

🎓 Training Services | + Health Services





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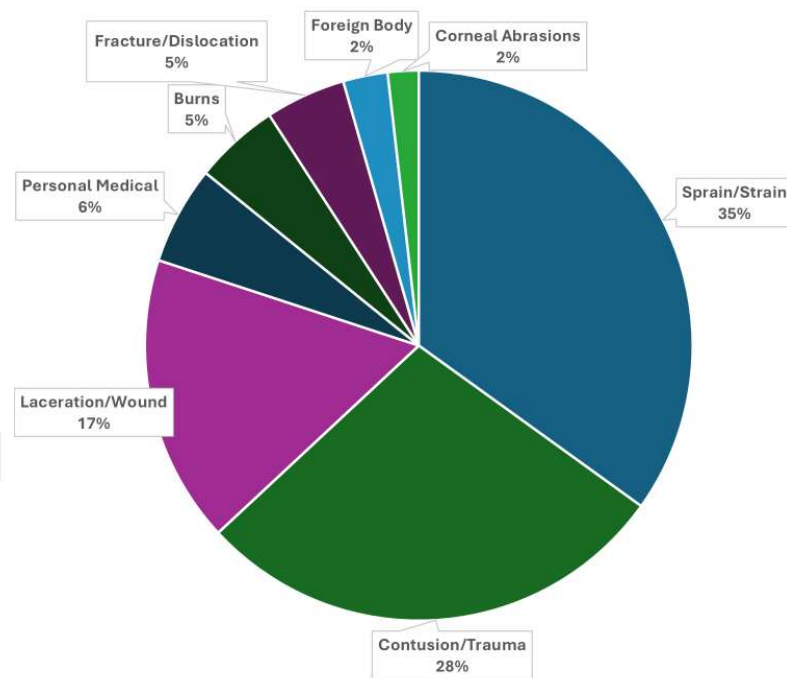
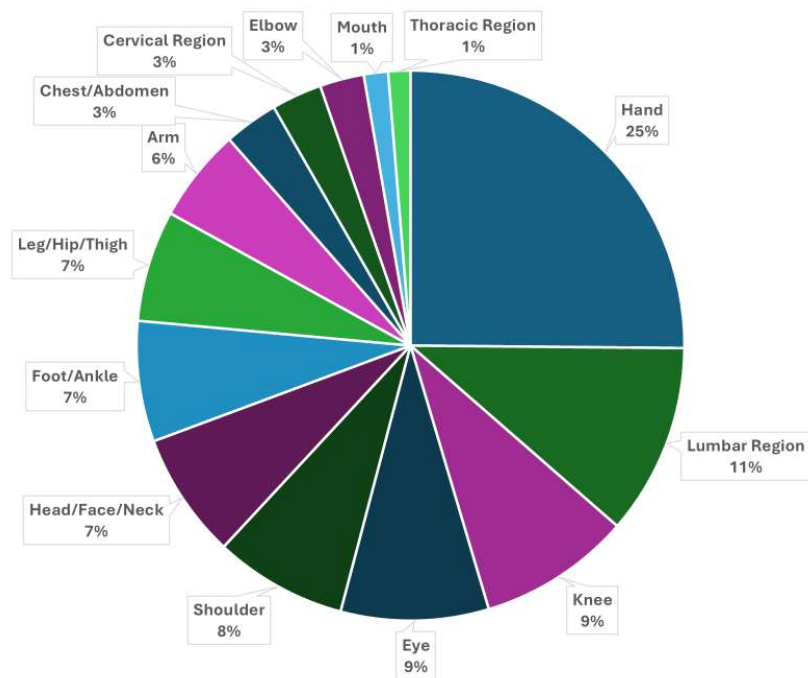
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# INJURY TRENDS FROM CLINICS



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# Consortium Updates

**NASAP**  
NORTH AMERICAN SUBSTANCE ABUSE PROGRAM

**NABSC**  
North American Background Screening Consortium

*Built on Reciprocity, Driven by Efficiency!*



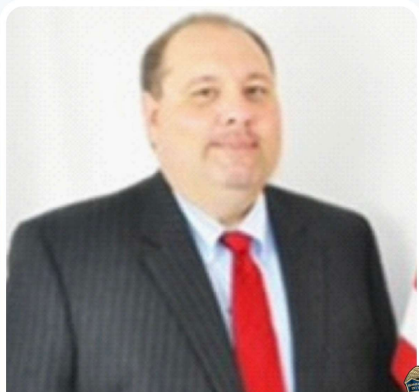
JOIN US FOR A SPECIAL PRESENTATION BY ICE & DHS

# Safety & Health Resource Committee Meeting

TOPIC: WHEN I.C.E. COMES CALLING, WHAT INDUSTRY NEEDS TO KNOW.

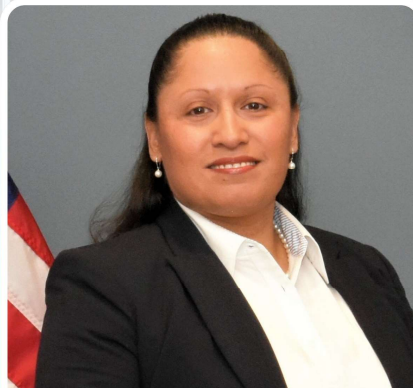
OCTOBER 16TH, 2025 9:00AM - 10:30AM

WORKSITE ENFORCEMENT PRESENTATION BY:



**ASAC MARC W.  
SANDERS, PHD**

Assistant Special Agent-in-  
Charge, DHS HSI, Houston, TX



**SPECIAL AGENT  
SAMANTHA ALONSO**

Coordinator of the HSI Houston  
IMAGE Program, Houston, TX



U.S. Immigration  
and Customs  
Enforcement

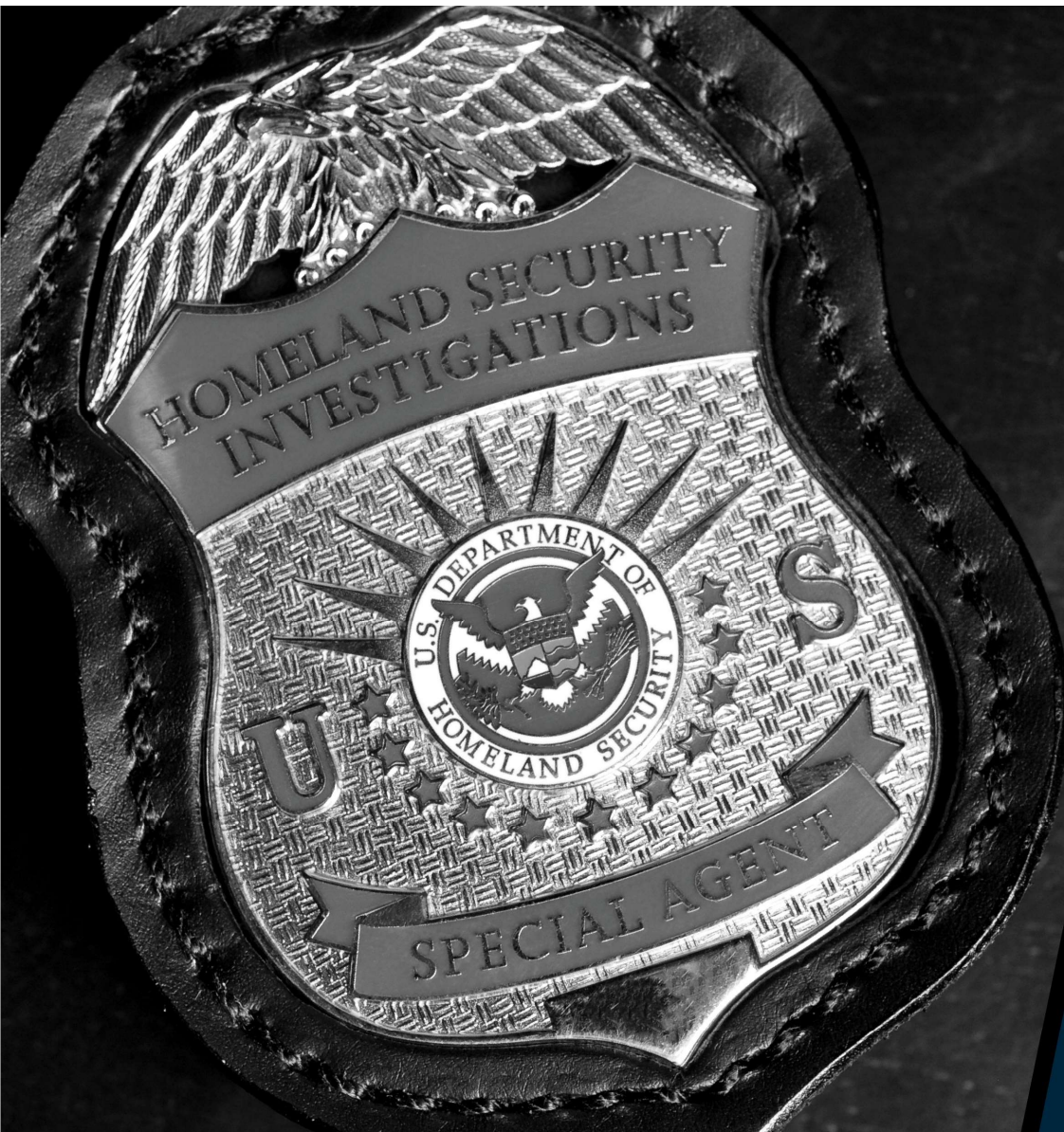


**hasc**  
HEALTH & SAFETY COUNCIL

Sign-In



SCAN ME



# IMAGE

*Mutual Agreement  
between  
Government and  
Employers*

HONOR | SERVICE | INTEGRITY

# HOMELAND SECURITY INVESTIGATIONS

## Presentation Topics

History of DHS

Homeland Security Investigations

Worksite Enforcement

IMAGE

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[IMAGE@dhs.gov](mailto:IMAGE@dhs.gov)

# HOMELAND SECURITY INVESTIGATIONS

## Creation of the Department of Homeland Security (DHS)

In response to the September 11, 2001 terrorist attacks, the Homeland Security Act of 2002 was signed to prevent terrorism and enhance security; secure and manage U.S. borders; enforce and administer U.S. immigration laws; safeguard and secure cyberspace; and ensure resilience to disasters.



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IMAGE@dhs.gov

## HOMELAND SECURITY INVESTIGATIONS

### **U.S. Immigration and Customs Enforcement (ICE) Homeland Security Investigations (HSI)**

- HSI is a vital DHS component in enforcing federal laws and combating criminal organizations that illegally exploit U.S. travel, trade, financial, and immigration systems.
- HSI's domestic and international workforce consists of over 10,000 employees, including special agents, criminal analysts, auditors, mission support personnel, and contract staff.

# HOMELAND SECURITY INVESTIGATIONS

## Establishment of the Form I-9

- Initiated with the passage of the Immigration Reform and Control Act (IRCA) of 1986.
- IRCA required all employers to verify the identity and work eligibility of all employees hired after November 6, 1986.
- IRCA created criminal and civil penalties for employers who knowingly hire and/or continue to employ unauthorized workers.
- IRCA established the use of the Employment Eligibility Verification (Form I-9) to comply with the law.

# HOMELAND SECURITY INVESTIGATIONS

## HSI's role in Worksite Enforcement Investigations

- *Critical Prosecution of Employers* – HSI investigates employers who commit criminal violations, engage in labor exploitation, and knowingly hiring and/or continue to employ unauthorized workers in their workforce which can lead to exploitation.
- *Critical Infrastructure and National Security Sites* – While enforcing federal laws, HSI prioritizes worksites, such as nuclear facilities, airports, and chemical plants. These worksites are critical to our nation's infrastructure.



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IMAGE@dhs.gov

# HOMELAND SECURITY INVESTIGATIONS

## HSI's Role in Worksite Compliance

- *Form I-9 Inspections* – HSI conducts inspections to preserve national security, to protect jobs, and penalize unfair employment practices. HSI does this by verifying employers' compliance with the employment eligibility verification requirements in federal law and regulation.
- *Suspension and Debarment* – HSI protects the federal government's interest by ensuring that the federal government conducts business only with responsible contractors.

# HOMELAND SECURITY INVESTIGATIONS

## HSI's Role in Outreach and Education

- The Mutual Agreement Between Government and Employers (IMAGE) program provides employers with solutions to hiring process challenges through outreach and education with the goal of fostering workforce integrity and compliance with the law.



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[IMAGE@dhs.gov](mailto:IMAGE@dhs.gov)

# HOMELAND SECURITY INVESTIGATIONS

## IMAGE Program

- The IMAGE program was created in July 2006 as a joint government and private sector initiative designed to build cooperative relationships that strengthen hiring practices and encourage employer compliance to ensure a lawful workforce.
- Through close coordination and partnership with the private sector, the IMAGE program seeks to promote principles of ethical business conduct, prevent the hiring of unauthorized workers, and empower employers with a pragmatic immigration compliance strategy.

# HOMELAND SECURITY INVESTIGATIONS

## IMAGE Benefits to Your Business

### Brand Protection

Promotes and protects a positive corporate image with an authorized workforce.

### Workforce Integrity & Stability

A stable workforce consists of authorized workers.

### Avoid Legal Actions

Avoidance of lawsuits and other legal actions resulting from unauthorized employment. No Form I-9 inspection for four years.

### Customer Service

Businesses receive the benefits associated with having a dedicated HSI IMAGE point of contact.

### Fine Mitigation

All technical and substantive fines may be waived unless there is evidence of a criminal violation.

### Training

Form I-9, Anti-Discrimination, Fraudulent Document Detection, and Indicators of Human and Labor Trafficking trainings.

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IMAGE@dhs.gov

# HOMELAND SECURITY INVESTIGATIONS

## Overview of the Form I-9 Training

The image shows a sample of the Form I-9, Employment Eligibility Verification, issued by the U.S. Citizenship and Immigration Services (USCIS). The form is titled "Employment Eligibility Verification" and "Department of Homeland Security". It includes instructions for employers and employees, and sections for providing personal information, employer information, and document verification. The form is dated 08-14-10 and is the 1st of 4 pages.

- Proper completion
- Common mistakes
- Filing and retention

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IMAGE@dhs.gov

# HOMELAND SECURITY INVESTIGATIONS

## Overview of the Anti-Discrimination Training

The anti-discrimination provisions of IRCA prohibit four types of unlawful conduct under Title 8 U.S.C. § 1324b:

- Citizenship or Immigration Status Discrimination
- National Origin Discrimination
- Document Abuse
- Intimidation or Retaliation

Immigrant and Employee Rights (IER), within the U.S. Department of Justice Civil Rights Division, is responsible for enforcing anti-discrimination provisions.

For more information, visit:

**IER Anti-Discrimination**



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IMAGE@dhs.gov

# HOMELAND SECURITY INVESTIGATIONS

## Indicators of Human & Labor Trafficking

**Recognizing key indicators of forced labor is the first step in identifying victims and can help save a life. Here are some common indicators to help recognize human and labor trafficking:**

- Does the employee appear disconnected?
- Is an employee disoriented or confused, or showing signs of mental or physical abuse?
- Does the employee have bruises in various stages of healing?
- Is the employee fearful, timid, or submissive?
- Does the employee show signs of having been denied food, water, sleep, or medical care?
- Is the employee often in the company of someone who seems to be in control of the situation?
- Does the employee lack personal possessions and appear not to have a stable living situation?

For more information, visit:

**Blue Campaign**



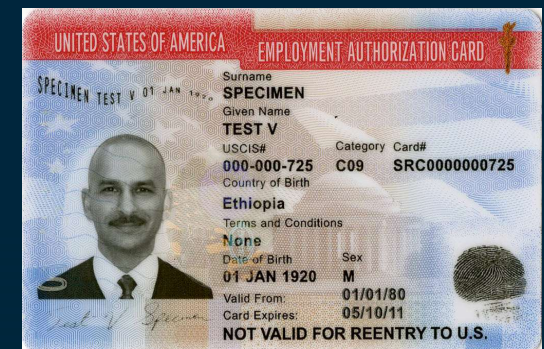
**HONOR | SERVICE | INTEGRITY**

**IMAGE@dhs.gov**

# HOMELAND SECURITY INVESTIGATIONS

## Overview of the Fraudulent Document Detection Training

Learn to recognize the features of commonly-used documents and other tools of the trade.



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IMAGE@dhs.gov

# HOMELAND SECURITY INVESTIGATIONS

## IMAGE Program Application Process

Prior to a business becoming an IMAGE member, they must:

**Receive an IMAGE Program Presentation**



**Complete an IMAGE Program Self-Assessment  
Questionnaire (SAQ)**



**Sign the Statement of Interest (SOI)**

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**IMAGE@dhs.gov**

# HOMELAND SECURITY INVESTIGATIONS

## IMAGE SOI

Upon signing the SOI, the employer agrees to:

- Establish a hiring policy
- Submit Forms I-9 to HSI for Form I-9 inspection
- Conduct annual internal Form I-9 audits

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[IMAGE@dhs.gov](mailto:IMAGE@dhs.gov)

# HOMELAND SECURITY INVESTIGATIONS

## Benefits of Certified IMAGE Program Membership

Companies will be considered “IMAGE Certified” members after all the steps in the IMAGE program SOI have been satisfied, and the IMAGE agreement is signed, and a certificate is issued. Accordingly, HSI will agree to the following:

- Waive all technical and substantive fines, unless there is evidence of a criminal violation.
- Refrain from conducting Form I-9 audits for four (4) years or as long as the company is a member
- Work with the company to resolve discrepancies discovered during the Form I-9 audit process.
- Assist with any training or technical advice needed to implement an agreement.
- Publicly recognize the company for participating in the IMAGE program.

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IMAGE@dhs.gov

# HOMELAND SECURITY INVESTIGATIONS

## Best Practices for Employers

Establish an internal hiring and verification compliance training program.

As needed, seek assistance from professionals in the Form I-9 process.

Display IMAGE posters at the worksite, which have access to the human trafficking and anti-discrimination websites via the QR codes on the poster.

Ensure that contractors and subcontractors establish procedures to comply with applicable employment verification requirements.

Establish policies, practices, and safeguards to avoid anti-discrimination allegations during the Form I-9 process.

Maintain copies of all documents accepted as proof of identity and/or employment authorization.

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IMAGE@dhs.gov

# HOMELAND SECURITY INVESTIGATIONS

## Some of our IMAGE Members

Chick-fil-A Inc.  
Chicken of the Sea International  
Christian Care Centers Inc.  
Citrus County Board of County Comm  
City of Acworth, Georgia  
City of Escondido  
City of Greenville  
City of Kingsley  
City of Lewisville  
City of Plano  
City of Richardson  
City of Sachse  
City of Whitefish

Publix Super Markets Inc.  
Quality Pork Processors Inc.  
Quatro Composites, LLC  
Radiac Abrasives Inc.  
Ramcon, LLC

Bernardo Heights Golf and Country Club  
Best Western International  
Black Creek Integrated Systems Corp.  
BMM North America Inc./dba BMM Testlabs  
Boys & Girls Clubs of Greater Tarrant County Inc.  
Bren-Tronics Inc.  
The Bridgeport & Port Jefferson Steamboat  
Buddy's Kitchen Inc.  
C & K Paving Contractors Inc.  
CABLExpress Corporation dba CXtec  
The Campbell Group, LLC  
Careerxchange Inc.  
Carescape Inc.

Costco Wholesale Inc.  
Cox Manufacturing Co.  
Cressy Door Company Inc.  
CVI.CHE 105 Inc. dba CVI.CHE 105  
Daicel Safety Systems America Arizona Inc.  
Dakota Turkey Growers, LLC dba Dakota Provisions  
DCD Construction Inc.  
Decon Environmental and Engineering Inc.  
Demis Products  
Dragados USA Inc.  
Dunlap Towing Company  
EKS Group, LLC  
ELEVA Solutions Inc.

Eagle Window & Door Inc.  
Access Comm Grp LLC  
ACE Hardware Route 66  
Golden Corral Transmountain  
Central Sandblasting Co.

Jobe Materials, L.P.  
KE&G Construction Inc.  
Law Offices of Ada Cordero-Sacks  
Little Lady Foods Inc.  
L.K. Jordan & Associates  
Long's Personnel Services Inc.  
The Loyalty Management Group  
Mission Chevrolet Ltd.  
National Life Insurance Company  
Northern Services Inc., dba  
Express Employment Professionals of  
Bellingham  
The Odom Corporation  
Omaha Steaks International Inc.

Sun Trailer Repair Inc.  
Anderson Distribution Inc.  
C&E Industrial Service, Inc.  
Downtown House of Pizza  
Artic ICE  
Mike Garcia Merchant Security  
G 2V Enterprises

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IMAGE@dhs.gov

# HOMELAND SECURITY INVESTIGATIONS

## Final Words

As employers continue to join the IMAGE program and incorporate the best employment practices, HSI can focus its attention on crimes of exploitation, including human trafficking, labor exploitation, child exploitation, and other exploitative crimes that are rapidly on the rise.

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[IMAGE@dhs.gov](mailto:IMAGE@dhs.gov)

# HOMELAND SECURITY INVESTIGATIONS

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## **IMAGE Representative**

Special Agent

Samantha Alonso

[Samantha.Alonso@hsi.dhs.gov](mailto:Samantha.Alonso@hsi.dhs.gov)



**HSI TIPLINE 1-866-347-2423**

**Visit us at: [ice.gov/image](https://ice.dhs.gov/image)**

**[IMAGE@dhs.gov](mailto:IMAGE@dhs.gov)**

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## Future Topics/Other Business

As we prepare for upcoming meetings, IBR would like to invite your **suggestions for future topics**

**Your insights are invaluable for shaping our agenda to address relevant matters.**

Please share any ideas you have!

**Feedback**





**RELIVE THE EXCELLENCE**



- DECEMBER 4, 2025**  
Select Audit Team Leaders
- JANUARY 9, 2026**  
Nomination Deadline | 5:00 PM
- JANUARY 23, 2026**  
Initial Submittal Deadline  
Submit all documents to IBR office by 5:00 PM  
(Application, binder, thumb drive, etc.)
- FEBRUARY 6, 2026**  
HASC Tailgate | Finalists Announced!
- FEBRUARY 16 - APRIL 3, 2026**  
Field Audits
- APRIL 9, 2026**  
IBR Golf Tournament | 7:30 AM
- MAY 15, 2026**  
Safety Excellence Awards Banquet  
Moody Gardens, Galveston, Texas
- OCTOBER 1, 2025**  
Safety Excellence Awards Nominations Open
- JANUARY 8, 2026**  
Initial Submittal Workshop | 8:00 AM  
All you need to know to become a finalist!  
Auditor photoshoot and little broll
- JANUARY 15, 2026**  
Safety Awards Orientation Workshop | 8:00 AM  
Solicit Audit Team Members  
Auditor & Team Lead Headshots | 7:30 AM - 3:30 PM in IBR Boardroom  
Auditor photoshoot and little broll
- JANUARY 29, 2026**  
Finalist Selection | 8:00 AM  
Audit Team Leader & Mentor Training  
Auditor & Team Lead Headshots | 7:30 AM - 3:30 PM in IBR Boardroom  
Auditor photoshoot and little broll
- FEBRUARY 12, 2026**  
Field Audit Preparation Training | 8:00 AM  
Student Auditor Orientation | 1:00 PM  
Auditor Headshots | Video Interviews
- MARCH 31 - APRIL 4, 2026**  
Auditor Headshots  
Multiple locations, To be announced
- APRIL 15, 2026**  
Team Leads Submit Results by 5:00 PM
- JUNE 18, 2026**  
Best Practice Seminar



# THANK YOU

## COMMITTEE MEETING DATES:

3<sup>rd</sup> Thursday Every Month

## Next Meeting:

Thursday, November 20, 2025

We value your feedback!



INNOVATION THROUGH COLLABORATION

