

# The Cumberland County Connection

Connecting Cumberland County Employees With Events Happening Around The County

## MANAGER MARTIN'S MESSAGE

by James E. Martin



County Manager  
James E. Martin

**A**s you all know by now, Cumberland County is facing another tough budget year. Actually, it is the toughest we've seen yet. I can't think of a better time to promote the Employee Suggestion Program as a means of helping the county find cost savings. This is your opportunity as an employee to become a part of the solution.

The Employee Suggestion Program, now more than a year old, is an excellent way to reward employees for coming up with original and innovative ideas. Incentives can be monetary, non-monetary or a combination.

The participation rate so far has been moderate with lots of room for more ideas. To date, we've rewarded six employees for their suggestions.

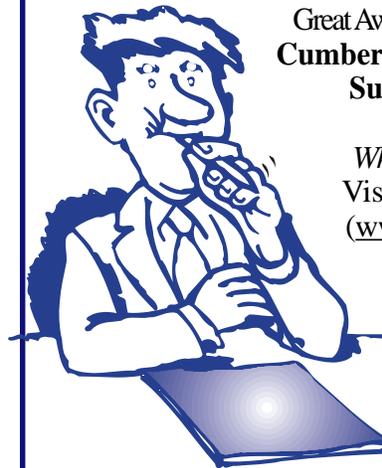
You may remember a front page article in a previous *County Connection* congratulating Stacey Lowes Martin of the Mental Health Center for suggesting the county use line ads instead of display ads when purchasing advertising in the newspaper for job announcements. That suggestion also received the Ralph W. Ketner Employee Productivity Award at last year's North Carolina Association of County Commissioners Conference.

We can also use some of those not-so-original ideas as well. We're asking employees who have suggestions that don't qualify for the incentives program to send them to the county's webmaster (khal@co.cumberland.nc.us) so that they can be posted on the county's Web site on a brand new page designed to receive and share cost saving tips for the county. I'm referring to little things like using a fax cover sheet twice before disposing of it (front and back side) or being sure to turn off your computers and printers at the end of the day. These are things that many of you may already be doing that others don't think about. Lots of examples of things exist that can be done, big and small, resulting in lots of money being saved.

If you like using the Web site this way you have Ken Young in our Human Resources Office to thank. He serves on the county's Web site committee and recently made the suggestion. It's this kind of thinking from all of us that the county is in need of right now.

Please consider sharing any cost saving ideas you may have either through the Employee Suggestion Program or the county's Web site. Applications for the Employee Suggestion Program can be found on the county's Web site ([www.co.cumberland.nc.us](http://www.co.cumberland.nc.us)) by clicking on downloads. They can also be obtained by contacting Cindy DiMartino in my office at 678-7723.

## Got Any Innovative, Creative Ideas For Helping The County Save Money & Resources?



Great Awards Await You with the **Cumberland County Employee Suggestion Program.**

What Are You Waiting On?  
Visit the County Web site ([www.co.cumberland.nc.us](http://www.co.cumberland.nc.us)) click on downloads, or contact the County Managers Office @ 678-7723.

## Not So Original Cost Saving Ideas? They're Welcome Too!

We'll post them on our Web site and while we're at it, solicit other ideas from around the world.

Share your ideas by contacting our Webmaster:  
[khal@co.cumberland.nc.us](mailto:khal@co.cumberland.nc.us)



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# TIME TO CELEBRATE COUNTY GOVERNMENT WEEK

by Tonya Harris-Council

Cumberland County is gearing up for another exciting National County Government Week April 23 – 27, 2001. The week is set aside annually to observe the important role county government plays in the daily lives of its citizens. We're among the more than 1,000 counties participating in the observance.

The theme the National Association of Counties selected for this year is "Counties Make E-Government Work." We're being asked to find ways to showcase how our county is using the internet and other forms of technology to allow our citizens to be "on-line instead of in line."



*Wearing our pride, County-wide!*

Cumberland County is doing this in a variety of ways to include offering access to Property Tax Information and Register of Deeds Records on our Web site. Citizens interested in applying for appointed boards and committees can also find an application on our site that can be e-mailed directly to the Commissioners' Office.

During County Government Week, we're asking all Cumberland County employees who interact with the public to assist us in our efforts to tie in to the E-Government theme. Employees are being asked to end their phone conversations or personal contact with citizens by asking, "Sir" or "Ma'am, do you have access to the internet?" If the answer is "Yes," reply, "Well this is National County Government Week, and I'd like to encourage you to learn more about Cumberland County Government by visiting our Web site at [www.co.cumberland.nc.us](http://www.co.cumberland.nc.us)." If the answer is "No," reply, "Well this is National County Government Week and I'd like to encourage you to learn more about Cumberland County Government by stopping by the nearest library and picking up a copy of a brochure on county services." If the citizen happens

to be in the Courthouse, you can refer them to the Public Information Office on the 5<sup>th</sup> floor (Room #505) for the brochure as well.

While promoting the county Web site is something employees are encouraged to do everyday during County Government Week, there are special events planned for each day.

## County Government Week Activities April 23 – 27, 2001

**Monday – April 23, 8 AM,  
Rm 118 Courthouse, 117 Dick Street  
Honor Our Own Day**

Commissioners' Office hosts a special recognition ceremony and reception for employees who've achieved 20, 25 or 30 years of service since County Government Week 2000. Employees will receive service year pins and get to enjoy fellowshiping with Commissioners, department heads and fellow honorees. Departments are encouraged to hold their own special recognitions for employees who have achieved 5, 10 and 15 years of service.

**Tuesday – April 24, 9 AM, Cross Creek Mall  
Cumberland County on Display**

Departments will man display booths promoting their programs and services at the mall. It's a day-long event and usually involves employees working in shifts.

**Tour Wednesday – April 25,  
Courthouse, 117 Dick Street  
9 AM – 4 PM, Courthouse Parking Lot  
(Dick St/Person Street side)**

The Public Information Office will be conducting tours of county offices in the courthouse. Other county departments are encouraged to do tours on that day as well.

**Thursday – April 26,  
Courthouse, 117 Dick Street  
Giving From the Heart Day**

County employees will demonstrate their commitment to giving back to the community by participating in a blood drive at the main courthouse.

**Friday – April 27  
Wear Your Pride County-wide**

All county employees are encouraged to wear county paraphernalia to work.

As usual the county department that is able to document the most participation will win a free lunch courtesy of a local business.

For more information on National County Government Week in Cumberland County, call the County Public Information Office at 437-1921.

## CUMBERLAND COUNTY SHOWCASE

Cumberland County Showcase, hosted by Commission Chairman Lee Warren, made its debut Tuesday, April 17<sup>th</sup> on Time Warner Cable's Community Access Channel 7. The show airs every other Tuesday at 7 PM.

Its purpose is to highlight the many services offered locally to county citizens. While quite a few of the county's departments host their own TV program on the Community Channel, Cumberland County Showcase will focus on some of the departments that do not. A year's worth of show topics and guests has already been compiled.

Representatives from Parks and Recreation and the Register of Deeds Office are among the guests for the first couple of shows. But, Cumberland County Showcase plans to make its rounds to a number of other departments to include Planning, Community Development, the Sheriff's Office and the list goes on.

Someone from the Commissioners' Office or the Public Information Office will be contacting the departments when their turn gets near.

In the meantime, tune in to watch Cumberland County Showcase every other Tuesday on Time Warner Cable's Community Channel 7.

### Here's a list of other county shows to watch:

**Healthy Connections** (Health Department) airs Tuesdays at 7:30 PM.

**The Information Place** (Library) airs Wednesdays at 7 PM.

**DSS Patch** (Social Services) airs Wednesdays at 7:30 PM

**Extension Spotlight** (Cooperative Extension) airs Fridays at 6:30 PM.

**Pet Matters** (Animal Control) airs every other Friday at 7 PM.

**Focus on Mental Health** (Mental Health) airs Fridays at 7:30 PM.

**School Zone** (Sheriff's Office School Resource Officers), a new show. Scheduling time to be announced.

**Board of Commissioners Meetings** air every first Monday at 9 AM and every third Monday at 7 PM.



## LIBRARY NEWS

### Cumberland County Public Library & Information Center Installs Wireless Computer Networks

Four locations within the Cumberland County Public Library & Information Center (CCPL&IC) system are being equipped with wireless computer networks as a result of a \$10,000 grant from the Gates Foundation. These networks will allow the library locations to increase the number of computers that are available for use by the public.

Installation of the wireless network has been completed in a new computer training lab at the Headquarters Library, the Cliffdale Branch Library, the Bordeaux Branch and the Hope Mills Branch by March 15.

The wireless networks will be put into use immediately at three of the four locations. Use of the wireless network system in the training lab at the Headquarters Library will be delayed until the arrival of new Gates Foundation Grant computers in May 2001. Public computers will continue to

be available for use at the Headquarters Library using the existing network.

The newer library facilities, including the North Regional, East Regional, and Spring Lake Branches, were equipped with up-to-date networks at the time of construction and will not require wireless networks to accommodate the additional Gates Foundation Grant computers.

### Cumberland County Public Library & Information Center Joins @ your library™ Campaign

The Cumberland County Public Library & Information Center (CCPL&IC) is joining libraries across the country in a new, national, public awareness effort called The Campaign for America's Libraries. Sponsored by the American Library Association, the multi-year campaign is designed to remind the public that today's libraries are dynamic, modern community centers for learning, information and entertainment.



## Need Assistance?



### EAP Overview For County Employees

Wednesday, May 2, 2001  
From 11:30-12:00

Pate Room  
Cumberland County Public Library  
300 Maiden Lane  
Fayetteville NC 28301

## RETIREES

**James R. Bankston**, formerly a Deputy in the Sheriff's Office, retired on April 1, 2001 after 10 years of service.

**Leona Breece**, a Caseworker I at the Department of Social Services (DSS), is retiring on May 1 after more than 29½ years of service.

**Gale M. Bullard**, formerly a Staff Development Specialist with DSS, retired on March 1, 2001 after more than 29 years of service.

**Fred Collins**, formerly a Maintenance Electrician with the Electrical Mechanical Office, retired on November 1, 2000 after more than 14 years of service.

**Reba M. Faircloth**, formerly a Support Worker with DSS, retired on April 1, 2001 after more than 24½ years of service.

**Pauline B. Goodman**, the former Director of the Workforce Development Center retired on March 1, 2001 after 26½ years of service.

**Shirley W. McCoy**, formerly a Social Worker with DSS, retired on March 1, 2001 after more than 22 years of service.

**David Mills**, formerly a Deputy in the Sheriff's Office, retired on March 1, 2001 after 7½ years of service.

**Barbara A. Pillow**, formerly a CSS Assistant with DSS, retired on April 1, 2001 after 25½ years of service.

**Ayette N. Snow**, formerly a Social Worker II with DSS, retired on February 1, 2001 after more than 15½ years of service.

**Roscoe Strickland**, formerly a Deputy in the Sheriff's Office, retired on April 1, 2001 after 27 years of service.

## MASTER GARDENER VOLUNTEERS

by Nancy Anderson  
Cooperative Extension

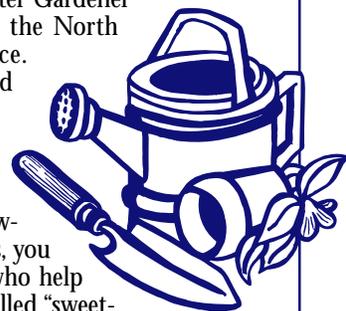
I would like to take a few moments to brag on a group of folks who mean a great deal to me and should mean a lot to each of you. This group is the Master Gardener Volunteers (MGV's) who volunteer for the North Carolina Cooperative Extension Office. These fifty-five individuals volunteered 5,071 hours in 2000 to help Cumberland County residents with their horticulture needs.

That means if you had "barely living plants, bad bugs, thinning grass, soil flowing away, or nothing-will-grow" problems, you were able to call the Master Gardeners who help right the wrong. These folks have been called "sweet-hearts, gods, miracle makers" and the likes. The MGV's answer the Gardeners Hotline each weekday from 9am - 12 pm to address questions, identify plants, insects, weeds, snakes, lizards, fungus, egg sacks and so much more. Never is one day like the next. There are always seasonal questions that come with each month. But then there are the questions that leave a blank stare on our faces or have us bust-a-gut laughing.

Last year, the MGV's answered over 2800 phone calls, visited with half that many walk-ins, wrote numerous news articles, were in 52 television shows (Friday 6:30 pm channel 7) and visited 15 schools to do programs. The Master Gardener Volunteer Inspiration Garden is planted, maintained and all the hardscape was put in by MGV's. They also put in, planted and maintain the Heritage Garden at the Cape Fear Botanical Garden. These are just a few of the wonderful accomplishments the MGV's have made.

What makes this group so terrific is the enjoyment they share in gardening, passing along plants, going to nurseries and area gardeners together. They have made friends while they learn and play.

The MGV's have given much to Cumberland County and its residents. If you would like to get gardening questions answered or come in for a complete yard overhaul, you are welcome at the Cooperative Extension Office located at the Charlie Rose Agri-Expo Center or call them at 321-6882 or 321-6878. Many leaflets and publications are available in the horticultural field. Happy Spring!



## PROMOTIONS

Name:	From:	To:	Date:
<b>ADMINISTRATION:</b>			
Amy H. Cannon	Finance Director	Asst. Cty. Mgr. (Fin./Admin)	10/17/00
James E. Martin	Deputy County Manager	County Manager	10/01/00
Juanita S. Pilgrim	Assistant County Manager II	Deputy County Manager	10/08/00
Melvin Clifton Spiller	Assistant County Manager I	Assistant County Manager II	10/08/00
<b>ANIMAL CONTROL:</b>			
Linda Kadelak	Office Support II	Office Support III	12/04/00
<b>COMMUNITY DEVELOPMENT:</b>			
Susan Salazar	Office Assistant III	Office Support V	07/31/00
<b>EMERGENCY DISPATCH:</b>			
Stacy Lemons	Telecommunicator I (Temp)	Telecommunicator I (FT)	05/21/00
Sue Vest	Telecommunicator I	Telecommunicator II	12/17/00
<b>FINANCE:</b>			
Lisa Foster	Finance Assistant IV	Budget Analyst	01/01/01
Todd Hathaway	Finance Officer (CD)	Accountant II	11/17/00
<b>HEALTH:</b>			
Michelle Bacani	School PHN I	PHN II	02/12/01
Brian Barnwell	Social Worker II	Social Worker III	03/16/01
Kathryn Buczynski	PHN I	PHN II	07/31/00
Karla Deel	Nutritionist I	Nutritionist II	09/25/00
Amichia Gainey	Medical Lab Assistant II	CDC Specialist	01/29/01
Tracy Gurganus	Processing Unit Spv. IV	Accounting Technician III	09/11/00
Diedra Jackson	Nutritionist I	Nutritionist II	12/18/00
Teresa Kleiman	PHN I	PHN II	02/12/01
Linda Meyer	PHN I	School PHN II	10/23/00
David Munn	Housekeeper	HS Team Leader	10/09/00
Michele Reese	PHN I	PHN II	02/12/01
Nellie Smith	Community Health Asst.	Medical Office Assistant	08/14/00
<b>LANDSCAPING &amp; GROUNDS:</b>			
Robert Goins	Maintenance Worker I	Maintenance Technician I	11/06/00
<b>LEGAL:</b>			
Christy Tyndall	Paralegal I	SR Legal Assistant	02/26/01
<b>LIBRARY:</b>			
Loliela Bartlett	Library Page	Library Technician	06/05/00
Lilia Bowen	Library Technician	Office Support III	07/02/00
Cindee Campbell	Librarian II	Librarian III	05/08/00
Sigrid Ericson	Library Associate II	Circulation Manager	12/17/00
Hannelore Hodges	Library Associate I	Library Associate II	02/25/01
Pamela Kource	Librarian III	Librarian IV	05/08/01
Pamela McCloy	Librarian Technician	Library Associate I	12/17/00
Gerald McKoy	Custodian Janitor	Custodian Crew Leader	01/29/01
Cindy Ritter	Library Page	Library Technician	06/05/00
Lewis Trott	Librarian I	Librarian II	05/08/00
Darla Wilson	Library Page	Library Technician	12/03/00
<b>MENTAL HEALTH:</b>			
Eratus Bain	SA Counselor I	Social Worker II	09/25/00
Rodney Benn	Clinical Social Worker	SW Supervisor III	09/11/00
Rosa Bethae	HAB Specialist II	HS Counselor	09/11/00
Faye Blue-Gilliard	HS Coordinator II	HS Coordinator III	05/08/00
Angela Bryant	SA Worker	SA Counselor I	11/30/00
Latonya Burden	HS Coordinator I	Social Worker II	07/03/00
Belinda Canion	HAB Specialist III	HAB Program Coord.	06/05/00
Elijah Clark III	YPA I	YPA III	09/11/00
Margaret Davis	Social Worker II	Clinical Social Worker	09/25/00
Michelle Davis	Processing Assistant IV	Accounting Technician II	08/28/00
Sandra Davis	Education Dev. Aide II	REHB Therapy Technician	12/18/00
Biniki Dove	YPA I	YPA III	11/30/00
Karen Dumont	SA Counselor II	Clinical SA Counselor	12/18/00
Terry Eads	Computer Consultant I	Computer Consultant II	12/17/00
Sandra Frye	Office Assistant III	SA Worker	02/26/01
Tranessa Gambrell	Information Proc. Asst. I	Processing Unit Supv. V	09/25/00
Minerva Keeton	YPA I	SA DUI Specialist II	11/30/00
Charlotte Kelly	HAB Specialist II	HAB Specialist III	10/09/00
Terry Knight	HAB Specialist II	HAB Program Director II	12/08/00
Arlene Littlejohn	Medical Records Asst. III	Processing Assistant IV	11/20/00
Kenneth Long	SA Counselor II	SA Program Supervisor	05/08/00
Tyrone Marshall	YPA I	YPA III	01/15/01
Arlene McCauley	YPA I	YPA III	09/24/00
Heidi Ondrizek	Payroll Clerk	Processing Assistant IV	09/11/00
Jacqueline Wilborne	SA Worker	SA Counselor I	11/30/00
Darvin Williams	SA DUI Specialist II	SA Counselor II	09/25/00
Kelly Williams	Processing Assistant III	Patient Relations Rep. IV	03/12/01
Reginald Williams	Health Care Assistant II	Health Care Technician I	03/12/01
Shirlene Williams	YPA I	YPA III	10/23/00
Vincent Williams	Education Dev. Aide II	REHB Therapy Technician	12/18/00
<b>PLANNING:</b>			
Bonny Collins	Planning Assistant	Planner I	01/29/01
<b>PUBLIC BLDG. EQUIP. MAINT.</b>			
Thomas Eastman	Maintenance Tech II	Equipment Crew Leader	07/03/00

Name:	From:	To:	Date:
<b>RECREATION:</b>			
David Barefoot	Maintenance Worker I	Maintenance Worker II	07/03/00
Rachel Crisp	Recreation Program Coord.	Asst. Recreation Prog. Mgr.	10/09/00
Jose Marin	Maintenance Worker II	Maintenance Tech. II	01/02/01
Drew Scraggins	Maintenance Worker I	Maintenance Worker II	01/29/01
<b>SHERIFF'S OFFICE:</b>			
Christy Barber	Dispatcher I	Dispatcher II	06/18/00
Edward Brincefield	Sergeant	Lieutenant	01/14/01
Steven Booth	Deputy III	Sergeant	12/03/00
Christy Booyer	Deputy I	Deputy III	12/31/00
James Burgess	Jailer I	Jailer II	08/27/00
Michael Casey	Sergeant	Sergeant Specialist	01/14/01
Joseph Cashewell	Sergeant	Sergeant Specialist	12/31/00
Anna Clark	Dispatcher II	Booking Intake Technician	06/05/00
James Conrad	Jailer II	Sergeant (Jail)	08/13/00
Jennifer Coupolous	Deputy I	Deputy III	12/18/00
Nancy Cressler	Sergeant	Sergeant Specialist	12/03/00
Charles Disponzio	Deputy III	Sergeant	01/14/01
Marc Dedeaux	Deputy I	Deputy III	09/10/00
David Farrell	Deputy I	Deputy II	08/13/00
Jennifer Gainey	Office Support III	Dispatcher I	01/28/01
Glen Gasch	Deputy I	Deputy II	06/18/00
Melissa Graves	Office Support IV	Financial Assistant IV	12/31/00
Gregory Gwark	Deputy I	Deputy II	12/18/00
Leroy Hayes	Deputy I	Deputy II	05/22/00
Raymond Hill	Deputy I	Deputy II	07/31/00
Matthew Hurley	Deputy I	Deputy II	09/24/00
Sterling McClain	Deputy III	Sergeant	01/14/01
William McDonald	Deputy I	Deputy III	01/14/01
Lem Morgan	Jailer I	Jailer I	06/04/00
Joel Morrisette	Deputy I	Deputy III	01/14/01
Joseph Paris	Lieutenant	Lieut. Specialist	01/14/01
Terri Putnam	Lieutenant	Lieut. Specialist	01/14/01
Kelly Rosser	Deputy III	Sergeant	12/31/00
Daniel Singleton	Jailer I	Deputy I	01/14/01
Jarvis Smith	Deputy I	Deputy III	12/31/01
Robert Streeter	Jailer I	Deputy I	06/11/00
Elwood Tyndall	Sergeant (Jail)	Lieutenant (Jail)	08/13/00
Richard Williams	Jailer I	Deputy I	12/03/00
Stacey Womer	Deputy I	Deputy III	12/18/00
David Wood	Sergeant Specialist	Lieutenant	01/14/01
<b>SOCIAL SERVICES:</b>			
Alicia Brown	IM Case Worker I	IM Case Worker II	01/29/01
Johnette Bryant	Acct. Clerk III	Proc. Unit Supv. IV	10/29/00
Maria Buck	IM Case Worker I	IM Case Worker II	07/03/00
LaTosha Byrd	Social Worker II	IM Case Worker III	09/25/00
Lisa Chance	IM Case Worker II	IM Case Worker III	07/03/00
Edward Clark	IM Case Worker I	IM Case Worker II	01/01/01
Debra Colon	Social Worker II	Social Worker III	06/05/00
Edna Davis	IM Case Worker I	HS Coordinator II	11/06/00
Deborah Dawson	IM Case Worker I	IM Case Worker II	01/29/01
Sharon Delfosse	Library Technician	Office Assistant III	09/25/00
Anna Farrell	Deputy Register of Deeds II	Social Worker II	01/01/01
Toby Foster	IM Case Worker III	Social Worker II	05/22/00
Melissa Foublasse	Social Worker II	Social Worker III	10/09/00
Deborah Gibson	Office Assistant III	Lead Worker III	05/08/00
Peggy Gibson	Office Assistant III	IM Case Worker I	09/25/00
LaShara Glover	IM Case Worker I	IM Case Worker II	05/22/00
Shirley Harris	IM Supervisor I	IM Supervisor II	05/22/00
Wanda Jordan	IM Case Worker I	IM Case Worker II	05/22/00
Denise Lancaster	IM Case Worker II	IM Case Worker III	05/08/00
Lisa Lynch	Social Worker II	Social Worker III	05/22/00
Carole Mangum	Accounting Clerk IV	Accounting Clerk V	07/17/00
Kathleen McDonald	Social Worker II	Social Worker III	01/29/01
Tammy McMillan	CSS Assistant (PT)	CSS Assistant (FT)	11/11/00
LaWana McNair	IM Case Worker I	IM Case Worker II	12/09/00
Colleen Nicholson-Nelson	Social Worker I	Social Worker III	09/25/00
Adrienne Owens	Social Worker II	Social Worker III	06/19/00
Donna Parker	IM Case Worker I	IM Case Worker II	07/03/00
Sonja Patello	CSS Assistant (PT)	CSS Assistant (FT)	11/29/00
Daniel Rister	Computer System Admin. I	Computer System Consult. I	12/18/00
Robin Spann	Social Worker III	SW Supervisor II	06/19/00
Sheila Stevenson	IM Case Worker II	IM Supervisor I	07/03/00
Cecelia Tejchma	IM Case Worker I	Social Worker I	12/18/00
Crystal Thomas	IM Case Worker I	IM Case Worker II	07/03/00
<b>SOLID WASTE:</b>			
Billie Long	Maintenance Worker I	EQ Operator I	12/18/00
John Long	EQ Mechanic I	EQ Mechanic II	06/19/00
Frederick Moore	Custodian Crew Leader	Assistant Weighmaster	11/06/00
Roland Smith	EQ Mechanic I	EQ Mechanic II	06/19/00
<b>TAX ADMINISTRATION:</b>			
Donna Bailor	Tax Assistant I	Tax Assistant II	11/06/00
<b>VETERANS:</b>			
Trina McNeil	Interviewer I	Interviewer II	07/03/00
<b>WORKFORCE DEVELOPMENT:</b>			
Vernell Racine	MIS Coordinator	Accountant I	06/04/00
Cheryl Richie	Budget Analyst	Accountant I	12/29/00

## THE "MOST WORTHY" WINNERS

The Epic Clinic at the Cumberland County Health Department won a free bagel breakfast sponsored by Manhattan Bagels on December 29, 2000.

WFNC Radio Station announced the Epic Clinic as winners as they were the "Most Worthy" of all their recipients. News Director and Talk Show Host Jeff Thompson delivered the bagels.

The Epic Clinic really enjoyed their free bagel breakfast and felt *so special*.

**Front Row L to R:**

**Marie Loveland, Annette Raborn, Karen Piner, Minnie Howie, Shirley Mozingo, Sally Suberati;**

**Back Row L to R: Eugene Hines, Bill Bruce**



**Attention County Employees:**

# **Got Any Creative Ideas For Helping The County Save Money & Resources?**

## **Don't Sit on Them. Send Them In!**



Great Awards Await You.  
Tangible Savings Result in Cash Awards  
(10% of the Projected Savings)  
While Intangible Savings  
Could Result in Paid Time Off

*What Are You Waiting On?  
A Form Is Attached!*