

J.E.A.M. CENTS

Volume IX Issue No. 11

November 1-30, 2004

ELEVEN YEARS AND COUNTING

DISCLAIMER

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

**IKEA MAY HAVE US WORKING
MOST OF THE WEEKENDS UNTIL
JANUARY 2005. THESE
WEEKENDS THAT WE ARE
WORKING WILL BE BLACKOUT
DAYS AND ENFORCED AS SUCH.**

NOVEMBER BLACKOUT DAYS

11/19 - Scorpions/Tesla @ Cricket

DECEMBER BLACKOUT DAYS

12/01 to 12/03 - Mill Ave. Arts Fest @
Mill Avenue in
Downtown Tempe

12/31/04 - Tostitos Block Party @
Downtown Tempe.

**ALL EMPLOYEES ARE
REQUIRED TO WORK
NEW YEARS EVE. NO
EXCEPTIONS!!!!!!**

November Anniversaries

Four Years: Mike Diehl
Two Years: Brad Hardy
Juanita Flores
One Year: Dennis Lynch
Russ Lienman

November Birthdays

Roger Rice	11/01
David Sharp	11/05
Gilbert Murillo	11/05
Robert Pulido	11/06
Alan Vela	11/08
Matt Butcher	11/08
Richard Simmons	11/09
Jimmy Kaleta	11/12
Jerry Deines	11/13
Daniel Waisner	11/15
Roger Coulter	11/18
Robert Erdmann	11/19
Britten Van Horn	11/24
Shane Yoacham	11/24
Frank Herbert	11/26
Jesse Lara	11/26
Jason Froseth	11/26
Gary Crakow	11/27
Gatlyn Sloane	11/27
Candice Slaton	11/28
John Titdwell	11/28
Jeff Guebera	11/29

Lane's Lines

WHY DID THE CHICKEN CROSS
THE ROAD?

GEORGE W BUSH: We really don't
care why the chicken crossed the road.
We

just want to know if the chicken is on our
side of the road or not. The
chicken is either with us or against us.
There's no middle ground here.

JOHN KERRY: Although I voted to let the
chicken cross the road, I'm now
against it!

BILL CLINTON: I did not cross the road
with THAT chicken. What do you mean
by chicken? Could you define chicken
please?

AL GORE: I invented the chicken. I
invented the road. Therefore, the
chicken crossing the road represented the
application of these two
different functions of government in a new,
reinvented way designed to
bring greater services to the American
people.

RALPH NADER: The chicken's habitat on
the original side of the road had
been polluted by unchecked industrialist
greed. The chicken did not reach
the unspoiled habitat on the other side of
the road because it was crushed
by the wheels of a gas-guzzling SUV.

COLIN POWELL: To the left of the
screen, you can clearly see the satellite
image of the chicken crossing the road.

PAT BUCHANAN: To steal a job from a
decent, hardworking American.

RUSH LIMBAUGH: I don't know why the
chicken crossed the road, but I'll bet
it was getting a government grant to cross
the road, and I'll bet someone
out there is already forming a support
group to help chickens with
crossing-the-road syndrome. Can you

believe this? How much more of this can real Americans take? Chickens crossing the road paid for by their tax dollars, and when I say tax dollars, I'm talking about your money, money the government took from you to build roads for chickens to cross.

ERNEST HEMINGWAY: To die. In the rain. Alone.

MARTHA STEWART: If the chicken crossed the road on my property, I'd be fully justified in blocking its exit until the local authorities could arrive to arrest it for trespassing. I'm a private person and shouldn't have to be subjected to the "innocent mistakes" of common chickens.

THE BIBLE: And God came down from Heaven, and he said unto the chicken: "Thou shalt cross the road." And the chicken didst cross the road, and there was much rejoicing.

JERRY FALWELL: Because the chicken was gay! Isn't it obvious? Can't you people see the plain truth in front of your face? The chicken was going to the "other side." That's what "they" call it -the "other side." Yes, my friends, that chicken is gay. And, if you eat that chicken, you'll become gay too. I say we boycott all chickens until we sort out this abomination that the liberal media whitewashes with seemingly harmless phrases like "the other side."

DR. SEUSS: Did the chicken cross the road?
Did he cross it with a toad? Yes! The chicken crossed the road, But why it crossed, I've not been told!

MARTIN LUTHER KING, JR.: I envision a world where all chickens will be free to cross roads without having their motives called into question.

GRANDPA: In my day, we didn't ask why the chicken crossed the road. Someone told us that the chicken crossed the road, and that was good enough for us.

BARBARA WALTERS: Isn't that interesting? In a few moments we will be listening to the chicken tell, for the first

time, the heartwarming story of how it overcame a serious case of molting and went on to accomplish its lifelong dream of crossing the road.

JOHN LENNON: Imagine all the chickens crossing roads in peace.

ARISTOTLE: It is the nature of chickens to cross the road.

KARL MARX: It was a historical inevitability.

SADDAM HUSSEIN: This was an unprovoked act of rebellion and we were quite justified in dropping 50 tons of nerve gas on it.

VOLTAIRE: I may not agree with what the chicken did, but I will defend to the death its right to do it.

CAPTAIN KIRK: To boldly go where no chicken has gone before.

FREUD: The fact that you are at all concerned that the chicken crossed the road reveals your underlying sexual insecurity.

BILL GATES: I have just released eChicken 2004, which will not only cross roads, but will lay eggs, file your important documents, and balance your checkbook - and Internet Explorer is an inextricable part of eChicken.

EINSTEIN: Did the chicken really cross the road or did the road move beneath the chicken?

LOUIS FARRAKHAN: The "road," you will see, represents the black man. The chicken crossed the "black man" in order to trample him and keep him down.

COLONEL SANDERS: Did I miss one?

..."Not too much to share with my fellow TEAMates. As the Holidays approach, please remember those that are less fortunate than you. Please keep in your hearts our troops stationed in the middle east. Remember their sacrifices and the reasons for these sacrifices.

I want to thank the many employees that have worked shifts that were my

accounts. It is important to me and to TEAM as a business that I receive input from you concerning these events. I try to keep my cell phone open for calls and questions.

Here is a small sample:

"The client needed extra help with set up. She didn't have enough people to get all the tables, glassware, silverware ready on time."

TEAM Security stepped in and the event was a success

"I didn't realize that the location was so far away"

The guard was 30 minutes late to post but the event manager was called and notified of the delay.

"There is another event going on at this location and _____ (another security company) is already here."

Contact the event coordinator listed on the briefing sheet.

Everyone was connected to the right people in spite of all the confusion.

Again, as you work your shift(s) please remember that the greatest thing you are guarding is the reputation of this company. It is truly wonderful to see our guards show up with neat clothing and appearance, all the necessary equipment and with an understanding of what the responsibilities are. Please keep up the good work. Your efforts are noticed and appreciated. Those of you that have stepped up to a higher standard of professionalism will quickly see yourselves outdistance the few that have not risen to the challenge.
Lane

Johnson's Journal

Just want to thank everyone for accepting me as one of your schedulers, regardless of what kind of new uniforms I am trying to get T.E.A.M. switched over to or what Isaac says about me!! I am sure I have already talked to most of you, but for those who haven't, talk to ya soon!
Richard Johnson

Swanson's Song

I recently had a conversation with a new employee that I would like to share with you. I'm going to leave out some personnel details out of respect for him, and of course his name. He told me that through his so-called "friends", he found himself in a bad situation in the state that he was living. Not knowing what to do or how to fix the situation, he made the decision that he wanted a fresh start in life. So he packed what he could in a couple of bags and hopped on a greyhound. He landed in Arizona with out money, friends, a place to sleep or anything else that many of us take for granted. He told me that when he got here he was scared and lonely. In only a couple of weeks time, he made several friends, found a safe place to live, got a job with us and a lead for a second job. He stated several times in our conversation that he felt God was looking out for him. He told me that when you really pray, not pray for stuff, but pray for life and for other people, good things happen. Tonight I'm praying for him, not because I hoping that God will bless me more, but because everyone trying to be a good person deserves to be happy. Earlier in my life I to "started over". I didn't leave the state, but had nothing and I'll never forget that scared and lonely feeling. I still have rough times, but the blessings that I have received in life fare out way the obstacle that I have been forced to hurdle. I hope every one of you find the peace and happiness that you deserve.

Company Picnic:

Hello all you teamers and teamies. For those of you that recently went to the company picnic, it was good to see you. For those of you who didn't attend, you missed out. This year marked eleven years of business for T.E.A.M. This is a long time for any company to successfully run, let alone one in this field. I'm always happy to see Karen Foley attend being that she was one of the few people that helped get this company up on it's feet. For the new employees, Mick, our fearless leader was in the park with you. If you don't know who he is, ask. He is a great guy who really cares about all of his employees. The purpose of these picnics is not only to celebrate another year in

business, but to give Mick a chance to give something back to the employees that make this company what it is. I hope you all enjoyed yourselves and you are here to attend next years celebration.

Company business:

Every now and then I hear crazy rumors about people getting fired, crazy stories about fellow employees, things supposedly said by our clients, etc., etc. Well I'm telling you again, most of the time, this is crap! If you repeat this "crap", it only gets worse. If you hear something that concerns you, call Bert and I'm sure he will set you straight. This is a large company with lots of employees; false rumors are bound to get started for a number of reasons. One thing that I've learned over the years is that rumors are always started and kept alive by total losers that have no life of their own. Try to use a little common sense when you hear something that doesn't make sense. Remember, if it sounds like crap, it probably is.

Last but not least,

I would like to welcome our newest manager "EJ" not "OJ" (even though he drives a bronco) with a short story written by a friend of mine, Dr. Seuss Casias

"The O.J. Murder Trial" by Dr. Seuss "

I did not kill my lovely wife.
I did not slash her with a knife.
I did not bonk her on the head.
I did not know that she was dead.
I stayed at home that fateful night.
I took a cab, and then took a flight.
The bag I had was just for me.
My bag! My bag! Hey, leave it be.
When I came home I had a gash.
My hand was cut from broken glass.
I cut my hand on broken glass.
A broken glass did cause that gash.
I have nothing, nothing to hide.
My friend, he took me for a ride.
Did you take this person's life?
Did you do it with a knife?
I did not do it with a knife.
I did not, could not kill my wife.
I did not do this awful crime.
I could not, would not anytime.
Did you hit her from above?
Did you drop this bloody glove?
I did not hit her from above.
I cannot even wear that glove.
I did not do it with a knife.
I did not, could not kill my wife.
I did not do this awful crime.
I could not, would not, not anytime.
And now I'm free, I can return

To my house for which I yearn.
And to my family whom I love.
Hey now I'm free -- Give back my glove !!

Marlies's Notes

Well It's that time again, and guess what? I know what I am going to write about:

602-619-TEAM – This number is a cell phone.

I have had the luck to have this phone for the inaugural period of the phone. I will not always have the cell phone (this is not my personal cell phone) it will be rotated among the managers.

This is a number that you call when you report to a shift and get off a shift **ONLY**. The only time you do not have to call this number is if there is a T.E.A.M. Manager present or a T.E.A.M Supervisor. If you are a T.E.A.M. Manager or Supervisor it is your responsibility to call for your whole group. If there is no sign in sheet present, then you better make sure that the hours are being called in. This number is not a sign sheet, unless you do not have a sign in sheet. If you fail to sign in and out on your sign in sheet, guess what, **you will not get paid**. If you fill out a payroll protest, the correction will not be made until next payroll.

Calling 602-619-TEAM for any other reason will lead to disciplinary actions.

This number is **NOT** the number you call to call off a shift.

This number is **NOT** the number you call to ask about your evaluation.

This number is **NOT** the number you call for scheduling.

This number is **NOT** the number you call for directions.

Phone number clarification:

Office (Hours 10:00 am 6:00pm): 480-829-TEAM (8326)

Scheduling Pager: 602-219-5965

If you have any questions or concerns, please feel free to call me at the office.

Thank you

Campbell's Crayons

There are a lot of changes going on and I know that everyone has questions. I will tell you this before we get in to my topic for the month that If you have questions ask me or Bert please stop all the rumors.

Gossip has always been around and I personally chase down what I here and find out it has no resemblance to the truth.

I would like everyone to stop talking about things that they may think they know or have heard, I find that this is the easiest way for someone to sound less intelligent then they are. In most cases these things may seem harmless, but what about the people they are about. It is always easier to ruin someone's reputation then it is for a person to build it. Everyone spends years trying to live down a mistake yet no one can remember the good deeds they have accomplished. I have been trying to spend a lot of time lately trying to figure out where my weak points are and what I can do to improve them. I am trying different ways to train instead of giving up on an employee. I am empowering employees to see where they go. I am exploring my limits and trying to see if they can be extended, or if I can go beyond the blocks that I have set with myself thinking that I am incapable to do things as good as others. I have finally broke down and asked for help. I realized that it is not all on my back but with a group of talented people that I have around me that are all doing the same thing and realizing that if we can work together on things we will all work less and we will all accomplish the same goal that we set out to attain and we will not be as frustrated with getting there. I realize that around me in the field are employees that want to grow and become the best within our company and they are looking for ways and answers from everyone to get there. I am not perfect, I am not always right, I do not always have the right answers, I have limits to the amount of hours I can work and still remain effective, and I cannot hold everyone's hand. There are times that everyone has to step back and realize what he or she can do and where he or she need to start asking for help. I have found mine and it was the hardest thing I had to do. I was reminded by Mick that it is not a show of weakness as I had perceived it, but a show of strength in realizing that there is a bigger picture that is around me that would lack in the results I was trying to achieve. I would like to thank Marlies for doing a great job at her first event the

OktoberFest. Lane for helping also, and for everyone else that pulled together to make it work. I would like to thank all the employees that put in the long hours, the schedulers for getting it done, and everyone in the organization for pulling together for all the events that we do. I would like to welcome Richard Johnson to scheduling. I would also like everyone to meet and get to know E.J. Jones who will be working in operations. I have been trying to break him in right with long hours and little sleep and he keeps showing back up. In closing I would like to say that if you missed the employee picnic that again with the rumors that if you were not there I did not do anything wrong and I did not do anything to embarrass myself or the company. If it is not on film (and sometimes pictures can be altered) I was not doing anything wrong. I would also like to add for all the Supervisors in T.E.A.M. I will be getting with you all soon for a meeting in November to get everything going again. If you have questions please call me and I will do my best to answer. If not I will be calling all the class Presidents to set the meeting up and they will call you and I will explain everything in the meeting. With my last sentence I would like to let you know that Mick in the October 19th staff meeting said I was right. I don't remember anything else that happened after that and I went back to the notes I was taking and that is all I have written down. I hope everyone has or had a great time at the employee picnic because it is for you and you deserve it with all the hard work you put in to your job.

TAZ TOOLBOX

Today I looked around me for a moment and noticed my surroundings. How many things I take for granted everyday and everyday I look past the recognition due for the one responsible for all we have! Life is a game, a puzzle. One that never is totally done, it continues on with ALL sorts of twists and close call. Life is what we make of it and how we make it.

This story was sent to me to remind me of just a small part of life...

An old man, probably some ninety plus years old, sat feeblely on the park bench. He didn't move, just sat with his head

down staring at his hands. When I sat down beside him he didn't acknowledge my presence and the longer I sat there, I wondered if he was ok.

Finally, not really wanting to disturb him but wanting to check on him at the same time, I asked him if he was ok. He raised his head, looked at me, and smiled. "Yes, I'm fine, thank you for asking," he said in a clear strong voice.

"I didn't mean to disturb you, sir, but you were just sitting here staring at your hands and I wanted to make sure you were ok?" I explained to him.

"Have you ever looked at your hands?" he asked. "I mean really looked at your hands."

I slowly opened my hands and stared down at them. I turned them over, palms up and then palms down. No, I guess I had never really looked at my hands, as I tried to figure out the point he was making.

Then he smiled and related this story:

"Stop and think for a moment about the hands you have, how they have served you well throughout your years. These hands, though wrinkled, shriveled and weak have been the tools I have used all my life to reach out grab and embrace life. They braced and caught my fall when as a toddler before I crashed on the floor. They put food in my mouth and clothes on my back. As a child, my mother taught me to fold them in prayer.

They tied my shoes and pulled on my boots. They dried the tears of my children and caressed the love of my life. They held my rifle and wiped my tears when I went off to war. They have been dirty, scraped raw, swollen and bent. They were uneasy and clumsy when I tried to hold my newborn son. Decorated with my wedding band, they showed the world I was married and loved someone special. They wrote the letters home. They trembled and shook when I buried my parents and spouse and when I walked my daughter down the aisle. Yet, they were strong and sure when I

dug my buddy out of a foxhole and lifted a plow off of my best friends foot.

They have held children, consoled neighbors and shook in fists of anger when I didn't understand. They have covered my face, combed my hair, washed and cleansed the rest of my body. They have been sticky and wet, bent and broken, dried and sore. And to this day when not much of anything else of me works, real well these hands hold me up, laid me down and again continue to fold in prayer.

These hands are the mark of where I've been and the ruggedness of my life. But more importantly it will be these hands that God will reach out and take when he leads me home. And He won't care about where these hands have been or what they have done. What He will care about is to whom these hands belong and how much He loves these hands. And with these hands He will lift me to His side and there I will use these hands to touch the face of Christ."

Whatever your beliefs are and the personal thoughts you might have, the story has great meaning of what your life has been, is and can be about. You get to write your own book. I hope that yours is well meant and enjoyed so others will be interested in reading it...

Lets be safe out there....TAZ

Isaac's Ideas

Hello everyone out in T.E.A.M. land once again we are having our T.E.A.M. 11th year anniversary WOW 11 years how time goes by, I have been lucky enough to work here at this company for two years and met a lot of people here and work a lot of different events and never at any job have I gotten to know people so well, I have made so many friends here and its all been worth it, every time I work a shift its really never the same thing, something is always different I think that's one of the things that's makes this company so great new people new friends new drunks I don't think I'll ever get tired of seeing "drunks" tripping over there own feet at a show

well any way congrats to Mr. Mick (eeee)

Hirko for 11 years of fun for the thousand's employee's you have had come work in this great company, many of the peolpe that have started here not allways make it a long time here, but the many peolpe that have work here have many memories of this place the they will never forget and I am one of them.

This joke sent by our old scheduler Pete Van Horn.

G. W. Bush and John Kerry somehow ended up at the same barbershop. As they

sat there, each being worked on by a different barber, Not a word was spoken. The barbers were even afraid to start a conversation, for fear it would turn to politics. As the barbers finished their shaves, the one who had Kerry in his chair reached for the after shave. Kerry was quick to stop him saying, "No thanks, my wife Theresa will smell that and think I've been in a whorehouse,"

The second barber turned to Bush and said, "How about you?"

Bush replied, "Go ahead, my wife doesn't know what the inside of a whorehouse smells like."

This months joke of the months are all by Rodney Dangerfield who past away in the month of October.

I'm not a sexy guy. I went to a hooker. I dropped my pants. She dropped her price.

My wife and I were happy for twenty years. Then we met.

I'll tell ya, my wife and I, we don't think alike. She donates money to the homeless, and I donate money to the topless!

I had a lot of pimples too. One day I fell asleep in a library. I woke up and a blind man was reading my face. One time I went to a hotel. I asked the bellhop to handle my bag. He felt up my wife!

If it weren't for pick-pocketers, I'd have no sex life at all.

I knew a girl so ugly that she was known as a two-bagger. That's when you put a bag over your head in case the bag over her head breaks.

One day as I came home early from work, I saw a guy jogging naked. I said to the guy, "Hey buddy...why are you doing that for?" He said, "Because you

came home early."

My psychiatrist told me I'm going crazy. I told him, "If you don't mind, I'd like a second opinion." He said, "All right. You're ugly too!"

I said to one girl, "Come on, honey, I'll show you where it's at." She said, "You better, 'cause the last time I couldn't find it."

Oh, this girl was fat, when she walks backward, she starts beeping. I mean, fat. She asked me why my eyes were bulging, I told her, "You're standing on my foot!"

Bert's Business

Hello everyone. I have a very important thing to say to everyone of you. You all need to realize that a very large portion of the office staff does work in the field and sometimes we are un available because we are working shifts just like you. I am tired of the crap that I hear in the field that our management never does anything or that we are never in the office so we must do nothing. This is the farthest from the truth. Before you start judging people you probably should get all of the info first. That is what I do when I have to deal with disciplinary issues. I know that you would not like me to judge you on hearsay so don't be a part of any rumor mill. Every person in this company works hard to make this company what it is and if you have the time to spread rumors you probably are not working to your full ability and need to find another job. Thanks for listening.

Bert

Patti's Pearls

Hi Everyone..regards from your friendly neighborhood T.E.A.M. Recruiter!

As you all know, we are full steam ahead and gearing up for a busy winter season, not to mention focusing in on the Tempe New Year's Eve Block Party. If you didn't know it by now, an event of this nature takes an enormous amount of thought, planning and coordination. In addition to thousands of man hours to effectively put together this yearly event, it also requires an enormous amount of T.E.A.M. people working in a dedicated and organized manner.

As a valued T.E.A.M. member it is at this time of the year, in particular, that we ask you to refer and/or recommend to us your best friends, your family members, your close acquaintances who not only would like to work with all of us at this event, but to become part of the T.E.A.M. staff as well. Your referral also will earn you a \$25.00 bonus per person for each individual we hire and works at least 100 hours. And remember, there is NO limit as to the number of qualified people you can send my way and NO limit on the referral bonuses you can earn.

The holiday season is always a time of giving and as we approach our super busy holiday season, give back to T.E.A.M. with your referrals! Santa and Mick will love you for it!

And in keeping on that high note, I wish all of you a VERY HAPPY,HEALTHY and SAFE Holiday Season and extra special thanks to Marlies, Campbell, Mick, Bert, Issac, Johnson, Lynn and the rest of the in-house staff for all your help, cooperation and support in my role here at T.E.A.M.
Cheers! Patti

Mick's Memo

Hey everybody,

I am glad I am still writing you from the sunny days of Arizona, not some God forsaken place outside of this great country, hiding in shame because John Kerry was elected. Fortunately, we will never know how bad it would have been with him, or rather with Mrs. Ketchup as President, and I am grateful for that, and I am glad we will never know. As time goes on, we will find out more and more how right the current administration was on the threat that Saddam posed, and how the French and others filled the ir pockets, to keep him in power, and to discredit us. I hope a lot of you went

out and voted, and no matter which way you voted, you voted on the issues, not on the emotions involved, unless you are Lane Honda, and if you are, your vote did not count.

I have to keep it short this month, which I am sure all of you are very thankful for, as Bert has sent me three threatening emails already to get my contribution in. The last one was ticking, and I am not sure why. I promise to make up for it next month. I just wanted to say how proud I have been of all of you, of all the great work and attitudes I have seen at events in the past several weeks. It has been a long and hard month, and you all came through like champs. I really thank you. I also want to do something I will probably never do again, and that is to thank Campbell for all his hard work, and just for making it happen for all of us. I am in no way trying to take away from anyone else who really busted themselves in half in the past months (Taz, Marlies, Jeff and Adam in particular), but since I am pretty harsh on o1' P.F. so much, I only thought it fair to let everybody know that he has really been looking a bit less confused than usual. Thanks to all of you for not only making us proud, but for continuing to make us successful each and every time we go to work. You Rock!

The next few months will continue to be busy, with IKEA being a continuing adventure, a ton of Christmas related events, the Mill Avenue Fall Festival, BLOCK PARTY, Rock and Roll Run, 3 Major Bank One Ballpark events, Big Boys and their Toys, Barrett Jackson, and the list goes on. Keep up the good work, and do not forget to call in your shifts at 602-619-TEAM. Keep the Peace, and I will see you out there.

Mick

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