



Dow, the Downman

A Spotless Reputation

A publication of Dow Building Services
www.dowservices.com

DOW information



Lake #3 in North Little Rock. The first day of Spring is March 20th and it's time once again to CELEBRATE God's gift of renewal!

Photo courtesy of Craig Scott

Janus Award Winner is Phillip Owens



Phillip Owens

Meet Phillip Owens, our Janus Award Winner for the 1st quarter. Phillip works for DOW at Davita, Midtown in Little Rock.

Phillip proves to us that tenure doesn't always dictate who gets the Janus award. Even though he hasn't been here for a long time, his actions over the last year have earned him this recognition.

According to Sonya Smith, Medical Area Manager, "Phillip is a very hard worker and I can count on him to keep the clinic extremely clean for the next day's patients". Sonya goes on to say, "he never misses work, even catches the bus if necessary, and never complains about what is required of him on the job. I wish I had 5 more Phillips".

That's quite the compliment, Phillip. Congratulations on this well deserved award!



 **Employee Shout-Outs**

Here's a major shout-out to Sheila Conley who works for DOW at Good Shepherd in Little Rock. During the snow event last month, without being asked, Sheila spent the night at the facility to make sure she was there for the next day. Now that's commitment.....Thank you Sheila!

This just had to be shared.....An email from Chey Reynolds, HR Manager to Larry Tanner, Director of Operations.....

Hey Larry,

Marvin Edwards, one of Sonya's employees from the Interventional Surgery Center came in today and showed me this picture of a ring he found and turned in to the customer.

I just wanted you to see this. I love it when our employees do the right thing!



Here's another shout out, this time from Larry Tanner to employees, Bill Hadley and Ulysses Carter, for their help in completing a 25,000 SF warehouse clean-up. Our contact gave them a very solid review for their work.



**SAFETY TOPIC
OF THE MONTH**

SEXUAL HARRASSMENT

Sexual Harrassment accusations have been in the headlines a lot lately. All the more reason to make this our Safety Topic of the Month for March. To follow are a few things to note.

Sexual Harassment harms us all. The most important part of our corporate values is to ensure all employees are treated with respect and dignity. Engaging in, condoning, or not reporting sexual harassment are in direct conflict with DOW'S values.

In a nutshell, this is the definition of Sexual Harassment:

- Unwelcome sexual advances
- Requests for sexual favors
- Other verbal or physical conduct of a sexual nature that affects an individuals' employment, unreasonably interferes with his/her work performance, or creates an intimidating, hostile or offensive work environment.

Please do your part.....Further details can be found in your Employee Handbook. Thank you!

Employee of the Month is Harry Sherman



Our Employee of The Month for March is Harry Sherman. Harry has been with DOW since 2014 and cleans the PACTIV and First Step-Petty Center accounts in Malvern. He has also been a critical part of the summer cleans at the Malvern School District buildings.

Lisa Stevens, his Area Supervisor has this to say about Harry. "Harry Sherman is my lead person over at PACTIV and First Step in Malvern. Anything I ask Harry and his crew

to do, he jumps in and gets it done, no questions asked. His famous words to me are, I will take care of it and I know he and his crew will."

Andrew Klich, his Area Manager goes on to say. "I am proud to have Harry Sherman on my Team in Malvern. Congratulations Harry for winning this Award, you truly deserve it.



Harry Sherman

Samantha Webb wins Clean Vehicle Award



Samantha Webb

The Clean Vehicle award go to Samantha Webb, DOW's full-time Day Porter in Springdale.

Ramona Meeker, NWA Area Manager says "Samantha spends most of her time out in the field cleaning during the day, but the first thing she does when she comes back to the office is to clean out her vehicle and leave it looking better then she found it".

Ramona adds "Sammi is very good at turning in any repairs that need done on any vehicle she drives, and always diligent in leaving them clean when she's through".

We appreciate all that she does. Thanks, Sammi!

~Ramona



Clean Closet Award goes to The Baxter Crew

The Clean Closet Award for March goes to the DOW employees at Baxter Healthcare in Mountain Home. The photos to the right show quite a few of the employees in front of their "cage".

Site Manager, Bill Porterfield says, "I am proud of the staff for their efforts in keeping the cage in a tidy and orderly fashion".



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

MARCH BIRTHDAYS

William Belt	Mar 1
Lucille Dexter	Mar 3
Margaret Thomas	Mar 3
Quintella Bealer	Mar 4
Betty Butler	Mar 5
Jessica Tinin	Mar 6
Dommetric Glenn	Mar 6
Phyllis Walker	Mar 6
Craig Scott	Mar 7
Susan Shirley	Mar 7
Marquia Johnson	Mar 10
Rachel Friend	Mar 11
Reginald Dokes	Mar 12
Donnie Jackson	Mar 12
Charity Gabbard	Mar 13
Maria Salas Palomares	Mar 13
Anita Adams	Mar 14
Patricia Backhaus	Mar 15
Rita Wantland	Mar 17
Sheliscia Phillips	Mar 17
Sonia Worsham	Mar 20
Roderick Boyd	Mar 20
Peggy Barnett	Mar 24
Sharron Perry	Mar 25
Earlesha Banks	Mar 26
Nancy Cox	Mar 27
Gary Mitchell	Mar 28
Patricia Lynch	Mar 28
Felicia Peal	Mar 30
Regina Patton	Mar 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 **\$\$\$\$\$\$\$\$**

MARCH ANNIVERSARIES

Roger Strock	20 yrs
Allen Green	9 yrs
Evelyn Toney	9 yrs
Ardelia Taylor	8 yrs
Stanley Broome	6 yrs
Odel Snider	5 yrs
Patricia Backhaus	4 yrs
Michael Strahan	3 yrs
Shelia Ingram	1 yr
Rita Wantland	1 yr
Karen Wacaster	1 yr
Stephanie Warwick	1 yr
Ernestine Crain	1 yr
Stephanie Alexander	1 yr



Happy Anniversary