

**MARCH EVENTS**

3/1-7: Templeton Tennis Classic  
 3/5-7: Firebird  
 3/6: Dave Matthews @ Union Hall  
 Weiner Dog Races @  
 Greyhound Park  
 3/8: Payday @ 111. 4p-6p  
 3/12-14: Chandler Ostrich Festival  
 3/17: St. Patrick's Day  
 Maloney's on Campus  
 the Radiators @ Cajun House  
 3/19-21: Az Electric Cars @  
 Firebird  
 3/20-21: Great Az Beer Festival @  
 Az Center  
 3/21: Spring Begins  
 3/22: Payday in 111. 4p-6p  
 3/26-28: MAMA Spring Arts  
 Festival on Mill Ave  
 Superchevy @ Firebird  
 3/30-31: Sheryl Crow @ Union Hall  
 4/1: Payday in 111. 4p-6p  
 Rocky Point Festival

**FUTURE BLACKOUT DAYS**

The Following are blackout days that are coming up within the next couple of months:

March 20	March 27-28
April 16-17	May 8
June 19	

**MARCH BIRTHDAYS**

Danny Taylor	3/2
Chris Lee	3/3
Masroor Syed	3/4
Taryn Aguilera	3/5
Jerry Maddox	3/11
Pat Kyler	3/17
Carlos Zavala	3/19
Matt Thomas	3/24

So if you see any of your co-workers around, be sure to wish them a Happy Birthday. Taryn will be available for happy hours for the whole month of March!!!

**PAY CHANGES**

Effective March 1<sup>st</sup>, 1999, all non-licensed positions will start at a rate of \$5.50 per hour. If you are currently at \$5.25 your rate will go up to \$5.50. As well as those that are under this rate.

Licensed positions will be raised from \$5.60 to \$6.00 per hour. So the starting wage for licensed employees will be \$6.00 per hour. If you are currently licensed and make under \$6.00, your pay

rate will be adjusted to \$6.00. If you have any questions please direct them to Chris Casias in 111.

**RECRUITER'S REQUIEM**

By Michelle Colombini

I can never think of a creative way to start my portion of the newsletter, so, I figured I would start it out by letting everyone know that. But now... on to serious business.

As most everyone is probably unaware, one of the facets of my job as recruiter is employee retention. With that said, I do want everyone to know that if they have issues that they would like to discuss (and no I don't mean how you used to get beat up on the playground as a kid, which now causes you to have a fear of teeter-totters and slides, I mean work related issues), PLEASE feel free to contact me!!! We want very much for all employees to enjoy what they are doing and to have a positive experience while working here. We can't resolve problems if we are unaware of their existence.

Along the same line, (that line being employee retention for those of you who lost track), perhaps we can all help in that area in another way; mutuality of respect. PLEASE, when speaking with anyone, do so with the respect you expect you should receive. Everyone gets grumpy and frustrated at one time or another, try not to take it out on others. If you have what you feel to be a legitimate complaint, there are procedures to follow to make that complaint known. It is in everyone's best interest for those procedures to be followed so that the problem can be resolved without any hard feelings developing.

Last but not least, if anyone has any fabulous suggestions for recruiting, please also let me know of them. What I mean is if you know of a group of people who may be interested in earning money as an organization, or a great place to put up fliers, pass it on!

Have a fabulous month!!!!!!!!!!!!

**FROM ACCOUNTING: PART I**

By Bret Rowley

Greetings from the payroll dept. Hopefully all is going well with you all. The payroll department will be celebrating a holiday the 13 through 17 of March and

no payroll related questions will be resolved during this time. The reason being is not St. Patrick's day but rather I am getting married and will not be in town these days. Sorry for any inconvenience that this may cause. Operations will resume as usual the 18th.

**TARYN'S TURN**

By Taryn Jewell

A big thanks to those of you who helped us out the weekend of Feb. 26th - 28th! It was one of our busiest weekends in quite awhile; and we apologize for the late notice we gave you on the blackout weekend, but thank you for trying to change your schedules for us! Now that February is over, March & April start the "festival" season!

We have a variety of festivals & locations planned, so please be available as much as possible - every weekend!

Some upcoming events:

March: Tennis, Firebird Raceway, Ostrich Festival, Mill Ave

Spring festival, misc. concerts, etc. We will have work every weekend for you!!

April: America West Arena concerts, Reggae Festival, Gay Pride Festival, etc.....another month with very busy weekends!!

In another week or so - I hope to have directions to every event & location we work available in the office - so please try to get a copy! If everyone has these, it will cut down the time we have to spend on the phone trying explain how to get to everything!!

Thanks again, and happy spring!!

**T.E.A.M. TOP TEN LIST**

By Chris Casias

This month's Top Ten List comes from our home office at Firebird Raceway in Chandler. Our category for this month is.....*Top Ten Signs You live next Door to a T.E.A.M. Employee...*

10. On his day off, your neighbor sits in his car all night.

9. You see about twenty T.E.A.M. uniforms hanging on the clothesline.

8. Your neighbor brags about camping out at Firebird all weekend!

7. Your car gets booted every time you block their driveway.

6. Every year you get invited to "their" New Year's Eve party on Mill Avenue!

5. You get carded every time you go

over for drinks!

4. When you come over to watch the Superbowl, your neighbor has his back to the TV.

3. The T.E.A.M. patrol truck is parked next door all night!

2. You hear a pager going off at 3 a.m. followed by some cussing!  
.....and the number one Sign That You Live Next Door to a T.E.A.M. Employee is.... Every time you visit, you get patted down!!!

## **FROM ACCOUNTING : PART II**

By Adam Tolman

Greetings from the accounting department. In between diligently entering time and making correct paychecks, we do have a little time to reflect on life's little mysteries. A recent poem read was quite insightful and is appropriate to be shared here:

'I passed one day through a lonely town,  
And saw a crew tearing a building down.  
With a 'ho-heave-ho' and a husky yell,  
They swung a beam, and a side wall fell.  
I asked the foreman, 'Are these men skilled,

The kind you'd hire if you had to build?'

'Oh, no' he chuckled, 'no, indeed,

Common laborers are all I need.

For I can destroy in a day or two

What builders have taken years to do."

I asked myself as I walked away,

'Which of these roles have I tried to play?'

Am I a builder with ruler and square

Who builds and shapes with time and care?'

Or am I a wrecker who roams the town

Content with the task of tearing down?'

I hope we realize the great people we work with, and just once amidst all the sarcasm and barbs that is thrown around-in good fun, mind you-we take the time to let each other know we appreciate the good work being done.

Have a great week, work hard and smile.

## **OPERATION'S ATTITUDE**

By Jared Rafferty

This last weekend was a coup for all of us as a T.E.A.M. we survived one of the most hectic weekends of the year. But we all knew that we could survive, for survival is often the least thing that one could do. Some of us had a less than perfect weekend and some of us shined. We know now that we can accomplish anything that we work together on. The next step is working together as our name

implies, so the load falls evenly.

"Many hands make light work" everyone of us has something to add to the company and each other. And only together can we become the best there is. We have all the right components in you. It's simply a matter of nurturing and utilizing that which you bring to the T.E.A.M. many thanks to all of you who put forth the effort that makes us what we are.

Thank you.

## **MICK'S MEMO**

By Mick Hirko

This last month, something happened, that really offended me personally. Thus, the subject of the month will be regarding this incident, and the topic of prejudice, in general.

I can safely say that none of you remember the Civil War (except Taryn, that is - But then again, any day in the office with her is a civil war), and not too many of us were around during the civil rights movement, some 30 years ago, but I find it disturbing to see some of the unenlightened and backward thinking that still exists, based on nothing but pure ignorance.

I grew up in Germany, a country that perfected the art of hating people for being different. We (the U.S. & their allies) fought Germany, and our parents and grandparents were shocked when the news came out of the atrocities that were committed there during the War. Right now there is a trial in Texas against three white men who beat an African American man, tied him to the back of their pick-up truck, and dragged him three miles, to his death. Why did this happen? Because of the color of his skin - pure and simple. That's not any better than what the Nazis did.

We all have our prejudices. Nobody is pure. We have all been victims of reverse racism in our job, when we deal with a situation, and are accused of treating somebody poorly, because of their race or sex or any other factor. It's very frustrating to me personally, and I know it is to a lot of you. I don't like being called a racist by somebody, who, the only reason I am having contact with, is because of their behavior, not the color of their skin. It seems to me that a lot of people use race as a crutch, as an excuse why they don't have to behave as others, and why they should get special treatment.

In the office, we are all guilty of

making insensitive remarks. We do, because we know we don't offend each other, and that we don't mean anything derogatory in our actions. Our office is very culturally diverse, because we don't judge people by the color of their skin, only by their abilities (except Taryn, of course). We have all been guilty of making racial remarks out of frustration, even if we don't feel that way. Often, it is as a result of reverse racism. That does not make it right, or alright.

I understand that some of us may have racial prejudice. I don't want to know about them, and I sure as heck never want anybody that works for this company ever to display them. The incident that happened last month made me sick. Words cannot describe how angry this made me. Obviously, he was fired. I only regret that I could not have done more.

The bottom line to this is - We live in the greatest and freest country on this planet. We have the right to think and say what we feel, as long as it isn't offensive or actionable. Even the KKK has the right to speak freely, and express their venomous message of hate. Many brave men and women have fought and died, to protect the rights of all Americans, including inbred losers rights to propagate hate based on ignorance and sub-human intelligence. This does not mean that this company will now or ever, tolerate that type of thinking. If you feel hatred or prejudice against others because of the color of their skin, their heritage, their race, their sex, or their religious or sexual preference, you had better keep it to yourself, and never display those feelings towards another T.E.A.M. employee, a member of the public, or anybody that you interact with in a T.E.A.M. uniform. There is no room in this world for people who hate out of ignorance, and there surely is no room for somebody like that at T.E.A.M.!

## **CHRIS ' FINAL THOUGHT**

By Chris Casias

Thanks to those who helped Jared out at Firebird this past weekend. I heard many of you did a great job and stood out. Keep up the great work.

Unfortunately I couldn't be out there with everyone. Thanks to those who called me with their prayers in the past few weeks. It helped me get through some personal tragedies and I'm glad I can count on you. Peace.

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