



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: Chongo Hiltibran



It is a match that fits perfectly. A member of the Native American tribal group, the Shawnee Nation, locally known for a demonstrated passion for the preservation of nature, would leave Honda MAP Weld well-served with a trusted Environmental and Recycling Support associate for the last three years.

Account Manager Steve Gadd admires Chongo's dedication to things both inside and outside of the workplace. He describes, "Chongo's hard work and dedication to both Scioto and the Caverns has been inspiring. He truly cares about other people, and is always looking to do the right things, which are both qualities that have made him a great addition to the Scioto family."

Chongo's situation at Scioto is unique because of his commitment to the Bellefontaine area Zane Shawnee Caverns & Campgrounds. He works full-time at Scioto during the winters, and drops to part-time during the summer months.

Chongo finds inspiration not

only in work but in sharing information and nature with others. This past year, he has given demonstrations about Native American culture at various sites including the Thomas Jefferson home in Virginia, Washington, D.C. and Louisville, KY.

He and his wife M'Nukamay have resided on site at the caverns for the last nine years and have one dozen grandchildren.

He invites his fellow associates to come to the caverns and learn some more about their Scioto heritage. He encourages, "If you would like to find out the old meaning of Scioto, come out to Caverns and we will be glad to share it with you."

Scioto Start-Up Plan Executed in Cincinnati

Beginning January 5, 2004, Scioto executed a start-up plan in its newest location, known as the Tri-State Region. The Hamilton County Courthouse Building and the William Howard Taft Building in downtown Cincinnati are now in the cleaning care of Scioto's newest associates. Using the Standardized Quality Control Recruiting System and seasoned managers to perform start-up operations, Scioto has brought the new standard of cleaning to the Queen City.

With over 140 applicants and only 18 positions, Scioto recruiting personnel diligently screened and interviewed potential candidates to find only top-notch candidates possessing not only prior cleaning experience and exemplary attendance, but the additional attributes of flexibility, pride and focus on customer satisfaction that are "must-haves" for becoming part of the Scioto team.

Next came orientation and the new Team Leaders were given on-the-job training prior to the start date. The time spent in the building beforehand was intended to ensure that they were acclimated to their new surroundings and responsibilities before leading their teams.

Operationally, the Scioto management team has already established a new and effective way of cleaning the structure. With a fresh set of eyes to the situation, the managers created a new process of cleaning the building from inside out, rather than a traditional top to bottom plan to better accommodate the complex layout of the building.



Welcoming a New Standard of Cleaning:
The Hamilton County Courthouse (above) and the William Howard Taft Building (below) are located in historic downtown Cincinnati.



A Word of Thanks

I would like to thank everyone who became involved and expressed concern after my wife's serious and unexpected illness at the Casino Night event.

It meant a great deal to me that Chip and Dave stayed with me at the hospital and assisted in notifying my family members and I was extremely gratified to have their support while I waited for my children to arrive at the hospital.

I hold a highly independent job position and although I spend most of my time working alone, when something like this happens the Scioto family pulls together. I received calls from associates from all different regions and accounts, many of whom I had never met, calling to express their concern about Carol's condition.

I am happy to report that Carol is doing remarkably well. Although it will take her some time to heal completely, she is improving every day and did not suffer any permanent damage.

Once again, I thank all my fellow Scioto family members who leapt into action that evening to take care of Carol and me.

Don Robinson
MAP Weld



A Word From The President



Scioto's 8th annual Casino Night was a huge success. We had a record turnout of over 175 people. Associates from Marysville, Western Ohio, Central Ohio, and Cincinnati were well represented. It was especially nice of everyone to welcome the newest geographic region "Cincinnati" to our Scioto family. The warm round of applause made them feel at home. Casino Night continues to be our top associate event. Casino Night's success is based on your input. From the very first Casino Night we listened to what people thought would make a good event. Over the years many changes have been made based on associate suggestions. Some of those included ideas about themes, best dressed contests, prizes, and karaoke. Continue to help us know how we can continue to make it the best event possible by filling out your Casino Night survey.

Scioto is a company that cares about people. As I say often in Word from the President, each of us has an opportunity everyday to positively impact someone. During

Casino Night Don Robinson, an associate at Scioto for over 5 years, wife Carol experienced a serious and unexpected illness. The circumstances called for quick reaction to help her until medical personnel arrived. Many people aided in this process. Some of the names that come to mind are Jim Legge, Aleisha Delaney, Matt Niswonger, and Mary Ann Kruse. I'm pleased to report that Carol is now at home and her health is steadily improving. The most powerful thing I learned from this is how many individuals calls were received from people throughout the company who wanted to express their concern for Carol and to let Don know their thoughts were with his family. It is that genuine concern for each other that makes me proud to be part of the Scioto family.

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

Chip



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The Scioto Difference

"We haven't had this booth cleaned for a couple of years. The outside may have never been cleaned since the Booth was put in and Scioto brought different types of cleaning people together to clean and shine it both inside and out."

"I was glad to have Scioto clean this Nox Rust Booth. Thanks for all the support from the Scioto Associates who were involved in making this happen."

Daryl Cordrey
Honda Marysville
Motorcycle Paint



It takes a combination of the right people who share the same principles and values to sustain the company's founding culture. During Shutdown, it became necessary for different Scioto departments to come together and combine their expertise to tackle a special project on behalf of a client. From juggling multiple schedules to ordering the proper supplies, MEI General Cleaning and Motorcycle Paint's Industrial Services made it happen for a special first time undertaking. Coming together to perform the task with smooth operation is all in a day's work. And, that is the "Scioto Difference."

The Challenge:

The Nox Rust booth at the Motorcycle Paint department was in need of a thorough cleaning. Nox Rust is a chemical sprayed on motorcycles for shipping. When dry, the heavy oil becomes rigid and sticks to the entire booth: ceiling, walls, roof and windows. The booth had not been cleaned for two years and needed to be scoured both inside and out. Since the residue is categorized as a hazardous material, it had to be carefully collected in 55 gallon drums and labeled for proper disposal. But, the biggest obstacle for Account Managers Paul Caliari and Ernie Puff was timing. The project had to be completed on a Shutdown Saturday when many other special projects were scheduled, and they needed to find volunteers willing to work overtime during the holiday weekend.

The Experts:

The MEI General Cleaning crew began the task by performing test cleanings analyze what would be involved and what supplies would be needed to get the booth clean. Providing pure manpower and armed with heavy rags, long rubber gloves, spray bottles and innumerable mops and scrapers, the crew took special pride in giving the outside of the booth an extra deep clean down to the last absolute detail.

Possessing the skill to work inside of machines, the Motorcycle Paint Industrial Services crew was able to take care that all movable parts, such as nozzles, were removed and lined up properly in the inside of the booth.



MEI General Cleaning, L to R Amy Dodd and Bobbi Wibley.



Motorcycle Paint Industrial Services Bottom L to R Robert Combs and Ernie Puff, Top L to R Matt Murphy and Dave Zacharias.

The End Result:

One Saturday Shutdown day of hard work and determination, and MEI associates returned to work thinking the booth was brand-new! The machine that was once yellowish-brown is now perfectly clean. Not only is the new booth once again aesthetically pleasing, but the glass windows can once again be used for safety purposes and the newly cleaned nozzles allow the spray to come out smoother than before.

Scioto Valley Supply News

Scioto Valley Supply unveiled a new product last year that has been receiving rave reviews from general cleaning management. The Rubbermaid Brute Rim Caddy fits on top of a 44 gallon container and once snapped in place, offers compartments for cleaning accessories to be secured during the changing of can liners. The Rim Caddy holds 24 cleaning accessories in various slots, hooks and shelves, and is designed for easy access to cleaning materials without bending over. It has ergonomic handles for ease of maneuverability and minimal contact with refuse. The operator can easily attach and remove poly-liners while efficiently dispensing smaller liners from inside container. There are spots for bottles, wet floor signs and other tools to stay in place when bag is unloaded in a full, tipped or upright position.

Testifying to the claim that office cleaning is a highly convenient usage for the Rim Caddy, Honda MAP GC Shift Manager Dave Gottwald knows exactly where to put it to use. "The Rim Caddy is ideal for our satellite buildings. In these smaller buildings, we are unable to use the EZ Go vehicles as we do in the plant at large." Dave further adds that the account has experienced increased efficiency by being able to go around and get trash while having a place to keep cleaning supplies and keys. "Associates claim they are easier to push around than the carts previously used," says Dave. "Now they push around the trash can itself, while the need to cart supplies back and forth is completely eliminated."



Rubbermaid Brute Rim Caddy. The Dolly fits over the 44 gallon Brute Container (Sold separately). Features include leakproof heavy duty plastic construction, molded straps for easy attachment/removal of can liners, cleaning accessories remain in place during changing of can liners.

Efficiency Improvements in Wide Open Spaces

Typically, innovations are inspired by a special challenge or dilemma, that in a circumstance makes a task extra challenging. Not the case for OSU Account Manager John Mawer, who while leafing through a supply catalog, discovered a way to take advantage of a positive situation to create an improved efficiency standard.

By catalog description, the Brute Tandem Dolly holds two Brute containers in mixed and matched sizes. Its innovative center hinge design and fixed wheels evenly transport the dual loads.

Working in a building with few tight spaces, Team Leader Aleisha Delaney attests to the merits of the innovative concept. She says, "We've been using it for several months, and it saves us time in a couple of different ways." Aleisha further explains that during bi-weekly recycling pickups they are able to use one barrel for the recycling, eliminating the need to either redo the route or drag an additional container along, aiding in the avoidance of mix-ups. Also beneficial is the ability to have more storage room and bags at the bottom creating less likelihood of running out of supplies while performing trash route duties. Scioto management estimates that the new product saves approximately two to three hours of time per building every week.



Aleisha Delaney, Team Leader at OSU Bevis Hall demonstrates the use of the Brute Tandem Dolly. The wide aiseways of her building make the instrument a viable resource for daily office cleaning.



Rolling the Dice, Hollywood Style



With a record turnout of over 175 people, associates from all four regions were welcomed by the bright lights of Hollywood and they enjoyed dinner, entertainment and fabulous prizes at the annual Casino Night Event.



Flappers, Westerners and Pink Ladies:

From left to right, winners of the best-dressed costume prize were Ray Edgington, Renee Mays, Vicki Holloway, Rosemary Covarrubius and Eileen Cook.

GRAND PRIZE WINNERS

**Kings Island Season Pass
Sherry Sirch
Western Region**

**Graceland
Angela Bradley
Marysville Region**

**NASCAR
Ron Jakeway
Franklin County Region**

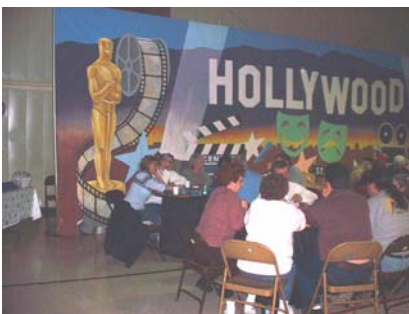
CONGRATULATIONS!



A Thought from the Red Carpet:

"This was my first year at the event. I really enjoyed the chance to get out and meet other people that I work with. Everyone was very friendly, my fellow associates at American Honda had a ball. We are looking forward to going again next year."

**Jeff Bell
Western Region**



Karaoke entertainment was provided by Scioto's own Russ and Belinda Bright. Operating a business known as Karoake and Friends, the Bright's entertain at weddings, birthdays and private parties in their spare time!



Bowlers Wanted!

While the Union County Big Brothers Big Sisters organization plans their annual Bowl For Kids' Sake event, Scioto's resident philanthropist and Regional Manager Dannie Furrow is looking to his co-workers help raise money! With more participants already pledged than ever before, Dannie is still looking for more bowlers and hoping to assemble enough teams to have a time slot exclusively devoted to Scioto bowlers! Team captains are needed, and participants of all ages. Registration is required in advance. Bowl For Kids' Sake will be held March 6 at noon at Marysville Lanes. Come out and join Dannie and supporters for an hour of free bowling, shoe rental and door prizes. Contact Dannie at Ext. 177 to sign up today!



**Union County Big
Brothers Big Sisters**

**Bowl For Kids' Sake
Saturday March 6
Marysville Lanes**

Marian Jacques, Program Manager for Big Brothers Big Sisters, wishes to extend a heartfelt thank you to Dannie and all Scioto participants for recently presenting the organization with \$1800 raised at the Scioto Cup Golf Outing. Marian also extends an invitation to Scioto associates to become involved in a very special event. According to Marian, "January was mentoring month, and we kicked off this year with our 100-year anniversary. As part of our celebration, we are looking for all former Bigs and Littles, regardless of original location, to contact us and share their stories. Also, an agreement has been made between our organization and Yahoo to help reunite individuals who formerly participated in our mentoring program and are interested in reaching out to locate that special person who once held a special place in their life." Marian can be contacted at 937.645.3065 for further information.

Benefits In Action

Worn out working boots? If your dogs are barking for a new pair of quality work boots, Scioto is here to help. Just pick up a voucher from the office prior to your visit to the on-site Shoemobile, and the cost of your new boots can be deducted through payroll! The Shoemobile is coming to a location near you:

Shoemobile Schedule

Date	Plant	Supplier	Date	Plant	Supplier
March 9	MMP	Iron Age	April 13	MMP	LeHigh
March 10 - 11	MAP	Iron Age	April 14-15	MAP	LeHigh
March 17	ELP	Great Lakes	April 21	ELP	Rugged Boot
March 18	AEP	Red Wing	April 22	AEP	Great Lakes
March 23	MMP	Safety Solutions			
March 24 - 25	MAP	Safety Solutions			
May 11	MMP	Rugged Boot	June 8	MMP	Great Lakes
May 12 - 13	MAP	Rugged Boot	June 9-10	MAP	Great Lakes
May 19	ELP	Great Lakes	June 16	ELP	Rugged Boot
May 20	AEP	LeHigh	June 17	AEP	Red Wing



Making Safety Work For You

With the year off to a rapid start, Safety and Benefits Administration has begun with a reminder to all Scioto associates to *take safety with you* as you enter 2004. Whether it is putting on protective equipment or putting machine guards in place, safety must be the first thought before beginning and jobs.

How often should we have thoughts about safety?

Constantly! The human mind is one of the fastest processors of information. To think about safety only takes a few seconds. Possible hazards in the workplace include:

- **Eye Hazards**—projectiles, dust, chemical splashes, molten metals, light radiation
- **Hand Hazards**—heat, cuts abrasions, puncture, contact with dangerous chemicals
- **Head Hazards**—falling objects, projectiles, low head room or sharp edges overhead
- **Foot Hazards**—falling objects (crush), chemical contact, puncture, slippery floors
- **Noise Hazards**—consistently loud noise, impulse noise
- **Respiratory Hazards**—dust, excessive harmful vapors, lack of oxygen, steam
- **Fall Hazards**—falls from a higher level to a lower level, slippery floors

Once hazards are identified, the first and best option is to eliminate it. If that is not feasible, administratively limit your exposure to these conditions. If limiting the time or the way the task is performed cannot control your exposure, then the last step of protection is personal protective equipment (PPE).



PPE: Personal Protective Equipment

When selecting your PPE, always know such important facts as, when and what PPE is necessary, how to properly put on and take off PPE, the limitation of your PPE, and the proper care and maintenance of your PPE.



JHA: Job Hazard Analysis

Job Hazard Analysis is the procedures which helps integrate accepted safety and health principles and practices into a particular operation. In JHA, each basic step of the job is examined to identify potential hazards and to determine the safest possible way to perform the job. Ask yourself:

- *Do I know the safety procedures for this job or task?*
- *What PPE do I need?*
- *What tools and other equipment do I need to do the job safely?*
- *Are there other risks to my safety or to others?*

PERFECT ATTENDANCE FOR DECEMBER 2003

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

Samuel Achirem
Barbara Allinder
Pamela Alloway
Allen Anderson
Michael Apraku
Ryan Ashley
Jeffrey Bell
Stephanie Benfield
David Bicknell
Richard Billing
Juanita Billing
James Blaha
Thomas Boone
James Bowen
Angela Bradley
Michael Bradley
Russell Bright
Belinda Bright
William Call III
Rose Clapsaddle
Floran Clark
Walter Clark
Fredrick Cockerell
James Collins
Robert Combs
Eileen Cook
Karen Copley
Claudio Covarrubias
Rosemary Covarrubias
Phyllis Crevison
Jeffrey Crisp
Paul Crum
Dixie Dalton
Carol Davis
Aleisha Delaney
Robert Dillard
Michael Dixon
Amy Dodd
Jennifer Dolan
Nicole Drumm
Shane Dugan
Ray Edgington
Charles Fellers
Judy Ferris
Nicholas George
Betty Glower
Marvin Green
Misti Green
Modesto Guerra
Patricia Hale

Sonya Hamilton
Laura Hazelwood
Mary Hendricks
Rita Henry
Danny Hildreth
Carol Hill
Gerald Hiltibran
Jeren Howell
Danny Huffman
Carrie Hughes
Raymond Hunsicker
Donald Jackson
Mary Jane Jakeway
Janice Johnson
Donald Jones
Shawn Kennedy
Gail Kinney
Jason Kirby
Jerome Krabill
James Larsen
Carol Lawrence
Mark Lore
Shane Losey
Melvin Lovelace
Norma Magill
Denise Martin
Valentine Mbinakar
Beverly Mcclanahan
Amanada Mckinney
Cynthia Mckinney
Leslie Mcqueen
Tina Mentzer
Oswald Millan
Chong Hui Minter
James Moore III
Rilla Morgan
Elaine Moring
Gary Mosbacker
William Moton Jr.
Charles Mouser
Brenda Nance
Stephanie Napier
Eric Navarro
Jennie Neider
Kathleen Neves
Beth Neves
Liza Overfield
Darlene Owens
Allen Payne
Joyce Payne
Michael Penn
Howard Penny
Johnny Pierce
James Poore
Michael Prater
Brian Prater

William Preston
Marie Reece
Barbara Reed
Charles Rhyans
Donald Robinson
Patricia Roby
John Rude
Laura Rutherford
Mary Sacks
Jeff Schertzer
Victoria Seagle
Linda Secrest
Steve Shafer
Terry Shreve
Crystal Simpson
Joe Singleton
Gregory Skaggs
Wendy Smith
Julius Spencer
Jason Stephens
Judy Stradling
David Strawder
Michael Taylor
Faith Thornhill
Burrel Thornhill
Christopher Trickett
Charles Trickett
Joyce Trout
Ruby Trout
Earl Trout
Marsha Tucker
Nilsen Vanegas
Charles Victor
Thomas Westfall
Fred White
Bobi Wibley
Roger Winegardner
Constance Wion
Jeffrey Wooddell
James Woody
Roger Wright
Anthony Yoli

Start Date Anniversaries

Mike Jones	10 Years
Jeff Schertzer	9 Years
Deborah Emerick	7 Years
Richard Billing	3 Years
Ernie Puff	3 Years
Janice Beasley	2 Years
Lola Love	2 Years
Alejandra Mejia	2 Years
Terry Shreve	2 Years
Joe Singleton	2 Years
Donna Breece	1 Year
Carol Lawrence	1 Year
Shane Losey	1 Year
Valentine Mbinakar	1 Year
Leslie McQueen	1 Year

90 Day Service Awards

Pamela Alloway	Roberto Brown
Karen Copley	Jennifer Dolan
Misti Green	Brenda Nance
Eric Navarro	Brandon Worstine

February Birthdays

James Legge	February 2
Jeffrey Tontonoz	February 3
Thomas Kruse	February 4
Jeff Nzobigeza	February 5
Robert Person	February 6
William Preston	February 6
Allen Anderson	February 7
Chris Eirich	February 9
Chad Messenger	February 12
Valentine Mbinakar	February 14
Bobi Wibley	February 15
Lola Love	February 17
Claudio Covarrubias	February 17
Rene Mays	February 18
Jason Hutchison	February 20
Anthony Paulton	February 20
Chip Niswonger	February 21
Deb Emerick	February 22
Deb Anderson	February 24
Sheldon Harris	February 25
Roger Winegardner	February 26
Carol Davis	February 27
David Zacharias	February 27
Barbara Allinder	February 27
Chongo Hiltibran	February 27
Beth Neves	February 27
Lou Harbold	February 28