

help pass the time (brand is up to you). Use your leftover turkey for bait (that way you don't have to stuff the turkey in the fish later)

Once you catch enough fish for your dinner head back and prepare the fish. Best when served with King Cobra!

Michael's Turkey Chimichangas

1 pkg of corn tortillas
12 cans of hot sauce
2 lbs of grated cheese
Leftover turkey

Just prepare the sauce how you would for any other meal and then roll the corn tortillas in sauce and then bake the mothers in the oven for a few minutes or however long it takes you to drink a 40. Then stuff some turkey in it and serve on a platter. Best when served with King Cobra!

Taryn's (Wild) Turkey Surprise

You will need at least a case of beer (brand is up to you)
24 oz. glass
Two to three shot glasses
At least five dollars in quarters
A Fifth of Wild Turkey
Drink as you make a quarter in the 24 oz. glass.

Dana's Turkey Soup

You will need a 5 gallon pot
Fill the pot with water
Boil water for at least 15 minutes
Add seasoning and boil for five more minutes
When water is scalding hot (check by sticking tongue in pot), then add turkey.
Best when served with King Cobra

Joyce's Turkey and Crackers

First you want to buy a package of your favorite crackers.
At least two lbs of cheese
Decorate a platter with cheese and crackers and then throw some turkey on top of it
Guests may either eat the cheese or turkey with the crackers (or dip them in the King Cobra dip). This will keep them in a joyous mood until Christmas. (keep in mind this recipe to keep people happy until x-mas is only for Joyce's closest friends or relatives!)



Chris' Famous Turkey Sandwich

This is a very simple recipe. Just use your normal or favorite loaf of bread. Enough to feed at least ten hungry people.

You are welcome to use any kind of mayonnaise or condiment for the bread.

As soon as you put everything you want on the bread, just add turkey. Best when served with King Cobra or Taryn's (Wild) Turkey Surprise!

Colleen's Fried Green Turkey

Just prepare the turkey the same way you would Fried Green Tomatoes. When ready, serve with green beer. (Either Mickey's or O' Doules). Best when turkey is kept frozen until St. Patrick's Day in March.

Frank's Poppin' Pasta

1 Package of your favorite Pasta
Boil in a sauce pan with your favorite pasta.
When Pasta is moist, add sauce
When sauce and pasta are ready just add the turkey. Make sure turkey is dry.
Best when served with Taryn's (Wild) Turkey Surprise.
Be sure to serve Dana's Turkey soup as an appetizer.

Bob's Meatloaf with Turkey

Bob did not want to give up his recipe for his meatloaf, so as you would make any other loaf, just add turkey instead of the meat. Be sure to mash it with any leftover stuffing. But if it doesn't come out good, Bob says the best place to get a bite is at Club Rio!!!

Mick's Staff Meeting Snacks

All you need is your leftover turkey and a

package of toothpicks

Put some turkey on toothpicks on a platter and set on table.

Best when not served with Taryn's Wild Turkey Surprise.

So there you have it, out very own management's recipes for leftover turkey. Tune in next month when we will give you our leftover New Year's champagne recipes.



GUZMAN'S GHETTO

By Michael Guzman

Hello once again. It's the season to say Happy Holidays and be nice to people that you don't know. So ... Happy Holidays and since I do know most of you, I don't have to be nice !!!



Anyway, as you are all aware we are at the beginning of a busy streak, starting with the Fall Festival, then Blockparty, then the Phoenix Open, then of course P.I.R., and finally Firebird. In other words, START CALLING FOR YOUR SCHEDULE!!!!!!!

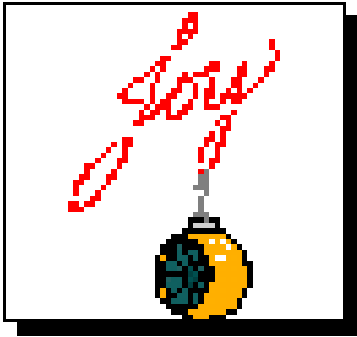
On to other things ... I am in need for anyone who would like to earn some extra money each week. Part of our recruitment efforts include posting job flyers throughout the valley. It is very difficult for one of our managers to take the time necessary to post these flyers. Basically, we are looking for individuals that would be interested in doing it on a weekly basis. You would get paid for the time spent as well as your mileage. If you are interested in this please contact myself Tuesday through Friday 10:00 a.m. - 6:00 p.m. at the office.

On to other things ... You better ask somebody ... ask them when the T.E.A.M. Christmas party is, that is. Keep your ears open and find out when, where,

how, why, etc.

On to the last thing ...

From all of us, to all of you, Merry Christmas to all and to all a good ... (to be continued).



I.D. CHECKING CLASSES

For the next coming weeks until New Year's Eve we will be having an I.D. Checking class every Tuesday at 1700. Starting on December 9th, please plan on attending these I.D. classes if you are interested in working in clubs or bars for New Year's Eve. It is important for all licensed personnel to attend these classes. These classes will be on Tuesdays on the following dates: Dec. 9, 16, 23, 30, at 5 pm.

BEST OF THE 1997

For those of you new to T.E.A.M., every year we have the last edition of the newsletter go out before New Year's Day listing our best of 1997. Categories for this issue range from best Supervisor to Laziest Supervisor to Most Hours Worked to Best Excuse Used for Not making A Shift. So if any of you out there want to vote for any "Best of 1997" categories, just contact Chris Casias in 111. The "Best of 1997" issue will be out by New Year's Eve! So be sure to pick up a copy.

MICK'S MEMO

By Mick Hirko

As this is our last newsletter for the year 1997, it seems like the appropriate time to reflect a bit, even though some of our biggest challenges still lie ahead of us. Primarily, I am speaking of the Block Party, but should include the Tempe Fall Festival, and all the other things that are going to hit us in



the next month. We end up doing a lot of different events and functions, ranging from a lot of private holiday parties to loss prevention for several clients. I assume the Arizona Mills Mall will come knocking, as well. Since many of us need extra money for the holidays, I'm sure that we all are happy with extra work, with the exception of the schedulers and accounting guys, who get to deal with all of it.

I hope all of you had a wonderful Thanksgiving, having a good time with your families and friends. Rumor has it that Michael Guzman won't be in for a week, because he doesn't fit out of his front door anymore, after one too many Turkey Whoppers. Anyway, after slowing down for one whole minute, and about 35 T.E.A.M. members still needing to work on Thanksgiving Day, it's going to be one thing after another for the next couple of months. A lot of the supervisors were filled in on a couple of days ago, at the supervisor meeting, about some of the stuff coming up. Keep reading *T.E.A.M. Cents*, for updates on upcoming events.

I want to take this opportunity to wish all of you Happy Holidays, and thank all of you for your contributions, making 1997 a great year. Every one of you is part of our success, and I hope that all of you will continue to be for a long time to come. I would like to thank a group of people that work way too much, and get way too little appreciation. Let me start with the working owners - Michael, Dana and Karen.

First of all Michael Guzman, who for a long time has been the center point of most newsletter humor, and has taken it well. As the General Manager, he gets to deal with all the negative aspects of this company, from employee discipline issues, customer complaints and working tirelessly on making this organization run smoothly. Much of his work is behind the scene, but he is very much a part of what we are, and I can't imagine this company without him.

Dana Mule', who has brought a new perspective to T.E.A.M., along with many of you reading this, and a lot of new business for us. With his own style and warped humor, Dana has become a respected member of our team, and a great asset. I think that pacing back and forth the day before a big event is his way of winding up the batteries again. We are

going to work in 1998 in getting him to relax, and breaking him of that

habit. Even though we might not always see eye-to-eye on everything, I respect his achievements and energy. Besides that, if we all always agreed, the world would be a very boring place, and we would never evolve or change.

Speaking of not always agreeing - Karen Foley, who has been an important part of this company since the beginning. As some of you regular readers already know the whole story of our humble beginnings, I won't go into detail about that. I have always respected Karen's vision, and her absolute refusal to agree with me, if she thought I was wrong. Her ideas have always been an inspiration to me, and if nothing else, she has managed to keep me thinking, and keep me going. Her energy, caring and passion is something that I only wish I had. There isn't a job in this company that Karen hasn't had, from regular guard and supervisor, to recruiter, scheduler, office manager, personnel manager, equipment manager, payroll, accounts payable and receivable person, dispatcher, special event accountant, to all around life saver. I can honestly say, if it weren't for Karen, there would not be a T.E.A.M.. Thanks for being all you are.

Chris Casias - Don't ever underestimate Chris. Quiet, super efficient and meticulous, he is never given the appreciation that he deserves. Chris does a million things that are behind the scenes that keep this company going. Chris does about four people's jobs, and the most common question I hear is: "What does Chris do?" The correct question should be - "What doesn't he do?" Besides that, he is one of the funniest people I have ever met. He lets a little of his humor shine through in the newsletter, but it's only the tip of the iceberg. Often, if I am having a bad day, I think of a "Chrisism", and I can't help but snap out of a bad mood. Chris, my friend, trust me, your hard work is not going unnoticed. Thank you.

Taryn Jewell - What can you say about "Her Majesty, the Queen" - I've known Taryn for many years, and have always had a lot of respect for her. To still be sane after all these years of scheduling... Well,

maybe. Anyway, I was really happy when Taryn came to work with us, and even though we only see her for a few hours each day, I hope that she will continue to be part of our future and success. In the coming year, we will attempt to venture into some new areas, and I am counting on Taryn to be a very important part of our new plans. My New Years resolution is to teach her not only how to use a computer (no, the CPU is not only for popping caps off of beer bottles), but to get her to use it all the time.

Joyce Kucaba - Joyce, do you have a mean bone in you? Always happy and nice to everybody, she is a ray of sunshine in an office full of often cynical, burned-out and angry people. Besides being Personal assistant to Dana, she is one hell of a scheduler. If only we could put a timer on her phone, and automatically have her phone cut off, after she has been on the phone with the same person for longer than 15 minutes. We love you, Joyce.

Frank McGough - Stop worrying, we are not going to fire you. Frank has just recently taken over in an administrative function, and I can't tell you how happy we all are that he did. He has not only managed to fill a very difficult position, and made all of our lives a lot easier, but he has done so with a degree of dedication and enthusiasm that is refreshing. He is, and will continue to be a very important part in moving us ahead. Keep up the good work.

Jeff Fisher - Hey, are we ever going to go have that beer? Jeff went to the Chris Casias School of Silence, but nonetheless, is a hell of an event supervisor. He's always willing to help, make us a better company, and is just scratching the surface of his potential. I think that in the next year, Jeff will begin to go in new directions, and

take on new responsibilities, beyond those he already has. We have a lot of faith in you. Keep up the good work!

Bob Smith, our newest addition. Why is it that it's always the old guys that take care of our equipment? Don't let him fool you - he might be old, but he'll work just about anybody into the ground. His professional background and good attitude are something that I am personally counting on to take us to the next level of efficiency and professionalism. Bob has been in this industry in different capacities

for a long time, and I am looking forward to learning from him and using his experience and ideas to bring us collectively closer to financial success. I hope you stick around for a long time, Bob, but please stop sexually harassing the office staff.

Howard Case - Are you ready to come back yet? Even though Howard only works part time now, and most of you don't know him, my thanks go out to him. Howard is our accountant, and left us from a full-time status to pursue his CPA certification. Howard carried us through a very difficult financial time, and even though we are still not rolling in the dough, I don't know if we would have made it financially without his hard work, financial planning, and taking all those nasty phone calls, many of which were from me. He always kept a good attitude, good sense of humor, and between him and Cade, even found humor in the worst situations. You know there will always be a place for you at T.E.A.M., and I hope you stay around for a long time.

Which brings up his partner in crime - Cade Rowley. For a long time, Cade was responsible for getting all of us paid, and making sure we got paid by our clients. He has now taken over a lot of Howard's old responsibilities, and very competently, at that. Cade has the same good attitude and humor, that Howard has, and I've got to tell you, it's a pleasure. I have known a lot of accountants, and they are all miserable, dark, pessimistic

dooms day people. Not these guys. Maybe it's because Cade isn't an accounting major. Whatever it is, don't change. He keeps our accounting department going with flair and professionalism, and I thank you.

Adam Tolman - Our newest addition to the accounting department, he now takes care of your checks, and collections. Adam gets nervous every time I ask Howard if he is ready to come back yet. Trust me, we are not trying to get rid of you. Adam is the quiet one back in the accounting freezer, and I think it is because he is always gritting his teeth to keep them from clattering. Let me tell you guys, I am still convinced that the light goes off in there when we close the door, just like in any other refrigerator. Anyway, just because you work behind the scenes to make it happen, and Colleen refuses to put you last

name on the staff directory, does not mean you are not only appreciated, but also considered an important member of our team. Keep up the good work.

Speaking of Colleen Beier, our receptionist, data entry person and assistant to Chris Casias, as well as all of us. No matter how frustrated she gets at answering the phone to people who think she should recognize their voice, have their phone numbers memorized, and me yelling at her to deal with Shirley, she keeps a stiff upper lip, takes it in stride, and chases people around to answer their calls. It amazes me that so many people can get lost in such a relatively small office if they have a call waiting, and Colleen has to find them. Besides that, what would happen to the fish without her? Who would ever talk to them, or bitch them out for having done something. I will never know what exactly a fish can do to upset her, but she talks and disciplines them like dogs. Anyway, keep up the good work, and I promise you that we will get you your own networked computer next year.

Lastly, I want to thank a few people that don't work in the office on a regular basis, but who are very important to our success on a perpetual basis:

Tyson White - our downtown supervisor, Tyson's name might be the last name on the phone list, but he's the first person who gets called when there is an emergency, or nobody else is willing to work. Tyson gets sent everywhere, and does everything. Because of that, we have forgiven him on bailing on Chris Casias last year during the Disney Fair. Just kidding. Tyson, you have saved our butts so many times, it's not even funny. Besides all that, he somehow finds the time, to keep the downtown Tempe area running, getting the cruising suppression equipment out, scrambling every time Tempe P.D. has a traffic control problem, and getting everybody not only to where they are supposed to be, but somehow checking on them. We will miss the green grasshopper, but hope you will be with us for a long time to come.

Corey Lines is not only our primary DMB supervisor, but was our training coordinator, and gave that up, as well as the position of downtown supervisor, to concentrate full time on Centerpoint, to

turn around a situation that was very bad at the time. Corey has been a very important part in making that turn around. Eventually, we are going to lose him to some lucky police department, but selfishly, I hope that is not for a long time. Corey's police background and training has been a shining example for many T.E.A.M. employees, and he continues to be a very important part of our team, and our future. Just do yourselves a favor - if Corey ever invites you to check out his freezer - don't go! May all your dreams come true, Corey, except for the evisceration at Centerpoint one.

Last, but definitely not least, I want to thank Roman Romero, who not only has been with us since the beginning, but who's leadership,

dedication and sheer presence makes him a very important part of who we are. Roman, we have plans for you, and 1998 will hopefully take you in new directions in the company, and finally give you some of the rewards you deserve. Hang in there, and thanks for being there. We haven't forgotten about you, or your anniversary gift.

There is a ton of other people that I need to include on this list, and I apologize for not mentioning you by name. You know who you are, and so do we. I wish all of you the very best for the Holidays, a prosperous and great 1998. I speak for all of us, in hoping that you all continue your hard work with us, and remain as important as you are in making T.E.A.M. the very best. God Bless you all. Keep the Peace and stay safe.



CHRIS ' CORNER

By Chris Casias

As I am writing this column I am thinking about what Mick wrote about me in his column. There are many people here in this office who make this



company happen, and I also thank all of them. As far as my sense of humor, I know many of you out there still wonder whether something I said to you was either a joke or me being serious. I have been asked many times whether I am serious or joking. As Mick mentioned I do have a weird or different sense of humor. I guess the best way to describe my sense of humor is by giving you an example.

Let's say I was put in prison by killing a fellow office staff for bugging me too much (just an example). Then I was given a death sentence. And when it came for my death sentence I was given my last rites and walked to the electric chair. And when the warden asked me what my last words were, my last words will probably be "Are you sure this thing is safe?"

For the past year, humor is the only path that I can actually take. With some of the bad news that I've dealt with this year, it is the only path. From losing custody of my daughter at the beginning of the year, to my best friend moving away to Texas and my father being in an accident that left him paralyzed, humor is pretty much my only path at this point in time. Even as I'm

writing this column my oldest nephew is in the hospital awaiting my sister to arrive from Mexico, so that we can get him off of life support. My oldest nephew, who at the time of his birth, my sister saw it fitting that she should name him after me.

I have thanks to give that I was there and that we shared his life for nineteen years! For my favorite nephew Chris Molina I dedicate this newsletter in your memory. You are bringing our family even closer during this holiday season!!!!

I would also like to thank those of you who have been a great help this past year in the office. Thanks to those of you who helped me out with the advanced training classes and the orientations.

So be sure to pick up our next edition of the newsletter which will be the " Best of 1997"

