

J.E.A.M. CENTS

Volume

T.E.A.M. ANNIVERSARIES

RECRUITER'S REQUIEM BRANDON'S NO BRAINER

By Brandon Smith

Hey there another month has past us by already. I have just a couple of things for all of you people out in T.E.A.M. land to remember. First of all it is starting to get hot, so this means drink as much water as you can, we don't want to have to send anyone to the hospital because they had a heat stroke. Next, I want everyone to know there are things going on all the time here, but if you don't ask you will not know. Finally, please don't schedule for a shift if you are really not planning to work it. Thank you and stay cool.

STEPHANIE'S SECRET

By Stephanie Foley

Well first off for those of you I haven't met yet, "HELLO" !! I started working in the office about a month ago and am slowly but surely putting all the names and faces together. Now for the good stuff. First off I want to remind you all that scheduling does start at 10:00am on Mondays, however when you call a scheduler may not be available at that exact moment. SO please feel comfortable knowing that if you leave your name and number with me they will call you back in the order your call was received. We have been a little slow this past few weeks and I know there is concern with some employees that if they leave a message with me they will miss out. That is not the case, like I mentioned above we have been slow but hold on to your guard cards!! Not only will the weather be heating up but so will our list of events!! There will be plenty for everybody:)

Speaking of summertime... Now is the

time to start investing in some sun screen and maybe a really cool water bottle to take to events. These two things will be your best friends at most events!! That is it for now!!! Here is to kicking off a safe and super summer!!!

SIKORA SAYS....

By Mike Sikora

I know most of you have been working your tails off and I just wanted to say "Thank you".

I have said this many times before that without your hard work and determination we would not be able to do the events that we do.

I talked about how grateful I was to Mick in my last newsletter article for teaching me how the event industry works. I also want to thank all of you for showing me more things that I needed to learn.

I am planning on attending a show that we are going to be working at and I look forward to seeing all of you at your finest. It makes me proud to hear compliments from patrons about how good the staff is. I was talking to a past client at the Bon Jovi concert and she was telling me how one of our staff treated her and her sister. She had said that we treated them with the utmost respect and courtesy. I know the people that she was in contact with did not know who she was. This made me feel really good about working for the BEST event staffing company in the state (T.E.A.M.). I also heard from patrons, vendors and the client on how we handle emergency situations like the one we had at the Pride Festival. I heard nothing but compliments. You guys (and girls) are GREAT. I feel that you should stand tall and proud on how we work together as a T.E.A.M. and treat everyone respectfully and fairly.

I have seen other companies try to compare themselves to us and copy us. Let

them keep trying because if we continue to do our best we will always be the best.

Let's be safe and have a lot of fun.

STEPHANIE'S EPIPHANY

By Steph Burdick

"Coming together is a beginning, staying together is progress, and working together is success."

Henry Ford

"The achievements of an organization are the results of the combined effort of each individual."

Vince Lombardi

"Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results."

Source Unknown

Now that I have you all teary-eyed, grab some Kleenex and read on. I just wanted to emphasize teamwork. Because without it gang, we are goners. I think for the most part we all work pretty well together, but there is always room for improvement.

I also want to remind you guys of some policies and procedures that we need to keep practicing to keep this place running smoothly. If you move, please fill out an address change form. We need to keep everyone's address current. Also, if you have not already, please make a deposit on a uniform. This will make your life a lot easier. Not only will you have your very own, very hip T.E.A.M. shirt, but it will fit you. So the next shift you work, if you find a shirt that fits please put a deposit down on it. For those of you that may not know, the shirt will cost you 15 dollars that is taken out of two checks in \$7.50 installments. When you return your shirt,

we will reimburse you up to 80%. Also, for all of you who have not gotten your guard card (Security Guard Registration Certificates), please consider getting one. Not only do you get a dollar raise, but also you get to carry this neat little card with you whenever you work. Seriously, it is an important thing to have and is required by law if you are working in a security capacity. See Scottie in Human Resources if you have any further questions regarding obtaining your guard card.

That'll about do it for me. As always, if you guys have any questions or just want to talk, my door is always open. (I know Mick has the same policy, if only he could find his door in that tornado he calls an office.) Have fun at work everyone and above all, be safe.

ATTITUDE

By Larry D. Hankins

The longer I live, the more I realize the impact of attitude on my life. Attitude, to me, is more important than the great past, than seeking education, than the pursuit of money, than circumstances, than all of my failures, than all of my successes, than what other people think or say or do. It is more important than appearance, giftedness or skill. It will make or break a company, a church... a home. The remarkable thing is we have a choice every day regarding the attitude we embrace for the day.

We cannot change our past; we cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we do have, and that is our ATTITUDE. I am convinced that life is 10 percent what happens to me and 90 percent on how I react to it. And so it is with you . . . we are in charge of our own attitudes!

ANDY'S WATCHTOWER

By Andy LaFave

Hey Teamsters! How is everything going out there in T.E.A.M. land? As you all know in my newsletter articles I mainly write about work related issues like scheduling, showing up for your shifts, doing a good job, etc. Even though those are great things to always keep in mind, that is not what I am going to write about this month. This month's article is going to be based upon some of my own personal thoughts and feelings. Maybe some of you can relate. If not, just read and enjoy.

I believe that every person has his or her own escape from reality. You know, somewhere you may go or something you may do just to escape from the constant everyday stresses of life. My escape is my music. When I get behind my drum set it is as though I am in a world all my own. My stresses fade away and my mind becomes clear. I have to be relaxed in order to be creative and play. For those of you musicians out there, you know how difficult it may be to play when your mind is constantly wondering, and your focus is on something besides your music.

For the longest time I was not able to play my drums. There was nothing wrong with me physically, it was all mental. I had so much going on in my life that I would actually attempt to release my aggressions out on the drum set. I would get behind my set and think about all of the things that were bothering me, mostly girl related, and I would proceed to beat the living hell out of my set. Yet, at no time during that was I being creative. Anybody can get behind a drum set, or pick up a guitar, and start wailing away. That does not make them a musician. This article is not about what makes a musician. This article is about escape. I find that if I let my stresses go before I play the more relaxed I feel after I am done. It is though with every cymbal crash or every fill my stress comes out by itself and I don't even have to focus on it.

I know it may sound weird, but after I play I have a much clearer perspective on many things.

I guess that what I am trying to tell you guys is that everybody has something that they like to do in order to escape from reality. Everything from riding bikes to hang gliding, there is something special that everyone does to relax. The most important thing that I can express is never lose that special place in your lives. Without it life would be nothing but chaos. Also life is way too short to walk around upset all of the time. As always guys and gals, take it easy out there, remember to be safe, and most importantly have fun. Until next time..... LATER!

ALL ABOUT FRIENDS

By Chris Casias

I never liked David. My friend, Lisa, arranged for me to meet her fiance, David, so I could give her my opinion on him.

We met, we talked, I lied.

She asked what I thought of him. I clearly recall my response. "He seems to make you happy and that's the important thing."

Do friends want to hear what we have to say? Or do they want us to say what they want to hear? Had I allowed Lisa to make her own decision without my negative reaction, or was I afraid that my honest comments would cause hurt feelings?

Lisa married David. About a year later, they divorced and many of Lisa's friends heaved a collective sigh of relief. We wanted the best for her, yet we hadn't the courage to tell her we never thought David came close to that mark.

As I cut David's face out of a photo of him and Lisa, I vowed to never take the spineless way out, again. When a friend asks me to weigh in on his or her choice of significant other, I would shoot from the hip.

Friends whose new beaux or girlfriends have been subjected to nothing short of interrogation by me, since then, can attest to the thoroughness of my resolve.

I meet. I grill. I tell the truth.

The whole truth and nothing but the truth? Well, not exactly.

I do pose tough questions and press for answers that are reflective and honest-not just glib banter. But, when asked for my verdict, I haven't always been a model of integrity.

My friend, Mike, met a woman several months ago. They'd been happily dating for quite a while before Mike had the courage to subject himself and Missy to dinner and inquisition across a table from me. Missy held her own, during the persistent probing, and received my seal of approval. I was delighted that to be able to tell Mike, "Missy is a keeper," and mean it.

The situation was less pleasant and I was less candid with my friend, Carla, after chatting with her would-be-boyfriend. This man was no diamond in the rough. He was just rough. I didn't like him. He made my skin crawl. I wondered what Carla could possibly value in this charmless man. I prepared myself to call it like I saw it. But when the time came, I heard myself spinning the truth to deliver a response that Carla wanted to hear.

My seeming inability to steer clear of the occasional cowardly lying is much on

my mind. After ending his long term relationship, my friend James is newly single. And, while he's not ready to leap into the dating pool right away, that time will come soon enough. I want to be ready and I want to be a good friend. I want to make a preemptive strike, if need be, rather than kvetch after the fact.

We're active participants in our friends' lives and that includes interaction with their companions. As long as these people are in relationships with our friends, we'll be hearing about them, and socializing with them. The possibility of sitting next to one of the "said-I-liked-you-but-I-really-don't" folks throughout a lengthy dinner or other event looms heavily over my head.

If the future happiness of a friend isn't sufficient to warrant a factual review, isn't the preservation of one's own sanity enough motivation for candor?

Lisa found happiness. She's gotten married, again, and recently celebrated their second anniversary. Mike and Missy are still together and marrying this summer, Carla moved on to another man and James is handling the single life with relative ease and freedom.

Through it all, I keep the photo of Lisa with the space where David's face used to be on my bedroom wall to remind me that my close friends deserve veracity.

Sometime what those closest to us don't want to hear, is exactly what needs to be said.

It's a matter of truth or consequences. Tell the truth, and help spare the consequences.

IT'S TOO DARN HOT

By Jeff Swanson

The one thing I hate about Phx. AZ is the heat. I was born and raised here but it never gets easier. Many of you know that I came one wife close to moving out of state due to the heat. I have learned that the most important thing to survive an AZ. Summer is water, water, and more water. Water for you, water for your car, water for you, water for your pets, water for you, water for your plants, water for you.....I think you get the picture.

One thing to remember is that no matter how hot you are, the old lady with the kids in the broken down yugo on the side of the road is hotter. Heat does kill! Please take the time to help stranded motorist. I regularly stop. The people stranded in the heat always comment on how everyone just drives by. If that were my wife and

kids, I hope someone would have the decency to stop.

WAT'Z UP DOC

American Chiropractic Center
By Dr. Lynn and Dr. Vince

Greetings! We're going to shift the focus of our article a little this month. Up to now we've covered injuries, diet and stretching. You folks in the office have just as much chance of injury as the people in the front barricade. The way you talk on the phone or sit at your computer can do just as much damage as a physical injury. Trust me, I know without my office personnel, my practice would come to a screeching halt. The same is true in any business. So our goal is to keep all of you healthy.

Proper ergonomics can help reduce stress and strain on all areas of your back and neck. All you need to do is remember the angles! The most important angles are the hips and knees that should both be at a 90-degree angle. This is best achieved by sitting clear to the back of your chair (rather than on the edge). Secondly, make sure your knees are bent and feet are flat on the floor (you may need a stool or a small box to achieve this last part!). Armrests are helpful to rest your forearms in a neutral position when using the keyboard. On the other hand, I'm not a big fan of them due to the fact that most of us use them to lean on. This in turn "twists" the lower back musculature. Your mouse should be next to your keyboard so that you are not constantly reaching for it. This ones for you Larry H. Monitors need to be at eye level and focal distance varies due to ones vision but your ears should remain above your shoulders (not out ahead/anterior head carriage).

If your getting pain across your mid back, shoulders and up into your neck (and it hasn't been going on too long) check these few points and you should feel relief. Remembering your angles can be carried into all aspects of your day. For example, the 90-degree hip and knee rule should also be followed when driving and even sleeping. When sleeping on your side, remember these angles and keep your hips in neutral by using a pillow in between your knees.

During your day, remember to get up and get out of your chair and office. Take a five-minute walk to stretch and get some good air in your lungs. Did I mention plenty of H2O, all day, everyday?

Until next month, good luck and good health.

OPERATION TABAKA

By Mike Tabaka

Greetings from the operations department. I would like to welcome all of the new T.E.A.M. members and of course thank all of the T.E.A.M. members that have helped us out during the last month. With all of the new faces come a lot of questions. The biggest question we hear in the operations department is "how do I get better positions?" Please remember that you can't expect to get the best positions at a concert or event. Everybody has worked these positions in their career. Our roamers and supervisors have put in their time, training and hours to earn these positions and responsibilities. These roamers and supervisors are also the ones that let the managers know who is doing the good jobs and earn the positions with more responsibilities.

Remember EVERY position is important to the overall success and safety of the concert or event. So with time comes experience and skills needed to get the positions. Thanks again to everyone who puts in the extra effort, it is appreciated and noticed.

THE ROYAL REVUE

By Billy Royal

"Even if you're on the right track, you'll get run over if you just sit there" -Will Rogers

Let's talk about prejudice. If every generation perceives the last as being behind the times and archaic in everything including thought, music, clothing, technology and even hair style, what is the next generation going to look back at us and say.

Many beliefs and ideals don't stand the test of time. One example is the Aztecs thought the sun to be a god. Not that might not be true, but it somehow does not seem to be the norm any longer. How many people swore the world was flat? Who would have been able to convince those true believers with out proof? We can now of course, but back then someone had to risk his life to prove it. That's conviction! OK, where am I going with this? I'm glad you asked. No body likes to look like a fool, and how foolish are we going to look to future generations when

they look back and see that our prejudices ruined our happiness and our lives.

How many things are you prejudice about? Food? Do you hate all vegetables? What about music? Are there certain "kinds" you won't listen to? Are all "young" people trouble? Are all blondes "dumb"? Is everyone with a southern accent a "redneck"? Are all Fords "lemons"? Are all "long hairs" pot smokers? Let's not forget the ones we see everyday, gender, religion, nationality and race. We're all guilty to some degree.

As a kid, I used to go visit my Dad at his office for the day. The big treat for me was going to lunch. We'd go somewhere different every time. He'd always encourage me to try something different and not be afraid to do so. I didn't realize it at the time but he wasn't just talking about food.

His message over our years of friendship has been to keep an open mind, try new things and don't preconceive an idea until you've experienced it for yourself.

My message is simple. Don't let the generations look back at us with disgust because we can't overcome the fact that we all jump to conclusions at one time or another. We can make a difference. Let's make it today.

Remember, everyday's a holiday!

MICK'S MEMO

By Mick Hirko

I have been working in the security business nearly half my life, and in that time, I have had the privilege of meeting and working with some incredible people, the best in their field. I remember the first time I ever met Jim Callahan, the tour security director for the Rolling Stones, the Who, Duran Duran, and many other of the biggest names in their day. It was like meeting God. I was so in awe, I couldn't even speak right. I felt so honored, just to be in his presence. Here was the man, that everybody looked up to, and that everybody else wanted to be. I have to admit that I felt that honor at the recent Bon Jovi concert. It was a moment of extreme pride. Everybody knew what they were supposed to be doing, and doing it well. Everybody looked sharp, attentive and polite. I saw smiles, resolute determination and confidence. It was one of the moments that make it all worthwhile. I would like to thank all of you for doing a great job! Keep it up.

Last week, one of our supervisors, let's sake of this writing, call him Jerry

McRaff, was driving one of our patrol trucks, when he was pulled over by the Department of Public Safety. It was enforcement officers from the licensing division. He wanted to see his guard card. Once he presented it, it was discovered that it had expired several months ago. They had several options at that time. They could have arrested him on the spot, written him a very expensive ticket, or given him a warning. Jared, I mean Jerry was fortunate. They gave him a warning, with the understanding that he would renew his license the following morning. He had to park the patrol truck, and we were fortunate that Bill Selby volunteered to finish his shift. If he had not gone in the next morning to renew his license, DPS still had the option of citing or arresting him later.

This is a very serious issue, and in conversations I had with the officers that cited Jerry, I was told that there are big changes coming in the next couple of months. They include the fees going up substantially for the license, a waiting period after you pay the fee of at least a week before you can actually perform security services, more stringent enforcement of licenses, as well as having the applicant providing their own pictures and fingerprints. All these things mean it is going to cost a lot more to be a security guard, and that it is going to be more difficult to get. I strongly suggest that all of you that have licenses that are about to expire renew them real soon, and those of you that were planning to get them, do it now, before it gets a lot more expensive. This is going to happen, and aside from the extra fees that will be implemented, remember that if a police officer checks, and you do not have your license on you, you can be arrested or fined. We will start doing more spot checks, to get everybody in the habit of carrying their guard card at all times when working.

Keep up the good work, and keep helping us be the best in the business! Got to run. I am actually going on a vacation, the first one in many years, and much needed. All the best, and keep the Peace. See you out there, making us proud!

CLASSIFIEDS

Want some extra Cash?? Permanent DMB Shifts!!! Thursdays 2130-0130, Fridays 1600-2230 (7th Street), Saturdays 1100-1800 and Sundays 1100-1700. Please contact either Larry or Andy for

further details.

Newly released Club Rio shifts! If you're looking for some extra funds and some more shifts, Friday has three spaces available from 2130-0130, and there is 4 spaces available on Saturdays from 2130-0130. Please call Larry or Andy if you are interested.

New Shift! Extra Hours!! The Mill Avenue Shops located in downtown Tempe has hired T.E.A.M. to do overnight security. We are looking for two individuals to fill the spots. These shifts run Thursday through Saturday from 2130-0430 and 0200-0430. If interested ask Andy or Larry about T.E.A.M.'s overnight pay rate and permanent schedule rate.

Calling all Dispatchers!! T.E.A.M. is looking for a few good dispatchers for Mill Avenue, concerts and events. If you think you've got what it takes call Steph Burdick and find out.

All cloth T.E.A.M. hats are now available. They sell for only \$5 and can be purchased from Jeff Swanson.

Slightly used blow up sheep. Life size. Makes authentic sheep noises. (batteries not included) Sells new for \$59.99, can be seen on home video at Country Thunder. Must sell, moving. \$10. Or best offer. See Mike Sikora

Looking for free car. Must look nice and run good. Have no way to get to work. I can pay up to \$100 if you can take payments of \$10 a month. Please leave keys with Steph Foley at 111. Thank you and God Bless.

Reward! A reward is being offered for information leading to the arrest and conviction of the person stealing the fish from the tank at 111. We have found evidence of illegal fishing and are not happy. Any one with information should contact the main office.

Lost, I lost some cash on Mill Ave. last weekend. Have you found any? Please return to Jeff Swanson.

Tall, dark and handsome 50ish male seeking 18 to 21 year old female/security guard companion for late night walks at Tempe Beach Park, and ? You pay for dinner, I'll bring the 40's. Please reply to (480) 829-6066 ext. 226