

J.E.A.M. CENTS

Valentines Day

Volume IV Issue no. 01

February 1, 1998

Welcome to the month of February, the month of love and events or the month of event lovers. Due to some busy managers this newsletter is going out late, but still contains helpful info and some humor and griping.



This and the next few months will be busy and slow, as for this month Valentine's Day will be pretty hectic, with at least nine events going on at the same time. If you already have plans for the evenings try to help out by working a day shift, as we will need everyone to help.

Also the long awaited company party will be held on Sunday Feb. 8 at Clark Park in Tempe. It is being billed as the "T.E.A.M. Pride Festival". Maps for the park are in 111 and 215. We will have some games and food available for everyone. If you are working that day, make plans to stop in for an hour or so.

So now on to the news and articles>>>>>>

DISCLAIMER

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FEBRUARY BIRTHDAYS

Richard Atkerson	2/1
Joseph Bernal	2/2
Aaron Moore	2/3

Juanita Moore	2/5
Renee Villarreal	2/13
James Curtis	2/14
Kim Pearce	2/18
TJ Dennis	2/20
Vitaly Samgorodsky	2/22
Eddie Estrada	2/23
Joe Meeuwse	2/24
James Posey	2/28
Travis Turner	2/28

Happy Birthday to all you and if your lucky you'll spend your birthday working a cool event. So if anyone sees these employees around, be sure to wish them a Happy Birthday!

T.E.A.M. ANNIVERSARIES

This month we have two anniversaries to celebrate, first;

Cade "Chumbawamba" Rowley will be with us for one year on February 6. Unfortunately he will be receiving his engineering degree in May and leaving us to go and pursue his lifelong dream of driving a train!

Our General Manager, Michael Guzman will celebrate his third year with us on the 16th of this month. At the same time Filiberto's will be honoring him by awarding him their annual Golden Burrito Award for Loyalty for the past three years.

FEBRUARY EVENTS

2/7-8;	Grand Festival @ Sun City
2/7;	Rawhide Event
2/7-8;	Chocolate Festival in Glendale
2/8;	Insane Clown Posse concert @ Club Rio
2/8;	Company party @ Clark Park

1200-1800	
2/9;	Payday @ 1600-1800
2/12;	Lincoln's Birthday- No lies
2/14;	Valentine's Day
	PIR
	Oldies Concert @ AWA
	Hispanic Concert @ Civic Plaza
	Hispanic Concert @ Park N' Swap
	Avondale Biker Rally
	Dream Game @ Phx Municipal Stadium
	Edge Concert @ Hayden Square
2/16;	President's Day
2/17;	Supervisor mtg in 111 @ 1830
2/19-22;	Fall Nationals @ Firebird
2/21;	Advance Training classes in 111 @ 1300
2/23;	Payday 1600-1800
2/25;	Ash Wednesday
2/28;	Sublime concert @ Hayden Square

Along with all the above listed events we also have the regular Mill Ave shifts and bar accounts. Also coming in March we have the Ostrich Festival, Spring Festival on Mill Ave and Spring Training and Spring cleaning at Taryn's house!

SCHEDULING DEPT. LAWS

By Taryn Jewell, Joyce Kucaba and Frank McGough
A few reminders:

* If you need to call off for an event, at least have the decency to page us at 219-5965. When you do page us, and you leave a message on voicemail, always leave who you are, what time and day it is and a number to get back to you. Lately employees have only been leaving their names and excuses.

*If you can't page anyone or if you don't have the pager number(219-5965) call the

office number and listen to the instructions given to you by the voicemail.

Scheduling Philosophy

- 1) Those who work the most- get to work the good events.
- 2) Those who do favors for us, get favors in return.
- 3) Those who work boring and undesirable events get to work the most popular ones.
- 4) Those who treat us with respect, always show up to work and always work when we need them- will be the ones "taken care of" at events.

So choose which path you want to take!

T.E.A.M. THOUGHTS

By Chris Casias

Seeing that Jack Handy from *Saturday Night Live* has had success with writing down his thoughts and even making a movie, I decide to give it a try, and maybe get a movie deal out of this. So here goes:

"Where we go and what we do advertises what we are!"

" I can always spot educated people. Their views are the same as mine."

" Free advice is often overpriced"

" Sometimes the problem with self-made people is that they worship the creator!"

" Laughter comes naturally. hate must be taught"

T.E.A.M. TOP TEN LIST

By Chris Casias

This month the category for our top ten list is in regards to the scheduling pager. Our schedulers, Frank and Joyce, tell me that they sometimes get pages between 2am and 5am, and sometimes it's for the lamest reasons. With that in mind, from our home office in Fife Symington's Cell, our category is *The Top Ten Reasons the Scheduling Pager Goes off in the Middle of the Night*:

10. Employee wants to know when payday is.
9. Employee wants directions to Craig's Place so they can go and party.
8. Employee wants to cancel for a shift three days away.
7. Employee wants to schedule.
6. Employee was not picked up by scheduler from an overnight.
5. Employee wants to say that he will be sick in three days. So he has to cancel.
4. Employee wants to schedule for the

Rocky Point Fest on April 1.

3. Someone making a crank page.

2. Someone just sighted a UFO and just had to tell someone.

...and the number one reason that the scheduling pager goes off in the middle of the night...Booty Call!!!!!!

WHAT IT REALLY MEANS

By Chris Casias

"He's in conference"

He's taking a nap

"In due time"

Never

"Research work"

Hunting for the jerk who moved the files.

"Break down by categories"

Put in separate piles.

"Advise in due course"

We'll let you know if we figure it out.

FROM DANA

This industry we are in can be very exciting at times, but in general, it's relatively mundane and even boring. So, we, as the management of T.E.A.M., are making a formal request to all employees to help make our jobs more enjoyable. From now on, when you call off for an event, we ask that you allow your creative juices to flow. Points will be awarded in three categories: Originality, Creativity, and Daring (defined as the amount of guts it took to even use the excuse). Here is a list of hackneyed, lame, unoriginal excuses that will no longer be tolerated: car broke down, sick (including any family member or medical condition), over slept (includes any related alarm excuses), forgot, other job, couldn't find site, couldn't find check-in (couldn't find brain is more like it...), etc.

An example of excuses which will be tolerated, and even appreciated, are as follows: Abducted by aliens (impregnated by alien is also acceptable), had to give a sworn affidavit to independent counsel due to your inappropriate sexual interlude with the President, your militia group was having an emergency planning session, arrested and beaten by the L.A. Police

(local authority disqualified), your mother was the first woman executed in the State of Texas, at least two appendages were severed from your body in a freak farming accident (two or more are required), had to deliver Uncle Fife's brownies to the penitentiary, attacked by cannibalistic humanoid underground dwellers, airliner crashed through the top of your house after exploding from possible terrorist missile attack, received mail from Ted Kaczynsky. These excuses would be highly regarded and would score at the top end of the point scale. If you can't show us any respect by showing

up, at least allow us the entertainment value of a good excuse.

By M. Dana Mule: After a long prison term, the author and political dissident has recently published a memoir entitled, *Don't Drop the Soap*. Available in hardback from Pendant Publishing.

POLICY REMINDERS

By Chris Casias

For the second time this year I again refresh everyone's mind about our pay advance policy: Employees coming in to 111 to ask for a pay advance- Our policy on this is- It must be an emergency and you must submit something in writing. For instance, if you have car repairs- submit a bill. We do not give out advances if you are behind on rent or pager bills or you do not know how to budget your money. If you do fill out a form for a pay advance, it does take three to four days to either be processed or approved. And you will be notified if and when it is approved, do not continue to call us two to eighty times a day.

If you have not attended an initial training session or orientation, it must be done before you continue working events for us. Contact the office for more info. All of our initial orientations are given every Wednesday evening at 1800 in 111.

Any employees interested in becoming supervisors, here is the procedure: You must have gone through an orientation, complete your probationary period and have worked out in the field for at least two hundred. If you have done all of the above, your next step would be to turn in a typed letter of intent to me in 111. Any questions feel free to contact me in 111.

Some of our security employees'

licenses have expired. If your license is expired or has expired you must renew it if you want to continue working for T.E.A.M. Some of you have had expiration dates since November and either have not renewed your license or have not contacted me with your current expiration date.

UNIFORMS AND EQUIPMENT

By Bob Smith

Ladies and gentlemen!! When you are issued a T.E.A.M. uniform, it is YOUR responsibility to keep it as clean and neat as possible. We have been receiving numerous pieces of clothing with severe food and drink stains as well as rips and tears (I know some of you get attacked by your lunch).

I am going to start assessing a cleaning/repair fee to anyone who returns a uniform that has been recklessly abused. This goes for radios and flashlights as well.

Please take care of the equipment.

In addition...remember the Dress Code!!

Black pants(denim or heavy cotton)

Black shoes..at least 90%...

A T.E.A.M. or plain black cap...

T-shirt white or black w/ no logos...

NO chains or key rings hanging from your belt...and YES you must wear a belt.

Lets look professional at all times....

GUZMAN'S GHETTO

By Michael Guzman

Hello everybody once again, there are a few things I would like to mention in this issue. One, The scheduling department is now looking for people interested in one of two full time positions, Monday - Friday shifts in Downtown Tempe. One goes from 07:00 - 15:00, the other from 15:00-23:00. Both of these shifts are on Centerpoint property, (DMB), and

are open. First come first serve. But they are looking for commitments. Do not inquire unless you are wanting to commit your Monday - Friday hours to the above specific times listed.

Two; cancellations and no-shows are getting way out of hand. Believe it or not by you not showing up or cancelling less than 4 hours before your shift has a huge negative impact on the account or event that you were scheduled for. It is your decision to not take those policies seriously, and it is our decision on what to do with you when you do not take them seriously. I think you all get the point.

Three; We are now recruiting for Supervisors. If you are interested in becoming a Supervisor and would like to try for a Supervisor position, come into the office,(111), and set an appointment with Chris Casias. He will instruct you on what you need to do to qualify for the position of Supervisor.

Well that is all for this issue... See you on the streets or at the events!!!

MICK'S MEMO

By Mick Hirko

Since Chris is standing behind my desk with a baseball bat, I better get hopping on writing my part of the newsletter. I thought he brought the bat in for our picnic on Sunday, but since there are big nails sticking out of the end of it, I kind of doubt it. Speaking of the picnic, I hope everybody can make it. It's kind of weird how it all came to happen this weekend. Originally, we were going to have it in October, to celebrate our 4 year anniversary. Well, October is one of our busiest months, and since we wanted to make sure that as many people had the opportunity to come as

possible, we had to wait until November. November brought more of the same, and next thing we knew, it was time for the Fall Festival, the holidays and the Block Party. Right from there, here comes the Barrett Jackson car auction and the Phoenix Open. Ok, we can play this game until time ends, so we decided on the 8th of February. We owe everybody, as we have promised it forever, and there always seems to be another event coming up. I thus apologize to those of you who will end up working that day, and hope that you can at least stop by for a few minutes. If not, we might have to have another small one, for those of you

who couldn't make it. We better set a date now, before we have another repeat.

It seems that it never slows down, and we never have the time to deal with some of the issues that are

of concern to all of us. One of the issues that has become a very big problem, is people not showing up for scheduled shifts. If you are scheduled, you are obligated to work, unless an unforeseen circumstance comes up. Should that happen, it is your responsibility to notify a scheduler that you need to cancel. A lot of people have been getting away with murder, showing up whenever they feel like it. We have been extremely tolerant for several months, but it is taking its toll on our schedulers. Consequently, our policy on No Call/No Show will be more vigorously enforced. Your first unexcused NC/NS will result in a one week suspension, and the second in termination.

I am speaking for myself, and very candidly right now, by telling you that I am sick and tired of this. Why should the people that care, and that work very hard have to suffer for those who don't care, and have the attitude "They'll call me for the big show at Desert Sky"? Wrong answer, Sparky! If you don't care, we don't care. Don't think for a minute that we don't know who you are. Like the lying (expletive) who scheduled for

the Block Party, didn't show up, but was seen by one of our managers partying at the Block Party. I got your number, and you may have slipped through the crack once, but lying, and saying that you were still out of town... Give me a break. There are way too many good, hard working people at this company, to have a few ruin it for everybody. I've said this before, if you don't consider this a real job, we'll stop paying you with real money. You might find that having to pay for some of those cool events cost a lot of real money, and nobody that hires people will put up with you showing up for work when you feel like it. Well, we are no different, and we won't put up with it either.

I could have sworn that I made a New Years Resolution not to harp, but you know what - Everybody comes and complains to me. Those same people don't get there comments or columns to Chris in time for the Newsletter, so it's left up to me to harp for everybody. I realize that

sometimes I get a bit harsh, and I welcome any counter-points, or your opinions on these subjects. How does it effect you if somebody doesn't show up for work, and you end up doing a double, or have to run around, to cover 2 posts? Does it bother you that you show up on time, you are properly attired, and have pride in the work you do, and others don't? I really am interested to hear your opinions. I also want to know who cares enough to say something. Put it in the newsletter, or write a reprimand on that person, but let your voice be heard, and let us know that you care!

Finally, in about a month, the mayor of Tempe, and several members of the City council are up for re-election. I will keep my opinion of the newsletter, but would be happy to discuss with you who I think our friends are that are up for re-election. If you live in Tempe, and are a registered voter, make your voice heard - Vote. See you out there, and keep the peace.

CHRIS ' CORNER

By Chris Casias

So as not to follow the trend I will not mention anything about scheduling. For many of you T.E.A.M. is your primary job and thus you depend on it. All we ask is that all our employees take pride in your work and what you do, after all- where we go and what we do advertises what we are!

Ever since T.E.A.M. has been around we pride ourselves in the appearance and performance of all our employees and management. Right now we are the best and biggest event management in Arizona. The management we have in place consists of the best in this field, but sometimes the conduct or performance of our employees reflect on us.

For many of you this may be your third or second job, for some in this office it may be there career. To be successful you do not have to be rich or have a degree, only to be happy in what you do or care enough to do the job right. To be successful you have to have reached your goal or dream that you set your sights on a long time ago.

My father used to always tell me that as long as I would do what I want and am happy doing it. He would always tell me about his friend who worked as a waiter in a restaurant, and that was what his dream was- and as far as he was concerned he

was the most successful person in the restaurant.

Hope all of you have a great Valentine's Day. If you see Tyson White and Sherri Sprau they are our official T.E.A.M. 1998 Valentine's Day couple- the only thing that Tyson cares about these days.