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The Scioto News

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

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The New Standard in Cleaning

Associate Profile: Teresa Bolen

Teresa Bolen is part of the Scioto tradition at the Wrap Guard account. With over seven years' experience, the Scioto Club member has worked her way up from Associate to Team Leader to her current position where she leads the first shift. Rightfully proud of her achievements, Teresa feels accomplished in the goals she has set for herself and appreciates not only that what she does makes a difference, but that it does not go unnoticed.

With a business degree from Northwestern, Teresa is relied upon to make sound decisions in the Wrap Guard process. Manager Dan Furrow describes, "Teresa has a very good understanding of what the clients' needs are in this very specialized environment. She has the ability to take our daily events in stride and looks for ways to better our involvement not only with the Final Paint area but with all customers we come in contact with."

Teresa enjoys her daily contact with fellow associates during her work day. "My crew keep everything interesting," she laughs. No surprise to Dan who describes her excellent reputation for people skills.

"One thing I always hear from the Honda associates is how much they enjoy the Scioto Pot Luck dinners that Teresa puts together. Everyone is invited to participate and they always know that with Teresa in charge, it will be set up perfectly. They really enjoy and look forward to them."

Teresa has lived in the country near Ridgeway for the last four and a half years. She enjoys collecting unicorns, reading, and spending time with her dog. Much of her leisure time is spent with family and she is currently planning to take her niece on a cruise next fall to celebrate her tenth birthday.

Associates Take on Promotion Opportunities

Scioto seeks out leaders—leaders with good personal character, respect, good work ethic and willingness to work through problems. When these attributes are demonstrated by associates, fantastic opportunities lie ahead.

When Scioto lands new accounts, the best way to ensure our new customers receive the quality service promised to them is to make sure the account is run by seasoned individuals. The advantage is two-fold; as associates who have a proven record of exemplary attendance and work history are given the opportunity to advance to new and challenging responsibilities.

Account Manager Joe Warner has recently placed Joe Singleton, Denise Martin and Linda Secrest in Team Leader positions at Columbus accounts. Through their promotions, he has seen many positive changes. He explains, "Since they have all worked for the company for a long time, they know each other and have excellent communication. They recognize that they can count on each other." Joe adds that they have all shown their value to the company and seem happy with their new challenges they are meeting each day.

Congratulations on their promotions to Team Leader:

Joe Singleton
Denise Martin
Linda Secrest

Casino Night

Mark your calendars! Casino Night is just around the corner:

Saturday, March 11
Karen's Event Center
Marysville, Ohio

For directions, visit www.karenskakes.com.

On The Web

Check out these web sites for health and wellness information:

www.mypyramid.com
www.mind-peace.net

On The Mend

Best wishes to Terry Thornhill who is recovering from his recent surgery.

A Word From The President

Over the course of the last month we have had many opportunities as an organization to satisfy the diverse needs of our clients. It takes many people, in many different roles working together to meet their needs.

My travels through the organization over the last month have allowed me to be involved either personally or through conversations with many of the internal activities that help produce the outcome of meeting the clients needs. The internal activities include items such as planning operating schedules, recruiting, training, payroll, etc. In addition to the staple of activity, we have had many new initiatives or projects that occur on a less frequent basis.

Some of our initiatives include the introduction of new equipment that helps us provide better quality in an efficient manner. We have created new positions within accounts that have added the delivery of quality. Two new large accounts have started and are on target with our start up plan. Last and certainly not least, we completed Town Hall setups that require us to set up seating for 9,900 people in 6 different locations with minimal time between meetings.

What these activities have in common, what all successful initiatives have in common is an end result that has a purpose. The next ingredient is ownership, everyone involved must have ownership and understand their role in the expectations, process, and the outcome.

I have seen many great examples over the last month through our daily services and our initiatives of people coming together to meet the needs of our clients. It is great seeing the energy level and commitment that is producing the desired outcome. Energy and commitment usually appear when we have ownership of the expectations, process, and outcomes.

Over the last month we have achieved many things people should be proud of, both from an individual standpoint and a collective standpoint. The concentration for 2006 is creating more opportunities for people to be proud of individual and collective accomplishments that meet and exceed the needs of our clients.

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

Chip

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The Scioto Difference

"The one thing that stands out for me is that these improvements were accomplished for the benefit of our associates and our clients. All of the improvements in the world mean little to Scioto's long-term strategy if they do not support our mission of creating happy associates and happy clients."

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. The accomplishments of Scioto have brought value to both associates and clients alike in the past year. In 2005, Scioto's culture and reputation was strengthened by the associates that consider the craft of exceeding customer expectations part of their daily work. And, that is the **"Scioto Difference."**

2005: The Year In Review

A glimpse into the past year reveals a successful commitment to clearly defined and achieved goals, and future aspirations for improved managed business set forth. The year 2005 has been a banner year and 2006 promises to be another major turning point.

Scioto made many improvements as a company in 2005. These goals were not achieved without the hard work of a lot of people. It is a year we can look back on with the satisfaction that only comes from having loyal, intelligent, and hard working associates. As time marches on, the year 2006, changes and improvements will be welcomed with the same culture and values that have always been important.

Growth & Retention: The Key to Success

Scioto implements a Candidate Quality Control System to aid in success while growing. Scioto's in-house recruiting staff seeks only highly skilled and professional employees. Scioto employs associates who are trained thoroughly on processes and topics important to their positions

Leading the way, 66 Scioto Club members now set forth the standards and expectations for newer associate to protect the quality of work and service delivered by Scioto associates 365 days per year, 7 days per week, 24 hours per day.

2005 Scioto Club

Happy New Year!

Health and Wellness

Happy New Year! In cooperation with Lifescreen, our new health management system, the Scioto News will now feature a Health and Wellness section, offering helpful tips to improve your quality of life. With many individuals beginning the new year with resolutions of weight loss, we kick off with some common misconceptions of dieting. Hopefully, this helps Scioto associates identify the best (and worst) ways to go about succeeding in achieving these important goals. Let's Go!

The diet industry is saturated with unhealthy weight-loss schemes that have led to a world of misconceptions when it comes to proper nutrition and health. This has helped lead to an explosion of unhealthy weight-loss behaviors. There is no quick fix to health. It's an ongoing process that never ends. Once you put a time line on your nutritional regimen, chances are that what you're really feasting on are the big, fat, unhealthy lies of dieting.

Five Fat Lies of Dieting

1. **Dieting alone is enough to lose weight and keep it off:** Combining diet and exercise is the best way to lose weight and keep it off.

2. **Eating right before you go to sleep will cause you to gain weight:** Think about healthy eating and understand that your body is a scale, and in order to maintain your weight you need to take in throughout the day the right amount of calories to maintain your metabolic function.

3. **You are never allowed to eat your favorite desserts:** You can modify any recipe, especially desserts, to make it healthy.

4. **Skipping meals will help you to lose weight:** You're body reacts negatively to negative calories. If you're going through your day without eating, it's just like a car trying to drive without gasoline. You really can't function well.

5. **I am too young to worry about my health right now:** Unfortunately in this country, younger people are coming down with diseases associated with older age.

January Birthdays

Jason Kirby	January 1	Bruce Britton	January 18
Booto Hirsi Barre	January 1	Francis Mulvaine	January 20
Jeanette Kocou	January 1	Jay Kendrick	January 21
Aaron Jones	January 1	Henry Devoe	January 21
Richard Kunkler	January 2	James Blaha	January 23
Hailey Knee	January 3	Terry Tucker	January 24
Carolyn Byron	January 5	Eusebia Henriquez	January 25
Aaron Williams	January 6	Steve Niswonger	January 29
Terry Shreve	January 7	Homer Richardson	January 29
Lisandro Lorenzo	January 10	Ray Beach	January 30
Stanley Henderson	January 12	Angela Bradley	January 30
Bernie Dziedzic	January 13	Donna Harris	January 30
Geonia Cummings	January 15	Alberta McFarland	January 30
Cuong Le	January 15	David Strawder	January 31
Amber Baker	January 17	Joel Walton	January 31
Kenneth Neate	January 17		

Regional Christmas Parties

The Scioto Santas were on hand at the Regional Christmas parties as associates brought their families together to celebrate the upcoming holiday.

With the holiday season now behind us, we wrap things up with a final look at scenes from the Regional Christmas parties.

A Charitable Year

Scioto was honored with the prestigious Arthur C. Barraclough Company Community Service Award at the 2005 BSCAI (Building Service Contractors' Association International) Annual Trade Show and Conference.

The award was based on:

- service provided to volunteer organizations through the donation of time and materials to community events;
- an active leadership support of a non-profit or charity;
- high level of support for a public policy;
- and the contract cleaning industry in general.

Organizations such as the King Arts Complex, Big Brothers Big Sisters, Lifecare Alliance, American Heart Association and United Way have been recipients of donations and community service during the 2005 year.

Together and On Their Own:

Some associates use their position at Scioto to leverage their skills against the needs of the community. Dan Furrow organized another successful Scioto Cup golf outing this year for Big Brothers Big Sisters. Carrie Hughes used her creative talents to design a bear for Project Literacy while Matt Niswonger and Richard Kunkler got their hands dirty for the United Way.

Others find their charitable outlets on their own: Bob Miller, Frank Stid and Phyllis Crevison all found their own individual ways to lend a hand to victims of Hurricane Katrina; while Marcia Cloninger spends her free time giving of her time and her talents to the local humane society.

In the end, the Scioto Community set forth an honorable example of compassion and concern for the community at large during the past year.

Benefits In Action

News to Make Your Mouth Happy!

There are new and improved changes to the Scioto plan. Be sure to update your dental provider on your increased coverage for 2006 including:

- An increased benefit from $600 per year to $750 per year on preventative, minor and some major care.
- If you do not use the whole $750 then $150 will roll over into the next year giving someone a potential of $850 for the next year.
- Some of the covered items have changed category to allow some minor care to be covered under preventative and some major care to be covered under minor.

Something to Smile About

Scioto Dental Plan 2006

Preventative 100%

Minor 80%

Major 10%, 20%, 50% (1st year at 10%, 2nd year at 20%, and third year at 50%)

Using Gloves Properly

According to the National Safety Council, hands are the body parts most frequently injured on the job. Many of these injuries can be avoided if you follow precautions and wear the proper hand protection for your job.

Make the Right Match

Whether you work with heat, sharp or abrasive objects, strong chemicals, or electrical or biological hazards, be sure to use the gloves that are right for your job. This is especially important in the case of chemical and electrical hazards, which require specific types of gloves.

Other Hand Protection

In addition to gloves, you may be required to protect your hands and forearms with hand pads (for extreme heat, roughness, splinters), finger guards, or long cuffs or forearm protectors. Barrier creams increase the glove's protection against chemicals or may be used to protect against mild chemical exposure when gloves cannot be worn.

Using Gloves Properly

Make sure you wear gloves that are the right size. Gloves that are too small tire your hands and wear out quickly, while too-large gloves interfere with your dexterity and increase the likelihood of an accident. Check with your supervisor before wearing gloves around machinery with moving parts—they can get caught.

Chemical Gloves: Care is Critical

Gloves used to protect against chemicals and corrosive substances require special treatment. Inspect them carefully before each use and don't use them if they are torn, cracked or swollen from exposure to solvents. Store them away from light, right side out, with the cuff unfolded—this allows remaining chemical vapors to escape more easily.

The most important way to protect yourself is to pay attention to what you're doing. Stay alert to hand safety hazards, follow guidelines for equipment use, and use the right gloves for the situation.

Proper Glove Use at Wrap Guard

"At the Wrap Guard account, associates wear gloves to protect their hands when putting on the wrap. The wrap can cause possible burns if you run your hand across it fast. It also allows us to place the wrap on the cars better because the gloves run smooth over the wrap."

—Crystal Simpson

"Gloves allow us to work more efficiently, they help seal the wrap a lot faster. Gloves also helps protect our hands and keep them warm in the wintertime while working either outside or inside."

—Amber Baker

Hazard	Gloves
Mild heat, cold, sharp edges	Fabric
Electricity	Rubber
Chemicals, corrosives	Rubber, neoprene, vinyl
Sparks, rough surfaces, scraping	Leather
Extreme heat	Leather, wool, terry, glass fiber
Knives, sharp cutting edges	Metal-mesh
Food, handling health services	Disposable plastic

Perfect Attendance for November 2005

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

Nick Adams
Eric Adu
Ryan Ashley
Amber Baker
Booto Hirsi Barre
Ray Beach
Jeffrey Bell
Charlene Benton
Shirley Black
James Blaha
Carolyn Bouttry
James Bowen
Larry Bower, Jr.
Willie Bradford
Angela Bradley
Donna Breece
Belinda Bright
Thomas Bright
Leslie Brown
Karlos Brown
Terry Buckingham
Phillip Bullard
Ulysses Bunch Jr.
Joyce Bushong
Carolyn Byron
Darnell Byron
Maria Cabezudo
William Call III
Timothy Carter
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
Donald Crawford
Phyllis Crevison
David Crisp
Geonia Cummings
Dixie Dalton
Aleisha Delaney
Robert Dillard
Michael Dixon
Amy Dodd
Cory Dodds
Kimberly Dovell
Bernie Dziedzic
Zatricia Edmonds
Christopher Eirich
Donna Fay
Judy Ferris
Wallace Garnett
Bettie Gholston
Carolyn Gildersleeve
William Graves
Marvin Green
Jesse Green
Modesto Guerra
Kirstie Mae Hade
Bonnie Lee Hade
William Hampton
Eugene Hardesty
Kenneth Harlan
Lloyd Hawks
Mary Hendricks
Eusebia Henriquez
Ibrahim Hersi
Carol Hill
Betina Hines
Sherry Hitt
Pamela Hoffman
Travis Hollins
Dahn Holton
Jeren Howell
Octavia Howell
Danny Huffman
Carrie Hughes
Raymond Hunsicker
Linda Irwin
Myra Ivey
Mary Jane Jakeway
Timothy Jaye
Brenda Johnson
Janice Johnson
Beverly Jones
Regina Jones
Mark Jones
Donald Jones
Shannon Jordan
Harry Justice
Shawn Kennedy
Richard Kidd
Lisa King
Jason Kirby
Terri Kiser
Jeanette Kocou
Linda Ladwig
Eva Lamar
Roosevelt Latimore
Carol Lawrence
Ricky Lawson
James Legge
Lawrence Likens
James Lindenberger
Lisandro Lorenzo
Regina Lorenzo-hernandez
Shane Losey
Lola Love
Suki Lozoya
Brandy Marks
Denise Martin
Rene Mays
Valentine Mbinakar
Beverly Mcclanahan
Cynthia Mckinney
Leslie Mcqueen
Amanda Miller
Chong Hui Minter
James Moore III
Rilla Morgan
Elaine Moring
Gary Mosbacker
William Moton Jr.
Charles Mouser
James Muhammad
Francis Mulvaine
Kenneth Neate
Beth Neves
Donovan Oswalt
Howard Penny
Nicole Penrod
Johnny Pierce
Elizabeth Pokuaa
James Poore
Brian Prater
Elijah Preston
William Preston
Phyllis Ratliff
Marie Reece
Barbara Reed
Tyrone Reggins
Arthur Reuber
Donald Rismiller
Jennifer Robb
Donald Robinson
Patricia Roby
Stefan Ross
John Ryan
Linda Secrest
Steve Shafer Sr
Jeremiah Sheets
Michael Shepherd
Terry Shreve
Crystal Simpson
Joe Singleton
Tracy Sirch
Gregory Skaggs
Brenda Smith
Joshua Smith
Brian Smith
Larry Smith
Anna Smith
Ernest Snow
Rex Snyder
Julius Spencer
Frank Stid
Keith Stockton
Judy Stradling
David Strawder
April Stump
Michael Talley
Willie Taylor
Gerthlyn Terrell
Charles Thomas
Faith Thornhill
Burrel Thornhill Jr.
Charles Trickett
Christopher Trickett
Earl Trout
Joyce Trout
Ruby Trout
Terry Tucker
Elizabeth Venturini
Charles Victor
Delores Wagner
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

Start Date Anniversaries

Thomas Kruse	22 Years
Chip Niswonger	16 Years
Richard Kidd	11 Years
Gregory Skaggs	10 Years
Dannie Furrow	9 Years
Burrel Thornhill	9 Years
Christopher Trickett	7 Years
Pamela Hoffman	5 Years
James Blaha	3 Years
Roy Horner	3 Years
Judy Stradling	3 Years
Charlene Benton	2 Years
Phillip Bullard	2 Years
Kendra Cox	2 Years
Maria Cabezudo	1 Year
Richard Campbell	1 Year
Amber Cook	1 Year
Mary Jane Jakeway	1 Year
Robert Phipps	1 Year
Frank Stid	1 Year

90 Day Service Awards

Booto Hirsi Barre
Tabitha Covay
Cory Dodds
Bettie Gholston
Matthew Helms
Shannon Jordan
Jane Lesure
Amanda McKinney
Mark Nichols
Elijah Preston
Arthur Reuber
Michael Shepherd
Joyce Bushong
Donald Crawford
Robert Edmonds
Vernon Greene
Michael Johnson
Terri Kiser
Brandy Marks
Eric Navarro
Elizabeth Pokuaa
Tyrone Reggins
Jennifer Robb
Robin Watson