



A publication of Dow Building Services
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DOW *information*



From the DOW Family to
yours ...

Merry Christmas and
 Happy New Year!

4th Quarter Janus Award goes to Gary Blackburn

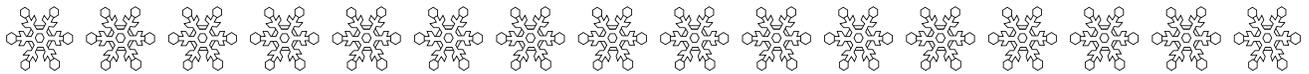


Gary Blackburn

Congratulations to Gary Blackburn, our 4th Quarter Janus Award winner! For those of you who do not know, DOW's Springdale branch has found a new home, and Gary played a very important role in making this move a seamless transition.

NWA Area Manager, Ramona Meeker, had this to say, "Gary has gone the extra mile to make our new facility a place everyone can be proud to work at. He's done it all, from placing toilets, hanging new doors, putting in counter tops and sinks and a huge list of other tasks. His hard work and caring attitude has helped to make our new building awesome! Thank you, Gary for all you do on a daily basis".

Larry Tanner, Director of Operations, added this, "I am very happy to have Gary a part of the DOW Team"!

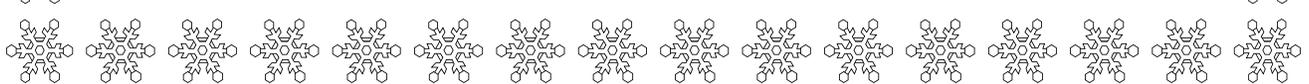


Safety Topic of the Month

"Winter Driving Safety"

This time of the year brings all of the Seasons' beauty, but along with it can come some real nasty weather that brings roads covered in ice and/or snow. No matter what your experience may be when driving under these conditions, you can always use a reminder to slow down, put your phone down, and focus, focus, focus on the task in front of you.

Snow by itself isn't quite as difficult to drive in as ice, but certainly nothing to be taken lightly. Ice is a much bigger problem, so stay very aware when behind the wheel. Remember, this is Arkansas and the weather changes by the hour!



'Tis the Season

Please remember there are lots of families out there that could use a little "Santa" in their lives. Think hard about spending that extra \$20 on yourself for something you really don't need.

How about that elderly neighbor who could use some groceries or a few dollars to help pay the heating bill? How about that little kid down the street who you know could use a new coat? If you don't personally know of someone in need, you can give to any number of charities who need our support this season. For example, there is The Salvation Army Kettle Pots, The Rice Depot, The Angel Trees, and many more!

Remember, Christmas is the season of giving, especially to those in need. Please give from the heart and be grateful for all the blessings God has put in your life!



Employee Shout-Out

An email from Larry Tanner, DOW's Director of Operations.....

"I talked with Michael Parks at Russell Chevrolet this morning. He told me on Saturday he ran to Sam's to pick up some things they needed at the office. He thought he had left his wallet at home, and had to use his boss's credit card to make the purchase.

He couldn't locate the wallet once he got home, and was worried where he might have left it. When he arrived at work Monday morning, he found it sitting on his key board in his office. He said it was left there by one of our cleaners. The wallet had multiple credit/debit cards and over \$1,000 in cash and nothing was missing from the wallet!

Michael wanted us all to know we have good, hardworking and honest cleaners at their building. I thanked him for passing this on and told him we would find out who did this and make sure they know that RUSSELL and DOW both appreciate it".

So here's a **major SHOUT-OUT** to **Carla Kelly and Shelva Spaglin**. You ladies have definitely earned a few major gold stars!



Employee of the Month goes to Diane Hunter



Meet Diane Hunter, our Employee of the Month for December. Diane has worked for DOW at Kohler in Sheridan for the past 6 years.

Sonya Smith, her Area Manager, has good things to say about Diane. "She is a very hard worker and no matter the situation or problem, she never complains when asked to do extra work, and she always does it

with a smile. Diane is always willing to help you or try to fix whatever she can".

Sonya goes on to say, "Diane is a great Site Supervisor, and if I could duplicate her over and over, I would".

Congratulations, Diane!



Diane Hunter

Clean Vehicle Award goes to Ulysses Carter



Ulysses Carter

Congratulations to our 2nd resident "Mr. Fix-it", Ulysses Carter. Ulysses has made a big impression in a short period of time at DOW.

Craig Scott, Northside Area Manager had this to say, "Ulysses does a great job keeping the vehicles

clean and tidy. He is very hard-working and does everything with a smile". Craig goes on to say, "thank you, Ulysses for doing such a great job".



Bryant & Allen win the Clean Closet Award

The Clean Closet Award for December goes to Barbara Bryant and Edward Allen. This team works for DOW at Riceland Foods in Jonesboro.

Kristin West, Jonesboro Area Manager had these kind words to say, "Barbara and Edward do a wonderful job! They al-

ways keep their closet organized and their equipment clean and ready to go for the next day. Kristin goes on to say, "thank you guys for all your hard work. I really appreciate you both".



Edward Allen & Barbara Bryant

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

DECEMBER BIRTHDAYS

Cotina Davis	Dec 2
Chance Lackey	Dec 3
Earnest Smith	Dec 3
Charmaine Johnson	Dec 6
Anthony Riggins	Dec 7
Jennifer McCoy	Dec 7
Stephanie Schmidt	Dec 7
Kenton Dunn	Dec 8
Ferrin Macon	Dec 8
Angela Tollette	Dec 8
Runata Foster	Dec 11
Tasha Cloer	Dec 13
Barbara Harrison	Dec 13
Joseph Bolden	Dec 13
Marvin Edwards	Dec 13
Carolyn Mitchell	Dec 15
Cody Mitchell	Dec 15
Kevin Williams	Dec 15
Larry Fowler	Dec 15
Destiny Johnson	Dec 19
Miquel Johnson	Dec 21
Donald Travis	Dec 23
Bridgette Bearden	Dec 23
Nicholas Brown	Dec 23
Urban Orcutt	Dec 24
Crystal Quinn	Dec 24
Obie Snowden	Dec 25
Kendall Wright	Dec 29
Lamesha Minner	Dec 29
Rick Headley	Dec 30
Kelly Robinson	Dec 31

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 4320 E. 43rd Street
 North Little Rock, AR 72117
www.dowservices.com
 Telephone: 501-791-2900
 Toll Free: 800-791-2902
 Fax: 501-791-2904



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 \$\$\$\$\$\$\$\$\$

DECEMBER ANNIVERSARIES

Peggy Barnett	24 yrs
Sonya Smith	11 yrs
Evangeline Carr	6 yrs
Cody Mitchell	6 yrs
Jacqueline Crumpton	5 yrs
Melissa Sparks	5 yrs
Kevin Williams	4 yrs
Yolanda Arrington	2 yrs
Lindsey Lyles	2 yrs
Annie Smith	2 yrs
Jesse Elenbarger	1 yr

