



A publication of Dow Building Services
www.dowservices.com

DOW information



Happy Thanksgiving

Unlike some holidays such as New Year's Eve and Valentine's Day when people traditionally go out somewhere to celebrate, Thanksgiving is most commonly celebrated at home with family and friends. This is one of the things I like best about Thanksgiving..... I get to share this tradition with those closest to me.

In today's day and age, it gets more difficult to celebrate this bountiful feast without all the distractions of modern day life. The TV is on...tuned in to any number of football games and if not that, then the Macy's Thanksgiving Day parade is on. In between all that action, we're tuned into the commercials to see who has the best deal on Black Friday!

I wonder if we just sat back and for one minute tuned all that out, how grateful we could be for the blessings in our life?

When you gather this year to celebrate Thanksgiving with your family and friends, please remember to give thanks for the bounty in your life, and really consider the significance of this special holiday we call Thanksgiving.



Safety Topic of the Month: HAZCOM/SDS

OSHA/Hazcom is defined as the Right-to-Know standard established to improve the safety of all workers who must handle hazardous materials in the course of their jobs. SDS is the acronym for Safety Data Sheets. These must be available to you as a DOW employee at any time, especially if you accidentally become exposed to a hazardous chemical.

In our line of work, we use chemicals every day, very safely in most cases. If used negligently though, it can be another story. To keep yourself and others safe, follow these simple basic rules when using all chemical products at DOW Building Services:

Read all labels and use products only as directed.

- Always protect your hands and eyes when pouring liquids or powders.
- When diluting products, mix only with water.
- Never mix two products together.
- Never use an unlabeled container.
- Never inhale the contents of a container to determine its' contents
- Never ingest any products, no matter what.
- Never puncture or collapse an aerosol can.
- Always wash hands after using a chemical product.



ANNOUNCEMENT



Congratulations goes out to Andrew Klich, DOW's Hot Springs Area Manager, for passing his RBSM (Registered Building Services Manager) exam last month.

It's a big deal for folks in our field to earn this recognition so we just wanted to say "way to go, Andy"!



Employee Shout-Outs

Here's some comments from an email sent to Larry Tanner from our boss, Jessi Spencer at Arkansas Federal Credit Union.....

"I think both Craig and Sonya do a great job and I really appreciate everything they do for us. And not just them, but the way the cleaning crews take care of our buildings. Overall, while we do have some issues here and there, they aren't too serious and the teams are quick to correct them which I greatly appreciate. I hope you will pass that on to them".

We just did, Jessi. Thanks for taking the time to let them know!

Employee of the Month goes to Davis and Hardiman

Congratulations to Rita Davis and Brenda Hardiman for being November's Employee(s) of the Month! This Team works for DOW at Central Arkansas Pediatrics in Conway.

Nerak Smith, Conway Area Supervisor, had this to say about the duo, "I really enjoy having Brenda and Rita at CAP. They both have shown equal commitment and dedication to maintaining a clean facility and they display professionalism daily".

Nerak goes on to say, "Leslie Burrows, our contact at CAP has personally expressed to me how much she loves having Brenda and Rita in their building. Not only is Brenda and Rita great employees, but they are amazing people as well, who are willing to help anyone in need. Thank you both for all your hard work".

Congratulations, ladies on this recognition!



Rita Davis

Brenda Hardiman

Clean Vehicle Award goes to David Roark



David Roark

The Clean Vehicle Award for November goes out to David Roark. David has been working for DOW since 2012 in many different positions. He is currently working in an Administrative Support position at the Hot Springs office.

Andrew Klich, Area Manager says, "David fills many needs for the Hot Springs office, one of those is keeping the vehicle that goes out to all of our clients in tip top shape. His vehicle is the one that goes out during the day and is the most visible".

Andrew goes on to say, "he takes pride in its appearance inside and out, so DOW is always showing the high standards that it has".

Congratulations, David for all your hard work!



Phillip Owens wins the Clean Closet Award

Meet Phillip Owens. He works for DOW at DaVita Midtown In Little Rock and according to his Area Supervisor, Cotina Davis, "he keeps his closet very organized and clean at all times"

In addition Cotina says, "Phillip reports to work every day as scheduled, and he keeps his building really clean at all times. I wish I had someone like Phillip in all of my buildings"!

That's quite the complement, Phillip. Congratulations on this recognition!



Phillip Owens

To inquire about DOW's services or special pricing, contact Sara Hicks today at 501-791-2900 or shicks@dowservices.com.

NOVEMBER BIRTHDAYS

Yolanda Arrington	Nov 2
Reggie Cowan	Nov 5
Rodrick Hill	Nov 6
Shane Coy	Nov 7
Stanley Broome	Nov 8
Craig Simmons	Nov 8
Shalamar Diaz	Nov 9
Ramona Meeker	Nov 9
Alfred Williams, Jr.	Nov 9
Catherine Taurone	Nov 9
Brittany Smart	Nov 10
Katie Sanders	Nov 11
Mike Spinks	Nov 14
Brandy Beacham	Nov 15
Woodrow Jackson, Jr.	Nov 15
Billy Fletcher	Nov 20
Emmanuel Locke	Nov 20
Angela Canady	Nov 20
Josie Landis	Nov 21
Bobbie Novak-Edgar	Nov 22
Rico Moss	Nov 24
Brenda Rhodes	Nov 25
James Krueger	Nov 25
Kim Baxter	Nov 25
Willie Moore	Nov 26
Nikeonina Allen	Nov 27
Rodney Taylor	Nov 27
Judy Adams	Nov 28
Jose Garcia	Nov 28
Courtney Alcorn	Nov 30

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Did you know that an Employee Referral equals **FREE CASH**?
 Refer a qualified applicant and earn free cash when that person is employed:

 • 90 days earn **\$20**
 • 180 days earn **\$30**
 • 1 year earn **\$50**
 Let HR know and earn some **\$\$\$\$\$\$\$\$**

NOV. ANNIVERSARIES, cont.

Mary Croy	1 yr
Patricia Jordan	1 yr
Erica Taylor	1 yr
Jerissa Weaver	1 yr
Damion Martin	1 yr
Demond Clark	1 yr
Lencquince Henry	1 yr

NOVEMBER ANNIVERSARIES

Reggie Cowan	22 yrs
Dorothy Hildreth	15 yrs
David Simpson	9 yrs
Anthony Hall	5 yrs
Samantha Kilgore	5 yrs
Deborah Meeks	4 yrs
Mike Spinks	4 yrs
Deborah Freeman	3 yrs
Amber Ganaway	3 yrs
Donald Travis	3 yrs
Joshua Long	2 yrs
Rodrick Hill	2 yrs
Andrew Klich	2 yrs
Thomas Wolfe	1 yr
Monica Formon	1 yr
Ashley Goyne	1 yr
Rena Yarberr	1 yr
Tasha St. Clair	1 yr
Benjamin Murphy	1 yr
Melissa Hathorn	1 yr
Laura Hoffarth	1 yr
Donavon Richardson	1 yr
Alicia Lopez-Cestoni	1 yr
Zachery Johnson	1 yr
Tamera Keener-Williams	1 yr

Happy Anniversary!