

Eleven Years and Counting



T.E.A.M. Gears Up for Fiesta Bowl Block Party 2005

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WOW!

GET PAID \$20.00 PER HOUR

WANTED!

Hard working, fun loving slightly crazy people (like you) that would like to work the Tostitos New Year's Eve Block Party. It is the largest block party in the state of Arizona. All T.E.A.M. employees will be paid time and a half on New Years Eve and New Years Day. In addition to the extra pay, please check out these additional incentives:

- **\$1.00 an hour extra for each person that you bring that works their complete assigned shift.**
- **\$25.00 per person bonus if your recruits stay**

with T.E.A.M. for 100 hours.

If you have a fairly large family, (Joey Perez) you could be making \$17 to \$20 per hour with a couple hundred dollars bonus to boot. Even if you are brand new to the area, a regular staff members could easily make \$2 to \$4 per hour extra.

Let's see. On a 12 hour shift a new security guard with guard card, two friends and one parent could make over \$170.00 IN ONE NIGHT!!!!

That's a 1/2 month rent, or 6 months of car insurance or 2 tanks of gas.

(continued on page 5)

November Anniversaries

Deann Barker	1 year
Robert Bartels	1 year
Lynda Benson	1 year
Brandy Brimer	1 year
Danne Dutcher	1 year
Mike Hammerand	1 year
Kimberlee Hitt	1 year
Jeremy Jelle	1 year
Kelly McQuillian	1 year
Mike Salinel	1 year
Jaclyn Smith	1 year
Sean Thompson	1 year
Russ Lieneman	2 year
Juanita Flores	3 year
Cynthia Vayda	3 year
Michael Diehl	5 year

November Birthdays

Francisco Chavez	11/02
Lester Satterthwaite	11/02
Jonathon Lee	11/03
Zach Connolly	11/05
Ralph Foster	11/09
Eliallyn Jimmy	11/09
Jimmy Kaleta	11/12
Jerry Deines	11/13
Dan Waisner	11/15
Dan Cox	11/17
Roger Coulter	11/18
David Dons	11/19
Robert Erdmann	11/19
Scott Knight	11/21
Dan Guaderrama	11/24
Frank Herbert	11/26
Gary Crakow	11/27
Nicole Durr	11/28
Richard Jones	11/28

11/01/05
America West Arena
SUNS

11/03/05
America West Arena
ROAD RUNNERS

11/04/05
AZ State Fair
ZZ Top
AVA Tucson
Rob Thomas

11/05/05
Dodge Theatre
Vince Gill
AZ State Fair
Rob Thomas
America West Arena
ROAD RUNNERS

11/06/05
America West Arena
SUNS
AVA Tucson
BB King

11/10/05
America West Arena
SUNS

11/11/05
America West Arena
ROAD RUNNERS

11/12/05
America West Arena
SUNS
AVA Tucson
Wayne Newton

11/16/05
America West Arena
SUNS

11/17/05
AVA Tucson
Staind w/ POD

11/18/05
America West Arena
SUNS

11/19/05
Dodge Theatre
Australian Pink Floyd
America West Arena
Marco Antonio Solis

11/20/05
AVA Tucson
Dave Chappelle

11/21/05
America West Arena
ROAD RUNNERS

11/22/05
America West Arena
SUNS

11/24/05
THANKSGIVING HOLIDAY
OFFICE CLOSED

11/25/05
America West Arena
SUNS

11/26/05
America West Arena
ROAD RUNNERS

11/29/05
America West Arena
ROAD RUNNERS

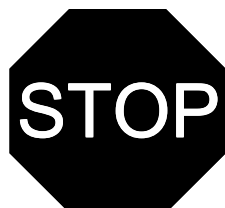
11/30/05
America West Arena
SUNS

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

67 RECRUITING DAYS TILL FIESTA BOWL BLOCK PARTY

WINTER UNIFORM DRESS CODE:

Effective October 31, 2005, the winter dress code is in effect. This means shorts will not be allowed as part of the T.E.A.M. uniform throughout cooler winter months. Black Pants must be worn. If you need to be issued a jacket, please stop by my office. Mike Williams HR Manager



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 not be published.

T.E.A. Mates

Women looking for Men

File Number: 8427

I'm such a perfect HITt, but no one takes me seriously. Looking for honest, patient man that doesn't think I'm high maintenance. (Yeah, well, just a little). Leave name, number and gross annual income on voicemail.

File Number: 8417

Not just any AIRhead will do. Looking for a Navy Squid so I don't feel like I need to run away and join the Sea Sick Squad. Meet me at Applebees and ask for SMITTY.

File Number: 1234

My needs are rather complicated..... No mechanics, No skateboarders, prefer lottery winner that loves 70's music, Elvis and treats ladies like "PIXI'S" Leave name and picture of your fingernails with front desk.

File Number: 5678

Let me MASSAGE my way into your life. No hairy guys, yuck. Must have red sports car that can be shrink wrapped. Leave message at nearest massage parlour.

File Number: 8523

I like 'em tall, short, skinny, broke and trailer trashy. (Makes me feel at home) Gotta have 'nuff muny to pay my cell fone bill, get me sum singin lessins and beer.

Don't call my cell phone, I'm WAY over my minutes. Leave a note in the bathroom. Or the outhouse.

File Number: 8517

I'll take any man that will take me away from my daughter!!! Please, I know I can change, not be afraid of snakes and stop beatin up on other rednecks.

Men Looking For Women

File Number: 5 years

I'm looking for a long term relationship with anyone that does NOT work at Hi - Liter. "Wild Bill" Selby

CLASSIFIED ADS

WANTED:

Roommate for 3 bedroom, 2 bath house. Location: Tempe, Mesa Border. Share rent and utilities. Interested party, please call Brandon Elliot. 480-228-9704

MMI SPECIAL

4 bedroom, 2 Bathroom house for rent on 31st. Ave and Deer Valley. This house has a 2 car garage, pool, new paint, carpet, tile, etc, etc. As a TEAM employee, you will receive preferential treatment. Please contact Jeff @ (480) 235-9115

FOR SALE

1999 Toyota Corolla, blue ext/gray cloth int., pw, pdl, cruise, tilt, A/C, AM/FM/Cassette, 95000 miles. Runs great, battery only 3 months old. Body is in good condition, a few minor scratches and dents. Bought another vehicle and no longer need this one. \$4500 O.B.O. Call Deann at 623-930-0044

Joe DeLorenzo

Hey there all, my name is Joe DeLorenzo. I just moved to Az appx. 3 1/2 months ago from New Jersey. Yes The East Coast. Back in NJ I used to be K9 for the NJSP (New Jersey State Police). Been a State Trooper for 8 yrs. I also belong to local fire co where i was there for 14yrs. Yes i like to play with Danger. What brought me out here is family. I had made up my mind back in Jan to come out here. I was getting tired looking at snow and the 4 seasons. When I came out here it was perfect weather. I like the 2 seasons Hot N Very Hot. when I got out here I was looking to get back into the PD. So I got hired with the K9 group with the State of Az. worked with them for a few months then I just left them to head over to the Sheriff Dept for K9.. I found TEAM though the PD. so I filled out the App. on the website and before I had a chance the phone was ringing, I meet alot of great people at T.E.A.M. The first people I spoke to was Lane Honda. Lane was happy to see me that day that I came in for the interview. before I knew it that day after class I was put to work. I meet more great guys at the Hard Rock. Great guys to work with. Then I Meet ROB.. we got to know each other good.. Rob is a great person to work with. we have great times working with each other. I meet Taz at a class. I cant say much but a good person to talk to if u need something. I meet Ray, great guy to work with also.. though out the weeks that I've been with TEAM. the group of people that I worked with been

really great. great group of people to work with.. I have learned alot from everyone. I'm hoping with my background and my experience that it will come handy for all. I had notice its a big Difference from Jersey to AZ.. I just want to thank all the TEAM members for a job well done. Lets keep up the great work all.. Thank you all for havin me on TEAM.. peace and god bless..
JD

Kelly McQuillian

(Although Kelly is a regular contributor to TEAM Cents, her opinions and views do not reflect the views of the publisher or editor.....much)

ARIZONA BARBIE

Mattel recently announced the release of Limited-Edition Barbie dolls for the Arizona market

Scottsdale Barbie:

This princess Barbie is only sold at Scottsdale Fashion Center. She comes with an assortment of Kate Spade handbags, a Lexus SUV, a long-haired foreign lapdog named Honey, and a semi-custom dream house with a Saguaro Cactus in front. Available with or without tummy tuck and facelift. Workaholic ex-husband Ken comes with squeeze-me Skipper and a Ferrari.

Chandler Barbie:

This modern-day homemaker Barbie is available with Ford Windstar minivan and matching gym suit. She gets lost easily and has no full-time occupation or secondary education. Traffic-jamming cell phone sold separately. Available at Target.

Apache Junction Barbie:

This recently paroled Barbie comes with a 9mm handgun, bowie knife, a '78 El Camino with dark tinted windows, and a meth-lab kit. This model is only available after dark and can only be bought with cash, preferably small bills, unless you are a cop, then we don't know what you are talking about.

Ahwatukee Barbie:

This yuppie Barbie comes with your choice of BMW convertible or HummerH2. Included are her own Starbucks cup, credit card set, and Country Club membership. Also available are Shallow Ken and Private School Skipper. Ahwatukee Barbie hasn't been affordable since the early 80's.

Sedona Barbie:

This collagen injected, rhinoplasty (nose job) Barbie wears leopard print spandex, and drinks cosmopolitans to new age music with friends at the lodge. She's into crystals. Comes with Percocet prescription and two alimony checks.

Flagstaff Barbie:

This doll is made of actual tofu. She has long straight brown hair, archless feet, hairy armpits, no makeup, and Birkenstocks with white socks. She prefers that you call her "Willow." She does not want or need a Ken doll, but if you purchase two Flagstaff Barbies and the optional Subaru wagon, you get a rainbow flag sticker for free.

More to follow next month.....



\$150.00

\$200.00

\$250.00

IN ONE NIGHT!

T.E.A.M. Security offers this once a year opportunity to bring in a large bonus to your income.

**\$1.00 PER HOUR FOR EVERY ADDITIONAL PERSON
TIME AND A HALF FOR YOUR SHIFT.**

FRIENDS, NEIGHBORS, FAMILY, EX-BOYFRIENDS.

(Everyone must attend orientation and pass a background check. Deadline, December 22, 2005)

Is your church, school or youth organization looking for a fund raising opportunity? Please have them contact Lane Honda at the T.E.A.M. Security office. This is a wonderful way to get new uniforms, travel expenses and fund raising done in one night.

(18 years of age and older!! Sorry, no children)

(480)-829-8326 email: lane@teamsecurity.net

MIKE WILLIAMS

Hi all! My name is Mike Williams. I'm your new Human Resource Manager. Although I've had the pleasure of acquainting myself with some of you already, I would like to tell you a little about myself.

I grew up in the Orange County area of Southern California. As a teen I enjoyed playing baseball, tennis, and golf. I spent a lot of my free time hanging out at Newport Beach surfing and body surfing. I also really enjoyed riding roller coasters at Magic Mountain, Knott's Berry Farm, and Disneyland.

As a young adult, I moved to Washington State. I worked with the Washington State Department of Corrections for 17 years. I started as a Correctional Officer at the Washington State Penitentiary in 1985. I worked there five years, three of which I was assigned to the Intensive Management Unit. This is where our most violent inmates in the state were housed in complete isolation from the general population. They included death row, administrative segregation, and all maximum-security inmates.

In 1990, I transferred to Olympic Corrections Center on the west coast near Olympic National Park. This was a minimum-security work camp housing inmates who worked for the Forest Service or Department Of Natural Resources, cutting/thinning trees, fighting forest fires, etc. Moving from max/close security to minimum security was a real transition for me! I went from ensuring inmates had writing implements

that were only three inches long to having inmates freely moving about with axes and chainsaws! This facility was only about 20 miles from the Hoh Rain Forest in Olympic National Park. The average rainfall here ranges from 150 to 220 inches a year, and we were fortunate to see the sun about 90 to 100 days a year!

In 1991, I transferred to Clallam Bay Corrections Center in the northwest tip of Washington State. This area is the saltwater sport fishing capital of the state. After doing a considerable amount of O.T., I bought a 22 Foot Bayrunner Center Console fishing boat. My weekend fishing exploits gained me the moniker "Mariner Mike"! We caught Pacific Halibut to 110 lbs., Lingcod to 35 lbs., Yelloweye Rockfish to 25 lbs., among others. Feel free to come by my office and check out my fishing pics. I could also tell you some almost true stories about the big ones that got away ☺! In fact, I did so much fishing on my weekends it seemed like I was running a charter service. At one point, I had reservations scheduled for co-workers projected out for 8 weeks. After three years of this, my pastime became like work so I sold my boat and just went on an occasional charter. I promoted to Sergeant in 1992, Lieutenant in 1995, and Captain in 1997. I was directly involved with the command, supervision, and training of our prison S/ERT teams. I was a certified instructor in low-lethal munitions, cell extractions, and supervising use of force. The part of my job I enjoyed the most was training and staff development.

My first exposure to the Phoenix area was due to a trip to the area

in the winter of 2000 for surgery. I fell in love with the area and climate at that time. I was down here again for surgery in the summer of 2004. Although it was quite hot at that time, it was a dry heat and very tolerable. It was then I really started dreaming of moving down here. I love the weather in Phoenix, as it is perfect for hiking, golf, and tennis almost year round. I moved to Phoenix in April and was initially considering going to work for the Maricopa County Jail. If I did so, I would have to start at the bottom again and work my way up the ranks. When this job was offered me I jumped on it, as it provides a level of responsibility that is similar to the last years of my career with D.O.C. in Washington State. It also gives me the new perspective of working in the security field in the private sector, as opposed to state government. All management staff here at T.E.A.M. have been so helpful and supportive in training me for this position. Since I am coming from the outside, there is a substantial learning curve for me in getting up to speed with the new organizational structure and procedures. The entire management team has been a great encouragement to me throughout this familiarization process. I am proud to be working with such a professional organization! I'm looking forward to serving as your Human Resource Manager, and assisting in any way possible to see all T.E.A.M. Staff achieve their full potential, and attain their career goals.

RICHARD ZAHN

TAZ TOOLBOX

Great Day! I hope to find all of you well. It's been crazy around here the last couple of months and the work is flowing in. We rely on all of you very much and I appreciate those that continue to perform at the level of excellence and get no recognition.

THANK YOU! "The squeaky wheel gets the oil" all the others are fine. No not really. If you do not take preventive measures to prevent the squeak, soon all you will have is a bunch of non-working squeaky problems.

And so it is, wheels are like people. Each and every one of them is very important to do the job well. If one goes down so does the efficiency and use of the others. It makes it much more difficult to provide the same service with only some contribution. 100% of one is still only 100%, however 1% of 100 times 1% creates so much more potential for the rest of the wheels (and people).

John Paul Getty once said "I'd rather have 1% of 100 people than 100% of myself".

100% of 1 is 100%...100% of 100 is 10,000%. From my point of view, I'd rather have everyone join together for a cause, a mission, a purpose and work together side by side to accomplish Greatness.

To achieve Greatness we must first start by doing what's necessary, then do what's possible, and suddenly we are doing the

impossible. It's all about TEAM-WORK, about dividing the task and doubling the results.

Everyone will not be on board with this concept. Will you! It will be lots of work and some fun along the way. Relationships built on both sides. Likes and dislikes, good and bad. In the end though, through all of the trials and tribulations we will prevail!

I was talking to a millionaire one day. Something he said seemed so simple that I did not even get what he meant until later down the road. His quote: "I'd rather aim for the stars and miss then aim for the ditch and hit it".

If you keep your head up and positively train your mind, you WILL be successful in everything you do. You will fail more than you succeed, just don't stop working.

Life is hard,...get used to it. Enjoy the struggles and hardships. Then you will truly enjoy the triumphs! Be safe out there.....TAZ

TAZBOX

So,..live each day as it is you last and some day you'll be right!

Jake was dying. His wife, Becky, was maintaining a candlelight vigil by his side. She held his fragile hand, tears running down her face. Her praying roused him from his slumber; He looked up and his pale lips began to move slightly.

"Becky my darling" he whispered. "Hush my love," she said. "Rest, don't talk."

He was insistent. "Becky," he said in his tired voice, "I have something that I must confess."

There's nothing to confess," replied the weeping Becky, "Everything's all right, go to sleep."

"No, no. I must die in peace, Becky. I... I slept with your sister, your best friend, her best friend, and your even mother!"

"I know, sweetheart;" whispered Becky, "now be still, and let the poison work."

Here's another one.

A minister was completing a temperance sermon. With great emphasis he said, "If I had all the beer in the world, I'd take it and pour it into the river."

With even greater emphasis he said, "And if I had all the wine in the world, I'd take it and pour it into the river."

And then finally, shaking his fist in the air, he said, "And if I had all the whiskey in the world, I'd take it and pour it into the river."

Sermon complete, he sat down.

The song leader stood very cautiously and announced with a smile, nearly laughing, "For our closing song, let us sing Hymn #365, "Shall We Gather at the River."

Remember....TAZ

From a women's point of view.....
from which we all came from!
Enjoy.....

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 he 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



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.

Some may laugh, some may cry. We are all in this together... remember TAZ

DEANN BARKER

Hey to all in TEAMland. How's it going? It's been a bit crazy for me lately. November means Thanksgiving, turkey, football, etc.. I was originally going to write about what I am thankful for; then, for awhile, decided against it. However, after really thinking about it, I realized that, no matter what is happening, I DO have a lot to be thankful for.

I am thankful for the 3 most important men in my life; BJ, Dusty and JW. I love you.

I am thankful for my mom. She drives me nuts half the time (as only moms can do) - even from 1400 miles away, but she's my mom and I love her.

I am thankful for the friends I have. You were there for me this past month when I really needed

you. Whether it was rides to and from work, a kind word, a hug or pat on the back. It means a lot to know you're there when the chips are down.

I am thankful for my health and the health of those I care about. I am thankful I have food, shelter, clothing and transportation. I am thankful that I can provide what is needed for my child; not necessarily what he WANTS. I am thankful I have a job; one that I really enjoy 99% of the time.

I am thankful for all you lugnuts in TEAMland. The majority of you are pretty cool and make my job fun.

Have a safe November. Talk to ya later.
Deann

RAY GARCIA

Dear T.E.A.M. mates,

It's been a great first month and a half for me in getting to know you. There are still a few that I haven't had the pleasure to talk to or meet face to face yet, but we'll get there. I want to thank you for all your hard work and dedication to making our company as great as it is. It gives me great pride in knowing that we are all out there pitching in to get the job done, and making sure we are meeting our clients' needs.

At this time, I want to take an opportunity to thank Kyle Ariss for his caring and fortitude in the Scheduling department. All the managers and Kyle are working toward maximum efficiency with

scheduling from our end. Together, I know we can all make it even better.

The remainder of this month will see the need for our services go full throttle, so make sure you leave time to talk to me, Robert Russell, or anyone else who calls you for scheduling each week.

Remember, if you have your guard card, you must call in on Mondays. If you don't have your guard card, call in on Tuesdays. We will return your call as promptly as possible. If you come in on payday and want to schedule then, we can see you one at a time. Please respect that clusters of people in my office creates chaos, slowing down the process.

Thank you again, and we'll be talking!

Ray Garcia
Scheduling Manager

JEFF SWANSON

I would like to remind all of you to start asking your friends and family about working with you on New Years Eve. Working New Years Eve is a great way to get caught up on the bills after Christmas!! TEAM has a lot of great incentive programs for you to bring people in. If you are interested in bumping your pay up for New Years, call into the office and talk to a manager.

For those of you who don't know me, I'm the one that usually drives a white Suburban pulling a trailer through the events. I don't work in the field a lot any more, so often I

am not recognized by many of you. This has given me the unique opportunity to see how you react to the general public. I have to say that over the last month I have been very impressed. This is a fun company to work for, but it is a job. For those of you that have had the "pleasure" of dealing with me pushing my way through your gate, keep up the good work!

HELP WANTED! The logistics dept. is looking for a part and full time person willing to make a long-term commitment. Hours of operation vary depending on the event schedule. Ideal candidate will have a clean MVR, be 18 or over, willing to learn, able to lift 50lbs, be trustworthy, able to work long shifts and be able to "go with the flow". If you and or you know someone who might be interested, contact Jeff Swanson in the office.

ROBERT RUSSELL

Another short and sweet note to thank all the people that filled their shifts, turned out to work their assigned posts and traveled to Tucson again and again. A special thanks to Ray for all the hard work in scheduling and to Kyle for jumping on board and learning the scheduling job. I'm very proud to work with you. Also, for everyone that's coming to the picnic, let's put on the beer goggles and get 'er done!!
Robert

MARLIES MEINHOLD

Wow. We are celebrating 12 years as the Top Security Company in the Special Events field. I'm very proud and happy to be a part of this professional organization. I have to keep this letter short and sweet so I hope to see all of you out at the company picnic. Bring your smiles and laughter. It will be fun.

Marlies

LANE HONDA

I get a very rare opportunity to work with so many people and I have been remiss in not making public some very important recognition of these people and their hard work. Sooo.

I want to thank Sabrina Hernandez for her great work as a parking Supervisor, Danny Waisner as one of our new Patrol Supervisors, Ted Landry for his tireless work at Bank One Town Center, Mike Cook for being Mr. Timex. "Takes a Licking and Keeps On Ticking", Brenda Bunch, Cynthia Vayda, Bill Stout, Rogelio Saucedo, Robert Hart, Paula Mclean, Gary Crakow and Wendy Clark for doing such a great job at The Brickyard.

To Ron Vogel and Jerry Deines for doing a superb job at Belfore Nursing home, Ken Acosta who lives at Maryvale Stadium, Nicole Durr, Mike Salinel, Lynda Benson, Brandy Brimer, Tracy Freeland, Anthony Greffoz, Guillermo Villa, Kiev Darrington, James Russo for their work at Park and Swap,

Steve Ortega at Mesa Marriott, Robin Graham and Ralph Foster at the Red Cross, John Cook and Roger Coulter at AZ Orthopaedic Hospital, Eric Horseman and Bob Morici at Camelback Executive Plaza and the Camelback Towers, Arambula and Marianne keeping people sane at IHOP.

There are so many people that have done a special job that should have more recognition. I hope to be able to stop by at all your locations and work a shift with you.

Thanks to the POWERPUFF GIRLS. Bubbles, Blossom and Buttercup. Thanks for helping with the T-shirts.

To all the guards that lay in the foam pit, alcohol lines and bouncer patrol, thanks. You guys actually get your own story next month.

I still want to get a kazoo band for the Phoenix Christmas Parade so if you're game, let me know. Otherwise, have a happy Halloween and a great Thanksgiving.

RICHARD CAMPBELL

Almost Thanksgiving then comes Christmas, and not too long from them is New Years. It seems like yesterday we were sitting back doing the recap on the New Years events and we are in full swing for the next one. Please everyone look to your calendars and to the incentive program that we are offering for this night and tell me how great it will be because you are making an extra few dollars an hour because you brought in

some Friends and Family. If you have any questions about the program please get them answered before hand so that there are no mistakes about how it works. I will try here to help with that in Redneck ee's in the next few lines.

This is just case scenario.

Employee earns \$6.00 per hour. Employee New Years time and a half. \$9.00 per hour

Employee brings in 5 New Employees **that go thru orientation, work New Years Eve. (FULL SHIFT)**

Employee makes \$14.00 per hour for there hours on New Years Eve.

Bring in 20 New Employees and they meet the same criteria and you make \$29.00 per hour on New Years Eve. Please make sure that you keep track of the new Employees that you bring in and it is up to you to make sure that you do, not Marlies, then you can gauge it. The new Employees must go thru orientation prior to the date set in Lane's front-page article.

I hope by the time you actually read this article that you have enjoyed my favorite T.E.A.M. Event, the Company Picnic, I know that Mick would have jumped in and said something about the petting zoo at the Fair, but he is unable to say that since he has said within the last 48 hours this isn't my first rodeo repeatedly to me about running the Jazz Fest at Cricket. I hope he did not loose the stage. If you are reading it prior to the picnic please act and drink responsibly and lets really have a great time with all the games Jeff put his

that we can have a wonderful evening with all of our colleagues. Thank you to Kathy Rice for all the help at the Fair along with Alan Long, Jon Tucker, Jimmy K., and everyone who has been part or going to be part of the Fair experience. Until next month I will see you out at the Events. Please look at your Calendars for the Glendale Balloon Classic and Air Show; it will be a great time.

MICK HIRKO

To say that this time of year is kind of busy for us, is like saying that Robert Russell is a little bit of a redneck. In other words - a gross understatement. It just keeps on going into the new year. Ah, speaking of New Year's; I hope that all of you have heard of our new incentive program for New Year's eve. Essentially the way it works is like this - You get paid time and a half for working New Years eve, and an additional dollar an hour more for every person you bring in. It is real easy to end up making \$20 or more this way, plus you get to ring in the New Year with your friends and family. It is a neat new idea, and we hope that you all will take advantage of it.

On another note - 12 years! What a ride it has been, and continues to be. Many people have come and gone. So have many events. Be assured that there will be lots of new events as time goes on, and plenty of new faces over time.

Each and every person that works for us is part of who we are, and helps us towards our continued success. In an ideal world, we would not need a Human Resource manager, because in an ideal world, nobody would ever show up late, not show up at all, or do anything wrong. In that same ideal world, I would have won the Powerball recently, and I would be writing this from a warm, sandy beach, surrounded by several new, very attractive new assistants. (Which makes me day dream. I realized just now one of the big difference between Campbell and me. When I think about a beautiful creature in a bikini, there is no fur or hooves involved) In this same ideal world, a lot of other things would happen to make our lives easier, from everybody leaving every event with a smile on their face, we would nicely ask every person to do something, and they would thank us kindly, and never use an angry word against us. No one would drink too much, fight, or hurt others. Well, we don't live in that ideal world, but I am constantly amazed at the incredible dedication, hard work, great attitudes and wonderful smiles that I see at our events (Ok, so the smiles could use a little bit more work). It is each and every one of you who makes it happen each and every day. We work 24 hours a day, 365 years a day. A lot of man hours are worked every day,

and the numbers become quite staggering over the course of a year, and overwhelming after 12 years. This is still the most amazing ride I have ever been one, and still offers a lot of challenges for all of us. The players may have changed, but the game remains the same. Not every one of those hours worked made me proud, not every experience was positive, but in the overwhelming sense, it has been amazing, and not because of me, or another one person, but because of each and every person that has worked for us. The reason we get to work that many hours every year is because of the good job we do, and people want us to do that same great job for them. We are privileged and honored by our success, and I am often amazed by how far we have gotten. I remember not that many years ago - We had hired a retired police lieutenant to come in, and evaluate our business. One of the things he had us do was take big pieces of paper, and on them write all the places we wanted to be working at in 3 years, and all the events we wanted to be involved with as well. It was less than a year later, and we suddenly had all of them. I sat there, kind of baffled by what had happened, and how we suddenly had everything we ever wanted. It think it was right then that I became convinced that doing things the right way had it's rewards,

and that good things happen to good people. The other thought that crossed my mind, with a bit of panic, was: "Where do we go now? What are our new goals for three years from now?" It took me a little bit of time to realize that I did not need to set new facilities or events or new markets as a goal. I decided that our goal needed to be that three years down the road, we still had those clients, and they were happy with the service we provided. Well, the three year goal mark has rolled over several times since those days, and every one of those clients still are our client. A very smart little red-head once told me that: "You will never become the best by wanting to be the biggest, but you can become the biggest by wanting to be the best"

I do not think that I realized back then how true that was. Looking back, I realized the profoundness of those words, and realize how damn proud I am of all the hard work done by so many, every hour of the day, every day of the year, to not only have gotten us to where we are today, but to keep us where we are and moving forward. I once read that when you reach the top of the mountain, the only way to go is back down. I do not believe that.

I think that if you see through the clouds, you will see an even higher mountain to conquer. There are many more mountains for us to climb together, and many more moments of pride. I live for those moments where I am at an event, and

I see everybody working as a team, coming together as a well functioning unit, and I see a sea of white uniforms making it happen. I get cold chills down my spine, and a swelling of my heart from pride, and I live for that. It makes it all worthwhile, and I want to thank you all for giving me those moments. Thank you. Keep the peace, and I'll see you out there.

We recently became aware of a new program sponsored by Hensley - Anheiser Busch. It is the neatest thing I have seen in a long time. It is called Desi the Designated Driver. What it is, if you have had too much to drink, you call 480-586-6586. They send a flat bed truck out to your location. They load your car on the back of the flat bed, and load you in the cab of the truck, and take you both home. No more having to figure how to get your car the next day, or leaving it overnight. This program costs \$25.00 to drive you and your car anywhere in the valley. That is an incredible deal!!! Problem solved, no excuses. Not that there ever is a reason to drive drunk, but we really want everybody to be aware of this program. Write the number down, keep it in your wallet, in your cell phone, somewhere, that when you are working an event at a bar or where they serve alcohol, and you see somebody that really should not be driving -

Tell them about this program, and help them call for a ride. You have heard this a million times, but you might save a life that night. One family not torn apart by such a senseless and preventable cause. It could be your family, or someone you know. Please remember the number - 480-586-6586, and use it when ever you need it.

Mick



This is what happens when you upset the Scheduler!!