

J.E.A.M. CENTS

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“The Official Newsletter of the ALIC Team”

November 1-30, 2001

Well, as another month comes to an end, you will read about how busy it was in the month of October from all the manager's columns. It seems to be a tradition that everyone start their articles on how busy the month has been.

No doubt it was a busy month, but also one of the slowest and smoothest ones we've had in the past few years.

Thanks to those employees who helped out wherever and whenever needed. Thanks to those who helped us celebrate our eighth year anniversary. We'll see you next year!

Congratulations to the Diamondbacks for their world series win. Happy birthday to a few of our office staff who celebrate their birthdays this month- Talia, Tara and Andy. Don't expect to have the day after your birthday off, so don't party too much!

This month will be a little slower, take the time to spend time with your family and friends, especially during the holidays. Take the time to reflect on the events that have occurred in this past year, and think of how much better you can make the next one. After all, days, months, years go by a lot quicker than you think.

Think about how lucky you are to have family that is always there for you. Think about how you have friends that really care about you. Be thankful for these reasons.

Anyone wanting to buy Andy a birthday present, he wants Neil Diamond tickets, give them to Chris. Be careful out there and have a Happy Thanksgiving.....

NOVEMBER BIRTHDAYS

Andy Jimenez	11/1
Tim VanVranken	11/2
Devin Harpool	11/4
Kendall Earley	11/5
Rickey Christensen	11/7
Dominic Martinez	11/8
Matt A. Smith	11/9
Matthew M. Smith	11/9
Seth Thomas	11/9
Jared Frizzell	11/11
Aaron Aguilar	11/12
Bryan Wilson	11/13
Alice Fortner	11/14
James Gerbitz	11/14
Andy LaFave	11/14
Deanna Messier	11/15
Talia Jackson	11/17
Robert Erdmann	11/19
Rebecca Golper	11/21
Jeremy Lopez	11/23
Brandon Muir	11/24
Athenia Saucido	11/24
Jason Moyer	11/27
John Tidwell	11/28
Derrick Watt	11/29
Dameiel Williams	11/29
Andrea Brown	11/30
Tara Clark	11/30

Happy birthday to all of the above employees. See Steph Foley in the office for slice of cake and a six pack!

NOVEMBER ANNIVERSARIES

Congratulations to Michael Diehl who will be with us for one year on November 8. Good hanging in there with us.

NOVEMBER EVENTS

- 11/9: Jane's Addiction @ Cricket
- 11/10: Glendale Veteran's Parade
Marine Corps Birthday
- 11/11: Veteran's Day
Family Value's Tour @ AVMC
- 11/12: Payday @ 111. 4p-6p
- 11/14: AndyFest @ Hooters
- 11/17: Advanced training @ 111. 1p-5p.
- 11/22: Thanksgiving Day. Offices
closed.
- 11/23: Fantasy of Lights on Mill Ave.
U2 @ AWA
- 11/24: Weezer @ AWA
- 11/25: Incubus @ Mesa Amp.
- 11/26: Payday @ 111. 4p-6p.
- 11/30-12/2: MAMA Fall Festival of the
Arts on Mill Avenue.

Just a reminder New Year's Eve is coming up. This is our biggest night of the year. Plan on spending it with your T.E.A.M. because it is a **blackout** day.

SUCCESS IS...

- At age 4 success is not peeing in your pants.
- At age 12 success is having friends.
- At age 16 success is having a drivers license.
- At age 20 success is having sex.
- At age 35 success is having money.
- At age 50 success is having money.
- At age 60 success is having sex.
- At age 70 success is having a drivers license.
- At age 75 success is having friends.
- At age 80 success is not peeing in your pants.

TARA'S TWO "CENTS"

By Tara Clark

Hi everyone at T.E.A.M.! I am the "new" receptionist. Some of you already know me and for those who do not, I am the one who you talk to on the phone when you call (scheduling).

I would like to say that I also listen to the messages of call in times and call out times. Sometimes it is very difficult to hear what you say. All I need to know is your name, where you worked, what day you worked and time in /out!

Example: "Hi this is John Doe I worked at the carwash on Jan. 5, I got here at 6:30 a.m." Thank you so much, and don't forget to call. (That would help Marlies from having to call you and ask you).

I am still getting to know everyone so don't mind me if I ask your name over and over and over. Your name and face will eventually stick in my head just give it some time. I have also been learning to do dispatch, so some of you have seen me at some of the concerts. That is where I usually ask your name over and over. Bear with me if you hear me on the radio.

Thanks for your help. Stay safe and Happy Turkey Day! - Tara Clark

THE REAL "DIEHL"

By Michael Diehl

Hello T.E.A.M. Without mixing words, I would like to thank all of you employees who worked this month for T.E.A.M. This month was the most chaotic for the scheduling department, if you did not see Andy or myself at any of these events, it meant we were still stuck in the office running up the phone bill scheduling people. Now, you might understand why you never saw Andy or myself smiling.

Don't forget people that you still need to call in every Monday. This month is not as chaotic as October. We still have work available. If you schedule late and it appears that there is no work on Monday try back later in the week more events may pop up at the last second. Events are not always scheduled weeks in advance, sometimes a day or two before. Also remember that at the end of the month we have the M.A.M.A. Arts and Craft Festival, we will be scheduling for it soon. If you are interested in signing up for the Advanced Training class, ask the schedulers.

Until next month everyone, lets be safe and work what you schedule for.

RECRUITER'S REQUIEM

By Larry D. Hankins

Since yesterday was one of those days that everyone just loves to go out and collect things, let me be one of the first ones to say, so do I. Happy Halloween to every one out there. This month will be no different than some of the other months. I will be singing the same old song. Go and get your DPS security license. You want to know how to go get some holiday cash what a great way!

I don't know about you but I think that it is time that we begin to take a deep hard look into why so many people are not taking advantage of our bonus plan. If you remember I outlined for you in some detail what you needed to do to take advantage in our last *T.E.A.M. Cents*. To date I have had very few people take advantage or for that matter even check out our web address. You remember www.teamsecurity.net this is where you can get your friends to go on line and fill and application. When they complete 100 hours (as long as attendance and conduct meet T.E.A.M. policies) you will receive a \$25.00 bonus. There is no limit on the number of referrals.

One of the things that becomes important is how to address the issue of a Staff(Unlicenced employee) and the hourly rate that is associated with that and the Security staff(Valid AZ DPS license) with its hourly rate. My task is to get all of you who do not currently hold a DPS license to join the ranks of those who do. Not only will it benefit the lining of your pockets, it will aid you in others areas of growth while here at T.E.A.M. Ladies and Gentlemen, if you do not have your Valid AZ DPS license commonly refereed to as a guard card, you have two options as I see it. Take the money you have earned or will earn as a staff and get your guard card right now, and feel your pockets grow, or as I mention earlier, refer a friend and use that bonus alone with your current earnings to get yourself that guard card. Either way the bottom line is you will be helping yourself and your friendly recruiter.

In closing I want all of you to know that I really do thanks all of you who have responded to my article in some kind of way. I also would like all of you to keep

referring your friends and keep coming in for your cards.

WORLD'S SHORTEST BOOKS

"My Plan To Find The Real Killers" by O.J. Simpson

"To All The Men I've Loved Before" by Ellen DeGeneres

The Difference Between Reality and Dilbert
"Things I Wouldn't Do For Money" by Dennis Rodman

Al Gore: The Wild Years

Mick's Collection of Combs

Amelia Earhart's Guide to the Pacific Ocean

America's Most Popular Lawyers

Different Ways To Spell "Bob"

Dr. Kevorkian's Collection of Motivational Speeches

"My Life as a Receptionist" by Tara Clark

Everything Men Know About Women

Everything Women Know About Men

George Foreman's Big Book of Baby Names

Mike Tyson's Guide to Dating Etiquette

The Amish Phone directory

Michael Diehl's Guide to Fashion

"My Angry Moments" by Stephanie Foley

STEPHANIE'S SECRETS

By Stephanie Foley

Well gang we made it through October and that means there's only two months until New Year's Eve. For those of you whom may have forgotten New Year's Eve is a BLACKOUT day. Any of you wishing to spend that particular night with friends or family-never fear they can work too!!! We will definitely need friendly and fun individuals willing to work on the year's most special day. These individuals can work just New Year's Eve or they can continue into the new year, the option is theirs. They will need to attend orientation before working so be sure to pass the word!!! For more info see Larry or Steph.

Speaking of Larry I want to congratulate you all on keeping him nice and busy, I have never seen such a turnout for evaluations!! An evaluation is a huge benefit for you, you get to see how you are doing from your personnel file's point of view and have a chance to vent any frustration or ideas you may have. There also is a great possibility of a pay increase \$ cha chingJ Remember, it is up to you, the employee, to keep track of

your hours. ****Helpful hint**** Save your pay stubs.

Well gang, before I go please accept a huge THANK YOU for all your help in October!! Its was a killer, but to see the schedulers smile now makes it all worth it.!!

WHATZ UP DOC?

American Chiropractic

Good nutrition is very valuable to your health. No matter what your health goals are whether it is to lose weight; have more energy or to improve your immune system, proper nutrition will help you attain your goal. There are many diet books out on the market that can help you with food combining, low fat – low carbohydrate and other “secrets” to health and weight loss.

Biochemically you are all individual, and there is no single diet that is good for everyone. Your nutritional needs are unique to you. You may need nutritional supplementation. You may need to avoid certain foods. You may also need help with your digestion. A single diet book will never address these issues.

There are, however, some basic nutritional rules that are beneficial to everyone. Think of these rules as the foundation of good health, like the foundation of a house. Your individual needs, such as nutritional supplementation, fat grams, and food allergies, and other aspects of your individual biochemistry can be addressed in the office. Think of these as the floor plan, trim and architectural style of your house, making it unique from others. Your nutritional care is ongoing, since your needs change as you become healthier. The following nutritional rules will be beneficial to everyone on the road to good health:

****Drink 8, 8 oz. Glasses of water each day- Inadequate hydration can cause sinus problems, constipation and fatigue.**

****Chew your food until it is liquid- digestion begins in the mouth. Not chewing properly can cause bloating, fatigue after meals.**

****Avoid refined sugar- eating refined sugar can cause blood sugar swings, moodiness, depression, and poor digestion. It can also cause yeast overgrowth in the intestine and contributes to allergies.**

****Eat whole grains and NOT white, refined grains – white refined flour can**

cause many of the problems caused by sugar.

****Go on a “cave man” diet – foods that have additives, added sugar, and hydrogenated oil, that have shelf lives undermine our health. Foods like this were not available to our primitive ancestors. Since our bodies have not changed much in 10,000 years we are not equipped to handle them.**

****Have at least 3 servings of fruits and vegetables daily- this will supply you with minerals, vitamin C fiber and trace nutrients. It will improve your digestive system and reduce your chances for getting cancer.**

****Take a sensible approach to fat – low fat diets are all the “rage” now. They are not for everyone. Eating a diet that is too low in fat will decrease the absorption of oil soluble vitamins. Some people on low fat diets develop dry skin, muscle fatigue, cramping, immune system problems and fatigue. Low fat diets improve the health of many individuals. This is due to the fact that many of the fats consumed in our society are toxic.**

Not all fats are created equal. You should and must avoid fats from certain sources.

***Fats strictly to avoid: Deep-fried foods, hydrogenated oil (this is margarine, Crisco and this is the predominant fat type found in junk food). Roasted nuts, vegetable oils extracted with heat or chemicals. Also, limit your consumption of animal fats; they are saturated fats and contain environmental pollutants.**

These rules are only a beginning. A complete nutritional program should be tailored to your needs and address your health problems. Please feel free to ask any questions you have about nutrition.

And as always, good luck, good eating, good health and don't “sweat the small stuff!”

-Dr Lynn & Dr Vince

FROM THE BEAN COUNTER

By Marlies Meinhold

Hello everyone! It has been a whirlwind of month. I would first like to start off by thanking everyone for all their help this past month, especially the office staff. I appreciate all the help that everyone has been giving me. I would also like to give special praise to our schedulers, Michael Diehl and Andy LaFave for doing such a

great job during the crazy month of October.

I would also like to remind all employees, that if there is no sign in sheet, or you don't sign in or out, you must call your hours in. If no one is here you can leave a message in the general voice mailbox. I will get your hours. Remember, if you don't sign in and out, you won't get paid. Also, anyone working America West Arena, I would appreciate if you call your hours in, even though you are signing in and out on a sheet at the Arena, it will make it easier when I can't read the sheets. (They fax them to me.)

I have a little saying, which I would like to include with my article. We should all know it, but have we really read it recently?

"I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all."

Finally, someone beat the Yankees. I guess it takes a little Diamondback to scare the Yankees. (ha, ha, ha) Well I am good at the short and sweet articles, so I am going to say over and out for now. Have a great month and Happy Thanksgiving.

ANDY'S WATCHTOWER

By Andy LaFave

Hey Teamsters! How is everything going out there in T.E.A.M. land? In this month's article I would like to talk about a little thing called dedication. Throughout the month of October we here at T.E.A.M. were faced with many challenges. As always, October, was and always will be our busiest month. I am not going to beat around the bush here. The schedulers hate the month of October with a passion. To be honest, we each went through two batteries in our pagers this month. If you break that down it averages around 15-30 pages a day. Granted, some days we would only get 4 or 5 pages, but other days... well you don't want me to get into that. Yet through it all we managed to survive. I just want to send out my deepest appreciation to all of you who helped so much during this last month. It is because of you that we succeeded and managed to, again, shine.

I want to let you guys know that just because October is over does not mean the work is over. We still have plenty of shifts for all of you to fill. Just remember to call us on Monday. Speaking of that, please only call the office once on Mondays. We

are very busy and it may take us awhile to get back to you, but please be patient. We do our best to get you guys scheduled for whatever you need. Remember we are only two as you are hundreds. You do the math. I am actually going to cut my article short this month, have to get back to scheduling. Again, THANK YOU for your hard work and dedication. As always be safe out there and most importantly have fun. Later.....

REY'S ROUND-UP

By Rey Maroquin

What's up everyone? I hope you are enjoying the exciting World Series! It's been quite the nail biter. I would like to thank every-one for their hard work during the month of October, it was a very busy one indeed.

The best part I enjoyed of the busy month was watching you guys step up and take the opportunity to shine and show your skills in being a go-getter and showing your leadership talents as well, believe me it does not go unnoticed. Many individuals stood out in accepting leadership roles during our crazy events, they made great strides in gaining even more of our confidence in them, more importantly they can continue to believe in themselves as much as we believe in them, so to Terry T. - Andrea, T.J.- Steve Sullivan, MR. ROYAL, you have my utmost respect towards you and I wholeheartedly thank you very much!

While I am in the thank you department, our schedulers deserve a HUGE applause for their commitment to our organization. Andy and Mike pulled together and made the month a success. Also if you were not aware, a tremendous amount of pride and dignity was in store for me the other night. I was quickly reminded of what it is that makes me want to be a part of this team, it was a Thursday night and we had a whole lotta shifts to cover that night, more so than usual, what hit me was the camaraderie and teamwork that was pulled together by our awesome staff and especially how everyone of our office personnel came out that night to help out and do what-ever it took to make the night a success, it made me feel very proud and welcome to be a part of this group. To our rockin' office staff, I hold an even greater amount of respect towards all of you and for what you do, from MR. HIRKO on down.

I will treasure these memories and once again thank all of you for allowing

me to be a part of your staff, to everyone out there, as a reminder, if the circumstances you are looking for are not out, go out and create them!

Later!

THE ROYAL REVUE

By Billy Royal

"To get profit without risk, experience without danger, and reward without work is as impossible as it is to live without being born." --A.P. Gouthey

Greetings all. It seems like forever that I've had the opportunity to write to you. Last month I had a schedule that just didn't allow me to be very creative. Also I came to the realization that I was very angry at what had happened in our world and struggled with the idea of what I wanted to say or how to say it. I enjoy that my articles tend to be on a positive note and the truth was I had very little positive to say. I was very wrong.

There are times in our lives that I call life intersections, those episodes that literally change your life and you may or may not realize it. They often can be the loss of a loved one, a car accident, the birth of a child, or a life and death scare. There also known as wake up calls. The tragic episodes from last month has truly opened many of our minds and hearts to a level of camaraderie that this country has not felt in a very long time. Have you noticed that the little flags are at least letting the other little flags merge in traffic without a sledgehammer? A small step, but we'll take each and every one we can, right? My point is this: My thought process was all wrong. I was as angry as the rest of the country, but what it did was pry my eyes open to just how precious life really is and to embrace it and those that we love regularly! It may sound corny, but it's really helped me deal with the grief that bombarded my heart at first.

I have a very simple approach to life that I would like to share with you. There is a Confucius saying that goes something like this: "In life, like the branches of the willow tree, if you bend with the wind, you will survive the mightiest of winds, if you are rigid like a twig, you will snap like one." The translation to me means, be as flexible as you possibly can, and the times that are difficult will be easier.

I'd also like to congratulate T.E.A.M. for it's eighth year in business. I'm proud to be a part of the last couple. Congratulations Mr. Hirko. That's all folks, take care and be careful out there.

Remember, every dayz a holiday! br

MICK'S MEMO

By Mick Hirko

The year 2001, has so far been a very strange year. It has brought with it more than it's fair share of problems and not so pleasant changes.

It has brought the end of long term business relationships, the departure of some really good people ups and downs in my personal and business life that aren't even amusing anymore, and September 11, which put all of my problems into perspective.

What I thought was a pretty crappy year, was only so, because that is the way I was looking at it. Instead, I realized that it brought wonderful people into my professional life, like the return of Stephanie Foley to the office, the addition of Rey and Michael, and Marlies, who has been a Godsend, no matter how much she annoys me. It has brought with it new clients, new relationships and new challenges. I made some mistakes this year, some of them that I will be paying for many years to come. This year has seen the end of some personal relationships for me, which are the most painful types of losses. It has seen my having to make a lot of changes in my personal and professional life, and I saw all of these things as being bad. They are not. Change is a good thing, and a lot of good things have come of the changes. The year is not over, and it is going to end with the most stressful New Years Eve Our short history. I assume that it is no longer a secret that aside from the Block Party in Tempe, we have the dubious pleasure of playing host to Ozzy Osbourne and his deviant friends out at Cricket Pavilion. It is going to be a hell of a night, and we will need everybody's help, to make that night a success.

As I mentioned last month, there would be occasion to reminisce about the past eight years. We have had many proud moments. With each passing month, more good memories are added. I would like to take this opportunity to thank everybody for their hard work in the past several months. October is traditionally our busiest month of each year, and even though I do not normally single out individuals in giving thanks, because it is a team effort, a special thank you goes to our schedulers, Andy LaFave and Michael Diehl, who are never appreciated enough. We would have never made it through the month, without their long hours, persistence, dedication and

irritating phone calls, we would not have gotten through the month. This was the smoothest October in my memory. Thanks, Guys! Obviously, this again would not have been possible, if all of you had not responded when they called and bugged you to work, so the thanks goes out to all of you, as well.

Also, a big thank you to Rey, who, I cannot explain better than to say, was thrown into the deep end of the pool (the State Fair), and not only ran everything very well, but has been an inspiration to others on how to do it the right way. Keep up the good work!

Lastly, there is one person that I need to thank, who has been the cornerstone of this company for most of the past years, who not only keeps this place going, but brings his humor, dedication, loyalty and professionalism, and uses them, to make this company what we have become, and without whom we would not be here - Chris Casias. We are glad you are back, and hope you will be there to lead, correct and chastize us for a long time to come. Thank you.

Over the years, there have been many people come and go. Many of them still live on in spirit, and their contributions helped shape us. There is hardly a day goes by, where some words of inspiration or encouragement from Karen Foley don't come to mind. Some of you might have met her at one of the recent concerts out at Cricket Pavilion. Others might remember her from when she was here full-time. Most of you know Stephanie, her sister, and how amazing she is. Can you imagine if both of them were working for us? Karen is pursuing other career interests, but I hope that you will see her on occasion, helping us out, now that she has moved back to Arizona. On a personal note: Thank you for all you have been for me - my strength when I was down, the person that always saw everything from the opposite point of view that I did, and somehow managed to get me to see the logic of her thoughts, even if I did not always follow her advice, it meant the world. Karen is the only person who I can honestly say has done every job in this company, from guard to supervisor, from scheduler to receptionist, from equipment manager, to marketing manager, from accountant to recruiter. If you ever want to be inspired, spend half an hour with Karen Foley. Thanks for the good and the not so good times. You were always there, and I can't thank you enough.

I would also like to thank everybody that showed up for our anniversary picnic last week. It was great to see everybody. By the way, Jay Staab, Richard Campbell and the other "old school" guys that didn't make it because you claimed to not have known - If Pat Kyler knows and makes it, you have no excuse.

Things will continue to be busy for the next couple of months. Grab all the hours you can, and start saving up for Christmas. Stephanie expects at least one Christmas gift from each and every employee. Managers - the mandatory 4 gift rule still applies!

Hey guys and gals! Thanks for the great work. You all rule. You all make me proud every time we go out there and do what we do so well. Be safe, and keep the peace!

CHRIS' FINAL THOUGHT

By Chris Casias

Seems like I may be getting all the bugs out of this program. The past couple of months I've been having trouble with the newsletter. Our December newsletter will be out on time for those loyal readers out there.

Remember, this is your newsletter also. Any input or participation is always welcomed. Anyone interested in helping with the newsletter, feel free to contact me at the office. Thanks to all of you for being patient.

Every year we have a "Best of the Year" newsletter, where we highlight some of the best (and worst) events of the year. Look for that edition towards the end of December.

Remember that we have switched over to our winter uniforms. No more shorts are to be worn. All shifts are required long black pants.

For all licensed employees- you are now required to come into the office to renew your licenses thirty days before it expires. Do not wait until the last minute, as we are processing all paperwork through our corporate office. Any questions call the office. Check your expiration dates on those licenses.

Have a great November and happy Thanksgiving. Remember- if you are working an overnight on Thanksgiving night, don't eat too much turkey.

Thanks and see you next month!!!

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