



The Scioto News

A Monthly Publication for Associates, Clients, Community & Suppliers of Scioto Corporation.

Inside This Issue:

Word From The President	2
Upcoming Events	2
The Scioto Difference	3
SQCDM	4
Associate Innovations	4
Hurricane Katrina	5
Visits from Santa	6
Benefits in Action	6
Holiday Safety	7
Announcements	8

The New Standard in Cleaning



Ending her 11th year with Scioto, Joyce Trout is embedded in the Scioto culture with her example of quality work and responsibility.

Joyce handles more than her share of a daily general cleaning route at HTM while communicating the clients needs back to Jim Legge. He describes, "She is a conscientious person who always makes sure things are done properly and shows concern for the needs of her fellow associates."

Associate Profile: Joyce Trout

Joyce's appreciation for learning new things has been a benefit to her with the changes the account has seen over the years. Jim explains, "We have taken on changes in our responsibilities with a new recycling and organizational programs and Joyce has always come through for us."

Her resiliency is relied upon on many fronts, including added projects where she is always willing to work overtime.

When other associates are off sick, she immediately partners up and take on the added responsibility without being asked.

Joyce enjoys working with her fellow associates as well and the great people she has met through HTM.

Under Jim's supervision, Joyce has had perfect attendance for the last year and always enjoys earning the honor.

Joyce and her husband, Robert, have been married for 40 years and reside in Bellefontaine. They have four daughters, 14 grandchildren, and four great-grandchildren.

She enjoys cooking, collecting carousels and cookouts. The Kings Island tickets she won at a company event were used to celebrate their anniversary this summer.

Associate Promoted at DTR

Congratulations to Tim Carter on his promotion to Team Leader at the DTR account. As Account Leader, Nick George is proud to have the most established staff in his 2 1/2 years' experience. As with any good team, it takes a combination of the right position and the right person. Tim Carter has been working first shift but his new duties now require him to take the lead on 2nd shift to fill a much needed Team Leader position. Tim will handle the start-up meetings and relay tasks to 2nd and 3rd shift.

The group as a whole consists of nine associates, and also includes Linda Irwin, Derek George, Kendra Cox, Cory Dodds, Eugene Hardesty, Henry Devoe and Robert Moore who run three shifts seven days per week. Working together, the team has increased morale, driven up their attendance records, and refined their internal communication through the use of a written log. Nick George is impressed with their improvements. "They have made tremendous strides in gaining rapport with the client. The team really knows how to serve its customer." he explains.

DTR is an account with its own unique set of challenges. The plant employs 1000 associates and manufacture rubber hoses. The process begins with an extremely dry mixing powder that makes its way through the plants office, restroom and break room floors. Through their commitment to the job, over time the Scioto associates at DTR have built a solid team as they plan that will lead them into a successful future.



Stepping Up:

Tim Carter has left his first shift position to take on the responsibilities of Team Leader on second shift at the DTR account.

Casino Night

Mark your calendars! March 11th will be the annual Casino Night event. Details forthcoming!

Well Wishes

Best wishes for a full and speedy recovery to Terry Thornhill. The MAP GC Account Manager will be undergoing surgery this month.

Check Your Check

Changes to payroll need to be made before the end of the year. Review your paycheck and make sure your name, address and social security number are accurate. Report any changes to your manager before the end of the year.

Holiday Hours

The office will be closed on December 26 and January 2 in observance of the Christmas Day and New Year's Day holidays.



A Word From The President



As I reflect back on 2005 so many people stepped up and helped deliver our clients the quality service they expect from Scioto.

As I think about the best people at Scioto, there are definite similarities shared by the people I consider the best.

1. All of the best people have a desire to serve. What I mean by that is all of these people look for the opportunities to make a difference everyday. The best people can't help but to look for those opportunities everyday. It gives purpose and always translates to great customer service.

2. Pride in quality is another common denominator. This group is extremely organized and knows their work responsibility inside and out. Each day is a challenge to work the game plan and to produce quality work. The end result is also quality seen consistently and for the account to always be tour ready.

3. The best people always have a way about themselves. When you spend time with them they also seem to know what's going on, they're good at helping others, and they always seem to know what other peoples needs are. That's because the best

people are good at developing and creating relationships. These relationships help the company better understand the needs of our customers. The best people make the connections to ensure all of the customer groups are served.

4. The best people also have the ability to be self-reflective. The best evaluate their own performance and are self-motivated. If you know yourself you know your talents, you develop them, and you put yourself in a position to perform those talents everyday.

These are the common denominators of the best people.

We are fortunate to have so many people within our organization that are the best and understand what it takes to be the best.

Thank you for all your effort in making 2005 successful.

Have a wonderful holiday season. Spend time with your family and friends and enjoy the season.

Thanks for listening and being a part of the Scioto family,

Chip



Phone: 1.800.644.0888

405 S. Oak Street
Marysville, Ohio 43040
www.SciotoCorp.com
937.644.0888

Fax: 937.644.1356

The Scioto Difference

"The number of associates in the Scioto Club continues to grow each year at an amazing rate. It is a wonderful example of the dedication and loyalty that makes Scioto a great company. I am proud to be part of such a professional and committed group of associates."

**Tom Kruse
CEO**

It takes a combination of the right people who share the same principles and values to sustain the company's founding culture. Associates were inducted into the Scioto Club at last month's awards ceremony. The appreciation dinner is held so the efforts of Scioto associates could be saluted by their Scioto family, while celebrating their professional success in the presence of their true members who support them on a daily basis. In all, 66 Scioto Club members were honored for setting themselves and Scioto apart as an industry leader in creating a comfort level for clients that only results from the stability of a reliable work force. And, that is the "Scioto Difference."

2005 Scioto Club



Meet the New Members



Five Years of Quality Service.

The new members, pictured left to right are: Johnny Pierce, Steve Gadd, Mike Dixon and David Strawder. Not pictured are Allen Anderson and Aleisha Delaney.

Ten Year

Pictured right to left, Rene Mays, Rich Kidd and Pat Miller. Not pictured: Jeff Schertzer.



Fifteen Year

Pictured right to left, Lou Harbold and Chip Niswonger. Not pictured: Connie Jones and Fred White.



Congratulations
to all!

Twenty Year

Donna Wright



Your Hard
Work is
Appreciated!

Winter Weather Closings

As we approach the winter season, it is a good time to review the procedures to keep you informed of possible facility shut-downs. At times, emergencies such as severe weather, fires, and power failures, can disrupt company operations. In extreme cases, these circumstances may require the closing of a work facility. In the event that such an emergency occurs during non-working hours, there are several ways to check on closings:

Associates may call the voice mail system (937) 644-3391, choose option 3, or, toll-free (888) 644-0889, choose option 3, for recorded messages regarding any closings. This is available 24 hours a day, 7 days a week. Between 8:00 a.m. and 5:00 p.m. daily, you may call the office at (800) 644-0888.

Any weather closings and delays will be posted to the Scioto administrative home page, <http://www.sciotocorp.net>. No password is needed.

Tune In:

WUCO 1270 AM	Marysville
WTVN 610 AM	Central Ohio
WNCI 97.9	Central Ohio
WCOL 92.3	Central Ohio
WPKO 98.3 FM	Bellefontaine
WMRN 107 FM	Marion

Log On:

www.610wtvn.com

www.buckeyecountry107.com

Innovation

Let's Hear It!

While things are winding down for 2005, it is time to think about starting 2006 with a burst of energy and new ideas!

Innovation

Be the first account to boast the latest inventions that make your job easier or faster; or save the client money!

SQCDM

Demonstrate your successes in utilizing the concepts of Safety, Quality, Cost, Delivery and Morale that make your account run like a finely tuned machine!

Hurricane Katrina Relief Efforts Hit Home

When Phyllis Crevison witnessed the devastation of Hurricane Katrina on television, she immediately went to work thinking about what she could do. “I didn’t feel like I could donate much financially, but I knew there must be another way to help out.” she explains. The opportunity came along through the River of Life Church in Urbana. The Church had been set up as a donation center, and was filling up with everything from clothes and toiletries to diapers and pet food. With a donated truck cab, the Church was soon in need of volunteers to drive the rig South to make the big delivery. With her boyfriend, a licensed truck driver, and her young son eager to skip school and learn a life lesson firsthand, the threesome set their sights on the South.

While driving a tractor trailer is a challenge under normal circumstances, Phyllis and company were faced with many obstacles along the way. From detours and rough roads that landed them lost in Arkansas, to truck repairs and inspection delays, they certainly had their challenges. Phyllis describes some of the problems. “We seemed to have one problem after another. We drove about 40 hours in four days. Trucks waited in line for gas for 1 1/2 hours. Not only was it impossible to find a motel to rest for the night, but the rest areas were full of trucks, so we couldn’t even pull over to the side of the road to sleep in the truck. We drove until 1:30 a.m. before we found a place to park and sleep on plywood bed in the truck.”

For all their efforts and the generous donations of the people of Urbana, the community of New Iberia, Louisiana was most grateful. They were met by a local pastor and a group of convicts in orange jumpsuits who helped unload the supplies as part of their release program. The pastor expressed his gratitude to the people of Urbana and explained to Phyllis that the donations will go directly to helping fifteen families from the community who were affected. According to the pastor, the supplies will be used to help those affected locally to get back on their feet.



Phyllis’ Scenes from the South



Santa Sightings In Cincinnati

Over one hundred associates and their families gathered in Cincinnati this month for the Tri-State holiday gathering. With several new accounts since last year, many were joining in the Scioto fun for the first time.

Scioto personnel displayed their other talents by providing the entertainment for the afternoon. Charlene Benton, a talented artist, brought her face painting supplies and decorated the little ones' cheeks with ornaments and snowmen. While he couldn't fool his own young son, Derek Clarke did manage to dazzle the rest of the children with personal time with Santa Claus.



Santa's Helper:

Since Santa is working furiously at the North Pole to manage the toy-making process, Scioto's own manager Derek Clarke acted on his behalf taking in the children's wish lists for the Tri-State region.

Coming Next Month....Photos from other Regional Holiday Parties!

Benefits In Action

Direct Deposit

Did you have empty pockets during the winter storm of 2004? Due to snow emergency cancellations and hampered public transportation, many associates found it difficult to obtain their paychecks. While accounts were closed for business for a snow emergency in the Tri-State, associates had the difficult task of finding transportation to pick up a Christmas Eve paycheck on a rare "snow day". In the western region, associates checks did not arrive in time due to delays with the postal service.

With direct deposit, your money can be automatically deposited into your bank account and these types of inconveniences can be avoided. Regardless of where you bank, direct deposit is a convenient option available to you. Sign up now to have your payroll check directly deposited to your financial institution to receive your payments. Direct deposit is offered at no cost to you. It's convenient and efficient, safe and secure, and offers peace of mind if you're on vacation on pay day. Contact Donna Wright to sign up today!

Advantages of Direct Deposit

Faster—You no longer have to wait for your check to arrive by mail, then leave work on your lunch break to make a mad dash to deposit your payroll.

Safer—No more worrying about a check getting lost in the mail or someone "intercepting" it. Did you know that if you receive the traditional paper check, you're 20 times more likely to have a problem with it!

More Reliable—You always know when your check is to be deposited.

More Convenient—Even if you're out of town, your deposit is still made for you at the regular date and time.

Holiday Safety

Holiday Safety Reminders from Motorcycle Paint and Weld Departments



Cindy Blair – Motorcycle Paint

November is an excellent month for Holiday safety training. We have three major holidays close together. We all have so much to do in a short amount of time. Our safety can sometimes be put on the back burner while we try to get things ready for the Holidays.



Roy Horner – Motorcycle Paint

For myself, it was a nice reminder to think about safety during the busy Holiday season. It applies whether you are at home, on the road, or in the workplace.



Jeremiah Sheets – MAP Weld

Personal injuries can occur any place or at any time of year. During the holidays it is a nice reminder to be responsible for your own safety, whether at work or at home.



Josh Smith – MAP Weld

Winter weather is with us during the Holiday season. We all have to get from home to work and back safely. We don't want to see any of our fellow associates in an accident at this time of year.

We wish all associates and their families a safe holiday season!

PERFECT ATTENDANCE FOR DECEMBER 2005

Congratulations! The following associates have achieved perfect attendance for the month of December:

Eric Adu
Allen Anderson
Michael Apraku
Ryan Ashley
Amber Baker
Ray Beach
Christine Beck
Jeffrey Bell
Charlene Benton
Shirley Black
Cynthia Blair
James Bowen
Willie Bradford
Angela Bradley
Erica Brentlinger
Thomas Bright
Belinda Bright
Karl Brown
Dalyn Brown
Sabrina Brown
Terry Buckingham
Ulysses Bunch Jr.
Christopher Burchfield
Carolyn Byron
Darnell Byron
Maria Cabezudo
William Call III
Shawn Castleberry
Floran Clark
Richard Clegg
Marcia Cloninger
Ronald Coleman
Kay Collins
James Collins
James Combs
Robert Combs
Amber Cook
Eileen Cook
Claudio Covarrubias
Rosemary Covarrubias
Kendra Cox
Phyllis Crevison
David Crisp
Geonia Cummings
Dixie Dalton
Carol Davis
Aleisha Delaney
Robert Dillard
Michael Dixon
Amy Dodd
Bernie Dziedzic
Zatricia Edmonds
Christopher Eirich
Donna Fay
Judy Ferris
Lauri Fleming
Wallace Garnett
Teresa Gatchell
Carolyn Gildersleeve
Katherine Gordon
William Graves
Jesse Green

Marvin Green
Modesto Guerra
Wylene Guilford
Bonnie Lee Hade
Kirstie Mae Hade
William Hampton
Eugene Hardesty
Kenneth Harlan
Lloyd Hawks
Ron Helterbran
Mary Hendricks
Eusebia Henriquez
Ibrahim Hersi
Carol Hill
Betina Hines
Sherry Hitt
Pamela Hoffman
Travis Hollins
Dahn Holton
Loretta Horner
Octavia Howell
Jeren Howell
Danny Huffman
Carrie Hughes
Raymond Hunsicker
Myra Ivey
Mary Jane Jakeway
Timothy Jaye
Brenda Johnson
Janice Johnson
William Johnson
Beverly Jones
Connie Jones
Regina Jones
Donald Jones
Mark Jones
Harry Justice
Shawn Kennedy
Richard Kidd
Lisa King
Jason Kirby
Linda Ladwig
Eva Lamar
Roosevelt Latimore
Ricky Lawson
James Legge
Lawrence Likens
James Lindenberger
Lisandro Lorenzo
Regina Lorenzo-Hernandez
Shane Losey
Lola Love
Suki Lozoya
Denise Martin
Rene Mays
Valentine Mbinakar
Beverly McClanahan
Cynthia McKinney
Leslie McQueen
Amanda Miller
Chong Hui Minter
Rilla Morgan
Elaine Moring
Gary Mosbacker
William Moton
Charles Mouser
Francis Mulvaine
Kenneth Neate
Beth Neves

Kathleen Neves
Donovan Oswalt
James Owen
Larry Pack
Howard Penny
Nicole Penrod
Johnny Pierce
James Poore
Brian Prater
William Preston
Phyllis Ratliff
Marie Reece
Barbara Reed
Donald Rismiller
Patricia Roby
Jinell Roeder
Stefan Ross
John Ryan
Linda Secrest
Steve Shafer
Jeremiah Sheets
Terry Shreve
Crystal Simpson
Joe Singleton
Tracy Sirch
Gregory Skaggs
Larry Smith
Brenda Smith
Brian Smith
Anna Smith
Joshua Smith
Rex Snyder
Julius Spencer
Tyrena Stephens
Frank Stid
Keith Stockton
Judy Stradling
Carol Strayhorn
April Stump
Michael Talley
Willie Taylor
Faith Thornhill
Eva Lamar
Burrell Thornhill
Thomas Thornton
Charles Trickett
Christopher Trickett
Ruby Trout
Earl Trout
Joyce Trout
Terry Tucker
James Vance
Elizabeth Venturini
Charles Victor
Marsha Walker
Thomas Westfall
Richard White
Fred White
Anthony Whitlow
Erin Wilkins
Catherine Williams
Felicia Williamson
Lynnette Wilson
Michael Wilson
Roger Winegardner
Constance Wion
Jeffrey Wooddell
James Woody
Christie Zaayer

Start Date	Anniversaries
Chongo Hiltibran	5 Years
Denise Martin	5 Years
James Moore III	5 Years
Eugene Jolliff	4 Years
Timothy Jaye	3 Years
Shirley Black	2 Years
Tracy Sirch	2 Years
Carol Strayhorn	2 Years
Derek Clarke	1 Year
Wylene Guilford	1 Year
Jinell Roeder	1 Year
Tyrena Stephens	1 Year

90 Day Service Awards

Ray Beach	Roshanda Bolton
Karl Brown	Ulysses Bunch, Jr.
Carolyn Byron	Darnell Byron
Joshua Castle	Tabitha Covay
Eugene Hardesty	Jay Kendrick
Lisandro Lorenzo	Jane Madaris
Amanda McKinney	James Muhammad
Francis Mulvaine	Miranda Payne
Brenda Smith	Chasity Speaks
Gerthlyn Terrell	Thomas Thornton
Sharon Trotter	Angela Turner
Elizabeth Venturini	Joel Walton
Richard White	

December Birthdays

Beverly McClanahan	December 1
Regina Jones	December 1
Leslie Brown	December 2
Christie Zaayer	December 3
Arthur Reuber	December 4
Jane Lesure	December 4
Phillip Bullard	December 6
Jesse Green	December 7
Larry Lawson	December 13
Dwayne Dickey	December 14
Lawrence Likens	December 16
Marvin Green	December 16
Patricia Miller	December 16
Chuck Victor	December 18
Steven Gadd	December 21
Howard Penny	December 21
Cynthia McKinney	December 23
Gerthlyn Terrell	December 24
Tyrone Reggins	December 24
Roberto Brown	December 25
Joe Singleton	December 26
Brandy O'Neal	December 26
Marie Reece	December 27
Nick Adams	December 28
Todd Roush	December 29
Charlene Benton	December 30
Denise Martin	December 30
Jeff Schertzner	December 30
Robert Dillard	December 30
Julius Spencer	December 31
Brandy Marks	December 31