



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: Regina Hernandez

and consistency that Regina exudes. He explains, "While it is not uncommon for any of us to become lax, that never happens to Regina. She does a fantastic job every day." Steve also states that another trait that makes Regina unique is her willingness to learn and an expressed interest in progressing with the company.

Regina's proactive approach to customer service has led to an established rapport with the customers. According to Steve, "Her ability to both organize the work at her account and to communicate with the customers results in little involvement on my part. The client is content to deal with Regina on a daily basis."

As for her staff members, she has developed an ability to bring out each individual's talents. In recognizing these strengths, the work is organized and scheduled in detail; with project work becoming increasingly efficient. This has been her proudest accomplishment: learning how to make things possible and going after them.

Hailing from a family of 16 children, Regina is now married with four children of her own, and not surprisingly; considers family a very important part of living. She likes to spend time cooking and enjoyed preparing Christmas dinner in their new home over the holiday season.

A New Shine on an Old Mix

In the last few years, Concrete Polishing has grown tremendously. The technology changes a plain concrete surface into a beautiful and sophisticated, glossy, easy-to-clean surface. The polishing processes also strengthens the concrete to limit wear and tear and adds years of service life to the floor extending the benefits of polishing concrete even further.

Greg Stinemetz, Director of Industrial Services, has found an increasing customer demand for this aesthetically pleasing and economical floor finishing process and recently led a crew through the process of analyzing the challenges facing a client. According to Greg, "Since previous coating systems had failed, they were removed and we installed a new system that would be of benefit both environmentally and economically. With the use of epoxy coating on the perimeters and areas where existing equipment could not be moved, this combination gave the mix of excellent light reflection, durability and cost-efficiency."

Scioto customers are quickly seeing the benefits of polished concrete. The floors do not scratch and wear out like other sealers. Polished concrete increases light reflection, greatly reduces dusting, and improves the look of the floor. The process is fairly fast and most new equipment comes with very effective dust control systems so there is minimum impact on the surrounding environment. With an average life cycle of 15-20 years, life expectancy is four to five times as long as traditional coating systems.



Before & After: Virtually any concrete floor can be polished to a very hard, durable and nearly maintenance free finish.

Casino Night



It's Mardi Gras in Marysville! The Casino Night theme this year will be borrowed from Bourbon Street. From flamboyant to fantastic, prizes will be awarded for the most original costumes.

Mark your calendars:
Karen's Event Center
1607 Square Drive
Marysville, OH 43040
Saturday, February 17
Dinner at 6:00 p.m.
Games and Prizes at 7:00 p.m.

Up for grabs: Travel packages to NASCAR, Graceland, Kings Island and other fantastic grand prizes!



Are You Virus Free?

Computer and network security issues are an ever-present concern. To help minimize exposure to viruses and malicious activity, remember to keep your anti-virus software up-to-date!



The Scioto Way



I hope everyone had a great holiday season.

As we begin 2007 I want to talk about what makes us a good organization. As we have talked over the last few months it comes down to having the best people, processes, and management focused on serving the customer. These three components help us provide consistent quality driven services. We expect this from ourselves and our customers see it everyday!

This Month's Scioto news is full of examples of great people, processes, and management focused on serving the customer. The end result being satisfied customers who are confident in Scioto's ability to meet their needs.

Another result of customers having confidence in you is the ability to be a problem solver for them. There are two great examples of this in the Scioto news. Encase (tile and grout restora-

tion) and concrete polishing. Both of these processes have helped solve problems for our customers.

Being able to add value to our customers with these types of services is good for everyone.

Both of these services dramatically improve the appearance and durability of tile and concrete floors. In addition to the aesthetic value both services are cost effective solutions, which is the value our customers appreciate.

Great organizations always ask the question how can we better serve our customers? The answer is always within the components of people, process, and management.

Thanks for listening and being part of the Scioto family.

Chip



SCIOTO

Phone: 1.800.644.0888

Fax: 937.644.1356

405 S. Oak Street
Marysville, Ohio 43040
www.SciotoServices.com
937.644.0888

The Scioto Difference

"We expect a high level of cleanliness at our facility and the Scioto crew has taken a proactive approach that has always met our expectations. They take their daily responsibilities seriously enough that when the time comes for them to prepare for dignitary tours, they are able to focus on a small amount of extra detail for us."

Sean Cotter
Pilot Plants
Nestle R & D

It takes a combination of the right people who share the same principles and values to sustain the company's founding culture. With a thorough approach to daily cleaning tasks, preparing for a dignitary tour requires little extra effort for one Scioto crew. And, that is the **"Scioto Difference."**

Nestle R & D Center: A Tour-Ready Facility



Scioto associates are committed to delivering the highest level of service in a safe and cost-effective manner.

"Our first year at Nestle we had to put in several hours of overtime to get the facility tour-ready. By our third year, our crew has established a consistent schedule for regular floor work and a concise understanding of our customer's needs. I'm proud to say this year we were able to prepare for two important tours with no overtime!"

Judy Stradling
Account Leader



Research facilities are required to meet increasingly high standards of quality in all aspects of their business.

This Scioto crew understands the importance a clean environment has on shaping the results or performance in a research facility.



Revitalization with



The restroom and locker room floors at Nestle were revitalized during Shutdown. The Encase™ process gives old floors a new look by protecting tile and grout against discoloration, odors and mildew.



Health & Wellness

So you've made a resolution to lose weight? If healthier habits and weight loss are among your goals for the new year, give yourself a pat on the back for making health a priority. Now comes the hard part: sticking to it. Here are a few tips to keep on track with your weight loss resolution:

- Keep a food diary.
- Shop from a list and shop when you are not hungry.
- Store foods out of sight.
- Dish up smaller servings. At restaurants, eat only half your meal and take the rest home.
- Eat at the table and turn off the TV.
- Be realistic about weight-loss goals. Aim for a slow, modest weight loss.
- Seek support from family and friends.
- Expect setbacks and forgive yourself.
- Add physical activity to your weight-loss plan. Doing regular physical activity can help you control your weight.



Keep Up The Good Work...
Enjoy all the wonderful benefits of a healthy, active lifestyle!



**A Healthy Breakfast:
The Key to a Productive Day!**

Quick Breakfast Ideas

- low-fat yogurt sprinkled with low-fat granola
- oatmeal with low-fat or fat-free milk, or soy-based beverage
- whole-wheat toast with a thin spread of peanut butter
- fruit smoothie made with frozen fruit, low-fat yogurt, and juice
- low-sugar cereal with soy-based beverage

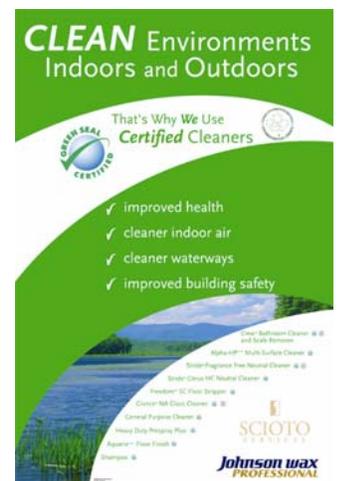
Environmental Innovations

As part of the ongoing commitment to our clients and our associates, Scioto has partnered with Johnson/Diversey to provide environmentally friendly or “green” cleaning products to our customers. This conversion of cleaning products and equipment positions us perfectly to provide our clients with the highest quality, environmentally responsible service available.

Growing in its public awareness, some of the many benefits of green cleaning are the minimizing of sick days and the improved productivity of associates. Green cleaning plays a key role in our service offering, where a clean, attractive and healthy work environment is essential in attracting and retaining customers and occupants. Through our “green” program we will also have the ability to assist our customers who may be interested in pursuing the LEED (Leadership in Energy and Design) certification in addition to using environmentally friendly products we have also implemented the use of dilution control systems.

Regional Manager Scott Haddock describes the “J-Fill” System, a wall-mounted enclosed unit, as an example of an innovation which will provide a cost-effective, safe and hands-free proper dispensing of products each and every time. According to Scott, “These innovative changes along with others to come ensure that we continue to provide the most exceptional products and services available to assist our clients in putting their environmental processes in place.”

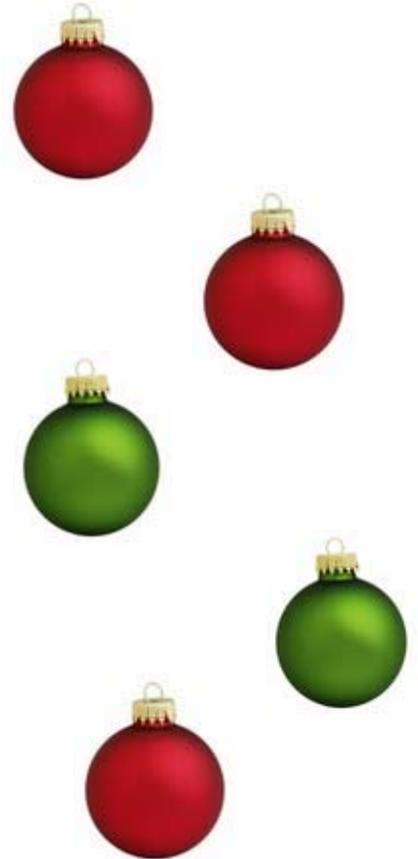
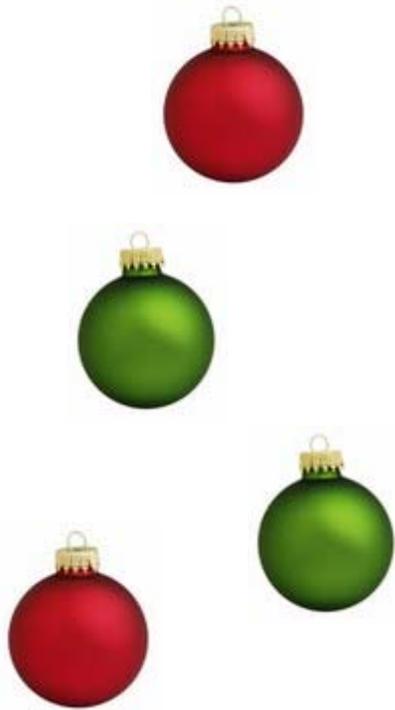
Scioto Services goes green with the implementation of an environmentally-friendly line of cleaning products and equipment!



Scioto Christmas Parties



Scioto associates and their families enjoyed festive afternoons of entertainment and refreshments. Different regions celebrated the holiday season with skating parties, visits from Santa and trips to their local zoos.



Giving a “Head Start”

Beth Neves has always had a love for books. When her daughter started Head Start last year, the Western Region associate didn't think twice before she became a volunteer in the classroom and wanted to get involved in her daughter's schooling. She quickly realized that there were many children coming to the facility without having the advantage of having parents read to them at night. She said, “I just can't understand this, it's one of the simplest things we can do for our children and it gets them interested in learning.” With her love for reading to the children she ended up staying with Head Start this year after her daughter has gone on to Kindergarten.



This quickly snowballed into a position she is currently training for as a Literacy Advocate. Since Head Start is run by state and federal funding, it takes volunteer hours to run the programs, and, they need all the volunteer hours they can get. While she enjoys reading to the children she is looking forward to her more structured position, of 20-30 hours where she will be in charge of planning activities as well as putting on two events per year for the children.

Many groups donate books to the school including Ohio Reads, Reading is Fundamental and the Literacy Council. She will be part of the acquisitions process and turn the books into fun events come up with fun ways to get children interested and give them books to take home and keep.

This Spring, she also plans to bring training with the Migrant Head Start where she will assist

Head Start Children digging books out of the book garden. They had to dig the right book out of the garden with rakes, shovels and hats and were able to take their book home to keep as part of the Ohio Reads program.

Benefits In Action

Still thinking about trying to quit? Here's another reason to kick the habit!

The Ohio's new smoking law, many of the buildings we service will be completely tobacco free!



Health Quest CareTeam Connect™ “QUITTING YOUR WAY” Smoking Cessation Program



How do I get started in the program?

Simply call 1-800-654-1772. Counseling hours may be adjusted periodically but callers can leave a phone message at any time and a program representative will return the call on the next business day.

What happens when I call the first time?

A program representative from CareTeam Connect™ will explain the program, answer questions and if a tobacco cessation counselor is available, you can start the program immediately. You'll be asked to complete a Smoking Assessment over the phone to determine your individual smoking history, behaviors and attitudes. It takes about 30 minutes. You can also schedule the session for another time.

How can this program help me?

Your responses to the Smoking Assessment are compared with those of more than 20,000 other smokers. A customized program is developed for you, based on your unique situation. You'll work with the counselor to plan practical, specific actions that move you toward setting a quit date and get help with planning how to deal with your specific challenges.

How successful is this program?

Through December 2003, approximately 20,000 adults have participated in this stop-smoking program. One year after entering the program, almost 20 percent of participants were not smoking. Participants who also used medications (like the nicotine patch) were nearly twice as likely not to be smoking one year later. These results are very good because only about 3-5 percent of people who try to quit on their own are successful.

Will my physician be notified if I enroll?

No. You're encouraged to share your personal reports with your doctor—but it's your option.

Will my employer know I enroll in this program?

No. Information may be given to employers or other purchasers about their group's total participation and progress, but no one is ever individually identified.

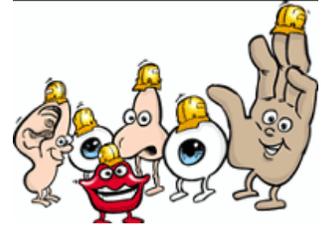
Whether or not join the “Quitting Your Way” Smoking Cessation Program today. It's nonjudgmental, practical and tailored to your situation. Call 1-800-654-1772 today!

Personal Protective Equipment (PPE)

Suppose you walk into a dark room. Even if you've been in the room before, you're likely to bump into something. The solution—find the switch on the wall and, then, bathe the room in light. Now, we can perform a hazard assessment of the room. A similar process must take place on any safe job. Each job that ends safely begins with a good hazard assessment.

Hazard Assessment 101

Assessment means evaluation and hazard means danger. Simply put, we evaluate the danger. The Occupational Safety and Health Administration's definition is more focused. Hazard assessment means that a workplace is evaluated to determine if hazards are present, or likely to be present, which would necessitate the use of personal protective equipment (PPE). This assessment must be verified in writing.



Possible hazards in a work area include:

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

Once you identify a hazard, the first and best option is to remove it. If this is not feasible, administratively limit that employees' exposure to these conditions. If limiting the time or way the task is performed cannot control employees' exposures, then consider PPE. Once the proper PPE is selected, know the facts about PPE, such as: when and what PPE is necessary; how to properly put on, take off and adjust PPE; limitations of the PPE and proper care and maintenance.

No PPE is designed to protect against all hazards. So, it is important that we know when we are unprotected. Equipment manufacturers, your supervisor or safety manager are a good source for this information.

- **OSHA standards require that you know and understand:**
- **When and what PPE is necessary;**
- **How to properly put on, take off and adjust PPE;**
- **Limitations of the PPE (when it won't protect you);**
- **Proper care and maintenance.**



Safety: One habit you never want to kick!

PERFECT ATTENDANCE FOR NOVEMBER 2006

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

Ronald Adams
Eric Adu
Mubarek Ahmed
Nana Akyaw
Saharla Ali
Deeb Omar Ali
Dina Ama
Deborah Anderson
Emma Arthur
Timothy Asbury
James Ash
Shukri Ashkir
Ryan Ashley
Amber Baker
Carol Ballew
Jacqueline Barnes
Booto Hirsi Barre
Andrea Bee
Charlene Benton
Jill Berry
Shirley Black
Jessica Blair
Mae Blanton
Michael Bloemer
Teresa Bolen
James Bowen
Larry Bower, Jr.
Donna Breece
Russell Bright
Belinda Bright
Heather Brooke
Scott Brown
Lisa Brown
Sabrina Brown
Phillip Bullard
Bruce Burton
Maria Cabezudo
Shawn Castleberry
Antonia Cepeda
Rose Clapsaddle
Floran Clark
Louise Clegg
Richard Clegg
Marcia Cloninger
James Collins
James Combs
Janaria Combs
Robert Combs
Eileen Cook
Jose Coronel
Rosemary Covarrubias
Jeremy Cox
Phyllis Crevison
Jeffrey Crisp
David Crisp
Dannie Cromes
Paul Crum
Xavier Cruz
Geonia Cummings
Dixie Dalton
Henry Dansby

Lincoln Davidson
Carol Davis
Eric Davis
Aleisha Delaney
Jose Javier Delgado Garcia
Djeinaba Diallo
Sharon Diaz
Robert Dickerson
Eric Dickerson
Dwayne Dickey
Michael Dixon
Carlos Doran-Zorrilla
Marcella Dozier
Stephanie Drake
Amber Duffield
Robert Edmonds
Zatricia Edmonds
Christopher Eirich
Sahra Elmi
Clifton Evans
Donna Fay
Ted Ferrell
Judy Ferris
Sharon Flewellyn
Wallace Garnett
Carolyn Gildersleeve
Johnny Gillard
Melissa Goins
Torrez Minerva Gonzalez
Timothy Gordon
Antoine Gordon
Amy Grant
Robert Grant
William Graves
Gloria Green
Marvin Green
Jesse Green
Robert Gregory
Modesto Guerra
Wylene Guilford
Nuru Salad Guled
Rukiya Guled
Steven Harris
Jo Ann Harrison
Robyn Hartman
Gary Hatcher
Lloyd Hawks
Wilo Farah Hayle
Amanda Heileman
Ronald Helderbran
Monique Henderson
Mary Hendricks
Maria Hernandez
Alexander Hill
Carol Hill
Asha Hirsi
Sherry Hitt
Pamela Hoffman
Travis Hollins
Loretta Horner
Erma Houston
Octavia Howell
Jeren Howell
Kimberly Huffman
Raymond Hunsicker
Chane Hutsell
Sureer Ali Isse
Myra Ivey
Mary Jane Jakeway
Maureen Jenkins

Toni Jewell
Carlos Jimenes
Marcia Johnson
Brenda Johnson
Toleise Johnson
William Johnson
Janice Johnson
Mark Jones
Donald Jones
Beverly Jones
Cassandra Jones
Emmanuel Jones
Connie Jones
Regina Jones
Karry Kean Smith
Stephen Keelin, Jr.
Shawn Kennedy
Richard Kidd
Tabitha Kindle
Lisa King
Jason Kirby
Angeline Koanang
Jeanette Kocou
Eva Lamar
Roosevelt Latimore
Wanda Latimore
Larry Lawson
Ricky Lawson
James Legge
Jane Lesure
Lawrence Likens
James Lindenberger
Lisandro Lorenzo
Regina Lorenzo-Hernandez
Shane Losey
Lola Love
Rodney Lr Lowe
Suki Lozoya
Judy Mabry
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
James Moore III
Rilla Morgan
Elaine Moring
William Moton Jr.
Charles Mouser
Francis Mulvaine
Elizabeth Murphy
Becky Napier
Kenneth Neate
Albert Nimako
Emmanuel Nsiach
Brandy O'neal
Gladys Obakpolor
Martha Oduro
Donovan Oswalt
Alfred Pace, Jr.
Robin Pastor

Nicole Penrod
Robert Peoples
Jacklyn Peppers
Elizabeth Perdue
Robert Phipps
Thomas Pickering
Johnny Pierce
Arletta Pitts
Roger Plank
Elizabeth Pokuaa
Larry Ponn
James Poore
Brian Prater
Elijah Preston
William Preston
Katherine Raglin
Carolyn Randall
Phyllis Ratliff
Linda Rayford
Jeffrey Reames
Marie Reece
Keith Repass
Arthur Reuber
Laura Revels
Janet Rhodes
William Rich
Homer Richardson
Sherry Rigsby
Donald Rismiller
Jennifer Robb
Patricia Roby
Dennis Rosa
Stefan Ross
Todd Roush
William Rupe
Cynthia Sanford
Jennifer Saunders
Jeff Schertzer
William Scott
Brent Scott
Derrick Seagle
Darren Seagle
Linda Secrest
Natasha Seitz
Steve Shafer
Deborah Shaw
Darrell Shaw
Jeremiah Sheets
Michael Shepherd
Sheryl Shepherd
Sharmane Shortridge
Terry Shreve
Ricky Shreve
Crystal Simpson
Joe Singleton
Tracy Sirch
Gregory Skaggs
Allen Smart
Anthony Smith
Larry Smith
Anna Smith
Brian Smith
Jerico Spears
Julius Spencer
Hannibal Stanley
Steven Stewart
Sharon Stinemetz
Keith Stockton
Judy Stradling
David Strawder
April Stump
Joseph Suders

Michael Talley
William Taylor
Willie Taylor
Gretilyn Terrell
Faith Thornhill
Burrel Thornhill Jr.
Darren Thurman
Christopher Trickett
Earl Trout
Joyce Trout
Ruby Trout
Rita Tuffour
Charles Victor
Mary Vonderhaar
Violet Wagner
Delores Wagner
Bilad Warsame
Robin Watson

Curt Watson
Thomas Westfall
Fred White
Sharon Williams
Rapheal Williams
Catherine Williams
Dwight Williamson
Lynnette Wilson
Tamara Wilson
Roger Winegardner
Constance Wion
Boateng Kwasi Wiredu
Hollie Wondely
Jeffrey Wooddell
James Woody
Robert Wright
Barbara Wuest

Start Date Anniversaries

Thomas Kruse	23 Years
Chip Niswonger	17 Years
Richard Kidd	12 Years
Gregory Skaggs	11 Years
Dannie Furrow	10 Years
Burrel Thornhill Jr.	10 Years
Christopher Trickett	8 Years
Pamela Hoffman	6 Years
Roy Horner	4 Years
Judy Stradling	4 Years
Charlene Benton	3 Years
Phillip Bullard	3 Years
Maria Cabezudo	2 Years
Mary Jane Jakeway	2 Years
Robert Phipps	2 Years
Deeb Omar Ali	1 Year
Emma Arthur	1 Year
James Ash	1 Year
Antonia Cepeda	1 Year
Deborah Coons	1 Year
Melissa Goins	1 Year
Timothy Gordon	1 Year
Maria Hernandez	1 Year
Asha Hirsi	1 Year
Angeline Koanang	1 Year
Bernard Kunkler	1 Year
Marielys Maldonado	1 Year
Beverlee Miller	1 Year
Akua Minta	1 Year
Roger Plank	1 Year
Carolyn Randall	1 Year
Sherry Rigsby	1 Year
Brent Scott	1 Year
Mikeah Trotter	1 Year
Mary Vonderhaar	1 Year

90 Day Service Awards

Jacqueline Barnes	Julie Bennett
Mae Blanton	Timothy Burton
Janaria Combs	Henry Dansby
Djeinaba Diallo	Sharon Diaz
Tiyana Eskridge	Clifton Evans
David Fleece	Robert Grant
Roger Heckel	Monique Henderson
Richard Holliday	Rebecca Huffman
Cassandra Jones	Emmanuel Jones
Kelli Keeton	Sorsor Kollie
Alecdrick Layne	Frank Mcgrath
Alfred Pace	Robert Peoples
Jeffrey Reames	Janet Rhodes
Lucille Sams	Mary Scott
Sheryl Shepherd	Melanie Stewart
Gregory Stinemetz	Dwight Williamson