



The Scioto News

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

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Associate Profile: Stefan Ross

Stefan is currently responsible for the general cleaning of his assigned buildings at the Ohio State University campus. Stefan states that he thrives on the combination of his own desire to never become bored with his work, and the changes his job brings forth. Through this professional enthusiasm he has come to be known and relied upon as a floor care expert.

After returning from a training session in Seattle, Account Manager Joe Warner was ready to begin serving his customer base with Encase™, a new grout sealing process newly offered through the Scioto Services division. When Joe took Stefan on a job,

his trust was quickly gained as Stefan went to task. Joe explains, “Encase™ is a slow and detail-oriented process. Not only are there considerations because each floor is different, but it is also a physically demanding process.” Joe further describes how Stefan, with as little as one to two weeks lead time, has taken on the responsibility for assisting with these projects while maintaining his daily duties. “I see him taking a key role as we create a float team for Encase™ and other special services.”

Stefan is a Columbus native and enjoys reading, music and movies and in his free time likes to travel and visit family.

Gym Floors: Preserving the Old, Protecting the New

With 25,000 square feet of fitness space, Scioto’s floor specialists had a lot of ground to cover in a short amount of time during the summer months in preparation for the academic year at the Ohio State University recreational center.

Scioto first gained the trust of OSU while working with the old sporting complex, Larkins Hall. Scioto had the task of restoring floors that were significantly damaged due to flooding. In a testimonial, Assistant Director of Facilities David DeAngelo describes, “Scioto has helped us extend the life of some very old floors while our new building was under construction.”

This academic year marked the opening of the new RPAC (Recreation and Physical Activity Center) where the athletic facilities are constantly in use. For the last four years, Scioto has handled the maintenance on all basketball, squash and racquetball courts for the university.

Account Manager Joe Warner has implemented the same cutting-edge technique that Scioto had been using for the past several years at Larkins Hall. The new process defies the misconception that water cannot be used on a gym floor. “By eliminating the traditional dry screening method of cleaning a gym floor, we can complete a job within hours that would otherwise take several days.”



A+ for Excellence, Punctuality:

Scioto prepared the gymnasium floors at the Ohio State University in record time to prepare for the 2006-2007 academic year.

Wellness Program

This month marks the deadline to enroll in the wellness program and receive a significant savings on your health insurance.

Be sure to call and have your appointment scheduled for the required blood draw.

Check Your Check

Before the end of the year, it is important that you review your paycheck and report any necessary changes, i.e address, social security number for tax purposes.

Scioto Club

The Scioto Club Dinner and Induction Ceremony will be held on Friday, November 17 at the Union County Service Center.

Christmas Parties

Mark Your Calendar for these Holiday Festivities:

Columbus/Marysville Region

Saturday, December 16th
Columbus Zoo and Aquarium
Wildlight Wonderland

Western Ohio Region

Sunday, December 3rd
Thirty-Six Skate Club
Piqua, Ohio

Tri-State Region

Saturday, December 9th
Cincinnati Zoo
Festival of Lights



A Word From The President



In September I wrote about how we differentiate ourselves from our competition. Over the next few months I want to share my thoughts regarding how we continue to accomplish this goal.

It starts with you! When you came in for your interview, when we agreed to work together, when we talked about your performance, when we talked about your next growth step, when we talked about how to utilize your talent in serving the customer. It is all about how we work together to meet and exceed the customers expectations.

Are we perfect? No! Do we all share the common goal of working together to best serve the customer? Yes!

To that end the process of getting there starts with our ability to recruit talented people. One of the things that differentiates us is our recruiting process. Our recruiting process is designed to evaluate expectations, responsibility and commitment levels. What we want is a commitment to each other in serving the customer. That is why the process involves multiple interviews, an extensive background check and drug testing.

This is to ensure you have the opportunity to be successful in helping us serve the customer. If you are already part of a team we want to make sure you see our commitment to providing your work environment with talented people.

All of this work up front develops the foundation of people having ownership and responsibility in serving the customer.

Our recruiting process and our ability to judge, evaluate, and develop talented people into a company of people committed to serving the customer is one way Scioto differentiates itself.

As I visit job sites and have conversations with people I see and hear how our customers benefit from Scioto's recruiting process. Our recruiters process is the foundation of developing people that have responsibility to each other and ownership in satisfying the customer.

Thanks for listening and being part of the Scioto family.

Chip



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The Scioto Difference

“The ISSA Show is the largest show in the world for manufacturers and users of cleaning supplies, equipment and chemicals. It provides us with the information and ideas that make our associates’ jobs easier, helps them be more efficient in delivering quality to the client, and makes the job site and tasks safer. It would run counter to our culture not to actively seek innovation on behalf of our associates and clients.”

Tom Kruse
CEO

Product Trials

We were on the lookout for specific products to help us improve our “cleaning for health” initiative.

Some of the items dealt with Micro-fiber Technology and are being evaluated for implementation:

- Micro-fiber cleaning cloths
- Micro-fiber mops
- Specific Restroom Enhancement Products Dispensing Systems, Sanitizing Systems

We will be evaluating these products based on our SQCEDM Model. Some of the questions will center around the following:

- **Safety**—Color coding for designated areas, reduction of cross-contamination.
- **Quality/Cost**—Performance-durability, efficiency.
- **Morale**—How do they help our associates, Are they a good tool for our people?

It takes a combination of the right people who share the same principles and values to sustain the company’s founding culture. At Scioto, we are passionate about actively seeking new and better ways to serve our customers through trade show participation. Because Scioto is committed to deliver a clean and safe environment with a cost-effective program it is imperative that we must be open to the advancement in our industry. And, that is the “Scioto Difference.”

The International Sanitary Supply Association 2006 Annual Conference

Why Attend?

We are there on behalf of associates and clients and we take that charge very seriously.

We owe it to our associates to find ways to make their jobs easier, help them be more productive, find new ways to make the jobsite and tasks safer, and scout the latest advancements in helping them deliver quality to our clients.

It provides information and training on new services that Scioto can offer to clients.

Seeing the products in person and all in one place is key.

Doing all of the above properly is a lot of hard work.



The SmartColor String Mop Heavy Duty from Unger.

This product is coded in four colors for designated cleaning areas and to prevent cross-contamination. It is currently under evaluation as a product that may help Scioto improve its “cleaning for health” initiative.



Health & Wellness

Breast Cancer Awareness

How common is breast cancer in the United States?

The National Cancer Institute estimates that, based on current rates, 13.2 percent of women born today will be diagnosed with breast cancer at some time in their lives. Estimated lifetime risk of breast cancer has gone up gradually over the past several decades. This year it declined slightly.

What are breast cancer "risk factors"?

To predict when and in whom breast cancer will strike, scientists must often think like detectives, looking for clues to signal which women may be more likely than others to develop the disease. These clues are called "risk factors." These factors include age, personal and family history.

Other Risk Factors and Lifestyle Choices



Decrease your daily fat intake.



Increase fiber in your diet.



Eat fresh fruits and vegetables.



Limit alcohol.



Stay active.



Don't smoke.

For additional information on risk factors, access the American Cancer Society Website, www.cancer.org, Breast Cancer Facts and Figures, 2006.



Answering the Call for Added Services

Scioto has once again answered the call by customers to meet their ever-expanding need for great service. Customers who had become accustomed to the quality cleaning service from Scioto associates had been asking us for some time to explore helping them with their other facility needs.

Adding facility services was not something that Scioto took lightly. As President, Tom Kruse explains; "Too many companies in our industry take a "me too" approach before really being ready to take on the big jobs. We didn't want to jump in to offering these other services until we were confident that we could perform them to the level that Scioto clients have come to expect. We needed to gain the leadership, service networks and expertise before we could make promises to our clients. It took time but now we are ready."

The new services section is under the leadership of Director of Industrial Services, is Greg Stinemetz. Greg looks forward to the opportunity to offer Scioto customers a "total package". He says, "In further developing our Industrial Services group, we are striving to give our customers a better value by offering a wider range of services they need with the professionalism they have come to expect from Scioto."

Now more than a traditional cleaning company, Scioto will provide customers with a wider variety of services. Customers no longer need to source multiple vendors for multiple cleaning services. Not only will Scioto save them in time but we will save them unneeded cost as well.



Scioto now offers Special Services, a new division which includes:

- **Painting**
- **Air Duct Cleaning**
- **Epoxy Coating**
- **Concrete Polishing**
- **Exterior Building Cleaning**
- **Preventative Maintenance Cleaning**

Honoring Our Veterans

In honor of Veteran's Day, we take time to recognize those who have dedicated some time of their lives to serving in our armed forces and protecting the freedoms we hold dear. Many Scioto associates have served in our nation's military forces. On this November 11, we recognize all who have taken up the call to duty and highlight some of our own military descendants:

Dwain Chandler



Dwain served in the U.S. Army for from 1972 to 1975. He was in the 74th Army Band stationed in Ft. Benjermin Harrison, Indianapolis, IN and the 25th Infantry Band at Schofield Barracks, HI. Being stationed in Hawaii was a great experience and he enjoyed the travel to several of the islands where they performed duties.

William Rich



William Rich was in Army for 22 months, he served in Ft. Jackson SC, Ft. Sill, OK, Anchorage Alaska and Vietnam. His favorite place was Vietnam.

Michael Romans



Michael Romans was in the Army for 4 yrs. He served in Berlin Germany. His favorite places visited were the Berlin Wall, Medieval German Castles.

Graham Gibson



Graham Gibson was in the Air Force for five years. He was stationed in New Jersey while America was in intense times w/ the Cuban Missile Crisis, and his military unit played a key role in protecting the United States from missile attacks from the Russian Territory.

Chris Trickett



Christ Trickett served in the Air Force for Eight Years. He was stationed in Eilson AFB Fairbanks AK, Holoman AFB, Alamogordo, NM and Saudi Arabia. His favorite places he visited while in the military were Italy, Ireland and Germany.

Randy Cole



Randy Cole served in the Army for three years and was stationed in Baghdad Iraq. His favorite place visited while in the military was Frankfurt, Germany.

Don't forget all those who serve our country this Veteran's Day, November 11.



Keeping Good Health Close to Home

Scioto is pleased to participate in a fund for the Memorial Hospital of Marysville to purchase a 64 Slice CT Scanner. This is advanced imaging technology that will put Memorial Hospital in the top tier of community hospitals. The important advancement provides excellent and timely diagnosis of life-threatening emergencies such as heart attack, stroke and pulmonary embolism at the local level where often times definitive diagnosis was only achieved through time-consuming testing or transport to another facility.

The 64 Slice CT Scanner



The scanner takes two and three dimensional images of all internal organs of the body. It allows doctors to find blockages in coronary arteries, uncover aneurysms in the brain, abdomen and extremities and provides the same info as an angiogram. It will reveal lung carcinoma (cancer) at its most successfully treatable state, and detect very small nodules as well as evaluate more accurately the size of tumors in other parts of the body.

Scioto President Tom Kruse explains the companies interest in the breakthrough technology. “Our associates and their families may have direct benefit from this at one time or another,” he explains. “Another important reason for Scioto to be involved is for community development. When company’s choose to locate or expand existing operations in the area, this type of advancement can only increase Scioto’s chances of keeping customers in the area as well as having new customers to serve in the future.

Memorial Hospital CEO Chip Hubbs explains, “Scioto has been very supportive of our hospital as well as our community. We are proud to be the second hospital in Ohio to implement this piece of technology. Thanks to community donors like Scioto, we are able to enjoy success as a locally-owned community hospital.”



Benefits In Action

It’s Scioto Wellness Enrollment Time Again!

With a 20% increase in insurance costs for next year, there is an added incentive to participating in the wellness program. For the first time, you can now cut your costs in two ways:

- 5% discount for those who participate in the health risk assessment
- 15% discount for those who participate in the health risk assessment and the self-management tool

Don’t miss the blood draw nearest you so you can take advantage of the cost savings:

Marysville office	November 14	6:30 a.m. to 12:00 p.m.
Columbus office	November 15	8:00 a.m. to 10:00 a.m.
Troy Hobart Main St. Office	November 16	8:00 a.m. to 10:00 a.m.

- 1) Early identification of potential health issues is a responsibility that each of us have as it relates to our own health, our families and our employer.
- 2) Improving our health through early discovery of potential health risks is a way for us to help control the increasing costs in healthcare and health insurance. If we can take the appropriate action to mitigate or minimize unnecessary costs to the health plan, everyone wins by virtue of lower healthcare costs and lower health care premiums.
- 3) Making changes in unhealthy lifestyles and habits means improved health for all.

Using Chemicals Safely

MSDS Is Your Source Of Chemical Information

The Material Safety Data Sheet (MSDS) is the basic source of information about chemicals you are using in the workplace. It is part of a chemical hazard communication program that includes training and proper labeling of substances. By referring to the MSDS, you can learn why the substance is hazardous and how to protect yourself.

When you read an MSDS, you learn these important facts:

- **What the chemical is.**
- **What company manufactures the chemical.**
- **Why the substance is hazardous and its harmful effects.**
- **How to use, store and dispose of the substance safely.**
- **How to protect yourself from exposure.**
- **What to do in an emergency.**

For you, perhaps the most important part of the MSDS is the section on first aid.

When handling chemicals, remember these safety guidelines:

- **Read the label. This will tell you the kind of substance in the container, what its hazards are and how to protect yourself.**
- **Follow exactly the directions for handling a chemical. Never mix chemicals together unless you are supposed to. Also, never mix chemicals with water unless you know you should because some chemicals will react violently when mixed with water.**
- **Store chemicals correctly, as specified on the MSDS and label. There must be adequate ventilation, the proper temperature, spill containment devices and other provisions.**
- **Know how to safely dispose of chemicals. This information will be included on the label and the MSDS for each chemical.**

Chemical Safety Training in the Columbus Region



"The labels are great to ensure I have the correct Personal Protection Equipment and the correct chemical since some of the bottles are not see-through. It also makes us aware of the risk of flammability, health and reactivity."

Hannibal Stanley



"It helps to make sure that everyone who works in the same area knows what chemical is in the bottle."

William Taylor



"It was a great way to remind all associates of how to read labels and make sure that all of their bottles were labeled correctly, for the safety of all associates and the proper procedures on what to do in case of emergency."

William Johnson

PERFECT ATTENDANCE FOR SEPTEMBER 2006

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

Ronald Adams	Wallace Garnett	Alberta McCarland	Rana Spillman	Violet Wagner
Eric Adu	Carolyn Gildersleeve	Cynthia McKinney	Steven Stewart	Bilad Warsame
Nana Akyaw	Johnny Gillard	Samuel Mensah	Sharon Stinemetz	Robin Watson
Deeb Omar Ali	Melissa Goins	Jerry Mershon	Keith StocktonJudy Stradling	Curt Watson
Saharla Ali	Torrez Minerva Gonzalez	Jennifer Mershon	David Strawder	Thomas Westfall
Angela Alvarez	Antoine Gordon	John Miller	Joseph Suders	Fred White
Dina Ama	Timothy Gordon	Beverlee Miller	Michael Talley	Rapheal Williams
Allen Anderson	William Graves	Akua Minta	Sheri Tanner	Sharon Williams
Donald Antwi	Marvin Green	Rilla Morgan	William Taylor	Catherine Williams
Emma Arthur	Jesse Green	Elaine Moring	Willie Taylor	Felicia Williamson
Timothy Asbury	Robert Gregory	Charles Mouser	Grethlyn Terrell	Tamara Wilson
James Ash	Modesto Guerra	Francis Mulvaine	Faith Thornhill	Lynnette Wilson
Susana Ashie	Wylene Guilford	Elizabeth Murphy	Christopher Trickett	Roger Winegardner
Ryan Ashley	Nuru Salad Guled	Kenneth Neate	Mikeah Trotter	Constance Wion
Amber Baker	Rukiya Guled	Beth Neves	Joyce Trout	Boateng Kwasi Wiredu
Carol Ballew	Steven Harris	Albert Nimako	Ruby Trout	Valessia Wise
Booto Hirsi Barre	Jewel Harris	Emmanuel Nsiah	Earl Trout	Hollie Wondely
Charlene Benton	Jo Ann Harrison	Brandy O'Neal	Terry Tucker	Jeffrey Wooddell
Jill Berry	Robyn Hartman	Gladys Obakpolor	Rita Tuffour	Roger Wright
Shirley Black	Sara Hatcher	Martha Oduro	Michael Van Cleave	Robert Wright
Raymond Blackburn	Lloyd Hawks	Juliana Oppong	Charles Victor	James Woody
Teresa Bolen	Wilo Farah Hayle	Donovan Oswalt	Mary Vonderhaar	Barbara Wuest
James Bowen	Ronald Helterbran	Robin Pastor	Rebecca Wade	
Larry Bower, Jr.	Mary Hendricks	Nicole Penrod	Delores Wagner	
Donna Breece	Maria Hernandez	Jacklyn Peppers		
Erica Brentlinger	Alexander Hill	Thomas Pickering		
Belinda Bright	Carol Hill	Johnny Pierce		
Russell Bright	Gerald Hiltibran	Arletta Pitts		
Heather Brooke	Asha Hirsi	Elizabeth Pokuua		
Roberto Brown	Sherry Hitt	Larry Ponn		
Karlos Brown	Pamela Hoffman	James Poore		
Bruce Burton	Travis Hollins	Brian Prater		
Loyd Butcher	Loretta Homer	Robert Radcliffe		
Maria Cabezudo	Jeren Howell	Carolyn Randall		
Benega Carawan	Octavia Howell	Linda Rayford		
Frank Castle	Kimberly Huffman	Marie Reece		
Shawn Castleberry	Raymond Hunsicker	Barbara Reed		
Antonia Cepeda	Brandon Hunt	Keith Repass		
Louise Clegg	Chane Hutsell	Arthur Reuber		
Richard Clegg	Sureer Ali Isse	William Rich		
Kay Collins	Myra Ivey	Homer Richardson		
James Combs	Patricia Jackson	Trina Richardson		
Robert Combs	Mary Jane Jakeway	Sherry Rigsby		
Eileen Cook	Timothy Jaye	Donald Rismiller		
Deborah Coons	Carlos Jimenes	Jennifer Robb		
Jose Coronel	Toleise Johnson	Donald Robinson		
Rosemary Covarrubias	Janice Johnson	Patricia Roby		
Jeremy Cox	Brenda Johnson	Latasha Roddy		
Phyllis Crevison	William Johnson	Dennis Rosa		
Jeffrey Crisp	Mark Jones	Jusue Yamil Rosario		
David Crisp	Donald Jones	Stefan Ross		
Dannie Cromes	Beverly Jones	Todd Roush		
Xavier Cruz	Connie Jones	William Rupe		
Geonia Cummings	Regina Jones	Cynthia Sanford		
Dixie Dalton	Karry Kean	Carlos Santiago		
Aleisha Delaney	Shawn Kennedy	Jennifer Saunders		
Jose Javier Delgado Garcia	Richard Kidd	Herbert Savage		
Robert Dickerson	Tabitha Kindle	William Scott		
Eric Dickerson	Lisa King	Brent Scott		
Alexis Dickerson	Jason Kirby	Darren Seagle		
Dwayne Dickey	Jeanette Kocou	Linda Secrest		
Robert Dillard	Eva Lamar	Steve Shafer Sr		
Michael Dixon	Wanda Latimore	Deborah Shaw		
Carlos Doran-Zorrilla	Larry Lawson	Darrell Shaw, Jr.		
Sherry Douglas	Ricky Lawson	Jeremiah Sheets		
Marcella Dozier	James Legge	Michael Shepherd		
Stephanie Drake	Jane Lesure	David Shifflet		
Zatricia Edmonds	Lawrence Likens	Kathy Shonebarger		
Christopher Eirich	Lisandro Lorenzo	Sharmane Shortridge		
Sahra Elmi	Regina Lorenzo-Hernandez	Terry Shreve		
David Evilsizor	Shane Losey	Ricky Shreve		
Donna Fay	James Lowry	Crystal Simpson		
Ted Ferrell	Suki Lozoya	Joe Singleton		
Judy Ferris	Yesenia Perez Lugo	Tracy Sirch		
Sharon Flewellyn	Marielys Maldonado	Gregory Skaggs		
Aaron Ford	Marcus Mapps	Anthony Smith		
	Brandy Marks	Anna Smith		
	Denise Martin	Brian Smith		
	Rene Mays	Devin Speaks		
	Beverly McClanahan	Jerico Spears		
	Mary McCoy	Julius Spencer,jr.		

Start Date Anniversaries

Matt Niswonger	12 Years
Nicole Penrod	8 Years
Dixie Dalton	7 Years
Roger Winegardner	5 Years
Frank Castle	4 Years
Todd Roush	4 Years
Roberto Brown	3 Years
Zatricia Edmonds	2 Years
Thomas Rayford	2 Years
Brandy O'Neal	1 Year
Darrell Shaw, Jr.	1 Year
Devin Speaks	1 Year
Kenya Walker	1 Year
Robin Watson	1 Year

90 Day Service Awards

Ronald Adams	Eric Adu
Timothy Asbury	Susana Ashie
Jessica Blair	Scott Brown
Jeffrey Crisp	Paul Crum
Jose Javier	Delgado Garcia
Sahra Elmi	Aaron Ford
Johnny Gillard	Jewel Harris
Sara Hatcher	Sureer Ali Isse
Tamara Jakeway	Tina Lykes
Marcus Mapps	Charma Mcelvene-
Samuel Mensah	Gladys Obakpolor
Elizabeth Perdue	Thomas Pickering
Cherlissa Ramsey	Trina Richardson-
Dennis Rosa	Deborah Shaw-
Charles Trickett	Rapheal Williams
Hollie Wondely	