

J.E.A.M. CENTS

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DECEMBER EVENTS

12/1-3: M.A.M.A. Fall Arts Festival on Mill Avenue.
12/5: Tina Turner @ AWA
12/8-9: Mill Avenue Crews.
12/9: Tempe Snow Day
12/11: Payday in 111. 4p-6p.
12/15-16: Mill Avenue Crews
12/17: Cardinals Game. Mill Avenue Parking and bar Crews.
12/23: Payday in 111. 4p-6p.
12/24: Chris Casias Birthday Bash
12/25: Christmas- offices closed
12/31: Blackout Day
Fiesta Bowl Block Party on Mill Avenue
Journey/ REO Speedwagon @ AWA

DECEMBER BIRTHDAYS

Juan Gallegos	12/1
Kevin Lambert	12/2
Raymond Bradley	12/6
Michael Bolinger	12/8
Donald Simpson	12/11
Jason Culberson	12/14
Kim Hanley	12/14
Nicole Pinon	12/14
Jeffrey Jones	12/16
Steve Lukash	12/18
Kendra Vermillion	12/19
Anthony Lopez	12/22
Chris Casias	12/24
Deborah Ivester	12/27
Ernie Rodriguez	12/27

Wendy Sher 12/30
Happy Birthday to all those celebrating another year of your life. See Nicole Pinon for your very own CD copy of the "Nicole Pinon Christmas Album"!

T.E.A.M. ANNIVERSARIES

Two Years: Mikel Sikora	12/10
One Year: Kim Hanley	12/1
Deborah Ivester	12/1
Jose Montellano	12/2
Steve Lukash	12/15

Congratulations and thanks for hanging in there. See Scottie for your own video copy of "Scottie Beattie's Christmas Interpretation Dance Video"! Or pick it up at Blockbuster!

Be sure to check out our website at www.teamsecurity.net and download Chris' Christmas wish list. Plan ahead for your next raise!!!

A WORD FROM THE TCS

By Chris Casias

Happy Holidays to all of you and thanks for tuning in this month. For those of you faithful readers out there, our end of the year issue is coming up later this month.

Our last issue of the year is the "Best of 2000" issue. If any of you have memories of this past year that you want to share with everyone let us know. We will have categories of the best employees, best events, most improved employees and many other different categories. If you wish to nominate someone or have a category included, feel free to contact me in 111.

Be sure to pick up this issue by the end of the month. Remember, December 31st is a black out day- which means everyone must work. We will be having a few meetings regarding the events and

instructions for this night, if you are interested on attending one of these meeting contact me in 111.

I hope all of you have a great Christmas and spend it with your family, as you will be spending New Year's Eve with your T.E.A.M. family. See Andy for your Holiday Hugs he'll be in a red suit!

STORIES TO SHARE AROUND THE TREE

The Ice Fisherman

A guy gets up really early in the morning to go ice fishing. He goes out onto the ice with his tent, his pick and his fishing rod, and starts to pick at the ice. A short while later, the guy hears a big, booming voice, "There's no fish under the ice." The guy looks around, sees nothing, so he starts to pick at the ice again. Suddenly, he hears the voice again, "There's no fish under the ice". Now the guy is getting a little edgy. He looks up, "God, is that you?" There's no answer, so he starts picking again. "There's no fish under the ice!" repeats the voice. Again, the guy yells, "God! is that you?" "No, it's Martin the security guard of the ice rink!"

How to Tell a Democrat from a Republican During the Holiday Season

By John Carlson

And you thought you could tell Republicans from Democrats by how they vote. Not so! Just observe, how they act during the holidays:

Republicans say "Merry Christmas!"
Democrats say "Happy Holidays!"

Republicans help the poor during the holidays by sending \$50 to the Salvation Army.
Democrats help the poor by giving \$50,

one buck at a time, to panhandlers on the street.

Democrats get back at Republicans on their Christmas list by giving them fruitcakes.

Republicans re-wrap them and send them to in-laws.

Democrats let their kids open all the gifts on Christmas Eve.

Republicans make their kids wait until Christmas morning

When toasting the Holidays, Republicans ask for sherry or mulled wine.

Democrats ask for egg nog.

When not in stores, Republicans use a catalog.

Democrats watch for "incredible TV offers" on late night television.

Democrats do a lot of their shopping at Cost-Co and WalMart.

So do Republicans, but they don't adm it it.

Democrats give their children gifts that make a political statement.

Republicans give their children gifts that will keep them out of their hair.

Republican parents have no problem buying their kids toy guns.

Democrats refuse to do so. That is why their kids pretend to shoot each other with dolls.

Republicans spend hundreds of dollars and hours of work decorating the yard with outdoor lights and Christmas displays.

Democrats save their time and money and drive around at night to enjoy the scenery.

Democrat's favorite Christmas movie is "Miracle on 34th Street."

Republican's favorite Christmas movie is "It's a Wonderful Life."

Right-Wing Republican's favorite Christmas movie is "Diehard."

Republicans always take the price tag off any expensive gifts they buy before wrapping.

Democrats also remove price tags off pricey gifts...and reposition them to make sure they are seen.

Republicans wear wide red ties and green sport jackets during the festive season.

Democrats do too, all year round.

Most Republicans try, at least once, enclosing indulgent, wretchedly maudlin form letters about their families in their Christmas Cards.

Public ridicule from Democrats usually discourages them from doing it again.

Democrats favorite Christmas song is "Deck the Halls."

Young Democrats favorite Christmas song is "Grandma Got Run Over by a Reindeer."

Republicans favorite Christmas song is "White Christmas."

Young Republicans favorite Christmas song is "White Christmas."

Cheapskate Republicans buy an artificial Christmas tree.

Tightfisted Democrats buy a real tree, but they wait until the week before Christmas when the lots lower their prices.

Democratic men like to watch football while their wives, girlfriends or mothers fix holiday meals.

On this, Republicans are in full agreement.

Republicans see nothing wrong with letting their children play "Cowboys and Indians."

Democrats don't either, as long as the Indians get to win.

Republicans first began thinking like Republicans when they stopped believing in Santa Claus...

Democrats became Democrats because they never stopped believing in Santa Claus...

A Christmas Poem

"Twas the night before Christmas and Santa's a wreck...

How to live in a world that's politically correct?

His workers no longer would answer to "Elves".

"Vertically Challenged" they were calling themselves.

And labor conditions at the north pole Were alleged by the union to stifle the soul.

Four reindeer had vanished, without much propriety,

Released to the wilds by the Humane Society.

And equal employment had made it quite

clear

That Santa had better not use just reindeer.

So Dancer and Donner, Comet and Cupid, Were replaced with 4 pigs, and you know that looked stupid!

The runners had been removed from his sleigh;

The ruts were termed dangerous by the E.P.A.

And people had started to call for the cops When they heard sled noises on their roof-tops.

Second-hand smoke from his pipe had his workers quite frightened.

His fur trimmed red suit was called "Unenlightened."

And to show you the strangeness of life's ebbs and flows,

Rudolf was suing over unauthorized use of his nose

And had gone on "Jerry Springer" in front of the nation,

Demanding millions in over-due compensation.

So, half of the reindeer were gone; and his wife,

Who suddenly said she'd enough of this life,

Joined a self-help group, packed, and left in a whiz,

Demanding from now on her title was Ms.

And as for the gifts, why, he'd ne'er had a notion

That making a choice could cause so much commotion.

Nothing of leather, nothing of fur, Which meant nothing for him. And nothing for her.

Nothing that might be construed to pollute. Nothing to aim. Nothing to shoot.

Nothing that clamored or made lots of noise.

Nothing for just girls. Or just for the boys. Nothing that claimed to be gender specific.

Nothing that's warlike or non-pacific.

No candy or sweets...they were bad for the tooth.

Nothing that seemed to embellish a truth. And fairy tales, while not yet forbidden,

Were like Ken and Barbie, better off hidden.

For they raised the hackles of those psychological

Who claimed the only good gift was one

ecological.

No baseball, no football...someone could get hurt;
Besides, playing sports exposed kids to dirt.
Dolls were said to be sexist, and should be passe;
And Nintendo would rot your entire brain away.

So Santa just stood there, disheveled, perplexed;
He just could not figure out what to do next.
He tried to be merry, tried to be gay,
But you've got to be careful with that word today.
His sack was quite empty, limp to the ground;
Nothing fully acceptable was to be found.

Something special was needed, a gift that he might
Give to all without angering the left or the right.
A gift that would satisfy, with no indecision,
Each group of people, every religion;
Every ethnicity, every hue,
Everyone, everywhere...even you.
So here is that gift, it's price beyond worth...
"May you and your loved ones enjoy peace on earth."

The Early Reindeer Retirement Package

The recent announcement that Donner and Blitzen have elected to take the early reindeer retirement package has triggered a good deal of concern about whether they will be replaced, and about other restructuring decisions at the North Pole.

Streamlining was appropriate in view of the reality that the North Pole no longer dominates the season's gift distribution business. Home shopping channels and mail order catalogues have diminished Santa's market share and they

could not sit idly by and permit further erosion of the profit picture.

The reindeer downsizing was made possible through the purchase of a late model Japanese sled for the CEO's annual trip. Improved productivity from Dasher and Dancer, who summered at the Harvard Business School, is anticipated and should take up the slack with no discernible loss of service. Reduction in reindeer will also lessen airborne environmental emissions for which the North Pole has been cited and received unfavorable press.

I am pleased to inform you and yours that Rudolph's role will not be disturbed. Tradition still counts for something at the North Pole. Management denies, in the strongest possible language, the earlier leak that Rudolph's nose got that way not from the cold, but from substance abuse. Calling Rudolph "a lush who was into the sauce and never did pull his share of the load" was an unfortunate comment, made by one of Santa's helpers and taken out of context at a time of year when he is known to be under executive stress.

As a further restructuring, today's global challenges require the North Pole to continue to look for better, more competitive steps. Effective immediately, the following economy measures are to take place in the "Twelve Days of Christmas" subsidiary:

- The partridge will be retained, but the pear tree never turned out to be the cash crop forecasted. It will be replaced by a plastic hanging plant, providing considerable savings in maintenance.

- The two turtle doves represent a redundancy that is simply not cost effective. In addition, their romance during working hours could not be condoned. The positions are therefore eliminated.

- The three French hens will remain intact. After all, everyone loves the French.

-The four calling birds were replaced by an automated voice mail system, with a call waiting option. An analysis is underway to determine who the birds have been calling, how often and how long they talked.

- The five golden rings have been put on hold by the Board of Directors. Maintaining a portfolio based on one commodity could have negative

implications for institutional investors. Diversification into other precious metals as well as a mix of T-Bills and high technology stocks appear to be in order.

- The six geese-a-laying constitutes a luxury which can no longer be afforded. It has long been felt that the production rate of one egg per goose per day is an example of the decline in productivity. Three geese will be let go, and an upgrading in the selection procedure by personnel will assure management that from now on every goose it gets will be a good one.

- The seven swans-a-swimming is obviously a number chosen in better times. The function is primarily decorative. Mechanical swans are on order. The current swans will be retrained to learn some new strokes and therefore enhance their outplacement.

- As you know, the eight maids-a-milking concept has been under heavy scrutiny by the EEOC. A male/female balance in the workforce is being sought. The more militant maids consider this a dead-end job with no upward mobility. Automation of the process may permit the maids to try a-mending, a-mentoring or a-mulching.

- Nine ladies dancing has always been an odd number. This function will be phased out as these individuals grow older and can no longer do the steps.

- Ten Lords-a-leaping is overkill. The high cost of Lords plus the expense of international air travel prompted the Compensation Committee to suggest replacing this group with ten out-of-work congressmen. While leaping ability may be somewhat sacrificed, the savings are significant because we expect an oversupply of unemployed congressmen this year.

- Eleven pipers piping and twelve drummers drumming is a simple case of the band getting too big. A substitution

with a string quartet, a cutback on new music and no uniforms will produce savings which will drop right down to the bottom line.

- We can expect a substantial reduction in

assorted people, fowl, animals and other expenses. Though incomplete, studies indicate that stretching deliveries over twelve days is inefficient. If we can drop ship in one day, service levels will be improved.

- Regarding the lawsuit filed by the attorney's association seeking expansion to include the legal profession ("thirteen lawyers-a-suing"), action is pending.

- Lastly, it is not beyond consideration that deeper cuts maybe necessary in the future to stay competitive. Should that happen, the Board will request management to scrutinize the Snow White Division to see if seven dwarfs is the right number.

SWANSON'S SONG

By Jeff Swanson

Happy Holidays, I hope you all had plenty to eat last week!

First I would like to thank a few people who have been helping me. (You know who you are.)

As you may or may not have noticed, I have been trying to make our office areas a little more professional. This is taking longer than I expected due to the fact I'm spending about a third of my time cleaning. For those of you who would like to assist me in organizing, cleaning, decorating, whatever it takes, YOU are a T.E.A.M. player. For the rest of you, get a life and get out of my way! I've decided to stay with T.E.A.M. for awhile and I like things my way. That doesn't mean my way is always perfect, but if no one steps up to the plate with suggestions I will eventually make things my way. With the help of a few T.E.A.M. players I've been working on purchasing us equipment: trailers, a travel trailer, hotel rooms during events, etc. etc.. This is already a fun and easy company to work for and with a little work, we can make it a better company to work for! As always, if you have any questions, ideas, or need anything I'm just a phone call away.

NICOLE'S NOTES

By Nicole Pinon

With all the hustle and bustle of the holiday season, it is important to remember...who gave you that stupid sweater last year that you never wore!!

No, just kidding, even though I have had that happen to me a lot when I was younger. Oh, don't you just love the Christmas season? Everyone is laughing at

the others who keep falling down in the ice rink, children leaving their snot marks on store windows from gazing at the newest toy, men still trying to figure out what to get their loved ones who said they wanted lingerie, but will probably get candy. Isn't it funny how we somehow turn our whole attitude around when the holiday season rolls around? I used to when I was younger. It's the whole "butter-your-parents-up-so-they-will-get-you-what-you-want" effect.

As adults we still have this attitude. Why? Is it the carols playing everywhere you go? Or maybe it's the whole idea of getting presents. It could also be for religious reasons as well. As I sit and reflect what Christmas means to me, It often brings a tear to my eye just reminiscing. To me, Christmas is a time of hope, joy and even love. A time to rejoice, a time to go back and re-read the famous bible story, and a time to tell your loved ones how much they mean to you instead of what they get you under the tree.

I was talking to my mom the other day and asked her what I should write about. She told me what Christmas meant to her. She told me about how she had bought her mom a new white Christmas tree. My mom and her family were not the richest people (money wise) however, they were rich with love. My grandma was at work and my mom had decorated the tree with brand new decorations. She decorated the tree in blue. When my grandma arrived back home from work she was so surprised. That was the greatest gift to her. Her seeing the house all decorated, especially with a brand new tree and decorations was a real treat for her. "I also remember her birthdays." my mom continued. "Your uncle and I would save all of our lunch money to buy the streamers and balloons. I would make Jello and my dad would buy a cake and we would decorate the house before she came home from work. Again she would be so thrilled." My mom and my grandma were close. They were like best friends! No one could pull their relationship apart. My mom continued on about the Christmas season and what she liked about it. She brought up a point where her and I would go to the Christmas stores to go and see all of the decorations. She would always tell me her "Wish List". Her eyes gleam and brighten up with every glance of tree lights and decorations.

As for my dad, he has never really been the type to decorate. He has always told

me that Christmas is everyday. That's true too! We should celebrate the gift of love with everyone everyday of our lives. Sometimes we get so caught up in our own messes and schedules that we forget about the true meaning of life, and that is each other. Even during the holiday season, we get caught up on wrapping gifts, making sure we didn't go over the credit card budget and trying to keep our check books in balance through all of the last minute shopping. "Christmas is inside of you, just as Christ is inside the word CHRISTmas." That's what my dad would always say. "Jesus is the reason for the season!" he would always proclaim. Our family has always upheld our faith through the holidays. We would go to church then go over to the boring family dinners where my dad would say, "Make an appearance and act like you want to be there." I did, and before I knew it, I was having fun. The best part of the dinner was the tamales! I love tamales! I always like to try and lose a few pounds for the feast. Green tamales are my weakness, especially the way my mom makes them. YUM! YUM! YUM!

Another good thing about the season are those "After Christmas Sale". That's when you really get the relatives their gifts! After

all, they're on sale! Christmas is fun, and yes, the presents are great and all, but lets not forget the true meaning of Christmas. It lyes within the word CHRISTmas. As I end this article, remember to tell those who you are sharing your life with, how much you love them and cherish them. And remember the reason for the season! A 2000 year old story has more truth now and always will. I love you Dad and Mom, and of course my little Princess Baby Boo Bear! Take care T.E.A.M.sters! Merry Christmas and God Bless! 'Tis the season for Tamales!

HOLIDAY'S ARE FULL OF KINDNESS

By Brandon Smith

By now everyone should be starting to feel the effects of the holidays. As we all know the holidays should be a time of compassion, sharing, joy, and thankfulness.

It is a time that we all rejoice for being here and spending time with family and loved ones. On the flip side though as we all know that when mass quantities of people get on the streets and start stressing over that one popular gift, that things have now become a nightmare. I am sure everyone remembers the beanie babies crisis a couple of years ago. I know I saw people get in fights over a particular item just for a stocking stuffer. Then we had the tickle me elmos, people would camp out in front of stores just to get one. The main goal here is that even though the holidays are suppose to be pleasant they can often become chaos.

Whether you are security trying to calm down a disgruntled shopper or if you are a parking attendant trying to keep clam while someone is upset they had to pay ..75 cents to park just remember to keep your head about you, and know that you staying calm is making that person look a lot worse off than yourself. Thank you and I hope everyone has an enjoyable holiday experience. Just remember the philosophy "Kill them with Kindness."

SIKORA SAYS....

By Mikel Sikora

I hope everyone had a great Thanksgiving Day and I hope everyone had something to be thankful for.

I was able to spend my Thanksgiving with people that I am thankful for and I care for. Most of all I have been thankful for my wonderful daughters.

I mention my daughters because I am very proud of them. My oldest has become a real team player. I recently attended one of her basketball practices. She was made the captain of her team because of her skills and leadership. The way she plays and encourages others has caught the attention of St. Mary's High School. This would be a great opportunity for her to play for them when she reaches high school. She helps the others by showing them and encouraging them to be the best they can be.

My youngest daughter isn't the best athlete, but she also is a great team player. She puts all her heart into whatever she does. She also encourages the others to be the best they can be. It may sound as if I am doting about my girls. I am, but I am also trying to get the point across about being a T.E.A.M. player. If you are a T.E.A.M. player your actions can and will be rewarded. You will have the opportunity to just about anything you want in life and work.

I recently taught the advanced training class and I hope I made it clear that everyone needs to be the best they can be and also help others be the best they can be. The best example I can think of right now is Nick Carstens. I have heard many things about the way Nick does things. I have seen him make friends with people at many events he has worked. I have also seen him try to help the people he is working with. He is always in a good mood and it shows. If you ever have the opportunity to see him work, watch him. I know there are others that do this and you too are appreciated. This is the type of person that everyone should strive to be, a T.E.A.M. player.

Hopefully when you read this you will be looking forward to the MAMA Festival and keep this in mind. If you have read this after MAMA keep it in mind for the upcoming events. We have the largest event of the year coming up, the Tempe Block Party.

I am looking forward to my third New Year's Eve working with T.E.A.M. I know some of you have heard the horror stories of New Year's Eve, but it is a lot of fun and hard work. I am very much looking forward to seeing all of you at New Year's Eve. I have been working with most of you for 2 years this month and I have had a wonderful time of it.

REMINDER: It is now winter. It is time to bundle up for the shifts you will be working. It does get cold and I would hate for anyone to get sick and miss out on all the fun we have coming up.

Happy Holidays, be safe and have fun.

TRAVIS' TRAVELS

By Travis "The New Kid" Williams

How's it going? Well the first semester of school is coming to an end and things are getting hostile. This is my first year in college and out of my parents' house.

Working in an office is a new experience for me, and proves to be a challenging one as well. While in the process of being trained by Mike Windsor I expect only one thing out of the accounting personnel. That one thing would most likely be patience with me, I have acquired some basic skills of computer business management in high school. Nothing directly related to accounting like is needed. I am moving along very well with Mike's experience showing me the way and my willingness to learn what is needed to get the job done.

Some things about myself; I grew up in a small town called Thatcher, which is right next door to Safford where Mike grew up. I attended Thatcher Schools and graduated from Thatcher High School, in all the while living a small town life.

During my high school year I participated in the sports cross-country and track. After graduating I received offers of scholarships from every junior college in the state and chose Glendale Community College for they gave me the best deal. This was the only reason for me to move to the big city. I lived with my Aunt and Uncle for the majority of this semester, but because of personal reasons had to leave.

Luckily Mike was living in Mesa and I was already working for T.E.A.M. as

regular security person. Now I am here not quite enjoying the city life, but managing.

I know that none of this has anything

to do with you guys, I just thought that you might want to know a little about the new guy in the back office. I hope everybody is excited for the upcoming holidays, I know I am, because it is the only time of the year that I can eat as much as I want and everyone isn't complaining about it.

To make a long story short, I hope everyone has a happy Thanksgiving, and if you are going to travel be safe from Travis Williams, and I am out...

The Lost Cub Scout

By Wally Conkrite

As I sit here in Florida, patiently awaiting the 37th recount for the presidential election, I recall a similarly immature display recently in Tempe, Arizona. I had the dubious pleasure of being invited to the 7 year anniversary party of a local security party. I am not familiar with their work ethics, but I can assure you that their playing habits need some work. If it were not for the recent attempt of Florida to be a part in selecting a new President for this nation, I would have to say what I saw in Tempe was the most pathetic thing I ever saw. Allow me to explain in detail the disaster that had no resemblance to "Any given Sunday".

It was a cold, very rainy late afternoon. Subjects of various degrees of athletic prowess gathered, and chose sides. One player, identified only as Jed kept on yelling: "cummon gays, lets play nek-it". After several other players forced him back into his overalls, Jed, temporarily distracted by a milk truck, with a picture of a cow on the side of it, was forgotten. Sides were quickly taken, and everybody lined up. Jed returned, after chasing the painted cow, and yelled: "I wanna be the receiver, or at least let me be the guy who gets to pass balls between my legs. Cummon, guyyys!"

After being appropriately roughed before the first play, Jed was treated with generous amounts of moon-shine medication, his cousin/son/boyfriend Zach was picked to referee the game. He was about the fire the starting gun, when he realized that he had lost that gun, too. After borrowing a muzzle-loader from a highly intoxicated Jed, the game began. It appeared that one team had an unfair advantage, with a little guy, who was able to see a pass coming his way, without even turning around. If he hadn't stopped to tell everybody some story about how he got to play in the Superbowl, while he was working for EMI, because he was

discovered by an NFL scout, while running through the lawn at Desert Sky with a fire extinguisher, he would have been the score leader. We overheard later that evening in the locker room, that this player's name was Jared, and in an interview claimed that the reason he was not able to score that night was not because of his stopping to tell stories, but rather, that it was already dark, and it was past the bed time for the girls he would try to score with.

Zach quickly lost control as referee, mostly because he was busy in the parking lot, trying to sell the company trucks for \$20.00 a piece. One player, calling himself Tumor, got away with roughing a lot of opponents. He seemed to be a fan of Mike Tyson, because after every tackle, he appeared to bite his prey. After the game, during the interview, Tumor would only say: "Tasted like chicken." There was no waste of human flesh, as a spectator, known only as Willy 805, finished off any hurt players, who were not quick enough to get up.

By the end of the game, I would assume that all surviving players ended up with great complexions, judging from the mud packs they were all wearing. The game ended before regulation time, after some of Tempe's finest showed up, after being called, as some passer-by mistook the game as the aftermath of a British soccer match. After the referee filed a report for his stolen gun with the police officers, it was discovered that the game ball, the grill, the remaining food, and three attending employees had been sold by Zach for \$1.35 total. The police suspected that he is the same person selling guns for \$1.00 a piece, but could not prove it, so he was let go.

With no clear winner being established by the game itself, it was decided that the winner should be determined by a battle of the wits. It came down the two second warning, before team captain Brandon Ashcraft realized that he was representing his team unarmed. In spite of a final Hail Mary pass, he was destroyed by his opponents.

After two weeks in Florida, I would suggest that survivors of this game have another match, and the presidential candidates are made to play. The candidate that is on the winning team gets to be President. From what we have been able to observe, both here in Florida and back in Arizona, this is the only way that either one of those two will ever be on a

winning team, and it is a heck of a lot surer way to end this election than any current option available. This reporter saw more honesty and passion in that muddy park than the entire presidential campaign to date has been able to muster.

I would like to congratulate those two teams of American athletes for a battle well fought, and hope that none of you will ever be allowed to vote. This voting is a big enough mess already. Besides, I do not think that Llamas can be elected to office. This is Wally Conkrite, reporting from the Sunshine State. Good Day!

ANDY WATCHES OVER ME...

By Andy LaFave

Hey Teamsters! How is everything going out there in T.E.A.M. land? I would like to start this newsletter off by, again, thanking all of you who have stepped up and helped us out on so many things. Your dedication to this company will not be forgotten.

For the past couple of weekends something has happened that took most of the managers by surprise. Every event, whether it be Mill Ave, a concert, or Club Rio, have had 100% full calls. Every employees' contribution through the last couple of weeks has made T.E.A.M. look strong. As a scheduler I am extremely happy to see everybody wanting to work and get hours. It makes Scottie's and my job just that much easier.

With the Holiday Season approaching I understand that everybody's schedules are going to be twisted around. All I ask is that you inform the schedulers of your plans for this holiday season. We need to know when you are going out of town, when you will be back, and when you can or can't work. This information will help us out more than you will ever know. If you inform us that you are going out of town then you won't have to worry about coming home to 12 messages on your answering machine from us wanting you to work. Seriously, it will only take a couple seconds out of your day to call us. If you need some extra \$ to spend this Christmas we do have some events coming up that you may be interested in. Please look on your event calendar or contact your local scheduler for details. There will be plenty of work to go around whether you are a morning person or a night person.

Now that the Holidays are here I believe that we need to make a special attempt to be nicer and more helpful

towards the people we come in contact with. Remember to give all your Christmas requests to Chris Casias. Anything you want, just ask... Chris will provide.

Until next time I hope that everybody has a good Holiday and remember to stay safe and most importantly have fun.

WHAT I'VE LEARNED AT T.E.A.M. & THINGS THAT MAKE ME GO

HMMM!

By Scottie Beattie

I can't believe I have been with the T.E.A.M. family for a year. My experience with this company has been both enlightening and exciting.

For those of you who don't know me well - I am a prankster who loves to tease people, especially my co-workers! I have discovered that T.E.A.M. has a great laid back environment that encourages their employees to have fun on the job and work with a smile.

T.E.A.M. has also taught me to work with the Generation X's work ethic, Music, RAVES, Reincarnation, Excuses and etc. I've seen piercing in body parts that would make any master sadist proud.

The most important thing I've learned from T.E.A.M. is to appreciate and be grateful to all the T.E.A.M. employees who make the environment at concerts and events safe. Many of you put in long hours at your full time jobs and take the time and energy to give your all when you work for T.E.A.M. There are times when your positions or events aren't glamorous and sometimes you have to deal with patrons who are rude, hateful, insane, drunk and disorderly and high on products that would kill an elephant.

Nonetheless, everyone at T.E.A.M. utilizes their best customer service skills to resolve problems and assist patrons so they can enjoy themselves at events. Furthermore, what I've learned from this company I can utilize in any work environment.

I would like to share what I've learned from T.E.A.M. :

- * Common sense and good judgement can't be taught.
- * Don't take life so seriously.
- * Smile.
- * When others show you who they are, believe them.
- * Mercenaries don't have a payment plan
- * Rave is not hair spray.
- * When Ozzfest comes to AZ get the hell out of town.

*Mrs. White does not serve sweet tea to Zach.

*Things that make Chris Casias go Hmmm!

*Mick does expect you to get blood from a turnip-so use your resources wisely and be very creative

Strange and unusual excuses employees use to cancel a shift:

- *The mothership is beaming me up tonight.
- *A monkey attacked me when driving by the Phoenix Zoo.
- *I have amnesia and don't know how to get to Tempe- I just remember how to call in.
- *My uniform spontaneously burst into flames!
- *Elvis told me to stay home.
- *I have to pick up Muki from the airport.
- *I am Batman and I must save the world.
- *I am working at home for two weeks so could you mail me my check?
- *Didn't you receive the telepathic message I sent that I was calling off?
- *I can't work when there is a full moon due to my werewolf blood.
- *I can't work during daylight unless I can drink bloody marys on post.

What T.E.A.M. has given me:

- *Adam Henry is not just a name.
- *Profanity can be descriptive adjectives.
- *Sometimes sign language can be more effective than yelling.
- *Ejections from concerts usually turn the sanest individual into a raging lunatic.
- *Scheduling pagers should be outlawed in all 50 states!!!
- *Bounty hunter, parent, therapist, miracle worker, magician, witch doctor = a scheduler.

On a personal note we are entering the time of year when we can easily be overwhelmed by the pressure to buy, get, respond and participate-all in the spirit of the holidays. Don't let yourself be taken.

Instead, give. And give only what comes directly from you. You can offer so much that costs little or nothing. What you give of yourself is priceless. Happy holidays everyone and I wish you all the best! This year's Company Christmas party will be held at Chris Casias' house - please call Chris to R.S.V.P.

IT'S A COOMER CHRISTMAS

By Joe Coomer

I hope everyone had an outstanding thanksgiving. And, I hope everyone has an

exciting month. We accomplished some amazing things this last month. Remember that Godsmack/ S.T.P. concert that we held the floor, all the running around that we did for the Dixie Chicks, and all that City of Tempe Fantasy of Lights activities? You don't, well that means you were not there. All of the above named events were all staffed by us. You are not allowed to forget you work for the premier event security company in the state, you need to have a little pride.

Enough about that. I will be personally interviewing for a new scheduler. If you feel that you are qualified for this position or you have questions for this position, please feel free to give me a call and it is something that we can discuss.

To round out the article I want to remind you all that New Year's Eve is a black out day. When you filled out your application for T.E.A.M. you applied your signature to the part that agrees to work on that holiday. You will be paid time and half for the shift you work. If you need to be exempt that night we will be taken every case on a one on one basis. Time to run, and remember- any one of you can be just like Richard Campbell! .

QUALITY CONTROL CORNER

By Jose Villa

Hello everybody, I hope your Thanksgiving was good. Anybody have leftovers? Get ready for Christmas. If you need a Christmas loan talk to Bank of Gabe Rendon. He has a high interest rate and a special collection procedure but, it still might be worth it.

I would like to acknowledge all the employees that management has spoken to regarding their dress and appearance. As a group, you are looking good. We appreciate your effort in helping us look professional. If you have put a deposit on a shirt and something happens to it during your shift, bring it to the attention of myself or Jeff Swanson as soon as possible so we can take care of it.

Recently, I have answered many questions in the field on some T.E.A.M. policies and procedures. I think that this is good because it shows that you are concerned about your responsibilities as a member of T.E.A.M. To help everybody out we will be developing a T.E.A.M. handbook that should be informative and answer all your questions. Hopefully, we can get this out in December to get ready for the new year.

Be Safe and Have a Merry Christmas.

Get ready for Block Party 2000. See you next year!

Log on to www.teamsecurity.net and download a dip from Scottie's Christmas interpretation dances AND hook up to our office cams!!!

THE ROYAL REVUE

By Billy Royal

"People have more options than they think they do. But most people spend more time planning their vacations than thinking about what they want to do with their lives." --Bob McDonald

Greetings! I hope you all have a great holiday season. Thank you for all your efforts this year. There is no doubt that we couldn't do it without you.

You may have noticed I usually write about things that you might not think pertains to T.E.A.M. Actually this is not true. My writings usually have a more universal theme that can be applied to life in general, not just work. Having said this, I hope you enjoy.

How many of you are sick and tired of hearing about this election fiasco? Let's step away momentarily from the turmoil and look at it theoretically. Our system works! I was talking to someone who is visiting from another country, and asked them that if in the rest of the world's view, we had become the laughing stock of the world. His response was, "No it's just your press. They're the ones making such a circus out of this. The bottom line is your system is working." Think of it folks we are free. We are free to vote for whom we want. Republican or Democratic. Independent or a write in. Think of it, there are people in the world that don't have this freedom. It's our right! People who say their votes don't count can never say that again. The difference between totals are as close as a couple hundred votes out of hundreds of thousands! That's close! You can tear our process apart, but it's the best one out there. There is no doubt that there are inherent problems, but the difference is that by the very way the system is set up, we have the ability to change it, if we choose to. This is not a failure of the system, this is the system working under pressure. Let there be no question, we will have a President when Clinton's term is over, decided by the people. No matter what the left wing says about the right wing or the Independents say about both of them, without military intervention, or

rifles at the polls, we will have decided. Some say the military has gotten soft, oh really? Do you think the rest of the world has any questions who is the most powerful nation?

OK, enough of my soapbox. I feel that instead of focusing on the constant barrage of negativity supplied by the press, I would take a more positive spin on things. The truth is their just part of the process. My point is simple, enjoy the holidays, enjoy your freedoms and appreciate the things in life that so many people only dream of. Peace and freedom. br

ZACH'S ON MILL AVENUE

By Zach McFall

I have a question to pose to all of you. What is Christmas? There are many answers to that question. Answers to that question are usually dependent on what Christmas brings to you.

For the retail market, the answer is how much money can we bring in. For the children, the answer is how many presents will I receive. For the religions, the answer is a time of worship and praise. For the kind and gentle, the answer is a time of giving. Unfortunately, the top four only makes up a bleak percentage. The majority answer would be, a hassle having to buy presents, spend time with family and friends.

It's hard to pinpoint the time when Christmas went from a great holiday to an overblown commercialized time of year. I will not lie to you, I fall in the majority. Sometimes we need to step back from the "rat race" and understand to true meaning of Christmas.

Let's get ready folks, Block Party is right around the corner. For those of you that have not worked a Block Party, you are in for a treat. I hope to see all of you working that night. In case you didn't know, New Years Eve is a **BLACKOUT DAY!!!**. That is all for me this year. Merry Christmas and I promise we will have a happy New Year! zj
Locksmith approved!!!

Log on to www.teamsecurity.net and check out the current dirty laundry we have on employees!

MICK'S MEMO

By Mick Hirko

There is something that I don't say often enough - "Thank You". I recently wrote how one of the highlights of this job is seeing everybody showing up on time, going to their posts, and doing their jobs

well, often going above and beyond their duty. There have been quite a few of those moments lately, and I just want to thank everybody for doing such a great job. You all are the reason we are the best. From everybody in the office, who plan and schedule, equip and arrange, to supervisors who brief their crews, and get everybody to their posts, and having everybody politely and professionally going through their shifts, and making it happen, day after day. You guys and gals are the best, and you rock! Thank you for caring, and making it happen for all of us, and showing not only your pride in what you do, but in making us all proud.

As we move towards the end of the year, and into the holiday season, our thoughts turn towards friends and family, and the meaning of the holidays. I want to take this opportunity to thank you for a wonderful 2000, all the best for the holidays. With the holidays, we get ready for one of our busiest days of the year - New Years Eve. For those of you who have been with us for a while, or at least lived here for a while, I am sure you know all about the Block Party. It is one of the top 5 New Years Eve events in the nation, and the largest single day attendance event in Arizona. As you can well imagine, that means a long, hard planning process, ending with a very stressful night, which at the same time is a lot of fun. Every year, we all walk away from that night with new stories and memories not so soon forgotten. As you can well imagine, it is a black out day, and we expect everybody to work. So, if you plan to still be with us in 2001, please plan accordingly.

When I first worked the Block Party in 1987, it was a very small event, covering the west side of City Hall and a couple of hundred feet of 5th Street, with 2 Police officers and about 6 security guards as staff. Now, there are nearly 300 police officers and over 500 security guards at the event, and we could easily use a couple hundred more of each. If you have ever been to New Orleans for Marti Gras, then you might have a feel for what the Block Party is like. We hope to see you all there, and create new memories and stories for the scrap books.

In the next couple of months, we are going to go down some new paths, with new enterprises and opportunities, with some changes in personnel and positions. With that, there will be some opportunities opening for persons with particular talents or interests in administrative and

operational areas. We will be advertising these new positions, and will be reviewing individuals for aptitude and interests. I am sorry that I am being a bit vague at this point about what positions are going to be available, but several are already advertised elsewhere in this newsletter. Please stay tuned, and respond to the job openings, as they are posted.

Finally, I would like to give my thanks to new friends made this year, Brandon, Jan, Mean Sara, Fragrant Dave and the whole staff at Desert Sky Pavilion. We enjoyed (for the most part) our first year at the Sky, and hope that we will be invited back. There are a few issues involving Brandon and the Humane Society and puppy abuse, Dave and air fresheners and Larry Hampton and passes to be worked out, but beyond that, we all hope to be back out at the Sky next season. I would like to thank Brandon and his entire staff for not only making us feel welcome at their venue, but for giving us the opportunity to be their security provider. We have done some very good work out there, and it's only going to get better. In the first season, we also staffed the Alcohol management for Aramark, which has never been done by the same company that did the venue security, but we plan to get more involved in the overall staffing next season. We are very proud of our new relationship with SFX, and hope it is the beginning of a very long and mutually beneficial relationship.

Finally, on a personal note, for those who remember Karen Foley; she recently took a job in San Jose, as Promotions Director for a top 5 radio station, and is

now also the Promotions Director for their sister radio station. Congratulations, my Dear, and may all your ambitions come to fruition.

Again, all the best to you and your for the Holidays, and Keep the Peace.

THE LAWS OF WORK

** If you can't get your work done in the first 24 hours, work nights.

** A pat on the back is only a few centimeters from a kick in the butt.

** After any salary raise, you will have less money at the end of the month than you did before.

** The more crap you put up with, the more crap you are going to get.

** You can go anywhere you want if you look serious and carry a clipboard.

** Eat one live toad the first thing in the morning and nothing worse will happen to you the rest of the day.

** If at first you don't succeed, try again. Then quit. No use being a damn fool about it.

** There will always be beer cans rolling on the floor of your car when the boss asks for a ride home from the office.

** Everything can be filed under "miscellaneous."

** Never delay the ending of a meeting or the beginning of a happy hour.

** To err is human, to forgive is not my policy.

** If you are good, you will be assigned all the work. If you are really good, you will get out of it.

** If it wasn't for the last minute, nothing would get done.

** At work, the authority of a person is inversely proportional to the number of pens that person is carrying.

** Following the rules will not get the job done.

** Getting the job done is no excuse for not following the rules.

** When confronted by a difficult problem you can solve it more easily by reducing it to the question, "How would Chris Casias handle this?"

** The last person that quit or was fired will be held responsible for everything that goes wrong.

T.E.A.M. CLASSIFIEDS

Chiropractic Care- we're continually trying to make life at T.E.A.M. better. We've teamed up with American Chiropractic Care to bring you one of the most comprehensive packages in the valley. See Billy Royal for more info.

For Sale- leftover turkey and stuffing. Enough for 10 to 12 sandwiches. See Chris for more info. \$20, OBO- willing to trade.

Jeff Swanson send his love to his wife Susan and apologizes for not being at home enough lately!

CHRIS' FINAL THOUGHT

By Chris Casias

It was a rainy night. I arrived at the coffee shop a bit early. While ordering a tall latte, I spied the carrot cake. I decided to stick to the latte. A few minutes later my friend arrived. It had been almost four

months since I last saw Sergio. After the break-up with his latest girlfriend, I received a phone call saying that we really had to get together cause it had been too long. I agreed with that sentiment. Sergio is one of my friends who disappears whenever he finds a new girlfriend.

Sergio is a really bright guy. He has a sharp, analytic mind. He's considering graduate school for an MBA. That's probably a good fit for him.

As we caught up about life, he looked sheepishly into his coffee. He was embarrassed that he was going to miss my birthday party and offered to get me a piece of that carrot cake. I caved in and got the cake.

"Everyone says, 'follow your heart'", Sergio blurted out. "How come when I do, I just get hurt? She treated me like crap and she owes me money!" I let Sergio talk for a bit while I ate my carrot cake. When he paused, I quietly asked, "And who told you that following your heart meant checking your brains at the door?" Sergio just looked down at the table.

As we talked, Sergio told me how well the girl treated him, at least in the beginning. "She treated me better than she treated any of her friends. She told me I was special." "And after a few weeks, she treated you the same way she treated the rest of her friends, didn't she?" I asked. I was right. It didn't take long before Sergio went from being "special" to being used.

Sergio is like lots of guys. Many of us have trouble getting our heads and our hearts working in the same direction. Some men look at potential dates and use their analytical skill, recognizing the shortcomings of others and never get fully involved with someone. Sergio tends to be like that, so he tries to "follow his heart", as he put it. When we date based only on our emotions or attractions, it may feel right for a little while. But, reality comes crashing down when we meet the real person. As with most things in life, healthy dating and relationships require a balance of both head and heart.

It is important to pay attention to another person's interest and how they treat others. When the intensity of that early stage of dating fades and life returns to normal, the other person will be spending less time with us, treating us much like they treat their friends. If you don't enjoy any of those interests or if you don't like how the other treats his/her friends, that's a good indicator that things will hit the rocks as the relationship

progresses. On the other side, when potential dates have to meet a list of requirements of interests, attributes, and sexual activities, we miss the possibility of dating someone who can help us grow and explore new parts of life.

Successful dating generally takes time. It means getting to know someone well enough that you have the opportunity to consider what your head and heart is telling you. Many guys are like Sergio. It only took about a week before he was fully absorbed in this other girl. Had he taken time, gotten to know her, introduced his girlfriend to his friends and met the girlfriend's friends, he would have gotten a fuller picture of whether he and the girlfriend had some future together. But that wasn't the case and Sergio found himself hurt and disappointed.

Many of us have gone through the same kinds of experiences as Sergio. We're fortunate when we grow a bit wiser after them. But, too often, a few mistakes like Sergio's make many men bitter about dating. Perhaps the problem with dating isn't with other men but our own approach to dating, well, perhaps!

It was good to see Sergio again. And the carrot cake was really tasty.

Merry Christmas to all my family and close friends. Hope to see you all at my party. See Scottie and Andy for tickets!