



The Scioto News

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

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The New Standard in Cleaning

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Over the past six years, Rebecca Wade has been drawn to the challenging jobs, tasks that require true grit. And this work ethic has seen her through wrapping automobiles, general office cleaning, changing baghouse filters, pumping pits, taking out scrap, cleaning robotic cells and emptying sealer drums.

Her Account Manager in the Honda Weld shop describes how Rebecca has shown over the years that she can do most

Associate Profile: Rebecca Wade

any job. “She puts in a tremendous amount of hours,” explains Steve Gadd. “She’ll come in and work on her days off when we need help on special projects.”

As for her obvious lack of hesitation when it comes to doing the dirty work, Steve says it’s all in her attitude. “She comes out of the hydraulic pits, her hair dripping wet with oil, but she’s all smiles. It’s as if she wears it as a badge of honor.”

Always looking for a challenge at work, the most recent example is her involvement in the baghouse filter changes over summer shutdown. The job requires the use of fall protect-

ion and the ability to perform tasks in confined spaces. Rebecca also took on record keeping responsibilities. From an environmental standpoint, her work was critical in processing work orders and tracking the pounds of dust removed during the project.

Rebecca has flourished in the Weld shop where she has enjoyed the camaraderie of the team atmosphere and the unique jobs that it offers.

Rebecca is the mother of two young children and resides in Marysville. In her free time, she enjoys spending time with her family and friends, and horseback riding.

Creating a Win-Win-Win-Win Situation

When it comes to their associates, Scioto managers work hard to find the right fit that creates a win-win-win. By finding the optimal relationship between an associate and their job, the customer and associate benefit greatly. At MEI, Account Manager Josh Rohrbacher took the time to understand the needs of the associate, the customer, and the needs of the crew/account. In doing so, he created a win for everyone.

Associate Dean Baker began on 3rd shift with a desire to work 2nd. Josh made the decision to award this independent position to Dean once he had achieved a solid record of perfect attendance and shown a willingness to tackle any tasks that were asked of him.

Similarly, Stormy Handschumacher began on 3rd, but Josh decided for long-term purposes to place her on 1st. He describes, “She has done an excellent job of interacting with the customer, and responding to their wants and needs.”

The changes at MEI exemplify the Scioto mantra of serving the customer and associate alike. It is part of the relationship that Scioto tries to create that is grounded in trust. As explained by President Tom Kruse, “When associates trust us to hear their expectations, and trust us enough to take a chance on something new, and we trust that they also know what works best for themselves, we then take the best interest of the customer and fellow crew members into consideration when making decisions. It is truly a winning scenario when done right. That is, the associate wins, the customer wins and in the end, Scioto wins.”



Finding the right fit at MEI: Dean Baker (top) and Stormy Handschumacher (below) have adjusted their shifts in order to make optimal use of their talents and better serve the customer.



Wedding Bells

Congratulations to Manager Josh Rohrbacher, who was married on September 1st at the St. Joseph's Catholic Church in Circleville. The new Mrs. & Mrs. Rohrbacher spent their honeymoon in Lake Tahoe.



Are You In Compliance?

As we move away from summer and closer to the end of the year, make sure you are in compliance with the required activities that need to be completed for your individualized LifeScreen Health Self-Management programs. It is imperative if you are enjoying the reduced rate on your insurance premiums.

Details on the program are available through www.lifescreeen.net or by calling (888) 522-7799.

Time for Fall

September 23, 2007
First day of Autumn



The Scioto Way



Scioto is an organization that expects the best from itself and its associates. It is the type of organization that expects all of us to take ownership in the process of delivering excellent service to the customer.

Three parts to delivering excellent service are customer service, knowledge, and great people.

Customer service – We need to always be focused on how we can service our customers better. There is always a way to make our customers more comfortable with us. Each day is an opportunity to reinforce your professionalism, quality, and follow up skills. Customers appreciate your ability as an individual and our ability as a team to execute these service measurables. Becoming better never ends and serving the customer is our number one priority.

Knowledge – To be the best requires knowledge. Our customers have us in their facilities because we are the experts in our field. We have a responsibility to you and our customers to be the best in our field. Being the best means having the best processes, systems, and culture. Take

advantage of your opportunities for training and development. Expertise and passion to serve is an expectation we have of everyone at Scioto.

Great people – Scioto takes great pride in having great people work here. We expect a lot from people. Some of the things we expect include pride, respect for ones self and others, intelligence, the value of teamwork, and the passion to serve the customer. What is most important to understand about these characteristics is these are the expectations that Scioto associates have when we add new people.

Good people always want to work with other good people. This is the expectation we must always work from when we hire new people.

Each of us taking responsibility for our part in delivering excellent service is essentially what separates us from our competitors! I thank each of you for making this organization you own!

Thanks for listening and being part of the Scioto family

Chip



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The Scioto Difference

"It is part of our Scioto culture to recognize it is important to serve the whole person. This includes recognizing that they have lives, families, and other obligations outside of work that make up who they are. Over the years my life and my family's life has been enriched by getting to know other associates and their families."

-Tom Kruse, Jr. President

It takes a combination of the right people who share the same principles and values to sustain the company's founding culture. Through regularly scheduled social events, Scioto understands and celebrates that the associate's life work is enmeshed with their personal life. We recognize the need to serve the whole person and in a culture of respect, enjoy the opportunities to simply be around one another. And, that is the **"Scioto Difference."**

The Annual Summer Picnic

The popular summer picnic was held early this month at Sports Ohio. It is one of the many year-round opportunities for associates to gather with their families in a fun and relaxing atmosphere.

From the Participants:

"It is fun to meet different people and learn about their jobs. I enjoy socializing and being a part of the Scioto family."

Tom Westfall



"Social events are an opportunity to catch up with those we've worked with and know from other places, but don't get the opportunity to see regularly."

Chris Trickett



"My family and I always enjoy going to Scioto events. We don't miss very many, and are disappointed when we do. It's a great way to get together with associates outside of work, to meet their families and have some fun."

David Anderson



7 Ways to Slow the Aging Process

Though you can't prevent time from passing, you can take advantage of these recent scientific advances to help you live longer. Of course, you should always consult your personal physician before starting any exercise, vitamin or supplement program.

1. **Take a good B-complex supplement** that includes 500 mcg of B12, 800 mcg of folic acid, 25 mg of B6, and 25 mg of b2 (riboflavin).

2. **Eat less.** Make every meal count. Make sure each meal provides the nutrients you need, especially protein. Watch your starches. And don't overindulge.

3. **Exercise.** Physical activity can prevent or delay the onset of hypertension, obesity, heart disease, falls, and osteoporosis.

4. **Get plenty of antioxidants in your diet.** A diet rich in antioxidants will prevent free-radical damage. So enjoy a glass of Bordeaux and eat lots of berries.

5. **Supplement with Vitamin C** – at least 1,000 mg twice a day.

6. **Get lab results.** As an adult, it is recommended to have your blood tested at least once a year. Review the results with your physician. Pay attention to any identified health risk factors and takes action to reduce or eliminate them.

7. **Don't worry, be happy.** A study of 1,500 people living past the age of 100 revealed that their diets, activity levels, and even smoking habits varied widely. But that nearly all of them possessed a good sense of humor, and didn't waste their time worrying.

Anti-aging is really possible. In labs and medical clinics throughout the country, new discoveries continue to allow us to understand and intervene in the aging process. For example, scientists have created fruit flies that live 250% of their normal life spans and have made old human cells behave like youthful ones again.

Health News from:

HEALTH QUEST
THE HEALTH MANAGEMENT SYSTEM BY ENGAGE HEALTH, LLC

Special Services Installs Containment Areas

An initial order for concrete work at a plastic bottle factory in Sydney, Ohio has led to a challenging and successful venture for the Special Services Group as they recently worked with Ring Container to engineer a secondary containment area .

The facility was in need of a secondary containment area, a location designed to hold spills so they can be cleaned up in an environmentally safe manner. Director of Special Services Greg Stinemetz explains, "If a drum were to break and a substance such as oil would leak, the containment area holds the fluid in place so it cannot contaminate a larger area.

Project Manager David Laase and associate Wayne Ackers brought their decades of concrete experience to the design table as the team created the form from a tank that would hold the proper amount of fluid and coated it with a special primer and a chemical resistant coating. Further, a special liner was designed to meet the protection needs of the client.

According to Greg, the project went well due in part to the expertise of the individuals who were involved. He says, "The client was pleased enough to hire us for a second containment project, and we will also be putting down the striping on the floor areas throughout their plant."



This secondary containment area was designed and built for Ring Container in Sydney, Ohio. An additional containment area is in the works, which will be used in the quality control process and will require very strict and precise design requirements on the part of Scioto associates.

Scioto's Stock Car

Last summer, the engines roared as the race cars rounded the corners at top speeds, shaking the ground below him. Scioto's stock car racing associate Todd Roush says if anyone had told him while at that time he was enjoying motorsports as a spectator that he would end up behind the wheel of his own souped up automobile at speeds up to 90 miles per hour, he would have told them they were crazy! And, yet there he is...Scioto's own Todd Roush, racing in the amateur class stock car racing at Shady Bowl Speedway in De Graff Ohio.

What put him over the edge? "I have always wanted to do it," Todd explains. Having experienced demolition derbies, he researched stock car racing and came across a car that was virtually built for a reasonable price. With the encouragement of his neighbor and Honda associate Craig Laird, the pair put their welding skills to work, redesigning the safety structure of the vehicle and preparing it for Todd's debut. Todd describes, "We installed a cage, welded doors shut, and added safety approved racing seat and harness."

Todd experienced his first race last month, where he came in 9th out of 16 drivers. "I was pleased to come out in the middle for my first time out," he says. While his second attempt was thwarted by rain, he is looking forward to more racing opportunities this season and again next year and enjoys seeing his fellow Scioto associates in the crowd.

Todd will be inducted into the Scioto Club this Fall, and appreciates the sponsorship. "Scioto has always been good to me," he says. "They helped with my demolition derby cars and their support with this stock car has made my dream a reality." Todd's next goal: His loyalty in the workplace transcends to the racetrack, as the Honda MAP Weld associate would like to eventually trade in his Mazda MX3 for, you guessed it...a Honda.



Todd's Stock Car Racing Facts:

Todd races in an amateur class at the Shady Bowl Raceway. He can be seen in car 84 racing around the 3/10 mile track at speeds of 90 miles per hour for 15-20 laps.



Tell Us About Your Job!



Carol Hill
Honda MAP GC

SN: *What is your role with the company?*

Carol: I am the Team Leader at Honda MAP General Cleaning on 1st shift.

SN: *Describe your typical day.*

Carol: I can never plan out a day, because so much of what I do is reacting to the unexpected. Whether it's a meeting setup or a flood, we must be there for our client at a moment's notice. Our response is critical in making sure their activities and production schedules are not interrupted. We also respond to more routine requests throughout the day pertaining to the replenishment of restroom supplies and ensuring trash containers do not overflow.

SN: *What might surprise us about your job duties?*

Carol: Our restroom route consists of 40 sets of restrooms and 5 locker rooms. We fight a daily battles against the greases and oils that are tracked in from the assembly line.

SN: *How has the job changed since you started?*

Carol: New technology! We save so much time now that we can use the EZ Go to get from one area to another. The Kyvac's now used for restroom cleaning do a faster and more thorough job than can be done by hand. And, the walk behind scrubbers have replaced the old buckets and wringers we previously used when stripping and waxing floors.

SN: *What do you like best about your job?*

Carol: The people! I just met some new friends today. People are very friendly here and we have a lot of fun getting to know each other. It makes our job more fun when you can share a laugh and joke around with one another.

Benefits In Action

401K Open Enrollment Meets are Next Month!

All qualifying associates are invited to attend the 401K open enrollment meetings. Come and learn how even the smallest investment can result in long-term benefits.

You'll get the facts on 401K, such as:

- Contributing to a 401K lowers the amount of income tax you are required to pay.
- You may be eligible for tax credit as a result of your contribution.
- Scioto matches your contribution!

Walking away from this important benefit is the same as leaving money on the table.

Your Future is Waiting!

Don't Delay—Enroll Today!

Missed open enrollment? You still qualify and can sign up at any time!

Social Security: Not a Retirement Plan

Did you know...

According to the Social Security Administration, your social security savings will only cover 18 cents for every dollar you need in retirement.

Eye Protection in the Workplace

Every day an estimated 1,000 eye injuries occur in American workplaces. The financial cost of these injuries is enormous--more than \$300 million per year in lost production time, medical expenses, and workers compensation. No dollar figure can adequately reflect the personal toll these accidents take on the injured workers.

What Contributes to Eye Injury at Work?

- Not wearing eye protection. Nearly three out of every five workers injured were not wearing eye protection at the time of the accident.
- Wearing the wrong kind of eye protection for the job. About 40 of the injured workers were wearing some form of eye protection when the accident occurred. These workers were most likely to be wearing eyeglasses with no side shields, though injuries among employees wearing full-cup or flat-fold side shields occurred, as well.

What Causes Eye Injuries?

- Flying particles. BLS found that almost 70% of the accidents studied resulted from flying or falling objects or sparks striking the eye. Injured workers estimated that nearly three-fifths of the objects were smaller than a pin head. Most of the particles were said to be traveling faster than a hand-thrown object when the accident occurred.
- Contact with chemicals caused one-fifth of the injuries. Other accidents were caused by objects swinging from a fixed or attached position, like tree limbs, ropes, chains, or tools which were pulled into the eye while the worker was using them.

How Can Eye Injuries Be Prevented?

Always wear effective eye protection. OSHA standards require that employers provide workers with suitable eye protection. To be effective, the eyewear must be of the appropriate type for the hazard encountered and properly fitted. For example, the BLS survey showed that 94% of the injuries to workers wearing eye protection resulted from objects or chemicals going around or under the protector. Eye protective devices should allow for air to circulate between the eye and the lens. Only 13 workers injured while wearing eye protection reported breakage.

Remember...EYE PROTECTION WORKS!

Eye Protection at Postle Hall



“I feel it is a necessary evil because I don’t normally wear glasses but for safety reasons for chemical spills or operating machinery they are a safeguard for anything that can happen.”

William Thimmes



“When you clean up equipment and containers, something could easily splash in your face so it is very important to wear eye protection.”

Teddy Likens



As a floor technician, I recognize that a small object such as a paper clip could fly up while running high speed equipment. Also, when working with the stripping chemicals in mop buckets, there is a chance the solution could fly up and get in your eyes.”

Tony Williamson

PERFECT ATTENDANCE FOR JULY 2007

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

Saado Abdi
Ronald Adams
Eric Adu
Mubarek Ahmed
Nana Akyaw
Deeb Ali
Saharla Ali
Terry Allen
Dina Ama
Deborah Anderson
Donald Antwi
Catherine Arnold
Emma Arthur
James Ash
Shukri Ashkir
Ryan Ashley
Dean Baker
Amber Baker
Carol Ballew
Jacqueline Barnes
Barry Barnes
Darius Beasley
Charlene Benton
Joseph Black
Jessica Blair
Vannessa Blue
Barry Blue, Jr.
James Bowen
Larry Bower, Jr.
Donna Breece
Erica Brentlinger
Russell Bright
Scott Brown
Angela Brown
Chancy Burton
Tracy Bush
Maria Cabezudo
Rebekah Carl
Belen Carrizales
Antonia Cepeda
Julio Cepeda
Michael Chaney
Rose Clapsaddle
Floran Clark
Brandon Clary
Louise Clegg
Richard Clegg
Marcia Cloninger
Randy Cole Jr.
Kay Collins
Robert Combs
Janaria Combs
Wanda Conrad
Eileen Cook
Jose Coronel
Rosemary Covarrubias
Jeremy Cox
Phyllis Crevison
Dannie Cromes
Xavier Cruz
Geonia Cummings

Dixie Dalton
Vanessa Daniels
Henry Dansby
Howard Davis
Patricia Davis
Carol Davis
Lynda Davis
Rochelle Dawson
Aleisha Delaney
Jose Delgado Garcia
Djeinaba Diallo
Sharon Diaz
Dwayne Dickey
Vicki Dixon
Marcella Dozier
Stephanie Drake
Rochell Dumas
Zatricia Edmonds
Christopher Eirich
Sahra Elmi
Tiyana Eskridge
Chester Fayson
Richard Fellure
Judy Ferris
Sharon Flewellyn
Joanna Forsythe
Derrick Fortner
Angel Fuentes
Wallace Garnett
Carolyn Gildersleeve
Johnny Gillard
Melissa Goins
Torrez Gonsalez
Timothy Gordon
Antoine Gordon
William Graves
Lawrence Green
Gloria Green
Marvin Green
Jesse Green
Robert Gregory
Michael Grunninger
Wylene Guilford
Nuru Guled
Rukiya Guled
Steven Hairston
Stormy Handschumacher
Thomas Harris
Steven Harris
Shirley Harris
Jo Harrison
Gary Hatcher
Lloyd Hawks
Wilo Hayle
Ronald Helterbran
Mary Hendricks
Michael Hereford
Maria Hernandez
Alexander Hill
Carol Hill
Gerald Hiltibran
Asha Hirsi
Sherry Hitt
Pamela Hoffman
Travis Hollins
Donald Horner Sr.
Kimberly Huffman
Rebecca Huffman
Raymond Hunsicker
Myra Ivey
Machelle Jackson

Mary Jakeway
Hodan Jama
Bruce Jamason
Timothy Jaye
Tina Jewell
Carlos Jimenes
Tonya Johnson
Janice Johnson
Jessie Johnson
Brenda Johnson
Eugene Jolliff
Mark Jones
Emmanuel Jones
Regina Jones
Sherod Jones
Samuel Jones
Donald Jones
Anthony Kagai
Karry Kean Smith
Stephen Keelin, Jr.
David Kemper
Shawn Kennedy
Richard Kidd
Roberta Kindle
Jason Kirby
David Laase
Eva Lamar
Roosevelt Latimore
Wanda Latimore
Ricky Lawson
Larry Lawson
Alecdrick Layne
Lawrence Likens
James Lindenberger
Lisandro Lorenzo
Regina Lorenzo-
Hernandez
Lola Love
Rodney Lowe
Suki Lozoya
Judy Mabry
Brandy Marks
Denise Martin
Bertha Martinez
Pamela Mathews
James Mccants Iv
Beverly Mcclanahan
Todd Mcduffie
Alberta Mcfarland
Frank Mcgrath
Cynthia Mckinney
Leslie Mcqueen
Margaret Mensah
Perry Messie
John Miller
Elizabeth Minta
Samuel Mitchell
Rilla Morgan
Elaine Moring
William Moton Jr.
Charles Mouser
Constance Mullins
Francis Mulvaine
Miok Nam
Connie Napier
Kouassi Ndri
Kenneth Neate
Elizabeth Nelson
Beth Neves
Albert Nimako
Florence Nsiah

Brandy O'neal
Gladys Obakpolor
Yaitza Olmeda
Donovan Oswalt
Herbert Overstreet
Larry Pack
Nicole Penrod
Robert Peoples
Jacklyn Peppers
Johnny Pierce
Arletta Pitts
Roger Plank
Elizabeth Pokuaa
Larry Ponn
James Poore
Elijah Preston
William Preston
Robert Radcliffe
Carolyn Randall
Phyllis Ratliff
Thomas Rayford
Marie Reece
Barbara Reed
Paula Reed
Joseph Reed
Keith Repass
Arthur Reuber
Laura Revels
Janet Rhodes
Marvin Rhodes
William Rich
Homer Richardson
Donald Rismiller
Margarita Rivera
Charles Rivers
Patricia Roby
Todd Roush
Anthony Rozmus
Lucille Sams
Cynthia Sanford
Carlos Santiago
Brent Scott
Linda Secrest
Steve Shafer Sr
Bahilo Shirwa
Sharmane Shortridge
Terry Shreve
Ricky Shreve
Jeremy Siebeneck
Crystal Simpson
Joe Singleton
Tracy Sirch
Gregory Skaggs
Allen Smart
Maxine Smiley
Anthony Smith
Brian Smith
Anna Smith
Michelle Smith
Rex Snyder
Christopher Spain
Julius Spencer.jr.
Hannibal Stanley
Michelle Stanley
Steven Stewart
Sharon Stinemetz
Keith Stockton
Judy Stradling
David Strawder
Robert Strickland
April Stump

Michael Talley
Sherl Tanner
Willie Taylor
Byron Thoburn
Faith Thornhill
Christopher Trickett
Charles Trickett
Will Troupe
Ruby Trout
Joyce Trout
Earl Trout
Charles Victor
Violet Wagner
Jason Walsh
Bilad Warsame
Robin Watson
Curt Watson
Clinton Watson
Thomas Westfall

Richard White
Fred White
Andre Williams
Catherine Williams
Rapeal Williams
Dwight Williamson
Felicia Williamson
Lynnette Wilson
Tamara Wilson
Terry Wilson
Roger Winegardner
Constance Wion
Roy Wood
Roy Wood Jr.
Jeffrey Wooddell
James Woody
Robert Wright
Shanna Young

90 Day Service Awards

Terry Allen	Catherine Arnold
Vannessa Blue	Sean Breckenridge
Belen Carrizales	Julio Cepeda
Wanda Conrad	Patricia Davis
Michael Fisher	Hodan Jama
Jessie Johnson	Debra Larkin
Judy Mabry	Christopher Manz
Michael Miller	Samuel Mitchell
Miok Nam	Connie Napier
Florence Nsiah	Anthony Rozmus
Thomas Sachetti	Beth Sparks
Eric Spradlin	Will Troupe
Tony Williamson	Bobbie Wolfe

Start Date Anniversaries

Rilla Morgan	25 Years
Earl Trout	14 Years
Ruby Trout	14 Years
Elaine Moring	11 Years
Charles Victor	11 Years
Marie Reece	10 Years
Crystal Simpson	9 Years
Rosemary Covarrubias	8 Years
Carrie Hughes	6 Years
Beverly Mcclanahan	5 Years
Constance Wion	4 Years
Eva Lamar	3 Years
James Lindenberger	3 Years
Lisandro Lorenzo	2 Years
Francis Mulvaine	2 Years
Richard White	2 Years
Gary Hatcher	1 Year
Rodney Lowe	1 Year
Pamela Mathews	1 Year
Laura Revels	1 Year
Allen Smart	1 Year
Karen Snyder	1 Year
Darren Thurman	1 Year
Charles Trickett	1 Year