

J.E.A.M. CENTS

Volume VII Issue No. 5

"The Official Newsletter of the Merry Month of May"

May 1-31, 2002

Total Events And Management 2121 S. Priest Drive Suite 111 Tempe, AZ 85282 480.829.6066 www.teamsecurity.net

EVENTOS DE MAYO

- 5/5: Cinco de Mayo
T.E.A.M. Mexico offices closed.
- 5/6: Seis de Mayo
- 5/8: Ocho de Mayo
- 5/12: Mother's Day
- BLACKOUT DAY**
Dave Matthews Band @ Cricket
- 5/13: Payday in 111. 4p-6p.
- 5/10-16: National Police Week
- 5/15: Peace Officers Memorial Day
- 5/18: Advance training class @ 111. 1p-5p
- 5/19: Usher @ Cricket
- 5/21: Tempe residents vote no on Prop 200
- 5/23: Creed @ Cricket
- 5/24: Kenny Chesney @ Cricket
- 5/27: Memorial Day
Payday in 111. 4p-6p.
T.E.A.M. corporate offices closed for regular business.
- 5/28: Supervisor Meeting. Call for info.

T.E.A.M. BIRTHDAYS

A grande Happy Birthday to all the following employees. Stay away from the cervezas!!!

Chris Bartlett	5/1
Katie Harpool	5/5
Margot Partch	5/5
Chris Malast	5/9
Robert Medina	5/9
Veronica Henio	5/10
Jay Staab	5/10
David Boyer	5/11
Mark Barrios	5/14
Stuart Hawn	5/14
Tim Rice	5/14
Sam Kahoiwai	5/15
Jimmy Reinier	5/15

Rhonda Brown	5/17
Kenneth Moscarello	5/17
Anthony Alvarez	5/18
Daniel Bartlett	5/18
Richard Campbell	5/19
Patsy Favela	5/20
Nick Macal	5/20
Cindy Ebright	5/29

T.E.A.M. ANNIVERSARIES

One year:	Rhonda Brown	5/1
	Stuart Hawn	5/9
	Craig Branum	5/11
	Pat Targioni	5/11
	Bryan Wilson	5/11
	Albert Moreta	5/18
	Jason Moreta	5/21

Two years:	Ernie Rodriguez	5/3
	Rick Skupski	5/17
	Gilbert Murillo	5/31
	Sam Samoeun	5/31

Three years:	Scott Walrath	5/26
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Four years:	Andy LaFave	5/20
	Bill Selby	5/24

Eight years:	Chris Casias	5/7
Congratulations for hanging in there!!!		

FELIZ CINCO DE MAYO

By Cristobal Xavier Padre Casias de los Santos

The Mexican holiday known as "Cinco de Mayo" is widely misconstrued in this country, even by people of Mexican descent. Other people do not seem to care about the origin and cultural significance of Cinco de Mayo, they simply see it as an opportunity to go out and get drunk on Mexican beer at reduced prices. Despite its commercialization, this holiday is of importance to many people. This column will attempt to clarify the meaning of this holiday and return some significance to a day that has lost most of it to the advertisement industry of this country.

The biggest misconception about Cinco de Mayo is that it commemorates Mexico's Independence Day. That holiday is, in fact, celebrated on September 16. On that date back in 1810, Father Miguel Hidalgo issued a proclamation known as "El Grito de Dolores" that united the many different rebellions going on against Spain into one cohesive struggle. Mexico achieved its independence from Spanish rule in 1821. Cinco de Mayo is actually a commemoration of a victory by Mexican troops in "La Batalla de Puebla" more than fifty years later, on May 5, 1862.

The origination for Cinco De Mayo, The Fifth Of May, commemorates the defeat of the French army by the Mexicans at "The Battle Of Puebla" in 1862. It is primarily a regional holiday celebrated in the state capital city of Puebla and throughout the state of Puebla, but is also celebrated in other parts of the country and in U.S. cities with a significant Mexican population. Though there is recognition of the holiday

throughout the whole country, it's nothing like that found in Puebla.

Celebrating Cinco de Mayo has become increasingly popular along the U.S.-Mexico border. Today's holiday is a celebration of Mexican culture, of food, music, beverage and customs unique to Mexico.

Commercial interests in the United States have also been quite successful in additionally promoting the holiday, with advertising and marketing focused on Mexican food, beverage and restaurants. Border towns in Mexico catering to a festive American consumer are also more than happy to provide a venue, so that Cinco de Mayo is becoming adopted into the holiday calendar of more and more people every year.

Let's all have a safe and fun Cinco de Mayo!

ABOUT HEAT STRESS

By Chris Casias

As the summer nears, along with near 100degree temps and 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 way 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.

TARA'S "TWO CENTS"

By Tara Clark

My grandmother recently shared this with me. I thought that this would be helpful to you in the field and in your everyday life.

We could use a dose of this each day. If you smile on your shifts you will see the changes in people's attitudes and demeanors. It should make your day and someone else's a little happier. It's best to deal with a negative situation with a positive attitude.

A SMILE

A smile costs nothing but gives much... It enriches those who receive without making poorer those who give. It takes but a moment, but the memory of it sometimes last forever. None is so rich or mighty that he can get along without it, and none is so poor but that he can be made rich by it. A smile creates happiness in the home, fosters good will in business, and is the countersign of friendship. It brings rest to the weary, cheer to the discouraged, sunshine to the sad, and it is nature's best antidote for trouble. Yet it cannot be bought, begged, or borrowed, or stolen, for it is something that is of no value to anything until it is given away. Some people are too tired to give you a smile - give them yours, as none needs a smile so much as he who has no more to give. SMILE! =)

VILLA CON DIOS

By Jose Villa

Hello everybody, in the last newsletter I passed along an article from my school magazine. Once again, I would like to pass along an article that touches on ethics. Although this article is written around a business setting, it can be applied to your personal life. From someone who I learned the event management business once said to me... Do the right thing!

See you next month.

Are Ethics Overrated? Whether in politics or business, we Americans demand success from our leaders. We expect them to cut through the bull and get things done. Most of us also say we want our leaders to live by a strong ethical code.

Are we kidding ourselves? "Franklin Roosevelt once said that the president has to be America's greatest actor." -President Bill Clinton esquire, November 2000. This isn't another "kick Bill Clinton" story. It's about leaders, businesses and otherwise who's ethics. Public pronouncements and professional success are perceived as somehow out of sync with one another. It's not a new question. But Clinton and others have attracted attention to new variations on the old answers. Question: Did you do the right thing? Yes__ No__

My enemies have misrepresented my actions. Define what you mean by "right." "Judge me by my results, not my words." Let me take a poll and get back to you.

It Depends Whom You Ask. There are some ethical questions that are no-brainers. The Uniform Commercial Code covers many business dealings that involve ethics about fairness, safety, honesty, contractual obligations, truth in advertising, etc. In fact, they are not just ethical questions any longer. The modern Code-going back to the ancient Code of Hammurabi-has fixed these matters into law. Murkier are ethical questions that do not involve violations of the law, but someone's individual or collective standard of honesty, fair play or otherwise offensive actions.

Arnie Gardner, owner of a popular bakery with a large Jewish clientele in Phoenix, Ariz., is asked by Va'ad Hakashruth- an agency that certifies

compliance of commercial kitchens with Jewish dietary law- to close on Saturdays to maintain his kosher standing. What the heck, he figures. "They approached me right before Rosh Hashanah [the Jewish New Year], which fell on a Saturday in September-and we'd be closed anyway," he says. "I decided to try closing Saturdays the rest of the year to see what would happen."

What happened, he says, is that in the busiest season of the year, his retail sales dropped to nearly 20 percent below the norm. So, come January, he reassessed. "I thought my non-Jewish customers would just shift their shopping habits, and come in on Friday or Sunday instead," says Gardner. "They didn't. I just lost those customers, and it's taking time to get them back." They are coming back. But re-opening on Saturdays has meant forfeiting the kosher designation he'd had for years-and undoubtedly some Orthodox Jewish customers. Gardner's ethical dilemma? Trying to lead a business that serves clientele with different values. What is the right thing to do?

Back at the bakery, Arnie Gardner is rueful-but righteous: He puts a sign on the door clearly stating that they are no longer certified by the "kosher cops"-but still use high-quality kosher ingredients.

"Companies should be very up-front about their policies," says Peter Fader, Professor of Marketing at the University of Pennsylvania's Wharton School. "We have to give markets credit, and consumers credit, for being able to sort it out. Some will get annoyed. But it's good to push the envelope." The downside of pushing the envelope, he acknowledges, is not having "every single person as your customer."

Heresy? Not at all. Politicians know this. Do they risk alienating their party's natural and traditional base simply to entice a few crossover voters with an off-message pitch? Not if they're smart.

Ethics by Consensus? In business, decisions involving ethics usually have implications far beyond the individual level. Even enterprises dominated by a single owner or executive with presumably godlike powers of decision may affect the lives of many.

Randy Halle, CEO of Sherman Oaks, Calif.-based Management Action Programs Inc. (MAP), says those at the top can gauge their ethics by whether they're keeping faith with all their constituencies: employees, the

community, customers and shareholders. MAP recommends a so-called "team consult" technique to solving specific business problems and a "vital factor team" approach for following through on goals. But business tactics and practices are determined within a larger framework, Halle says. "We help businesses define their value statement. Often a company has a set of values, but they may not have articulated and communicated it. Or they may not have reviewed it in a while," he says. Once they do, it's set to permeate the whole organization, starting at the top.

"The organization's ethics are based in the character of its management," Halle says. When you have people of character confronting an ethical gray area, "little alarms go off in their heads," he says. Though MAP's mission is to help business leaders make improvements in bottom-line results, it doesn't believe in ethical expediency or cutting corners in pursuing that goal. "We will not knowingly accept a client whose business involves deviousness and deceptive practices," Halle says. And MAP emphasizes business practices and improvements that accrue to long-term profitability.

Windfall vs. Long Haul. That's a key point, agrees Marianne Jennings, Professor of Legal and Ethical Studies in the College of Business at Arizona State University. "My job is not to teach students what to think about ethics in business, but how to think," explains Jennings. "Don't just go with your gut reaction, but walk it through 360 degrees of analysis." That includes a quantitative analysis, she says. And, she believes, that's where you find that what's ethically right and what's best for business over the long term are almost always the same thing.

Jennings offers a case study to back her belief: Pepsi selling "junk food" in India? Seems questionable to sell overpriced, nutritionally unbalanced snacks in a country where millions need sound nourishment. Likewise, "If you do the numbers, it makes no sense," Jennings says. "They have yet to make money on that investment." Then there's an instance where Jennings wasn't just Monday-morning quarter backing. "I worked with a retailer at a time when there was a government announcement about some tainted meat," she explains. "They were still checking their lots, but public panic was setting in. "The PR people came

in and asked, 'What do you want us to say?' I recommended they tell the public, 'We don't know if we have some of the bad meat, but we'll halt sales [of the product] until we do know.' "When the scare was over, in every one of their stores, sales went up. There was a trust that developed," Jennings says. "Customers felt, 'Even if they don't know, they will protect us.'"

Feet on Ground, Head in Clouds At Spectrum Astro Inc, a \$100 million aerospace company based in Gilbert, Ariz., CEO Dave Thompson suspects that bad practices often don't pay in the long run. "There was a case, we don't know if they had inside information, but it seemed pretty coincidental that a rival knew they could win a job with a bid just a couple million dollars below ours," he says. "Problem was, this time, they had run into a customer they couldn't jack up the price on later. So, this company started down scoping the technology to get it done, and still couldn't complete it at the bid price. They lost money hand-over-fist and went broke over the deal." The lesson for Thompson: Doing the ethical thing might trigger a setback, but "generally it's a short-term thing, and you don't go out of business over it," he says. In contrast, the shady thing often doesn't provide "the kind of boost you hoped for." And the "downside risk" can be enormous.

Is business inherently evil? Is there something about the entrepreneurial type or the organization man, or both, that leads to ruthlessness at worst, insensitivity to ethical nuances at best? Is this just a corollary of the drive for success that characterizes the American spirit, just as some unsavory personal traits are said to correlate with political ambition and charisma? Hard to say. But, building on previous studies, Shaheen Borna, marketing professor at Ball State University, roundly compared the ethics, attitudes and values of MBA students with convicted felons held at minimum security lockups. Reports on his study in the popular press have cynically pointed out that on many measures, you'd be better off trusting the felons. However, Borna's findings actually discovered little difference between the two groups overall. For him, the conclusion is that most of us know the right thing to do most of the

time. Therefore, he agrees with Marianne Jennings, Professor of Legal and Ethical Studies in the College of Business at Arizona State University: Teaching business ethics should focus more on raising awareness of the ethical dimensions of business problems than on trying to teach "the right answer." Jennings agrees that executives are no more monsters than anyone else. In fact, she says, "Those with an entrepreneurial spirit are often out there to make a [positive] difference." "Certainly, the monsters are out there, but over the long term, those aren't the real survivors," she claims. "It's dangerous: If you assume business is inherently evil, you will do anything, because you've already sold your soul."

Maybe that's the problem: The culture of suspicion, and of short-term expectations. As Borna and others have brought out, MBA students themselves rate business executives pretty low in ethical involvement (though they think their own ethics are OK). Borna says some of the problem results from too few business pros with formal training in philosophy. Again, it's the culture, says Dave Thompson of Spectrum Astro, Inc. "Unfortunately, when big money is involved, ethics go out the window, even at big companies that profess high principles and have formal training programs," he laments. "We don't have that. We simply hold people to a high ethical standard. We have a lot of situations where there's opportunity to improperly look at proprietary data of someone who's a partner on one project, but could be a competitor in the future. In most cases, the people involved have had personal ethics and didn't look at what they weren't supposed to," he says.

Like MAP's Randy Halle, Thompson's general observation is that it starts at the top. So, says Thompson, "If the top is slimy, it slimes all the way down."

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 dadgum 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

THE "REAL" DIEHL

By Michael Diehl

It is that time of the month again yes the newsletter article is due. As I sit at my desk contemplating what I should write, I look back on this month and reflect on the events that we had and what happened during them.

We have done a few concerts and some festivals, for the people who worked these events THANK YOU. Normally you will never hear me say this so you know I am sincere with me saying this.

SHAWN MULE' MOMENT

By Shawn Mule'

This is the first of hopefully many installments to the monthly newsletter.

Concert season is now in full swing. And for those of you, who do not know me, I miss it very much. I have been with this fine organization since 7-97, and there is not a whole lot I have not seen in that time. I have been in this industry since 1988, and have worked almost every kind of event in the great State of Arizona. And although you may never even meet me, what I am about to say could one day save your life or another persons.

Today's topic is awareness. You may say "what does that word have to do with working a concert?" Simple, if you are not 100% aware of your surroundings, you could be in harm's way.

Example: You are positioned at the bottom of the 203-204 drop aisle at Desert Sky, (I mean Cricket), and instructed to ensure that no one exits through your area. Simple enough right? Wrong! Because, while you were turned around watching the show, instead of keeping an eye on the drop aisle, the crowd decided that they would take advantage and rush the 100 section in hopes

of reaching the stage. In the process you were trampled by 50 or more patrons and have now suffered numerous injuries. Sounds a bit extreme I know, but it can and has happened. Had you been aware of your surroundings, you would have recognized what was about to happen and had plenty of time to get out of harm's way.

Every single post at any event is just as important as the next. They may not always be the most exciting or have the best view, but they are all very important, not only for your safety, but also for the safety of the client, as well as the patrons. A lot of new employees may see the roamer's walking around and going to all areas of the venue, while you are posted in a non-moving position. The roamer needs to be aware of not only their surroundings, but everyone else's. A good roamer can see that something is about to happen before it happens. It is because of this keen awareness that a roamer is able to react before the situation gets out of control.

So as you can see, awareness is a very important part of your duties, as a T.E.A.M. member. For those of you who are saying this guy is full of *&%#, what can he possibly tell me about working a event? Ask some of those who have worked with me. They will tell you, that I may come across as a grumpy guy with a bad attitude. But when you get to know me you realize that I am really a very understanding and caring person who has a lot of knowledge and more than willing to share it with those of you who are new to the industry.

In closing let me say- stay aware of all that goes on around you, and have the most, safe fun you can, while working an event.

BONUSES, BONUSES, BONUSES

By Chris Casias

Let's talk bonuses - there are two types of bonuses we give out:

1) Referral bonuses- every time you refer a potential employee to us it will be documented. If that person does get hired, they work a hundred hours, and then you automatically get a \$25 bonus on your next paycheck. So start sending employees our way.

2) If you complete all of your probationary period, all advance training classes within four hundred hours you will receive a

\$100 bonus on your next paycheck. Remember to keep track of your hours and come in to the next advance training classes.

One other thing, if you do get a security license after being hired, you will be reimbursed the \$34 you spent on the license after completing six hundred hours.

Any questions regarding bonuses feel free to contact me in 111. Thanks and let's start keeping track of those hours.

HAPPY MOTHER'S DAY

By Chris Casias

The earliest Mother's Day celebrations can be traced back to the spring celebrations of ancient Greece in honor of Rhea, the Mother of the Gods.

During the 1600's, England celebrated a day called "Mothering Sunday". Celebrated on the 4th Sunday of Lent (the 40 day period leading up to Easter*), "Mothering Sunday" honored the mothers of England.

In the United States Mother's Day was first suggested in 1872 by Julia Ward Howe (who wrote the words to the Battle hymn of the Republic) as a day dedicated to peace. Ms. Howe would hold organized Mother's Day meetings in Boston, Mass ever year.

While many countries of the world celebrate their own Mother's Day at different times throughout the year, there are some countries such as Denmark, Finland, Italy, Turkey, Australia, and Belgium which also celebrate Mother's Day on the second Sunday of May.

From all of us here at T.E.A.M. we want to wish all mother's a Happy Mother's Day. Here's a poem I came across and thought you'd enjoy:

M - O - T - H - E - R

"M" is for the million things she gave me,
"O" means only that she's growing old,
"T" is for the tears she shed to save me,
"H" is for her heart of purest gold;
"E" is for her eyes, with love-light shining,
"R" means right, and right she'll always be,
Put them all together, they spell
"MOTHER,"

A word that means the world to me.
Howard Johnson (c. 1915)

MARLIES' NOTES

By Marlies Meinhold

I would like to focus my article on some of things that I notice back here, in my office in the back of T.E.A.M.

As you all know I do all the time sheets, payroll, and a lot of other things also. As it relates to time sheets, I have been noticing a lot of people being late, or not calling in their hours. Anyone who works Band Aids or Hiliter, you should know automatically that you call your hours in. If you don't sign in or out- call your hours in anyway.

We empower our employees with responsibility. I would like to make sure everyone knows the definition of responsibility:

Main Entry: re-spon-si-ble

Pronunciation: ri-'spän(t)-s&-b&l

Function: adjective

Date: 1643

1 a : liable to be called on to answer b (1) : liable to be called to account as the primary cause, motive, or agent <a committee responsible for the job> (2) : being the cause or explanation <mechanical defects were responsible for the accident> c : liable to legal review or in case of fault to penalties

2 a : able to answer for one's conduct and obligations : TRUSTWORTHY b : able to choose for oneself between right and wrong 3 : marked by or involving responsibility or accountability <responsible financial policies> <a responsible job>

4 : politically answerable; especially : required to submit to the electorate if defeated by the legislature-- used especially of the British cabinet

- re-spon-si-ble-ness noun

- re-spon-si-bly /-ble/ adverb

synonyms RESPONSIBLE, ANSWERABLE, ACCOUNTABLE, AMENABLE, LIABLE mean subject to being held to account. RESPONSIBLE implies holding a specific office, duty, or trust <the bureau responsible for revenue collection>. ANSWERABLE suggests a relation between one having a moral or legal obligation and a court or other authority charged with oversight of its observance <an intelligence agency answerable to Congress>. ACCOUNTABLE suggests imminence of retribution for unfulfilled trust or violated obligation <elected officials are accountable to the voters>. AMENABLE and LIABLE stress the fact of subjection to review,

censure, or control by a designated authority under certain conditions <laws are amenable to judicial review> <not liable for the debts of the former spouse>.

As you read the definition, please think of what it is actually saying. We pay you to be responsible. That is part of your job. Being on time, calling in your hours, signing in and signing out is also part of being responsible.

My responsibility is to make sure all the paychecks are correct. It's not always the easiest thing when I am chasing people down for their hours.

Think about it.

Quotes of the Month:

"Friends are angels who lift us to our feet when our wings have trouble remembering how to fly."

There is no beginning or end...
Yesterday is history.
Tomorrow is mystery.
Today is a gift.

TOP TEN REASONS TO STOP 200

By Tempeans for Freedom to Choose

10. Tempe already has a smoking ordinance that works. Why fix it if it's not broken?

9. Customers will be lost to surrounding communities.

8. The City Council can't amend 200 once it passes.

7. Prop. 200 is too extreme and goes too far. Outside of California and Massachusetts, this is one of the strictest ordinances in the country.

6. You can't smoke on the patio- 200 bans drifting environmental smoke!

5. No business exemptions: even if a business is failing because of this, the City of Tempe can't do anything to help.

4. Prop. 200 is more restrictive than Mesa's smoking ordinance. Did you ever think Tempe would be more restrictive than Mesa?

3. Tempeans will lose jobs and businesses.

2. Prop. 200 eliminates a customer's, employee's, and business owner's choice.

1. It takes away your Freedom to Choose!

WHATZ UP DOC?

American Chiropractic

Hello T.E.A.M. members we are now at our new location. 8417 E. McDowell Rd. Come in say hi and see our new office.

It is concert season and you will be on your feet a lot and it is true what you learned in kindergarten, that the foot bone is actually connected to the head bone. Although there are over 200 bones, 400 muscles, and thousands of joints separating the foot from the head, there is an intimate relationship between these two regions. An imbalance in the foot, for example, a fallen or flattened arch, can lead to pain and dysfunction anywhere between the foot and the head making your day on your feet one that can lead to chronic pain!

Walking is separated into three phases, the contact phase, the midstance phase, and the propulsion phase. When your right foot hits the ground in what is known as "heel strike" (a part of the contact phase) the heel makes the initial contact. The impact of your body weight is absorbed through the heel's fat pad and the arch of the foot. Two common conditions, heel spurs and weakened arches change the way the foot distributes the forces placed upon it during walking. These conditions cause biomechanical (the way the body moves) abnormalities frequently found in the ankles, knees, hips and lower back. However, if left untreated, foot problems can significantly impact your body posture, leading to what is known as forward head carriage or "chin poking", an often undetected cause of chronic neck pain and headaches.

Three ways to see if your feet may be causing chronic pain: Is the wear pattern on your shoes even? Do you have corns, bunions, or frequent ankle sprains? Have you had one or more knee surgeries?

If you suffer from chronic neck pain and headaches or even foot pain, have your doctor of chiropractic evaluate your foot structure. It may be that your foot bone is not well connected to your head bone!

Take care of yourselves and your feet, and as always good luck, good eating and good health. Dr. Lynn and Dr. Vince

UNDER THE PLATE

With Steve Sullivan

I was going through some of my old journals, (something everyone should keep). And came across this great event in my life.

I was brand new to this particular act and it was a big one. I had spent three weeks with them in Rio de Janeiro. They were the headlining act for one of the biggest concert in the world: Rock in Rio.

The past three weeks had been grueling. It was hot, humid, crowded, and the singer of the band loved heat. I was doomed. It was finally show day! We had to be at the venue @ 10:00 for sound check and on account of the 250,000 fans we were stuck there. I was stuck with watching an act and crew for the whole day in a venue where no one speaks my language! Needles to say the day was filled with all kinds of challenges including doors being opened during our act's sound check.

I was exhausted, the band was not going on until 0030 that next morning. We made it through the day and it was finally SHOWTIME. The artists were in the green room practicing, I was throwing AOL Executives out of the Barricade area , IT WAS GO TIME! I walked out on the stage to let the production MGR know we were ready , and he stopped me and said "Steve look at that", and pointed to 250,000 fans that had been there for 13 plus hours just to see our bosses!

It reminded me why I entered this Business and what I love about it. See Ya out There. Sully

ANDY'S WATCHTOWER

By Andy LaFave

Hey Teamsters! How is everything going out there in T.E.A.M. land? This month has been a non-stop, excitement filled, roller coaster for me, and it looks like I have only just begun my journey.

You might be asking yourself, "What is going on in Andy's world?" If you are not, then please just humor me for a little while. I actually have some pretty exciting news to tell all of you. I am no longer going to be the scheduling manager. I have recently been promoted to the job of personnel manager.

Being a scheduler for T.E.A.M. is something that I have been doing for a long time now, and I feel that it is time for me to move on and see what else I can do to benefit this company.

My partner in crime, Michael Diehl, also known as Mike, Mikey, Big Mike, and Mr. Sunshine to name a few, will be taking over as the scheduling manager. I know he will do an awesome job and everything will run smooth with him in this position. I just want to let you guys know that I am still here if you ever have any questions or concerns. I never want to lose the communication that I have with you guys. I guess we will see how everything falls into place.

Until next time, remember to always be safe out there and most importantly have fun. Later.....

MEMORIAL DAY

By Chris Casias

Memorial Day, originally called Decoration Day, is a day of remembrance for those who have died in our nation's service. There are several stories as to its actual beginnings, with many cities, including Boalsburg and Waterloo both laying claims to being the birthplace of Memorial Day, with Waterloo being Officially declared as the birthplace by President Lyndon Johnson in May 1966.

Whatever the beginnings (and it may have had many separate beginnings) it was first proclaimed on 5 May 1868 by General John Logan in his General Order No. 11 and was first observed on 30 May 1868, when flowers were placed on the graves of Union and Confederate soldiers at Arlington National Cemetery. The South refused to acknowledge Decoration Day, honoring their dead on separate days until after World War I. It is now celebrated in almost every state on the last Monday in May (passed by Congress in 1968 to ensure a three day weekend for Federal holidays), though several southern states have an additional, separate day for honoring the Confederate war dead.

Memorial day is on May 29. Our corporate offices will be closed until 4pm. We will be open from 4pm to 6pm to hand out paychecks. Have a safe weekend.

MY THIRD MONTH

By Richard Campbell

I just can't tell you how great it is that the concert season has started. It is always great to get outdoors and work in the fresh air.

Along those lines I want to remind everyone that there are a few things that

you should always bring with you.

First: WATER, this is always needed to avoid dehydration. In any job you have, you are responsible for your own well-being when it comes to food and water. Along those lines we always try to have water available at larger events. With the smaller events, pre-planning is always the key.

When I go to any event, I leave early enough to pick up food and water for the day and some money just in case. Occasionally I will even pack an ice chest to keep perishables cold.

Second: SUNSCREEN, without this I would have a miserable day after. The Arizona sun is not a friend. I can spend a week in pain trying to avoid the sun's rays when just a little forward thinking on my part could take care of the problem.

Third: HAT, when we work an outdoor event I always wear a hat to protect my face. In line with this, the hat must be solid black or white with no logos except a T.E.A.M. hat. This hat can be purchased for a reasonable price through the equipment gurus or the office, if you call ahead of time. Which brings me to another thought, I would like to welcome Kevin Cavanaugh to the Operations realm. He is a hard working young man, and I would like everyone to welcome him aboard. He will be a great addition to Jeff's realm.

I guess the main point I am trying to make is- that you can't rely on anyone but yourself to make sure that you are taken care of. Have a great month.

THE ROYAL REVUE

By Billy Royal

"Genuine goodness is threatening to those at the opposite end of the moral spectrum."
--Charles Spencer

Greetings all! Its been a very interesting month. We've done some restructuring with office duties and responsibilities, and it has been very exciting. My role with T.E.A.M. is similar but different all at the same time.

My main focus has become almost solely based on our clients, both present and future. The guys still let me put in my two cents at the operations meetings and I still get to handle some of the irate "you towed my car" calls, but all in all, my responsibilities are going to make sure our clients are happy. Keep in mind that to do

that, I WILL need your help. This doesn't mean you won't see me at shows. I'll still be at some of the major shows, but mostly working with the client to make sure all is well.

I wanted to express to you what a great crew we have right now. From the managers to the supervisors, right to you guys in the field. In the two and a half years I've been with the company (wow time flies when you're having fun!) I have never seen such a solid group of professionals. No wonder Mick has been pushing me to get more new business, he trusts we can handle it!

Lets talk about customer and client relations for a moment. We're in the people business. Simply put, we deal with people for every minute of the day. Some are happy, some are not. We're often telling people that they can't do things they either want to do or feel they have a right to do, i.e.: parking illegally, drinking excessively, trespassing, getting belligerent, carrying a fire arm etc. These are often very volatile and possibly dangerous situations that we're thrust into every day. Here is something to remember EVERYTIME you have a difficult situation: most of the time these people are "guests" of either a concert venue, a city sponsored festival or patrons of a bar. If we truly treat them as guests, like they were in our own home or if you knew someone that knew them, family, friends or friends of a friend, you might take a different and healthier approach. Don't get me wrong, if someone was taking a swing at me in my home, I would very quickly get that behavior to cease, but the approach is all together different when you figure it might be someone you know.

The truth is, it often is someone you know, indirectly. You have no idea how often I get compliments about you guys from personal friends and associates out in the field. I've lived here 12 years and know everyone. I've been in the concert business for years. So when you meet someone on Mill Avenue, or help someone at Cricket, the chance I know them is pretty good. Now how many people do you think Mick knows, or Jose, or Marlies, or Andy, or Michael, or Chris, or Richard, or Tara, or Jeff or Steph, or Steve get my point?

Now what about our clients, Jon, Taryn, George, Bob, Kori, Mike, Art, Bill, Brandon? Tell me when to stop! That's my point. The chance that the person you're dealing with, good or bad, knowing

someone we know is very, very good. Keep that in mind.

That's it for this month. Be careful out there. Keep in mind about what Dr Genet says and drink plenty of water, concert season is coming up and so is the heat.

See you out there. Be careful and remember, "every dayz a holiday!"
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MICK'S MEMO

By Mick Hirko

May 10th through 16th is National Police Week. This week is set aside to not only remember police officers who gave their all in the line of duty, but also to remind all of us of their ever vigilant duty in protecting all of us.

In recent months, there has been a lot of attention to the brave firefighters and law enforcement personnel, that gave their lives on September 11th. The focus changed, as it should to our Armed Forces personnel, that were fighting terrorism in Afghanistan, and other foreign countries, some of which none of us know about. They are heroes, protecting our democracy, and being our national line of defense and offense.

We must not forget that police officers are our last line of defense from within. None of us can call an F-16 air strike when the neighbors are being too loud (it would be cool if we could, at least I think so), nor can we have APC's and M-60A2 tanks keeping our crowds under control at Ozz fest. (Once again, I am all for that option).

The reality is, that whenever we, as regular American citizens, have a problem, we call the police. If there is a riot, after a sporting event, you don't see tanks and Apache helicopters. (I think I figured this out. I am writing about what I would like to have in those situations. I really love the cool toys the military gets.) My point is - it is the police. They are the ones that keep the peace, find lost children, take away the bad guys, clean up the messes of society, and never really get the appreciation.

We have Veteran's Day, to show our collective appreciation to those in uniform who have served, suffered and died, to protect our way of life. Let us not forget that a police officer performs many of the same duties, and does not receive the same appreciation. Here is your chance to say: "Thanks for being there. Thanks for

looking out for me, thanks for protecting me, and thanks for being there when I needed you." Show your support by flying a blue ribbon from your car antennae, and stop for a minute, to offer a smile, a wave or a simple "Thank you" to a police officers. There jobs are mostly thankless, and rarely is one happy to see one, because it usually means a bad thing happened, or you did something wrong. Let them know that you appreciate them, and make their day.

Remember how much it means to you, when someone thanks you for a job well done, or just for being there. If you get a chance, check out the official web-site for the National Police Week. It is very well done, and very emotional. You can get to it, either through our web site, by clicking on "Police Sites", and then clicking on "Special Memorial Site", or going directly to the site, by typing: <http://www.nleomf.com>. Please check it out.

All good things must come to an end, and as such, I would like to extend a warm and heartfelt "farewell" to Tim Roberts. The Air Force is transferring him to Germany, so it probably isn't that hard for him to say good-bye. I personally wish him all the best. I have enjoyed knowing you, all your hard work, the quick and sincere smile, and the good attitude. You will be missed, and I hope our paths cross someday again. All the best.

Finally, I want to welcome Sam Bockelman to our office, as the new assistant scheduler. Michael Diehl is moving up to Andy's position, and Sam is taking Michael's. I can't tell you what Andy will be doing. It is top secret, has something to do with the State Department and counter-intelligence. All I know is that know he arrives every morning in a blacked out Suburban, with these 4 guys in suits and dark sunglasses. They too, have some cool toys. None of us are allowed to talk to Andy (we have to call him Agent 307 now), but he assures us that he will still be around, and would not miss the opportunity to still work with all of us.

Remember to check the T.E.A.M. Website (www.teamsecurity.net) on a regular basis. For updates for new events. We just added 4 more Cricket Pavilion shows, and a few other items. Remember, May 12th will be a blackout day, so plan on working. See you out there, keep the Peace.

Armed Division

I would like to start a regular column in the newsletter for our armed personnel, and would appreciate your feedback on the idea. I would like to include safety tips, reminders, training schedules, and other notes of interest. Let me know if you guys are interested in this. If not, I would like to do an e-mail column. Also, let me know if that would work for you all.

Just to let you know, I recently got a hold of a batch of hydro-shock ammunition for both 9mm and 40 caliber. If any of you are interested, please let me know. I have prices for both. The stuff is fairly expensive, but if you care, you do want to only send the very best!

CHRIS' FINAL THOUGHT

By Chris Casias

This month will mark my eighth year with the company and looking back to where we were back then and where we are now, it is a very large step in the right direction.

I want to take all of you back to the year 1994- where we had two small offices in the Mill Avenue Shops. In one office was scheduling and operations, the other office with Mick and payroll. Back then management consisted of only five employees. Needless to say we were all putting in 12-15 hour workdays, seven days a week. Things could only get better.

Things did get better, while mainly only working on Mill Avenue we did start working other accounts away from the avenue.

When I started working with T.E.A.M. it was one of three part-time jobs that I had while going through college. I started out as DMB weekend supervisor and then later moved into the daytime DMB week supervisor. Back then things were a lot simpler than they are now. To be honest I really haven't been keeping up with the changes on the avenue. Maybe because back then I spent all my time on the avenue. With working DMB during the week and on weekends during the day and at night.

My next step was taking on the challenge of scheduling. I did share my duties with another scheduler, but it still was, and still is a very tough job to take on. Although we didn't have all the accounts that we have now, we were still busy and we still got all the same excuses we get now. Like I said we were still small and between the five of us we shared the responsibilities of

recruiting, personnel, equipment, operations and scheduling. I even spent a couple of years as the parking manager.

I have put my time in here at T.E.A.M. I have gone from scheduling, parking manager, recruiting, office manager to human resources. I have met hundreds of people that have walked through our door. Some of them good, some of them bad. I have made many friends here also. Some still call once in a while, whether they're out of state or at another company.

I have been in the security industry for the past fourteen years. From military security forces to uniform security here in the valley, to loss prevention manager for UPS. It wasn't until I went to a concert here in the valley that I realized what "peer security" was. Once I looked into it, I decided that this is what I wanted as another part-time job. The more I worked with T.E.A.M. the more it became a full-time job.

I have had the privilege of working with many management teams for the past years, and believe me, there were many. At times our strength was our management team and at times we were the weakest. I am glad that I did stick around or that I even survived through some of our worst management staffs. I have learned many things as a manager at T.E.A.M. The most important one is respect.

Another opportunity that T.E.A.M. has given me is being a big part of the newsletter. Writing has always been my passion, my one thing in life that I know I will always have. I have been editor and writing for the newsletter for the past six years, and truly do enjoy it. This newsletter gives me the opportunity to express myself and improve on my writing skills. In the past six years I have put together over ninety issues and working towards one hundred.

One of my dreams is to write a book, with my health failing and with other commitments, I'm not sure if I can accomplish this goal of mine at this moment. But I am trying- both to reclaim by body and to accomplish my goals. I get a lot of encouragement from close friends, those who care the most. And to them I tell them "thank you" for having faith in me and most of all for caring. At times I may seem stubborn about some things, but deep

down inside it matters that you care. At the same time I think back to when I have helped others reach their goals or work towards their dreams, and I never thought that I would be the one being pushed in the same manner.

Each of us has dreams for our future, hopes for things to come, and visions of what we long to come to pass. Some of these dreams and visions are projections of our own desires. Others I believe, are inspirations we receive. In either case, I believe it is important to pay attention to our dreams and visions for the future, to understand them, and to wisely consider how they draw us toward (or away from) the options life presents to us.

Following dreams and visions is tricky business. We always need to consider the ramifications of our actions. Is a dream practical, healthy for us, respectful of others? Sometimes, we find that a dream or vision is so strong and draws us so intensely that we seem to have no other option than to throw caution to the wind and make a leap of faith in an unknown future. We hope that the dream will sustain us and that all will be well because of our faith. But there are no guarantees that we will be right or wrong on our course of action. Only time will tell.

What will time demonstrate about our dreams? R.Tagor says it poetically: "Night's fetters will be broken and dreams will vanish in the light of day". Following our dreams will lead us somewhere. But where? Often, it is surprising where we find ourselves. My experience tells me that in the light of day, when I can see the place where my dreams have led me, I'm not exactly where I thought I would end up. That's not necessarily bad.

To make this concrete, let me share from my own experience. About ten years ago, I decided to leave the military and move back home to Arizona. Something inside convinced me that being here in Arizona was the right place for me. There were some words of encouragement from others and several promises of things that would happen by moving back home. Here I am today, in Arizona, mostly enjoying the life I've made for myself here. I mostly followed the dream and paid close attention to the vision. In the move, I risked a great deal. Yet, my life bears little

resemblance to the life I thought I would lead here. Many promises made to me before I moved were broken. Whether intentionally or not, a few people seriously let me down and I had some scabbling to do because of it. As life has unfolded, I have found I really am where I am supposed to be. It's not what I expected, but it's proven to be very good.

Had I clung too tightly to the dreams and vision, the day light would have dispelled the night and I would have been disappointed. Instead, I was able to look again and see that while dreams and vision led me, other things have sustained me for the long haul.

My experience is not unique. In many ways each of us feel drawn into the future by dreams and visions. Our movement forward into the future depends on our willingness to explore those dreams and, at times, make the leap of faith. No matter what the dream, the day light comes and we discover that it was only a dream. Dreams bring us forward to new places where the goodness of life can be embraced and celebrated in unique and different ways. So dare to dream. But appreciate the life circumstances that are the places your dreams lead you.

Happy birthday, anniversary, Happy Cinco de Mayo, Happy Mother's Day and have a good Memorial Day. Have a great month and be careful out there. Remember- If you're not living on the edge, you're taking up too much space!