

J.E.A.M. CENTS

Volume III, Issue No. 2

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Hello everyone, welcome to the award winning publication that is unrivaled in putting out high quality news, articles and comedy. We hope that the last few issues have been pleasing to you guys, because you haven't said anything to the contrary yet. Don't forget that T.E.A.M.



Cents is an open house format, so we will work your suggestions and \ or your writing into the newsletter, guaranteed ! Some of you may have heard about how you can schedule to be in the movies they show on the big screen. Read the article about the account to find out more.

When you see the award that T.E.A.M. Cents was awarded by the Tempe Activities and Events Management Council of Excellence, you can all give yourself a pat on the back for that one. We have only been covering what's been going on with the company, and so far we've only had positive responses (except for one person, for his privacy we'll call B. Buettner, no, that's too obvious, we'll call him Bruce B.). Some of you may have seen our new friends from Phoenix working on the Centerpoint property. This issue will have a feature on the etiquette of working with another company in the area, which some of you may not be familiar with. OK, on to the news !!!

T.E.A.M. ANNIVERSARIES

Michael "Easy Eddie" Guzman
2 /16 - 95→97 (Two years).

When you see this kid, ask him why he's

" easy"!

* * * *

2/11 ; Doug Hawkins' Wedding Anniversary. According to Doug, it's never too late to give them gifts!!!

T.E.A.M. BIRTHDAYS

2 /14 ; Chris Popjoy

2 /17 ; Lincon Miller

So if you see these guys around wish them a Happy Birthday and ask when they're going to work again!

UPCOMING EVENTS

2 /12 ; Ash Wednesday,

Lincoln's birthday.

2 /13 ; Advance training class in 111 @ 1700.

2 /14 ; Valentine's Day

2 /17 ; President's Day

2 /18 ; Supervisor Meeting in 111 @ 1900.

2 /22 ; Washington's Birthday

2 /23 ; Rodeo, at The Gilbert Arena

2 /24 ; Payday, another 40 minutes of continuous music !

2 /27 ; Advance training class in 111 @ 1700.

3 /10 ; Payday \ Newsletter

DOUG SOUP

Hey kids. Do you like to listen to music? Do you like watching movies being filmed? Do you like sports? Do you like festivals?

Then you must like working events. So does everyone, but we have a problem. To work the BIG concerts, and the BIG



sporting events, and the BIG festivals, we have to be a BIG company. Right now, every time we take on a BIG event, and we call everyone and tell them weeks (even months) in advance that this is a blackout day, it is nothing but a BIG pain in the derriere. Everyone says they want more work, and when we find the work, everyone says they would, could, should, do it, but oh well . . . you know how it is. And herein lies the problem. If we are ever going to be more than the custodians of Mill Ave. we need to grow. Not by leaps and bounds, but we do need to grow. We are currently a company of around a hundred and five to ten people. We need to be in the high one-fifties to low one-seventies to comfortably take on an arena or stadium. Come on folks, aren't you tired of watching the grapefruit ripen at the Point? Want to watch the Suns beat the Lakers or do the monster mosh at Desert Sky and get paid to be there? Then we need to grow.

We have been studying our employee base, and have found that most of us

are part-time employees. Since most of us spend most of our time away from work, it would stand to reason that most of us have friends that do not work here. Geez, even Michael Guzman has brought friends into work (that is if family and ex-girlfriends count) and he even brings people in. I am sure all of us know people who could use more work. And this is what we need. We need people who want to work. Not people who will go through training and waste our time, and pretend they work here. Rather we need people who want to work, who will show up, and will do a good job. If we could only find three or four dozen of these folks we could be ready to take on some fun events. Until

then you can chase the trolls at Coffee Plant. It's our company, and your decision. We are committed to this growth, but we cannot do it without you. Sink or swim we are in this for the duration. It's up to you.

T.E.A.M. TOP TEN LIST

Hello kids, and welcome to the festivities !! For those of you who are not aware, Fat Tuesday is tomorrow. There



is a whole week of parties leading up to Fat Tuesday and the more well-known Ash Wednesday (the next day). It's called Mardi Gras, not grass, and it's celebrated mainly by the French. So, you can see why New Orleans is a big hot-spot for all the parties. Some of you may have seen the party that the Tempe Fat Tuesday was having this past weekend. Some of you may be going to the big one they're having tomorrow night, or having little Mardi Pardies of your own. So from our home office in the French Quarter, the category is the..... Top Ten T.E.A.M. Mardi Gras Activities. Here we Go.....

10. Listen to another 40 minutes of continuous music (Right Tony ?).
9. Party with a million grand people.
8. Watch a fire breathing dragon fly over Fat Tuesday

7. "Does Lint start at midnight Tuesday or Wednesday ?" -

Corey Lines

6. Ride around in a green Pepsi car chasing coyotes at Saguaro Lake.
5. No, Larry, Michael's fat every day of the week !!
4. Trade beads with Larry...
3. If you're Michael, show your belly to get beads from people !!
2. Go down to Rio de Janeiro and celebrate "Martes Lleno."

And the number one T.E.A.M. activity to do for Mardi Gras is...

On Phat Tuesday, use your Guzman Cash at Filiberto's !!

BRIAN'S BONUS BITS

Hi, everybody !! This month we have a couple of things to talk about....

* T.E.A.M. is working for the Viacom company while they are producing part of a major motion picture right here in Arizona ! The area where we are working is in the area of Saguaro Lake, close to the well-known Salt River Recreation area.

The shifts run from 9 to 9, morning to night/night to morning. If you're a security person who wants long and quiet hours, ask the scheduling personnel for more details. * For those of you who are not used to seeing another company work in the same area that we do, get used to it ! You may have already had to deal with Central Parking Systems, the new custodians of the Centerpoint parking areas. T.E.A.M. employees or supervisors are in no way in charge of the Central personnel, T.E.A.M. supervisors may be called on to assist them in security situations, as usual. Yes, we still have to patrol AWL & P-1 !! As they get used to working at Centerpoint, there will be less and less questions that most of you don't have the answers for anyway. So, be courteous and respectful, and direct all unanswered questions through our T.E.A.M. management. See you next month, kids !!

GUZMAN'S GHETTO

First of all, to make sure you are all aware of the new evaluation schedule I have listed the next five dates that evaluations will be held. They are Feb 12 & 26, March 12 & 26, and April 9. You may schedule your evaluation appointment with our receptionist Christine Tues - Thurs between the hours of 10 a.m. and 5 p.m. Next it will be getting warmer in the next month or so. We will officially be going back to our summer uniform on March 15. The summer uniform consists of the polo shirt and the option to wear shorts. So between now and then you need to make arrangements to turn in your jackets or sweatshirts and trade them for polo shirts. If you do not already have a deposit on a uniform, then by March 15, you will want to put a deposit down on one or two. there will be a memo on the summer uniform policy posted in the dispatch office this weekend. Any questions about the summer uniform policy should be directed to the equipment manager in the next couple of weeks. The last thing I want to mention is that we will be having a supervisor meeting next month and we have opened up invitations to the rest of you to attend and discuss issues, concerns, and ideas that you may have. So please, if you are going to attend, please come with the intent to bring up issues and discuss

them. Time and date will be determined, but it will get posted and you will be notified (HUH ? - TCS). C-ya guys around the office or on the street...

Michael "Crazy Larry" Guzman

S GUZMAN

CASH \$,

COMING
SOON TO A
FILIBERTO'S
NEAR YOU

MICK'S MEMO

As we move from the winter season, to the spring season, there are a few things you should know, and some new things that will be happening, that you should know about. First, as of March 15th, we will be going to summer uniforms, which for you means that you will be allowed to wear shorts. We will be retiring the jackets and sweatshirts, and going back to polos. Don't worry, we will still keep some jackets around, for those cold nights.

We are in the process of updating our computer software systems, which, when completed will make scheduling easier, and basically computerize all the employee files. The actual files will still exist, but basically everything in your file will come up on the computer during scheduling. Further, our database information is going to be linked together, so that we can create better statistical analysis of crime data, etc. It will also prevent us from having to duplicate a lot of activity. Boring? Wrong. This is actually pretty exciting. How will that affect you? Not very much from a daily operation point of view, but it will allow us to be even more organized and professional, and will put some fail-safes into the system, to make sure that equipment is turned in, that paperwork is done properly, and that we don't have to spend as much time researching things, and finding a piece of paper. Plus, the new system will have a lot of custom features on it, that will make things easier for you. For one, the IR form will now be computerized, so you can do them on the computer. You can still use the standard system, and at this time we encourage it, as we only have a limited amount of computers, but it will at least serve as a good teaching tool. On that line, I have noticed that IR's, Shift Reports and Patrol

Logs are looking much better, and filled out the right way.

I guess everybody is really paying attention in that part of your training classes. Thank you, and keep up the good work.

A lot of people have been asking why we aren't going after any big new accounts. For some of you, who work a lot or have been around for a while the answer is obvious, as it is to me. We simply don't have enough staff to take on much more. We want to hire about 60 new guards within the next month and a half, so we can take on new business, and have a new challenge, but we need your help. Let your friends know that we are hiring, and when you meet a person (male or female) that you think might be a good candidate, turn them on to us. Don't forget the referral bonus - See Doug or Chris for details. The next big confirmed event we have is going to be the Spring MAMA festival, at the end of March. It's one of those mandatory work weekends.

We are also working with Al Taylor, who is helping us on a consulting basis, to analyze our company, and come up with some ideas on how to make us a better organization. There is always room for improvement, and we are looking for some feed-back from everybody. Don't be surprised if either Al or one of his staff either show up at your work site, or at either office, and ask you some questions, or ask you to fill out a questionnaire. Please help us out, by assisting in any way you can. The information you give will be held anonymous and confidential. We are interested only in your opinions, and what we can do to make this a better organization for all of us.

I also want to apologize for the problems with the first payroll of the year. We appreciate the patience and understanding that everybody showed, waiting an extra two days for their checks, and then, many of them were wrong. Occasionally, we make a mistake, but not on that magnitude. We tried to fix everybody's check, as the problems were brought to our attention.

I really appreciate all of your patience with that mess, and give you my word that it was not something done intentionally. We have made some personnel changes in our

accounting department, and changed some systems, that will hopefully prevent that from ever happening again. As sometimes somebody might forget to sign in, and not turn in a sign-in sheet, it is very important that you keep track of the date you work, the times and the account, so that we can fix the problem fast for you. We will not withhold any of your hard-earned money or play games with you, but I hope you understand that it is a very difficult process reconstructing your hours, if you do not keep track of them yourself.

We have a lot of plans and ambitions for this year, and are counting on all of your support and assistance to reach those goals. I think you will find a lot of changes happening this year, and a lot of new and fun things we will be doing, but the only way we can is with all of our help, hard work and dedication to making us the best! In the mean time, keep up the good work, and keep the faith.

By the way, if you ever wonder why the City of Tempe is driving on city streets with a loud, green lawnmower, don't be concerned. It's only Chris Davis trying to get to work. If any of you need your lawn mowed, Chris (Lawnmower Man) and his little green wanna-be mean machine are available.

CHRIS CORNER

So how's everyone doing? Hopefully you answered with "Great". Anyways I hope many of you readers like our new format for the newsletter, as we here worked on it for almost two weeks, 24-7! And that is B. Acuna at the podium. Well so far the weekends have still been pretty slow, but we still have plenty of work for everyone, Sam Taing has been kept pretty busy by

TCS delivering copies all over the valley, so he'll be back with us this weekend, Chris Brummet has been covering everything for us in Tucson, he'll be back with us also.

There are a few things I wanted to pass on:

*As you know we mailed all W-2's a couple of weeks ago. Some have been returned to us because of wrong addresses or old addresses. Some of these are from current employees. So my advice to you is either check to make sure I have your

correct address or step out your door to see if you gave me your right address. Each time you either move or change your phone number please see me so you can fill out a change of address form.

*Last payday you may have noticed that you had to sign for your paycheck, for those of you who cannot pick your check up or want someone else to pick it up, you need to talk to me and let me know it's okay. I will not release your check to another employee or family member unless I personally speak to you, and then I will let you know "if" I will release it. *There will be a supervisor meeting on the 18th in 111 at 1900. If you are a probationary supervisor you are still required to attend, remember: it's always the third Tuesday of each month and if you have three unexcused absences you will have your supervisor title taken away.

*Although report writing is getting better, we still need to work on them. There are two sides to a shift report, fill both sides out. Remember, all our paperwork asks for your name, so if

you don't have anywhere to put your name, flip it over. Anything that goes in the report is an official document of T.E.A.M., watch what you write on them! Patrol logs; when you fill out a patrol log, instead of just putting in times, also put in a brief narrative. I've been noticing these on the Bank One and University Square logs.

Well, there was a request for a story, however I don't have my story book with me now but I would like to bring something up that bothers me when ever someone says it.

There's a saying about starting your own business that I don't think is true. And that is "There are three important things in starting your business, location, location, location".

Well I have an uncle that started his own restaurant in the city, everyone would tell him he wouldn't succeed because of where he opened it. You see, there were four other restaurants next to his. They, of course, were all Mexican food.

One claimed to have the "Best Mexican food in the city". Another claimed to have "Best Mexican food in the state". The restaurant next to that claimed to have "The Best Mexican food in the Country". And of course the other had "The Best Mexican food in the World". So my uncle sat back and came up with his own slogan that won him all the business. His slogan- "The Best Mexican food on the Block!"

And that is not a story!

So that's all for this month, until next time, as Michael says see you around in the office or on the street!

Also make sure to practice your 7 P's.

Coming soon will be issues with your comments and suggestions, and by the way, there will be an opening in the Humor Editor position soon.....

Bruce Buettner says to watch out for the coyotes out at Saguaro Lake's Butcher Jones Beach, and to carry a five-cell Maglite to fight them off.

Tony Gonzales says watch out for this fire breathing dragon at the Scottsdale Celebration of Fine Art !!! - TCS

T.E.A.M. TOP TEN LIST

Here's a re-print of last year's Valentine's day article, we hope you enjoy it (it's also just to take up the space on the last page for Chris). From the home office in Guadalupe, AZ, today's category is the Top Ten Lame T.E.A.M. Valentine Sayings...Here we go

10. To MG from LG - Will you be my Valentine buddy ?

9. May I practice pat downs on you?

8. Let's renew our license together (awwwww).

7. Tonight I'm wearing a heart on my bulletproof vest for ya !!

6. Freakazoids gotta fall in love too!

5. To the Coffee Plant kids-

"you guys make me feel right at home (awwww)!"

4. Gimme some of that misspelled lubbin!"

3. "Will you keep me company on an overnight ?"

2. To the Hooters Girls -

"I'll be an escort for you all night, I mean alright!"

And here it is, the #1 lame saying

for Valentine's Day....

1. "Let 's give a new meaning to 'What's your position ?'"