T.E.A.M. CENTS

Volume VII Issue No. 11 "The Official Newsletter of Tom Turkey (you know who you are)." November 1-30, 2002

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Welcome to the month of November, hopefully all of you are attending our annual company picnic and having a good time.

November has normally been a slow month for us, with everyone going home for the holidays and all. Most events will start up again by December.

Seems like the State fair went well, didn't hear any funny or embarrassing stories about employees there. If I did it would be in the newsletter. Maybe tonight will produce some good storytelling.

Congratulations to T.E.A.M. on their nine year anniversary and we wish Mick the next nine years!

Now is the time tp start planning for New Year's. I'm not talking about planning a party or wondering where you'll be partying at, I'm talking more like hiring a baby sitter, or taking the day off from your full-time job. Maybe even cancelling your wedding or birthday parties. New Year's Eve will be a blackout day, and it is one of our biggest and busiest night of the year.

Thanks for tuning in this month, and we will see you next month or out at the coolest events, take care and Happy Thanksgiving.....

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NOVEMBER EVENTS

11/1: Aerosmith/ Kid Rock @ Cricket
11/2: Tom Petty @ Cricket
11/7-10: NASCAR @ PIR
11/11: Veteran's Day
Payday @ 111. 4p-6p.
11/16: Garbage/ No Doubt @ Cricket
Advance training classes @ 111. 1p-5p.
11/19: Tool @ AWA
11/25: Payday @ 111. 4p-6p.
11/28: Thanksgiving Day- Offices closed.

T.E.A.M. BIRTHDAYS

Charlotte Renton	11/1
Aaron Flores	11/2
Roy Perez	11/2
Devin Harpool	11/4
Sandra Cass-Lee	11/5
Gilbert Murillo	11/5
Ricky Christiansen	11/7
Evaune Winsor	11/8
John Woodruff	11/8
Matthew Smith	11/9
Jose Contreras	11/11
Cheryl Allen	11/12
Cesar Hernandez	11/14
Andy LaFave	11/14
Sherwin Clah	11/17
Talia Jackson	11/17
Ed Castor	11/18
Roger Coulter	11/18
Kevin Miller	11/18
Robert Erdmann	11/19
Mandee Fernandez	11/19
Octavio Ramirez	11/20
Rachel Frizzell	11/22
Kathleen Hammond	11/23
Shannon Tiffany	11/28
Sam Bockelman	11/29
Mark Jaramillo	11/29
Rebecca Whitaker	11/29

T.E.A.M. ANNIVERSARIES

One year:	Sergio Gonzales	11/14
	Donald Neeman	11/17
Two years:	Michael Diehl	11/8

THINGS YOU'D LOVE TO SAY AT WORK....

1. I see your point, but I still think you're full of crap.
2. I don't know what your problem is, but I'll bet it's hard to pronounce.
3. How about never? Is never good for you?
4. I see you've set aside this special time to humiliate yourself in public.
5. I'm really easy to get along with, once you people learn to see it my way.
6. I'll try being nicer if you'll try being smarter.
7. I'm out of my mind, but feel free to leave a message...
8. I don't work here. I'm a consultant.
9. It sounds like English, but I can't understand a word you're saying.
10. Ahh...I see the screw-up fairy has visited us again...
11. I like you. You remind me of when I was young and stupid.
12. You are validating my inherent mistrust of strangers.
13. I have plenty of talent and vision. I just don't give a damn.
14. I'm already visualizing the duct tape over your mouth.

15. I will always cherish the initial misconceptions I had about you.
16. Thank you. We're all refreshed and challenged by your unique point of view.
17. The fact that no one understands you doesn't mean you're an artist.
18. Any connection between your reality and mine is purely coincidental.
19. What am I? Flypaper for freaks!?
20. I'm not being rude. You're just insignificant.
21. It's a thankless job, but I've got a lot of Karma to burn off.
22. Do I look like a people person?
23. I started out with nothing & still have most of it left.
24. Sarcasm is just one more service we offer.
25. Errors have been made. Others will be blamed.
26. Whatever kind of look you were going for, you missed.
27. I'm trying to imagine you with a personality.
28. A cubicle is just a padded cell without a door.
29. Can I trade this job for what's behind door #1?
30. Too many freaks, not enough circuses.
31. Nice perfume. Must you marinate in it?
32. Chaos, panic, & disorder-my work here is done.
33. How do I set a laser printer to stun?
34. I thought I wanted a career, turns out I just wanted paychecks.

BERT'S BUSINESS

By Bert Rawls

Hello everyone. How has everybody been this last month? I know I have been busy and if I am busy that means that all of you were very busy.

October was a very long month in many different ways. I would like to thank all of you that worked Oktoberfest with me, especially Terry Sears, Lisa White, Kathy Hammond, Richard Campbell, Jeff Swanson, Bill Selby, and Jose Villa. If I did not list your name please do not be sad, without all of you the event would have been a complete flop, so thank you to all of you.

I have a few things to say that may come across negatively so bear with me. First, as many of you know we have a new account at the Flour Mill. I know that this shift is a lot of walking in circles to secure the perimeter fence, but it is very important that no one enters the fenced off area due to the hidden dangers near and inside that old building. This is a very high profile account due to the fact that it is on the corner of Rio Salado and Mill. Everyone and their dog drives by this account, sometime during the day so remember keep roaming and think that if you do a good job you may be rewarded for your hard work. Lastly, I would like to say to everyone on all shifts and locations (including the office) we need to have better communications with every step of the process. This is very important because as all of you know, when someone tells another person something it can be distorted, then the next person tells the next and by the time it gets to us in the office it is something like this "On Centerpoint last night a 90 foot tall purple and green giant big foot was smoking crack and one of our guards punched it in the face and now the giant purple and green big foot is suing us".

So please do your paperwork and if there is any further problems do not hesitate to ask someone. Remember there are no stupid questions that you can ask, unless it is "do we have to write an IR for the 90 foot Bigfoot smoking crack". If you see this please write an IR bert@teamsecurity.net

RAISING THE BARNES

By Mike Barnes

Greetings T.E.A.M., another month has gone by and it was a good one!

Thanks to all the employee's that have helped me out in covering shifts. Thanks to all of you who are on time, it is very important to be 15 minutes early to your shifts. Please do not call the "emergency" pager to schedule, call the office {480-829-TEAM} 10:00 am to 6:00 pm for scheduling questions, thanks.

As most of you know, I am in a band and I am looking for a lead guitarist. If anyone knows of anyone please let me know. Thanks to everyone in the office for your help in my times of chaos. Thank you Andy for taking the "evil" pager for the weekends! Thank you Richard for all the help, oh, and thanks for the fresh pork, bacon, and feed. My pigs are doing great! You can come to the farm and visit anytime you need to release any anger.

Marlies you are the queen of accounting, you also are the pro computer specialist! Kelly the "hiring" master, keep up the good work. Jeff for all the spiritual help and guidance, PRAISE OUR LORD SAVIOR!!! Bert you are the armed giant, you're a hard worker, thanks for your help! Billy, your fish love you, give your fish love, hold them when they're cold, feed them when they're hungry. When they are ready to spawn, tell me so I can leave the office and give you time with your floating friends, thanks for your help.

Chris I will do my best to help you out to the best of my power, let me know if I can do anything, and thank you! Jose thank you for your expert opinions, I do appreciate your help! Steve the power house of T.E.A.M., thank you for all your help, and for showing me the right way to handle a 250 pound drunk "BUFFET" fan. Shannon for all your help, keep up the good work and let me know if I can help in anyway. Mick, you're the boss, and a good one, if there is anything I can do let me know, if I do anything that you feel I need to change in my work habits, please tell me before you shoot me, thank you again! Thanks to all of you!

One more thing, you all should listen to the "DAN PATRICK SHOW" on 860 am Mon-Fri 10-1pm, it will guide you through the day!

GO MIAMI! THANKS, MIKE BARNES {A.K.A.} DAN PATRICK.

FIERY ONE'S FORUM

By Kelly Rogers

This time of year is my favorite. Fall. Autumn. (Read: No longer summer. - Yeah!) The weather changes, nights become cooler, you get to break out sweaters and boots again, and hot chocolate is something you once again find in a cup instead of finding in a candy wrapper that you forgot in your car.

Traditionally, this is a time of reflection and gratitude. And with all the strange things going on in the world lately, I have decided to put my focus on humor. The power of laughter is amazing. They say it's the best medicine. I am thankful for that kind of medicine. So, for a moment, forget about all your worries… kick back and have a laugh.

Don't take life too seriously. After all, you'll never get out of it alive.

Notes from an inexperienced chili taster named Frank:

"Recently I was honored to be selected as an Outstanding Famous Celebrity in Texas, to be a judge at a chili cook-off because no one else wanted to do it. Also

the original person called in sick at the last moment and I happened to be standing there at the judge's table asking directions to the beer wagon when the call came. I was assured by the other two judges that the chili wouldn't be all that spicy, and besides they told me I could have free beer during the tasting, so I accepted this as being one of those burdens you endure when you're an internet writer and therefore known and adored by all."

Here are the scorecards from the event:

* Chili # 1: Mike's Maniac Mobster Monster Chili
JUDGE ONE: A little too heavy on tomato. Amusing kick.
JUDGE TWO: Nice, smooth tomato flavor Very mild.
FRANK: Holy smokes, what is this stuff? You could remove dried paint from your driveway with it. Took me two beers to put the flames out. Hope that's the worst one. These people are crazy.

* Chili # 2: Arthur's Afterburner Chili
JUDGE ONE: Smoky (barbecue?) with a hint of pork. Slight jalapeno tang.
JUDGE TWO: Exciting BBQ flavor, needs more peppers to be taken seriously.
FRANK: Keep this out of reach of children! I'm not sure what I am supposed to taste besides pain. I had to wave off two people who wanted to give me the Heimlich maneuver. Shoved my way to the front of the beer line. The barmaid looks like a professional wrestler after a bad night. She was so irritated over my gagging sounds that the snake tattoo under her eye started to twitch. She has arms like Popeye and a face like Winston Churchill. I will NOT pick a fight with her.

* Chili # 3: Fred's Famous Burn Down the Barn Chili
JUDGE ONE: Excellent firehouse chili! Great kick. Needs more beans.
JUDGE TWO: A beanless chili, a bit salty, good use of red peppers.
FRANK: This has got to be a joke. Call the EPA, I've located a uranium spill. My nose feels like I have been sneezing Drano. Everyone knows the routine by now and got out of my way so I could make it to the beer wagon. Barmaid pounded me on the back; now my backbone is in the front part of my chest. She said her friends call her "Sally." Probably
behind her back they call her "Forklift."

* Chili # 4: Bubba's Black Magic
JUDGE ONE: Black bean chili with almost no spice. Disappointing.
JUDGE TWO: Hint of lime in the black beans. Good side dish for fish or other mild foods, not much of a chili.
FRANK: I felt something scraping across my tongue but was unable to taste it. Sally was standing behind me with fresh refills so I wouldn't have to dash over to see her. When she winked at me her snake sort of coiled and uncoiled ... it's kinda cute.

* Chili # 5: Linda's Legal Lip Remover
JUDGE ONE: Meaty, strong chili. Cayenne peppers freshly ground adding considerable kick. Very impressive.
JUDGE TWO: Chili using shredded beef; could use more tomato. Must admit the cayenne peppers make a strong statement.
FRANK: My ears are ringing and I can no longer focus my eyes. I belched and four people in front of me needed paramedics. The contestant seemed hurt when I told her that her chili had given me brain damage. Sally saved my tongue by pouring beer directly on it from a pitcher. Sort of irritates me that one of the other judges asked me to stop screaming.

* Chili # 6: Vera's Very Vegetarian Variety
JUDGE ONE: Thin yet bold vegetarian variety chili. Good balance of spice and peppers.
JUDGE TWO: The best yet. Aggressive use of peppers, onions, and garlic. Superb.
FRANK: My intestines are now a straight pipe filled with gaseous flames. No one seems inclined to stand behind me except Sally. I asked if she wants to go dancing later.

* Chili # 7: Susan's Screaming Sensation Chili
JUDGE ONE: A mediocre chili with too much reliance on canned peppers.
JUDGE TWO: Ho Hum, tastes as if the chef threw in canned chili peppers at the last moment. I should note that I am worried about Judge Number 3, he appears to be in a bit of distress.
FRANK: You could put a hand grenade in my mouth and pull the pin and I wouldn't feel it. I've lost the sight in one eye and the world sounds like it is made of rushing water. My clothes are covered with chili which slid unnoticed out of my mouth at some point. Good, at autopsy they'll know what killed me. Go Sally, save yourself before it's too late. Tell our children I'm sorry I was not there to conceive them. I've decided to stop breathing, it's too painful and I'm not getting any oxygen anyway. If I need air I'll just let it in through the hole in my stomach. Call the X-Files people and tell them I've found a super nova on my tongue.

* Chili # 8: Helen's Mount Saint Chili
JUDGE ONE: This final entry is a good, balanced chili, neither mild nor hot. Sorry to see that most of it was lost when Judge Number 3 fell and pulled the chili pot on top of himself.
JUDGE TWO: A perfect ending, this is a nice blend chili, safe for all, not too bold but spicy enough to declare its existence.
FRANK: Momma??!!

SWANSON'S SONG

By Jeff Swanson

As most of you know, the world was once believed to be flat. With the help of some very courageous and open minded sailors, this was proven to be untrue.
There are many things in life that we "believe" simply because nobody has shown us different. Have you ever thought that you saw something strange in the sky? Could it be? Who knows. We as humans don't have the technology to find out. I personally believe that there is a possibility of life on other planets.

My point is, in life you will have to make many decisions. Some of them will be right, some wrong. In any case, try not to be so closed minded when making your decisions. Also, try to remember that it is possible for two people who have opposite opinions to both be correct. If you are not sure about something, and/or just aren't ready to decide, it's O.K. Good luck out there.

Jeff eats crow, and it's a tuff old bird. I find myself in a position I didn't think possible. One of my co-workers, whom on a personal and business level I've had a difficult time with, has shown me that it is possible to teach an old dog new tricks. I did not get along with this person since I came to work here almost 3 years ago. It's possible that we've bumped heads because we're both stubborn. It could be that we just have different ways of doing things. My guess is that we both not only like having control, but neither of us like being told what to do. In any case, this person has

forced me to change my negative attitude by changing his. It's amazing what positive energy can accomplish when you take the time to use it. I'm a little embarrassed to say that he has become the better man, but it's only fair. Mr. Billy Royal, I tip my hat to you for reminding me that life is too short to spend even a little part of it unhappy.

The company picnic. To those of you who didn't attend, your loss! I've attended a number of T.E.A.M.'s company picnic's and have never been bored. Mick is always very generous with the food and beverages. Chris never falls short with the games and awards, and employee/attendees always find a way to make me laugh. Selby likes to eat, I mean cook burgers and for those of you who are interested, my wife and kids always join me. This picnic means a lot to Mick. It's his way of saying thank you. To those of you that don't know Mick, he is one of the last remaining bosses that will come out and work side by side with you.

The company picnic is a great opportunity to meet him if you already haven't. For those of you who did attend, you will never look at another company picnic the same.

MARLIES' "MINDHOLD"

By Marlies Meinhold

It's that time again…..

I first want to share my frustrations with everyone. My frustrations stem down to people not signing in and out or calling their hours in.

I know when you go through orientation/training you are told specifically that you must sign in and out, or if you cannot sign in or out, you must call your hours into extension #233. I also know that you are also told to call in a shift report to extension 333. I also know that you must pass questions on a test regarding that too. So what is the problem here?

I get calls and payroll protests all the time; employees are upset because they didn't get paid for time the worked, BUT they didn't sign in or out, or call in their hours. If you don't call in your hours or sign in and out, guess what? YOU MAY NOT GET PAID.

So please, please, please.

Please make sure you sign in and out.

Please call your times in and out, if your are at an off sight shift. (Extension 233)

Please make sure you call extension 333 for you shift reporting

Please make sure you smile and have a wonderful day :)

Now I would like to share a Halloween story with everyone:

The Story of Halloween

Halloween is one of the oldest holidays with origins going back thousands of years. The holiday we know as Halloween has had many influences from many cultures over the centuries. From the Roman's Pomona Day, to the Celtic festival of Samhain, to the Christian holidays of All Saints and All Souls Days.

Hundreds of years ago in what is now Great Britain and Northern France, lived the Celts. The Celts worshiped nature and had many gods, with the sun god as their favorite. It was "he" who commanded their work and their rest times, and who made the earth beautiful and the crops grow.

The Celts celebrated their New Year on November 1st. It was celebrated every year with a festival and marked the end of the "season of the sun" and the beginning of "the season of darkness and cold."

On October 31st after the crops were all harvested and stored for the long winter the cooking fires in the homes would be extinguished. The Druids, the Celtic priests, would meet in the hilltop in the dark oak forest (oak trees were considered sacred). The Druids would light new fires and offer sacrifices of crops and animals. As they danced around the fires, the season of the sun passed and the season of darkness would begin.

When the morning arrived the Druids would give an ember from their fires to each family who would then take them home to start new cooking fires. These fires would keep the homes warm and free from evil spirits.

The November 1st festival was called Samhain (pronounced "sow-en"). The festival would last for 3 days. Many people would parade in costumes made from the skins and heads of their animals. This festival would become the first Halloween.

During the first century the Romans invaded Britain. They brought with them many of their festivals and customs. One of these was the festival know as Pomona Day, named for their goddess of fruits and gardens. It was also celebrated around the 1st of November. After hundreds of years of Roman rule the customs of the Celtic's Samhain festival and the Roman Pomona Day mixed becoming 1 major fall holiday.

The next influence came with the spread of the new Christian religion throughout Europe and Britain. In the year 835 AD the Roman Catholic Church would make November 1st a church holiday to honor all the saints. This day was called All Saint's Day, or Hallowmas, or All Hallows. Years later the Church would make November 2nd a holy day. It was called All Souls Day and was to honor the dead. It was celebrated with big bonfires, parades, and people dressing up as saints, angels and devils.

But the spread of Christianity did not make people forget their early customs. On the eve of All Hallows, Oct. 31, people continued to celebrate the festivals of Samhain and Pomona Day. Over the years the customs from all these holidays mixed. October 31st became known as All Hallow Even, eventually All Hallow's Eve, Hallowe'en, and then - Halloween.

The Halloween we celebrate today includes all of these influences, Pomona Day's apples, nuts, and harvest, the Festival of Samhain's black cats, magic, evil spirits and death, and the ghosts, skeletons and skulls from All Saint's Day and All Soul's Day.

HAPPY HALLOWEEN !

ANDY'S WATCHTOWER

By Andy LaFave

Hey Teamsters! How is everything going out there in T.E.A.M. land? As some of you may know, and others are going to find out, I am back in the scheduling department. It has been a long time but I am pretty sure I still have a handle on things.

Last weekend was my first time back on the pager in quite awhile and I just wanted to thank everybody that made it interesting. I look back on my life as a scheduler and I must say I took a lot of things for granted. I realized that I never once fully appreciated the awesome beauty of a sunrise or the peacefulness of birds chirping in the morning. I had forgotten just how funny the shows that are on T.V. at three in the morning really are, especially when you are going off of two hours of sleep.

I never realized that when I was on the pager, and had it set on vibrate, I had my very own 24-hour masseuse that was dedicated to making my right hip feel great. And let me tell you, she sure has put in some overtime thanks to you guys. I did not realize you cared so much. There is one problem though. I actually had to switch hips because my left hip is getting jealous of

all the attention my right was getting. Oh well, no biggie, I am sure that my left hip will get plenty of attention now though.

I have no clue why anybody with a scheduling pager lets it beep when they get a page. My personal feeling is, if it is going to go off then I might as well get some kind of enjoyment out of it. I know that having the pager set on vibrate all of the time kills the battery quickly, but I guess that is the price that I need to pay for this little added comfort. Obviously I am being extremely sarcastic right now and in no way am I grateful when the pager goes off. In a schedulers perfect world no one would ever need to cancel for a shift and we would not even have to carry a pager, because employees would honor their commitments to us, and this company. Unfortunately, we cannot rely on this and we must always be prepared to have our hip massaged.

Until next time Teamsters, stat safe out there and most importantly have fun. Late……

WINTER UNIFORMS

By Chris Casias

As of November first our winter uniform goes into effect. Wearing shorts is no longer an option.

The winter uniform is as follows for all shifts:

black pants/slacks
polo shirt or jacket
solid black/white shirt or sweater (personal) underneath
sleeves rolled down on the jacket
jacket must be buttoned up to the second button from the top
black shoes
black belt
solid white/black baseball cap
no wool caps or ski masks
full gloves if working overnights

If you are interested in putting a deposit on jackets, come into 111 towards the end of October. There will be no exchanges for polos. You may return your polos and check out a jacket. Deposits on jackets are $40.00. Any polos you return, you will get a refund on your deposit anywhere from 50-80%, depending on condition.

All uniforms being turned in, must be returned to me in 111.

THE IMPORTANT THINGS IN LIFE

Submitted by Billy Royal

A philosophy professor stood before his class with some items on the table in front of him. When the class began, wordlessly he picked up a very large and empty mayonnaise jar and proceeded to fill it with rocks, about 2" in diameter.

He then asked the students if the jar was full. They agreed that it was. So the professor then picked up a box of pebbles and poured them into the jar. He shook the jar lightly. The pebbles, of course, rolled into the open areas between the rocks.

He then asked the students again if the jar was full. They agreed it was. The professor picked up a box of sand and poured it into the jar. Of course, the sand filled up everything else.

He then asked once more if the jar was full. The students responded with a unanimous "Yes." The professor then produced two cans of beer from under the table and proceeded to pour their entire contents into the jar - effectively filling the empty space between the sand. The students laughed.

"Now," said the professor, as the laughter subsided, "I want you to recognize that this jar represents your life. The rocks are the important things - your family, your partner, your health, your children - things that if everything else was lost and only they remained, your life would still be full. The pebbles are the other things that matter - like your job, your house, your car. The sand is everything else. The small stuff." "If you put the sand into the jar first," he continued "there is no room for the pebbles or the rocks. The same goes for your life.

If you spend all your time and energy on the small stuff, you will never have room for the things that are important to you. Pay attention to the things that are critical to your happiness. Play with your children. Take time to get medical checkups. Take your partner out dancing. There will always be time to go to work, clean the house, give a dinner party and fix the disposal.

Take care of the rocks first - the things that really matter. Set your priorities. The rest is just sand."

One of the students raised her hand and inquired what the beer represented. The professor smiled. "I'm glad you asked. It just goes to show you that no matter how full your life may seem, there's always room for a couple of beers!

OPS OF HONOR

By Richard Campbell

I love this time of the year. The leaves are changing color in some part of our state. The temperature is cooling making my electrical bill go down. I can have my windows open and not worry about sweating at certain times of the day and night.

This brings me to my point that all employees should start putting uniform deposits on jackets now before you are standing on post catching your death.

We have another busy month ahead with NASCAR and Cirque Du Soleil through December. We have Thanksgiving in there and we are getting ready for Christmas. Seems like we just got done with this, now we are off to do it again. Then, as you know, the Block Party will be here in no time. We might also see Creed in December at Cricket. No, it's not an April Fool's joke, they are actually going to show up, maybe I hope, on the 6th. Tickets should be available, I know all of you will be working again maybe. I hope, we will see.

Enough about that, I just want everybody to know that I want to say thank you to all of the T.E.A.M. members who came out and worked their shifts, sometimes many shifts in the same day. I've had a chance at the Fair to work with a lot of supervisors to aid in their training to run events. I even worked with the EMPLOYEE OF THE QUARTER: STEVEN ABBETT at a few events in between his jet setting life style. I hope everyone has had a chance to congratulate him on his award, if not please go by and thank him for the standards he has set.

The state has set new guidelines for our working staff; that all starting positions are going to need guard cards. I know that this seems like a hassle, but I want to be able to work with all of my employees and get to know them. I don't want you to be held back from all the opportunities that we have because of this.

I look forward to seeing you at NASCAR in November and again stop by and get some words of wisdom from Steve Abbett, our Employee of the Quarter. That is Steve Abbett.

THE ROYAL REVUE

By Billy Royal

"Sometime in your life you will go on a journey. It will be the longest journey you have ever taken. It is the journey to find yourself" --Katherine Sharp

Greetings! Is it really November already? I must be getting old; it used to be that the months went by fast, now it's the years! Well, I just wanted to take a moment and thank you all for a job well done. We try harder everyday, and that's all anyone can ask for.

It's been said that I tend to be somewhat private and that I don't let a lot of people know much about me. I'm going to go out on a limb here and share an experience I had early in October.

I never really explored the idea of "personal growth" or "lets all get along better" seminars. I enjoyed reading the 978 ways to better yourself books and the 1043 hours of tapes to listen to while you drive, but they just never really captured my attention. A couple of months ago, a close friend asked me if I trusted them. I replied "of course, after all that's what friendship is all about right?" So they asked me to attend a personal growth seminar meeting.

OK, its 0900, they have coffee and donuts. This isn't too bad. Then they start in. Where are you in your life, what goals have you set, are you happy in your career, home life, loved ones, relationships, etc. Oh man, how did I get stuck here this early, listening to these sandal wearing, granola eating, cheery, feel wonderful, do-gooders, cheerleaders, can't we all just get along offspring's from the 60's hippies. I couldn't have been further from the truth. It was the most amazing 4 days of my life. Did you know that by the time you're 8 years old you have at least 50% of your life patterns developed already, and 90% by the time your 18. That is, how you deal with conflict, challenges, other people, even how you're going to handle relationships as an adult. Amazing.

They showed us through numerous exercises how we could look deep inside ourselves and figure what was holding us back from being better. Better at work, communication, efficiency, allowing people to know our real selves, relationships with family, lovers, you name it. Basically they showed you how to tear away years of layered 'junk" to allow you to look at yourself, then they showed you how to re ignite that inner child with in us. The whole time you have one speaker and 80 of your new best friends and 30 staff members helping you get through everything.

I walked away feeling drained and rejuvenated all at the same time. It took me a couple of days to get fully back to feeling rested. It was the most awesome thing I ever went through. Most everyone has noticed a difference in me. The "old Billy" is back. I let cars in front of me in traffic, I have more energy, and I have goals that I'm going to obtain. I even have mended some fences with folks I ticked off along the way. But the person I had the most impact on was myself. I figured out I deserve the best, and I'm going after it!

So in closing, this experience was just what I needed, right at the perfect time. I was not allowing myself to grow. Now I realize that the only limits I have are those that I impose on myself. This seminar isn't for everyone, but if you have a chance or would like to know more, call me anytime, my doors always open. Try a little experiment. On your next commute to work, let in as many cars in front of you in traffic. Then try and calculate how much time it put you behind. Then calculate how good it felt to be polite and helpful. Then see if the investment was worth it. Take care.

See you out there. Be careful and remember, "Every dayz a holiday!" br

MICK'S MEMO

By Mick Hirko

Recently, I had the opportunity to attend the end of season employee appreciation party for the AVA Amphitheater in Tucson.

At this ceremony, two of our own, Michael Diehl and Karen Foley, received awards for their hard work, and outstanding commitment and dedication. Congratulations to both.

A few days before, I attended an after show party from the staff of one of our biggest clients. I was flattered to be invited, but once I saw the degree of depravity displayed, I was shocked. I left before the celebrations ended, but can personally attest that chair dances were taking place, dollar bills were being tucked into bras. I would strongly suggest that the boss of this venue review the pay rates, and pay his staff a working wage, so that they do not have to continue this behavior, just to pay the bar bill. By the way, a little side note to this person - pumpkins are people, too! I am glad to see that you have moved up from abusing little puppies to pumpkins, but I really hope that you reach out and get help, before it gets out of control. What is next - turkeys?

As I write this, in the waning days of October, we sit here and lick our wounds from a huge amount of concerts, special events and other work for the month. We have gotten a lot of kudos about jobs well done, and the quality of employees. Thanks goes out to all of you for all your hard work, dedication and commitment to our mission. I thank you all. Do not expect the next few months to slow down too much, as we have the NASCAR races, ZoomFest, Fantasy of lights, MAMA fall festival, Block Party, and a bunch more concerts on the horizon. There is a show coming to America West Arena a few days before Christmas, that I am personally really looking forward to. There are few performers that I really personally look forward to, and this is one of them. I can't tell you who it is, until it is officially announced, but it is a band that has not toured in nearly a decade, has gone through a lot of changes in the meantime, and when they disappeared, were the hottest and most controversial band of their time. No, Kurt Cobain is still dead. Not them. NO, not the Spice Girls (Sorry Billy), and not Ace of Base or Roxette. It will be fun, I promise you that much.

I try, this time of year to reflect on our history, and remember with fondness some of our highlights. It gets harder each year to do, not because my memory is going, but we are busier in October, to the point that I just don't have the time, and the memories just keep getting more. As much as I like to look back, I have realized that my time is better spent looking towards the future, and our hopes and aspirations for the future. This has been a hell of a year already, with an insurance increase that nearly shut us down, a lot of changes in the economy, dealing with a post 9/11 world, the comings and goings within, and my own, personal challenges. (Women will be the end of me, guaranteed) Through all the changes and adversity, we grew closer together, and stronger as a group. Don't get me wrong, we all have our little fights in the office. Most of them have to do with Campbell forgetting to wipe the fertilizer off his shoes before he comes in, which is a much worse smell that Jose two hours after lunch. (I am glad those two share an office, and keep it contained), but seriously, we have not had

the easiest of years, and it was with the hard work of a lot of people, and the commitment that our clients have to us, that we made it through, and are the better for it. One thing you must remember - for most of our clients, if not all, security is a necessary evil. You pay for it, just like insurance, and keep paying for it, but you rarely get anything in return. Or so it seems. With security, because we are there, nothing happens. Kind of like car insurance - you pay and pay, and the day after you forget to pay and they cancel you, you get in an accident. Well, we were fortunate, that our clients know that we provide a quality service, and understood the nature of the beast. I cannot thank all of our clients enough, for the vote of confidence, and for sticking with us through a very rough time. I hope that we repay that each and every time we go to work for them.

We have a few changes coming up in the office, once again. No, Jose is not leaving again. We recently hired a new scheduler. Her name is Katrina, and she has a very impressive background in special event scheduling. So, don't even think you can pull one over on her, because I am sure she has heard all the stories of sick and dying relatives, flat tires, houses being hit by speeding cars, etc. Please welcome her in the coming weeks, and let her know who you are, so she can put faces to the voices.

Finally, I just wanted to thank everyone in the office, for the positive attitudes, the maturity to work through emotions and adversity, and for giving me the latitude to pursue some of my personal matters, for better or worse. With that, I would like to remind Brandon and Big Sara that I only missed two shows, both of them country, and how can you blame me for that?

Thank you all, for the hard work and dedication. Remember, even better things are in the works and coming. Stick around, and be part of them. See you out there, and keep the Peace!

WHATZ UP DOC?

American Chiropractic

For those of you who will be picking up the golf clubs over the next few months we though we'd have some tips to help avoid injury to your back, especially you weekend warriors!

To help protect your back and improve your golf game:

1) **Use/purchase equipment that fits** -you shouldn't adapt your game to clubs that don't fit your height.

2) **Take lessons** -learning proper swing technique is critical. After you swing you should be standing straight up, not twisted.

3) **Wear orthotics** -to add support, absorb shock, and increase coordination

4) **Avoid metal spikes** -they increase stress on the back.

5) **WARM UP!** - (before each round)

6) **Pull, don't carry your bag** - when the spine shrinks, it can lead to disc problems and nerve irritation.

7) **Drink lots of water**.

8) **Take the drop** -One bad swing-striking a root or rock with your club can damage a wrist.

Chiropractic Care can help… ……..if you continue to experience pain or discomfort or get a new injury after making these changes to your lifestyle and golf game, visit a chiropractor. Dr. Lynn and Dr. Vince.