

J.E.A.M. CENTS

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“ The First Newsletter Created by Zach McFall”

July 1-31, 2000

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JULY EVENTS CALENDAR

7/1: Advance training in 111.
1p-5p
7/4: Independence Day
Fab. Phoenix 4th@ Phx
7/7-8: Mill Avenue Crews
7/10: Payday in 111. 4p-6p
7/11: M2M @ DSP
7/14-15: Mill Avenue Crews
7/15: V. Fernandez @ AWA
7/18: Ricky Martin@AWA
7/21-22: Mill Avenue Crews
7/22: Advance training in 111.
1p-5p
7/24: Payday in 111. 4p-6p
7/28: Brittney Spears @ DSP
7/28-29: Mill Avenue Crews
7/29: Boxing @ AVMC
7/30: Hispanic Dance@ AVMC
Just a friendly reminder
to stay cool and drink lots of
water!!!!

T.E.A.M. Birthdays!!!!

Esther McGough 7/3
Brandy Leue 7/9
Lev Vanshelbaum 7/14
Willy 805 7/16
Chad Graham 7/18
Edward Torres 7/19
Teresita Daniels 7/20
Charles McDaniels 7/20

Lauren Stewart 7/24
Ann Kessler 7/25
James Kvasnicka 7/25

Happy Birthday to all of our TEAM members.

T.E.A.M. Anniversaries!!!

One Year:
Mike Ellis 7/16
Mike Butler 7/21
David Kranson 7/21
Wes Lattin 7/21
Brian Miller 7/28

Two Years:
Gabe Rendon 7/1
Danny Ruelas 7/4
Ann Kessler 7/29

Three Years:
Joanna Rotenberger 7/1

Congratulations to all of you. Looks like we need to make some shirts!!!!!!!

EMPLOYEES THAT WERE GIVEN COMMENDATIONS FOR THE MONTH OF JUNE!!!!!!

Rick Gutierrez
Michael Raymond
Mike Butler
Dean Laflam
Jordan Cooley
Kent Lierman
Kim Hanley
Brandon Ashcraft
James “Jimbo” Lesjak
Derek Boice
Chris Malast

Congratulations to everyone listed above. You have done a great job, keep it up.

BEATTIE BITS

ByScottieBattie

Hey everyone! Summer is finally here and it is so hot that you want to wear shorts everywhere. However, T.E.A.M. does have a dress code policy for every event, especially our concerts. If you are not sure about which outfit to wear, please call a scheduler or Jose Villa. We are here to help you anyway we can. Just remember the only **dumb** question is the one you don't ask. So don't be shy use your voice to speak up for yourself.

I would like to use this article to show appreciation for all the people who work hard “behind the scenes” they deserve Applauds, Pats on the Back (only!) - please see (Mick’s Fraternalization memorandum) and a simple Thank you

1. Mr. Mick Happy Hirko
2. Mr. Joe UFO Coomer
3. Mr. Chris BJ’s Karaoke Fender Casias
4. Mr. Billy Open Door Royal
5. Mr. Zach Nice Guy McFall
6. Ms. Sweet Stacy Wolfe
7. Ms. New Kid Latasha Thues
8. Mr. Mike Equipment Bounty Hunter Sikora
9. Mr. Bill Blue Shorts Selby
10. Mr. Innocent Mike Windsor
11. Mr. Andy Right Eye Lafa ve
12. Mr. Bret Covert Bad Boy Rowley
13. Mr. Jose Circus Villa
14. Mr. Charles Sky Showers

I am truly grateful and honored to work with such a great group of people. All the best to everyone and have a fantastic and safe summer.

BILL “FLAMING SHORTS” SELBY

By Bill Selby

Hi to all! Yes we are getting in to the hot months, again I ask you all to please keep yourself full of fluids and try not to over exert yourself. If you are getting too hot try to step into the shade and cool down. If you are having any problems please contact your supervisor, so we don't have to take you to the hospital. This is a friendly reminder- stay cool!

Another topic is to our supervisors on Mill Ave.

You need to keep in touch with your employees and make sure that they are doing alright. Make sure that if they are having problems or issues to let us know so we can take care of the problem. Supervisors need to go back to the cleaning schedule. I am finding out that not all of you are doing your cleaning. If I or any other manager finds it dirty, you will be written up. I am upset that I have to keep harping on this topic over and over please work with me and keep our downtown office clean.

This is to all of our employees: when we are at event's we need to remember that we are reps. for the company and also for the venue. Please be professional and look neat at all times, if we can't be professional then we will not have a job so please keep up the good work that you are all doing.

Thanks

Wild Willy

FROM THE FRONT DESK

By Latasha Thues

Hello Fellow T.E.A.M.'sters,

I thought I would take this opportunity to introduce myself. My name is Latasha and I am the new Administrative Assistant at 111. I would like to say I am very happy to be a part of T.E.A.M.'s family. I am looking forward to meeting you when you stop in the office. When you come into the office please remember that this is a place of business and to handle yourselves accordingly. When you step in out of that hot Summer July heat, don't be afraid to say "Hello". Here is a cool summer thought: A PEACE OF MIND IS A PIECE OF THE FUTURE

SIKORA SAYS...

By Mike Sikora

This month I am not going to write about equipment. I am going to write about people.

With all the events I have worked and attended over the years I have seen many different types of people and things that have happened. I've seen event staff ask artists for autographs, pictures and other items. I've seen people ask venue staff for favors also. I've seen event patrons try to do **anything** to get what they want i.e. sexual favors, jobs, money, threats of violence, etc. I've seen event staff work only the shows they want to work (see).

I believe that this is very unprofessional and sometimes against the law.

When someone is hired to do a job they are expected to do that job no matter what it is. Let's face it, not all positions are the most glamorous. Those positions are what you make them to be. You can enjoy yourself and have a lot of fun doing the job that is expected of you.

Only you can make that happen so don't expect someone else to make your job enjoyable. With the types of jobs we are asked to perform we need to be a people person. That means you should be able to handle all types of people with a smile on your face.

If a person is having a bad day, all it may take is someone to say "Good afternoon" or "Have a nice day" to change their whole attitude. Try holding a door open for someone and see what happens.

Some people think that they are not expendable, they are wrong. Don't get me wrong. I'm not trying to look down on people. I just think that people that think that way become complacent and believe they have a lot owed to them. This company as

well as others have had people like this and we are still here even without those that think the job could not get done without them.

Now onto the next subject.

The paying of dues and respect. I believe that everyone has to pay their dues to earn the respect of others. Some people think that they have earned the respect of others when in fact they have lost the respect of others. People learn by example so to earn the respect you have to lead by example. When you do a task you should do it to the best of your ability and see it through to the end. Leading by example is to do things that you may not enjoy completely but you do it and are content with the outcome. Try taking the initiative and do something that needs to be done but you are not expected to do it. Like if you have worked a very long week give it one last push to do something above and beyond doing your job. I know that some people have two jobs or go to school but we are in the event industry and to make things happen we have to work harder and longer than most anyone else does. Sorry folks, but the 40 hours a week attitude just doesn't cut it. This is T.E.A.M. and we are going to continue to strive to be the best and maybe someday we will be. Until that happens we need people that make things happen not ones that can hold us back. Take a chance and make things happen for yourself and for the people that you work with. When you see someone struggling stop and help them. Give them a little boost maybe show them the direction you believe they should be traveling. We all learn from mistakes. Share what you have learned by your mistakes. It can only make you stronger as a person and an employee or employer.

THE WORDS OF WISDOM

By Bret Rowley

Well, another month has gone by and all is still well. The month of July has always been one of my favorite months. Why you ask, it is not the 110-degree temperature or the 150-degree temperature inside your car on a hot afternoon. It is the birthday of our nation. The birth of our nation reminds me of many things. Some of those things are the sacrifice of our forefathers, the greatness of our nation and the continued growth of our nation. I would have to admit that having lived outside of the U.S. for two years I could truly appreciate the greatness of our country. During my time living in South America, I saw poverty far worse than any American could experience, lack of basic government services such as mail, welfare and sufficient police force and many other things that helped me to realize why the U.S. is so great. It is us that will determine the future of this country. May we all take the time this 4th of July to reflect on what makes the U.S. such a great place and think of how to make it better for the future.

Bret in Accounting

IT'S HARD TO BE A PRINCESS

By Stacy Woolf

A couple of days ago, I was faced with an uncomfortable situation. I was not pleased with the outcome and could not wait to share my story since it reminded me of what happens here at T.E.A.M. I ran into my ex-boyfriend of two years that I had not seen in almost three months. I did not quite know what to say to him, so I just walked right past him. The next day I heard from a friend that he had a miserable night and lost respect for me since I did not even say hello. I am sure that at this point you are all asking, "what does this have to do with me?"

Well, just imagine your first day at a new job. You do not know anybody, are uncomfortable, and do not know what to expect. You see a co-worker and think they will stop and talk to you, but they do not. Now you are starting to feel unwanted because nobody will talk to you and you do not know why.

Now imagine you have been with T.E.A.M. for two years. You love the people you work with, you know exactly what to do and what is expected of you. You see a new employee standing at his or her post looking lost. You do not go up and introduce yourself or say hello because it is uncomfortable to talk to strangers. So, you go on with your job and think to yourself that the new employee will get used to this job as time goes by.

As a new employee, having co-workers say hello and introduce themselves makes their first day a little better. It shows that someone cares. (This is coming to my point of why I told a personal story.) I did not even say hello to a person that I considered marrying simply because I felt uncomfortable. By walking past him, he now believes that I do not care for him. This situation could have had a positive outcome if only I would have stopped and at least said hello. So I want you guys and girls out there to stop and think before the next time you walk past a new employee. Who knows, maybe that new employee could turn out to be a great friend!

As for recruiting, please keep referring your friends. We have many large events coming up and we will need to pull together as a team. Thanks to all of you who have referred someone.

T.E.A.M. TOP TEN LIST

By Chris Casias

Thanks to Zach McFall for putting out the newsletter this month, and for tying up my computer to do so. This list is for you Zach- this month's list comes from our hometown office somewhere in cowboy country. Our category is "Top Ten Signs Zach Has Been Using My Computer"...

10. The extra RAM slots have truck parts stored in them.
9. Outgoing faxes have tobacco stains on them.
8. The keyboard is painted in

camouflage.

7. There's a Skoal can in the CD-ROM drive.
6. The password has been changed to "Bubba."
5. The numeric keypad only goes up to six.
4. The six front keys have rotted out.
3. The monitor was left up on blocks.
2. The spell check is stuck on "recon".

AND the number one Sign Zach Has Been Using My Computer is.... The mouse is now referred to as the "critter"!

THE LITTLE DRUMMER BOY

By Andy Lafave

Hey Teamsters! How is everything going out there in TEAM land. It has been a crazy last couple of months with all of the events that we have had. A couple of things have been brought to my attention that I feel I need to address. First and foremost I want to give huge THANK YOU to all of our employees who have busted their butts for us this summer. The dedication and effort that you employees have put forth is greatly appreciated and has not been overlooked. Now I would like to talk about something that has been happening a lot lately and needs to stop. Coming from a scheduler's point of view I must say that there is one thing that really irritates me and that is when employees go on vacation and don't inform us. We have a job to do and that is to get the schedule full for our events. When an employee goes on vacation and does not inform the schedulers we waste our time by calling that employee to attempt to schedule them. This job needs to be treated like every other job and a certain respect needs to be given to the management department. All we ask is that if you are going on vacation please give us at least a week notice so that we can make the proper adjustments to the schedule. Also, I have a hard time believing that people forget that they are going out of town. Most of the time trips take planning and preparation and are not forgotten about until the day before. If you make plans to go out of town before we get a chance to schedule you then give us a call and let us that you won't be in town for that weekend and that you will call us when you get back. That brings me to my next point. It is your responsibility to call in and make your schedule. If you want to work and get the hours you want then you need to call in and make your schedule. During orientation everybody was told to call in every week to get a schedule, and if we did not hear from you in more than two weeks we would just assume that you quite.

All I am doing is restating what all of you should already know. This matter is very important to me, yet I guess its importance is all in the eyes of the beholder. I want everyone to remember that we as schedulers know exactly what you feel while working out in the field. Especially now days when it is 1000 degrees

outside. All I can say is drink lots of water and take good care of yourselves because you never know how powerful the sun is until it puts you in the hospital. Until next time you all be safe out there and have fun.

THE ROYAL REVUE

By Billy Royal

“My greatest gift is my enthusiasm. I get excited about whatever I’m interested in. I’m like a six year old.”

--Francis Ford Coppola

Gang, I have to tell you you’re awesome. The show schedule we have this summer is a little hectic. We go a week with nothing and then get slammed with three or four in a row. With very few exceptions, the word is that we’re doing an incredible job. From the recruiting, scheduling, operations, equipment, personnel and accounting departments to the folks in the field; Bravo! Parking and DTC seems to be getting better and better as well. To watch us at work from the time an order comes in to sign out the day of show is incredible.

There is always room for improvement. You will notice Jose and I very visible at most events. We’re thereto observe and identify not only what elements of our operations that need improvement but also those things that are going well. Our goal is to make this company better everyday. We need input from you as well.

Let’s talk about uniforms. Why do we wear them? Why does my belt have to be black? Why can’t I wear brown boots? What about my hair? Wallets with chains, earrings, etc. We wear uniforms to look professional and show strength in numbers. Random House defines uniform as identical, as from example to example, place to place, or moment to moment. Uniformity is defined as the state of quality of being uniform; overall sameness. We have a commitment to our clients and ourselves to do the best job we possibly can. This includes our appearance. We are very visible. Patrons, building management, promoters, the bands, road crews, everyone sees us. We’re everywhere. It’s very important that we all look as similar and professional as possible. If you don’t have a dress code outline, get one! You will be responsible for wearing the proper uniforms at specific venues. We have started sending people home for not adhering to dress codes. The other thing we’ve noticed is that many of you are taking advantage of the 90% black shoe rule. Laces need to be black. If too many of you continue to push the envelope, we’ll be forced to change the dress code to 100% black, no white at all.

I want to thank you all for your efforts. We need to keep the momentum going.

Remember, every days a holiday! BR

COOMER COMPLIANT?

By Joe Coomer

Hello fellow Teamsters, you have to love the rain that we have had these past few days. Speaking of the past few days... Folks we have had one hell of a run with all of these concerts as of late. I can not thank all of the ones that have been there enough, thank you. For all of those who haven’t, please come up with better excuses. The hospital excuse was over played to many times these past couple of weekends. Onto the good stuff, no more seeing E Staff at Desert Sky. That just means the more of us the better. Let me talk briefly about the scheduling pager/hotline (602-219-5965). You must call this number if you need to cancel or if you are going to be late. If you call the office and leave a voice mail, it will not be heard until after the weekend, and you will be written-up for it, so please use the pager/hotline. This is going to be short and sweet. Roamer supervisors you did a great job at both N’ SYNC shows and then with the DIXIE CHICKS. And for all of our new family members, in time you will learn all the posts and will be able to advance. You guys rock. To close, a quick reminder, this is Arizona. That means it is hotter than the sun’s surface outside, for outside events and concerts please wear shorts and bring plenty of fluid so you can stay hydrated. Places like America West Arena and the coliseum you guys need to wear pants. To Mr. Andy Jimenez, I believe in my heart that you will get better my friend. Get well soon.

WORDS OF WISDOM PART 2

By Mike Windsor

Many of you may have heard the rumor, but it is now official Mr. Chris Casias has formally announced that he will indeed run for President of the United States of America. Mr. Casias has been debating the issue over the past few months. When asked why he has waited till now to announce his campaign he replied, “I am going in for the sneak attack.” Mr. Casias, a well-trained Marine, believes that now is the most opportune time to catch his opponents off guard. The new candidate plans on making hunger the most important political issue of his campaign “Stray cats, starving people-the answer is obvious.” Although his opponents have tried to derail the Casias express with endless shots at his short political career, they seem to forget that Casias has been the Mayor of Guadalupe for the past three years. In that time Mr. Casias has

not only solved the hunger problem, but he has also raised money to help save the endangered Sasquatch. (Rumor has it that T.E.A.M. has one working as an accountant).

His other accomplishment while in office was to have the Guadalupe bridge torn down to divert traffic from I-10 through the town to increase business revenue. Casias believes that he is just what the people of the United States need, a hard working, tell it like it is, blue collar candidate. If you would like to support the Casias Express, please send donations to 1212 N. Mountain Rd Payson, AZ 85231.

A VOTE FOR CHRIS CASIAS IS A VOTE FOR FREEDOM

Have you ever wondered what happened to the 56 men who signed the Declaration of Independence?

Five signers were captured by the British as traitors, and tortured before they died. Twelve had their homes ransacked and burned. Two lost their sons serving in the Revolutionary Army, another had two sons captured. Nine of the 56 fought and died from wounds or hardships of the Revolutionary War. They signed and they pledged their lives, their fortunes, and their sacred honor.

What kind of men were they? Twenty-four were lawyers and jurists. Eleven were merchants, nine were farmers and large plantation owners; men of means, well educated. But they signed the Declaration of Independence knowing full well that the penalty would be death if they were captured.

Carter Braxton of Virginia, a wealthy planter and trader, saw his ships swept from the seas by the British Navy. He sold his home and properties to pay his debts, and died in rags. Thomas McKean was so hounded by the British that he was forced to move his family almost constantly. He served in the Congress without pay, and his family was kept in hiding. His possessions were taken from him, and poverty was his reward. Vandals or soldiers looted the properties of Dillery, Hall, Clymer, Walton, Gwinnett, Heyward, Rutledge, and Middleton.

At the battle of Yorktown, Thomas Nelson, Jr., noted that the British General Cornwallis had taken over the Nelson home for his headquarters. He quietly urged General George Washington to open fire. The home was destroyed, and Nelson died bankrupt. Francis Lewis had his home and properties destroyed. The enemy jailed his wife, and she died within a few months. John Hart was driven from his wife's bedside as she was dying. Their 13

children fled for their lives. His fields and his gristmill were laid to waste. For more than a year he lived in forests and caves, returning home to find his wife dead and his children vanished. A few weeks later he died from exhaustion and a broken heart. Norris and Livingston suffered similar fates.

Such were the stories and sacrifices of the American Revolution. These were not wild eyed, rabble-rousing ruffians. They were soft-spoken men of means and education. They had security, but they valued liberty more. Standing tall, straight, and unwavering, they pledged: "For the support of this declaration, with firm reliance on the protection of the divine providence, we mutually pledge to each other, our lives, our fortunes, and our sacred honor." They gave you and me a free and independent America. The history books never told you a lot of what happened in the Revolutionary War. We didn't just fight the British. We were British subjects at that time and we fought our own government!

Some of us take these liberties so much for granted... We shouldn't. So, take a couple of minutes while enjoying your 4th of July holiday and silently thank these patriots. It's not much to ask for the price they paid . . . LET'S ALL REMEMBER THAT FREEDOM IS "NEVER FREE"!!!!

Have a great month and see you on the campaign trail.

MICK'S MEMO

By Mick Hirko

Over the course of the years, we have seen a lot of people come and go. It makes me proud when I hear how some of them have used their experience here as a stepping stone for the future. For others, this job is that career. There is no doubt that you can make a living at what we do. How good of a living is based mainly on ambition, the use of common sense, a good dose of dedication and hard work. There have been some that have moved on to local and federal law enforcement and related areas, such as Border Patrol or judicial careers. Others have succeeded in the entertainment industry, either in facilities or other facets of the business. Many of you remember Karen Foley, who was an integral part of not only the beginnings of this company, but of it's growth. She moved out to Los Angeles earlier this year, and is currently working in the promotions department of EMI Records, one of the largest record companies in the world. She

went to Los Angeles with no job lined up, but with a lot of determination and resolve. This is surely only the beginning for her career in the recording industry. I am sure that many of you have heard stories of how hard it is to make it in Los Angeles, if you want to be in the "business". I wanted to mention this, because quite a few people have asked what she is up to, and it fits in to my theme of the moment. The real test of a persons success is character. Having pride in everything

you do, and showing that pride by being on time, dressing properly, being precise in your actions, and showing determination. In the past year, we have been fortunate to have several very high quality people join our team. Scottie Beattie worked for the Secret Service before she came to T.E.A.M., Billy Royal was the event manager at the Arizona Veterans Coliseum, and Jose Villa was the Director of Security at Staples Center in Los Angeles (I bet you that riot after the Lakers won the championship wouldn't have happened if Jose was still in charge over there). This is not to take away for a minute from the people that have risen to their current positions from within. I could spend hours pontificating about Chris Casias, Joe Coomer, Mike Sikora, Zach McFall, Bill Selby, Brett Rowley, Mike Windsor, Stacy Woolf and Andy LaFave, who every day of the week do their best to not only make us collectively successful, but to carry us into the future. Are these the people that make it happen? No. Is it Eddie Cano, Pat Kyler, Jay Staab, Andy Hoffman, Shaun Anderson, Jared Rafferty, Tim Roberts, Jared Smith, John Arends, Dean LaFlam, Stephanie Burdick, Linda Jimenez, Andy Jimenez, Anthony Lopez, Francis Chieg, Gabe Rendon, Brian Miller, Ron Checketts, Mike Butler, Mike Ellis, Richard Campbell and all of our other supervisors and main people that run our events? No. It definitely isn't Derek Boice, who as

we speak, is busy breaking something that either belongs to us, or that we have to pay for. Is it Martin Stevens, Marco Montellano, Debra Ivester or our overnight personnel, that save our butts so many times? No. Is it our clients, who have supported and believed in us, even when we make mistakes, and give us another chance? No. Is it all of you that I have not mentioned by name? (Please forgive me if I did not mention you by name, there was no offense meant, just

limited space) It is all of you, working together, that makes it happen. There is nothing as wonderful as seeing everybody showing up on time, knowing what you are supposed to do, and getting it done. Walking through Desert Sky or America West Arena, seeing everybody at their post, helping customers and each other, being on Mill Avenue, and watching our crews getting it done, night after night, 365 days a year, is the most incredible feeling you can imagine for me. The reason we are who and what we are is because of each and every person who has the ambition, the determination and the care to do a good job. Every one of you should feel as proud as you make us collectively, for the great job you do all the time. I cannot thank you enough. Last week, I was talking to Brandon, the Executive Director of Desert Sky Pavilion. He asked me if I had started my Microsoft Certification yet. (For those of you who don't remember, I went off recently about computer people, and jokingly implied that I was going to become one of them.) I am a bit slow at times, so it wasn't until recently that it dawned on me that Brandon was giving me a subtle hint. Well, maybe Joe Coomer and Billy Royal think that they have taken over the company, and have even convinced Brandon of the fact that I don't need to be around, but you guys aren't getting rid of me that easy. Joe has made my life miserable so many times over the past three and a half years plus, that I will never give him that pleasure without plenty of payback. Brandon - I did finally get it, and you too, will not get rid of that easy. (besides, I know a few judges, too) Billy - all I have to say to you - COLISEUM!!! So there! Rumor number one over. Rumor number two - No, we are not moving anywhere. We just re-signed a three year lease for our main office, and still have another four years on our downtown Tempe Office lease. We are planning some expansions, getting into some new projects, and getting into some new ventures, that many of you will hopefully be able to be part of. In the next year, we hope to expend some of our technology to make some things go a bit easier and smoother. Eventually, we want to be able to do all of our reports by computer, have computerized sign-in, and GPS, to find out where Bill is hiding his "baby" back ribs. The GPS will also have a electro-shock, to wake him up, while he is sleeping in the barricade during "Family Values". OK, before I start too many rumors of my own, everything new

that we are planning is true, except for the GPS. (Or so you think, Bill) Finally, I will not address the rumor about Mike and his ghosts. You will have to ask Sikora directly about that. By the way, we are trying to collect donations, to send Bill Selby and Jose Villa, (and the gaseous twins) to this years Macy parade. Donations are being excepted by Chris Casias, and your generous contribution to this very worthwhile cause is greatly appreciated. It will allow all the rest of us to be able to breath again. If we collect enough, we will be sending Dave from Desert Sky as well. Give til it hurts, Please!!!!

We have a ton of fun stuff coming up, and I look forward to seeing you all there, looking great, and making us proud. Before I lose your attention completely, I wanted to let you all know, that effective immediately, we will be taking over the alcohol management at Desert Sky Pavilion. This is a new contract for us, and we would like to sincerely thank Art Whalen of Aramark and the staff of Desert Sky for their confidence in us, and for giving us this opportunity. For those of you who still need to take your advanced classes, please sign up soon. By taking the advanced classes, you will not only get a lot of valuable training to better do your job, you will also be able to be part of the alcohol management team at the Sky, (they are getting some cool new uniforms, too) as well as some other new assignments we are taking on, but you will be eligible for an evaluation and raise, and I am sure that would come in handy for everybody Finally, all of our thoughts and prayers go out to Andy Jimenez, who is laid up in the hospital. He suddenly got sick last week, and is expected to make a full recovery soon. We miss you, and hope that you come back soon. Hang in there! See you out there. Keep the Peace!

ZACH'S FINAL THOUGHT

By Zach McFall

Well, thank you all for induing this newsletter. It was my first, and of course practice makes perfect so I hope my next one will be better!

I just wanted to touch on a few subjects. My first subject to talk about is what a great job everyone did at the Warped Tour!!! There is no way we could have pulled that one off if it wasn't for all of your help. So for that I say Thank You! Well folks we are once again off and running. As you saw the upcoming events

list on the first page is pretty good size. I hope everyone is planing to get plenty of hours because we have them. Now I would like to talk about last week. The scheduling department made over 200 calls to people about working. I am very upset to hear that over 35 of those calls were never returned!!! All I can say to that is LAZY!! If you can't work, at leasd have the decency to stand up and say NO, I can't work. It drives the schedulers nuts when people don't return there calls, so please return calls, even if you can't work. Now that I am off my soap box, I can talk about oter things. A lot of you have been given the cards that say " 100 dollars for you" those are Referral cards. If you get them please pass them out to people that you think would be a good TEAM employee. If you need some or if you run out, please come see me at 111 and I will get you more. I am, however, a little upset that only a dozen or so of these cards have come back, so Folks please hand that out thank you. Well, That's all folks and I will see you out in the field. Good luck and stay safe. zj

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