

# T.E.A.M. CENTS

VOLUME III, ISSUE NO. 4

APRIL 7, 1997

Hi Kids, and thank you for tuning into another edition of T.E.A.M. Scents, I mean Sense, no no no, I mean Cents. We have the responses from the first annual employee questionnaire's you all sent in last month. The answers are as follows:

Yes

No

Maybe

Yes

I don't know

Avoid making eye contact  
and

No, it is okay to let Michael walk.

The T.E.A.M. Cents Staff would like to take this time to bid farewell and good luck to one of our fellow staff members who has been with us for almost three years and helped start *T.E.A.M. CENTS*. We wish him luck with his career and thank him for all his work, input, assistance and ideas in putting together the best company newsletter around. As some of you may know, last weekend was Brian Acuna's last few days with T.E.A.M. and here in Phoenix. He will be moving on to bigger and better things and we wish him lots of luck! Take care LB! Remember about Timberwolf and all the other things that got to you but hung in there!

The T.E.A.M. Cents Staff would also like to take this opportunity to welcome Joe Guzman to our ranks. Chris was delighted to welcome such a poor bowler and good sport to our

midst. Joe's greatest credential to date is that he grew up poking fun at our fearless leader, his older brother Michael. He has the inside skinny down and dirty on Mr. Filiberto Buck himself. Compared to Joe, the rest of us at T.E.A.M. Cents are just

Wanna B's, when it comes to insulting Michael.

Brian's departure also brings some changes to the newsletter (mostly because everything we did he started and he has it copyrighted). One of the changes being that we will have more articles written by supervisors every month. So all you supervisors start thinking about what you are going to write about.

April 1 and April Fools Day are over. For those of you who did not get the dates posted in the last issue of T.E.A.M. Cents, there was no *ArtFest* of Rocky Point on April 1. For those of you who are still across the border trying to check in for work, you are out of range, and we are not receiving you on radio. Remember to point your antennas towards South Mountain.

## T.E.A.M. ANNIVERSARY

Stephen Anderson will be with us for two years on April 13. In honor of this event Stephen will be having an anniversary sale on merchandise that is two years old, such as flashlights, batteries, condoms, toilet paper and pens. See him for more details. **GUZMAN CASH** not honored.



## APRIL BIRTHDAYS

Mick Hirko	-4/10
Josh Rhome	-4/10
Charles Wright	-4/13
Ben Garner	-4/14
Wendel Lackey	-4/20
Waseem Muhieddin	-4/23
Tim Foster	-4/25
Anthony Christianson	-4/28

If you see these kids around be sure to wish them a Happy Birthday, also Happy

Belated Birthdays go to Annette Pena (4/2) and Jennifer Mills (4/6), next time have your birthday before press time!!!

## T.E.A.M. APRIL CALENDAR

4/8; Bare Naked Ladies Concert @ Hayden Square.  
4/13; Gilbert Rodeo/concert @ Gilbert Arena  
4/14; Ricardo Rodeo  
4/15; Supervisor Meeting in 111 @ 1900.  
4/15; Uncle Sam's Pay Day  
4/20; New Times Music Awards in downtown Tempe.  
4/21; Payday  
4/23; Secretaries Day  
5/2; Beginning of Summer Concert Series on Hayden Square.  
5/2-5; Various Cinco de Mayo Fiestas  
5/3-4; Fratfest in Tucson  
5/5; Cinco de Mayo  
5/5; Payday in Pesos /Newsletter  
5/6; Seis de Mayo

By Michael Guzman

First of all I would like to comment that I was quite pleased with the productivity of the first Employee/Supervisor meeting. Just to let all of you who participated know that we have discussed all of the issues of concern and have reached some solutions. I also determined that there are some issues of concern that was brought up that I would like to discuss with you at the next Employee/Supervisor meeting on 4-15-97. I would like to invite

anybody and everybody who is interested in attending this meeting to come. If you have any questions or need any information about these meetings please contact either Joe Coomer or myself.

Also by the time you are reading this we will have just completed the good ol' Mill Avenue Spring Arts Festival. So I would like to thank all of you who participated in this event for job-to-be well done.

Also just another reminder that while working any length of shift in the Arizona sun you must:

- Carry water or at least drink plenty of water during your shift.
- Use sun block to prevent serious sun burns.
- Make sure you have switched to the summer uniform. (Po lo shirts)
- While working Centerpoint refrain from swimming in the fountains while in the public eye.
- GUYS!!! WEAR DEODORANT!!!!

Seriously speaking, we are really trying to make these Employee/Supervisor meetings work so the more involvement, the better. We are trying to change several things within our organization so that we may succeed and all of you may succeed and really have a great time while working. Since 75% of this organization is the employee base, we cannot make all of these changes without your assistance, ideas, and participation in these meetings.

So please attend or contact Mr. Coomer and let him know what issues you wish to ask, discuss or would like to see change.

That's all I really have to talk about for now, so C-YA. (See You)

By Chris Casias & Doug Hawkins



From our new home office in El Paso, Texas comes this month's Top Ten List. The topic this month: "Top Ten Reasons to Write Brian Acuna in El Paso".

10. Brian can send us literature on the various Selena cults in Texas.
9. You can keep Brian updated on how many games Chris Casias beats Joe Guzman at bowling.
8. You can let Brian know who the

scheduler is this week.

7. You can ask Brian to help your relatives get across the border.
6. You can ask Brian to shop for deals at the El Paso Boot Company.
5. You can ask Brian to compare the salsa there to the stuff that's made in New York City.
4. We can get Brian to swap top ten lists, with the INS newsletter.
3. Brian can help Doug bring in bilingual recruits for Chris to use at the Gilbert rodeos.
2. Brian can help establish an exchange rate for GUZMAN CASH in Juarez.

And the number one reason to write Brian in El Paso is...You can see how much Brian got for Christine's car in Juarez.



### NE TABAKA, TWO TABAKA

By Assistant Scheduler

For those of you who may have noticed Mike Tabaka has returned to scheduling. John Johnson has moved on to greener pastures, bigger and better things...ok, ok, I admit it; John Johnson moved on to find a first name that was not half of his last name. The scheduler formerly known as John Johnson has changed his name to Prince. Here Prince, good Prince. He is getting married, and obedience is important, just ask Doug he is married.

At any rate, back to one Tabaka, two Tabaka. Before you get comfortable with Mike Tabaka in scheduling, the weather is just too good, and his golf game needs too much work. He is now going to be replaced by Joe Guzman. So if you have already rushed out and purchased your bribes for Mike Tabaka, you should return them; and purchase cell phone air time for Joe. Give the gift that keeps on giving. Maybe he will use his air time to call and give you the night off, NOT!

And as for Joe Guzman his first task is to schedule his older brother Mr. Filiberto's Buck to show up on time for work. And, his second task as scheduler is to schedule someone to give him a ride to get there.

### ATTENTION ALL EMPLOYEES

By Joe Coomer

There will be an employee meeting on April 15, at 7 pm. This meeting is for all employees who are probationary, permanent, licensed, non-licensed, probationary supervisors, supervisors, male, female, other, people who give Michael rides, and those who do not give Michael rides, and Corey.

Management will not be there. This meeting is for you, and ewe, and ewe.

This group encounter will happen at 111. We will cover such topics as: professional image, employment out look, training, uniforms, paychecks, duty manager, scheduling, and the newly organized Employee Representation Bored (this will be a select group of people from the meeting, that will report back to administration on all the topics discussed). These kids will bring up anything you wish. Remember this is an open forum for you, and what you want out of your T.E.A.M. If you have any questions, you can contact Joe Coomer at 217-3421 for more information. Thank You and see you there.

### DUK SOUP

By Doug Hawkins

If you are reading this, it means you survived the weekend at the MAMA festival or are in El Paso. While it may seem we have come a long way in the past weekend, we need to look ahead to the next peak weekend, and black out dates. Looking a month out, the weekend of Cinco de Mayo appears to be the next black out weekend. The specific dates are May 2-5. During these dates we will be doing a variety of Cinco De Mayo Fiesta Concerts at Macayo's Restaurants. On May 2, we have the first of the Summer Concerts on Hayden Square. Also May 3-4 we will be working on the Frat Fest in Tucson. So, as you can see there is not going to be any shortage of work that weekend. Mark your calendars now so you can become involved.

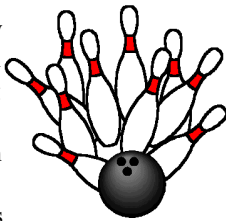
As with any peak weekend, we will need to grow for these events next month. While we are probably at the right staffing levels today to handle these venues, we will need to attract new folks to replace the ones who will inevitably leave for greener pastures

in the next few weeks. If you know anyone who is looking for a summer job, we are indeed still hiring. I will be returning to my part-time schedule again now that the MAMA event is over. Remember, I work Monday-Wednesday 10 am to 5 pm, and on Wednesday evening. The best time for someone to come in for interviews are the afternoons. Have anyone you refer give me a call to line up an appointment. Again, thanks for all your help with recruiting. Those of you like Evan Webb, Annette Pena, Jennifer Mills and Joe Coomer who have been an extraordinary help with recruiting have saved T.E.A.M. more than once. We owe them an incredible debt of gratitude. You can take a proactive role to shape the future of T.E.A.M. by bringing in all your friends to work. Remember, the job you save might be your own. Thank you for your support.

**GUZMAN THROWS GUTTERS**  
**ALL NIGHT LONG**

By Brian Morgan

Everyone knew about it. The tension had been building for two weeks. Insults were thrown back and forth. Bets were made. Rallies were had. At the end there was only one winner and the other a BIG loser.



The match was supposed to have started at 2130, but both competitors were late, according to Chris it was because Joe was stalling in 207. I spoke to Chris before the match started and he said that Joe was nervous on his way to the alley. "He was telling me about how his family was counting on him and that he had a little girl who, if he lost, would probably scar her for life. He didn't want to lose in front of his family! I then assured him that I would take it easy on him and not to worry. This calmed him down alot."

Joe Guzman did not have a comment for me before game time. He

did mention that T.E.A.M. Cents being there was not fair, since Chris was editor of the newsletter and I would not be fair and take Chris' side. Best out of three was going to decide the game and the winner. Finally the first match started. Chris' first throw was a strike. It then was

Joe's turn. I tried to see what he threw but my order was ready at the snack bar. By the time I got back Chris was ahead by 40 points. Joe was just sitting there with his head down. The first match was over, Chris had won by 20 points.

The beginning of the next match started slow. Again I missed Joe's turn and only caught Chris' throws. Time did run out and we were the last crowd there. We only had time for two matches. Chris won both of them and for some reason Joe still did not believe that Chris had won best out of three and wants to continue the game this week.

So there you go, Chris' big victory. The second match has not been set yet, but you will know when it happens. Because Joe will be acting real nervous and jumpy.

Note: Chris does honor GUZMAN CASH for bets!

**F O R S A L E**

1985 Monte Carlo, 305 V8, 4 barrel carb., white wall tires, rally wheels, fuzzy dice, recently repainted. IA plates TJJ-137. Please call Slim Jim at 829-6066. Priced to move, a real steal. Has miles of experience transporting Michael to Filiberto's. GUZMAN CASH not honored

For Sale- Used T.E.A.M. polo shirt. Like new. Used on weekends only. Instead of number, says "B. Acuna". Will sell for \$10.00 or trade for T.E.A.M. fanny pack.

T.E.A.M. fanny packs. \$8.50, see Stephen. No GUZMAN CASH!

**SPELLING BEE RESULTS**

Last night we had our spelling bee competition at Hayden Square during concert intermission. The following are the results:

CC	147
DH	49
CP	19
CL	-18



To be fair, one of these people did not participate in the "T.E.A.M. Spelling Bee" competition. Rather, their score was derived from the following memo that was delivered to contest officials:

"I w eget to enform you that eye wile knot bea abel to particiate in the spellun bea. I wuz jus givn this impoport wreport to due for All Tailer."

Next spelling bee will be 5/3/97 at Los Arcos Mall at 0700. Thanks to all who participated!

**MICK'S MEMO**

By Mick Hirko

Here it is another payday, and another newsletter is arriving. I'm trying to type, but even my fingers are still sore from this weekend. I know I'm not the only one, because I heard Mike Tabaka and Joe Coomer both complaining that they were getting blisters on their fingers from channel switching so much. Last time I checked, I think we all survived, and with the exception of Michael Guzman, who will probably sleep until the Fall Festival, everybody is up and limping. I'm not sure if we are really out of shape that bad, or really ran ourselves into exhaustion. It's probably a bit of both.

I would like to thank each and everyone for doing a fantastic job this weekend, and many of you going above and beyond the call of duty, holding over when crews were running late, covering gaps, being not only responsive to everybody's needs, but staying polite, professional and responding with a smile to every upset

vendor, panicked parent with lost children, and confused and lost visitors. After seeing how rude and unrea sonable some of the artists can be, I don't know why anybody would want to do business with them. On the other hand, many of them are really nice, and were a pleasure to talk to. After a long overnight, and seeing the sun come up, a friendly "Good Morning" made a lot of difference in our attitude, knowing we were still going to be there for quite a while. Kind of makes you think it might work both ways, doesn't it? Anyway, I was thinking that we could make up some sort of sticker code for the next one, so that every one of the artists who tried to run any of our guys over or threaten us in any way, or make up stories how we were responsible for their stupidity, will get a sticker on their booth. We will hand out flyers to everybody coming to the event. It will show that those stickers mean: "Beware - this artist is a jerk, who keeps young children in chains, in a damp basement, making the art-work he/she is trying to sell you". Just kidding, but some of those guys made an idea like that very tempting.

I got a letter from the Tempe Police Department, hand delivered. It states that their officers now have permission to shoot-to-kill, if any T.E.A.M. security guards try to keep them from going

anywhere again. By the way, I'm fairly certain that they won't miss if they do shoot at you, but if they do, or you only get wounded, you also will be terminated, in case anybody was wondering. If they wear a badge and uniform that says Tempe Police, they go where that want to go, when they want to go. End of story!

I kind of went off on a tangent. My main point was to thank all of you, for doing a really great job. Now if we can only have a weekend as busy as that every weekend, we might be able to pay off Michael's Filiberto credit card.

Well, I better get a move on, otherwise nobody is going to get their check's, because they're not signed. Keep up the great work.

### **CHRIS' CORNER**

By Chris Casias



Everyone except Joe Guzman survived the festival this past weekend, the kid went home at 1200 or something. Just kidding Joe! As some of you may know this past weekend took alot out of everyone, especially those of you that were with me at the Arizona Center working the Beer Festival.

Everyone did a great job this weekend, I was mostly impressed by all of the new employees who hung in there for 12 or 15 hours. All you regular employees should take lessons from the new employees. Hope many of you stay with us for our next big event coming up on the Cinco de Mayo weekend. In case anyone is interested no one broke the record for most consecutive hours worked. That record is still held by Tony Gonzales at 31.5 hours. Angel Flores came close but he wimped out on Saturday's overnight. Maybe it will be broken at the Fall festival, until then Tony is the "King of Overnights"!

Well not much to say this issue , just a reminder to keep reading those memos and keep asking questions. One other thing is if you are working downtown you need to park at AWL, not Trails or Hackett House. So keep up the good work and look forward to next month's issue on May 5th, Cinco de Mayo for some of you!