



The Scioto News

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

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The New Standard in Cleaning



Associate Profile: Carol Davis

Since her hire in the first days of Scioto's presence in the Columbus area, Carol Davis has been a candidate for two advancements. From her early work at Memorial Hall, Carol showed distinct signs of leadership. When a Team Leader position became available, she was the clear choice for the job. Through her attendance and consistency, it was evident that she cared about the building and was the type of associate who would take the extra time to do the job right.

After successfully performing in a supervisory capacity, Carol took on a new role because she wanted the challenge of working independently. Now in charge of her own building, she has shown how she can adapt to yet another type of work. Particular in nature, she keeps the client satisfied with her top-notch cleaning. Account Manager Ron Jakeway explains, "She has it down to a science. On a scale of 1-10, her cleaning is a 10. She also has a wonderfully positive attitude." He adds that as an associate, she was always willing to point out areas that needed improvement to management, and to tackle various challenges that would improve quality, even when

they went beyond the boundaries of her specific job duties.

The former security guard now handles the dusting, vacuuming, mopping, restroom cleaning, trash removal of a busy office building. Of her work, Carol describes, "I enjoy the responsibility that I have, and how my efforts are noticed on a daily basis. I am proud when I perform an excellent job." Ron Jakeway explains, "I enjoy visiting with her while she works and I always leave feeling more positive for having talked with her."

Carol lives in Columbus and she enjoys bowling, billiards, and cycling.

New Leader at Medical Account

As part of our continued commitment to the health care market industry, Scioto Services is pleased to announce the placement of an experienced new leader at the RHC facility. Bill Scott's impressive resume includes his most recent role as the Assistant Facility Manager at the Belmont County Hospital, where he was responsible for maintaining the cleanliness of the 100-bed medical facility.

Bill brings forth his understanding of JCAHO (Joint Accreditation of Health Care Organizations), an accreditation entity that ensures medical facilities, and in his case, housekeepers, are running in compliance with state and federal regulations. "Infectious control is the key," Bill explains. "When people are coming into a medical facility with illnesses, it is crucial that the building is cleaned properly so viruses are not spread around." He attributes his current success to having an outstanding crew that understands this key element. Bill describes how the cleaning in medical facilities is different from that of a traditional office building. "You must go above and beyond what makes something look clean. Everyone must understand this and know how to use proper disinfectants, give them proper dwell time to kill bacteria. When cleaning door knobs, light switches, exam beds, sinks, floor care, we may use several pairs of gloves and 5-6 rags just for one room, where in a traditional building, you wouldn't have to be this particular."



Meet the Medical Cleaning Crew: From L to R, Alex Hill, Nannette Essex, Bill Scott, Sharmane Shortridge, Lance Williams. Not pictured: Sharon Flewellyn.



Music Festival

Scioto's own Chongo Hiltibran is also the Campground Manager at the Zane Shawnee Caverns in Bellefontaine. He is offering discounted tickets to his fellow associates for an upcoming event:

The SouthWind Music Festival is a benefit for the Shawnee Nation United Remnant Band and will feature the area's best Blues, Reggae and Jam bands.

When: June 23 and 24

www.whatsupdayton.com/SWind.htm

For more information, call Chongo at 937.592-9592.

Summer Games

It's not too late to get in on the summertime sports action! Tickets are still available for Cincinnati Reds, Columbus Clippers and Columbus Crew. Call Donna for details.



Father's Day



Don't forget Dad on June 18!

A Word From The President



On May 26th Scioto had its annual Scioto Club Breakfast. The breakfast honors Scioto associates with 5 years of service or more.

It was great to see so many people at the Scioto Club Breakfast. We now have 68 members in the Scioto Club. The new inductees were: Rose Clapsaddle, Chongo Hiltibran, Pam Hoffman, Norma Magill, Denise Martin, James Moore, Terry Thornhill, and Rebecca Wade.

Congratulations! The Scioto Club honors people who have 5 years of service or more. The average tenure of a Scioto Club member is 10 years.

Our Wrap Guard account is the leader with 15 associates who are Scioto Club members. Matter of fact, many of the Wrap Guard associates were not able to attend, because the job wouldn't be completed without them. It's that kind of dedication, responsibility, and regard for others that is indicative of the nature of Scioto Club members. It is also the key component of our company culture. Scioto Club members internalize and convey personal responsibility and re-

sults. Thank you for making good decisions everyday.

One of our 5 year honorees, Denise Martin, symbolizes our entrance into the Columbus market. It was five years ago that she hired into our first account at the Ohio State University and was our first associate hired in the Columbus market. Five years later there are 163 associates in Columbus.

As we continue to grow we will continue to rely on Scioto Club members to continue to help shape the culture at their job site. A culture of teamwork, personal responsibility and results.

Our ability to build that culture is what generates the energy for maintaining customers and adding new customers.

Thanks for listening and being part of the Scioto family,

Chip



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The Scioto Difference

“The culmination of Carrie’s experiences have allowed for her successful progression within the company. She is a prime example of how reliability and dedication can lead to advancement in our growing company.”

David Anderson
CFO

It takes a combination of the right people who share the same principles and values to sustain the company’s founding culture. When an individual comes along with initiative and strong work ethic, opportunities arise for long-term viability and success within the organization. And, that is the “Scioto Difference.”

Right from the Start: Taking Charge in a New Recruiting Role

Carrie Hughes was recently promoted to Recruiter for the Marysville and Western Ohio regions. She will join the ranks of the Scioto Club this Fall with three job positions behind her, including her previous work on the production lines at Wrap Guard and as the Receptionist. Her co-workers provide a glimpse into the past to understand how from the start, this dedicated associate was on the move!



“I discovered that career happiness comes from working hard and doing something I care about. I’m looking forward to mastering the different challenges this new role will bring for me.”

Carrie Hughes

Carrie’s Time Line

At Wrap Guard: “Carrie was hired in about the same time that I took over the Wrap Guard account. She began in 2nd shift and transferred to 1st shift when a position became available. She had an excellent personality and got along well with everyone. After she was promoted to the Receptionist position, she came out and helped us several times when we were short-handed. When she did fill in, she never missed a beat. Carrie was a great asset to the account and it was not easy letting her go. I knew she would do great wherever she went. One of these days, if she gets tired of the office scene, we would welcome her back at our account!”

Dan Furrow
Wrap Guard Manager

As Receptionist: “Carrie was a great asset to Scioto Services at Wrap-Guard. Dannie recommended her to me when we were in need of a Receptionist. The first time I spoke with Carrie I knew she would do good for the Company. She has the greatest personality and gets along good with anyone. My daughter Pam trained her for me and instantly they became like sisters. Carrie was a natural for that position and from then on I took her under my wing. When the Recruiter position opened up I pushed for her promotion. That was a hard thing for me to do because I felt like I lost my child, but I believe she will be a great asset in the Recruiting Department. I’m happy for her and proud of her willingness to learn and give to the Company.

Donna Wright
Office Manager

As Recruiter: “Carrie’s work ethic, dedication, ability, and desire to learn more and use what she has learned to make her job better are the main reasons I knew she could be an excellent Recruiter. Add that to the fact that she has over four years’ experience and knowledge of Scioto its associates and she is clearly the perfect choice for the job. Carrie’s work in Wrap Guard gave her an understanding of the expectations of associates, her Receptionist job provided her with a first-hand look at the hiring process.”

Matt Niswonger
Director of Human Resources

Health & Wellness

Mind Your Stress on the Job

Most of us have felt “stressed out” at one time or another. When this feeling persists day after day, stress becomes chronic. Chronic stress can take a toll on our careers, on our quality of life and on our bodies, making us susceptible to a host of illnesses.

We all know that stress affects us at work. In fact, one in four people say they’ve missed work due to work-related stress. When we are under chronic stress, we often have trouble meeting deadlines, concentrating and making decisions. Our productivity and performance decrease as our stress levels increase. We also may become easily irritated and overwhelmed, and have relationship problems with colleagues. Many people who are over-stressed at work are unable to leave their job-related issues behind at night or they feel immobilized on the job. Stress can also mean more headaches, backaches and colds—and more sick days.

Whether the stress originates at the office or at home—or a little of both—we take it with us wherever we go. The good news is that we now know that caring for our minds as well as our bodies can keep us healthier, happier and more productive in all aspects of life.

Strategies for Managing Stress

- **Treat your body right.** Eating right and exercising can increase your tolerance to stress.
- **Set realistic goals.** Do what’s possible and carry on.
- **Set and re-set your priorities.** Take care of important and difficult tasks first, and eliminate unessential tasks.
- **Take one task at a time.** Divide large projects into smaller tasks, and make “to do” lists.
- **Take five.** Taking a short break can help slow down your mind long enough to improve your ability to deal with stress later.
- **Learn to relax or meditate.** Studies show that just 10 to 20 minutes of quiet reflection or meditation a day can bring relief from chronic stress and increase your tolerance to it.
- **Give yourself a break.** No one is perfect. Striving to be the best in everything will lead to worry, anxiety and failure.
- **Learn to say “no.”** Slow down and be honest about what you can comfortably do.

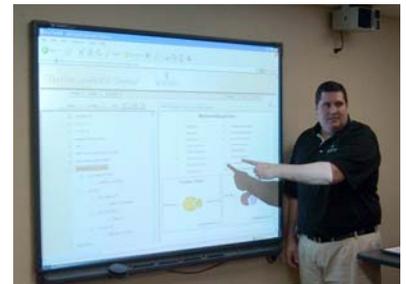
Scioto Grows an Organizational Tree

Technological advancements are paving the way for increased efficiencies within the Scioto ranks. Stemming from a previous system of plotting out personnel placements on a white board grew an organizational tree, or advanced computerized charting system to track each and every position and individual within the company.

IT & Communications Director Dwain Chandler created the program as a way to see in electronic format, the way the organization appears in terms of people and resources. He explains, “Our SQCDM reporting methods fueled the fire—that is the reason behind our need to find a way to generate reports in this manner. It provides a real-time for our recruiting and management staff of the status of each account within the company.”

Account Manager Steve Gadd, who was recently transferred to new account areas, explains that he finds value to the chart in several ways. First, he states, “Being new to the group, it helps me to see what role all the associates play for us on the job site. I can easily find which crew they work with and what shift they work, which is very helpful when we are working three shifts per day in various locations.”

Steve also emphasizes the importance on his part of keeping the organizational chart current and accurate. He describes, “It is essential that the organizational tree is always up-to-date because this is my link to Human Resources. This way, Recruiters always know which positions are open and which are filled, and keeps us on the same page. I am currently working through the organizational tree, updating information and revising information I see that is in need of correction.”



Director of Human Resources Matt Niswonger demonstrates the projected organizational chart on the left with information about selected associates on the right.

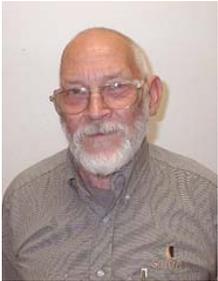
The chart offers a quick snapshot of an account or a region to keep everyone on the same page the company grows.

Proud Grandparents!

When Ruby and Earl Trout began working at Scioto in 1993, their grandchildren were just entering grade school. On behalf of these proud grandparents, we now salute two ambitious members of the Class of 2006 as they celebrate and prepare to say good-bye to the first generation in their family to head off to college!

Amber Nicole, daughter of Earl and Glenda Trout, will attend Ohio Northern in Ada to become a Paralegal. Inspired by his local Pastor to become a youth minister, Bruce William Trout will begin his studies at Northwestern College in Minnesota, in hopes of one day becoming a Youth Minister.

As for the upcoming goodbye, it will be bittersweet. Ruby explains, "It's kind of sad. We hate to see them go but at the same time we feel good that they are mapping out their future."



Headed Toward the Future:

Earl and Ruby Trout, pictured left, couldn't be more proud to see the first generation of their immediate family to graduate high school with plans to attend college in the Fall. Pictured right, Amber Trout and Bruce Trout.



Scioto Club Breakfast

The Scioto Club appreciation breakfast was recently held to salute the efforts of associates who have reached their five year (and beyond) milestone with the company.

The members enjoy putting their company knowledge to the test each year during the traditional Scioto Trivia Challenge to vie for top prizes along with their teammates.

The Winning Teams



1st Place winners of travel duffel bag and \$100 American Express gift card were Tom Westfall, Judy Ferris, Matt Niswonger, Ryan Ashley and Barb Reed.



2nd Place winners of beach bag and \$50 Home Depot gift card were Allen Anderson, Bill Call, Aleisha Delaney, Belinda Bright, Carol Hill, Mike Jones, Johnny Pierce, and Terry Thornhill.



3rd Place winners of soft cooler and \$25 Home Depot card were Jim Collins, Amy Dodd, Donna Wright, Mary Ellen Hendricks, Mike Dixon and Phyllis Crevison.

Community Care Day

United Way collaborates with local businesses, government, non-profits, and individuals to solve pressing social service issues - large and small. Together with Member Agencies and other communities partners, more than 180 volunteers completed 95 social service projects on a single day to meet the basic needs of area citizens to enhance the quality of life for all in Union County. Last month, Scioto Services joined forces with other area business for the 10th Annual United Way of Union County Community Care Day.

On behalf of Scioto, Matt Niswonger, Carrie Hughes and Richad Kunkler took on a marketing project for Big Brothers Big Sisters. The trio spent the day handing out flyers and getting permission from local businesses to display yard signs.

BBBS Executive Director Marian Jacques explained that the importance of this publicity endeavor was to inform the community about a recently awarded grant from the Women's Fund to administer a new Mothers Offering Mentoring Support (MOMS) program in which "experienced" mothers will work with pregnant women and new mothers who have little or no support in the community. Topics will include parenting, nutrition, and budgeting. "We appreciate the help from Scioto Services," Marian states. "Hopefully, their efforts will help us spark some interest on the part of some individuals who may want to volunteer to work with the youth of our county."

Spreading the Word About An Exciting New Program



M.O.M.S. in Union County is a mentoring program that will match experienced moms with pregnant girls and young moms in need of support. Mentors will provide friendship and support as well as coaching in child care and basic life skills. Monthly group activities and training will cover topics such as: nutrition, child development, parenting, and community resources.

Benefits In Action

This month kicks off the sixth year of one of Scioto's most fun and effort-less benefits—warehouse shopping!

It's easy to become a member of the nation's leading members-only warehouse club. Scioto will pay part of your membership fees and payroll deduct the remaining cost based upon your length of service. Associates who already have a membership will be automatically renewed unless otherwise requested. New applications should be completed and turned in to managers or Marysville office by June 23rd.



<u>Length of Service*</u>	<u>Cost of Membership</u>
Less than 1 Year	\$40
1 Year	\$32
2 Years	\$24
3 Years	\$16
4 Years	\$ 8
Scioto Club	FREE

**Length of Service determined by July 1.*

Important Note:

Sam's Club renews membership automatically on the Sam's Club credit card. If you are a cardholder, it is your responsibility to contact customer service and inform them of your status with Scioto to make sure that you are not double-charged.

Ground Fault Circuit Interrupters

Power tools can easily cause shocks, burns and fires if they are not in good working condition, if insulation is inadequate or if they come in contact with water or moisture. A ground fault circuit interrupter (GFCI) provides extra shock protection when you work with portable power tools, especially in damp areas or outside. A GFCI protects you by shutting off electricity if a ground fault occurs.

Your Second-Line Defense

Make sure power tools are double-insulated and that the outlets you use are grounded. However, these measures may not be enough to protect you against the hazards of working in damp areas and the risk of damaging or cutting a power cord while in use. A GFCI is your best second-line defense against these common electrical shock hazards. GFCIs are mandatory while working on or near potentially conductive surfaces in which a power cord or equipment may come in contact (wet floor).

How the GFCI Works

The GFCI is a fast-acting circuit breaker. It senses small imbalances in a circuit caused by current leakage and, in as little as 1/40 of a second, shuts off electricity. A GFCI protects against fires, overheating and destruction of wire insulation. However, it will not protect you from line-to-line contact hazards, such as direct contact with two live wires.

Where to Install a GFCI

Install GFCI outlets where power tools are used, or wherever electrical equipment used near water or dampness, such as outdoors. If you are unsure if the outlet you use is a GFCI then you must use a portable GFCI.

Ground Fault Circuit Interrupters are a must when working in high-risk areas where moisture and liquids present a hazard.



Receptacle Type

The Receptacle Type incorporates a GFCI device within one or more receptacle outlets.



Portable Type

Portable Type GFCIs come in several styles, all designed for easy transport.



Cord-Connected Type

The Cord-Connected Type of GFCI is an attachment plug incorporating the GFCI module.

Safety Training at Honda MAP General Cleaning



"GFCI is our the second line of defense when working in water, interrupting the circuit if our feet are wet to avoid electrocution."

Brent Scott



"The use of GFCI's is necessary for working safely."

Randy Cole



"If you're in a flood situation, although you're in a hurry, the extra few minutes could save your life!"

Dave Evilsizor



"They are also important for us when we are doing floor work to keep circuits from breaking."

Dave Crisp

PERFECT ATTENDANCE FOR APRIL 2006

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

Ronald Adams
Deeb Omar Ali
Evans Amo
Deborah Anderson
Michael Apraku
Emma Arthur
James Ash
Ryan Ashley
Amber Baker
Carol Ballew
Booto Hirsi Barre
Harry Bashore
Ray Beach
Charlene Benton
Teresa Bolen
James Bowen
Larry Bower, Jr.
Willie Bradford
Jerry Bradley, Sr.
Donna Breece
Erica Brentlinger
Belinda Bright
Heather Brooke
Karlos Brown
Raymond Brown
Phillip Bullard
Ulysses Bunch Jr.
Carolyn Byron
Maria Cabezu
William Call III
Timothy Carter
Frank Castle
Antonia Cepeda
Rose Clapsaddle
Floran Clark
Richard Clegg
Marcia Cloninger
Randy Cole Jr.
Ronald Coleman
James Collins
Robert Combs
Eileen Cook
Mike Cotton
Rosemary Covarrubias
Phyllis Crevison
David Crisp
Geonia Cummings
Dixie Dalton
Carol Davis
Aleisha Delaney
Robert Dickerson
Eric Dickerson
Alexis Dickerson
Dwayne Dickey
Robert Dillard
Michael Dixon
Amy Dodd
Carlos Doran Zorrilla
Kenneth Doss
Marcella Dozier
Stephanie Drake
Zatricia Edmonds
Robert Edmonds
Christopher Eirich
Nannette Essex
David Evilsizor
Donna Fay
Judy Ferris
Sharon Flewellyn
Dannie Furrow

Steven Gadd
Wallace Garnett
Graham Gibson
Carolyn Gildersleeve
Kenneth Goad
Melissa Goins
Timothy Gordon
Amy Grant
William Graves
Marvin Green
Jesse Green
Robert Gregory
Modesto Guerra
Wylene Guilford
Eugene Hardesty
Kenneth Harlan
Steven Harris
Thomas Harris
Gerianna Hartley
Lloyd Hawks
Levi Helms
Ronald Helterbran
Mary Hendricks
Maria Hernandez
Edward Herren
Ibrahim Hersi
Carol Hill
Gerald Hiltbran
Asha Hirsi
Sherry Hitt
Pamela Hoffman
Travis Hollins
Dahn Holton
Loretta Horner
Roy Horner
Jeren Howell
Octavia Howell
Danny Huffman
Kimberly Huffman
Carrie Hughes
Brandon Hunt
Chane Hutsell
Myra Ivey
Mary Jane Jakeway
Timothy Jaye
Toni Jewell
Toleise Johnson
Janice Johnson
Brenda Johnson
Eugene Jolliff
Beverly Jones
Connie Jones
Regina Jones
Ashley Jones
Mark Jones
Donald Jones
Stephen Keelin, Jr.
Shawn Kennedy
Lisa King
Jason Kirby
Angeline Koanang
Eva Lamar
Roosevelt Latimore
Ricky Lawson
Larry Lawson
Cuong Le
Ovetta Leary
James Legge
Mary Leiss
Jane Lesure
Lawrence Likens
James Lindenberger
Lisandro Lorenzo
Regina Lorenzo Hernandez
Shane Losey
Lola Love
James Lowry
Suki Lozoya
Norma Magill

Marielys Maldonado
Brandy Marks
Denise Martin
Rene Mays
Valentine Mbinakar
Beverly Mcclanahan
Alberta Mcfarland
Cynthia Mckinney
Jennifer Mershon
John Miller
Beverlee Miller
Akua Minta
James Moore III
Rilla Morgan
Nelson Morillo
Elaine Moring
Gary Mosbacker
William Moton Jr.
Charles Mouser
Francis Mulvaine
Elizabeth Murphy
Stephanie Napier
Kenneth Neate
Beth Neves
Gwendolyn Newman
Lawrence Nichols
Albert Nimako
Brandy O'neal
Martha Oduro
Juliana Oppong
Donovan Oswalt
Larry Pack
Robin Pastor
Allen Payne
Robert Phipps
Johnny Pierce
Arletta Pitts
Roger Plank
Elizabeth Pokuua
Larry Ponn
James Poore
Brian Prater
Elijah Preston
Katherine Raglin
Carolyn Randoll
Thomas Rayford
Linda Rayford
Marie Reece
Barbara Reed
Keith Repass
Arthur Reuber
William Rich
Homer Richardson
Sherry Rigsby
Donald Rismiller
Jennifer Robb
Bethany Robb
Patricia Roby
Stefan Ross
William Rupe
John Ryan
Hagar Sarpong
Jennifer Saunders
Herbert Savage
Morgan Schrader
Brent Scott
Terry Scott
Derrick Seagle
Linda Secrest
Monica Severance
Steve Shafer Sr
Darrell Shaw, Jr.
Jeremiah Sheets
Sharmane Shortridge
Terry Shreve
Crystal Simpson
Joe Singleton
Tracy Sirch
Gregory Skaggs

Anthony Smith
Brenda Smith
Anna Smith
Joshua Smith
Brian Smith
Rex Snyder
Chasity Speaks
Julius Spencer, jr.
Steven Stewart
Sharon Stinemetz
Keith Stockton
Angela Stone
David Strawder
Carol Strayhorn
April Stump
Joseph Suders
Michael Talley
Sherl Tanner
Willie Taylor
Grethlyn Terrell
Beatrice Tetteh
Faith Thornhill
Burrell Thornhill Jr.
Christopher Trickett
Charles Trickett
Joyce Trout
Ruby Trout

Earl Trout
Angela Turner
Michele Turner
Michael Van Cleave
James Vance
Elizabeth Venturini
Charles Victor
Mary Vonderhaar
Rebecca Wade
Sylvester Wade
Kenya Walker
Robin Watson
Curt Watson
Thomas Westfall
Fred White
Toby Whitmire
Raphael Williams
Felicia Williamson
Toia Willis
Lynnette Wilson
Roger Winegardner
Constance Wion
Boateng Kwasi Wiredu
Valessia Wise
Jeffrey Wooddell
James Woody
Robert Wright

Start Date Anniversaries

Donald Jones	20 Years
Phyllis Crevison	17 Years
Carol Hill	17 Years
Russell Bright	13 Years
Jeffrey Wooddell	8 Years
Rose Clapsaddle	5 Years
Rebecca Wade	5 Years
Michael Apraku	4 Years
Marvin Green	3 Years
Toni Jewell	3 Years
Darren Seagle	3 Years
Terry Tucker	3 Years
Ronald Helterbran	2 Years
Donald Rismiller	2 Years
James Vance	2 Years
Donna Fay	1 Year
William Graves	1 Year
Regina Lorenzo-Hernandez	1 Year
Stefan Ross	1 Year
Carol Storey	1 Year

90 Day Service Awards

Deeb Omar Ali	Evans Amo
Agnes Ampofoa	Emma Arthur
James Ash	Antonia Cepeda
Deborah Coons	Mike Cotton
Melissa Goins	Timothy Gordon
Maria Hernandez	Asha Hirsi
Angeline Koanang	Bernard Kunkler
Mary Leiss	Marielys Maldonado
Beverlee Miller	Canei Milner
Akua Minta	Nelson Morillo
Patricia Parker	Roger Plank
Carolyn Randoll	Sherry Rigsby
Bethany Robb	Hagar Sarpong
Brent Scott	Terry Scott
David Shifflet	Sylvester Wade
Hagar Sarpong	Bahilo Shirwa
Mikeah Trotter	Mary Vonderhaar