



## AN EXTRAORDINARY RECOGNITION AT FLEET!

**Billy Foster** (Fleet) has just been recognized as the receipt of the **2009 Honor Roll for Veterans with Disabilities awards winner!** Billy is a Lead Driver at Fleet. He works hard everyday to ensure equipment is where it should be and when we cannot find something we just ask Billy. Billy never complains and is always the first to go out of his way to help his fellow co-workers and the customer. I was extremely proud to nominate Billy for this prestigious award and was extremely proud when I found out and had the pleasure of informing him, he was the winner! If you see Billy, shake his hand or give him a pat on the back as he is a true hero that loves his country and life in general. In fact, all of our employees and veterans are hero's and we all appreciate everything they have done and continue to do for Fleet , Skookum and our country .



**-Jeff Iafrazi**  
Fleet Manager

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Below is a copy of the official recognition from NISH.

Dear Mr. Foster:

Congratulations! You are the 2009 Honor Roll for Veterans with Disabilities Award Winner, nominated by Jeff Iafrazi from Skookum. This award is presented by NISH and the AbilityOne Program to recognize a veteran with a severe disability who has exhibited outstanding achievement in his/her work life.

We would like to invite you, a guest and a Skookum staff escort, all expenses paid, to accept your award in person at the 2010 National Training and Achievement Conference during the Awards Banquet on the evening of Wednesday, May 26, 2010. The conference will be held from May 24 – 26, 2010 at the Anaheim Marriott in Anaheim, California.

A representative from the NISH staff will be contacting you in the next couple of weeks to verify information from your nomination. Please watch the mail for your winner's kit that will arrive in mid-March.

Sincerely,

Wayne McMillan  
 Chair, Awards Committee  
 NISH Board of Directors

# Happy Birthday!

## January Birthdays

1st-Daniel Allen  
 1st-William Atwood  
 1st-Gilray Rodgers  
 2nd-Glenn Calnan  
 2nd-Wade Kerr  
 2nd-Carlos Ortiz-Feliciano  
 2nd-Michael Prindiville  
 3rd-David Grunert  
 3rd-Mark Hayward  
 4th-Eileen Caces  
 4th-Richard Celeridad  
 4th-Richard Pidarson  
 5th-Monroe Jones  
 5th-Shawn Rohring  
 5th-Anna Shaw  
 6th-Craig Dill  
 7th-Lisa Falcone  
 8th-Kenneth Poturica  
 8th-Barbara Pusateri  
 9th-Nathan Priddis  
 10th-David Byrd  
 10th-Steven Harvey  
 11th-Jonathan Brown  
 11th-John Iafrati  
 12th-Carl Akahoshi  
 13th-Neil Colomac  
 13th-Randy Harkins  
 14th-Mitchell Dowdy  
 14th-Ramon Paulino  
 14th-Charles Stevens  
 14th-Clay Treischel  
 15th-James Lubitz  
 15th-Tia Maldonado  
 16th-Brandon Gupta  
 16th-Tim Kittelberger  
 17th-Tony Bruno  
 17th-Dawn Scaggs  
 20th-Irvin Abrames  
 20th-Twyla Johnson  
 20th-Zachary Slotnick  
 21st-Brunilda Gomez  
 21st-Fred Misner  
 22nd-Jonathon Heck  
 22nd-Tonya Jones  
 22nd-Gary Paolino  
 22nd-Salvador Santiago

## January Birthdays

23rd-John Gunter  
 24th-Linda Braley  
 24th-Sтивен Miller  
 24th-William Rathbun  
 25th-Leamon Woodley  
 26th-Robert Boatner  
 26th-Gonzala Eibert  
 27th-Kenneth Davis  
 27th-Michael Morris  
 28th-Michael Crowley  
 28th-Mathew Hair  
 28th-Richard Hathaway  
 29th-Keith Shousky  
 30th-Robert Richards  
 30th-Henry Robinson  
 31st-John Boyes  
 31st-Randol Haskins  
 31st-Derek Koch  
 31st-Shelly Lewis  
 31st-James Long  
 31st-Brooks Miller  
 31st-Alejandro Samonte  
 31st-Bryan Sullivan

## February Birthdays

1st-Betty Bentley  
 1st-Jason Elliot  
 1st-Isolde Harlee  
 1st-Robert Reiman  
 1st-Steve Spurling  
 1st-Duane Wheat  
 2nd-Robert Moebius  
 3rd-James DeQuis  
 3rd-Ronnie Foster  
 3rd-Ryan Smith  
 3rd-Michele Thensenga  
 4th-Garry Bannister  
 4th-Travis Lowe  
 4th-Frederick Myers

## February Birthdays

4th-Stephen Ortiz  
 5th-Pilcha Pagpaguitan  
 5th-Raymond Washington  
 6th-Mark Byerly  
 6th-Timothy Ford  
 6th-Wanda Petcu  
 8th-Kim Davies  
 9th-Timothy McElroy  
 9th-Vielka Stufflebeam  
 10th-Jacob Brown  
 10th-Benjamin Dempsey  
 11th-Jeff Dolven  
 12th-Heidi Wardlow  
 14th-Robert Ratliff  
 15th-Courtney Miles  
 15th-Wendell Stevens  
 16th-Monica Lorance  
 17th-Ellen Reichart  
 18th-Sarah Davies  
 18th-Carl Johnston  
 19th-Stephen Gonzales  
 19th-Silvester Lopez  
 19th-Brian Williams  
 20th-Michael Noehl  
 20th-Robert Reinke  
 21st-Sandra Ritchie  
 21st-Elvira Marts  
 22nd-Andrea Cunningham  
 22nd-Robert Mower  
 23rd-Kris Aalmo  
 23rd-Robert Haynes  
 23rd-Hamilton Higgins  
 23rd-Matthew Johnson  
 23rd-Richard Kennedy  
 23rd-Howard Sullivan  
 23rd-Bonnie Thomason  
 24th-Joel Bostwick  
 24th-Michael Gordon  
 24th-Michael Zdilar  
 25th-Timothy Wolff  
 26th-Cecil Bradshaw  
 27th-Christopher Cooper  
 27th-Anita Forsman  
 27th-Nicholas Valentine  
 28th-Thomas Koch  
 29th-Oscar Gavidia

# *President's Weekly Excellence Awards*

**Each Recipient Receives \$100 and a Skookum Excellence Pin**

## **Dwayne Lemmons**

Production Control Lead

Nominated by: **Jeff Dolven and Jeff Iafrati**

Dwayne Lemmons was singled out by the Government in the latest Quarterly Performance Review on the Fort Lewis Fleet Maintenance Contract. Dwayne was commended by the Government for his accuracy, hard work and above all his integrity. Great job, Dwayne!

## **Sharlene Yoakum**

Human Resources

Nominated by: **Steve Spurling**

I want you to know how happy we are that Sharleen Yoakum has joined Skookum. She has brought new perspectives and boundless energy that has been welcomed by all. It is a delight to work with her. She always seems to come to work full of enthusiasm, and is eager to share her insights. I complement her on the way she conducts meetings and her enviable ability to stay cool. I know it is not easy balancing the demands of multiple departments and I appreciate the accommodations she has made to support our department.

It is a pleasure to work with her.

## **Violeta Candare, Jerry Abernathy, Cres Pelias, Zenaida Womble, Carmelita Britton, David Selbig, Tim Slotemaker & Nathan Priddis**

Hospital Housekeepers

Nominated by: **MA2 Matthew Murphy**

At the end of December, 2009, disastrous flooding occurred on the Sub Level in the CSSR, and what a huge mess it was. I would like to name the following Skookum Employee's who responded swiftly and professionally to clean it up; Violeta, Jerry, Cres, Zenadia, Carmen, David, Tim, and Nathan. They worked without breaks and without complaints to ensure the CSSR was cleaned, put back together and ready for business by morning.

Without their efforts CSSR would have been out of service for days bringing most hospital operations to a standstill. Thanks to them many patients will receive the care they need today. It is currently 0145 in the morning and as I write this they are still hard at work not only in CSSR but all over the hospital making up lost time on their routes to ensure the rest of the hospital looks great by the time it opens in the morning. So from me and the rest of the departments who would have been affected by this mess I would like to thank the above people. I also would ask you to make sure they get the appreciation and recognition they deserve for going above and beyond to keep this hospital running smoothly.

## **Matt Hall**

Recycling Operations Manager

Nominated by: **Alysa Russell**

Matt has worked tirelessly to refurbish the Jefferson County Recycling Facility and has subsequently received wide acclaim from County Officials during a recent facility inspection. Matt's efforts greatly enhanced Skookum's image and reputation as a valued partner with the County and are in keeping with our Core Values. Matt is committed to his recycling team and, consistent with the best leadership principles, takes care of his team while leading the effort to providing the County a quality service. Additionally, Matt spearheaded the creation of a specialized route in which he could take both the clients and job coaches to conduct much needed clean-ups at collection sites around Jefferson County. Your commitment to your team and to Skookum is unquestionably deserving of high recognition.

Congratulations on your amazing accomplishments!

# OVERDUE WELCOME'S



Please join me in extending an overdue welcome to **Sharleen Yoakum**, our new Human Resources Generalist (Guru). She has worked in benefits and human resources collectively for 15+ years.

Maysee) and a cat (Amanda). She loves to travel, camp, hike, fish, snowboard, garden, workout and scrapbook. She pretty much enjoys being outdoors, rain or shine. She is a die-hard Seahawks fan, even though they've had a tough 2 years and yes, Andre and her continue to "punish" themselves with season tickets to the Mariners!

She is actively involved in the Washington State DECA alumni and every year volunteers as a judge in the DECA State Career and Development Conference.

Since being here, Sharleen has shown she is a real asset to our Skookum family. Welcome!

**-Ellen Reichart**  
Human Resources Director

A bit about Sharleen: she was born and raised in California until age 7, but is still a California beach girl at heart. Her family moved to Washington State where she grew up in Kirkland and lived there most of her life. Ten years ago she moved to Hansville with her husband Andre. They have three labs (one of each color, Alic, Zeke and

Please welcome Anna Shaw to our HR team. She is our new Human Resources Generalist for our Fort Lewis Operations. She has over 25 years Management experience within the insurance, financial, manufacturing and non-profit industries. Her passion has always been in the human resources field where she truly enjoys working with and supporting others to achieve their highest potential.

They have two grown daughters and three wonderful grandchildren that are ironically all 6 years old!

In her spare time she enjoys golf, reading and travelling as much as she can.



Welcome to the Family!

**-Ellen Reichart**  
Human Resources Director

Anna was born in across the state in Spokane and raised in Renton and Federal Way. She has resided in the Federal Way area with her husband, Mark, since 1987.

# WAY TO GO!

In Division 40, **Cory A. Geddes** has passed and received his IICRC (Institute of Inspection Cleaning and Restoration Certification) with flying colors. Cory has pledged to perform services in these areas with skill, honesty, and integrity in order to provide the consumer with the highest degree of professionalism possible.



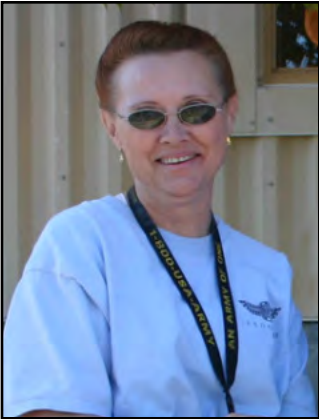
# CONGRATULATIONS!

We would like to congratulate **Jeremy Dunn** and his wife on the birth of his 9 pound baby boy!

**-Eva Wilson**  
Facilities Maintenance Manager

# BANGOR/KEYPORT REPORT

## Irene Bush promoted to Day-Shift Supervisor at Bangor/Keypport



Irene grew up in Denver Colorado loving the piles of snow that fell each winter and the wonderful Rocky Mountains, spending huge amounts of time enjoying both. After leaving home she found herself in Germany riding a cog train up to the top of a snowy peak called the Zugspitze. She spent three years exploring this beautiful country. She ended up back in Colorado upon returning to the states but this time in Colorado Springs right at the base of the Rockies. This is where both her sons and daughter were born. Idaho ended up being the next place her and her family called home. For the next ten years Irene worked as the head cook at Troy elementary school. Most of her time was spent in the open spaces along the many rivers in the mountainous areas. Irene joined her daughter and family in Washington in 2002. She worked for Holly Ridge Center as a Vocational Trainer on both janitorial and galley sites supervising between four and ten employees at a number of different job sites. Irene found this job very rewarding. In 2005 we hired her as part of the janitorial team at Bangor. In 2008 Irene’s good attitude and consistent QC score of “5” earned her a promotion to job coach. Irene and her husband love to spend time in the mountains whenever they get the chance. Winter or summer they load up the kayaks and head for the water.

**-Steve Spurling**  
Bangor, Keypport Department Supervisor

**Congratulations to the following people who are the Safety Award Winners for this month!**

**Michael Prindiville and Linda Biedermann**

**Each winner of this award receives \$100! Thank you for your commitment to safety!**

**-Steve Spurling**  
Bangor, Keypport Department Supervisor

# HOSPITAL HOUSEKEEPING PERFECT ATTENDANCE

**Congratulations to the following people who had perfect attendance for the First Quarter!**

**Carmen Britton, Violeta Candare, Remy De Leon, Becky Escobar, Gregg Williams,  
Marylou Louser, Helen Miller and Cres Pelias.**

**Each winner of this award receives \$25! Thank you for your dedication and commitment!**

**-Karen Clements**  
Executive Housekeeper CEH

## COMPUTER CONNECTION

There are now some Computer Classes offered by Skookum through the Skookum Micro-Grant Program. Skookum's Micro-Grant Program awards grants to those who embrace our mission of creating opportunities for people with disabilities. Furthermore, Skookum has awarded grants to those who strive to make the communities where we work and live more equitable and promising. There were two competing computer classes proposed last year, that were eventually chosen and combined into one program. These two teams will have two different administrators. The first class was the beginning computer class that started on 11/24/09 headed by Cathy Jones and supported



by Ryan Wiese. The second winner was Maurice Correia, for his idea for advanced computer training using a product like the video professor training CDs. There is a lot of excitement at Skookum as the program expands. The grant allowed the two teams to purchase 6 new laptops and refurbish 3 older laptops that are assigned per student during learning sessions. The team was also able to buy new software for the two training programs. All together we wisely spent \$9,000 of the grant money awarded to computer learning programs. Whether a beginner or **if you are** a more advanced student, we are building the programs to meet your computer learning needs. While the current beginner class hours are from 2:00 – 3:00 PM, the next session will have different hours to accommodate other schedules. The new (beginner) class will be taught in the Bremerton conference room and the schedule for the next session is still being decided according to participant needs. Contact Cathy Jones by calling Skookum customer service at 360-475-0756 ext. 22 and leave a message for Cathy with your name, contact number, and the hours you would be available for class. The computer disk classes or (advanced class) will be self-paced with follow up question and answer sessions on the weekend. Maurice Correia can be reached at 360-475-0756 ext. 27. The two instructors are both volunteers, but the ultimate goal of the program is to set up two long term learning classes that can expand to other Skookum contract areas. The other goal is to eventually have the classes taken over by the students who have learned from them. This is a pay it forward program where someone that learns teaches others who want to learn. We are very thankful to the grant proposal review team, the administrators of the grant program, and to marketing for making this a huge success. More to come in upcoming updates of the Computer Connection.

Thank you,

**Maurice A. Correia**  
Operations Manager

## CIF

### Picture perfect reason why you shouldn't bet against the boss!

As the NFL's regular season came to a close there were a few wagers that were made early in the season among CIF fans. The bets made were on whose team would make the play offs and obviously the Green bay packers did. The picture above shows the good sportsman ship a losing Chicago Bear fan (**Becky**) and a Denver Bronco fan (**Ryan**) pay up by unfaithfully sporting the Packers' uniform as they paid their dues to the boss (**Jessica**).

**-Dwayne Lizama**  
CIF Operations Manager



## SAFETY ZONE– 2009 IN RETROSPECT

Skookum's Health & Safety programs have been running at top speed for a full year now and it's been a whirlwind of activity. Skookum's Accident-Incident Rate trend continues its downward descent, but we know that we can do considerably better in 2010. We challenge each and every one of you to look at your job with new eyes and see the hazards that are before you. Recognize them, address them, bring them to the attention of others and avoid injuries. Pay close attention to provided safety training and take time to review the new 2010 Accident Prevention Plan/Safety Training binder available to all employees at each location. Armed with this information, you can have a definite impact on Safety in this company.

### Here are some of the things done in 2009 to make Skookum a safer place to work:

- Monthly Regional Safety Meetings attended by your Safety Representatives.
- Quarterly Safety Inspections performed by H&S
- PPE & Compliance Equipment provided; Eyewash Stations, Chemical Goggles, Spill Kits, Safety Glasses, Hearing Protection, Chaps, Gloves, Hard Hats, etc.
- Fall Protection training & new equipment provided to affected departments.
- New Employee Safety Orientation DVD filmed and presented to HR for in-processing personnel.
- Began providing CPR & First Aid training and classes will continue through 2010.
- Inventory of chemical products, updating of

MSDS lists and development of required Hazard Communication Program.

- Many new Activity hazard Analysis & PPE Hazard Assessments performed and more to come.
- Ergonomic assessments performed after identifying injury trends resulting in new equipment to mitigate hazards such as; hydraulic tables & step ups at Fleet, dumpster sticks & hand trucks for Janitorial.
- Development of a Drug & Alcohol Testing program for CDL drivers covered by the requirements of the Department of Transportation.
- Development of a corporate Emergency Preparedness Plan to help us address natural disasters, fire, pandemic, etc.

Join us in 2010 in continuing to improve your work environment, make it safer, more profitable, and a better place to work. Thank you all for all your hard work and in making safety part of your everyday on and off work program.

**p.s.: Reminder, the annual 3<sup>rd</sup> party ISO Audit is tentatively scheduled to begin February 15-19, 2010 here in Washington and February 23, 2010 at Fort Riley, Kansas. Please review your processes and start briefing all employees. Most of all, please ensure that all ISO processes are readily accessible to employees at each location.**

Your partners in Safety,

**-Carl Beauchamp & Joe Fegurur**  
Skookum Health & Safety Officers

# HEALTH & WELLNESS SPOTLIGHT

By Stacie Kane  
Benefits Manager

## Get that Second Wind!

Feeling blah and run down? You can turn up your energy in five minutes if you.....

### REFUEL

Snack on fiber-rich munchies such as dried apricots, celery sticks, an apple or a few pistachio nuts. The fiber helps control the release of glucose into your bloodstream and may prevent energy dips.

### BREATHE DEEPLY

Every 1-2 hours, spend 5 minutes inhaling and exhaling deeply. It will help you feel calmer and more mentally focused, with renewed energy.

### TAKE A VISUAL VACATION

Close your eyes and mentally escape by imagining yourself in a peaceful scene, maybe on an island or a meadow or an ocean beach. "Seeing" yourself relaxed can be rejuvenating.

### SNAP OUT OF IT

Splash cold water on your face or pop a breath mint. Mint flavors are stimulating

### TAKE A GOOD NEWS INVENTORY

At the end of the day, write down all the good things that happened. You'll be surprised at how much went right! Plus, you will set yourself up for a good night's sleep which will help to energize you for tomorrow.



Keep the paper you need

**LOSE THE PAPER YOU DON'T.**

GO PAPERLESS NOW FOR A CHANCE TO WIN THE BEST PAPER OF ALL...

**\$10,000 CASH**

**WDS MEMBERS CAN SIMPLY SIGN IN, CLICK TO CONFIRM THE PAPERLESS OPTION, AND AUTOMATICALLY BE ENTERED IN THE \$10,000 CASH DRAWING!**

NO PURCHASE NECESSARY. RESTRICTIONS APPLY. SEE OFFICIAL RULES FOR ODDS AND OTHER TERMS AND CONDITIONS.

Employees enrolled on Skookum's dental plan with WDS can choose to go "paperless" when receiving their statements. Those who sign up between November 7, 2009 and May 6, 2010 to go "paperless" will be entered in a drawing to win \$10,000 in cash!

Go to [www.deltadentalwa.com](http://www.deltadentalwa.com) for information and to sign up.

You will need to create user account then choose the paperless option. It's that easy!!!

