



DOW *information*

A Publication of DOW Janitorial
www.dowservices.com

EMPLOYEE SPOTLIGHT

Area Manager, Craig Scott

D: Where is your hometown?

CS: NOLA

D: How did you first learn about DOW?

CS: From a friend

D: What do you like most about your job?

CS: Co-workers and good people.

D: What advice would you give a recent new hire?

CS: Work hard and stay focused

D: Do you have a favorite quote?

CS: "Win at life by being who you are"

D: If you could meet anyone in the world dead or alive who would it be and why?

CS: Dr. Martin Luther King, because he's the greatest man in my life time.

D: Tell us three things most people don't know about you.

CS: I play chess, love old movies and jazz.

D: Top three life highlights...?

CS: My beautiful wife, my sons and grandsons

D: What was the last book you read?

CS: Push: A Novel by Sapphire

D: What do you like to do in your spare time?

CS: Watch sports and cook



TOP WAYS YOUR BUSINESS CAN GIVE BACK TO YOUR COMMUNITY

Every business started for a reason. And while the pursuit of profit has been the key driving force for most, in the recent years, a new wave of purpose-driven companies have emerged and charted an alternate path. More and more businesses are now realizing the importance of giving back – and how that differentiates them from traditional businesses.

Employee donation-matching programs are an excellent way for businesses to give

back. But companies today are exploring new ways to contribute to their communities, simultaneously improve employee (and customer) engagement and create greater impact on the lives of those they support.

There are plenty of meaningful ways to give back rather than a once-off donation or cash handouts. Here are a couple of suggestions for you to try out – some of them may even surprise you!

GIVE AWAY SOME OF YOUR AWESOME [EXTRA] PRODUCTS

If your company sells a physical good, you are bound to have extra materials and old models laying around. Don't let them go to waste! Find a local shelter for the homeless to give away some products, or an organization that can redistribute the goods to those in need.

ORGANIZE A VOLUNTEERING EVENT FOR YOUR COMPANY

Volunteering can turn out to be a great team bonding activity too. If there are local non-profit that organize such event, don't hesitate to sign up.

ADOPT SUSTAINABLE PRACTICES IN YOUR BUSINESS

When we talk about giving back to community, it doesn't just limit to your local community. The world is one community and we are all facing one common problem – climate change. There's no better time to start adopting sustainable practices than now.

SELECT SUPPLIERS THAT CARE

All the good you are doing can be wiped away in an instant by suppliers that don't share your socially conscious vision. Ensure that your raw materials are produced ethically, and become a more sustainable business in the process.

Welcome to DOW

Welcome to the DOW Family, Becky Siebold! Becky is our new Billing Clerk with our Corporate office team. A North Little Rock native, now residing in Cabot Arkansas, Becky has a background in Administrative and Billing. In her spare time Becky enjoys relaxing and supporting local merchants. We are excited to have Becky join our team.



Baxter Area Manager, Gary Walling, wants to announce that “Cody Mitchell was recognized by Baxter and Plastic’s Manager, Brian Roberts, for an exceptional job on the floors in Film Lines. Brian said that [Cody] did a remarkable job and was super appreciative of Cody’s job in there.” Gary added that “Cody is currently a weekend Supervisor and an amazing trainer and example to all of his fellow employees. He has always taken time out to make sure new people understand their job, or even just to give another employee a tip or a hand. Cody is a valuable asset to us here at the Baxter branch! Cody has been part of the DOW family for 8 years and is and is running strong!”

Ramona Gibbs, a member of the DOW Environmental Services team at Arkansas Continued Care in Jonesboro, received a shout-out over the weekend by the on-duty charge nurse for giving 110% while on the job. Way to go Mona! Keep it up!

LISTEN UP!
We've Got
Recognitions!!



GIVING BACK TO YOUR COMMUNITY...

INCORPORATE GIVING BACK INTO OTHER ACTIVITIES IN YOUR BUSINESS

Imagine, every time you send an email, a tree gets planted to save our planet. Or every time you complete a project for your client, a child somewhere gets to go to school. Now, everything you do has an extra layer of meaning.

TURN YOUR PRODUCT INTO A CAUSE-EVANGELIZER

Adding information about a cause you care about to your product marketing toolkit is a great start, but embedding a giving function straight into your product is even greater.

HIRE LOCALLY, IN AN UNDERSERVED COMMUNITY

Providing a job opportunity is one of the most valuable resources a business can offer for getting people off the streets and back on their feet. While it might take a little extra vetting, this is a truly commendable way to help your community grow.

CELEBRATE SPECIAL MILESTONES WITH GIVING

Be it team member birthday celebration, anniversary or your business special milestone, each occasions can be extra special with giving. Giving back brings greater purpose and meaning to your business, and creates better connections with your team, your customers, and most importantly, with yourself. Interested in making giving back a part of what you do every day?

SCHEDULE AN EXTRA JOB ON THE HOUSE

If you don't own a consumer service business, chances are there maybe people in the community who would appreciate your help (yet cannot afford it). As an added bonus, you can turn this donated time into a team-building event!

For this article and more visit: b1g1.com

EMPLOYEE SPOTLIGHT

D: What's the weirdest thing you've ever eaten?

CS: *A Candied Cricket*

D: What would you do (as a career) if you weren't doing this?

CS: *Art*

D: Where's the best place you've traveled and why?

CS: *NOLA- Great food and people*



Employee of the Month is Mary Garrison



Congratulations to Mary Garrison for earning this month's Employee of the Month Award. Area Manager, Sonya Triplett, says this about Mary, "Mary is a very hard worker she is always willing to help out where ever needed also when she is training new cleaner they all want to keep working with her because she will keep you laughing!" Sonya said, "she is such a great worker, Mary keeps a smile on her face and when she fills in at another building our customers all want to keep her." Lastly, Sonya stated, "We need more Mary's she is the best."



Clean Vehicle Award goes to Marquia Johnson & Devon Nelson

Congratulations to Marquia Johnson and Devon Nelson winning our Clean Vehicle Award for November. This duo are our Northside Floaters. Marquia has been with DOW for 17 years and Devon has been with us just over a year. Their Area Supervisor, Tonia Harvey, said "they're very dependable and their vehicle stays very clean in addition, their work ethic in the building is very strong too. Tonia, went on to say how she is blessed to have them on her team. We love hearing about our front line teams. Great Job!!



Clean Closet Award goes to Janette Herrera



November Clean Closet Award goes to Janette Herrera. Janette is the 2nd shift lead at Walmart Call Center in Springdale. She has been with the DOW family for just over a year. Ramona Meeker, Northwest Arkansas Area Manager, says that Janette "has big shoes to fill and a large closet to keep stocked and clean, but does a great job at it." Ramona goes on to say, "Thank you Janette for all your hard work!" Way to go Janette, keep up the great work.



Cue the Confetti

DOW Celebrates November

ANNIVERSARIES

David Simpson	12 Years	Tyrone Lee	1 Year
Anthony Hall	8 Years	Simon Lopez	1 Year
Mike Spinks	7 Years	Linda Beth Mulligan	1 Year
Steve Anderson	3 Years	Patricia Quintero	1 Year
Allen Woods	2 Years	Barbara Jo Shamblin	1 Year
Macayle Dunn	2 Years	Annie Smith	1 Year
Devona Nelson	2 Years	Zachary Allen	1 Year
Wanda Brown	2 Years		
Koshaba Elliott	1 Year		

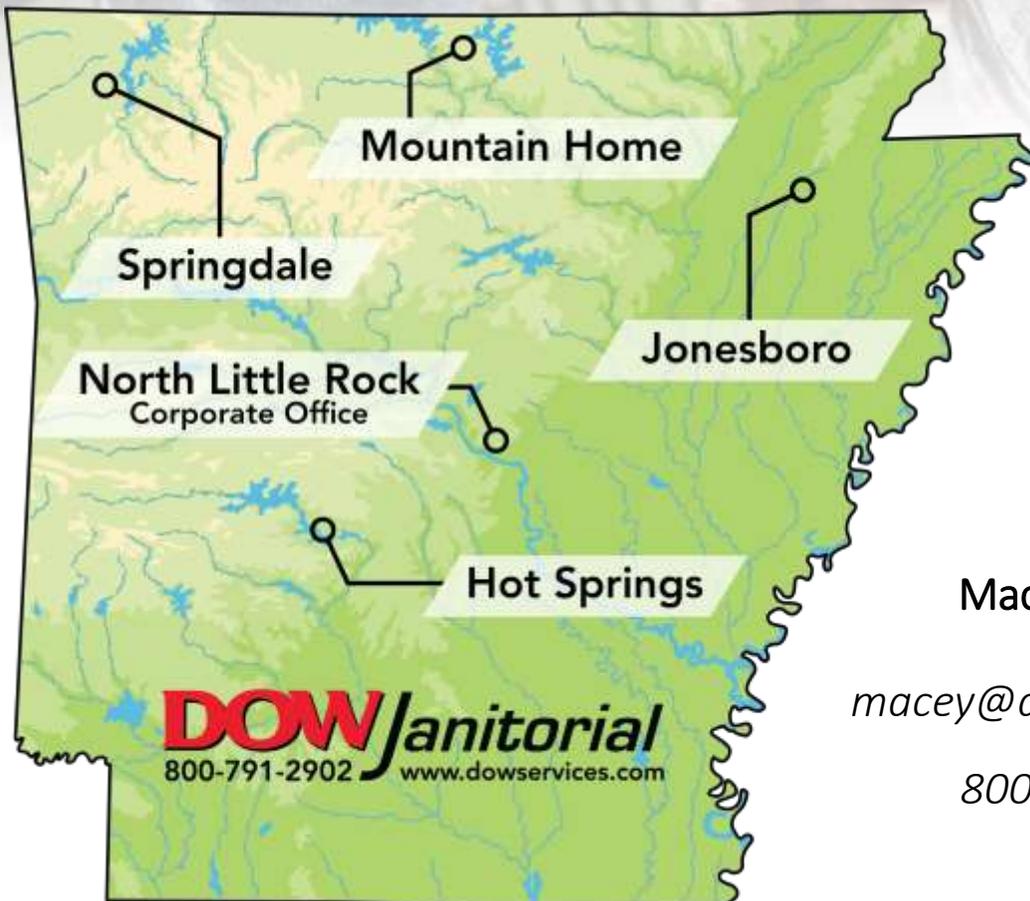
BIRTHDAYS

Zeke Bell	11-1	Kendrick Cross	11-12	TeAirea Boles	11-22
Kenneth Gage	11-2	Kevin Cole	11-12	Mildread Wilson	11-24
Ana Garcia	11-3	Noah Recio	11-12	Kim Baxter	11-25
Wendell Cowan	11-5	Andrea Thurman	11-12	Dianne Thompson	11-25
Alan Julien	11-6	Mike Spinks	11-14	Jamon Stewart	11-25
Macaylie Dunn	11-6	Kenya Tripp	11-15	David Freeman	11-25
Shane Coy	11-7	Linda Beth Mulligan	11-16	Teresea Hardnett	11-25
Craig Simmons	11-8	Yodida Camese	11-18	Damion William	11-26
Stanley Broome	11-8	Marcell Williams	11-19	Lindsey Bates	11-28
Wendy Roedel	11-8	Billy Fletcher	11-20	Jose Garcia	11-28
Ramona Meeker	11-9	Emmanuel Locke	11-20	Judy Adams	11-28
Alejandra Murguia	11-9	Angela Canady	11-20	Alea Carnicle	11-29
Angel Booker	11-10	Janette Herrera	11-20	Demetrice Whiteside	11-29
Dwayne Shepard	11-10	Taneisha Patterson	11-20		
Tiffany Williams	11-10	Kyle Deardoff	11-20		
Melody Hill	11-10	LaShundra Smith	11-21		
Aiden Looker	11-11	Latasha Baker	11-22		





To inquire about Commercial Janitorial Services, Infection Control Treatments & Products, contact the DOW Sales Department.



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