T.E.A.M. CENTS

Volume IX Issue No. 4 April 1 - 30, 2004

TEN YEARS AND COUNTING

DISCLAIMER

T.E.A.M. Cent Staff does not assume liability in any way for anything printed, inferred, or diagramed in T.E.A.M. Cents. If at any time you find anything you read in T.E.A.M.; Cents offensive, then by all means, stop reading immediately. If you should happen to be inadvertently offended, and continue to read, you do so at your own risk. If you continue to read this offensive material yourself, and your lips move while you read, and you are in the room with anyone who is able to read lips, then, YOU not US, are responsible for offending them. The stories and characters you read about in T.E.A.M. Cents are purely fictional. Any similarity to real people, living or dead, places and events, are merely coincidental.

April Events

03/31-04/04 - AZ Central Pride@ Indian Steel Park in PHX.
03/26-04/04 - Bike Week@ Rawhide
04/02 - Tesla@Dodge Theater
04/03 - Closing Party@ Long Wong's/Tempe
04/02-04/03 - Tempe Music Fest @ TBP
04/11 - Tech n9ne@Rialto in Tucson
04/16 - Kid Rock @ Cricket Pavilion
BLACKOUT DAY

April Birthdays

Jared Price	April 01
Sarah Dick	April 02
John Peck	April 06
Mike Gotsch	April 11
Bert Rawls	April 11
Eric Horsman	April 12
Vadim Kagan	April 14
Martha Jennings	April 17
Daniel Neese	April 21
Cliff Jones	April 21
Jim Hillcok	April 27
Shawn Mule´	April 28

April Anniversaries

4 Years - Richard Campbell
Terry Daniels

1 Year - Ben Barber
Jonathan Tucker
Malcolm Smythe

Kvasnicka's Corner

This is the first time that I have ever put something in the T.E.A.M. Newsletter so here it goes. For those of you that don't know me, I am James Kvasnicka, also known as the overnight Brickyard guy, and I have recently had a HUGE experience, new look upon LIFE. Becoming a father for the first time starts to change my actions and decisions in LIFE. YES! I said the same thing when I got the news myself. To me life can mean several things. Some people say life is drama, some might say life is hard, and others just say life is not fair. For me, I have thought of something else that life has brought to mind. L.I.F.E.-**L**earning to **I**nteract in **F**atherhood **E**vents. I would say learning to be a father is my first step. The day I found out my father and I went to the American Leigon and there I met a friend of his named Jeff. Jeff sat down with me and we talked for what seemed like hours. One of the things he said that I can remember is that no matter what, never be your childs friend; always be their father, because once you become their friend the integrity, love, and family is no more. That made me think long and hard about nine months. Pete, Isaac, Taz, Bert, and Marlies along with others in the office as well as some outside the office, have shared their L.I.F.E. experiences with me. If any of you would like to give me tips or share your experiences of what you have learned, feel free to do so. I would like to thank my family, friends and everyone with T.E.A.M. for helping us out so much as they did so much for us. I cant thank everyone enough for the support that they have given me. Oh, and Mr. Swanson, someday I hope to take you up on your offer.

Mallory Claire O'Toole
7 Pounds, 2 Ounces
20 Inches
0225
03/09/04

Your fingers curl up so tight to make a fist.
Your lips purse up as to make a kiss

Your eyes so bright, joy is all they bring
Your presence would cause angels to sing

Your value is more than gold
Your love to me can not be sold

Your laughs and cry's warm my heart
Your presence in mine will never be apart

Your mind is ready to be unfurled
Your first day out in the world

With Love,
Your Father

From the Belltower
by Bert Rawls

Hello. How is everyone doing? I hope well. I just want to make sure that everyone is aware of my new methods of enforcement of a few of our longstanding policies. First, the last problem. I know that everyone who received a check on the last payroll got a note on their check telling them that they may be suspended or terminated for being late repeatedly. This is not a new policy, we have just been lenient on the enforcement of this policy. NOT ANYMORE. You get one warning and the next late is a one week suspension. If the problem persists you will be terminated. NO QUESTIONS ASKED.
Second, No Call/No Show's. I know all of you are aware of our policy of NO WARNINGS for a no call/no show. This policy still exists and is and will always be enforced with a minimal grey area. This means you will be terminated for one nc/ns, No warnings.

Be good and don't make me call you for anything other than evals.
See ya.

P.S. I have one more thing to say to my new fiancee. I hope that this poem I found helps you to realize my love and commitment to you.

As I stand here today with the world as my witness,
I pledge to you my undying and everlasting love.
I will stand beside you as your partner,
I will stand before you as your protector,
And I will stand behind you as your solace.
Please spend and end your life with me.

Love Always,

Bert

Jose's Villa
"It is our choices...that show what we truly are, far more than our abilities."

This month I would like to talk about choices. This quote is from a recently famous author and I thought it would be a good opening to what I will say.

In life, we make choices everyday several times a day. Some are ones that have little affect like "what am I going to eat today" to life and death choices as you brake to miss an accident. I, as well as all of you, have made good choices as well as bad ones that we would like to forget. I think the key is to made the good ones over again and don't make the bad ones again.

I can speak for most people in this organization and say that sometimes we come across people that for some reason or another make bad choices and then continue to make bad choices and then to try to make excuses to justify them or create a diversion. Just ask the schedulers for examples. All of us should be held responsible for the choices we make.

After each event, we (office personnel) have to follow up with paperwork. It is just part of the process. Some paperwork is positive and some is not so positive. But, with out fail, after each event we have employees that shine and make very good choices. It may come from the client or other employees. Either way, these employees are what make up the heart of any organization. They give their best without regard to their post, assignment, or shift. On the other hand, some employees make some stupid choices/decisions that show what they are truly made of. I find that these people make these bad decisions because of lack of training, lack of supervision, or simply bad attitude because they feel that they know it all. Either way, the result is the same. The training and supervision can be easily fixed through additional training and follow up. However, if you have the bad attitude problem, then that has to be addressed by you. Don't let your attitude be your downfall. It is too easy to not like your post, assignment or shift and make a bad decision to not show up, or show up late, or walk off post. It takes a special person to suck it up and realize that in every shift, there is something to be learned. It may be professional or personal, but you will learn something.

Don't be so closed minded to believe that you know it all and you don't need any more training. We offer many classes, including a 6-month supervisor training program. Yeah, you will need to give us some of your time, but in the end you will learn much more than you thought. If you feel that you need to get paid for all this time, then you are not

qualified for this program in more ways than one. If you think you know it all, let Jared or I know and we will have you take the test that all level 1 supervisors need to pass. I will 100% guarantee that you will fail, one person has already tried and failed miserably! My point is knowledge and information is very valuable. Take it as it comes whether it costs you time or money. You will reap the rewards throughout your life.

White's Words

by Lisa White

Boy, has it been busy around here. I'm glad I got through it. I would like to take a second to thank the people who helped me get through the PAC-ID event on March 20th. If it wasn't for their generosity with time and supplies the event would not have run so smoothly. So here it goes:

1. Thanks Jeff for the great support, supplies, and excitement.

2. Thanks Jason for filling the supplies and helping load and unload the trailer.

3. Thanks Marlies for the great color sheets.

4. Thanks Rebecca for facing the clown remember it's a person under the make-up.

5. Thanks Bert for training the finger printers and not scaring the kids.

6. Thanks Karen M. for keeping track of the nice scenery.

7. Thanks Rhonda for dealing with half of the screaming kids.

8. Thanks Brenda for dealing with the other half of screaming kids.

9. Thanks Steve A. for dealing with me and the tent.

I remember the day I walked into the small office on Mill Avenue like it was yesterday instead of ten years ago. I sat down for an interview with Steve and Mick, it was the most laid back interview I have ever experienced. Mick was kicked back and if memory serves me right he had his feet on the table. I was offered the job on the spot. Needless to say I accepted it and had no clue what I was in for. I began working for TEAM in April 1994 only 6 months after the company's conception. I was quickly drawn into the fold by Mick and became a supervisor when all it took to be a supervisor was being there, willing to work hard, and be dedicated. Mick approached me and asked if I would be interested in helping with a new client, the DTC. At the time I didn't realize what that would entail and yes, the first DTC uniform that I helped select was not the best. Forgive me for the hats, please. They looked good on me!

Not to long after that I again was asked to take on something else by Mick. He asked me to use my knowledge of educating other to help set up a training program for new employees. I never realized then what Mick saw in me, but I'm glad he saw it and let me try my hand at leadership within his company. I left TEAM to go back to school and not long after I received my degree I asked Mick if I could come back. Luckily, he had forgiven me by that time and allowed me to return. If not for my experiences at TEAM and the responsibilities Mick asked me to take on I would never have become the person I am today. If it weren't for TEAM I would still be avoiding all confrontation, have no self-esteem or self-confidence, and hate my life. As TEAM has grown so have I, and I want to share with all of you in this writing that working for TEAM can be a life changing experience. This company can provide a person with endless opportunities including finding a husband. Thank you Mick for ten years of laughter, friendship, acceptance, leadership, and growth.

Swamp Thing

by Pete Van Horn

Happy Mardi gras ya'll. Well the concert season is now upon us, so lets get ready to rumble. Again, I cant emphasize enough. NO CALL OFF'S! I understand all went well at Mr.. Lucky's Ha Ha . On fat tuesday I want everyone to come in and show me their beads, and tell me how you got them. It should make for some great story's. I do want to thank everyone for getting better at the call off's, however there is always room for improvement. Remember you guy's are the crème of the crop, so let's keep our clients happy, and they will keep us working.

Pete a.k.a. Swamp Thing

Isaac's Ideas

How is everybody doing out in T.E.A.M. land we got a lot of events in the up

coming future "March"

so if we all go and don't call off your shifts we'll be just fine so take the shifts and be there. Mr.Lucky's was this past Friday and I had a

great time with everyone that was there even though I can't really remember every thing I did that night it was still a great time, if you have never been to one of Campbell's ho downs I would like to tell you how it went, but then I'd have to charge you $1.99 per minute because it might get a little hot over the phone but I got the PG version on my wall at the office you can come and see those any time 10am to 6pm Monday through Friday for free. I would like to take the time to welcome our newest employee pretty in pink Van Horn, oh

wait that's just Pete with a new dew, You know I love you Pete but your still old. Anyway like I said before we got a lot of show and events coming up so if everyone could call in and take some work it would (a miracle) great, and when ever you are on a shift and there is no sign in sheet you must

call you hours in at 480-829-6066 ext. 233 leave your name employee number and the place you worked and the time you started and finished your shift or you don't and you don't get paid its up to you.

peace

Barbie's Blonde Moments

Well another month has gone by so quick. I guess it's true the older you get the faster time flies, ask Pete I am sure every day is a blur. Well for those of you who don't know Connie had a little girl Emma, 10 lbs 10ozs. And she had her at home, crazy. I got to see Emma yesterday and she is a beautiful little, well big, girl. Before I give you the joke I would like to give a special thanks to Karen Foley. Since I have been here, June 2003, we have gone through a couple recruiters. Maybe they can't handle the stress, or they had a baby (Connie). But every time we have needed some one Karen has stepped up to help, no questions. She is also a great person to work with and is always so sweet. I just want her to know that she is appreciated. Thank you so very much for the smiles. Now time for the monthly joke, and of course it is going to be on Easter:

www.jokes2000.com

Three blondes died in a car crash while trying to jump the Grand Canyon and arrived at the Pearly Gates of heaven. St. Peter told them that they could enter heaven only if they could answer one simple religious question.
The question posed by St. Peter was, "What is Easter"?
The first blonde replied, "Oh, that's easy! It's the holiday in November when everyone gets together, eats turkey, and are thankful..."
"Wrong! said, St. Peter. "You are not welcome here, I'm afraid. You must go to the other place!"
He turned to the second blonde and asked her the same question: "What is Easter?"
The second blonde replied, "Easter is the holiday in
December when we put up a nice tree, exchange presents, and celebrate the birth of Jesus."
St. Peter looked at the second blonde, banged his head on the on the Pearly Gates in disgust, and told her that she was also wrong and would have to join her friend in the other place.
He then peered over his glasses at the third blonde and asked, "Do *you* know what Easter is"?
The third blonde smiled confidently and looks St. Peter in the eyes. "I know what Easter is."
"Oh?" said St. Peter incredulously.
"Easter is the Christian holiday that coincides with the Jewish celebration of Passover. Jesus and his disciples were eating at the last supper, and Jesus was later deceived and turned over to the Romans by one of his disciples. The Romans took him to be crucified, and he was stabbed in the side, made to wear a crown of thorns, and was hung on a cross with nails through his hands and feet. He was buried in a nearby cave that was sealed off by a large boulder."
St. Peter smiled broadly with delight.
The third blonde continued, "Every year, the boulder is moved aside so that Jesus can come out and, if he sees his shadow, there will be 6 more weeks of winter."

Swanson's Song

As many of you know, I can sometimes be a very opinionated, stubborn, pain in the butt. But I'm always honest when I tell it how it is, good or bad, so here I go. Recently one of our managers had a spout of bad luck. We've all been there, and sometimes there is just simply nothing you can do about it. Instead of getting depressed, this person stayed strong and led his family with the belief that "the glass is half full, not half empty." You never know how you will act in a situation until you are in it. I have a lot of respect for this person for being who he is. Thank you for being an inspiration.

There is bound to be differences of opinion both in the field and in the office. But know this, when push comes to shove, we are all on the same team.

Marlies's Mind

Hello everyone! It's that time again, and here I am again wondering what I want write about. I know what I want to write about, so here I go.

"Treat people, the way you wish to be treated."

You remember that saying? I was kind of wondering what happened to that saying? I was wondering if maybe we could all try and think about this saying for a month, and act upon it.

I try to incorporate nice things in everyday. When I am shopping, I always say thank you and or have a nice day. I smile at people. Smile it is contagious! I wasn't always like this; I used to never say please or thank you. Now, I really try.

We don't have to be rude to perfect strangers. What has a perfect stranger done to any of us? Maybe that stranger could turn out to be someone important further into our life. Possibly a new client, a new boss, a new brother or sister in law…….. First impressions last a lifetime.

What about people, whom are close to us? We shouldn't forget about them too…. Don't take things or people for granite. Appreciate the people and good things in your life.

Gossip – Gossip just hurts everyone. Why bother?

So I would like to share a little story with everyone:

"I wish you enough."

Recently, I overheard a father & daughter in their last moments together. They had announced her plane's departure and standing near the security gate, they hugged and he said, "I love you. I wish you enough."

She said, "Daddy, our life together has been more than enough. Your love is all I ever needed. I wish you enough, too, Daddy." They kissed and she left.

He walked over toward the window where I was seated. Standing there I could see he wanted and needed to cry. I tried not to intrude on his privacy, but he welcomed me in by asking, "Did you ever say good-bye to someone knowing it would be forever???"

"Yes, I have," I replied. Saying that brought back memories I had of expressing my love and appreciation for all my Dad had done for me. Recognizing that his days were limited, I took the time to tell him face to face how much he meant to me. So I knew what this man was experiencing, "Forgive me for asking, but why is this a forever good-bye," I asked.

"I am old, and she lives much too far away. I have challenges ahead, and the reality is, her next trip back will be for my funeral," he said.

"When you were saying good-bye I heard you say 'I wish you enough.'"

"May I ask what that means???"

He began to smile. "That's a wish that has been handed down from other generations. My parents used to say it to everyone." He paused for a moment, and looking up as if trying to remember it in detail, he smiled even more. "When we said 'I wish you enough,' we were wanting the other person to have a life filled with enough good things to sustain them," he continued and then turning toward me, he shared the following as if he were reciting it from memory.

"I wish you enough sun to keep your attitude bright. I wish you enough rain to appreciate the sun more. I wish you enough happiness to keep your spirit alive. I wish you enough pain so that the smallest joys in life appear much bigger. I wish you enough gain to satisfy your wanting. I wish you enough loss to appreciate all that you possess. I wish you enough "Hello's" to get you through the final "Good-bye."

So I would like to "**wish you ENOUGH!**"

Smiling is infectious;
You catch it like the flu.
When someone smiled at me today,
I started smiling too.
I passed around the corner,
and someone saw my grin.
When he smiled I realized,
I'd passed it to him.
I thought about that smile,
then I realized its worth.
A single smile just like mine,
could travel the earth.
So, if you feel a smile begin,
don't leave it undetected.
Let's start an epidemic quick,
and get the world infected!

Taz's Toolbox

TAZ TOOLBOX

It amazes me how soon we all forget what our FREEDOM has cost those who gave their lives and were not even able to enjoy it. They believed in a cause

enough to stand up to it and literally give their life for it. We are judgmental and uncaring, quick to remain silent and yet shout out about how unfair things

are to our self, about how we should have more or get more without doing a thing. BULL!! We have become the most LAZIEST people that have ever lived in

this GREAT country, unless of course there is a terror threat, then we all come together.., race, religion, sex and….we are united not divided. That's what

makes us the UNITED STATES of AMERICA! People from all over the world do whatever they can to get here to enjoy the FREEDOM that we have

by means that we would never think of. They want it that badly! They have a few dollars in their pocket and a determination that nobody can take away. Over

time they gain experience, education and acknowledgment to the point of owning their own business which we go work for. How backwards is that? Good for

them.. shame on us. We have it all and are to caught up in the "me" syndrome to realize that whatever we want we can have with some hard work. Come on

folks, what's it going to take?… another terrorist attack???!!!…Remember, how you live your life today will be a reflection of what you get tomorrow.

Here is some of the information I get about our country: you decide where you want to live...

Subject: Worst President in History?

The following appeared in the Durham, NC local paper as a letter to the editor.

Liberals claim President Bush shouldn't have started this war. They complain about his prosecution of it. One liberal recently claimed Bush was the worst president in U.S. history.

Let's clear up one point: We didn't start the war on terror. Try to remember, it was started by terrorists BEFORE 9/11.

Let's look at the "worst" president and mismanagement claims:

FDR led us into World War II. Germany never attacked us: Japan did. From 1941-1945, 450,000 lives were lost, an average of 112,500 per year.

Truman finished that war and started one in Korea, North Korea never attacked us. From 1950-1953, 55,000 lives were lost, an average of 18,333 per year.

John F. Kennedy started the Vietnam conflict in 1962. Vietnam never attacked us. Johnson turned Vietnam into a quagmire. From 1965-1975, 58,000 lives were lost, an average of 5,800 per year.

Clinton went to war in Bosnia without UN or French consent. Bosnia never attacked us. He was offered Osama bin Laden's head on a platter three times by Sudan and did nothing. Osama has attacked us on multiple occasions.

In the two years since terrorists attacked us, President Bush has liberated two countries, crushed the Taliban, crippled al-Qaida, put nuclear inspectors in Lybia, Iran and North Korea without firing a shot, and captured a terrorist who slaughtered 300,000 of his own people. We lost 600 soldiers, an average of 300 a year. Bush did all this abroad while not allowing another terrorist attack at home.

Worst president in history? Come on!

It is all a mind set. You can achieve anything you want. So go do it! See you soon. Be safe out there... TAZ

Mick's Memo

No rest for the weary... After this last weekend, the lyrics for this classic ring loudly in my head. I think we had events in just about every City in Maricopa county this last weekend, and I could not be happier or prouder for all the hard work and dedication from all of you to make it such a good week. Not that things are going to slow down anytime soon, so get your rest while you can.

In the past several months, I have gone through a lot of personal turmoil, self-discovery and growth. Some of it has been painful, some exciting and even at times depressing. One of the toughest things was looking at the world around me, and how I interact with it. To me, there has always been a big difference between a friend and an acquaintance. A friend is always there for you. Sometimes you might not talk to a friend for a long time, or even see them for years, but in a moment of need, they would fly around the world to be there for you. As you go through life, if you are lucky if you have a handful of friends. I have always been blessed by having that handful. I thank them for being my friends. I must confess, though, that some people do not understand the difference between being a good friend and meddling. I have seen many people close to me hurt by others on that basis. A good friend will give advice and guidance when asked, but will not impose him or herself on others. Next time, when a friend is hurting, try to be there for them, but do not try to make decisions for them. Everyone has to go through their own experiences, and have to learn on their own. Remember, that is what makes a friend.

One of our central themes this month is tardiness. As I know there will be lots of references about people showing up late for shifts, I will save you redundancy, but to remind you that not only does it reflect badly on all of us, and that it will lead to suspension and termination. Suck poor work ethics cannot be tolerated by any organization.

It's going to be a busy month, with our new season at Cricket Pavilion right around the corner, more shows at Dodge and AWA, Baseball at BOB, and many special events in the coming month. Keep up the good work (except the tardiness) and keep the peace. See you out there.