

Twelve Years and Counting

LADIES EARN SERIOUS RESPECT

Why would a woman want to become a security guard? In a business where women make up only 18% of the work force, the women of T.E.A.M. Security must constantly face challenges as they perform their duties.

Lynda Benson, a security guard supervisor with over a year's experience expresses her views. "Being taken seriously is a big issue. There have been many times that patrons and clients don't believe I can do the job. You have to have some gumption to just get it done."

T.E.A.M. Security Owner and President Mick Hirko has seen, heard and experienced all of this during his professional career.

"Females are often much better at doing security work, even though there is definitely still a lot of perceived prejudice against women in this industry. We have even had clients who demand that we not send females to work their account.

I try to tell people all the time that it is not their size or gender that makes a good guard, it's his or her verbal and problem solving skills.

This work is not for everybody. Men and women alike can do this job, and your personality and your attitude are much more important than your sex. I hope that as time goes on, more people realize that."

T.J. Sears is, a senior supervisor, House Supervisor at Cricket Pavilion, New Staff Orientation Trainer, Armed and Dangerous.

"Respect is something you earn" says Sears. "Many clients and staff members still have a bias towards women in security." Sears gives this advice: "I tell all the new staff to sign up for as many different types of events and shifts as possible. Your understanding of the different jobs will make you a better employee and get you more and different assignments."

Additional advice comes from Robin Graham, STO Security Guard. "Be honest and ask questions. If a job or situation is uncomfortable, say so. The more information you have the more comfortable you will be at your post."

Krystal Thompson and Amy Underhill, both new staff members, state that they like the changing venues, different work and opportunity to meet new people. Thompson said, "It gives me a chance to work in the community. I like the people." Both Thompson and Underhill reflect the T.E.A.M Mission Statement:

"..T.E.A.M. is equally committed to its employees, clients and general public which it serves and to treat each with courtesy and respect."

Benson states, "This is a great opportunity to see, meet and associate with some of the most interesting people and places in Arizona.



Nicole Durr Keeps the Situation in Control.

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Kim Hitt Uses Techniques That Are Taught in the Hands Class

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I got to meet Alice Cooper's Family, hang out with the Milwaukee Brewers Baseball team, supervise staff at the Greyhound Stadium Park and Swap and attend a training seminar on anti-terrorism techniques."

What are some of the other reasons to work at T.E.A.M.? Sabrina Hernandez says, "I've made some really great friends working here. The hours are flexible and work well with my school schedule."

Flexible hours are key to many people. Pixi-Lynn Freeman does her best recruiting for T.E.A.M. by telling everyone that the flexible hours work well. "They really try to get you the shifts that work with your schedule."

I really like working the concerts at Cricket Pavilion."

Hernandez says, "Don't whine. If you don't like something, say so. Most of all, learn to be patient."

Both Thompson and Underhill have had their share of handling unruly and drunk patrons. "I was a little nervous since there were three drunk men," said Thompson. "But since they didn't respect me, I felt no problem telling them to leave the event. It was nice to have 4 guards as backup, though."

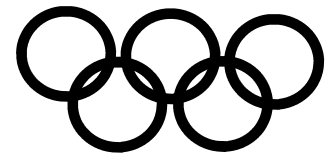
"Be yourself," says Graham. "Don't try to be or do something that you are not." This advice is echoed by Noreen McLellan. "Present yourself with the highest of moral conduct; remain positive; and keep smiling. One is not responsible for the actions or character of others, but for oneself."

February Anniversaries

Tarrie Coulter	1 year
Dominic Gonzalez	1 year
Robert Hart	1 year
Richard Kelley	1 year
Bill Stout	1 year
Robin Graham	2 years
Michael Silverman	2 years
Ron Vogel	2 years

February Birthdays

Corey Foose	Feb. 2
Claire Hixson	Feb. 5
Edward Hanna	Feb. 6
Michael Schier	Feb. 8
Ryan Collett	Feb. 16
Bryan Williamson	Feb. 17
Marianne Morrison	Feb. 19
Mike Salinel	Feb. 25



**February 10, 2006
XX Winter Olympic
Games
Torino, Italy**

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.



Upcoming Events. Training Schedules

February 1 through the 5th
West World, Scottsdale
AZ Quarter Horse Show

FBR Open at Jillys

February 3
U.S.A.C.
AZ Rattlers Arena Football

Dodge Theatre
Flamenco Passion

February 4
U.S.A.C.
Phoenix Suns

February 6
U.S.A.C.
Phoenix Suns

February 8
U.S.A.C.
Phoenix Suns

February 10
U.S.A.C.
Phoenix Suns
Dodge Theatre
Willie Nelson

February 11
U.S.A.C.
Super Love Jam
Dodge Theatre
Back to Bourbon Street

February 12
U.S.A.C.
AZ Rattlers Arena Football

February 14
U.S.A.C.
AZ Roadrunners

February 16
U.S.A.C.
Phoenix Suns
Dodge Theatre
Bonnie Raitt

February 17
U.S.A.C.
AZ Roadrunners
Dodge Theatre
Steve and Eydie

February 18
U.S.A.C.
AZ Rattlers Arena Football
Tempe Beach Park
Greek Festival

February 21
U.S.A.C.
AZ Roadrunners

February 22
U.S.A.C.
Phoenix Suns

February 23
Dodge Theatre
Dragon Tales

February 24
U.S.A.C.
AZ Roadrunners
Dodge Theatre
Dragon Tales

February 25
U.S.A.C.
Phoenix Suns
Dodge Theatre
Dragon Tales

February 26
U.S.A.C.
AZ Roadrunners
Dodge Theatre
Dragon Tales

AVA—Tucson Brooks and Dunn

Upcoming Quarterly Training Schedule January to March

Quad/Vehicle Training
Advanced Training
Alcohol Refresher
Supervisor Training

February 21
February 27
March 7
March 13

First Aid

Not Yet Determined

Hands

Not Yet Determined

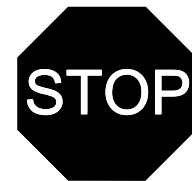
Advanced Hands

Not Yet Determined

CCW/Tactical

Not Yet Determined

All Classes are arranged through scheduling. Certain classes are by Invitation. Personnel interested in becoming supervisors must submit a written letter of intent addressed to Richard Campbell.



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

Mike Diehl

George Carlin's Views on Aging

Do you realize that the only time in our lives when we like to get old is when we're kids? If you're less than 10 years old, you're so excited about aging that you think in fractions.

"How old are you?" "I'm four and a half!" You're never thirty-six and a half. You're four and a half, going on five! That's the key.

You get into your teens, now they can't hold you back. You jump to the next number, or even a few ahead.

"How old are you?" "I'm gonna be 16!" You could be 13, but hey, you're gonna be 16! And then the greatest day of your life . . . you become 21. Even the words sound like a ceremony . . . YOU BECOME 21.

YESSSS!!!

But then you turn 30. Oooohh, what happened there? Makes you sound like bad milk! He TURNED; we had to throw him out. There's no fun now, you're Just a sour-dumpling. What's wrong? What's changed?

You BECOME 21, you TURN 30, then you're PUSHING 40. Whoa! Put on the brakes, it's all slipping away. Before you know it, you REACH 50 and your dreams are gone. But wait!!! You MAKE it to 60. You didn't think you would! So you BECOME 21, TURN 30, PUSH 40, REACH 50 and MAKE it to 60.

You've built up so much speed that you HIT 70! After that it's a day-by-day thing; you HIT Wednesday!

You get into your 80s and every day is a complete cycle; you HIT lunch; you TURN 4:30; you REACH bedtime. And it doesn't end there. Into the 90s, you start going backwards; "I Was JUST 92."

Then a strange thing happens. If you make it over 100, you become a little kid again. "I'm 100 and a half!" May you all make it to a healthy 100 and a half!!

HOW TO STAY YOUNG

1. Throw out nonessential numbers. This includes age, weight and height. Let the doctors worry about them. That is why you pay "them "

2. Keep only cheerful friends. The grouches pull you down.

3. Keep learning. Learn more about the computer, crafts, gardening, whatever. Never let the brain idle. "An idle mind is the devil's workshop." And the devil's name is Alzheimer's.

4. Enjoy the simple things.

5. Laugh often, long and loud. Laugh until you gasp for breath.

6. The tears happen. Endure, grieve, and move on. The only person, who is with us our entire life, is ourselves. Be ALIVE while you are alive.

7. Surround yourself with what you love, whether it's family, pets, keepsakes, music, plants, hobbies, whatever. Your home is your refuge.

8. Cherish your health: If it is good, preserve it. If it is unstable, improve it. If it is beyond what you can improve, get help.

9 Don't take guilt trips. Take a trip to the mall, even to the next county; to a foreign country but NOT to where the guilt is.

10. Tell the people you love that you love them, at every opportunity.

AND ALWAYS REMEMBER: Life is not measured by the number of breaths we take, but by the moments that take our breath away.



BONNIE RANDOLPH

Hi!
I am Bonnie Randolph. I am the new scheduler; I must say my first week here as been ALL but boring. I am 20 years old, and have a husband and a son! My baby is two years old, and just adorable. I am looking forward to meeting all of you, so please come say HI to me. I want to get a face to go with all the names.

DEANN BARKER

Hello. My name is Deann and I am the receptionist here at TEAM. With so many "newbies" on board I thought it was time for a refresher course in how a few things work. For all you "old-timers", sorry for the repeat.

Scheduling: Call the office at 480-829-8326; Mondays if you have your guard card, Tuesdays if you don't. Tell me you're calling in for scheduling and I will take your name and phone number and write it on the call-in sheet. I then give these sheets to the schedulers and they will call you back as soon as they can. They don't always get back to you the same day you call in so be patient. If, when you call, I do not answer, it's probably because I'm on another line with someone else. You can either leave a message or keep trying to get thru. Office hours are 10am-6pm Monday-Friday.

If you're returning a call, let me know. I need your name and who's call you're returning. If you missed the call, check your messages; everyone in the office leaves a message when they call you. If you call and say "someone from there called me" I want to know who it was. I don't have time to call everyone in the office asking them "did you call so-and-so?". Check your messages first!

Paychecks: They are issued on Mondays for licensed personnel and Tuesdays for non-licensed. This is every other week; you should have received a payroll schedule in your orientation packet. If you

do not have one, let me know and I can give you one. Paychecks are not ready on payroll days before 4pm. If you do not pick up your check between 4-6pm on your designated day, you can come in to the office at ANY time on any following day to get it. Example: You are licensed and you don't pick up your check on Monday; you can come in at 10am on Tuesday to get it. Paychecks are NOT automatically mailed. If you want your paycheck mailed to you each payday you need to fill out a "check mailing" form. I have them at the front desk. If you are sending someone else to pick up your paycheck make sure to let me know. The person who is picking up your check needs to have their I.D with them.

Guard cards: These are done by appointment only and are NOT done on Mondays or Tuesdays unless there is no other option and you've discussed it with Lane first. He is the H.R. Manager now and, for the most part, will be the one doing the fingerprinting. Walk-ins are frowned upon. Also, you must have AT LEAST \$40.00 in cash or money order to be fingerprinted. We do not accept personal checks, credit cards or debit cards. The total cost for the guard card (DPS License) is \$85. Any balance owed is taken out of your next paycheck or subsequent paychecks, depending on how many hours you've worked. The paperwork is not sent in to DPS until the full \$85 has been paid.

Confidentiality: I CAN NOT AND WILL NOT give out anyone's personal information to you. Do not call me asking for someone else's phone number. If they want you to have it, they will give it to you themselves. This also means that I will not give YOUR personal information out to anyone. When you're in the office, do not be looking at my computer or any papers I may have on my desk. I enter work orders, deal with clients and employees and sometimes have contact numbers and other personal information visible. I try to keep it all covered, however, that's not possible at all times. I expect you to respect the fact that this is my workspace...and act accordingly. Do not come behind the counter. If you are in my "bubble", I'm not going to be a happy camper. I'll ask you nicely once or twice to not do that again. If you're a repeat offender, I won't be as nice the next time.

With that said I'd like to share a email sent to me a few months ago. Thanks Wiz! Have a safe February.

Deann

Where did you fall from ????

Find your birthday and then find your tree. This is really cool and somewhat accurate.

- Dec 23 to Jan 01 Apple Tree
- Jan 01 to Jan 11 Fir Tree
- Jan 12 to Jan 24 Elm Tree
- Jan 25 to Feb 03 Cypress Tree
- Feb 04 to Feb 08 Poplar Tree
- Feb 09 to Feb 18 Cedar Tree
- Feb 19 to Feb 28 Pine Tree
- Mar 01 to Mar 10 Weeping Willow Tree
- Mar 11 to Mar 20 Lime Tree
- Mar 21 (only) Oak Tree
- Mar 22 to Mar 31 Hazelnut Tree
- Apr 01 to Apr 10 Rowan Tree
- Apr 11 to Apr 20 Maple Tree
- Apr 21 to Apr 30 Walnut Tree
- May 01 to May 14 Poplar Tree
- May 15 to May 24 Chestnut Tree
- May 25 to Jun 03 Ash Tree
- Jun 04 to Jun 13 Hornbeam Tree
- Jun 14 to Jun 23 Fig Tree
- Jun 24 (only) Birch Tree
- Jun 25 to Jul 04 Apple Tree
- Jul 05 to Jul 14 Fir Tree
- Jul 15 to Jul 25 Elm Tree



- Jul 26 to Aug 04
Cypress Tree
- Aug 05 to Aug 13
Poplar Tree
- Aug 14 to Aug 23
Cedar Tree
- Aug 24 to Sep 02
Pine Tree
- Sep 03 to Sep 12
Weeping Willow Tree
- Sep 13 to Sep 22
Lime Tree
- Sep 23 (only)
Olive Tree
- Sep 24 to Oct 03
Hazelnut Tree
- Oct 04 to Oct 13
Rowan Tree
- Oct 14 to Oct 23
Maple Tree
- Oct 24 to Nov 11
Walnut Tree
- Nov 12 to Nov 21
Chestnut Tree
- Nov 22 to Dec 01
Ash Tree
- Dec 02 to Dec 11
Hornbeam Tree
- Dec 12 to Dec 21
Fig Tree
- Dec 22 (only)
Beech Tree

YOUR TREE
(In alphabetical order)

Apple Tree (the Love) -- quiet and shy at times, lots of charm, appeal, and attraction, pleasant attitude, flirtatious smile, adventurous, sensitive, loyal in love, wants to love and be loved, faithful and tender partner, very generous, many talents, loves children, needs affectionate partner.

Ash Tree (the Ambition) -- extremely attractive, vivacious, impulsive, demanding, does not care for criticism, ambitious, intelligent, talented, likes to play with fate, can be very egotistic, reliable, restless lover, sometimes money rules over the heart, demands attention, needs love and much emotional support.

Beech Tree (the Creative) -- has good taste, concerned about its looks, materialistic, good organization of life and career, economical, good leader, takes no unnecessary risks, reasonable, splendid lifetime companion, keen on keeping fit (diets, sports, etc.).

unpretentious, modest, does not like anything in excess, abhors the vulgar, loves life in nature and in calm, not very passionate, full of imagination, little ambition, creates a calm and content atmosphere.

Cedar Tree (the Confidence) -- of rare strength, knows how to adapt, likes unexpected presents, of good health, not in the least shy, tends to look down on others, self-confident, a great speaker, determined, often impatient, likes to impress others, has many talents, industrious, healthy optimism, waits for the one true love, able to make quick decisions.

Chestnut Tree (the Honesty) -- of unusual stature, impressive, well-developed sense of justice, fun to be around, a planner, born diplomat, can be irritated easily, sensitive of others feelings, hard worker, sometimes acts superior, feels not understood at times, fiercely family oriented, very loyal in love, physically fit.

Cypress Tree (the Faithfulness) -- strong, muscular, adaptable, takes what life has to give but doesn't necessarily like it, strives to be content, optimistic, wants to be financially independent, wants love and affection, hates loneliness, passionate lover which cannot be satisfied, faithful, quick-tempered at times, can be unruly and careless, loves to gain knowledge, needs to be needed.

Elm Tree (the Noble-mindedness) -- pleasant shape, tasteful clothes, modest demands, tends not to forgive mistakes, cheerful, likes to lead but not to obey, honest and faithful partner, likes making decisions for others, noble-minded, generous, good sense of humor, practical.

Fig Tree (the Sensibility) -- very strong minded, a bit self-willed, honest, loyal, independent, hates contradiction or arguments, hard worker when wants to be, loves life and friends, enjoys children and animals, few sexual relationships, great sense of humor, has artistic talent and great intelligence.

Fir tree (the Mysterious) -- extraordinary taste, handles stress well, loves anything beautiful, stubborn, tends to care for those close to them, hard to trust others, yet a social butterfly, idleness and laziness after long demanding hours at work, rather modest, talented, unselfish, many friends, very reliable.

Hazelnut Tree (the Extraordinary) --

charming, sense of humor, very demanding but can also be very understanding, knows how to make a lasting impression, active fighter for social causes and politics, popular, quite moody, sexually oriented, honest, a perfectionist, has a precise sense of judgment and expects complete fairness.

Hornbeam Tree (the Good Taste) -- of cool beauty, cares for its looks and condition, good taste, is not egoistic, makes life as comfortable as possible, leads a reasonable and disciplined life, looks for kindness and acknowledgment in an emotional partner, dreams of unusual lovers, is seldom happy with its feelings, mistrusts most people, is never sure of its decisions, very conscientious.

Lime Tree (the Doubt) - intelligent, hard working, accepts what life dishes out, but not before trying to change bad circumstances into good ones, hates fighting and stress, enjoys getaway vacations, may appear tough, but is actually soft and relenting, always willing to make sacrifices for family and friends, has many talents but not always enough time to use them, can become a complainer, great leadership qualities,

Maple Tree (Independence of Mind) -- no ordinary person, full of imagination and originality, shy and reserved, ambitious, proud, self-confident, hungers for new experiences, sometimes nervous, has many complexities, good memory, learns easily, complicated love life, wants to impress.

Oak Tree (the Brave) -- robust nature, courageous, strong, unrelenting, independent, sensible, does not like change, keeps its feet on the ground, person of action.

Olive Tree (the Wisdom) -- loves sun, warmth and kind feelings, reasonable, balanced, avoids aggression and violence, tolerant, cheerful, calm, well-developed sense of justice, sensitive, empathetic, free of jealousy, loves to read and the company of sophisticated people.

Pine Tree (the Peacemaker) -- loves agreeable company, craves peace and harmony, loves to help others, active imagination, likes to write poetry, not fashion conscious, great compassion, friendly to all, falls strongly in love but

Birch Tree (the inspiration) -- vivacious, attractive, elegant, friendly, likes emotionally soft, low self esteem, needs affection and reassurance.

Poplar Tree (the Uncertainty) -- looks very decorative, talented, not very self-confident, extremely courageous if necessary, needs goodwill and pleasant surroundings, very choosy, often lonely, great animosity, great artistic nature, good organizer, tends to lean toward philosophy, reliable in any situation, takes partnership Seriously.

Rowan Tree (the Sensitivity) -- full of charm, cheerful, gifted without egoism, likes to draw attention, loves life, motion, unrest, and even complications, is both dependent and independent, good taste, artistic, passionate, emotional, good company, does not forgive.

Walnut Tree (the Passion) -- unrelenting, strange and full of contrasts, often egotistic, aggressive, noble, broad horizon, unexpected reactions, spontaneous, unlimited ambition, no flexibility, difficult and uncommon partner, not always liked but often admired, ingenious strategist, very jealous and passionate, no compromise.

Weeping Willow (the Melancholy) - likes to be stress free, loves family life, full of hopes and dreams, attractive, very empathetic, loves anything beautiful, musically inclined, loves to travel to exotic places, restless, capricious, honest, can be influenced but is not easy to live with when pressured, sometimes demanding, good intuition, suffers in love until they find that one loyal, steadfast partner; loves to make others laugh.

February is already upon us. For

RAY GARCIA

me, that means fatherhood is just a couple of weeks away. For those of you with children, I'm sure you can empathize with the lack of spare time parenting brings. Since I've joined TEAM, I've had minimal spare time. (I'm a meter so close to the light bulb next time) and call the school

I'm excited about being a first-time dad, but I'm also weary of taking care of things at home. My fiancée has been supportive to this point. She knows I am dedicated to getting my job done, and usually that requires on average at least 50 hours each week in the office, occasional shifts in the field, and countless hours answering my phone and the pager after hours.

So how does a baby enhance our lives? They can change our whole perspective on life. They make us laugh. They amaze us with their ability to learn, and grow. They can do amazing things as they grow up that we can no longer do. I can't wait to meet him and see his first smile, and hear his first words. If only I could postpone my first turn at changing his diaper.

I feel very lucky to be able to experience this with the woman I truly feel is my soul mate. It took me 35 years to find her, and it was well worth the wait. Shannon and I plan to marry early this year, after Alexander is born. I've never been the most "conventional" guy, or one who cares much for tradition.

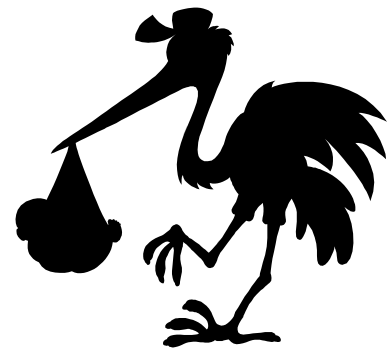
So, if any of you have experience in changing a diaper (ignore this part Campbell), any advice you'd like to share, please e-mail me at ray@teamsecurity.net. The one and only time I've ever changed one was 10 years ago. My youngest niece Elissa decided to make a deposit on my watch, and apparently I put the thing on backwards. How was I supposed to know that the cartoon characters should have been facing outward? That would have been essential information.

That said, we are ready to receive this blessing. The nursery is now awaiting his arrival. I as-

sembled the crib a couple of Thursdays ago, right after working 10 hours at the office. My biggest worry is balancing work and my personal life. I imagine I will be losing a lot more sleep than I already do. Nothing annoys this scheduler more than being awakened by the pager within minutes of falling asleep.

I have a new assistant now, and he name is Bonnie Randolph. You may have already met or talked to her. She has learned a lot of the ropes pretty quickly in the scheduling office. Trial by fire is sometimes the best way. I remember when Robert Russell trained me, and how patient he was. If I can pass on the knowledge to Bonnie that I've learned in such a short time, everything should run smoothly. Of course our adequacy depends on you lot too. If you have questions, just ask us. If we don't know, we'll do all we can to get the answers.

Lastly, stay safe out there. I respect you all, and the more I work out in the field, the more compassion I have for what we do. We survived another New Years Eve Block Party, so the rest of the year is just cake, right? Mmmmm, cake.



JEFF SWANSON

T.E.A.M. EVERYWHERE!

It seems that lately were ever I go, I see my T.E.A.M. family. In the paper, on the web, on TV, at practically every event in the valley. I was at the car dealer the other day and I gave the sales person one of my business cards. The first thing out of his mouth was "where have I seen this before?" He was referring to our logo of course. I'm very proud of the fact that I work for T.E.A.M. and hope that you share that same pride. I know that every assignment is not exciting or fun, but the times that are more than make up for it. All of you have been putting in a lot of hours, and it doesn't look like things are going to slow down anytime in the near future. I want to tell all of you that you are doing a great job and keep up the good work!

Jeff

LANE HONDA

What an interesting career I've had working here at T.E.A.M. Security. As some of you know, I was the marketing and business development manager for over a year. I enjoyed my time working with Taz, Campbell and Robert getting new accounts, keeping the existing accounts going and working some shifts. (not too much on the last part).

Then there was the STO Manager semester. I guess I passed my freshman year because now, the classes became harder.

"How to Find the Right Person for Brickyard – 101"

"Nightshift Chemistry – 150"

"Report Writing – 201"

Did you know that our STO shifts increased by 75% in a year? Did you also know that for every shift, we have interviewed, adjusted, removed, adjusted, searched, and found 10 people that might get the job done?

STO's come and go. Some of the reasons why accounts no longer need us is because we have done such a good job on their properties, that the original problems have gone away. Why spend money on security if there is no longer a problem? (Anyone else see the logic in this?...)

And now, Human Resource Manager. Ah yes. How many newsletters articles have begun....."Hello, I'm the new Human Resource Manager and I want to introduce myself to all the T.E.A.M. employees... blah, blah, blah."

So here's the real story.

I know you.

I've worked with you.

I taught you all the lies that you are going to try on me.

Don't think of me as your new HR manager.

Think of me as your parent. I raised you. I know your secrets and nothing you can do will surprise me.

I can take you to McDonalds for your birthday party and invite all your friends, **or** you can get Brussels sprouts and spam for dinner 4 nights in a row.

I can make Christmas come in July **or** you can go cut your aunts lawn for three months and not get paid.

I can believe that you have a fever of 143 degrees (don't hold the ther

when I know you didn't study for your math test, **or** I can make you take your little brother to the playground with his friends for 2 hours.

So what's it gonna be?

Truth always works

Honesty always works

Integrity always works.

I believe that shi_ happens.

I have also run out of gas.

I know what it is like to live paycheck to 3 days before paycheck.

If I haven't met you yet, please stop by the office and say hi. To all the old hats out there, understand that very little has changed. I'm still me. It's just that this time, when I yell at you over the radio, be afraid.

Be Very Afraid.

TAZ (richard zahn)

(Editor's note. Richard Zahn is not an imaginary character. Some have wondered who Richard is? People have called the scheduling phone, written articles and even done google searches, but unlike the Lost Dutchman's mine or the fabled Civilization of Atlantis, Richard Zahn truly exists. The next time you work Cricket Pavilion, look up on top the Center Field Rooftop and spot the Orange Chested Parking Parrott. Richard is sure to be somewhere close by.)



TAZ TOOLBOX

Interpretation of what others say and mean can always be taken the wrong way. How someone says or does something is usually the underlying factor of how is it taken. How many times have we heard "that's not what I meant" or "I meant to do ...", how many times have we done this ourselves? When looking in the mirror remember, it always looks back.

The Drug Problem in America

The other day, someone at a store in our town read that a methamphetamine lab had been found in an old farmhouse in the adjoining county and he asked me a rhetorical question, "Why didn't we have a drug problem when you and I were growing up?"

I replied: I had a drug problem when I was young: I was drug to church on Sunday morning.

I was drug to church for weddings and funerals.

I was drug to family reunions and community socials no matter the weather.

I was drug by my ears when I was disrespectful to adults.

I was also drug to the woodshed when I disobeyed my parents, told a lie, brought home a bad report card, did not speak with respect, spoke

ill of the teacher or the preacher, or if I didn't put forth my best effort in everything that was asked of me.

I was drug to the kitchen sink to have my mouth washed out with soap if I uttered a profane four-letter word.

I was drug out to pull weeds in mom's garden and flower beds and cockleburrs out of dad's fields.

I was drug to the homes of family, friends, and neighbors to help out some poor soul who had no one to mow the yard, repair the clothesline, or chop some firewood;

and, if my mother had ever known that I took a single dime as a tip for this kindness, she would have drug me back to the woodshed.

Those drugs are still in my veins; and they affect my behavior in everything I do, say, and think. They are stronger than cocaine, crack, or heroin; and, if today's children had this kind of drug problem, America would be a better place.

~author unknown~

Respect is something earned, not given, due to circumstances. To acknowledge someone's worth, quality, trait or ability is sometimes a hard thing to do. Maybe you're not sure how to handle a situation or what to say. Maybe you're thinking about it too much and it's easier NOT to make a decision. Well, by not making one, you made one!

No matter what the situation or the circumstance is, ALWAYS be

polite. You cannot go wrong. Be safe out there.....TAZ

Just when you think you're getting ahead, something happens to "keep us on our toes":

The Perfect Employee?

1 Bob Smith, my assistant programmer, can always be found 2 hard at work at his desk. He works independently, without 3 wasting company time talking to colleagues. Bob never 4 thinks twice about assisting fellow employees, and always 5 finishes given assignments on time. Often he takes extended 6 measures to complete his work, sometimes skipping coffee 7 breaks. Bob is a dedicated individual who has absolutely no 8 vanity in spite of his high accomplishments and profound 9 knowledge in his field. I firmly believe that Bob can be 10 classed as an asset employee, the type which cannot be 11 dispensed with. Consequently, I recommend that Bob be 12 promoted to executive management, and a proposal will be 13 executed as soon as possible.

Addendum:

That idiot was standing over my shoulder while I wrote the report sent to you earlier today. Kindly re-read only the odd numbered lines.

Sooooo.....as we ALL laugh out loud at people like this let us not become one.....remember TAZ

ELIZABETH GILL

I have recently been reading a lot about the history of Las Vegas, and how the Super casinos came into being. The business practices behind the most influential people are simply fascinating. Even more so is how the face of Las Vegas has come almost full circle since it's truly humble beginnings. Key to the success of people like Steve Wynn or William Bennett has been the knowledge that it is the employees that will make or break the companies. Bennett especially focused on what had been previously only been regarded as "workers" faceless, nameless, expendable people. As the primary owner of Circus Circus, Excalibur, and a few small parasitic casinos, Bennett choose instead to focus on these people. He mandated saying hello to at least 100 co-workers a day. (bear in mind some casinos have over 3000 employees) He encouraged a remarkable sense of ownership in the casinos, promoted within the company, and, a first for casinos, wanted his employees to talk and interact with the costumers. These seemingly obvious methods of management took a casino hemorrhaging \$500,000 a month when purchased to netting 4 million within 5 months. Steve Wynn went the route of copying smaller successful strategies he had seen; true open door policies with management/ employees, managers leading by example, and frequent recognition of hard work. It goes without saying that Wynn has been a success. (the Mirage, the Luxor, Wynn's) Gone were the glory

days of old, where Vegas may be a glamorous place to visit, but an awful place to work. Can you imagine a job where your direct supervisor might not even know your name, and any famous *guest* could fire you? (Sinatra was legendary for doing just that.) There is something terribly intriguing about seeing core business/ management values of T.E.A.M. played in the HUGE money arena. Our business has always been based around our employees. I recognize that it is hard to focus on these small but important things when we have all been working so much lately, but it is necessary. The reason these simple methods work is that it generates both an attitude and an atmosphere of respect. This in turn reflects positively back to the public and the clients. It lets us have more productivity in our job also, after all, most of aren't doing this as a hobby. It also means that to enjoy a sense of ownership, we must individually do our part. Communication is essential, or what is the point of

an open door policy? Getting to know the newer employees, and generate a sense of camaraderie. Ensuring that as a first point of contact with the public, we actively demonstrate the mission statement at T.E.A.M. Show respect for each other at all times. I'll sign off by thanking everyone who has worked these last few weeks almost unceasingly. Your hard work was definitely recognized and appreciated.

ROBERT RUSSELL

Hey All

Well January is over and we all lived though Barrett Jackson, and THANKS to ALL that made it work. February is looking much the same, and as I have been out of the office for almost 3 weeks I'll cut this short. So till next month be safe and I'll see you out there.
Robert



1954 Pontiac Bonneville Concept Car was one of many special items on auction

RICHARD CAMPBELL

How is everyone doing today? Both employees and managers have asked me repeatedly how you get to get in to the classes we offer so I am going to do a brief summary for everyone. It will not be all telling it is just a basic guideline and I am always available to answer your questions.

Quad Class: For this class you must have a current Az. Drivers license, a copy of your driving record (3year) from Motor Vehicle (cost I think is \$5.00) it must be clean or nearly so, and it must be turned in to H.R. that would be Lane prior to the class for review. A Guard Card is also required as well as working at T.E.A.M. for 6 months.

C.P.R. Class: This is open to everyone when it runs. The cost is \$25.00 and it is paid day of class. It is mandatory for Armed Personnel and a good class to have for Supervisor Training, and an all around good class for all employees.

First Aid: This is the same as the above.

Hands Class: This class is provided at T.E.A.M.'s expense. Management must approve you. The classes are very small to make sure that each person gets the attention they need to better understand what is being taught. Armed Guards are required to take this class for there starting training. This class is for those that are going to attend

Supervisor Training, work in the STO club accounts and those that will be roamers at concert venues. The one thing that everyone must realize is that this class will not be open to all employees. Please do not take offense to this it is just that the cost of the class and the information that is taught is for employees that we consider to be able to best use this for the jobs they will be assigned to. A Guard Card is also required.

Cuff/Asp Class: This is again at Mick's expense. This is for individuals that are being considered for the armed program or that has been approved to work in certain areas at Park and Swap in a less then lethal capacity. Again this is by invitation only. A Guard Card is mandatory.

C.C.W. Class: This is taught to any employee that would like to take the class with Steve Horseman. Steve will call each month with the slots available. The cost is \$85.00, you must own a pistol, eye and ear protection are a must, along with 300 rounds of ammo for you weapon. The money is paid day of class to Steve, no checks. This class is mandatory for Armed Guards.

Tactical Training Class: This is the last step in for Armed Guard training and is paid for by T.E.A.M.

Armed Guard: You must take all the above classes, purchase required equipment, be approved by all Managers, and Mick. You have to have worked for a minimum of one year at T.E.A.M., and be in the Supervisor Program, or have graduated from it. You must put in a letter of intent prior to being considered.

Supervisor Training: You must put in a letter of intent, must have a Guard Card, pass the interview process that is given by Supervisors from the past classes who will decide if you are going to be invited in to the class and be able to give up spare time for free at least once a month on Mondays and at other times that special meetings are called. To pass you must have taken C.P.R, First Aid, and pass in the 80% range on the required tasks you are give in the class.

This is just a brief rundown and again there is always more to these classes then I have put in this article, I just wanted to give everyone a brief idea of what is needed to accomplish your rise to stardom with T.E.A.M. The biggest thing every employee needs to understand is that not everyone will be selected for certain classes and it if one time you don't succeed don't stop trying. There is always the opportunity to excel, but if we all got what we wanted the first go around then life would be boring.

MICK HIRKO

As the submittal deadline rapidly approaches, I sit here, drawing a blank. I had so many good ideas what to write about 2 weeks ago. Why did I just not write it then? Can't write about politics. Can't write about anything that is not completely politically correct. Can't write about the French or the TSA. I recently found out that I can't even write anything that refers to any form of gender differentiation.

How about I write about our uniforms. They are white. Wait, somebody might be offended by that, because it might be offensive to uniforms of other colors. Hmm. How about I write about the weather? No, that won't work, because I might offend someone who prefers snow. I guess I really can't write anything without taking the chance of offending someone. I remember round the Holidays, I wished people a Merry Christmas, and I did not worry about offending anyone. In years past, most of us did, but I think we have finally gotten to the point where people are tired of being constantly worried that everything they say or write could be construed as being offensive by someone. Kind of like Christmas, I do not ask anyone to celebrate the holiday, I do not try and convert anyone to Christianity, nor do I want them to go out and buy me a gift. I want them to know that I celebrate the spirit of the season, the spending of time with family and friends, about the one time of year where kindness and hope prevail for the most part over greed, anger and the bad out there.

Well, by writing what I do, I am also not trying to offend anyone. I try to either write based on facts or honest opinion. Opinion is only that, one person's opinion. It's kind of like TV – If you don't like it, don't watch it. I have the right to my opinion. We all do. It is the beauty of America.

The wackos have finally found a way to beat the Constitution – if you can't get people to shut up by law (see, the constitution allows us to speak our mind) you just sue them into submission. That's the big thing now. If you don't like what someone says, then you are offended. If you are offended, then you have been victimized or damaged. If you have victimized or damaged, you deserve restitution and compensation for your suffering. Shut up! If you are that sensitive, there is something wrong with you, to the point that it should be proof that Darwin's theory of evolution no longer applies. If you want to sue me for having an opinion, please take a number, and get in line.

We often work events where we have to listen to things we don't agree with. We have to protect the First Amendment Rights of religious fundamentalists, musicians who have an extreme political opinions, and we have even guarded politicians. Not all of us agree, but it is our responsibility to protect their right to have their opinion. Most of you know that I personally do not agree with common opinion. I am for instance fiercely loyal to the President of the United States, not necessarily because I think he is the best, but because I know that he is sooo much better than the alternative, and that no matter what, it is our

responsibility to support our President at a time that we are at war.

I have respect for the office. I have respect for people's opinion, and their right to voice that opinion. I don't have to agree with what they say, just agree that they have the right to have it.

I can't help think about Cindy Sheehan. I have nothing but disdain for her, because I feel that she is besmirching the memory of her son, who died for what he believed in, and who in my opinion was a hero. She is advocating that we withdraw from Iraq. Hmm. We are over there, trying to install democracy. What do you think happens to women who express their opinion in an oppressive government? Or anyone for that matter, who says something that is not in accordance to the government's official stance? In most Middle Eastern countries, women have no rights, and are considered third class citizens or even as property. So, by her taking the position she has, she is actually advocating hurting women's rights, and our military's attempts to give them the right to have an opinion. I wonder if someone pointed that out to her, she would care. I don't think so, because no matter what she says, she has a different agenda. As much as I might hate what she says and what she stands for, she has the right to voice her opinion. See, and no one sues her.

We have to keep our opinion to ourselves when we work, smile and accommodate whoever we serve, but that does not mean we are not allowed to have our own opinion.

We should all think more, and form an opinion. We don't have to share it with anyone, but we should at least have one. And let's keep in mind, it is only an opinion, and no reason to get too upset. They are only words. Words can be powerful and full of many things, but they are only words and opinions are only opinions.

All that said, I need to share my opinion with all of you on something – I think that all of you that worked out at Barrett-Jackson did a fantastic job, and made me very proud. Many of you put in an incredible attitude, kept a positive attitude and a professional approach towards everybody, and I thank all of you. I also want to congratulate Dickey Soup, who became a Daddy right in the middle of the auction. I could have sworn that we had him fixed a few years ago. On a positive note, Dickey will finally have a study partner in a few years!!!

Mick Hirko
President
T.E.A.M. Security
www.teamsecurity.net

TOP TEN REASON WHY NOT TO BE A GREMLIN.

- 10). Too many Goth-children already.
- 9). Have to work 100 hours of overtime to pay for the food you keep buying for roommates.
- 8). Have to drive a car into a canal.
- 7). Have to have a car in the first place.
- 6). Ownership is based on your ability to be sold to the highest bidder.
- 5).— 2). Yeah, names keep changing, but there are 4 of them.

And the number one reason....

Who wants to be a gremlin in Khaki Dockers and button up Brooks Brother shirts?