



# 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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When Phyllis Crevison and a friend began working at Scioto 18 1/2 years ago, she was just looking for a job and a paycheck. She had even considered calling it quits in her first two weeks, but decided to stick it out in hopes things would get better. They did and now nearly two decades later, she is the 1st Shift Leader for Honda ELP.

Account Manager Josh Rohrbacher describes Phyllis' success as stemming from her

## Associate Profile: Phyllis Crevison

high expectations on the job. "She holds herself to a high standard and passes that standard to others in her training."

Phyllis attributes her longevity with the company to the family atmosphere that drew her to Scioto in the first place. She explains, "I like the overall things done for associates. I feel privileged to be part of the Scioto Club. Through events like the children's Christmas party, the summer picnic, and Casino Night, Scioto understands that if you want good people to stay, you respect them and take care of them."

She has seen many changes over the years; and is positive about the direction in which

the company has moved during her tenure. "Things have greatly improved over the years," she says. "There is consistency at the same time there is constant improvement. I've taken comfort in changes such as the drug policy and stricter hiring standards making for a safer and better workplace." A significant gesture for her was the support that enabled her to make a charitable trip to the south to help Katrina victims. "Management made that happen for me at a busy time when they needed me here, too. That's important."

Phyllis has two children and three grandchildren and resides in Urbana.

## Preparing for a 25th Anniversary Tour

When the Honda Transmission Manufacturing account in Russell's Point, Ohio began its preparation for their 25th anniversary celebration, they turned to their trusted Scioto crew for help.

From first shift to third shift, crews proudly took on the role of getting things into tip-top shape. With ample time to prepare, Account Manager Mike Dixon set out with a well-planned agenda that included tasks ranging from floor work and detail work to window cleaning. He describes, "Our staff went above and beyond their normal tasks. Having areas spotless right before the event took a great deal of time management; but, I was pleased at how they were able to take areas such as the high pressure die cast room, and have them completely clean for the tour."

In addition to the preparation work, Scioto was also on hand to staff the event, monitoring the cafeterias and restrooms for cleanliness, and even helping with last minute decorating. Mike was pleased with the end result from his staff. "We were able to take care of this entire event with the staff we have here. Our crew was very strong, not only during the event, but in the preparation stages as well. They all did such a tremendous job of following through with so many extra details."

*"We had an excellent turnout at our family tour. It was an important chance for children to come out see where their parents work, and for everyone to see our most recent expansion. All I received was praise from management on how clean the building was. It was nice to have Scioto there to help us. We think a lot of them and they do a fine job."*

**Connie Rose**  
Budget Controller,  
Associate Relations

**Honda Transmissions Manufacturing**

## 2007 Tax Info

Now is your last chance to check your pay stub and verify that your address and other pertinent information is correct for tax purposes.

W2 Forms will be mailed out before the end of January.

## Health Management



January 1 marks the beginning date for online enrollment into the self-management programs.

Don't miss your change to enjoy the benefit of a free wellness plan, while reducing your medical plan premiums by as much as 15%!

## Holiday Office Hours

The Scioto corporate offices will be closed Christmas Eve and Christmas Day, and New Year's Eve and New Year's Day.

Happy Holidays!

**We Wish You  
and Yours  
a Joyful  
Holiday Season!**

## The Scioto Way



This month's newsletter is another great example of great people being recognized for serving the customer, each other, and the community.

What stands out to me is the pride people have in serving the needs of the customer and each other. Scioto people know how to serve the customer and there is no better feeling than the pride you feel when you accomplish that end result.

Delivering results is what drives Scioto people. Knowing you make a difference and being part of a group of people who believe in service is why people work here.

I want to thank you for taking care of the customer. If you're a member of the Scioto club I can't say thank you enough. Your performance, dedication, openness, and guidance are reasons for Scioto's success.

If you're celebrating an anniversary this month thank you for

your dedication and commitment to serving the customer. I look forward to seeing you inducted into the Scioto club in the future.

Congratulations to everyone who had perfect attendance in November.

For the year 2007 One hundred twenty eight associates had perfect attendance.

Perfect attendance is another indication of a strong work ethic and consistency of service to our customers.

Great people working together to serve the customers expectations is what Scioto is about!

Have a safe joyous holiday season and a happy New Year.

Thanks for listening and being part of the Scioto family.

*Chip*

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

**Phone: 1.800.644.0888      Fax: 937.644.1356**

# The Scioto Difference

*"The purpose of the Scioto Club is to recognize the associates who embody the "Scioto Spirit" through commitment to serving the customer. This spirit and the people that live it are truly the key to our past success and the key to our future."*

Chip Niswonger  
COO

It takes a combination of the right people who share the same principles and values to sustain the company's founding culture. The annual Scioto Club appreciation dinner was held last month so the efforts of Scioto associates could be saluted by their Scioto family, while celebrating their professional success in the presence of their true family members who support them on a daily basis. And, that is the **"Scioto Difference."**

## Scioto Club

The members of the Scioto Club Class of 2007 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.

The largest new group ever, seventeen associates met the five year mark this year, the majority a result of Scioto's expansion to the Central Ohio market five years ago. The event provided an excellent opportunity to reminisce about the past as while moving toward a bright future.

## Congratulations to All The Scioto Club Honorees



Joe Singleton, (pictured left) a new member from Columbus, and Rilla Morgan, (pictured middle) a Marysville associate honored for 25 years of service, met at the dinner. While they represent opposite extremes, their reflections resonate a common theme of the pride felt within the Scioto Club.



*"I really liked it. The event was extremely nice. I enjoyed getting to know people I had seen in the newsletter and having the chance to meet them in person, shake hands and speak to one another. I never doubted Scioto but I wasn't counting the years. It's hard to believe five years have gone by. I have come to really like it here."*

**Joe Singleton**  
Central Ohio Region

*"I enjoyed meeting Joe and hearing about what goes on in the building that he takes care of. It's amazing to me that what started out as such a small company has such a diversification of jobs now. I love my jobs because I appreciate the people. I have made many friends among the Scioto staff as well as the people I work with on site."*

**Rilla Morgan**  
Marysville Region

## Five Fitness Resolutions

We all know the way most adults treat New Year's resolutions: like kids with new toys. You get excited about them, you can't wait to give them a whirl, and you're obsessed with them – for about a week or two, at which point you stash them in the closet, never to be seen or heard from again – until next year.

What we have to do is get past the way we traditionally think of resolutions – fleeting and temporary – and move to the foundation of what 'resolution' really means: resolve. That is, do you have the resolve to make the kinds of positive changes in your life that can extend your life and improve the quality of it? While there are literally hundreds of things you can do to improve your health through the food you eat and the actions you take, we want to focus on those fitness goals that work your body – to help improve health of your body.

### *In 2008, I firmly resolve to:*

#### **Resolution 1: Sweat a little**

Start by making a commitment to walk 30 minutes a day, every day.

#### **Resolution 2: Loosen up**

Being stiff is a good thing – if you're a two-by-four. Our bodies are designed to be flexible and loose in order to better handle the rigors of everyday life.

#### **Resolution 3: Try something new**

Of course, any exercise is better than none, but if your body adapts to the routine, you're less likely to see improvements.

#### **Resolution 4: Get strong**

You don't have to be a dumbbell-wielding linebacker to get a strong, leaner body. You can use your own body as a gym by incorporating simple moves that use your own body weight as resistance.

#### **Resolution 5: Dial back**

A clear mind helps make a strong body. Aim for five minutes daily of deep breathing and/or meditation.

**Have a Happy and Healthy New Year!**

## Special Services Awarded Massive Epoxy Floor Project

When a Sherwin Williams representative was asked by Delphi to give recommendations for companies who would be able to handle an expansive floor project, Scioto was named as one they felt was not only good enough to put the products down, but large enough to handle the large-scale job. After proudly being chosen from several companies bidding on the project all over the United States, the Special Services Division went to work on removing existing coatings and re-coating 192,000 square feet of floor. When the project was completed, Delphi was pleased enough with the performance to add another 124,000 square feet to the project.

As for how his Division is handling an unprecedented 300,000 square foot epoxy floor job, Director Greg Stinemetz explains, "We are running a 14 man crew and working two shifts to prep and coat approximately 60,000 square feet per week. We are extremely excited not only for the opportunity to perform the work, but the successful accomplishment of this project makes us a prime contractor for the Delphi Corporation." Greg also indicated that Delphi is a worldwide company and Special Services will now bid on jobs at their facilities all over the country.

A job of this magnitude makes the Special Services Division a major player in the floor care arena. As Greg describes, "Companies will never worry now about how we can handle a 40,000 square foot floor." The massive project was completed without subcontracting manpower. In the past year, management has been developed to run a large-scale project. While Delphi work is completed, other sizeable projects continue to move forward. From grinding and sealing floors at DSW to coating gym floors at Ohio State University and Mount Vernon City Schools, multiple projects continue for the busy staff of Special Services.



**The Special Services Division coated over 300,000 square feet of epoxy floor. The Delphi Corporation, located in Vandalia, Ohio, is a world leader in mobile electronics, transportation components and system technologies.**

# Santa Claus is Comin' to Town

While Chuck Victor has worked for eleven years at Wrap Guard, it is his seasonal work that makes him well-known in the Scioto community and beyond. Entering his busy time of year, Chuck dons his red suit and boots and transforms into jolly old Saint Nicholas for the children. While kept busy with his bookings from schools, churches and private parties, Santa always makes time to come visit the Scioto children at the annual Christmas parties. Chuck says, "I've enjoyed seeing the Scioto children grow. They are always a well-behaved group with good manners and an excellent attitude. I'm always proud of what nice kids we have."

Do you think you have what it takes to be Santa Claus? It's not as easy as it looks, and Santa has to field some of the toughest questions in the public service business. How does Chuck know what to say? "Being from a sales background, I usually have the answers."



## The Transformation:

**January through November, Chuck looks more like his photo on the left. In December, he transforms into Jolly Old Saint Nick!**



### Here's some of the tougher ones:

#### *How can you be everywhere at once?*

A quick explanation of the time zones is generally a satisfying answer.

#### *Where's Rudolph?*

On my farm at the North Pole.

#### *How bright is his nose?*

If we pull the shades down and wear sunglasses, we would still have to cover our eyes.

#### *Why do you wear boots?*

My home is like any other farm. Reindeer are no different from cows when it comes to where they "go".

#### *Will you bring me a kitty or puppy?*

Since it's your parent's house, I must have their permission first since they are the ones that will have to take care of it. (Expressions seem to change at this point)

### Santa has had some touching moments that pulled on his heartstrings:

A young lady sitting on my lap asking for a tremendous amount of gifts. I finally said I wasn't sure I had room for so many things. She then explained that one of her classmates had cancer and won't live to see another year; and that she wanted all these gifts for her. Santa was swallowing hard.

A girl whose parents were divorced, asked me to bring her family together for Christmas. I explained that adults are hard to deal with and don't always listen to Santa but I would do my best.

I hate to see the stage where they stop believing in me. They are often embarrassed to sit on my lap, but I still try to have fun with them. I once told a young 300-pound football player that he would hurt Santa and I would have to sit on his lap. He was blushing and couldn't get away fast enough. But, we had a good laugh.

Most babies are afraid of Santa but I had a 9-month baby just turn around and look at me and just froze in a stare. It was so cute.

### A tip from Santa:

**If you have a growing skeptic in your house and a wood-burning fireplace available, dip a large pair of boots in the ashes and leave footprints to the Christmas tree. It will clean up easily and leaves them aghast!**



## Merry Christmas To All!

## Love, Santa

## Tell Us About Your Job!



David Laase  
Project Specialist  
Special Services Section

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

**David:** I oversee projects as well as sales and installation for the Special Services division. We are a multi-faceted section, and involve ourselves in many things ranging from floor projects and concrete work to even snow plowing!

**SN:** *Describe your typical day.*

**David:** The interesting part is we don't have a typical day. In one day, I may find myself driving up to 300 miles. There's not much we don't tangle with, and as we fill our ranks with more qualified people and our customers realize all that we do, I expect 2008 to be another outstanding year.

**SN:** *What have you accomplished in your time at Scioto?*

**David:** Recently, I worked on one of the worst floors I had ever seen and the client was thrilled with our work! At the end of the day, it was great to look back and know that our hard work is appreciated.

**SN:** *What do you like best about Scioto?*

**David:** The opportunity I have to do so many different things. Upper management knows what's going on, but is always flexible enough to see ways for associates to broaden the base. They let us go for it and that allows us to be our best—as individuals and as a company.

**SN:** *And, your job in particular?*

**David:** It's not a job for the fainthearted! My job is a non-typical one with long hours, but I'm the type of person who thrives in stressful situations. I really enjoy the floor work, and through hectic times, not knowing where the job will take me from one hour to the next.

## Benefits In Action



### Cash In A Flash Holiday Referral Program



*The Holiday Special runs from December 1<sup>st</sup> – January 1<sup>st</sup>*

*During that time, anyone referred by you that joins our team will earn an **EXTRA** \$50 dollar bonus!*

*After 45 days of employment you will receive \$15.00 plus a \$50.00 Bonus.*

*After 90 days of employment you will receive another \$15.00 in cash*

*After 180 days of employment you will receive another \$20.00 in cash*

*All payments are subject to the successful completion of the time period specified for the referred associates. Remember to tell your referrals to put your name on their application at the time they apply. All referrals will go through the standard application process set forth by Scioto and Scioto does not guarantee an offer of employment to those referred by our associates. Remember that our goal is qualified competent referrals, those individuals who are committed to establishing long-term careers with Scioto.*

## Winter Weather Closings

As we approach the winter season, it is a good time to review the procedures to keep you informed of possible facility shutdowns. At times, emergencies such as severe weather, fires, and power failures, can disrupt company operations. In extreme cases, these circumstances may require the closing of a work facility. In the event that such an emergency occurs during non-working hours, local radio will be asked to broadcast notification of the closing.

In case of inclement weather, you can verify that the shift or facility is closed by listening to one of the following radio stations:

**WUCO 1270 AM in Marysville**  
**WNCI 97.9 FM in Central Ohio**  
**WPKO 98.3 FM in Bellefontaine**  
**WLW 700 AM in Cincinnati**

**WTVN 610 AM in Central Ohio**  
**WCOL 92.3 FM in Central Ohio**  
**WPTW 1490 AM in Western Ohio**

There are also three web sites you can check for weather closings:

[www.610wtvn.com](http://www.610wtvn.com)  
[www.buckeyecountry107.com](http://www.buckeyecountry107.com)  
[www.sciotoservices.net](http://www.sciotoservices.net)

In addition, associates may call the voice mail system at (937) 644-3391, choose option 3 or, toll-free (888) 644-0889, choose option 3, for recorded messages regarding any closings. This is available 24 hours a day, 7 days a week. Between 8:00 a.m. and 5:00 p.m. daily, you may call the office at (800) 644-0888.

## Winter Weather Safety

Working outdoors in the winter is challenging. It's harder to walk, drive and work safely in the snow and ice.

Cold weather impacts not only how equipment functions, but also how the body functions—manual dexterity, coordination and mental activity all can be impaired. Exposure to the weather can induce health problems and worsen pre-existing medical conditions.

Employ these tips below to help minimize the health and safety problems associated with winter work:

- Wear at least three layers of clothing to prevent hypothermia. The outer layer can shield against the wind, and layers create pockets of air that help the body retain heat. Wearing **LAYERED CLOTHING** also makes it easier to adapt to outdoor temperature fluctuations.
- Wear a hat and scarf, since the body loses much of its heat from the head and neck.
- Wear boots instead of shoes for better protection against the elements and better traction for walking on ice and snow.
- Wear gloves to protect against both injuries and frostbite, while helping retain manual dexterity in the cold.
- Avoid working outdoors for prolonged periods of time to reduce the risk of overexposure or overexertion.
- Keep sidewalks and steps clear of ice and snow.
- When driving in wintry conditions, drive defensively at all times, and allow more time to reach your destination.

## PERFECT ATTENDANCE FOR OCTOBER 2007

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

Agartha Achiaa  
Ronald Adams  
Eric Adu  
Nana Akyaw  
Saharla Ali  
Terry Allen  
Deborah Anderson  
Brenda Arcaro  
James Ash  
Najah Ashkir  
Ryan Ashley  
Dean Baker  
Alan Baker  
Amber Baker  
Carol Ballew  
Jacqueline Barnes  
Booto Barre  
Julie Bennett  
Lora Berding  
Joseph Black  
Teresa Bolen  
Shauna Boone  
James Bowen  
Larry Bower, Jr.  
Belinda Bright  
Russell Bright  
Lisa Brown  
Angel Brown  
Roberto Brown  
Scott Brown  
Bruce Burton  
Tracy Bush  
Maria Cabezudo  
Justin Cantrell  
Roberto Cantu  
Rebekah Carl  
Antonia Cepeda  
Julio Cepeda  
Michael Chaney  
Rose Clapsaddle  
Kathie Clark  
Floran Clark  
Brandon Clary  
Louise Clegg  
Richard Clegg  
Marcia Cloninger  
Andre Cole  
Randy Cole Jr.  
Kay Collins  
Robert Combs  
Jana Comer  
Wanda Conrad  
Eileen Cook  
Jose Coronel  
Rosemary Covarrubias  
Jeremy Cox  
Brenda Cremeans  
Phyllis Crevison  
David Crisp  
Dannie Cromes

Xavier Cruz  
Geonia Cummings  
Dixie Dalton  
Vanessa Daniels  
Rochelle Dawson  
Aleisha Delaney  
Jose Delgado Garcia  
Djeinaba Diallo  
Sharon Diaz  
Dwayne Dickey  
Anthony Dixon  
Marcella Dozier  
Rochell Dumas  
Zatricia Edmonds  
Christopher Eirich  
Sahra Elmi  
Mark Ernst  
Fadumo Farah  
Chester Fayson  
Richard Fellure  
Judy Ferris  
Sharon Flewellyn  
Brian Franklin  
Angel Fuentes  
Josh Fugate  
Wallace Garnett  
Ingrid Gelpi  
David Gibson  
Carolyn Gildersleeve  
Torrez Gonzalez  
Antoine Gordon  
Timothy Gordon  
Roberta Graves  
William Graves  
Lawrence Green  
Misti Green  
Jesse Green  
Marvin Green  
Robert Gregory  
Modesto Guerra  
Wylene Guilford  
Rukiya Guled  
Nuru Guled  
Steven Hairston  
Stormy Hand-  
schumacher  
Sandra Harris  
Shirley Harris  
Thomas Harris  
Jo Harrison  
Lloyd Hawks  
Wilo Hayle  
Ronald Helterbran  
Mary Hendricks  
Maria Hernandez  
Carol Hill  
Gerald Hiltibran  
Asha Hirsi  
Sherry Hitt  
Travis Hollins  
Donald Horner Sr.  
Octavia Howell  
Jeren Howell  
Kimberly Huffman  
Raymond Hunsicker  
Brandon Hunt  
Myra Ivey  
Machelle Jackson

Mary Jakeway  
Tina Jewell  
Janice Johnson  
Eugene Jolliff  
Connie Jones  
Samuel Jones  
Mark Jones  
Donald Jones  
Regina Jones  
Karry Kean Smith  
Stephen Keelin, Jr.  
Roberta Kindler  
Gay King  
Jason Kirby  
Emmanuel Kumi  
Bismark Kwaah  
Kwadwo Kyei  
David Laase  
Eva Lamar  
Damika Larkin  
Debra Larkin  
Roosevelt Latimore  
Wanda Latimore  
Jasue Latorre  
Ricky Lawson  
Lawrence Likens  
James Lindenberger  
Lisandro Lorenzo  
Regina Lorenzo-  
hernandez  
Lola Love  
Rodney Lowe  
Suki Lozoya  
Denise Martin  
Bertha Martinez  
Perry Massie  
Beverly McClanahan  
Alberta McFarland  
Cynthia McKinney  
Leslie McQueen  
Margaret Mensah  
Bonnie Merz  
Donald Miley Sr.  
Joshua Miller  
Michele Miller  
John Miller  
Elizabeth Minta  
James Moore III  
Rilla Morgan  
Elaine Moring  
William Moton Jr.  
Charles Mouser  
Donna Mulholland  
Constance Mullins  
Francis Mulvaine  
Becky Napier  
Connie Napier  
Kouassi Ndri  
Kenneth Neate  
Elizabeth Nelson  
Beth Neves  
Albert Nimako  
Deeb O'Kay  
Brandy O'neal  
Gladys Obakpolor  
Yaitza Olmeda  
Donovan Oswalt

Herbert Overstreet  
Larry Pack  
Scott Payne  
Nicole Penrod  
Robert Peoples  
Jacklyn Peppers  
Johnny Pierce  
Arletta Pitts  
Roger Plank  
Elizabeth Pokuaa  
Larry Ponn  
James Poore  
Elijah Preston  
William Preston  
Robin Puckett  
Robert Radcliffe  
Vaughn Rall  
Irene Rasner  
Phyllis Ratliff  
Marie Reece  
Joseph Reed  
Barbara Reed  
Paula Reed  
Keith Repass  
Arthur Reuber  
Laura Revels  
Delanor Rhodes  
Janet Rhodes  
Marvin Rhodes  
William Rich  
Donald Rismiller  
Margarita Rivera  
Charles Rivers  
Jennifer Robb  
Patricia Roby  
Anthony Rozmus  
Antonio Russell  
Carlos Santiago  
Brent Scott  
Steve Shafer Sr  
Sheryl Shepherd  
Stephanie Shipley  
Bahilo Shirwa  
Sharmane Shortridge  
Terry Shreve  
Ricky Shreve  
Jeremy Siebeneck  
Crystal Simpson  
Joe Singleton  
Tracy Sirch  
Gregory Skaggs  
Allen Smart  
Micheala Smith  
Anthony Smith  
Anna Smith  
Christopher Spain  
Julius Spencer, Jr.  
Eric Spradlin  
Michelle Stanley  
Hannibal Stanley  
Elza Steward Jr.  
Steven Stewart  
Sharon Stinemetz  
Keith Stockton  
Judy Stradling  
Robert Strickland  
April Stump  
Michael Talley

Sherl Tanner  
Donald Taylor  
Tina Taylor  
Willie Taylor  
Byron Thoburn  
Faith Thornhill  
Burrel Thornhill Jr.  
Christopher Trickett  
Charles Trickett  
Will Troupe  
Ruby Trout  
Joyce Trout  
Earl Trout  
Charles Victor  
Taylor Vivens  
Violet Wagner  
Bilad Warsame  
Michael Watkins  
Curt Watson

Robin Watson  
Clinton Watson  
Darlene Webb  
Robert Wentz  
Thomas Westfall  
Fred White  
Rapheal Williams  
Felicia Williamson  
Terry Wilson  
Tamara Wilson  
Roger Winegardner  
Constance Wion  
Jeffrey Wooddell  
Robert Wright

## 90 Day Service Awards

Agartha Achiaa  
Lora Berding  
Dexter Bowersmith  
Kathie Clark  
Jana Comer  
Mark Ernst  
Brenda Helton  
Emmanuel Kumi  
Matthew Murphy  
Delanor Rhodes  
Micheala Smith  
Shawn Thomas

Wade Bennett  
Shauna Boone  
Justin Cantrell  
Andre Cole  
Brenda Cremeans  
David Gibson  
Jessica Holloway  
Damika Larkin  
Irene Rasner  
Katherine Slaughterbeck  
Elza Steward, Jr.

## Start Date Anniversaries

|                   |         |
|-------------------|---------|
| Gerald Hiltibran  | 7 Years |
| Denise Martin     | 7 Years |
| Eugene Jolliff    | 6 Years |
| Timothy Jaye      | 5 Years |
| Tracy Sirch       | 4 Years |
| Wylene Guilford   | 3 Years |
| Brandon Clary     | 2 Years |
| Randy Cole Jr.    | 2 Years |
| Steven Harris     | 2 Years |
| Brandon Hunt      | 2 Years |
| Anthony Smith     | 2 Years |
| Judy Browne       | 1 Year  |
| Rebekah Carl      | 1 Year  |
| Derrick Fortner   | 1 Year  |
| Marian Liban      | 1 Year  |
| Yaitza Olmeda     | 1 Year  |
| Charles Rivers    | 1 Year  |
| Robert Strickland | 1 Year  |
| Terry Wilson      | 1 Years |