

THE FM VOICE



Facilities Management

RECYCLING AT ARKANSAS STATE UNIVERSITY

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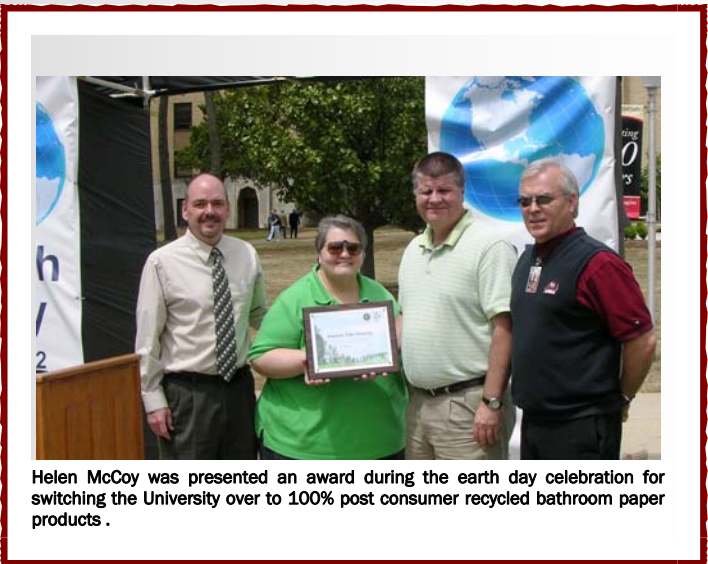
-Helen McCoy

As a part of our Earth Day celebration, SCA Tissue North America presented Arkansas State University Facilities Management Recycling Department an EcoLogo-certified products award for converting to recycled bathroom paper products. EcoLogo is North America's largest, most respected environmental standard and provides customers - public, corporate and consumer - with assurance that the products and services bearing the logo meet stringent standards of environmental leadership. EcoLogo certifies the world's most sustainable environmentally friendly green products.

Using a recycled material rather than a raw material conserves energy, natural resources and helps reduce pollution.

Today ASU recycles the following products:

Corrugated cardboard is one of the easiest materials to recycle. Look for the wavy inner layers to make sure it's corrugated cardboard. Slick or wet cardboard cannot be recycled as well as food containers such as pizza boxes that have been contaminated with food particles. Corrugated cardboard collection bins are located at the west side of the Student Union loading ramp and Environmental Health and Safety



Helen McCoy was presented an award during the earth day celebration for switching the University over to 100% post consumer recycled bathroom paper products .

Building. Custodial Services staff also assists with the assimilation of small amounts of cardboard located within campus buildings.

White paper, copy paper, junk mail, pastel paper, ruled notebook paper, printer scrap or slick paper used to make pamphlets or programs are all recyclable. The collection bins are located in offices and most copy rooms throughout campus. Darker colored paper such as black, red or bright yellow can also be recycled, and can be placed in the white paper collection bins. Although ASU recycling does accept shredded paper as a recycling product, we do not shred any documents or paper, so departments should make sure all sensitive paper documents are shredded before placing in the recycling bins.

Newsprint or newspaper of

any kind from the Wall Street Journal to the ad papers you pick up at grocery or discount stores. Most ASU buildings have newspaper collection containers.

Aluminum beverage and drink cans are recyclable. Food cans are made of mostly steel but can be recycled if food particles are removed, the can is washed and paper labels are removed. Of course thorough cleaning of food cans is important to prevent odors and insect infestations as well as contamination of the recycled metal. The aluminum can collection bins are located throughout campus buildings, normally in close proximity to vending and lounge areas.

Recently the ASU Recycling continued page 4



LEADERSHIP IS TRULY FOR EVERYONE!



-AL Stoverink

In this organization we believe that LEADERSHIP IS TRULY FOR EVERYONE! Not only is everyone a leader, but everyone is also a servant. Servant leadership is expected of everyone. We do not want managers who only see themselves as leaders or drivers, nor do we want employees who only see themselves as servants or unthinking robots.

By definition a **leader** is one who influences others in some way. The fact of the matter is that we each influence those around us every time we speak

or act in any way. Even our silence is often an influence by indicating acceptance or reflecting stubborn resistance. Negative talk tends to reinforce negative thinking or plant seeds of discord that affect the work environment and the performance of those around us. Likewise, talk of the good things that happen and expressions of appreciation can create a positive environment and enhance the performance of those around us. So whether we like it or not, we all exercise some degree of leadership every day. The only question is whether we are going to lead in a positive direction or in a negative direction.

Going back to definitions, a **servant** is one who puts other people's needs ahead of his/her own and acts to serve the needs of the other. Again, in every action we take, either on our own initiative or in response to another, we choose to serve either our own purpose or the purposes

of others around us—that is, customers and co-workers.

By taking action that first meets the needs of our customers and co-workers, we build trust and we enhance the success and satisfaction of those we are serving. We set an example that builds great working relationships and we help others to achieve the excellence that is at the heart of our mission. By doing so, we in turn achieve our own level of excellence.

Earlier I said my role is to be your servant leader on the Facilities Management Journey to Excellence. Your role is to be my servant leader and a servant leader for all your co-workers and customers. The degree to which you choose to commit yourself to excellence as a servant leader will determine the degree of satisfaction you feel about yourself here at ASU.

Welcome to the Journey!

*"A **leader** is one who influences others in some way.*

*A **servant** is one who puts other people's needs ahead of his/her own and acts to serve the needs of the other.*

*Our role is to be **servant leaders** and a servant leader for our co-workers and customers."*

-Al Stoverink

2009 JOURNEY TO EXCELLENCE

- Joe Phillips

As Facilities Management continues to travel down the road on our journey to excellence, it becomes very evident that we truly are a Facilities of Excellence. We have worked diligently in preparation to apply in January 2010, for the APPA Award for Excellence.

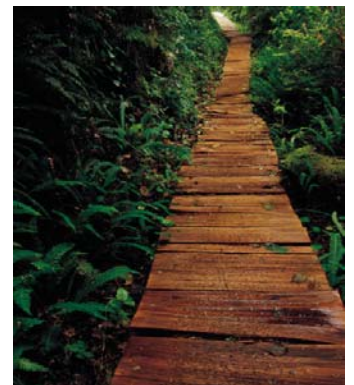
In May, we invited all Facilities Management employees to a meeting held by Al Stoverink, where he explained what the APPA Award of Excellence was all about. The APPA Award of Excellence is about the employees here at Facilities Management. Our employees support the campus students and faculty daily so they can pro-

vide the highest level of teaching and learning available.

The Journey to Excellence document will soon be finished and then begins the part where we verify we are actually doing what the document says we are doing. Once the verification part is complete, all the information collected will be compiled into one document for one final overview. At this point we will have everything aligned to submit our application for the Journey to Excellence Award.

This journey has taken almost six years to develop from conception and has been a great experience for all who have been involved in collecting the

needed information. When we submit our application in January, we will have reached a very high goal we set for ourselves six years ago, which was to deliver truly excellent service to our customers daily. So, be proud and stand tall.



NEW EMPLOYEES

You may recognize **Cardell Rogers** from Recycling Department where he worked under the work-study program. This past May, the **Custodial Services** was happy to welcome him as a full time employee. He is attending ASU and is majoring in Psychology. The three words to describe him are honest, hard working and calm. Cardell says one interesting fact about him is he is a shy person at first until he gets to know you.



The **Landscape Services** welcomed **Bryan McKnight** this past June. Brian lives in Wynne and is from a family who is very close to one another. His past experience includes working on a farm and in the lawn care service industry. In his spare time Brian enjoys hunting and fishing. One interesting fact about Brian is he that he considers himself to be a conservative republican.

Patrick McNamee joined the **Custodial Services** in June. He is happily married to his wife, Rachel. They have three children Carissa age 6, Austin age 11, and Cannon age 20 months, along with a cat named Boots. Patrick enjoys motorcycle rides, playing drums and spending time with his children. Three words to best describe Patrick is confident, outgoing, and likeable. One interesting fact about Patrick is he has played drums for 16 years.



This past June **Custodial Services** welcomed **Terry Huffine** as a new employee. Terry is engaged to marry the woman of his dreams, Telly Gilbre. His last position held was with Brookland Public Schools in custodial maintenance. His hobbies are family activities and fishing. The three best words to describe him are caring, coordinated, and kind. The one interesting fact about Terry is he loves to talk to people.

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Facilities Management



WHO IS THIS YOUNG LADY?



CUSTODIAL SERVICES STAYING BUSY

- Bob Smith

Summer 2009 continues to be busy for all of us in Custodial Services.

Recent heavy rains over the Memorial Day weekend and the first week in June caused loss of power and significant flooding on campus...

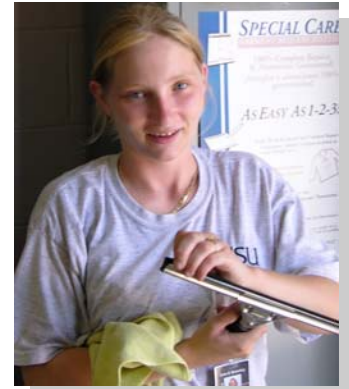


Cynthia Meredith scrubs the FM Meeting room in preparation for upcoming training.

Ongoing training is an integral part of Custodial Services. Congratulations to those employees who have successfully completed their Blackboard 8 training modules.

Helen McCoy, Mia Sheppard-Taylor, and Ruth Ann Miles have taken a very active role and done outstanding work assisting Custodial Services staff with this training.

As part of the renovations here in Facilities Management, Helen McCoy soon will be relocating into the room that Kyle Cooper previously occupied, room 117B.



Erin Brawley, washing windows after the severe rain.

of Wilson Hall. This will give us a second and more central location on campus, providing many operational benefits and eliminating much of the travel to and from Facilities Management.



Jerry Wilson poses for the camera at the end of a hard day of clean-up after the flooding.

RECYCLING AT ARKANSAS STATE CONT.

Department began recycling #1 and #2 plastics. Usually the emblem is printed on the bottom of the container in the middle of a triangle which designates the grade.

The Recycling Center is lo-

cated at the southwest corner of the Facilities Management complex. Recycling materials are picked up from the various collection points throughout campus...

ASU encourages the public to use the designated drop area, which is located on the west side of the Facilities Management building.

for plastic.

We had a goal to increase our recycling from 90,000 lbs of material in 2007-2008 fiscal year, to at least 120,000 lbs in 2008-2009 fiscal year.

We have exceeded our original goal; now we need to see just how much we can recycle in the coming year!

FM TASK FORCE UPDATES

-Lanny Tinker

The Facilities Management Services Guide Task Force is expected to complete and publish a comprehensive Services Guide by fall of 2009. This task force has been working to create more effective methods of communicating the services that FM provides to our customer. The members are Michelle Morgan, Carole Arrington Deidra Dotter, Bill Hall, Kathy Hicks, Jon Carvell and Lanny Tinker.

The Promotions Task Force recently concluded a review of the FM internal hiring and promotions process. The committee's recommendations have been forwarded to Al Stoverink, AVC of Facilities and should be implemented by July of 09. Thank you to Billy Pierce, Debbie Greenway,

Don Neldon, Mia Sheppard Taylor and Paul Cox for thoughtful and expedient work. The task force also wishes to express their appreciation to Terri Reithemeyer for assisting the task force with policy and process clarification during their deliberations to improve the hiring process.

A new Safety Task Force has been commissioned by Al Stoverink to review, research and make recommendations as to establish an effective safety program. An effective safety program should promote safety and healthy attitudes for all, correct hazardous business practices, review accident trends, and help educate members in work safety. The program serves as a problem solving forum for addressing safety

issues affecting the department's operations, as well as maintenance issues as they relate to the safety of the university community. The task force will recommend the implementation of departmental safety activities such as education, training, inspections and safety reviews. The task force will also make recommendations of how staff are selected or assigned to an ongoing safety committee.

The Safety Task Force Members are: Michelle Brown, Tony Turturro, Bobbie Smith, Greg Beeler, Zach Minton, and Steven Brown. Lanny Tinker, Director of QUIP and DA Davis, ASU Safety Supervisor are serving as co-facilitators. Allison Jordan from the QUIP department is also serving as administrative support for the task force.

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ANNUAL FM CUSTODIAL TRAINING INSTITUTE

- Helen McCoy

Eight years ago Facilities Management initiated the Custodial Training Institute with 24 people in the FM break room with only a few of the area schools in attendance. This year the event was held at the St. Bernard's Auditorium with 189 attendees representing 16 schools from as far away as Fort Smith, Fayetteville and

Poplar Bluff.

Guest speaker George Jones provided training on health, chemical safety, emergency care and first aid, product mixing and waste disposal. Other topics on the agenda were industry trends, recycling, and blood borne pathogens along with breakout sessions.

The training institute covers mandated training which is required by the state and federal governments for custodial and maintenance staff. It also provides a place for networking with others who are performing the same job and allows them to share techniques.

Every year we introduce them to new products and even some new processes. This year's focus was on new prod-



Terry Huffine and vender discuss new equipment.

ucts and equipment which allow us to "go green" by using as few chemicals as possible to do the same jobs.

A great lunch was provided by Demo's Bar B Que...We made new friends, and revisited with old friends.... A great learning experience and a good time were had by all.



Beth Murff, St. Bernard's Community Educator presents Blood-borne Pathogens training.



"We are not here merely to make a living. We are here to enrich the world."

-Woodrow Wilson



DISTINGUISHED PERFORMANCE & SERVICE

-Allison Jordan

Arkansas State University held its 16th annual service recognition and distinguished performance awards program Tuesday, April 21. The ceremony was held in the Student Union Auditorium. This program was initiated in 1994 to recognize outstanding job performance and long-time service by the university's non-faculty employees.

Tony Bittle from the FM Move Services received a Distinguished



Wesley Runyan is recognized for 10 years of service.

Performance Award in his respective employment category.

Facilities Management also had three retirees who were honored. Those individuals are: **Wayne Swartzlander**, **Larry Southard** and **William Gann**.

The following employees were recognized for their years of service: **Clinton Halcom**, **Donna Kirksey** and **Mary Tolley** were cited for 30 years of service with Facilities Management. **Lynn Cook** and **Don Neldon** were recognized for 25 years of service. **Bobby Burton** and **Robert Hobbs** were recognized for 20 years of service. **Esther Boyd**, **Lisa Lyons**, **Greg Olson** and **Wesley Runyan** were recognized for 10 years of service.



Tony Bittle being presented a Distinguished Performance Award for his outstanding performance in his respective employee category.

2009 FM SCHOLARSHIP AWARDS

- Allison Jordan

The 2009 Facility Management Scholarships have been awarded to **Lauren "Alex" Brewer** and **Phillip Jordan**. The scholarships are awarded every year to dependants of current and retired Facilities Management staff. Eligible applicants must be a dependant/ grandchild or child of either a current employee or



Alex Brewer hard at work in the FM Engineering Department

retiree of the Facilities Management Department.

Lauren "Alex" Brewer, daughter of **Shawn Brewer**, will be in her second year at ASU still pursuing a field of nursing without a major selected at this time. Alex is currently working in the Facilities Engineering department for **Jon Carvell** doing space management programs being designed by **Jon** and his staff; she also helps out in the sign shop when **Jerilyn** and **Kaye** are overwhelmed with requests from across campus. She lives in **Walnut Ridge**, enjoys swimming with her friends, being with her pets (dogs) as well as working as a waitress at **Don's steak house** a few nights a week.

Phillip Jordan, husband of **Allison Jordan** is a returning

student who is majoring in **Wildlife Management/ Ecology**. He is hoping to get a job as a **Federal Biologist**, with either the **US Forest Service** or **US National Parks**. Currently, he is working for the **ASU Biology Department** on the **Endangered Bat Survey**.

CONGRATULATIONS to these employees and the recipients.



Phillip Jordan holding an endangered **Grey Bat** that was banded around 10-12 years ago

SPRING 2009- DALE CARNAGIE GRADUATES

- Terri Reithemeyer

On April 28th, Facilities Management had ten more leaders graduate from the Dale Carnegie Human Relations Course. The leaders were Clint Halcom, Woody Haynes, Helen McCoy, Lisa Lyons, Bobby Warren, Ray Ferguson, Martha Baldinger, Darryl Brotemarkle, Eric Boling and Paula Broadway. Each of these employees received Outstanding Performance/Breakthrough awards over the 12 week sessions. Congratulations!!!

The Dale Carnegie Human Relations Course was a 12 week training program that used team dynamics and small group activities to help people master the art of deal-

ing with others in today's tough business environment. The course met once a week for 3.5 hours, usually away from the ASU campus. The course taught them how to strengthen interpersonal relations, manage stress and handle fast-changing workplace conditions. Also, participants developed leadership through gaining confidence and enthusiasm. They connected with other business professionals, achieved breakthrough goals and inspired others to take action. In short, the course empowered participants to move far beyond their comfort zone as they stretched for and attained ambitious new goals.

Over 2 million people across the world have graduated

from the Dale Carnegie Human Relations Course, which is delivered globally in over 75 countries in more than 25 languages by 2,700 certified trainers. Employees at all levels in Facilities Management who seek to maximize their performance, become stronger leaders and add more value to the organization are eligible. Facilities Management has set a goal to get as many of our leadership staff through the Dale Carnegie Human Relations Course over the 2 fiscal years—2009 and 2010- by sending 20 leaders through each year. However, anyone interested should notify their supervisor if they would like to know more about taking the course.



From left to right:: Clint Halcom, Ray Ferguson, Darryl Brotemarkle, Woody Haynes, Helen McCoy, Eric Boling, Bobby Warren and Martha Baldinger

QUIP TRAINING UPDATE



-Terri Reithemeyer

The second quarter was an exciting time for our QuIP team. We were able to accomplish more goals with delivery of training modules and better communication methods when announcing upcoming training.

On April 1st Custodial Services started their online training using Blackboard 8. They had a total of 34 training modules with topics ranging from FMOPs to Human Resources and from safety to specialized departmental courses. This variety of training allowed them to become more knowledgeable in these areas and proceed to develop more skills with further hands-on experience. Blackboard training for the Custodial Services will continue every Wednesday in the FM Training Lab until July 29th.

Also during this month, Philip Moffitt offered three separate

live Basic Computer Training sessions. The purpose of this training was to familiarize employees with basic computer knowledge, improve basic computer skills and make them more comfortable using a computer.

D.A Davis held the annual Fire Safety Training on April 15th in the FM Breakroom. This training informed 124 employees on what fuels a fire, the four types of fires, preparing for a fire emergency and how to use a fire extinguisher.

Continued on page 10

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"America's future will be determined by the home and the school. The child becomes largely what he is taught; hence we must watch what we teach, and how we live."

-Jane Addams



SWIMMING POOL SAFETY

- lifesaver.com

Home pools have become more common in the last couple of years. Although a home pool is an excellent means of recreation for your family and friends it is important to educate yourself on the potential hazards when pools are left unsecured around children.

Drowning is the number one cause of death for children under five in Florida, Arizona, and California with a ranking of number two for over a dozen other states. According to government statistics for every drowning there are eleven near drowning incidents, many of which result in totally disabling brain damage.

The majority of the parents involved were responsible people who thought it could never happen to their family. They were careful and had close supervision over their children. Many were in good income brackets, educated, and could afford nice homes with pools in family oriented communities. So we are literally talking about people who could live next door to you.

A study conducted by the U.S. Consumer Product Safety Commission to find out how child drowning incidents occur indicates that **SUPERVISION CAN AND DOES FAIL.** The investigation by the Commission was directed at children under age five in Arizona, California, and Florida who had drown in home swimming pools. The results might help you to better understand why drowning is still the number one killer for three states and stands at number two for the nation.

Supervision is always your primary layer of protection, but as the study shows, 69 percent of the drowning incidents occurred when parental supervision failed and there were no other "backup layers" in use. The following are

National Statistics

Who was in charge of supervision at the time of drowning?

- 9 percent of the accidents occurred while one or both parents were responsible for supervision.
- 10 percent were adults other than the parents.
- 14 percent were caregivers
- 7 percent siblings

What was the location of the pool drowning?

- 65 percent were in a pool owned by the child's family.
- 22 percent at a relatives
- 11 percent happened at a neighbor's.

Where were they last seen?

- 46 percent WERE LAST SEEN IN THE HOUSE prior to being found in the pool. Of these, 15 percent were thought to be sleeping.
- 23 percent were last seen in the yard, porch or patio, not in the pool area. That's a total of 69 percent that were thought not to be in the pool area.
- 31 percent were last seen in the pool or pool area.

What activity was the person responsible for supervision involved in at the time of drowning?

- 39 percent were doing chores.
- 18 percent socializing.
- 9 percent were busy on the telephone.

a few suggested secondary layers of protection:

1. Access doors to the pool area with high locks are a secondary layer of protection.
2. Alarms on access doors are another layer of protection.
3. A pool safety barrier (fence) separating the pool from your home and all access doors and entrances
4. Water survival training for a child when he is capable of crawling or walking to the pool.
5. CPR and your knowledge of rescue techniques are a final layer of protection should there be an accident.

All must fail before a drown-

ing can take place. A door has been left unlocked or open, the alarm system or device for the door has been turned off, the pool safety barrier has been left open, your child does enter the water, panics and does not attempt to utilize survival swim training, CPR is administered too late to save the child.

THERE CAN BE NO COMPROMISE ON POOL SAFETY. YOU ARE DEALING, LITERALLY, WITH A LIFE AND DEATH SITUATION.

Please become educated in pool safety and help save another child's life. For more information please go to www.lifesaversystems.com.

Did You Know...?

- Terri Reithemeyer

When it comes to benefits, the most commonly known to employees are health insurance and retirement. But do you know that ASU offers so much more to their employees. Below is a list of some benefits that are provided to full-time employees:

Employee Assistance Program (EAP)- This program allows full-time employees of ASU and their families to access St. Bernard's Counseling Center up to six times during a fiscal year without charge. This program was designed to help employees and their families find assistance when dealing with the problems that can occur in everyday life. When it comes to EAP programs, most employees think this is for those with substance or alcohol abuse. Would you believe that only 15% of those that use the EAP program are substance or alcohol abusers? Today employees are faced with so many issues that range from personal problems, major life events (births, accidents and death), financial or legal concerns. Many employees need an outlet to turn to for assistance. The EAP program

provides the following services: Drug and alcohol abuse, Anxiety disorders, Depression, Problems with children/teens, gambling addictions, ADD, Marriage counseling, Learning disabilities, Social service referrals, Grief counseling, Family therapy, Sexual abuse, Child abuse, Nicotine addiction, Eating disorders, Children of divorce and Stress. The use of the ASU EAP is confidential and only a phone call away- (870) 930-9090 or 1-800-346-0183. Please review the EAP brochure for more information.

Tuition Discount- Full-time employees, their spouses and dependent children are eligible for ASU tuition discounts. The undergraduate rate is 25% of the current fee & the graduate rate is 50% of the current fee. Employees may take one course during regular working hours with supervisor approval. Employees wishing to receive the tuition discount will need to complete an application form and approved prior to the beginning of the course. Applications are available at the FM Front Desk.

Book Store Discount- Full-time

employees also receive a 25% discount on all merchandise and used textbooks (excluding sale items, computer software and hardware). These employees receive a 10% discount on all new textbooks.

Catastrophic Leave- After full-time employees complete two years of service, they become eligible for the Catastrophic Leave Bank. Employees may elect to donate to the Catastrophic Leave Bank after completing two years of service and may donate hours in increments of 8 up to a maximum of 40 hours. Employees who have 80 hours of vacation and/or sick leave in the system at the onset of an illness or injury and have completed the two years of service may apply for Catastrophic Leave to supplement their income while they are on leave from the University. Please review the Catastrophic Leave Bank brochure for more information.

For more information about these benefits or more, visit <http://www2.astate.edu/a/finance-admin/hr/> or contact Terri Reithemeyer @ 680-4785 or Tami Watlington @ 972-3454.

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Up coming

July-

- FM Forum July 30th @ 11:00 a.m.

August-

- AVC Election August 5th
- FM Forum August 27th @ 11:00 a.m.

September-

- FM Forum September 24th @ 11:00 a.m.

Future Training TBA:

- FMOP: Hiring Procedure Update Training
- Basic Computer Training





QUIP TRAINING UPDATE CONT.

On June 3rd, D.A. Davis held forklift certification training for 16 employees. Employees went through a three-hour training session that incorporated both classroom and hands-on experience.

On June 4th, Chad Stallcup and Richard Martin from Grainger presented a live training on lockout-tagout to 28 FM employees. This training informed employees that lockout-tagout is a technique used to prevent the release of hazardous energy or to prevent hazardous energy from escaping, main causes of lockout-tagout injuries, the difference between an authorized employee versus an affected employee, energy sources, types of lockout devices and proper lockout-tagout procedures. A video was shown demonstrating accidents and injuries caused due to employees not using the lockout-tagout procedures. This training was recorded and will be available on Blackboard in the near future.

QuIP is continuously striving to improve our methods to advance communications. One method we utilize is listing training sessions on the plasma screen TV, which is located in the FM break room. This information includes training events available, a short summary of training, date, time, location and presenter. We also make use of a Training Notification Bulletin Board that is located directly



Melvin Fitzhugh and Jerry Todd intensively concentrating on their black board training.

below the plasma screen TV in the FM break room. This bulletin board will list all upcoming training modules with additional details together with name of training modules, who needs to attend, date, time, location and presenter.

QuIP also utilizes two other techniques to inform staff of pending training modules. The first is departments in which supervisors coordinate their staff attending training. How it works is QuIP emails a specified list to supervisors of pending training and the supervisor coordinates the time when staff is scheduled for training module. The departments that utilize this process are Landscape/Motor Pool/Support Services, Custodial Services, Building Maintenance Services and Projects Services.

Other departmental staff uses the FM training calendar. QuIP notifies the supervisor of pending training events and the supervisor notifies their staff to register for the training session using the FM training calendar. This process is utilized by departments in which staff have assigned pc's. These include Business Services, Engineering Services, Construction Services, QuIP and FM Administration.

If FM staff members have a suggestion as to ways QuIP can improve communications, please let one of our QuIP staff know. If you have any question or comments call or come by and see Lanny Tinker @ 4702, Terri Reithemeyer @ 4785 or Allison Jordan @ 4369.

“A word of encouragement during a failure is worth more than an hour of praise after success.”

-Anonymous



Richard Martin from Grainger presented a live training on Lockout- Tagout.



Philip Moffitt prepares to present a basic computer class.

BIRTHDATES

July

| | | | | | |
|---------------------|-------------------|------------------|----------------------|------------|------------------|
| Cardell Rogers | Custodial | 1 st | Jerilyn Miller | Sign Shop | 18 th |
| Christopher Cambron | Projects Services | 2 nd | Adam Elam | Landscape | 20 th |
| Geraldine Jones | Custodial | 6 th | Cynthia Meredith | Custodial | 24 th |
| Michael McWilliams | Custodial | 6 th | Adam Prestidge | Landscape | 25 th |
| Michael Gosa | Custodial | 7 th | Patricia Runyan | Landscape | 25 th |
| Seth Broadway | Landscape | 9 th | Martha Ann Baldinger | Custodial | 26 th |
| Robert D. Collins | Building Maint. | 11 th | Andrea Ferguson | Custodial | 28 th |
| Ruth Ann Miles | Custodial | 13 th | Dennis Ball | Motor Pool | 31 st |
| Kerri Pulver | Custodial | 17 th | | | |

August

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|---------------------|-------------------|------------------|
| James Woods | Landscape | 5 th |
| Mia Sheppard Taylor | Custodial | 11 th |
| Timmy Davis | Landscape | 15 th |
| Debra Greenway | Landscape | 18 th |
| Robert Wrather | Projects Services | 20 th |
| Bruce Spencer | Landscape | 23 rd |
| Kyle Cooper | Construction | 28 th |
| Glenda Childs | Sign Shop | 31 st |
| Robert Coggins | Building Maint. | 31 st |

September

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|---------------------|-------------------|------------------|
| Kristi Jones | Custodial | 1 st |
| Christopher Steele | Projects Services | 3 rd |
| Anthony Passalacqua | Landscape | 4 th |
| Billy Ray Pierce | Projects Services | 6 th |
| Martha Phillips | Custodial | 11 th |
| Patricia White | Custodial | 12 th |
| Joe Phillips | Building Maint. | 15 th |
| Paula Broadway | Custodial | 16 th |
| Jeffery Gulley | Projects Services | 20 th |
| Dee Dotter | Motor Pool | 25 th |
| Anthony T. Simpson | Building Maint. | 26 th |
| Jerry Todd | Projects Services | 29 th |
| Amber Jones | Business | 29 th |

SERVICE DATES

July

| | | |
|-------------------|-----------------|-------|
| Lanny Tinker | Administration | 32yrs |
| Clint Halcom | Building Maint. | 31yrs |
| Jessie Washington | Landscape | 29yrs |
| James Upton | Custodial | 19yrs |
| Emily Bailey | Custodial | 18yrs |
| Michelle L. Brown | Business | 16yrs |
| Robert Wrather | Project Serv. | 16yrs |
| Michael Ring | Building Maint. | 16yrs |
| Cheryl Richey | Custodial | 10yrs |
| David Gray | Building Maint. | 9yrs |
| Donald Elliott | Custodial | 8yrs |
| Larry Darr | Landscape | 8yrs |
| Kay K. Childs | Sign Shop | 6yrs |
| Dorothy Flynn | Custodial | 5yrs |
| Mark Osborn | Custodial | 5yrs |
| Sam Brown | Custodial | 4yrs |
| Wendy McIntosh | Custodial | 4yrs |
| Patsy Puckett | Custodial | 4yrs |
| John Kern | Custodial | 3yrs |
| Thelma Carroll | Custodial | 1yr |
| Robert Hobbs Jr. | Landscape | 1yr |

August

| | | |
|---------------------|-----------------|-------|
| Ray Ferguson | Building Maint. | 24yrs |
| Bobby Burton | Landscape | 21yrs |
| Michael Gage | Motor Pool | 18yrs |
| Esther Boyd | Custodial | 11yrs |
| Timmy Davis | Landscape | 10yrs |
| Patricia Runyan | Landscape | 10yrs |
| Clay Hurn | Business | 9yrs |
| David Foster | Energy Mgmt. | 8yrs |
| Larry Darr | Landscape | 8yrs |
| Christopher Cambron | Projects Serv. | 8yrs |
| David Harmon | Project Serv. | 5yrs |
| Diane Andrews | Custodial | 4yrs |
| Glen Broadway | Energy Mgmt. | 4yrs |
| Grady Clark | Landscape | 4yrs |
| Rodney Lee | Building Maint. | 4yrs |
| Jerry Sailor | Building Maint. | 4yrs |
| Darryl Brotemarkle | Building Maint. | 4yrs |
| Phillip Gatling | Energy Mgmt. | 2yrs |
| Wade Smith | Landscape | 2yrs |
| Robert Jones | Recycling | 1yr |

September

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|-----------------|-----------------|-------|-------------------|-----------------|------|
| Terry Carty | Construction | 40yrs | Karen Grantham | Custodial | 4yrs |
| Hester Hall | Custodial | 33yrs | Gilbert Freeman | Project Serv. | 4yrs |
| Linda Dickerson | Custodial | 29yrs | Eric Boling | Energy Mgmt. | 3yrs |
| Jerry Bailey | Building Maint. | 23yrs | Anthony Simpson | Building Maint. | 3yrs |
| Mark Clark | Building Maint. | 22yrs | Terri Reithemeyer | Administration | 2yrs |
| Darrell Barton | Building Maint. | 17yrs | Lisa Kihlstadius | Business | 1yr |
| Helen McCoy | Recycling | 14yrs | Phillip Moffitt | Business | 1yr |
| David Handwork | Engineer | 8yrs | Earnest Hall | Custodial | 1yr |
| Jeffery Taylor | Building Maint. | 8yrs | Billy Householder | Project Serv. | 1yr |
| Debra Greenway | Landscape | 7yrs | | | |

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4TH ANNUAL FM SOFTBALL GAME

- Natalie Ball

Facilities Management knows how to have fun!!!! The fourth annual softball game was held on May 22nd this year and a good time was had by all. Team #1 (Larry Darr, Wade Smith, Robert Jones, Seth Broadaway, Gerald Adkisson, Glen Bobo, Brian Pettie, Amber Jones, Anthony Passalaqua, Philip Moffitt, and Bruce Spencer) walked away with the treasured first place trophy this year and have earned their bragging rights! Thanks to Don Neldon, Jerry Sailor, and the forum committee for cooking for us and keeping us energized and thanks to all those who came out to watch and cheer us on.

