



The Scioto News

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

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The New Standard in Cleaning

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Chuck Victor...Honda Wrap Guard account where he has been a true force in helping create a client-centered environment.

His superb work history aside, Chuck's associate relations talents have earned him the reputation of "middle-man," according to Manager Dan Furrow. Dan explains, "As new policies are implemented, associates rely on Chuck for explanation. His approachability comes from a light-

Associate Profile: Chuck Victor

hearted nature and ability to make others laugh. Dan describes, "Having Chuck around helps lighten the crew."

Chuck has recently taken on a voluntary role in helping his fellow associates with insurance matters. According to Chuck, "Since I used to sell insurance to the senior market, I can help answer questions of associates who will soon be retiring or otherwise eligible to receive Medicare." Chuck has offered himself as a resource and takes calls at home from any associates in need of direction through this confusing process. While Chuck also enjoys the sponsored events, such as the golf outing

and the summer picnic; he is best known for the most enjoyable hat he wears to serve his fellow associates—Santa! He arrives at the Christmas parties as Santa Claus and lights up when the children tell him their Christmas wishes.

Married to his wife Ann for what he describes as 41 wonderful years, they have a daughter and enjoy spending time with their grandchildren. Chuck and family like to travel and try new restaurants. Another form of relaxation that Chuck has enjoyed for many years is joining his buddies each week for a game of golf.

New Addition to Management Staff

A familiar face has become the latest addition to the Scioto management staff. From his Manager-In-Training position at ELP, Josh Rohrbacher has now assumed the role of Account Manager at MEI.

Account Manager Aaron Williams was anxious to see Josh return when he answered the advertisement for the management trainee position. Aaron describes, "I knew what he was made of because he had worked for us during the summer when he was in college. He worked an account that was one of the most challenging assignments we had; with a generous amount of extra effort and the understanding of what it takes to serve the culture." Aaron adds that this challenging work will lead to his success in relating to associates as he understands the types of daily issues they face on the job site.

During his time with Scioto Josh has spent a great deal of time working at various accounts. The perspective and credibility that is gained through spending time working as part of the team is a vital common thread in successful Scioto leaders. Part of the Scioto culture is that leaders are familiar with what it really takes to bring people together in a way that exceeds customer expectations. Bringing people together toward a common goal is a comfortable role for Josh as he was the captain of his college basketball team. Josh's leadership as well as his willingness to be part of the team are attributes that promise to give him a reputation for serving clients and associates alike.



Under New Management: "Josh's willingness to learn and work as a team member has helped his successful transition to a leadership role"

A Word Of Thanks

JR and Chip have stated that Scioto is like a big happy family and I would like to use myself as an example of this. Several months ago my wife Ann was diagnosed with cancer and by checking with doctors, I found out that I would be missing a lot of work. My first step was to contact my manager and informed them of my situation and they informed me that I should get with Matt about the company policy on FMLA. Matt was very helpful and gave me several choices on what I need to do. We decided that we need to work with my onsite managers to arrange my schedule to accommodate my needs in taking care of Ann. Dan and Teresa Bolen went out of their way to help me reschedule my schedule. They let me know that they will help out as much as possible and to assure me that my job would be here regardless of how much I need to miss. I would like to thank most of all my fellow associates who had to fill in for me for the days that I could not be in, helping out the account in working the extra hours, and changing their schedule. For their sacrifices and concerns, Ann and I will always be truly grateful. The good news now is that Ann is cancer free and will have a year of treatments so the cancer does not return.

I do believe that this company does care about the associates and I am proof. God Bless you all.

Ann and Chuck Victor

Happy Holidays

Scioto wishes all of our employees and their loved ones a happy, healthy and joyful holiday season.



The Scioto Way



As we look forward to next year and reflect on our past we undoubtedly know the recipe for success. As a person, family, community member, & team member of Scioto Services, it is the whole person!

As an organization what differentiates us is that we have great people who work here who believe in themselves and others. People who want to have an impact both personally and as part of an organization.

Our success is dependent on each of us being responsible, knowing what we are best at, and our ability to learn and be open to new ideas. The ability to share thoughts with others and knowing everyone's best interest is always in mind.

If someone is critical of your performance it is not a personal attack on you it is our desire as an organization to provide the best service. That is what is driving the closing of a performance gap.

These conversations must have respect, trust, and a shared commitment to each other and the organizations best interest. It is about organizational excellence.

We are a good organization. Our most recent client satisfaction survey reflects such. Our scores as a company were up in each category. The highest increase came in the areas of professionalism and follow up.

This reflects the commitment of our associates and managers to meet and exceed the overall expectations of our clients.

Anyone who is a performer here knows it is about people. People committed to meeting and exceeding expectations. How we achieve this end result is what makes us a good organization and is our biggest challenge moving forward. Although things will change and we must always be thinking forward our commitment to each other must continue to grow stronger.

As we have grown over the past five years you have seen new people come into the organization. Our commitment to the organization and our clients is to have the best people. People who believe in our culture, who understand it is about the whole person. We must believe in each other and work together to achieve client satisfaction. Achieving satisfaction is what creates opportunities both for the organization and the people who support it.

As much as things change the formula for success does not change.

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

Chip



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Scioto Difference

Matt's work with the Safety Council is a great win-win situation. The community benefits from Matt's expertise and commitment while Scioto receives the advantages of networking and information sharing with other safety professionals in the business community. In the end, the result is a safer and healthier environment for our associates and clients."

Tom Kruse
CEO

Respect From the Community

"It is evident that Matt's safety guidance continues to be expressed by his associates that work at Honda. It is a real pleasure to work with a company like Scioto. Through Matt's involvement, guidance and persistence each and every day, associates are trained to actively respond to potentially hazardous situations. I am sure that this would not have been possible without Matt's involvement, guidance, and persistence each and every day."

Joe Cicero
Corporate Health and Safety
Senior Staff Administrator
Honda of America Manufacturing



It takes a combination of the right people who share the same principles and values to sustain the company's founding culture. Helping to create an atmosphere of safety in the community by promoting the value of safety and health initiatives for local businesses is the goal through strong leadership roles in the community safety council. And, that is the "Scioto Difference."

Sharing Safety within the Community

Director of Human Resources Matt Niswonger has a strong commitment to further the safety culture of Scioto through leadership by example.

A member of the Union County Safety Council since 2002, Matt has presided as president for the past year. On the importance of his involvement, Matt explains, "It is an important resource for networking with other safety professionals in the area. We learn from one another and I am able to take back to Scioto the latest innovations in safety as well as the wants and needs of the business community we serve."

Along with the Presidency of the Safety Council comes a seat on the Board of the Union County Chamber of Commerce, where Matt is responsible for assisting in development of the business community.

Sharing Safety within the Company

Shane Losey has worked on various safety projects with Matt Niswonger in his past three years with Scioto. From projects to team trainings, associate safety is the number one priority. Shane describes, "Matt has always taken pride in knowing that his efforts help in keeping our associates safe. He is passionate about making all of Scioto's jobsites as safe as possible and realizes that the physical health of associates, as well as their confidence that they will not be put into harm's way equates to a happy and successful workplace. I believe through his personal approach to safety in helping Scioto administer our safety initiatives and policies is one of the many things that makes our company what it is today."

Director of Human Resources Matt Niswonger, pictured left, with Luann Weethee, presenting Scioto with the Bureau of Workers' Compensation Achievement Award for 2005; and pictured left, presiding over the Union County Safety Council.



Health & Wellness



De-Stress Your Holidays

What can you do to help you truly relax and enjoy this holiday season? First and foremost, you must lower your expectations and be more realistic about what you can and cannot accomplish. Then, you should set priorities to make sure your concentrating on the things that mean the most to you and your loved ones.

Here are some more tips to help make this a low stress, healthy and happy holiday season:

- Don't try to do it all – ask for help with cleaning, decorating and baking. Making these chores family activities brings the joy back into doing them.
- Set a budget and stick to it. Let kids know that some gifts are just too expensive. Teaching the value of a dollar can go a long way this time of year.
- Nurture your spirit of giving without the commercialism by caroling, volunteering or donating old toys, books or clothes.
- Plan your finances and stick to your budget.
- Take care of yourself. Spend some time outside each day and set aside a few minutes of relaxation in the morning and evening to rejuvenate and recharge.



Innovations in Concrete Polishing

Scioto customers have been asking for a better solution to their industrial floor maintenance needs. With traditional sealing and epoxy processes, plants often sacrifice production time for floor care. Scioto answered the call by providing a concrete polishing procedure to the list of available services.

Greg Stinemetz oversees this process as the Director of Scioto's Industrial Services Division. He describes the solution as a long-term performer, without the constant maintenance of scrub and seal concrete. "While the upfront cost is higher," he explains, "the life cycle cost over a ten year period is significantly lower." Greg goes on to explain, "There are different degrees of polishing as well as some temporary fixes out there but they do not maintain the shine and long term durability as true concrete polishing. As with any process there will always be low performing imitations that address only price."

The pool of qualified associates in the area of concrete polishing has recently increased. Taking themselves a step further in floor care expertise, Chris Trickett, Dave Laase and Russ Bright recently returned from an out-of-state polishing school where they learned the fundamentals of concrete equipment maintenance.

Because the process is dry in nature, it allows for floor care to be performed with minimal disruption to production and traffic. Greg states, "People in industry have latched on to this because they do not have to worry about the floors for ten years." He adds there are also safety benefits to the process including the lack of employee exposure to polyurethane, not to mention the higher safety slip co-efficient, or less slippery floors that result.



Scioto customers asked for a better solution to their concrete floor care needs. Scioto answered the call with concrete polishing. Our floor care experts continue to take the next step in floor care by learning the process.



Scioto Club Dinner

Members of the Scioto Club Class of 2006 were honored at last month's induction and award ceremony. The appreciation dinner is held annually to celebrate the Scioto family, for setting themselves and Scioto apart as an industry leader in creating a comfort level for clients that only results from the stability of a reliable work force.

Honored guests enjoy a gourmet meal as they recognize their achievements and welcome the newest additions to the Club. VP of Finance David Anderson describes, "This is a great way to celebrate those that have made a commitment to Scioto and our customers." The Scioto Club is truly a family.

The Scioto Club



New Inductees: The five year members are Rebecca Wade, Rose Clapsaddle, Roger Winegardner, Carrie Hughes.

Rose Clapsaddle
Chongo Hiltibran
Pam Hoffman
Carrie Hughes
Eugene Jolliff
Norma Magill
Denise Martin
James Moore
Beth Neves
Bill Preston
Rebecca Wade
Lloyd Williams
Roger Wingardner



Fifteen Year Members: Mary Ellen Hendricks, David Anderson.

Honorary Membership Tom Kruse, Sr.



Ten Year Members: L to R Jim Collins, Chuck Victor, Greg Skaggs, Elaine Morning.



Tom Kruse, Sr., was guest speaker and reflected back to why the company was started and how the Scioto Club is one way of keeping the culture that has made Scioto successful alive today and encouraged everyone to continue to pass it on to new members.



Twenty Year Members and beyond: Honorary member Tom Kruse, Sr., 20-year member Don Jones, and 22-year member Tom Kruse, Jr.

Feeding the Hungry

A Scioto Associate was recently involved in a community endeavor that attracted local media attention. The Marysville Journal-Tribune recently ran an article entitled, "Community Thanksgiving meal ready to serve 1,200." Featured in the photo of community volunteers is Nestle associate Mary Ellen Hendricks, who has been involved with the community holiday meal since its inception over a decade ago.

Volunteers from the various churches in the community unite to offer a special holiday meal. Mary Ellen describes, "A letter is sent out telling everyone who does not want to have Thanksgiving alone, that they are welcome." While holiday meals are often offered to those who are economically disadvantaged, there is no criteria to join this community table. "All are welcome," Mary explains. "It may be a family with children who cannot get home to visit their loved ones for the holidays and don't wish to spend Thanksgiving alone. And, we also deliver meals to those who are housebound."

Raised by a mother active in service organizations, community service is a way of life for Mary Ellen. Mary Ellen has been arranging flowers for her church for the last 40 years, and has also enjoyed singing in the choir and performing in community plays. She also lends a hand for social activities at work. When asked why she feels so strongly about participation, she says it makes her feel good, and that it is important to give back when we have so much. "If people don't step up and do their part, nothing would get done. It gives me pleasure to help other people."

Out of their 1,200 meals served, over 200 were delivered to homes. With all the time and money donated by community members, Mary indicates that the group was pleased to "break even" for the event.



Photo courtesy of Marysville-Journal Tribune

Eighty-seven turkeys, 65 pounds of sweet potatoes, 80 pounds of potatoes, 21 pounds of cranberry sauce, 200 pies and 40 pounds of stuffing were prepared to feed 1,200 community members.

Benefits In Action

January 1, 2007 kicks off the opportunity for Scioto Health Plan members to begin to participate in the Health Self-management part of the Wellness and Health Management Program that is being sponsored by Scioto Services.

For those of you that have completed the first part of the program, which included the Health Screening and the Health Risk Appraisal survey, you have already achieved the Level 1 Incentive which is a 5% discount off of your health care premiums contributions. Now, each of you are on your way to participate in the activities required to achieve the Level 2 Incentive offering, which is an additional 10% discount off of your health care premium contributions.

The Health Self-management program is an Internet-based wellness and disease self-management tool that provides program participants educational resources to learn more about their health or condition, if they are ill. In addition, the program will offer the opportunity for each participant to set personal lifestyle goals in the areas of weight management, nutrition, physical activities and fun activities. The participant is asked to monitor and report their individual activities that will help them achieve their individual goals. In addition to personal goal tracking, the program will monitor and track certain health related measurements, such as blood pressure and blood glucose. The Health Quest Self-management program reminds participants to enter their activity readings or not to forget to take your medication or to exercise. Face it; everyone can use a reminder every now and then.

More information will be communicated during the orientation meetings. Scioto will be scheduling meetings during the week of December 18th in order to introduce the Health Management participants to the Health Self-management activities which each of you will have the opportunities to participate in beginning January 1, 2007.

Mark Your Calendar for these important dates:

Wellness and Health Management Program

Orientation Meetings:

December 20 3:00 p.m.
Columbus Office

December 21 8:00 a.m.
Marysville Office

December 22 9:00 a.m.
Troy

It's your health. . .

Don't you want to be involved?

Ladder Safety

Do you know there's a killer on the job that you probably meet face-to-face every day? A common, ordinary ladder can be a killer. Ladders are involved in many accidents, some of which are fatal. Your life literally can depend on knowing how to inspect, use, and care for this tool.

Inspecting Ladders

Before using any ladder, inspect it. Look for the following faults:

1. Loose or missing rungs, cleats, or bracing;
2. Loose nails, bolts, or screws;
3. Cracked, broken, split, dented, or badly worn rungs, cleats, or side rails;
4. Wood splinters;
5. Corrosion of metal ladders or metal parts, and
6. Missing or damaged side rails or foot pads.



Remember to practice safety. Don't learn it by accident!

Using Ladders

Choose the right type and size ladder. Except where stairways, ramps, or runways are provided, use a ladder to go from one level to another. Keep these tips in mind:

1. Be sure straight ladders are long enough so that the side rails extend above the top support point by at least 36 inches.
2. Don't set up ladders in areas such as doorways or walkways where others may run into them, unless barriers protect them. Keep the area around the top and base of the ladder clear. Don't run hoses, extension cords, or ropes on a ladder that would create a trip or fall hazard.
3. Don't try to increase the height of a ladder by standing it on boxes, barrels, or other objects. Never splice two ladders together.
4. Set the ladder on solid footing against a solid support. Don't try to use a stepladder as a straight ladder.
5. Don't use ladders as a platform, runway, or scaffold.

Ladder Safety at MAP Weld



"We use ladders everyday and this training is a good reminder of how to safely use them."

Rich Kidd



"I thought I knew about ladder safety until I had a close call with a ladder tipping. I learned to move the ladder instead of reaching."

Roy Horner



"At M/C Paint we use ladders on a daily basis to perform our jobs. It is good to be reminded of how dangerous they can be if not used properly."

Brandon Clary



"Sometimes we take for granted that our ladders are in good working order. This training reminds us to always inspect before use."

Shawn Kennedy



If you find a ladder in poor condition, don't use it. Report it! It should be tagged and properly repaired or immediately destroyed.

PERFECT ATTENDANCE FOR OCTOBER 2006

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

Ronald Adams
Eric Adu
Nana Akyaw
Deeb Omar Ali
Saharla Ali
Dina Ama
Todd Amweg
Deborah Anderson
Allen Anderson
Donald Antwi
Emma Arthur
Timothy Asbury
James Ash
Shukri Ashkir
Ryan Ashley
Amber Baker
Carol Ballew
Booto Hirsi Barre
Charlene Benton
Jill Berry
Shirley Black
Jonathan Bloemer
Michael Bloemer
Teresa Bolen
James Bowen
Larry Bower, Jr.
Donna Breece
Erica Brentlinger
Belinda Bright
Russell Bright
Heather Brooke
Angel Brown
Gregory D' Brunson
Phillip Bullard
Bruce Burton
Maria Cabezudo
Benega Carawan
Frank Castle
Shawn Castleberry
Antonia Cepeda
Rose Clapsaddle
Floran Clark
Richard Clegg
Louise Clegg
Marcia Cloninger
Randy Cole Jr.
Kay Collins
Robert Combs
James Combs
Eileen Cook
Deborah Coons
Jose Coronel
Rosemary Covarrubias
Jeremy Cox
Phyllis Crevison
David Crisp
Dannie Cromes
Paul Crum
Xavier Cruz

Geonia Cummings
Dixie Dalton
Carol Davis
Eric Davis
Aleisha Delaney
Jose Javier Garcia
Robert Dickerson
Eric Dickerson
Dwayne Dickey
Robert Dillard
Michael Dixon
Marcella Dozier
Stephanie Drake
Amber Duffield
Michael Dunaway
Zatricia Edmonds
Christopher Eirich
Sahra Elmi
David Evilsizor
Ted Ferrell
Judy Ferris
Sharon Flewellyn
Wallace Garnett
Carolyn Gildersleeve
Johnny Gillard
Melissa Goins
Torrez Minerva Gon-
salez
Antoine Gordon
Timothy Gordon
Amy Grant
William Graves
Marvin Green
Robert Gregory
Modesto Guerra
Wylene Guilford
Nuru Salad Guled
Rukiya Guled
Thomas Harris
Steven Harris
Jo Ann Harrison
Robyn Hartman
Gary Hatcher
Lloyd Hawks
Wilo Farah Hayle
Ronald Helterbran
Mary Hendricks
Maria Hernandez
Alexander Hill
Carol Hill
Asha Hirsi
Sherry Hitt
Pamela Hoffman
Travis Hollins
Roy Horner
Loretta Horner
Erma Houston
Jeren Howell
Octavia Howell
Kimberly Huffman
Raymond Hunsicker
Brandon Hunt
Chane Hutsell
Myra Ivey
Patricia Jackson
Mary Jane Jakeway
Timothy Jaye

Toni Jewell
Carlos Jimenes
Marcia Johnson
Brenda Johnson
Toleise Johnson
Janice Johnson
Eugene Jolliff
Regina Jones
Donald Jones
Mark Jones
Beverly Jones
Shannon Jordan
Karry Kean Smith
Jay Kendrick
Shawn Kennedy
Tabitha Kindle
Lisa King
Jason Kirby
David Laase
Eva Lamar
Roosevelt Latimore
Wanda Latimore
Larry Lawson
Ricky Lawson
Ovetta Leary
James Legge
Jane Lesure
Lawrence Likens
James Lindenberger
Lisandro Lorenzo
Regina Lorenzo-
Hernandez
Shane Losey
Lola Love
James Lowry
Suki Lozoya
Tina Lykes
Norma Magill
Marielys Maldonado
Brandy Marks
Denise Martin
Pamela Mathews
Rene Mays
Valentine Mbinakar
Beverly Mcclanahan
Alberta Mcfarland
Cynthia Mckinney
Leslie Mcqueen
Samuel Mensah
Jerry Mershon
Beverlee Miller
John Miller
Akua Minta
James Moore III
Rilla Morgan
Elaine Moring
William Moton Jr.
Francis Mulvaine
Elizabeth Murphy
Becky Napier
Kenneth Neate
Beth Neves
Albert Nimako
Emmanuel Nsiah
Brandy O'neal
Gladys Obakpolor
Martha Oduro

Juliana Oppong
Donovan Oswalt
Larry Pack
Robin Pastor
Nicole Penrod
Jacklyn Peppers
Elizabeth Perdue
Robert Phipps
Johnny Pierce
Arletta Pitts
Roger Plank
Elizabeth Pokuaa
Larry Ponn
James Poore
Brian Prater
Elijah Preston
William Preston
Katherine Raglin
Carolyn Randall
Phyllis Ratliff
Thomas Rayford
Linda Rayford
Barbara Reed
Keith Repass
Arthur Reuber
Laura Revels
William Rich
Homer Richardson
Sherry Rigsby
Donald Rismiller
Donald Robinson
Patricia Roby
Michael Romans
Dennis Rosa
Stefan Ross
Todd Roush
William Rupe
Cynthia Sanford
Carlos Santiago
Jennifer Saunders
Jeff Schertzer
William Scott
Brent Scott
Linda Secrest
Steve Shafer Sr
Darrell Shaw, Jr.
Jeremiah Sheets
Michael Shepherd
David Shifflet
Sharmane Shortridge
Terry Shreve
Ricky Shreve
Crystal Simpson
Joe Singleton
Tracy Sirch
Allen Smart
Anna Smith
Anthony Smith
Brian Smith
Rex Snyder
Devin Speaks
Jerico Spears
Julius Spencer,jr.
Rana Spillman
Steven Stewart
Keith Stockton
Judy Stradling

Thomas Stradling
David Strawder
April Stump
Joseph Suders
Andrea Swank
Michael Talley
Sherl Tanner
William Taylor
Willie Taylor
Grethlyn Terrell
Faith Thornhill
Burrel Thornhill Jr.
Christopher Trickett
Charles Trickett
Mikeah Trotter
Earl Trout
Ruby Trout
Joyce Trout
Charles Victor
Mary Vonderhaar

Violet Wagner
Kenya Walker
Bilad Warsame
Curt Watson
Robin Watson
Thomas Westfall
Fred White
Charles Williams
Rapeal Williams
Catherine Williams
Felicia Williamson
Tamara Wilson
Lynnette Wilson
Roger Winegardner
Constance Wion
Hollie Wondely
Jeffrey Wooddell
James Woody
Robert Wright
Barbara Wuest

Start Date Anniversaries

Gerald Hiltibran	6 Years
Denise Martin	6 Years
James Moore III	6 Years
Eugene Jolliff	5 Years
Timothy Jaye	4 Years
Shirley Black	3 Years
Tracy Sirch	3 Years
Wylene Guilford	2 Years
Brandon Clary	1 Year
Randy Cole Jr.	1 Year
Steven Harris	1 Year
Brandon Hunt	1 Year
Chane Hutsell	1 Year
Cuong Le	1 Year
Jerry Mershon	1 Year
Homer Richardson	1 Year
Kathy Shonebarger	1 Year
Anthony Smith	1 Year

90 Day Service Awards

Timothy Asbury	Andrea Bee
Jonathan Bloemer	Hubert Burrow
Jennifer Curry	Rick Dallas
Linda Davidson	Eric Davis
Amber Duffield	Michael Dunaway
Gary Hatcher	Amanda Heileman
Marcia Johnson	Rodney Lowe
Pamela Mathews	Jeffrey Reames
Laura Revels	Michael Romans
Natasha Seitz	Sheryl Shepherd
Allen Smart	Karen Snyder
Gregory Stinemetz	Darren Thurman
Charles Trickett	Charles Williams