

J.E.A.M. CENTS

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FEBRUARY EVENTS

- 2/1: Cher @ AWA
2/4: Elvis Crespo @ AWA
2/4-5: Mill Avenue crews
2/5: Advance training classes in 111.
1p-5p
2/7: Payday in 111. 4p-6p
2/11-12: Mill Avenue crews
2/12: Lincoln's Birthday
Fiesta Phoenix @ BOB
2/14: Valentine's Day
2/16: NOFX @ Cajun House
2/18-19: Mill Avenue crews
2/21: President's Day
Payday in 111. 4p-6p
Crosby, Stills, Nash & Young
@ AWA
2/22: Washington's Birthday
2/25-26: Mill Avenue crews
2/26: Advance training classes in 111.
1p-5p
2/28: Korn @ AWA
2/30: Beastie Boys @ AWA

T.E.A.M. ANNIVERSARIES

Two years: Gloria Ruelas--2/25
Congratulations to Gloria for giving all she can in the past two years!

T.E.A.M. BIRTHDAYS

Martin Stevens 2/3
Scottie Beattie 2/4

Neta Phillips 2/5
Zach McFall 2/8
Scott Libman 2/19
Felicia Flores 2/20
Ronald Porter 2/22

Happy birthday to all the above, Scottie will be doing all the birthday spankings!

RECRUITER'S REQUIEM

By Andy LaFave

Hey Teamsters, how is it going? Some of you may know this already, but for those of you who don't, I would just like to say that I am now one of the recruiters for T.E.A.M. O.K. stop laughing, it is true. I work in the office now. To the guys that work out in the field with me, please don't worry. I will still be out there with you on a regular basis.

Now lets get down to some business. I would like to talk about the dress code and what is acceptable to wear at work and what is not. When you come to work, your pants need to be BLACK! Let me say it again, pants need to be BLACK! Just one more time, your pants need to be BLACK! I have seen everything from midnight blue to light gray to light blue. I hate to say it, but that does not cut it. Also, undershirts must be black or white with no logos that can be seen through the T.E.A.M. uniform. The

dress code was implemented for a reason and it is our job to follow it to the best of our capabilities.

With that out of the way I would now like to take this time to thank some people for helping me through my transition into the office. First and foremost I want to thank Mick for giving me a chance, "I will try not to let you

down". I would also like to thank Steph for showing me the ropes of recruiting and Brandy for showing me how to work all of the high-tech stuff in the office. And to everyone else in the office thank you for having patience with me, and for helping me with any problems that I may have had. Also I wanted to say thanks to John "with the hair" Arends for helping me with the orientations on Wednesday nights. If any supervisor is interested in helping out on Wednesday nights with orientation just give me a call. It would be good to get some fresh faces in here. One more thanks goes out to Jerrod Smith and Scott Walrath for doing a great job supervising out at Club Rio on Saturday nights. Keep up the good work.

Well that is about it for me. Just one last reminder, we are all a T.E.A.M. so let's keep working as a T.E.A.M. From managers to employees that are new to the company, each individual has a specific task. We must all try to complete these tasks to the best of our abilities. Until next time have fun and be safe out there.

WHAT A GUY REALLY MEANS WHEN HE SAYS...

"I'm going fishing." Really means... "I'm going to drink myself dangerously stupid and stand by a stream with a stick in my hand, while the fish swim by in complete safety."

"It's a guy thing." Really means.... "There is no rational thought pattern connected with it, and you have no chance at all of making it logical."

"Can I help with dinner?" Really means... "Why isn't it already on the table?"

"Uh huh," "Sure, honey," or "Yes, dear."

Really means... Absolutely nothing. It's a conditioned response.

"It would take too long to explain."

Really means... "I have no idea how it works."

"I'm getting more exercise lately."

Really means... "The batteries in the remote are dead."

"We're going to be late."

Really means... "Now I have a legitimate excuse to drive like a maniac."

"Take a break, honey, you're working too hard."

Really means... "I can't hear the game over the vacuum cleaner."

"That's interesting, dear."

Really means... "Are you still talking?"

"Honey, we don't need material things to prove our love."

Really means... "I forgot our anniversary again."

"You expect too much of me."

Really means... "You want me to stay awake?"

"That's women's work."

Really means... "It's difficult, dirty, and thankless."

"You know how bad my memory is."

Really means... "I remember the theme song to 'F Troop', the address of the first girl I ever kissed and the Vehicle Identification Numbers of every car I've ever owned, but I forgot your birthday."

"Oh, don't fuss. I just cut myself, it's no big deal."

Really means... "I have severed a limb, but will bleed to death before I admit I'm hurt."

"I do help around the house."

Really means... "I once put a dirty towel in the laundry basket."

"Hey, I've got my reasons for what I'm

doing."

Really means... "I sure hope I think of some reasons pretty soon."

"I can't find it."

Really means... "It didn't fall into my outstretched hands, so I'm completely clueless."

"What did I do this time?"

Really means... "What did you catch me doing?"

"I heard you."

Really means... "I haven't the foggiest clue what you just said, and I'm hoping desperately that I can fake it well enough so that you don't spend the next days yelling at me."

"You look terrific."

Really means... "Oh, God, please don't try on one more outfit. I'm starving."

"I missed you."

Really means... "I can't find my sock drawer, the kids are hungry and we are out of toilet paper."

"I'm not lost. I know exactly where we are."

Really means... "I'm lost. I have no idea where we are, and no one will ever see us alive again."

"We share the housework."

Really means... "I make the messes, you clean them up."

"This relationship is getting too serious."

Really means... "You're cutting into the time I spend with my truck."

"I don't need to read the instructions."

Really means... "I am perfectly capable of screwing it up without printed help."

T.E.A.M. TOP TEN LIST

By Chris Casias

From our home office on Fifth and Ash, our category for this month's top ten list is..."Top Ten Things Overheard on T.E.A.M. night at The Bash On Ash..."

10. Does Bill do birthday parties?

9. Where is security when you need them?

8. This place is fancy. They even have

mints in the urinals, and they're good!

7. Hear about Eddie's forklift story?

6. Mini corndogs? More like mini...

5. Hey, that's not swing dancing. Get a room!!!

4. Which Backstreet Boy is he supposed to be?

3. Did you hear who took a leak on the bicycle barricades at 10-93?

2. I hope that stage isn't built by Whitehouse!

...and the number one thing overheard on T.E.A.M. night at The Bash on Ash is...How many liquor laws has Stephanie Foley broken so far?

SCOTTIE'S SCHEDULING TIPS

By Scottie Beattie

When we share our own niceness or generosity with someone else, it makes us feel like we are thoughtful people; it reminds us of how nice we are and how deserving we are of kindness

- Dr. Richard Carlson

First, I would like to welcome our new General manager-Billy Royal. I know Billy will be a fantastic addition to this company. Please feel free to stop by office 111 and say hello. Billy is providing lunch for the first 50 people who introduce themselves to him. Second, is a list of friendly scheduling tips to make your job much easier.

Call to schedule every Tuesday after 12 p.m.

If you have to cancel a shift call the Scheduling pager (602-219-5965)

If you are going to be late call the Scheduling pager

Ask your supervisor about getting a permanent schedule

If you have a concern or problem talk to your supervisor – we are here to help you

Well folks, exciting news! Chris Casias is holding his annual Pizza and Beer Mardi Gras party on February 19, 2000. Please call Chris at 111 for more details.

THINGS I'VE LEARNED: PART II

I've learned that you can keep puking long after you think you're finished.

I've learned that we are responsible for what we do, unless we are celebrities.

I've learned that we don't have to ditch bad friends because their dysfunction makes us feel better about ourselves.

I've learned that no matter how you try to protect your children, they will eventually get arrested and end up in the local paper.

I've learned that the people you care most about in life are taken from you too soon and all the less important ones just never go away.

I've learned to say "Screw 'em if they can't take a joke" in 6 languages.

AND NOW A QUOTE FROM BILLY ROYAL, OUR NEW G.M.

"Hey, first of all would like to thank all of you for the warm welcome to the T.E.A.M. family."

NEED TAX HELP?

On February 10, we will be offering a free class to T.E.A.M. employees who need assistance or guidance in filing your taxes. This class will be on Thursday, Feb. 10 at 5:30 pm in 111.

So if you need help filling out the 1040EZ and 1040 forms, feel welcomed to attend this class. Bring any forms you may need help with in filing your taxes. See you there!

STEPHANIE'S SECRETS

By Stephanie Foley

Life really is a ride. Some days you couldn't be happier and you go around spreading sunshine like melted butter and then there are the days when you wonder if things can really get any worse??? All in all, no matter what happens, good or bad, that's what life is all about. I am in a weird sort of mood today because I lost a friend yesterday. Someone I haven't seen in a while but it never crossed my mind that I would never be able to see her again. All I can think

about today is all the things she will never get to do, but I am also feeling inspired to make some of the changes I have only thought about. We have heard it a million times before "you only live once" but without fail we are all guilty of getting caught up in really meaningless situations, arguments, relationships, careers and so forth. It really is important that you take care of yourself and really do what is best for you always!

Well that is just how I am feeling right now and I just thought I'd throw it out there because there are a few of you who think I only have one mood- HAPPY, but I have my days. I also would like to add a special thanks to the 111 crew. I have been making their lives a little stressful lately, but I can honestly say I have never worked with a more diverse, fun, and well entertaining bunch and actually that explains all of us!! Have a great February and Happy Valentines!!! PS. I prefer flowers.

REPORTS REPORT

Just a reminder to all of you filling out reports-

- a) do not use codes on reports
- b) the year is 2000
- c) sign all of your reports
- d) include field cards with reports

You need to fill out shift reports when supervising a shift or working an account by yourself. Incident reports are filled out for any incidents that happen on client property.

COOMER COUNTRY

By Joe Coomer

All right, now that we have taken a deep breath from New Years, it's almost time to go full blast again. We have a lot of concerts coming up at the arena and other similar venues. We have some smaller activities to keep us busy. If you want to make some real money, come and join our parking program. Now I'm not saying to work 40 hours a week, but just a couple of shifts and make seven dollars an hour. See me if you want to do this.

The schedulers want to let you know about something- the scheduling pager is for people calling off for shifts. Not for payroll problems, not to be your spiritual leaders (Zach is starting a parking occult for those of you interested). So please use the scheduling pager accordingly.

I wish I could come out and hang out with you guys more often, but I have been hampered with an injured knee (football accident). These past couple of weeks have been a learning experience. If

anything, I have learned how to deal with a disability. I want to thank my roommate, Zach, for helping me out and for Steph Burdick for everything she has done to help. Thank you both. Everyone needs to be a little patient with people with disabilities, enough about that. Alright, be safe and have fun.

MICK'S MEMO

By Mick Hirko

"For Those that do not learn from history, are doomed to repeat it." Over the years, I have not only become a great believer in that, but I have had to find out the hard way (as we all do) how very true that is. We have, as humans a real resistance to learn from the mistakes of others. In a way, T.E.A.M. is a product of that. When we started this company, there was a series of reasons that lead up to our humble beginnings, but we resolved that there were enough security companies out there, and unless we could do things differently, there really was no need for another. A Friend of mine, a retired Tempe Police Lieutenant, once said "If you always do what you always did, you always get what you always got". A client once told us that "Perception is Reality". What is with all the quotes? - I'll tell you - It's about the quality of our work, our pride and desire to do a good job. "We are only as good as our worst employee". From appearance, to performance, we have always strived to be the best, but to be able to do that, we need the cooperation and efforts of each and every one of you. This means taking not only responsibility of yourselves, but to also point out to others, when their performance or appearance is not up to our standards.

We are not the same company we were six years ago. We have always tried to find better, smarter and more efficient ways of doing things. We are always open to suggestion, and ideas, on how to improve. A lot of people think we have too many rules and policies, and that we have them, just to have them. Far from the truth. Every rule, every regulation, every policy is there for a reason, even if it does not seem so. A lot are for liability reasons, others for appearance and perception, others for legal compliance. Please take them seriously, and understand when we get down on you, and enforce them.

Here is what you can do for us - Make sure that your pants and shoes are black, and not dirty, that you are properly groomed and clean. (You won't believe how many

uniforms come back with absolutely filthy collars.) Make sure you know your codes and your posting orders. If you are not sure - ASK!. Put a deposit on your own uniform, and keep it clean, and bring it to work. When you wash your uniform, do not wash it with your darks. We get a lot of uniforms

that are a permanent grey for exactly that reason. Besides permanently ruining the uniforms, they look horrible. Bring a flashlight for night shifts, and always carry a pen and field cards with you when you are working. Make sure you are always 15 minutes early for your shift, so that we have enough time to get you signed in, uniformed, radioed, briefed, and to your post. You think that's easy? Why don't you volunteer to try it some time, you'll see why we ask that. Make sure you bring food and water for long shifts, and finally, please make sure you get signed in. Our payroll department sometimes forgets to enter a person, skipping either a name or missing a page, but the biggest problem we have in not properly paying people is not signing in for your shifts. Help us help you.

Like I said, we want to be the best, and we think we are, but there is always room for improvement. We learn from the mistakes of others, and from ourselves. We want to be here for many years to come, and the only way that is going to happen, is by being better than the rest, and by always improving our own performance. Be part of our future, and help us grow. It's up to all of us.

See you next month, be safe, and Keep the Peace.

CHRIS' FINAL THOUGHT

By Chris Casias

First I'd like to start the new year off with a couple of prayers....

1) Grant me the serenity to accept the things I cannot change, The courage to change the things I cannot accept, And the wisdom to hide the bodies of those people I had to kill today because they p***** me off!

2) And also, help me to be careful of the toes I step on today, as they may be connected to the butt that I may have to

kiss tomorrow.

3) Help me to always give 100% at work... 12% on Monday, 23% on Tuesday, 40% on Wednesday, 20% on Thursday, and 5% on Friday!

...and now on to my thoughts...

The parties have ended and the noisemakers have been put away. The last of the "New Year's 2000" merchandise has been discounted and sold by the retailers. Most of us have returned to work, school and the routines of our daily lives. Some of us are trying to remember to write the date as "2000" rather than "1999". Now that we've entered this new millennium, what's really different?

The Y2K bug failed to affect much of anything, it seems. There were no major terrorist acts to mar the New Year. Airplanes didn't fall out of the skies. The end of the world passed us by. It seems like things are pretty much the same today as they were in December.

I was sorting through my mail this week. I have the same bills to pay that I did last year, (I'm glad I didn't get a chance to do my Y2K shopping). It's pretty much business as usual in my life. I suspect it's been business as usual in the lives of most other people, too.

Last night, I spoke by phone with a good friend of mine in Florida. He asked what New Year's resolutions I had made. I told him that I don't make any. He rightfully laughed when I reminded him that I strive at every moment to be a happy, fulfilled person, so New Year's resolutions are irrelevant. He, in turn, confessed that he already broken his resolutions. We admitted that we are really living the same patterns we did before. Life really continues to go on much as it has in the past.

What difference does the new millennium make? Was all the hoopla nothing more than hype? Did anything really change? Has humanity entered a new era? A new plane of existence? A new anything? I'm really not as much of a skeptic as I sound. Yet, I must confess that it seems a bit naive to be, to believe that simply changing the date it is going to result in major changes in our lives. After all, all calendars are arbitrary devices for measuring the concept of time. Whether it's our own Gregorian calendar, the former Julian calendar, the Chinese calendar or the Jewish measure, the dates become pretty much irrelevant. It's the events of life that make the difference in course of time, not how the time is

measured.

What difference does this new millennium make? That really is up to each of us. Will we be kinder people in this new year? Will this century be marked by a greater care for Mother earth? Will people have a greater awareness of the global importance of our day to day actions? When push comes to shove, that depends on us as individuals.

The days of 1999 will fade into 2000 like a seamless garment and business will continue pretty much as usual if we let it. However, if we, as individuals, take time to examine our thoughts, change our behavior, and lead lives that celebrate the vitality and richness of the world around us, the year 2000 can be the beginning of something very different on our planet Earth. Those kinds of changes come slowly, with just noticeable difference in the quality of life, as we reach out to others with more care; make real efforts to preserve our land, air and water; and reverence the lives of the other creatures we share this planet with. It's really up to you and me.

So in the end, you decide: what difference will this new millennium make?

Have fun out at the shows and we'll see you at the ballpark on the twelfth! Happy Valentine's Day and fall in love. That's one of the secrets to happiness.