

J.E.A.M. CENTS

Volume V Issue No. 6 "The Official Newsletter of the First Internet Player Haters" June 1-30, 2000

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JUNE EVENTS CALENDAR

6/2: Red Hot Chili Peppers @ DSP
6/2-3: Mill Avenue Crews
6/4: Nine Inch Nails @ AWA
6/5-6: 'N SYNC @ AWA
6/9-10: Mill Avenue Crews
6/10: Advance Training classes in 111 fr 1p-5p
6/12: Payday in 111 from 4p-6p
6/14: Flag Day
6/16: Roger Waters @ AWA
6/16-17: Mill Avenue Crews
6/17: Marc Anthony @ DSP
6/18: Father's Day
Dixie Chicks @ AWA
6/20: Summer Begins
6/23-24: Mill Avenue Crews
6/25: YES @ DSP
6/26: Payday in 111 from 4p-6p
6/29: Motley Crue @ DSP
6/30: Mill Avenue Crews

Stay cool for the summer- work overnights!

T.E.A.M. BIRTHDAYS

Robert Rodrigues	6/2
Brian Fennemore	6/3
Florian Golemi	6/3
Chris Cavaicant	6/6
Ricardo Ovalle	6/6
Glenn Ackerman	6/9
Jerry Escalante	6/16
Miguel Moreno	6/30

T.E.A.M. ANNIVERSARIES

One Year: Stephanie Burdick	6/9
Andy Hoffman	6/30
Three Years: Craig Johnson	6/17
Ben Kucaba	6/17
Joyce Kucaba	6/17
Eddie Cano	6/18
Richard Cavazos	6/18
Marlyn Davidowski	6/18
Jeffrey Fischer	6/18
Andy Jimenez	6/18
Linda Jimenez	6/18
Ted Keller	6/18
Patrick Kyler	6/18
Anthony Lopez	6/18
Estella Morales	6/18
Pete Morales	6/18
Jared Rafferty	6/18
Gerald Waggener	6/18
Francis Chieg	6/19
Sam Kahoiwai	6/19

ZAKS ON MILL AVE

By Zach McFall

Hello, for those of you that don't know I have made yet another change in departments. I have moved from scheduling to recruiting. I am enjoying this change so you will see me in this

department for a long time.

Recently I did a survey, during that survey a couple of people said that they had a problem with new employees. I find that response unacceptable.

In my opinion, I think that is a comment of someone who is too lazy to train and work with that person. I hate to burst one's bubble, but for those that said that, you were new at one point and someone trained you to be what you are now. So, do me a favor and help the new people to better do their job by helping them with questions and better ways of doing something.

Next, I would like to congratulate Derek Boice on his employee of the quarter. Derek is the DTC supervisor; he is also responsible for all of our barricades on Mill Ave. He is one of the hardest working people in this company. So next time you see Derek give him a pat on the back. Good job Derek.

Well, I think I will wrap it up for this month. We are all going to be busy with the fun concerts coming up. Stay safe out there and make sure you schedule. zj

ABOUT HEAT STRESS

By Chris Casias

These past few days we've had record setting temperatures in the valley. Considering the majority of our work is done outside, we have looked into some illnesses affected by the heat and with the help of State Fund I'm including the following info for you.

Everyone is a potential victim, both on and off the job.

Arizona residents must constantly be aware of the dangers of heat stress. Most people know they should stay alert to the warning signs when outside in the desert sun. But for many others working in

industries that require hot work areas, such as factories, foundries, or in the middle of large crowds, the hazard can be just as threatening inside.

WHAT IS HEAT STRESS?

Heat stress is the potentially dangerous condition that occurs when your body is unable to regulate its temperature. There are three levels of heat stress that can be identified by specific symptoms.

Heat cramps:

Painful spasms in your arms, legs, or abdomen, caused by not replacing body salts lost through sweating in extremely hot conditions. Sweaty skin.

Treatment:

Sit or lie down in shade or away from heat source, drink cool water, gently stretch and massage cramped muscles.

Heat exhaustion:

A more serious condition, which may include weakness, nausea, vomiting, fatigue, moist and clammy skin, a headache, pale complexion or rapid pulse. Heat exhaustion results when your body loses too much water through heavy perspiration.

Treatment:

Remove from heat, apply cool, wet cloths, fan victim. Stop if victim develops goose bumps or shivers. Get medical attention if no improvement.

Heatstroke:

The most severe of all heat-related disorders. This major medical condition is caused by a breakdown in the body's cooling system.

Three major signs of heatstroke are:

1. Hot, dry skin that is red or blotchy in color.
2. Hypothermia, with a body temperature rising to 106 degrees Fahrenheit or beyond.
3. Mental confusion, delirium, loss of consciousness, convulsions or coma.

These symptoms can happen with little warning, and can be fatal if not treated.

Treatment:

Remove person from heat. Remove clothing and place victim in a cool bath or apply cool compresses to the body. Get medical attention immediately.

Pay attention to signs of heat stress. If you experience any of these symptoms- or

notice them in someone else- get or call for help immediately.

PREVENTING HEAT STRESS

* **Take it slow.** Allow your body time to adjust to working in the heat. It may take several days to adjust to tolerating an 8 hour shift. People who take the time to get used to the heat have fewer problems with heat stress.

* **Drink plenty of fluids.** Don't wait until you're thirsty! By that time, you may already be dehydrated. You should drink water frequently throughout the day. Drinking isotonic fluids such as Gatorade is good for replacing vital minerals. Do not drink alcohol as a means of replenishing fluids. Stay away from caffeine.

* **Eat right and eat light.** Avoid hot, heavy meals. Fresh fruits and vegetables are good choices for hot weather meals since they are light, high in water content, and also contain vitamins and minerals lost through perspiration.

* **Dress sensibly.** Wear clothing that let's your skin breathe. Fibers such as cotton absorb perspiration and draw moisture away from your skin. Light-colored clothing reflects the sun's hot rays. Wear a cap or wide-brimmed hat to shield your head and face when working outside.

* **Give yourself a break.** Plan breaks out of the sun and away from the heat to allow your body time to cool off. Avoid heavy work during the hottest part of the day.

Remember...any form of heat stress can be a serious threat to your health and safety. Don't ignore the danger signs- recognize and treat all symptoms promptly to keep yourself safe and healthy on the job and at play. Let's be careful out there and look for more summer tips next month. Any questions feel free to contact me in the office.

FROM ACCOUNTING: PART I

By Bret Rowley

Happy June, and greetings from the accounting department. I have had some recent developments lately in my life that have caused me to think about a few things. There are many lessons to be learned in life and it is important that we learn from all of them. Some of the things that I have learned or had reinforced lately are:

1. Take the time to get a good education and it will pay dividends for the rest of your life.
2. Enjoy the good times and laugh at the hard times in

your life. Feeling sorry for yourself will only prolong the amount of time it takes to find a solution.

3. Be thankful for what you have in your life. There are many others who have far less than you do.

4. Make time to do the things that you really like to do in your life.

5. Spend time with your family as they will always be there for you and will really care about you.

6. Don't do anything that will put your life or others' lives in danger.

7. Look past the faults that you see in other people and they will look past the faults that they see in you.

8. If others respect you, you won't need to raise your voice to be heard.

9. Be kind to others if you would like others to treat you kindly.

These are a few of the things that I believe will enrich each of our lives. Remember these at home, at work and anywhere else that you may be. Hopefully, we can find the time to implement these suggestions in our life.

SIKORA SAYS...

By Mke Sikora

During the past few months I have noticed that a lot of employees have seemed to be going through a burnout stage. I know we have been working you extremely hard and it is appreciated. Now it is time to regroup and move forward. T.E.A.M. is growing rapidly and again I ask for your help. We need more employees.

I would like to thank those of you that have paid deposits on your shirts. For those of you that have not and have shirts, you need to either turn them in or pay the deposit on them. I know there are employees that have not paid the deposit yet and it is only a matter of time before I find out who those people are. So please pay now before it is too late.

All of you have been to orientation and know how important the sign-in sheets are. It is used to not only track your hours but it is used to track equipment. I have asked repeatedly to fill the sign-in sheets out properly. It seems that some of you do not understand. If the sign-in sheet is not filled out properly, your pay may be delayed. Some of you may think that we cannot do that, but you are wrong. We can and I will ensure that it does happen.

You had been issued equipment for your shift, if you do not fill the sign-in sheet out completely you will have to wait until I do an inventory of the equipment. That could take a month or even longer. So for your sake, fill all paperwork out completely.

Last but not least, I would like to thank all of you that have worked with me during the previous events. A belated congratulations goes out to Derek Boice for winning the Employee of the First Quarter Award. He has done this by his hard work and determination. Great job Derek and thanks.

Who will it be next?

RECRUITER'S REQUIEM

By Stacy Woolf

Well, what to say. I guess I'll start off by saying that- yes, I can officially say I have worked wearing a T.E.A.M. security shirt. I worked at the Edgefest backstage and what an experience it was. I was fortunate enough to know a few people in order to ask for help when needed. The experience made me think of how new employees must feel. I was definitely intimidated and a little scared. All I could think of was how can we make the new experiences for our employees be great memories. What I came up with was simply being friendly by walking up to someone you don't know and asking them how they are doing, if they have any questions, or need any help. What a difference just that would make! So enough about my first security experience and on to more exciting things...

I found a poem that I thought was very motivational and I would like to share it with all of you. It's called *Be a Dreamer* written by Ron Cristian.

"Dare to dream, for dreams see tomorrow.
Dare to make a wish, for wishing makes way for hope,
and hope is what keeps us all alive. Dare to reach out
for the things no one else can see. Be unafraid to see
what others cannot. Believe in your heart and in your
own goodness, for in doing so others will believe in
them, too. Believe in magic, because life is full of it.
But most of all, believe in yourself... because within
you lies all of the magic, the hope, the love, and the
dreams of tomorrow."

This poem reminds me to take risks to achieve my goals. I hope that all of you realize how important you are to T.E.A.M. So keep up the good work, and please keep referring people for security positions

THINGS TO PONDER

By Chris Casias

A couple of weeks ago I was homebound by an illness. While laying in bed for a few days, it gave me a chance to think about some things that I think all of us think now and then:

*When I found a skull in the woods, the first thing I did was call the police. But then I got curious about it, I picked it up, and started wondering who this person was, and why he had deer horns.

*Here's a good thing to do if you go to a party and you don't know anybody: First take out the garbage. Then go around and collect any extra garbage that people might have, like a crumpled napkin, and take that out too. Pretty soon people will want to

meet that busy garbage guy.

*If you're a cowboy and you're dragging a guy behind your horse, I bet it would really make you mad if you looked back, and the guy was reading a magazine.

*Broken promises don't upset me. I just think, "why did they believe me?"

*I'd like to see a nature film where an eagle swoops down and pulls a fish out of a lake, and then maybe he's flying along, low to the ground, and the fish pulls a worm out of the ground. Now that's a documentary.

*When you stand up you are high, when you sit down you're on crack.

*Is anything more beautiful than a

beautiful, beautiful flamingo, flying across in front of a beautiful sunset? And he's carrying a beautiful rose in his beak, and he's also carrying a beautiful painting with his feet. And also, you're drunk.

*I hope if dogs ever take over the world and they choose a king, they don't just go by size, because I bet there are some chihuahuas with some really good ideas.

*I wish I would have a real tragic love affair and get so bummed out that I'd just quit my job and become a bum for a few years, because I was thinking of doing that anyway.

*Maybe in order to understand mankind we have to look at that word itself. MANKIND. Basically, it's made up of two separate words, "mank" and "ind". What do these words mean? It's a mystery and that's why so is mankind.

*I wish I had a dollar for every time I spent a dollar, because then, Yahoo! I'd have all my money back.

*To me, it's always a good idea to carry two sacks of something when you walk around. That way, if anyone says, "Hey, can you give me a hand?" You can say, "Sorry, I got these sacks."

*When you go for a job interview, I think a good thing to ask is if they ever press charges.

*I want to die in my sleep like my grandfather, not screaming in terror like his passengers.

*Before criticizing someone, walk a mile in their shoes. Then, when you do criticize them, you will be a mile away, and have their shoes.

*I don't see what's so wrong with having a lot of voices in my head. They're all smart, funny, and have lots of really good ideas.

*I guess we were all guilty in a way. We all shot him, we all skinned him, and we all got a bumper sticker that said: I helped skin Bill.

*To avoid rush hour traffic, leave work at noon.

*If someone is choking on an ice cube, don't panic. Quickly pour some boiling water down their throats and the blockage is instantly removed.

*If you find yourself in a hole, the first thing to do is stop digging.

*Psychiatrists say that one out of every four people are mentally ill. Check three friends. If they're okay, you're it.

*After eating an entire bull, a mountain lion felt so good he started roaring. He roared until a hunter came along and shot him. The moral: When you're full of bull keep your mouth shut.

*When every person you see has an identical twin, STOP DRINKING, you've had enough.

*Most of us can keep a secret. It's the people we tell it to who can't.

...and here are some facts you may find useful...

*Every year, more than 13 people in the United States are killed by falling vending machines.

*It is possible to lead a cow up a flight of stairs but not down.

*No piece of paper can be folded in half more than 7 times.

*No word in the English language rhymes with month, silver, orange, or purple.

*There are 293 ways to make change for a dollar.

*A group of cats is called a "clowder".

*In 1976, a Los Angeles woman named Jannene Swift officially married a fifty pound rock. The ceremony was witnessed by more than 20 people.

*There are more chickens than people in the USA.

FROM ACCOUNTING: PART II

By Mikey Windsor

As the weather gets warmer and schools start to let out for the summer, and graduations take place, it is hard to believe that I have been out of high school for five years. This year is especially disbelieving. My younger brother and three cousins are graduating in the next few days. Being the first born and the first grandchild in my family, I have a hard time realizing that my little brother is old enough to graduate. Times like this make me look back on the wild and crazy times that my friends and I have had. It feels like my friends and I were getting ready for our graduation just yesterday. It is weird how time flies when you're out in the real world.

This Memorial Day weekend will reunite me with friends and family that I have not seen in a long time. I have urged my brother to enjoy this time that he has with his friends. It seems like the day you graduate you lose touch with some of the best friends that you will ever have. You say that you are going to get together, but you seldom do. This weekend I plan on getting together with my old friends, drink some cold ones and talk about the good old days. I used to say, "man it would be nice to get together with the guys sometime." So instead of wishing that I had seen some of my old friends, I called them up told them I was coming down, and we set up a night to get together. All that time we never got together, and all it took was a couple of phone calls.

I told my brother to be the one that goes the extra mile, to stay in touch with his friends; they are the best ones you will ever have. I also urge all of you to go ahead and make that call to those old friends that you haven't seen in a while. They are the closest link to your past and the ones most likely to stick with you in the future. Have a safe and enjoyable June.

BEATTIE WISDOM

By Scottie Beattie

I thought I would try something a little different for this newsletter. The following information was obtained from Richard Carlson's book *Don't Sweat the Small Stuff at Work*.

"LIGHT A CANDLE INSTEAD OF CURSING THE DARKNESS"

This is a strategy for better living that I have heard mentioned for many years. And while I sometimes forget to implement this wisdom, I try whenever possible to keep it in mind. It's extremely simple and reliable, yet often completely overlooked. As the title suggests, this strategy involves taking positive, solution-oriented steps (however small) toward improving a situation instead of complaining about

what's wrong. It means being more a part of the solution rather than a reminder or reinforcement of the problem. I've found that work is the ideal environment to practice this philosophy. While we're working, it's easy to fall into the trap of spending our time and energy taking note and complaining about the wrongs of the world—the way things are, the economy, negative people, industry changes, greed, lack of compassion, bureaucracy and so forth. After all, if we are looking for verification that the world is full of problems, we don't have to look far to prove our assumptions. If you take a careful look, you'll notice that in most cases, commiserating with others about the problems at work, or thinking excessively about them only serves to increase your own level of stress, thus making it even more difficult to do anything about the very things that are bothering you. As we focus on the problem and discuss it with others, it can reinforce our belief that life is difficult and stressful, which of course, it can be. When we focus too much on what's wrong, it reminds us of other things we disapprove of or wish were different, which can lead us toward feelings of discouragement and being overwhelmed. It's interesting, however, to notice that in many instances you cannot only make a dent in a problem, but actually reduce your own stress level in the process by simply choosing to "light a candle." Simply put, this means making a suggestion or taking a positive step toward improving a source of stress. It means putting emphasis on potential solution and less emphasis on "cursing" the problem. For example, suppose gossip or talking behind others' backs is a problem where you work. Rather than remaining resentful or frustrated that this bad habit exists, see if you can make a tiny dent in the problem. Gather together a few of your friends and gently bring the issue to the table. But rather than accusing anyone, focus on your own contribution. Confess that you have been as guilty as anyone else in indulging in occasional gossip, and state that you're going to make a genuine effort not to do so. Invite others to join you. Make your invitation lighthearted and unthreatening. Focus on the positive benefits of decreased gossip—nicer feelings toward one another, not having to worry so much about what others are saying about you, less stress, and so forth. In many cases, the people you work with will jump at the opportunity to join you—simply because you have taken the first step.

COOMER COMPLIANT?

By Joe Coomer

Hello teamsters !!! Well, folks it is definitely concert season once again. Nine count them, nine shows in June. We have everything from Red Hot Dixie Chicks to Motley Marc Anthony. Talk to a scheduler and get signed up. Remember this isn't a free show for you, you are getting paid to be there. We may have another show in June, but it isn't confirmed yet, stay tuned.

I have to talk about this because I do care, get your guardcards. This is very important. Plus you get paid

more if you have your guard card. Also, if you get a permanent schedule you get paid more. Please talk to a scheduler. I want to thank all of you who worked over Cinco de Death weekend, it was long, hot, and noisy (you have to love this business). For all the new hires and new concert workers who want to be roamers and supervisors: listen to what the current roamers and supervisors have to say. There is a very good reason why there are in that position, they have been doing since they were born and they know what they are talking about. I don't just say "hey, today would be a good day for so-and-so to be a roamer". They are judged on how they have conducted themselves in the past and on the decision they have made. They instill a lot of pride in what they are doing. Enough about that.

We at T.E.A.M. do not believe in a fire first philosophy. We believe in rehabilitation and retention. If you are sent home and you have no clue why, you might want to think about your actions prior to your dismissal. 99% of the time we will tell you to contact Chris Casias (human resource manager) and he will explain what actions and steps that will take place for further employment.

In closing, to all the Mill Ave and Rio crews, thank you. The past couple of weeks we have been able to test our safety protocol when major incidents happen, we have all seen who needs work, thank you guys and gals, you are great. Remember it's 152 degrees out now and you need to be drinking plenty of water and bring plenty of water to keep yourselves hydrated in these hot summer months. Take care, good luck, and please don't squeeze the charm. . . .

THE ROYAL REVUE

By Billy Royal

"Our lives improve only when we take chances – and the first and most difficult risk we can take is to be honest with ourselves." -Walter Anderson

We take chances every day. Just walking out of our homes nowadays, you literally take your life in your hands. When ever we make it back home after driving in the city traffic all day, many of us breathe a sigh of relief that we made it back to our families in one piece. My point is that our days are made up of chances all the time, some by design, depending on our personality and some that we have no control over at all. Some of us thrive on the chances we take, the thrill of tempting fate.

So why is it that we're so reluctant to take the risk of being honest with ourselves? We hide behind self-made walls, we communicate in a manner that creates walls in others, we hide from the

truth, we lie to get out of trouble, we play head games, the list goes on and on of self-destructive behavior that basically limits our growth.

Why do we do it? No one has those answers but you. No one knows what experiences in our lives shaped how and why we do or react to things. As a company, we are made up of individuals that as a group make up the dynamics of T.E.A.M. All our individual life experiences are reflected in how we treat our co-workers, the clients, the crowd, our family, and even the family dog. The toughest thing we can do is go inward and figure out who we are and why we do the things we do. Personally I'm great at figuring out what everyone else should do with their lives and generally I'm pretty vocal about wanting to help those around me, but try to put those same ideas and theories into action in my own life, somehow it just doesn't seem as simple or as clear. Go figure.

The Golden Rule may sound corny by today's standards but if more of us lived by it, my guess is the world would be a better and happier place. The next time you hear someone whistling while they work, or just walking down the street, ask them why. You might be surprised by the answer.

We'll see you next month, and remember, every days a holiday.

June 18th

Happy Father's Day to all TE.A.M. fathers. Spend it with the Dixie Chicks!!

T.E.A.M. TOP TEN LIST

By Chris Casias

This month our top ten list comes from our home office at Woods Canyon Lake. This month's category is..."Top Ten T.E.A.M. Employees You Wouldn't Want to be Stuck in the Woods With"...

10. Mikey "rage-a-holic" Windsor
9. Stacy "lucky to be alive" Woolf
8. Scottie "the manhunter" Beattie
7. Jose "cuervo" Villa
6. Billy "I'm the general" Royal
5. Mike "don't call me Jethro" Sikora
4. Joe "big mouth marlin" Coomer
3. Zach "rrro oooww wllllfff" McFall

2. Bill "flaming shorts" Selby
.....and the number one T.E.A.M. employee you wouldn't want to be stuck in the woods with is.....
Bret "I'm so hairy I'm managed by the Forest Service" Rowley!!!

CONGRATULATIONS

Congratulations to those employees who graduated from high school this past month. Also congrats to our man in the accounting office Bret Rowley for finally completing ASU. You all accomplished one of life's many goals.

Congratulations also for the following

employees who did an outstanding job and were given commendation for the month of May:

- John Barnes
- Doug Berube
- Mike Butler
- David Clinkenbeard
- Justin Elkins
- Mike Ellis
- Travis Gepson
- Rick Gutierrez
- Andy Jimenez
- Joyce Kucaba
- Dean Laflam

Chris Perren

Keep up the good work!

MICK'S MEMO

By Mick Hirko

It's late at night, and I am amazed. I'm not sure if it's because I had one of those days where I was going twenty different directions, and got nothing done, or simply because it is late. Maybe because I see all the projects that we are working on, and not making progress. We are constantly trying to re-invent ourselves, improve how we do business, become more efficient and organized. Often it is the frail efforts of us humans that prevents our progress, other times the broken commitments of the ones we entrust to do things. Oh, it's not like they are doing us a favor. These are paid contractors. If I had to start over, I would become a computer specialist. (No offense to John, our network administrator, who is great, and does what he says he is going to. Secretly, I don't think he is the right person for the job, both committed and competent). Generally, as a computer specialist, you come in to a business or home with a ton of recommendations, no emotions, and listen with great concern to your newest victim, I mean customer's problems. You have to ask a lot of high tech questions about the problem, that you know the client/victim cannot answer. Then you think (or at least look pensive) for a minute or two, and explain how common a problem this is, and how many times you have had to fix it. Blaming Microsoft and the various hard ware manufactures for their incompetence will score you a bunch of brownie points with your customer, and bask them in confidence of your knowledge. You then proceed to explain how you are going to fix the problem. You MUST throw in a ton of technical abbreviations, that are obscure enough for your victim not to suspect that you have no idea what the problem is, or how to fix it. Once you have overwhelmed them with your amazing knowledge of the cutting edge of technology, you begin bartering on what it will cost to either fix the problem, or create new software and hardware to circumvent the problem. After the victim recovers from the shock that you charge more per hour than F. Lee Bailey, you explain that all your hard work, (which of course will only take a couple of hours) will not only bring the unsuspecting one to the leading edge of technology, but will

bring their ability to the same level of dozens of Fortune 500 companies, who spent billions solving the same problem just last month, at a fraction of the cost, and giving you abilities exceeding theirs. Let's forget for just a minute that the technology you are buying becomes obsolete faster than then the processors inside those machines can calculate $3 \times 4 = 12$. Let's also overlook that the machine you bought two days ago is now on sale everywhere for about a quarter of the price you paid.

Back to our computer expert and the frustrated customer. So, the customer hired the genius. After giving him or her a good chunk of cash for parts and labor up front, and promises of amazing results, he/she leaves, with either the whole machine, or just enough parts that you will not be able to use it. Generally, three days later, they will call the customer, and tell them with great excitement that they were right about the problem, and will have it resolved in no time, and that they will call you in a couple of hours. After a few days, you begin to wonder, and try to reach them. Cell phones are turned off, pages not returned (PS - They will never give you a home phone number, only cell numbers) e-mails ignored, and any other messages are treated the same way. A couple of weeks later, they will call you, apologizing profusely, and explain how the main frame at their full-time job melted down, and they have been working around the clock with no sleep, only soda and pizza to keep them alive ever since 2 minutes after you got off the phone with them days ago. Well, they still cannot get to your problem, but they are really close to getting the mainframe at work back up. All they need to do not is create a patch for the jumper, using a hctrl and a svga connector for output modulation, and then reprogram the bios chip with the isilinear convergence matrix. You know what they mean. Of course you do. It's simple. They don't want to bore you by getting all technical, so they gave it to you in layman terms. Oh by the way, they are going to have to get a hsay (pronounces "haysay") for your computer, but they are pretty certain that they have an extra one laying around, that they will give us. They will then explain to you that you were very lucky to have hired them, because if you had hired anybody else, who was not such an obvious expert with computers would have to go out and buy the hsay, which

would cost you a couple of hundred bucks. I went through this, and really had know idea what a hsay was, but every computer guy I talked to did, but couldn't explain it. It was not in any books, not even on the internet. I asked Joe Coomer, who tried the same thing with me, before admitting that he didn't really know what it is, either. He then went out, hunted out a computer geek (they are not easy to find - they dislike human contact or natural sun light), but finally found one late at night trying to sneak into a Starbucks. After a bit of gentle persuasion, the geek made a death bed confession. He whispered: HSAY means "How Stupid Are You". It's international code for us experts to use on customers." He then closed his eyes forever. After Joe ate his liver, we called all of our Microsoft Certified Engineers, and gave them ultimatums, and explained that we were on to them, and that if they did not get our computers working within 2 weeks, we were going to fire them, and hire someone else. That was two years ago. Our computers still don't work, but we have a lot more ultimatums, parts, partial programs that almost run and enough promises to fill every hard drive in the world. I have resigned myself to the certainty that our computers will never be able to do any more than play solitaire or minesweeper and display cool screen savers, and that we will continue to do everything on paper, and have our schedules crash at the worst time possible, and that I will never be able to find a phone number, let alone be able to search for an address. I thus want to wish you all a fond farewell. The past 6 and a half years have been great, but I am enrolling myself in a program to become a certified Microsoft engineer, and make some serious cash, with no responsibilities, need to live up to commitments, let alone have even the slightest clue of what the hell I am doing. What a life!!! Let me know if you have any computer problems. I'll take care of you. Don't worry.

Ok, change of mind. I have too many morals and integrity to become a computer expert. I would like to thank you all for the hard work and commitment that you have shown with all the shows we had last month. It was just a warm up, because there are a ton more this month. We are also in the process of finishing off some new business that many of you will be involved in. It's all new things, that is a bit different than anything we are doing

currently, and will be a challenge and fun at the same time.

I would also like to thank the entire staff at Desert Sky, for the warm welcome we received, and the openness to our input and ideas. I also grew even more respect for Brandon Sirochman, the General Manager, who went four shows/days without sleep, and still managed to smile on the last day. Brandon, if that whole executive thing doesn't work out, we have some long shifts during the festival season that are perfect for masochists like you. I also would like to thank Brandon for the great parking accommodations. I had no idea that you could actually get that much dirt in the air all at once. I had no idea that dust was lighter than air, and could pile that high on cars. If I didn't have lo-jack on my car, the cops would have never figured out which mound was my car. By the way, has anybody seen Ted Keller or our tent? Neither ever made it back. Thank you, Sir! (PS - We are getting our employee lot, on the west side back. Dust masks will no longer be mandatory walking to your car.)

There was a bunch of other things I wanted to talk about, but it will have to wait till next month. Make sure you drink plenty of water, even if you aren't thirsty at all these hot outdoor shows. If you are not posted, roaming, or on break, make sure your fellow employees are also taken care of with water breaks. Lets make sure we take care of each other.

Finally, if any of you either are experts, or know any audio experts (not like the computer guys), we are looking for somebody that has knowledge of attaching remote microphones to video recorders. Let either Billy Royal or me know. Be safe, keep the Peace, and I'll see you out there.

YOU MIGHT BE A REDNECK

JEDI IF...

- * You think the best use of your light saber is picking your teeth.
- * At least one wing of your X-wing is primer colored.
- * There is a blaster rack in the back of your landspeeder.
- * You have bantha horns on the front of your landspeeder.
- * You can easily describe the taste of an Ewok.
- * You can find no grammatical errors in

the way Yoda talks.

- * You have ever had an X-wing up on blocks in your yard.
- * The worst part of spending time on Dagoba is the daggum skeeters.
- * Wookies are offended by your B.O.
- * You have ever used the force to get yourself another beer so you didn't have to wait for a commercial.
- * You have ever had your R-2 unit use its self-defense electro-shock thingy to get the bar-b-que grill to light

CHRIS ' FINAL THOUGHT

By Chris Casias

Tolerance. It's a tired word that sets low expectations.

Imagine, settling for tolerance as a measure of progress, a measure of something positive. Imagine being satisfied with being tolerated.

In spite of the sentiments of those who believe otherwise, tolerance is not benign. It's a seductive word that camouflages a lot of not-so-nice thoughts. Dislike, despise, detest, repulse and loathe come to mind. These are the real feelings behind the mask of so-called tolerance.

In polite company, people routinely tolerate people they don't like. It happens all the time, and it shouldn't be confused with acceptance or, more importantly, respect. Would you rather be tolerated or respected?

What brings this subject to mind is a letter I received asking me to become a charter member of the National Campaign for Tolerance.

The invitation begins, "Our goal is to make America a nation of tolerance, a place where people of all races, religions, backgrounds and lifestyles live together in harmony and peace."

Nice sentiments.

Now, back to reality. Tolerance doesn't bring peace, and it doesn't bring harmony. It lets people who don't like you bite their lower lip in your presence and then disparage you behind your back.

There are times in each of our lives when we condescend to tolerate other people, we don't particularly like. Folks practice good manners for many bad reasons. They're called motives.

The letter goes on to say, "By

accepting my invitation, you have the opportunity to have your name on the Wall of Tolerance."

The irony of that statement is awesome, because tolerance is, precisely that, a wall. It's not an opening. Behind its shadow often lie hate and a host of other qualities that embrace the worst of humankind.

The letter drones on, "Now we can join together in the battle to change American's hearts."

Wanna bet?

If tolerance is your litmus test of a changed American heart, then you don't know much about the nature of hearts or the attitudes of Americans.

Of course, if you want to settle for being tolerated that's your choice. But be careful what you wish for. You might get it.

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