

J.E.A.M. CENTS



Volume V Issue No. 9

" The Official Newsletter of the Ten Gallon Hat"

October 1-31, 1998

Are you ready for our busy season? Do you like dressing up like someone else? Do you like country music? Do you know all the 10 codes yet? Then October is your month!

As many of you have been warned there are numerous events this month where we will need your help. Football season has started, and we are staffing all parking lots on Mill Ave for game days as well as Macayo's and Hooters.

We have a few big shows at the Arena this month, Halloween on Mill Avenue and of course the State Fair starting up on the 22nd. Sign up for these events now.

This month we are working alot of country music shows, so stop washing your truck, leave your wife and strap a hubcap to your belt. Most of the shows at the State Fair are country acts and we'll also be at the Coors Rodeo Showdown at the Arena.

So read on for the latest info and updates. Happy Halloween and don't go Trick or Treating in my neighborhood.

Any one who lost a wallet in 111, Helen Hunt found it, so go to Helen Hunt for it!

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T.E.A.M. BIRTHDAYS

T.E.A.M.	10/1
Josh Larsen	10/3
Joe Coomer	10/6
Mark Daggett	10/6
Scott Ferguson	10/8
A. Pitts	10/8

Aaron Mule'	10/10
Amado Salas	10/19
David Coffman	10/20
Hugo Haynie	10/29

Happy Birthday to all of the above employees and we'll see you on Halloween!!!

T.E.A.M. ANNIVERSARIES

One year:

- 10/15- David Coffman
- 10/20- Jimmy Green
- 10/22- Shane Godek
- 10/29- James Baney

Two years:

- 10/10- Christine Philbern
- 10/17- Joe Coomer

Congratulations and Happy Anniversary to those of you who have stuck with us for the past few years.

OCTOBER EVENTS

- 10/1; Cinderella @ Cajun House
- 10/2; Trace Adkins @ Coor's Rodeo
- 10/2-4; Way Out West Oktoberfest @ Hayden Square
- 10/3; Chris LeDoux @ Coor's Rodeo Showdown
- KZON Moonlight Bike Ride @ Patriots Square
- Local H @ Bash on Ash
- Dogstar @ Cajun House

- 10/4; Cardinals Game Crew on Mill Ave
- Antonio Aguilar @ Coor's Rodeo Showdown
- 10/5; Payday on 111 @ 1600
- Eagle Eye Cherry @ Gibson's
- Garbage @ Hayden Square
- 10/6; Busy
- 10/7; Junior Brown @ Cajun House

- 10/8; Family Values Tour @ AWA
- 10/9; JGB @ Cajun House
- 10/10; ASU Game Crew on Mill Ave
- 10/11; Cardinals Game Crew on Mill Ave
- MXPX @ Bash on Ash
- Cherry Poppin' Daddies @ Hayden Square
- 10/12; Columbus Day
- Company Party at Clark Park
- 10/15-18; Boat Races @ Firebird Raceway
- 10/17; Cracker @ Cajun House
- 10/19; Payday in 111 @ 1600
- 10/20; Location
- 10/21; Call by phone
- 10/22; ASU Game Crew on Mill Ave
- Third Eye Blind @ State Fair
- 10/23; Billy Ray Cyrus @ State Fair
- 10/25; Celine Dion @ AWA
- Puro Mexico Fiesta @ State Fair
- 10/26; Martina McBride @ State Fair
- 10/27; Joe Satriani @ State Fair
- 10/28; Randy Travis @ State Fair
- 10/29; Gallagher @ State Fair
- 10/30; Toby Keith @ State Fair
- 10/31; Halloween
- Mill Avenue Masquerade @ Hayden Square
- Chris Isaak @ State Fair

TRAINING CLASSES

By Chris Casias

Due to our busy weekends this month, the scheduled advanced training class for October 3rd is moved to Saturday, October 10 in 111 at 1pm. The next class after that will be on October 24. Advance training classes are given every three weeks on Saturdays from 1pm to 5pm. Anyone interested in getting promotions or receiving raises need to

attend and pass all the classes. For more info contact me at 111.

T.E.A.M. COMPANY PICNIC

October 12 is the planned date for our annual company picnic. Celebrating 5 years as a company. So make plans now to attend. The 12th is on a Monday, which is Columbus Day.

The site for the picnic will be in Tempe at Clark Park from 4pm until 9pm. Clark Park is located on Roosevelt St. just north of Broadway Rd. Roosevelt St is between Mill Ave. and Hardy Dr. for more directions pick up a map in 111 or 215.

We will have food and drinks, feel free to bring any dishes you may want to contribute to the picnic. For those of you basketball fans, we will be putting a game together.

Hope to see you all there, bring your family and help us celebrate our five year anniversary.

T.E.A.M. TOP TEN LIST

By Chris Casias

In honor of all the country music events going on this month, our Top Ten List comes from Buckeye, Az and our category is....." Top Ten Signs You're a Country Music Fan"

10. You have a bumper sticker on your truck that says " I'd Rather be Cow Tipping!"

9. You think "modem" is something you do to the fields.

8. You like jumping through moving trains in downtown Phx.(Eddie & Rolando)

7. Every time you cancel for a shift it's because your girlfriend left y o u and she took your truck!

6. You only work events that have the word "Coors" in it.

5. You practice safe sex by marking an " X " on all the sheep that kick!

4. For Halloween you're dressing up as a Cowboy, and the only thing you have to buy is a can of chew!

3. You pick up hubcaps on the side of the road to make more belts!

2. The last time you saw 90210 you were standing on a scale!

.....and the Number One Sign That You Are a Country Music Fan is.....Everyone tells you "If you wash your truck, you'll get better gas mileage!!"

CHRISTINE'S COLUMN

By Christine Philbern

Hello everyone!!! I would like to start out by introducing myself. My name is Christine for those of you who don't know me. I've worked at T.E.A.M. for about two years now. I have recently taken on part of scheduling.

There are a few issues that I would like to address right away. First off, we have permanent schedules available for those who are interested if you take on any amount of shifts that equal eight or more hours you will be rewarded with a .50 cent raise. Another issue I would like to address is the parking personnel. We have about four, we need about three times that amount to do the parking account. So if anyone is interested let me know.

Now the last but most important thing I would like to cover is everyone really need to work on attendance. I understand that emergencies come up. Its just hard for me to believe that they come up every weekend right before work. So when you're scheduling next Monday, make sure that you will be able to show up for all the shifts that you schedule for. Now if there is an emergency you still need to talk directly to me before you can cancel . Do not just leave a message either on the voice mail or the pager. When you do cancel make sure it's at least 4 hours before your shift or it will be considered a no call/no show. I hope to hear from all of you next Monday.

ADAM THE ACCOUNTANT

By Adam Tolman

Halloween always is a busy time of the year for employees of T.E.A.M. Everyone, from the schedulers to the supervisors to the accountants to the employees who work in the field, finds themselves with much more to do that they know what to do. It is an important time for us, as it greatly increases our company's cash flow and your personal cash flows(i.e. more hours=more money).

However, I would like to digress a bit, to discuss a more important topic: the art

of choosing a costume for a child. Some may say that a child, more specifically a little girl, should be dressed as a little queen or princess. Others may suggest a ballerina or a cheerleader. Little do they know. Though it may not be public knowledge, dressing a child as a little pig is the highest honor you can do for them. Yes, it is true.

Oh, sure some will mock you and the child. "Painful psychological damage!" they may cry. "Oink, oink" they yell at the precious little girl dressed as the pink pig. Oddly enough, as those of little intelligence mock and point, the girl is learning a valuable lesson for life-perseverance and endurance. The remarks she gets at the doors she knocks on, "What a cute little girl!" or "My, what a darling little piggy" are much more meaningful than the mindless drivel other people may yell.

So, go out and work hard, representing T.E.A.M. well. Sign-in when you should , sign-out when you leave, and we accountants will see that your checks appear just as they should. But while you're out working, give this topic some thought. Think of how you may respond if you were to see the cutest girl you ever saw dressed as a pig, and then go buy some little girl you know a piggy costume for Halloween.

JARED'S JOURNAL

By Jared Rafferty

Well here we are that special time of the year when Taryn calls us all and say's, "Hey, slappy here's your life until march." And I'm sitting here looking at the calendar trying to figure out how we can have twice as many events as there are days, in the month of October.

We are doing well and that can only be attributed to you guys. We are in the people business and although T.E.A.M. does a better job of training than any other I've seen, the simple truth is that it's all of you that make us what we are. And because of that we are growing by leaps and bounds. In fact you may have noticed that we could use some new blood. We are currently recruiting as many people as we can. But I'm a firm believer in word of mouth. Now most of us in the office don't have friends outside of the business, but I know you young folks do.

I know they love to hear stories about your great job. Have them come in and live some of their own. Also don't forget

that for every new hire that puts your name on their app and completes 100 hours you get \$25. Ask some of the old Air Force guys, some similar programs paid for their kids to go to college.

This month we'll be lucky enough to be sending Taryn back to her first home at the Veterans Memorial Coliseum for the State Fair. She is looking for four to five people to help build the sand castle again this year. It's a very popular shift so be sure to call early. All calls should be directed to Chris Casias who will be the sand castle supervisor.

We also have the Family Values Tour at AWA, and the IHBA World Finals at FIR. Just to name a couple of events this month so remember to go out and beat the bushes for new employees. Just don't beat the employees (TARYN!)

**DID SOMEBODY SAY
McDONALDS OR TROLL?** By Chris Casias

A friend and I went to McDonalds for lunch one day, it wasn't very busy so we didn't wait in line for too long. I ordered some fries and a burger, same thing for my friend. So when we got our food we went to get a seat. My friend wanted to sit by a window and the only table available was by this dirty looking woman with all her belongings in a shopping cart, so with my experience in working downtown Tempe I figured that she was a transient. At this time I realized that we forgot to buy some drinks, my friend said he was going to the bathroom, while I went to get our drinks. I bought our drinks and went back to the table where we had left our food. When I got to the table I saw the homeless lady at our table eating our food! By this time my friend was still in the bathroom. So I walked up and asked her, "Why are you eating our food? That's our food I just went to buy our drinks!" She said, "This isn't your food, this is my food!" By this time I was getting a little mad and again told her that she was eating our food. She responded by asking me, "If this is your food where is your receipt?" "Who keeps a receipt from McDonalds? I know I don't!" I told her.

Finally my friend came from the bathroom and asked me what was going on. "This lady just came over and started eating our food!" So my friend said not to make a big deal out of it. I agreed with him since I didn't want the food she had already started eating.

We went up to the counter and ordered

again. My friend wanted to sit somewhere else, but I wanted to go back to where the lady was sitting and sit there. So we sat right across from her and ate our lunch. A few minutes

later she got up and I guess went to the restroom because she left her cart there with her bags in it. I waited until she was out of sight and then I went over to her cart and took her bags out of it. I took both bags over and set it on our table.

The lady came out and went over to her cart and started looking around, she was looking for her bags. She then looked over in our direction and saw the bags on our table. She started walking to our table, then she asked me why I had her bags. I responded, "What bags?" She said, "Those bags on the table, they are mine!"

I then asked her, "Do you have a receipt for them?" She said no, so I told her, "Then if you don't have a receipt for them these are my bags." She just looked at us and started walking back to her table. At this time I told my friend, "Let's get out of here!"

So we grabbed both of the bags, threw them in the car and took off.

BRET'S BREAD & BUTTER By Bret Rowley

Greetings from the Accounting Department. As many of you know the month of October is one the busiest of the year and a very hectic time. Here in Accounting we hope to make the month run as smooth as possible, but in order to do this we need your help. We do not want to short any one on their checks so (1) we ask that you keep a record of what shifts you work, in case of a payroll protest, (2) make sure that you or your supervisor signs you in at all events and that you are also signed out at the appropriate time. (3) Supervisors, we ask that you turn the sign-in sheets in to 111 in a prompt manner to ensure that the hours are included on the proper check. (4) And last of all we ask that you be patient with us in the case of an error; we will resolve them as quickly and accurately as possible. Enjoy the month and be careful with Carney Casias.

TARYN'S TURN
By Taryn Jewell
SCHEDULING PAGER:

Does everyone know what to do if you get sick or your car breaks down on your way to work? CALL THE #@%!!?&* SCHEDULING PAGER!!! 219 - 5965! If you can't remember this number - simply call our regular number 829-6066, which you should have memorized, since some of you call 20 times a day to annoy me!!

Seriously, please have the courtesy to call should something happen. (You sure would not like it if you drove to an event, and we sent you home because the call was cut down.. You would want us to call you AHEAD of time)

STATE FAIR:

State Fair parking maps are now available in the office @ 111. Please pick one up if you are interested in working the fair as the parking situation is not easy to verbalize. We won't start scheduling the fair until after OCT 8th - so we can live through the "Family Values" concert at AWA!!! DIAMONDBACKS ARE DONE!! Therefore - parking will be much easier for America West Arena!! WE WILL NO LONGER REIMBURSE FOR PARKING!! Please make note of this and plan accordingly.

MICK'S MEMO
By Mick Hirko

Do you know why October is such a scary month? It's not because of Halloween, which is way too obvious. Rather, it's because this is the one month of the year where everybody decides to have their events, and we stress on how to take care of all the work. I'm sure that by the end of the month you all will be scared, too. You'll be afraid of Taryn and Christine, who will call you and be asking you to fill more shifts than

you want to, and send you from one event to another. This is a real good time to make a lot of money for Christmas gifts. Taryn is the one who really gets the raw end of the deal, because by the time November comes around, pretty much everybody who works for T.E.A.M. will have taken her off of their Christmas list, because of how much we ask of you. I appreciate your help and understanding for this situation in advance, and hope that you all will be able to help us as much as possible.

The response last month to our job listings was overwhelming. Actually, there were

several rumors of persons interested in the managements jobs we had listed, but nobody actually applied. It was probably because we had listed a date that was one day after the newsletter came out. That was my fault. The jobs are still currently listed, and will remain open until filled. We have also added a position. The jobs are as follows:

Equipment Manager
Special Event Dispatcher
Recruiter
Scheduler
Receptionist

Each of these positions is a part to full time position, depending on the availability and qualifications of the person who is offered the job. On a full time status, the positions do have salary, medical and vacation benefits. Any persons interested in any of these positions must submit a resume' and letter of intent to Chris Casias. Since each of the jobs has it's own unique criteria, past performance personality will be considered in the evaluation. I also want to thank Carlos Zavala and Rob Jones for your post efforts in the recruiting area. Keep up the good work.

I also want to remind all of you that there is a \$25.00 reward or bonus for every person that you refer to us, and who works at least 100 hours. Bring your friends, roommates, classmates, or anybody else that you feel might enjoy a real good and fun part or full-time job.

I really don't like to single anybody out for doing a great job, because we are a team, and we succeed as a team, but I would like to thank Gabe Rendon for always coming through, and helping out, when we get in a pinch. Also Jon France, who slaves away every weekend to take care of all the barricade labor, and works endlessly with Tempe P.D., who dreams up new traffic patterns for him to set up. Jon is there many a morning, while the sun is coming up, still taking down the endless amount of equipment that he is responsible for. Hey, Jon - if you could only try to schedule your laundry days for those nights you aren't scheduled for... Finally, I'd like to thank Nick Michaud, Zach McFall, Carlos Perez and David Cedillo, who even though have not been with us very long (with the exception of Carlos, who recently returned from Texas) show enthusiasm and hard work ethics, and are

always willing to help out and do the marathon shifts. Keep up the good work - You'll go far with us. Now, here is the other reason I don't like to single out anybody - because inadvertently I end up missing or forgetting somebody who worked very hard, and has really tried to do a good job. I usually remember them about one half hour after *TEAM Cents* hits the streets. I thus apologize to anybody I have slighted by my comments, and don't hesitate to give me a hard time for it. There are a few other honorable mentions - 1) Eddie Cano, who we all know is the best. If you're not convinced, just talk to him; he'll take care of your lack of conviction. 2) Andy and Linda Jimenez, who continually bring their whole family, friends, neighbors and anybody foolish enough to walk past their house while they are heading out to an event to help us out. 3) Josh Larsen, for being the most improved, and trying real hard to improve himself. 4) Jamaica John Velez, whose good-natured personality and happy smile is always infectious. 5) Taryn Jewell, for leaving our office to go to

the State Fair for three weeks, 6) one unnamed person, for going to work for the competition. You have no idea how much that helps us. Finally, I would like to thank the Brewery crew for a great job all season, and making this a very low maintenance and very positive exposure account. Thanks to all of you, and those that a really did forget. You are what makes us the best in the west. Keep up the good work!

As you probably know, this is our 5th year anniversary. We've come a long way, and still want to go a lot further. In the past five years, there have been many points of pride, and more to come. We all have our stories of things that have happened while working, and a lot of good memories. Things have been going so fast, and I'm dealing with a lot more than ever before, and it's easy to sometimes forget the most important things. Lately, I've reflected a lot of all the good people that have moved on, but who were, in their time, a big part of the growth and success of T.E.A.M. Now, you are those people, the ones that make us succeed and make this a great place to work. I hope that next year, all of you will still be here to celebrate that sense of pride and commitment, that makes us who we are, on our 6th anniversary. There is nothing that

we can't do, if we set our minds to it, but we always have and always will accomplish everything as a collective, as a team. For those who have moved on - Thanks for bringing us here. For those of us that are here now, thanks for taking us into the future, and caring about what we all care about - Being the Best! Chris recently asked me what the exact day of our beginning was. I couldn't give him an exact date, because of the way everything happened, but one of these months, when Chris decides to put out a newsletter as thick as the "Best of Phoenix New Times" edition, because it is a very long story. I can tell you this much - Our first couple of weeks - there were 7 of us, fighting over positions, name of company, logo, and so many things that are just part of us now.

I really need to thank the one person, without none of this would never have been possible. For the past 5 years, one person has worked tirelessly behind the scenes, making all this happen. At the beginning, she worked two jobs to get T.E.A.M. off the ground, paying my bills, and not taking a paycheck herself, so I wouldn't lose my house and have food. She still claims that she came up with the name T.E.A.M., which is one of the few things that she didn't do. (Have her tell you the story sometime) She has always been there for the company and me, when we really needed her. She sacrificed her own career and ambitions to be there as a support for me and the company, and has always been there to pick me back up when I was really down, and couldn't see the future. She wears her heart on her sleeve, and is always there to encourage and support everybody who has ever worked for us, even if she was the one who got hurt in the process. Even though she has always taken the back seat, and ended up with the unglamorous jobs and responsibilities, her enthusiasm and caring is the essence of what we are. She's always there to point out to me who we are, and what we are about. I might not always like it, but she is also the one who always puts me in my place, even if it isn't always in a nice way. For those of you who haven't figured it out yet, this person is Karen Foley. I love you. Thanks for being there, and being who you are.

Lastly, I want to thank Chris Casias, who has been with us since almost the beginning, and who I think nobody appreciates for all that he does. Chris

wears a dozen hats with titles to go with it. None of you know all the things that Chris is responsible for, and the things he takes care of. He is the one who keeps this company going on a daily basis, quietly and competently resolving a million problems, and making sure that everything is taken care of. I really get upset if somebody tells me that Chris does not like them. He is one of the fairest and most objective people I

know, and he does not let his personal feelings dictate his decisions. In the past couple of years Chris has endured more personal tragedy than one person should have to bear, but he has always continued to put all his energy into making this company great. No words of money could reward him sufficiently for what he does for us. Thanks for everything. I don't even want to think about what we would do without you, my friend. I hope you'll be with us forever, and that from this point forward, only good things happen to you.

Well, now that I have done all the things that I said I didn't want to do, and probably alienated everybody I didn't mention, I better get going. Oh- Shawn - I ordered that titanium cup for you. I'll see you all at the picnic. Keep the peace.

CHRIS' FINAL THOUGHT

By Chris Casias

I think by now (according to the newsletter) everyone has agreed that this month is busy, especially on 10-6 ! I would like to say that after careful consideration I think a pig's costume for a little girl is appropriate. I mean what else would you go as, if you live out pass Gilbert? I'm sure all the stores, or trading posts, are already out of cow costumes!

Every once in a while I read a book that so impresses me that I want to sing it's praises to everyone. Such is the case with *tuesdays with Morrie*, written by Mitch Albom. It is the story of an old man, a young man and life's greatest lesson.

tuesdays with Morrie chronicles Morrie Schwartz' final thoughts about life, love, forgiveness and other topics, as he physically deteriorates from ALS, Lou Gehrig's disease. The thoughts would have been without profound meaning if they were just the ideals Morrie developed in the

final months of his life. But as Albom tells us, this is how Morrie lived his life. For 30 years he was a sociology professor at Brandeis University, where he tried to impart to his students the gifts derived from living as a human being rather than a human doing.

When Morrie was diagnosed, he was told he had two years to live. He made the best of that time.

Morrie first entered my life in March 1995, when he appeared on *Nightline* with ted Koppel, after *Nightline* producers saw an in-depth *Boston Globe* article, "A Professor's Final Course: His Own Death."

On that first show, Morrie spoke with passion about how he faced the end of his life. "There are some mornings when I cry and cry and mourn for myself. Some mornings, I'm so angry and bitter. But it doesn't last too long. Then I get up and say, 'I want to live.'

"So far, I've been able to do it. Will I be able to continue? I don't know. But I'm betting on myself that I will."

A minute after the first show aired, my phone rang. It was a friend of mine from California. She, too, had just seen Morrie and was so moved by what he had said that she was crying. He had the same effect on me. My friend and I talked for hours about Morrie and his reflections on life. Would we ever be as actualized as Morrie? I knew she was. We had been friends for 15 years, and I knew she was the most purest, most loving person in my life. I also knew that I had a long way to go.

By Morrie's third and final *Nightline* appearance, it was clear this was really a "good-bye." Koppel, the sophisticated interviewer, had a hard time keeping his emotions in check.

For Morrie, living meant being responsive to another person. It meant showing emotions and feelings. "When that is gone, Morrie is gone," he told Koppel.

Morrie died shortly after that *Nightline* appearance. My friend died, unexpectedly, two weeks after Morrie.

I believe Morrie had prepared her for her transition.

Have a good and safe October and be careful out there.

T.E.A.M. PUBLIC SERVICE **MESSAGE**

Be careful around railroad tracks. Do not try to cross when there is a train on the tracks.
