

# J.E.A.M. CENTS

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## TEN YEARS AND COUNTING

### DISCLAIMER

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**!!!!!!ALL EMPLOYEES ARE REQUIRED TO WORK ONE SHIFT ON BLACKOUT DAYS!!!!!!**

### JULY BLACKOUT DAYS

07/04-4th of July @ Numerous Locations  
07/16-Rush @ Cricket  
07/20-John Mayer/Maroon 5/DJ Logic @ Cricket  
07/25-Tim McGraw/Big & Rich/ Warren Brothers @ Cricket

### AUGUST BLACKOUT DAYS

08/24-Dave Matthews/The Red West @ Cricket

### SEPTEMBER BLACKOUT DAYS

09/01-Linkin Park/Korn/Snoop Dogg/The Used/Less Than Jake @ Cricket  
09/25-Sting/Annie Lennox/Dominic Miller @ Cricket

\*\*\*\* There will undoubtedly be additions to this list so keep reading the newsletter. Remember you are responsible for working any shift on the above days.

### JULY ANNIVERSARIES

**THREE YEARS:** Nicolai Wendelboe

**TWO YEARS:** Paul Piotrowski  
David Wildman

**ONE YEAR:** Bruce Lawson  
Richard Hett  
Christopher Lind  
Shawna Sanchez

### JULY BIRTHDAYS

Isaac Perez	07/05
Andrew Albert	07/05
Brad Youngman	07/09
John Idle	07/10
David Wildman	07/15
William Selby	07/16
Pat Robertson	07/17
Chris Gonzales	07/18
Kiev Darrington	07/19
Roger Quinte	07/19
Greg Bailey	07/24
James Kvasnicka	07/25
Karri Maloy	07/25
Johnnie Powell	07/29

**NOTICE: At all indoor venues (i.e. AWA, BOB) you are required to wear pants. These are air-conditioned venues and it is our policy that you wear pants. If you show up wearing shorts you will be sent home without pay and given a reprimand for a violation of our policy.**

### MUDDIES MUMBLINGS

Hello everyone,  
I'm Britten, for those of you who don't know. A.K.A. Pete's daughter. I'm supposed to write an entry in the newsletter because well, its required...I am the new receptionist. I just moved here about two months ago from

Louisiana. Yes I'm a redneck and proud of it! Hmmm...what are you supposed to write about in these things? Well, I guess I'll talk about my new job in the office...I answer the phones, and get picked on by everyone...honestly this is the first job I've actually enjoyed. The people here are sooo much fun. I really should thank Isaac for helping me get to where I am now...so thank you Isaac a.k.a Buritto...I wonder if it's okay to put that? Guess I'll find out...Also I'd like to thank Marlies for giving me a chance...I know, I know, You're all thinking I'm an ass kisser...well, I learned from the best...my dad...haha! Anyways, I guess I will meet you all in good time. So just say Hi to me when you get a chance.

Your new receptionist,  
~~~Britten~~~

### ISAAC'S IDEAS

WOW what a month 3 Cricket shows a trip to Tuscon boy how time flies, I would like to thank everyone for the help this month, This is why we all are a "T.E.A.M." but its not over yet July brings more than June did from the 4th of July to 3 more Cricket shows (all black out days)-- I would also like to take the time to thank Bert Rawls, Jared Rafferty, Efrin Salinas, Joe Munguia and Jon Tucker for the time they took to help me and my family at my cousins wake, god bless you for the time you took in our time of need.-- Welcome Britten Van Horn our new receptionist lets just hope she doesn't dye her hair pink like her dad pretty in pink Pete Van Hom.(MOO)

New Rules For Employee's

SICKNESS AND RELATED LEAVE:

We will no longer accept a doctor statement as proof of sickness. If you are able to go to the doctor, you are able to come to work.

SURGERY: Operations are now banned. As long as you are an employee here, you need all your organs. You should not consider removing anything. We hired you intact. To have something removed constitutes a breach of employment.

BEREAVEMENT LEAVE: This is no excuse for missing work. There is nothing you can do for dead friends, Relatives or coworkers. Every effort should be made to have non-employees attend to the arrangements. In rare cases, where employee involvement is necessary, the funeral should be scheduled in the late afternoon. We will be glad to allow you to work through your lunch hour and subsequently leave one hour early, provided your share of the work is done enough.

YOUR OWN DEATH: This will be accepted as an excuse. However, we require at least two weeks notice as it is your duty to train your own replacement.

RESTROOM USE: Entirely too much time is being spent in the restroom. In the future, we will follow the practice of going in alphabetical order. For instance, all employees whose names begin with -A- will go from 8:00 to 8:10, employees whose names begin with -B- will go from 8:10 to 8:20 and so on. If you are unable to go at your allotted time, it will be necessary to wait until the next day when your turn comes again. In extreme emergencies employees may swap their time with a coworker. Both employees and supervisors in writing must be approved for this exchange. In addition, there is now a strict 3-minute time limit in the stalls. At the end of three minutes, an alarm will sound, the toilet paper roll will retract, and the stall door will open.

PAYCHECK GUIDE: The following helpful guide has been prepared to help

our employees better understand their paychecks:

Item Amount Gross pay \$1,222.02  
Income tax \$244.40 Outgo tax \$45.21  
State tax \$11.61 Interstate tax \$61.10 County tax \$6.11 City tax \$12.22 Rural tax \$4.44 Back tax \$1.11 Front tax \$1.16 Side tax \$1.61 Up tax \$1.08 Down tax \$1.14 Tic-Tacs \$1.98 Thumbtacks \$3.93 Carpet tacks \$0.98 Stadium tax \$0.69 Flat tax \$8.32 Surtax \$2.23 moo tax \$1.23 Corporate tax \$2.60 Parking fee \$5.00 F.I.C.A. \$81.88 T.G.I.F. Fund \$9.95 Life insurance \$5.85 Health insurance \$16.23 Dental insurance \$4.50 Mental insurance \$4.33 Disability \$2.50 Ability \$0.25 Liability \$3.41 Coffee \$6.85 Coffee Cups \$66.51 Floor rental \$16.85 Chair rental \$0.32 Desk rental \$4.32 Union dues \$5.85 Union dont's \$3.77 Cash advance \$0.69 Cash retreats \$121.35 Overtime \$1.26 Undertime \$54.83 Eastern time \$9.00 Central time \$8.00 Mountain time \$7.00 Pacific time \$6.00 Time Out \$12.21 Oxygen \$10.02 Water \$16.54 Heat \$51.42 Cool air \$26.83 Hot air \$20.00 Miscellaneous \$113.29 Various \$8.01 Sundry \$12.09 ----- Net Take Home Pay \$0.02

Thank you for your loyalty to our company. We are here to provide a positive employment experience. Therefore, all questions, comments, concerns, complaints, frustrations, irritations, aggravations, insinuations, allegations, accusations, contemplations, consternations, or input should be directed elsewhere.

Have a nice week.

Isaac Perez (just kidding I was joking)

JOSE'S VILLA

I know that most of you know through the grapevine that I resigned earlier this week. After a somewhat long talk with Mick in his truck driving around Cricket's parking lot smelling grill cheese sandwiches, I turned in my notice. I find this kind of ironic because when I came here in January of

2000, I talked to Mick about working with TEAM in his Yukon driving around Mill Ave.

Anyway, I wanted to tell you guys first because you are the ones that I worked with the closest, but it worked out this way. My last day in the office will be on July 2nd, but I will be helping Taz with the Phoenix 4th. I want to thank you for the good times that I have had here and even the times when we were at each others throats. I have learned many professional and personal skills from each and everyone of you. There are many memories here that I will never forget. I know that I will see you guys around so I won't say goodbye rather see you later.

Thanks

Jose Villa

SWANSON'S SONG

PLEASE...BUCKLE...

As I was driving to my home up north the other day, I pulled up behind another accident. It was a head on collision. It was a mess. I seem to see accidents on a regular basis. Arizona drivers suck.. Please, if you care about your family and yourself, buckle. If you stop to help, watch the non-involved traffic carefully. The best thing you can do for a person that was just involved in an accident is to keep them calm and still. You do not want them to get out of the car or turn their head. If you pay attention when the ambulance arrives, one of the first things that they do is stabilize the victim's head. I know that you have all heard this before, but I've had blood on my hands to many times not to remind you.

I need to say thank you to a couple of people. I don't want to forget anyone, so I'm going to say thank you to everyone. So many of you have helped me throughout the years and I really do appreciate it. I would like to send a special thanks to Adam Honda and Cody Speridon for all the help that they have been this month. I don't know what I'm going to do when you two go back to school. Thank you!

For those of you who like to hear inside my head I'm going to share some more of me with you. When I was growing up, I did not believe in God. Why? Because if there was a God, how could he put me through all that I went through. I still don't know why I had to suffer, but I have realized that everything happens for a reason. I found myself telling several crying friends this month that "everything happens for a reason". It was hard because all I could think about was me growing up. Bad things happen to good people and sometimes God's greatest gifts are unanswered prayers. This is true, but you can't give up on God or yourself. If you give up, how many will follow? Life is a wonderful and precious thing; take advantage of all the opportunities that it has to offer. Peace.

### TAZ TOOLBOX

I don't watch the news or read the paper about all the stuff going on with the war and it's effects... On occasion I will read an article or watch a program that has some good thought and input on what is actually going on and not just some hype or opinion. We get filtered information. We also have to determine what is fact and what is not. How we apply that to our lives and what we say and how we act is all based on someone else's thoughts and opinions mostly. So..are we being controlled or are we honoring what the Flag stands for and the right to live in the UNITED STATES of AMERICA. Do we remember those who have fought and continue to die for all of us defending a nation for what they believe? We ALL can do something in a small way to make a BIG difference in lots of lives for those working night and day to defend our country and for their families. Let us not forget that without those whom have sacrificed, we would be the ones in their boots. It's 122 degrees over there and no cold water to drink. Be nice to someone today and each day after that it becomes a habit. We are the USA!. Let's show what we are made of. I have received this letter a couple of times and it triggered something inside of me to think are we really united or are we divided? Hmm

### IMMIGRANTS, NOT AMERICANS, MUST ADAPT.

I am tired of this nation worrying about whether we are offending some individual or their culture.

Since the terrorist attacks on Sept 11, we have experienced a surge in patriotism by the majority of Americans.

However, the dust from the attacks had barely settled when the "politically correct" crowd began complaining about the possibility that our patriotism was offending others.

I am not against immigration, nor do I hold a grudge against anyone who is seeking a better life by coming to America.

Our population is almost entirely made up of descendants of immigrants.

However, there are a few things that those who have recently come to our country, and apparently some born here, need to understand.

This idea of America being a multi cultural community has served only to dilute our sovereignty and our national identity.

As Americans, we have our own culture, our own society, our own language and our own lifestyle.

This culture has been developed over centuries of struggles, trials, and

victories by millions of men and women who have sought freedom.

We speak ENGLISH, not Spanish, Portuguese, Arabic, Chinese, Japanese, Russian, or any other language.

Therefore, if you wish to become part of our society, learn the language!

"In God We Trust" is our national motto.

This is not some Christian, right wing, political slogan. We adopted this motto because Christian men and women, on Christian principles, founded this nation, and this is clearly

documented.

It is certainly appropriate to display it on the walls of our schools.

If God offends you, then I suggest you consider another part of the world as your new home, because God is part of our culture.

If Stars and Stripes offend you, or you don't like Uncle Sam, then you should seriously consider a move to another part of this planet.

We are happy with our culture and have no desire to change, and we really don't care how you did things where you came from.

This is OUR COUNTRY, our land, and our lifestyle

Our First Amendment gives every citizen the right to express his opinion and we Will allow you every opportunity to do so.

But once you are done complaining, whining, and griping about our flag, our pledge, our national motto, or our way of life, I highly encourage you

take advantage of one other great American freedom,

**THE RIGHT TO LEAVE.**

AMEN

Read it again, and again, and again.

Until next time be safe out there..TAZ

### CAMPBELL'S CORNER

The 4<sup>th</sup> has come and gone and I would like to take this opportunity to thank everyone for the great jobs and long shifts that were pulled. I would like to thank Pat Robertson for all of his help in scheduling during this time. Pat will be helping out for a while in scheduling on a part time basis, so please be easy on him. I am know back at work on a full time basis after my surgeries and am I ever glad.

We are getting busier as we go and there are changes in the office that are going to impact everyone. I would like to say till next time we see you to Jose. I hope you are happy in your new position. You will be missed. Who else would bring me "Sheep is Life"? Best of luck to you.

Patti Arnold is also picking up the slack in recruiting. Patti has been plugging away at getting us plenty of new employees so please take the time needed to make them feel welcome into our Company.

Please stay tuned to for the reopening of Mr. Lucky's. We are going next Friday July 9<sup>th</sup> so all are welcome. We will meet around 2 130 (9:30 pm ) and going until they kick us out.

On a sad note I asked everyone if they could come up with a few things for the troops in last months newsletter. None of this was expensive and I was going to cover the shipping myself. The only response I received was from Rhonda Brown who found fly swatters at the dollar store. I am waiting till the end of July before I send the package so any help would be appreciated in this. It would be like us doing a major show and bring no water shirts, hats, flashlights, earplugs, or radios. Our troops are sacrificing there lives for our country, a few dollars from all of us can go a long way to give them something that they could use.

I am also working on getting a camping trip together with Pat in the next month or so, and I am asking for feedback on when and where. We are going for the Payson area and there are a lot of logistics to be worked out. If you are interested in the planning portion please let me know.

I am glad to be back and I am looking forward to seeing all of our new employees at the events. I will talk to you soon.

### JARED'S JOTTINGS

I have had moments of great fear and trepidation in my life. Rare have been those moments where there was not some consequence for action or inaction. I cannot honestly say that I have never made the wrong choice or decision. What I can say is that the mistakes I have made tip the scale towards inappropriate action versus inappropriate inaction. Though I have felt paralyzed by fear at some moments, there has always been a stronger part of me that forged ahead. Someone who has never felt fear, has not lived. Someone who has not felt remorse has not self evaluated. I will always be willing to look at myself in an honest light. Refusal to see my flaws and inadequacies would hurt me and me alone. No matter what people may think of me. I have learned the hard way that there are times in this life that one must walk alone, and that your

honest opinion of yourself is the only one that truly matters. When others judge you, they do so with half the evidence (if that). They do so based upon their own experiences and petty prejudices.

I hope that someday my son will live in a world where people are not degraded for the economic plight, or whom they pray to, or the color of their skin, or who they choose to love. The reality is that we live in a world where to many of us do not feel comfortable with who and what we are. Instead of trying each day to further ourselves and offering our hand to those less fortunate. We say to ourselves and others, "Well look at him/her, aren't they jacked up!" Until we work on ourselves and quit judging others our world will not change, just the types of prejudices. I am a man. Imperfect in many manners. But, I realize it. I embrace it and learn from it. I say to those detractors out there. Stay in the darkness, your lies cannot survive the light. Stay in your tiny, cramped spaces. Courage is venturing out where you may or may not stumble and fall. Courage is walking through that door, not knowing what awaits. Courage is truth, no matter how it makes you look. My name is Jared. I am father to Connor. I am friend to many. I have my scars. I have my fears. I have the desire to be better tomorrow than I am today. I have no time to worry about things whispered in the darkness, by those who could not have survived the journeys I have taken. If you are prepared to judge yourself and only yourself, then you have found the only tool necessary to change the world.

### MARLIES'S MIND

It's that time again, and guess what I am late again. Sorry, everyone.

Every once in a while I write about life moving experiences. This past month, and for about the past year, I have been helping my boyfriend Craig, take care of his mother. In May of this year she was diagnosed with colon cancer, she has been ill for the past year, different things, and finally the cancer was diagnosed. The cancer was very bad it had already spread to the liver, and possibly more. She was already very weak and did not want chemotherapy. The oncologist gave her 6 months to a year to survive, no guarantees. Well on July 4, 2004 Craig's mother Ethel, passed away. She

passed away in her home. It was a very difficult experience. I spent hours researching on the internet what was the cancer was going to do to her, and what was going to happen, but I found nothing.

Approximately, two weeks ago we got Hospice of the Valley involved. They are a wonderful organization. They helped us, and guided us through the process. They came to the house when ever we needed them, and talked to us when ever we needed them. They brought us literature to help us learn what was going to happen.

It is hard to even put in words what exactly happened. It happened so quickly and is almost a blur to look back at it. It was up and down every day. The funny things she said, and did gave us comical relief. How strange that may sound. I think that I have come to the conclusion that part of the dying process is for everyone to accept and understand.

Here is a summary I found that kind of sums of the experience:

""The real goal of dying process is to resolve all the events of our lifetime so as to be ready for the next phase of life. It is a huge task, but dying process is designed to help us accomplish this goal.

We are never entirely prepared for the transition of death, even though we accumulate a great deal of experience with transitions throughout the course of our lives. Indeed, we each develop our own personal style for coping with transitions. And yet, when death does arrive, we are overwhelmed by its enormity.

Transitions are essentially periods of accelerated learning and spiritual growth. Though we find them to be frightening we long for their benefits; to return Home.""

"Let us go in; the fog is rising." – Emily Dickenson

(from crossingthecreek.com)

I have been privileged to have been touched by Craig's mom, and to spend as much time as I got to spend with her. I was her care giver, friend, and I love her very much.

In her memory:  
Ethel Mae Lehman June 26, 1927 - July 4,

2004

Unforgettable, that's what you are,  
Unforgettable, though near or far, Like a  
song of love that clings to me, How the  
thought of you does things to me, Never  
before has someone been more,  
Unforgettable, in every way, And  
forevermore. That's how you'll stay . . .  
Nat King Cole

To all my friends family at T.E.A.M.:  
Mick, Jeff, Campbell, Taz, Bert, Isaac,  
Lynn, Jared: If it wasn't for all of you, I  
wouldn't have been able to get through  
this trying time. Thank you for all your  
help, support, and especially  
understanding. I love you all!

### BERT'S BUSINESS

Another 4<sup>th</sup> has come and gone and I have  
to say that I am very proud of all of you.  
The level of complaints, no call/no shows  
and lates for the weekend of the 4<sup>th</sup> went  
down dramatically. I do not know what to  
tell you, how about GOOD JOB. I am  
impressed by the work all of you have  
done in the field lately. Keep up the good  
work and hang in there. Remember a  
happy Human Resources Manager makes  
happy employees and vice versa. Thank  
You All.

### MICK'S MEMO

A month ago, I wrote a long article for this  
month. It focused on the 60  
year anniversary of our landing in  
Normandy, including my Dad's personal  
experiences (he fought there as a member  
of the 101st Airborne Division), as  
well as the passing of President Reagan,  
one of the greatest leaders of our  
time. As time went on, we lost Ray  
Charles and Marlon Brando. Then death  
touched me up close and personal. I lost a  
big part of me, and I came to  
realize something once again. Every day,  
people lose those close and loved.  
We hear about only a select few, but it is a  
part of the life process, but  
that makes it no easier to deal with. For  
me personally, the biggest factor  
that allowed me to make peace with the  
pain was an act of extreme kindness  
and love by Jeff Swanson. He did  
something so incredibly beautiful and  
touching, that it allowed me to feel the  
good, and not the pain of my loss.  
I want to thank Jeff especially for what he

did, as well as Campbell, Taz,  
Adam Marlies, TJ, and everybody else  
that reached out and touched me, and  
made me realize what is really important  
- It is the love we have in our  
lives, those that touch us in a positive  
way, and that make this whole  
journey worthwhile. If I can give you all  
one good word of advice, it is to  
not let a day go by without telling those  
that you love how you feel. None  
of us know when this trip we are on ends,  
and that is a regret we should not  
have to live with. It is the good, the  
giving and the loving people in our  
lives that are the only real reason we live,  
and without them, we never  
really live. It is similar to the tree falling  
in the woods, and no one  
hearing it fall; Without people whose  
lives we touched and who touch us, we  
never really lived. I have been blessed  
my whole life with having some  
amazing friends, who have picked me up  
and carried me through some very dark  
times of my life. I can only hope that I  
can be as good a friend to them as  
they are to me.

I would also like to send my condolences  
to Marlies and Craig for their  
loss. The last month has just been that  
way to many of us, but not all is  
just bad, it just seems that way.

I would like to take this time to thank all  
of you for the incredible job  
everybody did the July 4<sup>th</sup> weekend. It  
was amazing. We staffed the 5  
largest events in the Valley, as well as  
America West Arena, Bank One  
Ballpark, Dodge, the Ice House, etc,  
etc... It was huge, and everybody did  
an incredible job. I had a great day, if for  
no other reason that I was in  
Tempe and Malcolm was working in  
Phoenix. I would like to thank all of you  
for the great job you all did, and making  
us proud. We are starting to get a  
lot busier again, and thanks to all of you  
for sticking with us in the leaner  
times. Good things are ahead, and we are  
counting on you. You are who makes  
us great. Have a great month, Keep the  
Peace, and I'll see you out there.

Mick