



Newsbeat

Highlights and Headlines
from in and around
Campus Services

Campus Services Wins Move More Challenge!



Above: Erika Henry and Shervon Lewis receive award from Michael Stauffer

At the Campus Services (CS) Holiday Party on December 9, **Michael Stauffer**, Director of Health Management, announced CS as the Large Team winner of the Move More Challenge with an average of 10,177 steps per day. This was an increase in 163 steps from 2015 to 2016.

This was the second year that Emory offered the Move More Challenge as a unique opportunity for employees to engage in more physical activity and movement. Challenge participants used a Fitbit device to track their activity, set personal goals and compete with their co-workers.

To help increase CS participation in the Move More Challenge, CS gave away 200 free Fitbit Altras and hosted a Fitbit Fair to register employees for the challenge. "We are really pleased with the participation this year," says **Melissa Morgan**, Manager of Wellness Programs. "Everyone was really engaged, and we continually heard from participants who shared their motivational stories throughout the challenge."

This year's challenge started September 19th and concluded on November 13th. Emory employees who averaged at least 5,000 steps a per day will also receive an Emory medical incentive of \$100 off their deductible for 2017.

INSIDE THIS ISSUE:

Leadership Spotlight
We Heard You!
In Memoriam
CS Highlights
HR Headlines
Wellness Corner
Holiday Party Spread
Upcoming Events

Congratulations to our CS team for being active and engaged in this Move More Challenge. It is clear that everyone helped keep CS moving! Additionally, a huge thank you to our CS Wellness Champions, **Shervon Lewis** and **Erika Henry**, who helped coordinate and manage the challenge for our group.

Although the challenge has reached its end, remember to keep walking and moving more!

LEADERSHIP TEAM SPOTLIGHT

SPOTLIGHT ON: JEN FABRICK

UNIVERSITY ARCHITECT



Release and Renew

I decided on a path to retirement over a year ago, a path that meandered through a gradual release of work responsibilities, one without any rushing or quick demonstrative change. Looking back now, it was the right way for me to proceed. I had to learn how to release my ideas and ways of doing tasks, let new young and talented staff have a turn at working our large planning and building projects, and build some trust that the foundation of a well-developed building vocabulary, now established for the Emory community, would hold sway. These feelings did not come easy. There were days when I felt left out of the conversation, did not know what projects my peers were working on, and identified as that person already put out to pasture in a figurative manner.

Yet, I continued with a sense of self respect, and discovered that there is a way to graciously release from my career at Emory. It came as I was purposely changing my home environment and downsizing my material belongings, as I found friendship and compassion without professional identification, and came to understand that we are all blessed with our time together and alone.

Then, early in December my daughter's apartment building burned, and she suddenly lost everything material to her comfort and security. A quick release! Much like losing the front wheel of your bicycle and stopping so suddenly and awkwardly you wonder about your own humanity. With the kindness and caring of her workmates, friends and family she has taken on the challenge of her "release" with a discovery of new learnings. Of course she is also 38 years younger than me, which allows her to have hope for a better future.

I still have a sense of hope in my future, too. I am learning to consider the unknown "next" as a fun quest. I am "releasing" all sorts of things (once again to my daughter), and to the world at large. I accept my vulnerability in deciding what to release. A few bad choices have been made, yet rectified with humility. Accepting how one must "release" oneself from an idea, a possession, and a friend, a loved one, a habit, a comfort, or a misunderstanding is truly an art. Each time you release there is opportunity for personal growth, new perspective, and self-forgiving. I encourage us all to give the art of releasing a try and see what you learn.

Jen Fabrick

Is it possible that someone from the HR department could come in at night to accommodate the evening shift with things like benefits, new time cards, anything that we may need to take care of?

Our CS HR team will be happy to assist employees working the night shift in get answers to their specific questions. CS-HR is not regularly staffed for night shift hours, but employees are encouraged to make a request for specific assistance so that an appointment can be arranged with the appropriate CS-HR staff member. Some questions may require a response from other CS or Central HR sources. Please contact Chiquita Shaver at 404-712-9468 or Chiquita.Shaver@emory.edu for guidance and information for the correct resource or to schedule an appointment.

--- Karen Salisbury



We Heard You!

Are we allowed to wear shorts when the weather is hot during the Spring? It would provide better air circulation, prevents rashes and doctor visits. Work more comfortable, less breaks.

Yes. There are approved uniform “shorts” available for Departments who have deemed it appropriate and more importantly safe, given the environment and type of work their employee is doing. Because of OSHA and other safety guiding policies, not all employees will be authorized to wear shorts. For specific authorization for the wearing of the uniform shorts, please see your respective supervisor, manager, or director.

--- Todd Kerzie

Can there be a big clock in the area of the time clock to help see the time before hitting the time clock?

No. Having an additional clock could create some disparity between the big clock and the time clock. For consistency across the campus, the time clock is the official time and we would not want employees to be misled by a larger clock not synced with the official time clock.

--- Todd Kerzie

Please provide information on how merit increases, compensation, and bonus programs work.

Campus Services Compensation Program Principles

When assigning merit, CS leaders make compensation decisions that are consistent with these principles:

- The compensation program is designed to pay staff competitively for the work they do, and to reward, retain, and attract the best and most talented staff.

- Compensation is based on performance, competitiveness with the market, value of contribution, and other key strategic needs.

Compensation Process

- Emory University establishes an overall salary pool each year for merit increases.

- Campus Services assigns the salary pool to employees based on employee performance as indicated in the annual performance review. Merit increases are not based on seniority or length of service; they are based solely on performance and indicators outlined in the program principles.

- Campus Services has also supplemented the annual salary pool on occasion. These additional funds have supported market adjustments for areas where salaries needed to be adjusted to be more competitive with the market.

- Ensuring market competitiveness of salaries is an ongoing process with salary ranges and position grades being reviewed on a regular basis.

- For more information, see Emory Policy 4.50, <http://policies.emory.edu/4.50>

Bonus Program

Campus Services occasionally pays monetary bonuses under special circumstances. However, bonuses are not a standard feature of the annual compensation program.

Campus Services occasionally issues holiday gift cards to employees, as budget allows.

--- Lisa Underwood

IN MEMORIAM 2016

DAVID QIAN



We were all shocked and saddened by the passing of **David Qian** on January 17, 2016. David was a Maintenance Mechanic Sr. with Facilities Management (FM) Zone B. He had been an Emory employee for over 13 years.

David was known for being a great teacher and a kind person. He was well liked and well respected among his customers and colleagues.

David was a hard worker who was always willing help out his fellow co-workers. He is truly missed here at Emory!

TIM CORLEY



We were all saddened by the passing of **Tim Corley** on April 8, 2016. Tim began his career at Emory in October 1994 as a groundskeeper. He was promoted to Supervisor of Grounds Maintenance in 1997, where he remained until his passing.

Tim was known for his friendly and helpful nature. He would greet everyone with a big smile and always asked how they were doing. He enjoyed working with his team to keep Emory's campus beautiful.

Tim was a great leader and a wonderful colleague. He is greatly missed here at Emory!

PUBLIC SAFETY OFFICERS RECEIVES OFFICER OF THE YEAR AWARD



Above, left to right: Frank Stroupe, Randall Terry, Alex Mawson and Craig Watson

The Georgia Association of Campus Law Enforcement Administrators (GACLEA) recently recognized Emory Public Safety Police Officers **Alex Mawson**, **Randall Terry**, and **Frank Stroupe** as co-recipients the 2016 Oris W. Bryant, Jr. Officer of the Year Award.

The purpose of the award is to recognize an officer employed by an institutional member of GACLEA for their outstanding contributions to campus safety. These officers were nominated, as a team, for this award in recognition of their successful efforts in working with an individual threatening to commit suicide by jumping from a parking deck on campus in September, 2015. Through their combined efforts, they convinced the individual to return to an area of safety. Their work has touched the lives of and improved services not only for the members of the Emory campus but also for the greater community.

The awards were presented at the Fall GACLEA meeting, which was hosted by the University of North Georgia on November 10th, in Dahlonega, Georgia.

Campus Services is extremely proud of the officers for going above and beyond in the Emory community. We wish them continued success in their careers!

PUBLIC SAFETY OFFICERS ENGAGE IN THE COMMUNITY



The Concerned Citizens of Atlanta located in the Adamsville Recreation Center, 3201 MLK Dr., SW, requested volunteers to assist in their senior pre-Thanksgiving meal. The Emory Public Safety Department Senior Initiative Coordinator, **Sgt. Lesia Violette**, along with Public Safety Officers **Marvin Poulson**, **Ayinda Luqman**, **Darrell Johnson** and Community Relations Manager **Lt. Thomas Manns** assisted in serving more than 450 seniors. The November 15, 2016, event gave our police personnel an opportunity to participate in one of its' core initiatives, senior concerns, for service in 2016-2017. It is important to share that during the luncheon one of the seniors experienced a medical emergency. Sgt. Violette and Officer Johnson provided direct first aid and all the officers contributed to the success in getting the patient to the 9-1-1 assistance by obtaining a wheel chair, clearing the aisles, comforting and providing care until the local Emergency Medical Services arrived with the Atlanta Police Department.

The group treasurer, Juanita Smith, shared this thank-you following the event:

"While the gratitude is heavy on my heart for what you did today, I wanted to write you a small note of thanks. At last count there were 627 seniors that we served! Preparing for 450 (just in case) seemed futile as the buses kept coming in. But you all worked miracles with the food because each senior got a plate. We had some challenges in the beginning, but you all hung in there and kept fixing and carrying plates, getting water and interacting with the seniors. Words cannot fully express how grateful I am, so I will simply say THANK YOU for a job well done."

We would like to add our own personal thanks for representing CS values. Thank you, Sgt. Lesia Violette, for displaying leadership in action and for including the two newest members of the department, **Officers Mushtaba Siddiqui** and **Michael Halpin**.

CS HIGHLIGHTS

GRAND PRIZE WINNERS OF 2016 PUBLIC SAFETY FAIR



Above: Gurnaj Johal and Paul Winfrey

The 2016 Public Safety Fair was held at the DUC on October 26th. The fair provided safety information to students and employees for Fire Safety Week and Crime Prevention Month. At this fair, Emory's Fire Safety department conducted a raffle for carbon monoxide alarms. These alarms will help alert the winners of harmful levels of carbon dioxide in their homes so they can get the safety they need immediately.

The Grand Prize winners of the carbon monoxide alarms were:

Emory Employee – **Regina West**, BRS Custodian
Emory Student – **Gurnaj Johal**



Above: Regina West and Paul Winfrey

Congratulations to our winners and we hope that you promote safety-awareness environments!

EMORY'S FIRE SAFETY HERO

On November 14, Emory student, **Jasmina Solankee**, jumped into action and prevented the spread of a potentially dangerous fire at Few and Evans Halls by utilizing a close by fire extinguisher. Jasmina received her fire safety and response training from the Campus Services Fire Safety Department. Her quick action and response prevented the fire from spreading with minimum fire damage and no injuries due to rapid response and action.



Above: Bridget Steele Mourao, Jasmina Solankee, and Paul Winfrey



Above: Bridget Steele Mourao, Jasmina Solankee, and Paul Winfrey

We would like to recognize and thank Jasmina for helping Emory to be a fire safe community! If you would like to learn more about fire safety or how to properly use a fire extinguisher, please contact Emory Fire Safety at (404) 727-0987 to schedule a group training.

CS HIGHLIGHTS

SHERVON LEWIS WINS EMPLOYEE OF THE YEAR!



Above: Shervon Lewis

At the Campus Services Holiday Party on December 9, **Shervon Lewis**, Training and Communications Specialist, was announced as the 2016 Employee of the Year!

Upon receiving her award, Shervon was absolutely delighted and surprised. She received this award for developing and implementing Shervon's Fruit Stand. With the help of the Operations & Maintenance Department (O&M), her fruit stand made its debut at the CS Picnic in June, and made another successful appearance at the CS Fall Festival in October.

The popularity of the fruit stand spread quickly, which was shown by the long lines at both events. Employees loved the idea of selecting fresh fruit and tasting fresh fruit smoothies that many were motivated to start making their own smoothies at home. This ultimately showed that Shervon has created her own niche in health and wellness by promoting healthy lifestyles to our CS team.

We are grateful to Shervon for creating such an important and impactful project. We look forward to more healthy ideas and initiatives from her this year!

FM OXFORD AND PAINT SHOP WINS TOYS FOR TOTS CAMPAIGN



Above: Staff Sergeant Wright, Traci May, Avril Occilien-Similien and Sergeant Stafford

Campus Services (CS) saw a 32% increase in donated toys this year while hosting its annual Toys for Tots campaign. CS employees donated 891 toys to the Marines Foundation Toys for Tots campaign. Two Marine officers, **Staff Sergeant Wright** and **Sergeant Stafford**, thanked the CS team for their generosity for such a wonderful cause.

We are proud of the work our 23 Toys for Tots coordinators did in championing their departments to donate toys. This year CS even donated over 20 bicycles!

Congratulations goes out to FM Oxford (Coordinator, **Mark Kyles**) for collecting the most toys, and the FM Paint Shop (Coordinator, **Roland Smith**) for collecting the highest percentage of toys.

We would like to thank everyone for donating to such a wonderful cause !



Above: Avril Occilien-Similien, Mark Kyles, and Traci May



Above: Avril Occilien-Similien, Roland Smith and Traci May

CS HIGHLIGHTS

NEW LEADER: BRITTANY BARRETT



Above: Brittany Barrett

On November 21, Campus Services (CS) welcomed **Brittany Barrett** to our Transportation and Parking Services Department as the Assistant Director, Transportation. In her new position, Brittany will be responsible for overseeing the Shuttle service, promoting the Commute Alternatives Program and managing the customer service/dispatch center. Her office is located at the Clairmont Campus in the Starvine Deck, 4th floor.

Brittany brings over 14 years of experience in transportation, marketing and customer service. She is enthusiastic about optimizing the shuttle service, increasing utilization of the commute alternative incentives and utilizing new technology in transportation.

NEW LEADER: RUS DREW

Join us in welcoming **Rus Drew** as the new Chief of Police at Emory University. Prior to that, he served as the Chief of Police at Columbus State University, a position he held since 2006. He also served as the Assistant Dean of Students and Director of Campus Safety at Oglethorpe University for four years and Chief of Police at Agnes Scott College for sixteen years.

Chief Drew holds a Bachelor of Science in Criminal Justice Administration from Bellevue University and Masters of Public Administration from Columbus State University. He is a graduate of the FBI Law Enforcement Executive Development Seminar; the Georgia Law Enforcement Command College; and the Harvard University John F. Kennedy School of Government Crisis Leadership in Higher Education program.

During his tenure at Columbus State, the university was recognized twice as one of the 50 Safest Campuses in the United States in independent polls by two separate media outlets. We are eager to see his positive contributions to Campus Services and welcome him to our organization.



Above: Rus Drew

CS HIGHLIGHTS

NEW LEADER: MARY CLEMENTS



Above: Mary Clements

We are happy to welcome **Mary Clements** to the leadership team! On November 1, Mary Clements joined Campus Services (CS) as Chief of Staff, Director of Customer Relations & Support. Her office is located in Building A, room 122.

Mary brings over 20 years of experience in facilities, operations and communication in a Higher Education setting.

We are eager to see Mary's positive contributions to CS and enthusiastically welcome her to our organization.

NEW LEADER: MATTHEW DEMPSEY

Campus Services proudly welcomes aboard **Matthew Dempsey** as Supervisor, Grounds Maintenance! Matthew has over 17 years of experience in the landscape maintenance business. He previously worked as an account manager at Habersham Gardens for seven years. Additionally, he was a branch manager for Russell Landscape Group for over 10 years.



Above: Matthew Dempsey

Matthew currently leads a team of nine in the Roads and Ground Department and will be managing and assisting with the landscape maintenance of Emory's central campus zone.

Matthew is very excited to be here and work on Emory's beautiful campus! We are happy to have you, Matthew!

CS HIGHLIGHTS

NEW LEADER: RANDY HAYES



Above: Randy Hayes

Campus Services (CS) is excited to welcome **Randy Hayes** as Area Manager for Building & Residential Services (BRS). Prior to working at Emory, he worked at Georgia Tech and Hartsfield-Jackson Atlanta International Airport. He previously worked in higher education at Cape Fear Community College and the University of North Carolina, Wilmington. He comes to CS with over 10 years of management experience.

As the new evening shift area manager, Randy gets to walk the buildings and take in the history that was and will continue to be made here. He is eager to see how Emory University will mold his career and the things he can accomplish.

Randy has truly enjoyed his time at Emory so far and is looking forward to create his very own “work family.”

NEW LEADER: AU LANDEZ MATTISON

Campus Services (CS) is pleased to welcome **Au Landez Mattison** as Area Manager for Building & Residential Services (BRS). He comes to CS with 16 years of management experience. Previously, he was a manager at the Medical University of South Carolina.

Au Landez is responsible for managing almost 60 BRS employees on the night shift team. He is excited about being and great leader for such a wonderful organization.

We are thrilled the Au Landez chose Emory and we hope to see great things from him!



Above: Au Landez Mattison

HR HEADLINES

INCLEMENT WEATHER POLICIES

CS Employees,

With winter upon us, this is a reminder of the university's inclement weather policies and procedures, and multiple ways to stay informed about possible closings and delays in the event of severe weather conditions. Please take a moment to review the [Campus Services Inclement Weather](#) policy for guidelines regarding the designation of Essential Service, Reserve Service and Off Campus Service.

CS employees can and should obtain updated information in one of the following ways:

- Contact his/her direct supervisor
- Call Emory's Weather Information Line at 404-727-1234.
- Text message notification from [CEPAR](#) (Office of Critical Event Preparedness and Response).
- Check the [Emory University website](#). Updated information will be posted to the university's homepage.
- Watch for an all-Emory email advisory.
- Social Media: Check the official [Emory University Facebook](#) page or [@emoryuniversity](#) Twitter feed.
- Click the "Emergency" icon on the [Emory Mobile app](#) for quick access to key phone numbers for one-touch dialing, including Oxford College's inclement weather hotline, 770-784-8400.
- [Download the LiveSafe App](#) for additional information related to winter weather preparedness and other safety guidance.

CAMPUS SERVICES OPEN POSITIONS

~submitted by Kelli Howell-Robinson, Human Resources
Posted as of 12/22/2016

DEPARTMENT	JOB TITLE	JOB REQUISITION NUMBER	POSITIONS OPEN
EPD	Police Sergeant	66255BR	3
EPD	Mgr, Electronic Security Systems	66257BR	1
EPD	Mgr, EMS Education	66519BR	1
CS/IT	Operating System Anyalst/Admin, Sr	67484BR	1
CS/IT	Supv, CAD/Document Mgmnt	67869BR	1
CS Finance	Financial Analyst, Sr	67849BR	1
CS Interior Design	Interior Designer I	66853BR	1
PDC	Project Mgr, Construction	67196BR	1
TPS	Coordinator, Program	66523BR	1
TPS	Decision Support Analyst	66602BR	1
TPS	Coord, Transportation Program	66684BR	1
Grounds	Landscaper	66521BR	2
Grounds	Turf Care Specialist	66520BR	1
BRS	Team Lead, BRS	63831BR	5
HVAC	Supv, HVAC	53620BR	1
HVAC	HVAC Mechanic	63158BR	3
Staging	Supv, Staging & Surplus Property	64913BR	1
FM High Voltage Electric	Lineworker	67439BR	1
Lock Shop	Locksmith	65429BR	1
Zone C & E, B Maint	Maintenance Mechanic	60833BR	3
Zone C Maint	Maintenance Mechanic, Sr	60836BR	1
Zone B Maint	Plumber Pipefitter	65697BR	1
ZHM	Maintenance Mechanic	67747BR	1
Plant Maintenance	Sr. Chiller Mechanic	66434BR	1
Shredding	Recycling Center Coordinator	65961BR	1
Preventive Maintenance	Maintenance Mechanic	67833BR	1

All applications need to be submitted electronically at <http://www.hr.emory.edu/careers/index.html>

CS Service Awards

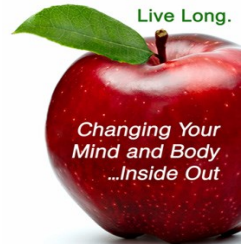


Congratulations on your continuous years of service. We appreciate you!

Dollie Durden	40 years
Jimmie Dukes	30 years
Rob Manchester	30 years
Guy Mitchell	30 years
Thomas Manns	20 years
Alicia Tull	20 years
James Johnson	20 years
Cherrie Spear	20 years
Jimmy Powell	20 years
M. Paul Winfrey	15 years
Lindsay Cross	15 years
Bettye Payne	15 years
Dorothy Davis	15 years
Lena Bernard	15 years
Torience Jones-Singleton	15 years
Nicholas Peavy	15 years
Regina West	15 years
James Harper	15 years
Malcolm Jones	10 years
Andrea Jordan	10 years
Chris Kuhn	10 years
Brad Leach	10 years
Shonell Nelson	10 years
Denita Devereux	10 years
Jose Marte-Lopez	10 years
Donald Crawford	10 years
Oliver Lein	10 years
Steve Benton	10 years
David Horne	10 years
Joseph Mayo	10 years
Jo Lamb	5 years
Arshapalla Brown	5 years
David Jackson	5 years
Gladys Brown	5 years
Sandy Lewis	5 years
Lisa L. White	5 years
Monica Caldwell	5 years
Lamont Clemons	5 years
Anita Cunningham	5 years
James Scott	5 years
Oscar Castillo	5 years
Joseph Lawrence	5 years

Wellness Corner

Stay Active.
Eat Well.
Relax.
Live Long.



FEATURED RECIPE

PINEAPPLE PASSION SMOOTHIE



What You Need

- 1 cup low-fat or light vanilla yogurt
- 6 ice cubes
- 1 cup pineapple chunks

Make It

1. **COMBINE** the yogurt and ice cubes. Blend, pulsing as needed, until the ice is in large chunks.
2. **ADD** the pineapple and blend at "whip" speed until smooth.

ENJOY!

HEALTHY LIVING SPOTLIGHT

HOLIDAY HEALTHY HOUR!

On December 16th, CS Wellness held a Holiday Healthy Hour! This event was a quick break for employees to enjoy fruit and vegetable smoothies and healthy desserts.

The holiday themed smoothies, (Very Merry Berry, Oh Christmas Tree, and Santa's Straw-nana Surprise) and the build your own dessert bar showed employees how to make healthy treats over the holidays. The dessert bar contained low fat options such as angel food cake, fresh strawberries, granola, raisins, yogurt and low-fat whipped cream. Many employees stopped by to enjoy a nice dessert after their lunch.

Thanks to all those who helped with this event and all the employees who participated in this delicious healthy hour! We look forward to seeing what great things CS Wellness will do in 2017!



HOLIDAY PARTY
2016



Know Your Numbers



Tuesday, January 17 – Tuesday, February 28

The Know Your Numbers biometric health screening is coming back in 2017!

From January 17 – February 28, Emory employees and their spouses/SSDPs can attend a free, confidential onsite health screening that checks important health information, such as blood pressure, cholesterol, blood glucose, body mass index (BMI), and body composition.

Step 1: Sign up for an appointment

Register online at <https://www.provantevents.com/Emory> or call 1-877-239-3557. Registration will close 24 hours in advance of the screening time and date, so sign up early to get your preferred time! No fasting is required but do remember to **bring your employee ID number with you** to your screening appointment.

Step 2: Earn your incentive

Your screening should only take approximately 15 minutes to complete, and you will receive a card with your results. Enter your results into the Compass online health assessment on aetna.com to earn your \$150 2017 Emory medical plan incentive.

Step 3: Take action

Share the results with your primary care provider and start an action plan for a healthy future. If the biometric screening helped you take an important next step to improve your health, we'd love to hear from you! Share your story with us at healthyemory@emory.edu.

For more information, visit www.hr.emory.edu/KnowYourNumbers or call 1-877-239-3557.



January 17th – March 24th

**Blomeyer Health Fitness Center's 10-week fitness challenge
to help lose weight and decrease body fat!**

Program Features

- Free of Charge (non-members cost \$50)
- Complimentary Fitness Assessment
 - 3 Weigh Ins
 - Weekly Fitness Challenges
 - Weekly Nutrition Guide
 - Prizes for top winner/team

Registration will take place **December 19th – January 20th**
Contact the Front Desk to set up a registration time.

blomeyer@emory.edu
404.727.4600



Emory's Annual Camp and Learning Expo

Learn more about the exciting
Summer Camps and Learning Programs
offered in the Metro Atlanta Area.



February 2, 2017

(Inclement Weather Date February 9, 2017)

Emory University Main Campus

Woodruff PE Center

4th Floor Auxiliary Court

10 a.m. – 2 p.m.



EMORY






WorkLife
Resource Center

January

*"When you can't change
the direction of the wind
adjust your sails."*

~H. Jackson Brown Jr.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4 New Employee Welcome (NEW)	5 New Employee Welcome (NEW)	6	7
8	9 Town Hall Meeting- Oxford	10 Town Hall Meeting	11 Influence Leadership Session	12 Safety Committee Meeting Town Hall Meeting	13	14
15	16	17 Leadership Lunch and Learn	18	19	20	21
22	23	24	25 Influence Leadership Session	26	27	28
29	30 New Employee Welcome (NEW)	31 New Employee Welcome (NEW)				
EMPLOYEE UPDATE - JANUARY						

CALENDAR KEY:		Training
		Committee Meetings
		Sessions for Leaders
		Holidays/Special Events
		Other Meetings

Welcome - New Hires

Randy Hayes....Area Manager, BRS.....BRS Dept.
 Au Landez Mattison....Area Manager, BRS.....BRS Dept.
 Jason Sullivan....Area Manager, BRS....BRS Dept.
 William McDaniel....Team Lead, BRS....BRS Dept.
 Dexter Hudson.....Team Lead, BRS.....BRS Dept.
 Deshawn Clayton....Custodian.....BRS Dept.
 Koy Board.....Sr. Maint. Mechanic....Oxford Maint.
 Conrad Fuller...Painter....Paint Shop
 Jorge Gonzalez.....Painter....Paint Shop
 Laura Pryor....Customer Services Rep., Sr.TPS
 DeAndre Ogletree....Materials Handler II.....Purchasing Services
 Alex Smith....Maintenance Mechanic....ZCM
 Matthew Thatcher....Maintenance Mechanic....ZBM

Congratulations-New Titles

Latoia Swinger....Team Lead, BRS....BRS Dept.
 Monica Garrett....Team Lead, BRS....BRS Dept.
 Jeffrey Martin.....Team Lead, BRS....BRS Dept.
 Andrew Allen....Sr. Maintenance Mechanic...ZHM