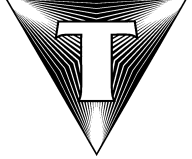


T.E.A.M.



J.E.A.M. CENTS



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December 1-31, 2005

Volume X Issue No. 12

Mick Hirko *Publisher*

Eleven Years and Counting

Lane Honda *Editor* Jackie Smith *Art Director*

Happy Holidays!



December Anniversaries

| | |
|------------------|--------|
| Jimmy Calame-Ray | 1 year |
| Carmen Deleon | 1 year |
| Nicole Durr | 1 year |
| Jessica Garcia | 1 year |
| Mauli Hodge | 1 year |
| Bob Morici | 1 year |
| | |
| Jon Bearup | 2 year |
| Steve Ortega | 2 year |
| Candy Ortega | 2 year |
| Gary Patrick | 2 year |
| Mike Schier | 2 year |
| | |
| Gerry Deines | 3 year |
| | |
| Bobby Erdmann | 5 year |

December Birthdays

| | |
|------------------|-------|
| George Daughtery | 12/01 |
| Dominic Gonzalez | 12/03 |
| Steve Ortega | 12/03 |
| Mauli Hodge | 12/04 |
| Carl Fichtner | 12/06 |
| Chris Hague | 12/07 |
| Cameron Beach | 12/16 |
| Scott Buchanan | 12/18 |
| Wayne Larsen | 12/20 |
| Dan Dutcher | 12/21 |
| Ron Vogel | 12/22 |
| Richard Zahn | 12/27 |
| Joe DeLorenzo | 12/30 |

Front Cover
Top Center Clockwise

| | |
|------------------|----------------------|
| Mick Hirko | President |
| Marlies Meinhold | Controller |
| Richard Zahn | Business Operations |
| Mike Williams | HR Director |
| Jacki Smith | Scheduler |
| Adam Honda | Logistics |
| Elizabeth Gill | Recruiter |
| Lane Honda | Business Development |
| Jeff Swanson | Logistics Manager |
| Ray Garcia | Scheduling Manager |
| Deann Barker | Reception/Admin. |
| Robert Russell | Operations Manager |
| Richard Campbell | Operations Director |

12/01/05—12/04/05
Downtown Tempe
Tempe Festival of the Arts

BLACKOUT

12/01/05
America West Arena
ROAD RUNNERS

12/02/05
Dodge Theatre
KANYE West

12/02/05
America West Arena
SUNS

12/06/05
America West Arena
SUNS

12/08/05
America West Arena
ANDREA BOCELLI

12/09/05
America West Arena
SUNS

12/10/05
America West Arena
CHRISTMAS MARIACHI FESTIVAL

12/10/05
Dodge Theatre
Mix 96.9 Holiday Special

12/11/05
America West Arena
Keith Urban

12/12/05
America West Arena
SUNS

12/12/05
America West Arena
SUNS

BOB
International Soccer
Tournament
Mexico Vs. Hungary

12/17/05
Dodge Theatre
Alice Cooper Christmas Pudding

12/18/05
America West Arena
ROAD RUNNERS

12/19/05
Dodge Theatre
Andre Rieu

12/20/05
America West Arena
SUNS

12/21/05
America West Arena
ROAD RUNNERS

12/22/05
America West Arena
ROAD RUNNERS

12/23/05
America West Arena
SUNS

12/27/05
BOB
Insight.Com Bowl

12/31/05
BlackOut
Tempe Block Party
Down Town Tempe

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

T.E.A.M. Cents encourages all staff and employees to submit an article about your work experience, suggestions and ideas. E-mail your letters to:
lane@teamsecurity.net
Or FAX to:
(480) 736-8252

Management has the right to review and approve all written material. Any article deemed inappropriate will

NEW YEAR'S INCENTIVES

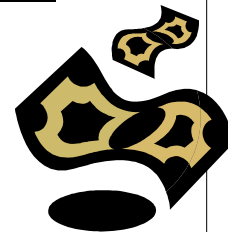
Do you want to make \$9.00/ hr?

OR

Do you want to make **\$11.25/ hr?**

OR

Do you want to make **\$20.00/ hr and up?**



And "HOW?" you ask?.....

Get your DPS License and/or recruit your friends for New Year's Eve!



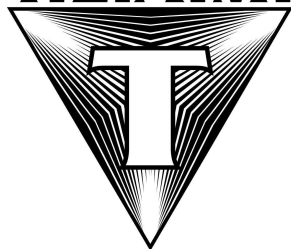
**\$1.00 BONUS PER HOUR FOR EACH
ADDITIONAL PERSON YOU BRING IN.**

THE FINE PRINT: (Additional Individuals **MUST**: 1. Work a minimum of 6 hours 2. attend orientation 3. pass a background check 4. be over 18 years old)

**•APPLY FOR YOUR DPS CARD BY 6PM WEDNESDAY, DEC 28, AND
YOUR NYE HOURS WILL BE AT THE HIGHER PAY RATE.**

Is your church, school, youth organization, or sports team looking for a fundraising opportunity? Please have them contact Elizabeth Gill at the T.E.A.M. Security office. This is a great way to have the cash for new uniforms, travel expenses, and get fundraising done in one night!

T.E.A.M.



Call: (480) 829- TEAM (8326)
email: elizabeth@teamsecurity.net

***More Information will be available at a
meeting Dec. 5, at 4pm. or Dec. 6, at 4pm.***

Elizabeth Gill

Greetings and Salutations. My name is Elizabeth Gill and I have become T.E.A.M.'s newest recruiter. If you stop in the offices, you may have noticed me back in the quarantine area away from the rest of the office staff. (I try not to take it personally.) I figure they want to make certain I haven't brought any disease, plants, or vegetables across the state lines when I moved here.

Relocating to the Phoenix area from Minnesota is quite the environmental shock. My body firmly believes it should be 37 degrees outside. I just had my first Halloween with no snow at all. And everyone can stop smiling when they say "just wait for summer," as I am fully prepared to work via laptop from my pool. I will admit I do enjoy the sound of utter envy in my friend's voices when I mention I am in a t-shirt and shorts, and they brought out the winter jackets 2 months ago.

Fair is fair, however, and they get to hear the envy in my voice when they call from hockey or football games. My allegiances are simple: Hockey (Chi. Blackhawks) Baseball (Min. Twins) and College Football (Gophers, Auburn in a pinch. the Auburn-Alabama Homecoming game in '03 was one of the best times of my life.) I am perfectly well aware that my teams never win, but hello, I am from the Vikings state, I learned to live with disappointment early. Back home I was a tri-season ticket holder and rarely missed hockey or ball games. Some might call it obsessive, but they have obviously never been to Green Bay.

Sports also factor significantly into my personal life. Similar to back home hobbies, by this time next year I will be coaching Little League baseball and Pee-Wee hockey. I

and the lessons gained have become core values that I both employ personally and try to share. (Softball not included.)

Aside from sports, my passion is books. I read so constantly, voracious no longer applies. I will actually be going back to receive a Master's in Media Sciences. Yes, this girl dreams of becoming a Librarian. It's a significant change from a BS. in Geology and Hydrobiology, but I figure now that I am in Arizona, I can hike whenever I want. I volunteer at the Library on weekends, and my taste in books runs the gamut. I am simply addicted to the printed word. If I were forced to choose a concentration, it would be split between F. Scott Fitzgerald's works and anything pertaining to western European history.

He may have been mentioned third, but the single most important thing in my life is my pooch. Roenick (again with the hockey vernacular) is my black lab. He's 70 #s of doggie happiness. My retriever doesn't fetch or swim, and he thought his name was "dog food" for the first 6 months, but that merely makes him "special." Actually, he is quite bright at what he was bred for. He will track down any bird in sight, and he runs like a gazelle (can you hear the mother's pride in my voice?) Anytime I am not at work he is my constant companion and entertainment.

So, that is me encapsulated into 3 parts and 573 words. I am sure you will see me around after I have been inoculated and released from quarantine. I'll be the one who Robert Russell probably banned from having a radio, and is then badgering Lane.

**Deann Barker**

Hey to all again. WOW....it's December already. Anyone who's been with TEAM for at least a year knows what that means. BLOCKPARTY ON NEW YEAR'S EVE!!! Just a reminder that everyone is required to work on New Year's Eve. HAPPY HOLIDAYS TO ALL!!!
Deann

Robert Russell

Hey All,
Where the hell did the year go?
Just when I think we are going to so down Taz brings me more work orders. So get ready because it's not going to slow down anytime soon. As I try to do each month I want to thank everyone for all your hard work, showing up for your shifts and filling in when we needed help, all of you are what keeps TEAM going and being the best Events and Security Company anywhere. With 2006 right around the corner be safe this Holiday season and I wish all of you and your family best. And I'll see you out there.
Robert

Mike Williams

TEN KEYS TO EFFECTIVE SUPERVISION

One of the biggest challenges facing supervisors today is building cohesive, effective teams. As the supervisor, we are essentially the coach. Our objective is to help everyone on our team achieve his or her full potential, individually, and as a group. In doing so, we will be setting our team and ourselves up for success. The success of a team can be far out of proportion to the sum of the talent of its parts. Take the New York Yankees or Boston Red Sox of 2005 as an example. Both of these teams had much more raw talent on paper than the Chicago White Sox, but teamwork, cohesion, and perseverance won the World Series! I strongly feel these are the same attributes that will be the impetus to continue the success of this organization. It is interesting to note that the White Sox Manager Ozzie Guillen was hesitant to celebrate initially with the team, as he realized they were the ones who got the job done, he was just the facilitator! So it is with the supervisor, if our staff don't look good, we certainly don't look good. The survival of each is interdependent. This is the essence of a team and a work unit.

I strongly feel many employee performance problems can be directly linked to poor morale and/or job satisfaction within the work unit. In many cases, supervisors can have a profound effect in improving this problem by keeping a positive attitude, solution-oriented outlook, and maintaining open lines of communication. Our staff need to know we will make time for them, and that we care about the problems they encounter in the workplace. Many of the problems employees experience are easily fixed, if we take the time to listen. When we do listen, and allow staff input into the resolution process, it is remarkable to see the rapid improvement in staff morale and productivity. This is how effective teams are developed and maintained. I sincerely hope the following insights will be helpful to you as a supervisor!

1) **MAINTAIN OPEN LINES OF COMMUNICATION:**

- ✓ Meet with each of your staff to address performance, resolve problems, provide coaching, reinforce exceptional performance, and solicit input for improvement.
- ✓ Be accessible. Let your staff know they are welcome to come to you with work related problems, and that you value their ideas and input.
- ✓ Make frequent rounds to monitor work unit operations providing well-timed performance feedback, coaching, support, and encouragement. This reinforces the supervisor's commitment to the work unit and provides a frequent opportunity for staff to address concerns to their supervisor. During times of increased workload, be willing to assist your staff in the performance of their duties, when appropriate.

2) **PROVIDE WELL TIMED PERFORMANCE FEEDBACK:**

- ✓ This should be done A.S.A.P. while the performance issue is fresh in the mind of the supervisor and subordinate. It is vital this is done privately and not in the presence of peers, patrons etc.
- ✓ This will ensure that good performance is positively reinforced and performance deficiencies are quickly addressed before they become a trait.

3) **PROVIDE COACHING:**

- ✓ Coaching is an informal action that addresses areas of deficiency in job performance prior to the initiation of formal/written action. This gives the employee an opportunity to improve performance before it is formally addressed. This helps maintain an open line of communication and enhances employee morale, job satisfaction, and productivity.
- ✓ Coaching reinforces the fact that we are on the same team working toward a common goal.
- ✓ When possible, tell the employee how to complete the task; then demonstrate the proper way to do it; then have the employee perform the task; and then provide performance feedback.

4) REINFORCE GOOD PERFORMANCE:

- ✓ If the supervisor does not acknowledge exceptional performance, most employees will lack the motivation or incentive to maintain that level of performance.
- ✓ When the supervisor positively reinforces exceptional performance, the employee will be empowered to maintain or exceed that level of performance.
- ✓ My challenge to all supervisors is to make a concerted effort to write as many or more employee commendations as we do employee reprimands. Lets work on catching our staff doing right, as hard as we work on providing progressive corrective action. If we do this, I think it will enhance staff morale and job satisfaction minimizing the need for corrective action. The mark of a great leader is his or her ability to generate vision, motivation and enthusiasm that compel a group of people to achieve great things by their own initiative. The key is motivating people to want to do something, not because they have to, but because they see themselves as a vital part of a winning team.

5) INVEST TIME IN STAFF DEVELOPMENT:

- ✓ Be creative in developing training, drills etc. that are interesting, practical, and encourage interaction.
- ✓ The time we invest in training, coaching, and listening to our staff have many benefits: a) it improves their work performance, morale, and job satisfaction; b) it improves work unit efficiency, productivity, and safety; c) it reflects directly on our abilities as a supervisor, improves our potential for upward mobility, and strengthens the supervisor/employee relationship.

6) ENCOURAGE STAFF PARTICIPATION:

- ✓ When making decisions, which affect the operation of the work unit, solicit input from the staff that are doing the job day in and day out. The members of the work unit will be more motivated to initiate a change in practice or procedure when they are actively involved in the decision making process. It should also be noted line staff are usually more knowledgeable about the minute details of their assignment than their supervisors. They may be able to detect serious functional problems in the changes we are proposing.
- ✓ Even though the supervisor has the ultimate authority/responsibility for making the final decision, allowing input from all stakeholders will work to improve the level of motivation, morale, and job satisfaction within the work unit.
- ✓ It has been said, "none of us is as smart as all of us"!

7) PRACTICE DELEGATION:

- ✓ Delegation of properly selected assignments will provide the following benefits: a) it will improve the productivity of the supervisor; b) provide the employee with a new challenge, career advancement opportunities, and a potentially confidence building experience; and c) reassure the employee you have faith in his or her abilities.

8) DEVELOP MUTUAL RESPECT:

- ✓ Be fair, impartial, and respectful in dealing with employees.
- ✓ Lead by example. Don't be a "do what I say, not what I do" supervisor.
- ✓ Model the professionalism and work performance standards you want to see developed in your staff.
- ✓ Don't expect staff to be willing to do something we wouldn't be willing to do ourselves.

- ✓ When possible, use the request format when issuing directions. Under routine circumstances, staff will be more motivated to act on supervisory directives when asked rather than ordered. This would not apply to emergent situations in which clear directives would be more appropriate. When a supervisor "requests" an employee to do something, the directive is implied by the supervisor/employee relationship. The objective is to get voluntary compliance at the lowest possible level.
- 9) **BE POSITIVE:**
- ✓ Be solution oriented. Make an effort to solve problems within our sphere of influence, and don't stress over the things that aren't.
 - ✓ If we are not actively involved in working toward a solution, we are becoming a part of the problem.
- 10) **BE A CATALYST FOR CHANGE:**
- ✓ Webster's Dictionary Definition of Catalyst, "A substance, usually present in small amounts relative to the reactants, that modifies and especially increases the rate of chemical reaction without being consumed in the process".
 - ✓ If we as supervisors will pull together and constructively work toward solutions, our staff will eventually follow our example.

I hope at least some of these insights will be helpful to other supervisors. One thing I can say is they have been hammered out on the anvil of my 10 years experience as a supervisor and manager with the Washington State Department Of Corrections.

Take care,

Mike Williams, HR Manager

Jackie Smith

Hola muchachos. I figured that I should write an article for this month's newsletter seeing as it will be my first and last in the same issue. Imagine that. For those of you that have not met me yet, lucky you, I am the "new" scheduler in the office. Thanks to everyone for being patient and giving me a chance at trying to get things worked out and organized.

I just wanted to thank everyone that has come through for us by picking up last minute shifts and helping out in any way they can. It means a lot to have employees at a company that really care about what they do, no matter what it may be, and who gives 100% effort at what they do.

These last few weeks working in the office have been quite interesting. Ray and I have had many laughs and "good times" on some days but other days, well, we won't even go there. I have had so many opportunities to see what TEAM Security is based on and how much of a difference our company makes to the communities around us.

As far as what the future holds... 'Tis the season. Those of you that are still with us be prepared to start working... nonstop. There are some fun things coming up that I urge everyone to participate in. The Tempe Festival of the Arts is definitely an event where you will see some action.

Even though this is the time of year that everyone gets busy, I just want to remind everyone to not forget about the things that are most important to you and the community around you.

The "holiday spirit" will soon be up to full speed and charities and organizations will be out and about asking for your help. Every year for the last 4 years I have made it a tradition to help out with Community Action Program, who is the organization responsible for the adopt-a-family program in the Gilbert area. Everyday after school starting the day after Thanksgiving until Christmas eve, some of my friends and I would head over to the CAP office and organize family after family who didn't have enough money to buy gifts for the holidays. I remember one year when there was a certain family that caught my eye. Most families ask for things that every family would want such as play stations, computers, and other high price things. This family was different. The kids asked for simple things like shoes and coloring books and the parents asked for jackets. I was

honestly in shock. After over 400 families of looking at the same wish lists of numerous, expensive needs, this family of four asked for simple everyday things. I decided that this was the family I wanted to adopt that year. I asked the lady that ran CAP if there was any way that I could meet the family and deliver the gifts myself, which usually wasn't allowed for privacy reasons. She talked to them and they agreed to allow me to deliver the gifts on Christmas Eve as well as have me stay for dinner. When I delivered the gifts that night, I was really nervous. I walked up to the house, without the gifts I bought, and knocked quietly on the door. A young boy answered the door and when he looked at me he smiled and invited me to come in. I went inside and waited by the front door to meet the rest of the family. The house was small but it had a home-like presence that helped soothe my nervousness. The boy ran to get his parents and when the mother walked out from the kitchen, I nearly passed out. Without saying anything, I broke into tears and gave the woman, who was also my oldest half-sister, a comforting hug. I was amazed. We spent the rest of the night together and caught up on all the years we missed. She said she was too afraid to tell anyone in the family that she lost everything that she had because of money problems. We laughed, cried, and really had the opportunity to spend a holiday famous for being with family, together. No other Christmas in my entire life was like that one. It really reminded me to not lose touch with the people that we love the most and no matter what, if all else fails, love is unconditional and has no price. So this year, remember to share some time with the people you love, and don't forget that they are the ones that will always be there.

On that note, I wish everyone a safe, happy holiday season! And surroulee Ray, RV shows need some intense sekurrity.

Ray Garcia

Well it's been two and a half months, and you haven't run me out of town yet! Some have tried, but I'm tougher that you think.

I want to thank everyone for their fantastic cooperation with handling our clients' needs. We keep thinking that things are going to slow down and that we'll be able to catch our breath for a bit before we head into New Year's Eve. This will not be the case. We can thank a particular person for this. I won't mention any names (RZ).

A special mention goes to our resident village court jester, Tyler Conklin. In case you missed the wonderful company picnic on October 24th, Tyler pied me in the face. It was funny at first, until the smell of sour milk caught up with me, and I had to go home earlier than I would have liked to take a long shower. Shrinkwraping his car would be too kind.

Since last newsletter, I did get to return to the S.F. Bay Area for a week-end. I was on a softball team in Pleasanton for the past 6 years, and my teammates made me promise that I would fly back and play if they made the playoffs. They held up their end, and I flew out. We beat our first opponent 10-5. All I hoped to do was show up, play well, and not disrupt the chemistry they developed after I moved away. I'm glad to report that I knocked in three runs, and helped us advance to the championship game.

Our opponent for the second game was our biggest nemesis, a team called Our Gang. Our Gang wins the championship every year, and always finishes the regular season (both spring and fall) with the best record. I bat left handed, and in the 3rd inning, I came up with runners at 1st and 3rd. I drilled one down into the right field corner for a 2 run double. Our momentum was soaring, and we quickly jumped out to a 6-0 lead. We held on to win 6-2, and we finally earned the

trophy we never came that close to winning in the past 5 years. It was a moment I'll treasure forever.

I also play on a softball team here in Phoenix on Sunday nights. We are currently playing a tournament, and our fate will be decided on November 20th. We'll either be champs or also-rans. The dynamic on this team pales in comparison to my friends and teammates back in California. Perhaps I should check with Lane about our company softball team again.

I'll wrap this up by reminding you about some big events coming up. We've got the Tempe Art Fest December 1st-4th, and yes it is a blackout. Come join the fun! Also, make sure you get the facts on New Year's Eve and what working for T.E.A.M. can do to help you pay off your Christmas expenses. Are you feeling the love yet?

One final thing. If you haven't met with or spoken to Jacki Smith, you will. Jacki is our current 2nd scheduler, and she's been doing a fantastic job in making my life a little easier. Please make sure that when she and I return your calls on Mondays and Tuesdays that you write down everything we schedule you for. We will be asking you to repeat it back to us. And never be afraid or too confident to ask us questions about your shifts. If we don't have the answer right then, we will get the answers for you as soon as possible. Good night, and have a pleasant tomorrow.

**Remember.
You Must Call In and Off
Your Shift (602-619-8326)
and/or Sign In and Out on
a Time Sheet Or You Will
Not Be Paid For That
Shift. Don't Forget, Be-
cause Payroll Never
Forgets.**

TAZ

Even if you are not a women you will enjoy it anyway.

Women's Perfect Breakfast

She's sitting at the table with her gourmet coffee.

Her son is on the cover of the Wheaties box.

Her daughter is on the cover of Business Week.

Her boyfriend is on the cover of Playgirl.

And her husband is on the back of the milk carton.

WOMEN'S REVENGE

"Cash, check or charge?" I asked, after folding items the woman wished to purchase. As she fumbled for her wallet I noticed a remote control for a television set in her purse. "So, do you always carry your TV remote?" I asked. "No," she replied, " but my husband refused to come shopping with me, and I figured this was the most evil thing I could do to him legally."

UNDERSTANDING WOMEN**(A MAN'S PERSPECTIVE)**

I know I'm not going to understand women. I'll never understand how you can take boiling hot wax, pour it onto your upper thigh; rip the hair out by the root, and still be afraid of a spider.

MARRIAGE SEMINAR

While attending a Marriage Seminar dealing with communication, Tom and his wife Grace listened to the instructor, "It is essential that husbands and wives know each other's likes and dislikes." He addressed the man, "Can you name your wife's favorite flower?" Tom leaned over, touched his wife's arm gently and whispered, "It's Pillsbury, isn't it?"

CIGARETTES AND TAMPONS

A man walks into a pharmacy and wanders up and down the aisles. The sales girl notices him and asks him if she can help him. He answers that he is looking for a box of tampons for his wife. She directs him down the correct aisle. A few minutes later, he deposits a huge bag of cotton balls and a ball of string on the counter. She says, confused, "Sir, I thought you were looking for some tampons for your wife? He answers, " You see, it's like this, yesterday, I sent my wife to the store to get me a carton of cigarettes, and she came back with a tin of tobacco and some rolling papers; cause it's sooo-ooo--oo-ooo much cheaper. So, I figure if I have to roll my own So does she.

WIFE VS. HUSBAND

A couple drove down a country road for several miles, not saying a word. An earlier discussion had led to an argument and neither of them wanted to concede their position. As they passed a barnyard of mules, goats, and pigs, the husband asked sarcastically, "Relatives of yours?" "Yep," the wife replied, "in-laws."

W O R D S

A husband read an article to his wife about how many words women use a day? 30,000 to a man's 15,000. The wife replied, "The reason has to be because we have to repeat everything to men? The husband then turned to his wife and asked, "What?"

CREATION

A man said to his wife one day, "I don't know how you can be so stupid and so beautiful all at the same time." The wife responded, "Allow me to explain. God made me beautiful so you would be attracted to me; God made me stupid so I would be attracted to you!

WHO DOES WHAT

A man and his wife were having an argument about who should brew the coffee each morning. The wife said, "You should do it, because you get up first, and then we don't have to wait as long to get our coffee." The husband said, "You are in charge of cooking around here and you should do it, because that is your job, and I can just wait for my coffee." Wife replies, "No, you should do it, and besides, it is in the Bible that the man should do the coffee." Husband replies, "I can't believe that, show me." So she fetched the Bible, and opened the New Testament and showed him at the top of several pages, that it indeed says....."HEBREWS"

The Silent Treatment

A man and his wife were having some problems at home and were giving each other the silent treatment. Suddenly, the man realized that the next day, he would need his wife to wake him at 5:00 AM for an early morning business flight. Not wanting to be the first to break the silence (and LOSE), he wrote on a piece of paper, "Please wake me at 5:00 AM." He left it where he knew she would find it. The next morning, the man woke up, only to discover it was 9:00 AM and he had missed his flight. Furious, he was about to go and see why his wife hadn't wakened him, when he noticed a piece of paper by the bed. The paper said, "It is 5:00 AM. Wake up." Men are not equipped for these kinds of contests.

God may have created man before woman, but there is always a rough draft before the masterpiece.

Well, it was worth some laughs.....have fun! Remember TAZ

TAZ TOOLBOX

Just when you think YOU are the only one in your life, something happens to remind us that we need to remember our time and consideration for others....

I sat in my seat of the Boeing 767 waiting for everyone to hurry and stow their carry-ons and grab a seat so we could start what I was sure to be a long, uneventful flight home.

With the huge capacity and slow moving people taking their time to stuff luggage far too big for the overhead and never paying much attention to holding up the growing line behind them, I simply shook my head knowing that this flight was not starting out very well.

I was anxious to get home to see my loved ones so I was focused on my issues and just felt like standing up and yelling for some of these clowns to get their act together.

I knew I couldn't say a word so I just thumbed thru the "Sky Mall" magazine from the seat pocket in front of me. You know it's really getting rough when you resort to the over priced, useless sky mall to break the monotony.

With everyone finally seated, we just sat there with the cabin door open and no one in any hurry to get us going although we were well past the scheduled take off time.

No wonder the airline industry is in trouble I told myself.

Just then, the attendant came on the intercom to inform us all that we were being delayed. The entire plane let out a collective groan.

She resumed speaking to say "We are holding the aircraft for some very *Special* people who are on their way to the plane and the delay shouldn't be more than 5 minutes.

The word came after waiting six times as long as we were promised that I was finally going to be on my way home.

Why the hoopla over "these" folks?

I was expecting some celebrity or sport figure to be the reason for the hold up ...

Just get their butts in a seat and let's hit the gas I thought.

The attendant came back on the speaker to announce in a loud and excited voice that we were being joined by several ***U.S. Marines returning home from Iraq !!!***

Just as they walked on board, the entire plane erupted into applause.

The men and women were a bit taken by surprise by the 340 people cheering for them as they searched for their seats.

They were having their hands shook and touched by almost everyone who was within an arm's distance of them as they passed down the aisle. One elderly woman kissed the hand of one of the Marines as he passed by her.

The applause, whistles and cheering didn't stop for a long time.

When we were finally airborne, I was not the only civilian checking his conscience as to the delays in "me" getting home, finding my easy chair, a cold beverage and the remote in my hand.

These men and women had done for all of us and I had been complaining silently about "me" and "my" issues I took for granted the everyday freedoms I enjoy and the conveniences of the American way of life.

I took for granted that others had paid the price for my ability to moan and complain about a few minutes delay to "me" while those Heroes were going home to their loved ones.

I attempted to get my selfish outlook back in order and minutes before we landed, I suggested to the attendant that she announce over the speaker a request for everyone to remain in their seats until our heroes were allowed to gather their things and be first off the plane.

The cheers and applause continued until the last Marine stepped off and we all rose to go about our too often taken for granted everyday freedoms.

I felt proud of them.

I felt it an honor and a privilege to be among the first to welcome them home and say "Thank You for a job well done."

I vowed that I would never forget that flight or the lesson learned. I can't say it enough, **THANK YOU** to those Veterans and active servicemen and service women who may read this and a prayer for those who cannot because they are no longer with us.

GOD BLESS AMERICA!

WELCOME HOME! AND THANKS FOR A JOB WELL DONE!!!!

As we gather for the holidays and get so busy getting things done, let us remember the men and women and families that have given so much, changed their lives forever, so we can enjoy the time spent with our families. Their sacrifice is our Freedom. Freedom is not free.
TAZ

TAZBOX

You just never know how people come up with stuff. It makes life interesting though...

If you yelled for 8 years, 7 months and 6 days you would have produced enough sound energy to heat one cup of coffee.

(Hardly seems worth it.)

The human heart creates enough pressure when it pumps out to the body to squirt blood 30 feet.

(O.M.G.!!)

A pig's orgasm lasts 30 minutes.
(In my next life, I want to be a pig.)

A cockroach will live nine days without its head before it starves to death! .

(Creepy)

(I'm still not over the pig.)

Banging your head against a wall uses 150 calories an hour

(Don't try this at home, maybe at work)

The male praying mantis cannot copulate while its head is attached to its body. The female initiates sex by ripping the male's head off.

("Honey, I'm home. What the....?!")

The flea can jump 350 times its body length. It's like a human jumping the length of a football field.

(30 minutes..lucky pig! Can you imagine?)

The catfish has over 27,000 taste buds.

(What could be so tasty on the bottom of a pond?)

Some lions mate over 50 times a day.

(I still want to be a pig in my next life...quality over quantity)
Butterflies taste with their feet.

(Something I always wanted to know.)

The strongest muscle in the body is the tongue.

(Hmmmmmm.....)

Right-handed people live, on average, nine years longer than left-handed people.

(If you're ambidextrous, do you split the difference?)

Elephants are the only animals that cannot jump.

(Okay, so that would be a good thing)

A cat's urine glows under a black light.

(I wonder who was paid to figure that out?)

An ostrich's eye is bigger than its brain.

(I know some people like that.)

Starfish have no brains.

(I know some people like that too.)

Polar bears are left-handed.

(If they switch, they'll live a lot longer)

Humans and dolphins are the only species that have sex for pleasure.

(What about that pig??)

They say humor is the best medicine. Lift a spirit this season and share some things with others, many of them. You will never know whom and how you affected that person.....many laughs!!!! Remember TAZ

Richard Campbell

My Christmas Wish:

We've come to that time of the year that I want to pass along to everyone that I have had the opportunity to meet in my life my wish for all. I have been around the world and spent time in a few different States and I have come to realize that for all the good and bad Arizona is my home. I also want to welcome everyone that is joining T.E.A.M., either for the first time, or returning faces from the past. Thank you to all of you that put your all in to being part of our family. I hope that you can give to your family and friends the gifts that they deserve. I wish that for all those in harms way a safe passage to their homes and families. I pray for all the lost souls that are trying to make there way in this world. I hope that everyone will do a kind favor for a stranger. I dream of our troops safe return, and I wish everyone the riches that they deserve. I will get politically incorrect right now by saying that I will pray for all of you and your families, and may God watch over each and every one of you. I would like to thank a few others that have given me a lot to ponder over my time: Bill Selby for the laughter, Steve Arambula for grounding me in his reality, Robert Russell for putting up with being called my brother, and for all the others I take stock in their wisdom no matter how twisted they are. Have a Merry Christmas and a wonderful Thanksgiving, and I will see you all on New Years.



Lane Honda

Hmmm. Where do I start?
We'll keep it simple. Happy
Holidays to the following
people:

ADAMS, J.
ANGEL, S.
ARAMBULA, S.
ARCE, J.
ARISS, K.
AVENA, J.
BARBER, B.
BARCUS, T.
BARILONE, C.
BARRERA, R.
BARTELS, R.
BEACH, C.
BEARUP, J.
BEGAY, C.
BEGAY, F.
BENEFIELD, J.
BENSON, L.
BERKOWITZ, M.
BLANDON, A.
BOSLEY, A.
BRIMER, B.
BROOKSHIRE, C.
BROWN, D.
BUCHANAN, S.
BUNCH, B.
CALAME, J.
CANTU, H.
CANTU, J.
CAREAGA, S.
CEVEDIA, F.
CHAVEZ, F.
CLARK, W.
CLARKE, K.
CLITSO, L.
CONKLIN, T.
CONNOLLY, Z.
COOK, J.
COOK, M.
COULTER, R.
COX, D.
CRACKOW, G.

DEINES, J.
DELAO, M.
DELEON, C.
DELORENZO, J.
DIEHL, M.
DONAHUE, P.
DONS, D.
DURR, N.
DUTCHER, D.
ELLIOTT, B.
ERDMANN, R.
ESCOBAR, W.
FICHTNER, C.
FLORES, J.
FONTENOT, B.
FOSTER, R.
FREELAND, T.
FREEMAN, K.
GARCIA, J.
GINSBURG, G.
GONZALES, C.
GONZALEZ, D.
GRAHAM, R.
HAGUE, C.
HAMMERAND, M.
HANNA, E.
HARE, J.
HART, R.
HERBERT, F.
HERNANDEZ, S.
HITT, K.
HIXSON, C.
HODGE, M.
HOLM, D.
HORSMAN, E.
HUNCH, J.
HYLER, J.
JELLE, J.
JESSOP, B.
JIMMY, E.
JOHNSON, K.
JONES, R.
KELLY, R.
KLOSTERMAN, J.
KNIGHT, K.
KNIGHT, S.
LABAT, C.

LONG, A.
LONG, M.
LOTT, V.
LUTZ, J.
MADARAS, J.
MANNING, M.
MARTINEZ, L.
MCCREADY, S.
McLEAN, P.
MCLELLAN, N.
MCLELLAN, R.
MCNEEL, W.
McQUILLIAN, K.
MEINHOLD, M.
MISENER, M.
MORICI, R.
MORRISON, M.
MYATT, J.
NOWELL, J.
ORTEGA, C.
ORTEGA, S.
PALLAVICINI, J.
PASSMONICK, D.
PATRICK, G.
PECK, M.
PEREZ, J.
PIERCE, W.
PITTS, J.
POTTS, J.
POWELL, J.
PRIETO, L.
PRINCE, G.
RAMIREZ JR., R.
RESCIO, L.
REYNOLDS, A.
RICE, K.
RICE, T.
ROBERTS, A.
RUSSELL, R.
RUSSO, J.
SALINEL, M.
SANDATE, J.
SATTERTHWAITE, L.
SAUCEDA, R.
SCHIER, M.

SEARS, T.
SELBY, W.
SILVA, D.
SILVERMAN, M.
SMITH, D.
SMITH, J.
SOSA, A.
STOUT, W.
THOMPSON, K.
TIDWELL, J.
TUCKER, J.
URIBE, A.
VAYDA, C.
VOGEL, R.
WAISNER, D.
WALZ, K.
WEST, F.
WILKERSON, D.
WILLIAMSON, B.
WILSON, ERIC J.
WRIGHT, J.
YEE, W.
ZUKEWYCZ, T.

Happy Holidays to
the Office Staff, of
course and a special
Holiday Greetings to
all the Account Man-
agers, Clients and
Department Heads
that have given us
the privilege to serve



Jeff Swanson

Happy Turkey day...

I spend a lot of my time running around town and yes a lot of time shopping.

A couple of years ago I got talked into shopping the day after Thanksgiving for those "great sales". I was sent to Wal-Mart....I don't know if any of you enjoy shopping the day after, but I don't know if those deals are worth it. The holidays are supposed to be happy times. I saw pushing, hitting, I heard swearing, a lot of yelling in Spanish, in general, people just being more rude and more self-centered than anyone should ever be. I know all to well how hard it is to make a buck these days. The cost of living has far surpassed the wages paid in this state. But is it worth it to lower yourself to that level? If you decide to hit those sales this year, try to be the "better person". You might not get the last \$30 dvd player that is on the shelf, but you'll feel allot better about yourself when you get home.

Marlies Meinhold

Just a quick note from my heart to say Happy Holidays to all of you working out in the field. Please remember that your hard work is appreciated and that very soon, the New Years Even Block Party will be here. We are counting on all of you to bring in friends and family to help with this great and fun event.

Take care and enjoy the Holidays.

**Marianne Morrison**

Some Holiday Recipes:

Leftovers:**Turkey Pot Pie****Perfectly Potato Cheddar Soup**

6 cups hot water
2 cups cooked and cubed turkey
pepper to taste

1 tsp. [Seasoned Salt](#)

1 tsp. [Garlic Garlic](#)

1 tsp. [Onion Onion](#)

1 TBS. [Spinach & Herb Mix](#)

1 refrigerated pie crust for 2 – crust pie
2 cups drained, canned vegetables
Combine soup and water in large saucepan; cover and simmer 20 min. Add next 6 ingredients and simmer uncovered for 10 minutes. Place bottom pie crust into deep dish pie plate; set aside. Stir vegetables into soup mixture; heat through. Pour soup mixture into pie crust. Cover with second crust; make several slits in top crust with knife to release steam. Bake at 425 for 20 – 25 min. or until crust is golden brown. Let stand 10 min. before serving. Makes 4 – 5 servings.

Roasted Corn Chowder Mix

4 c. hot water

1 TBS. Dijon mustard

1 TBS. [Onion Onion](#)

2 c. leftover turkey, cooked and cubed

2 c. leftover vegetables

Sliced Bountiful Beer Bread or mashed potatoes

Combine first 5 ingredients in large saucepan; simmer 50 – 60 minutes. Add vegetables; heat through. Pour soup mixture over Bountiful Beer Bread or hot mashed potatoes. 5 – 6 servings

Appetizers:**Sweet and Sassy Sausage**

1 lb. Kielbasa or sausage ring

2 TBS. [Sweet and Sassy Mustard](#)

½ c. brown sugar

Boil Kielbasa for 10 min; Slice into bite-sized pieces. Combine brown sugar and Sweet & Sassy Mustard Sauce. Toss kielbasa pieces with mustard mixture; spread on greased baking sheet. Bake at 325 for 15 – 20 min. Serve with toothpicks. Makes 4 – 6 servings.

Side Dishes:**Karen's Easy Caramelized Beans**

½ c. [Caramelized Onion Sauce](#)

2 (16 oz cans) pork and beans

Salt and pepper to taste

Combine ingredients in saucepan;

simmer over medium heat until hot and bubbly. 10 – 12 servings.

Side Dishes:**Karen's Easy Caramelized Beans**

½ c. [Caramelized Onion Sauce](#)

2 (16 oz cans) pork and beans

Salt and pepper to taste

Combine ingredients in saucepan; simmer over medium heat until hot and bubbly. 10 – 12 servings.

Garlic Scalloped Potatoes

4 large sliced Yukon Gold potatoes

2 TBS. [Onion Onion](#)

1 c. milk

2 TBS. Butter

2 TBS. Flour

1 TBS. [Garlic Garlic](#)

Place potatoes in greased 2 qt. Casserole dish. Heat onion, milk and butter in saucepan until boiling; slowly add flour. Simmer until thick and bubbly; add [Garlic Garlic](#). Pour mixture over potatoes; bake at 350, covered, for 30 minutes. Uncover and bake another 35 minutes. Makes 6 servings.

Creamy Onion Mashed Potatoes

5 lbs. Peeled and quartered potatoes

12 oz softened cream cheese

½ c. (1 stick) softened butter

2 TBS. [Onion Onion](#) (may substitute

[Garlic Garlic](#) for garlic mashed potatoes)

½ c. milk, or more to reach desired consistency

Paprika

Boil potatoes until tender; drain. Return to warm pot; add next 4 ingredients and mash. Spread into greased baking pan; sprinkle with paprika. Bake at 350 for 40 min. or until heated through. 8 – 10 servings.

Sandi's Green Beans

1 – 1 ½ lbs. Sliced green beans

¼ lb. Sliced mushrooms

3 TBS. [Balsamic & Basil Dipping Oil](#)

2 tsp. [Dried Tomato & Garlic Pesto](#)

1 pint halved grape tomatoes

Cook green beans in small amount of boiling water until crisp-tender, about 5 minutes. While beans are cooking, sauté mushrooms in [Balsamic & Basil Dipping Oil](#) for about 5 minutes; add next 2 ingredients. Saute an additional 2 minutes. Drain green beans; add to mushroom mixture. 4 – 6 servings.

Mick Hirko

The week before last I was down at Tempe Beach Park. We were working the Lobster Fest. While I was there, I took the opportunity to go to South Linear Park, just a little east of Tempe Beach. There, planted in the grass were well over 2000 American flags; each one of them commemorating an American Military member who made the ultimate sacrifice in the fight against terrorism, either in Afghanistan or Iraq. As I walked, and stopped to read some of the cards on each of the flags, giving the name, location of and date of death of each warrior, I could not help feel the pain that is being suffered by so many families these holidays. You have no idea how many 2000 is, until you try to count them. From Tempe Beach Park to nearly Sun Devil Stadium, ten deep the flags stood at silent attention for a life lost. As we all spend the holidays with family and friends, I beg you to take a moment that say a silent prayer for those that cannot be with their friends and families this year, as they serve overseas. Appreciate that you do not look to your left or right, and have to look at an empty chair, that once was occupied by a loved one, who will never return for the holidays.

We have much to be thankful for. Much of what we should be thankful for was bought and paid for by people you have never met, by Soldiers, Marines, Airmen and Seamen who paid a high price. Do not ever feel that you have rights. Understand that you have privileges, and that what you call rights was fought for and earned by people that you might not know. To make those privileges become rights, you do not have to join the military. But you should thank someone who has served their country. If you see a member of the military – thank them. If you see a Veteran – thank them. If you know the family of someone that is currently serving, embrace them into

your hearts and family, help them any way you can, and thank them. Remember all of them these holidays as you give thanks and charity. They deserve it. The sacrifices they make are not made for financial gain. They are made from a sense of honor and loyalty, from a belief in this country and what it stands for, and from patriotism. They have earned the right. You have the privilege to thank them. Do so. It strikes me that after 9/11 virtually every house flew an American flag with pride. We were all a bit politer and more considerate towards others. Now, we are a busy politicking, calling the President of the United States a liar. Does it not strike anyone as curious that the ones calling the President a liar are democrats, who 3 years ago got up in front of God and country and said they saw the evidence, and that the President was fully justified in going to war? Do you not realize that when you call the President of the United States, you are not exercising your First Amendment rights, but are showing that you have no respect for the office, for what the office stands? Do we have respect for anything anymore? Do you realize that when you hold hands with Cindy Sh*thead, you are desecrating her sons grave? Do you realize that by listening to idiots like John Kerry, who is nothing more than a sore loser (on more levels than one), you are pushing over and lighting on fire every one of those American flags that sat on the shore of Tempe Towne Lake. I am not advocating blindly following the President. To me, the loss of one American life in the pursuit of liberty for another country is too much. On the other hand, the battle we are facing now, is not that different from the one called World War 2. Back then, we did not get involved in others' conflict, until we were attacked by surprise and without provocation. We geared up, and sent 16 million soldiers off to foreign soils to defend democracy, and to regain liberty for many. We won, and paid a very high price. Now, we fight a similar fight, again on a global scale, with much of

the same premise. What has changed? We have become more cynical, less likely to believe our leaders, and more likely to believe what we see on TV or read in the paper. We all know that the media has never lied. They do not take a position in trying to fill their 24 hour programming? We have more respect for CNN than we do for the President. The next time you turn on CNN, remember who built that network – Ted Turner. Who was married to? Yup, Jane Fonda. Who we all know is a great patriot – for any country that is not red white and blue. Instead of listening to the crap that comes from the tube, ask a soldier who was there, and ask what they think. I think that you might be surprised by the truth. Seek the truth, and do not believe what others want you to believe. Form your own opinion, but no matter what you decide, please take a minute over the holidays, and thank those that give you the right to form your own opinion. Many people in Many countries do not have that right. Ask the Kurds in Iraq.

Sorry for a fairly lengthy bit, but there are a few things I have a lot of passion for, which those of you who are regular readers are aware of and have forgiven me for. Speaking of forgiving, I have been once again chastised for not being politically correct or sensitive enough. Good thing you do not get to see the rough draft of my newsletter, if you are offended now. We live in a time where we can not call anything what it is, because we might offend someone. Whaaaaa!! That is what I thought until recently. I got a call from a client recently, who was really upset at me. About 7 years ago, I wrote an article and in it, I did a best of list. Well, I had characterized him as being most likely to hurt a puppy. It was an inside joke, very appropriate at the time, and everybody knew it was a joke. Well, he did a google search for his name, and that newsletter article came up as item number 5. Oops. The internet does not forget. Reading it now, out of con-

text, it looks really bad. Well, over time, I have written not only about this client, who was always good natured and saw the humor in my narrative (until now) but about several other characters in our lives. The one who has become most popular, and the easier to write about, because he just does some crazy stuff, Well, over time he has had a few neck, I mean nicknames. The ASPCA filed a lawsuit against me for calling him a PF. Apparently, it was offensive to most pigs. I tried just calling him a red neck, then found out he was not a real one. It seems that no matter what I called him (I could not use his real name, in an effort to protect the ignorant, ie – him) so, I wanted to let you know that all of those of you who are so friggin' sensitive –you win. I give up. I will no longer write about him. It being the last issue of the year, it feels like a good time to put the 'ol animal lover out to pasture. But don't be too disappointed. I will be writing about a new, fictitious character. The animal lovers, democrats, overly sensitive and those who live on homes with wheels can't get too offended if I write about someone who is make-belief. No, make belief is different than a cartoon. Because no one who ever met the old sheep lover would not describe him as a cartoon character. So, I hope you all look forward to a new COMPLETELY MADE UP, MAKE-BELIEF, DOES NOT REALLY EXIST character, that we will be featuring starting in 2006. I hope you all join us to read all about the COMPLETELY MADE UP, MAKE-BELIEF, DOES NOT REALLY EXIST silly exploits of Dickey Soup!!! (None of what we will be writing will be based on any real characters, of course. Especially not Dickey Soup.)

Hey. I wish all of you the very best for the holidays. May the spirit of the season overwhelm you all. I hope you leave space in your hearts for our brave soldiers and Marines. Be safe, keep the Peace and see you our there

(on New year's eve, if not earlier)

Mick

President
T.E.A.M. Security

Top Ten Reasons to Bring a Friend or Two to Block Party

- 10. More Money**
- 9. More Dinero**
- 8. More Cash**
- 7. Mucho Bucks**
- 6. More Bling-Bling**
- 5. Big Bonus**
- 4. Gas Money for One Week**
- 3. Pay Some Christmas Bills**
- 2. Stay Off Sheriff Joe's "Deadbeat Parent" List**
- And The Number One Reason For Bringing Lots of Friends to the Block Party.....**

Someone to Kiss on New Year's Eve!!