



SSC's Be-A-Star Winner!

This October Gerardo Rodriguez was honored with the SSC National Service Excellence award at the Compass Night of Stars in Orlando, FL. Gerardo was selected from all SSC employees for his outstanding service to the company and the school.



In This Issue

- Safety Moment
- Grounds Tips for your Home
- Diversity and Inclusion
- GEM Award Winners
- Christmas Payroll
- Recruiting
- Compass Human Rights
- Employee Showcase



Safety Moment

SAFE DRIVING TIPS DURING WINTER WEATHER

Winter driving can be a serious time to be on the roadways, even for the most experienced drivers. However, if you prepare yourself and vehicle before driving and take precautions to prevent motor vehicle accident and injuries, you are more likely to navigate through the season with no problem.

This sheet provides preventive driving measures that can make a big difference in winter driving safety.

1. Make sure your vehicle is in good condition before each trip.

Taking a little time before trips and during stops to check your vehicle's condition can make a big difference:

- Clean all snow and ice from your vehicle, especially the hood, roof, trunk, lights and windows. Snow in any of these areas increases the chance that your visibility can be affected while you're driving.
- Do a visual, hands-on inspection of tires, wiper blades and fluid, and lights.

2. Carry a Winter Driving Kit.

Keep your Winter Driving Kit close by and stock it with:

- Proper clothing (loose layers, extra gloves, rain gear)
- A flashlight and batteries
- A First Aid kit
- Extra washer fluid
- A windshield scraper and brush for snow removal
- Cell phone and charger



3. Start a little slower, drive a little slower.

Compensate for poor traction by increasing following distance, driving slower, and making all changes gently. A slower speed gives you more time to react if something occurs in the roadway ahead. Extra patience and awareness of other drivers can go a long way this time of year.

Grounds Tips for your Home:

With Winter comes snow and ice, with snow and ice we use de-icing materials such as rock salt or calcium chloride. Both are very corrosive to metal and harmful to plants. Look for products that contain Magnesium chloride or you can even use Urea fertilizer, especially on sidewalks and steps. You can find Magnesium Chloride at most hardware stores and it is effective to -16°, whereas Rock Salt and Calcium Chloride only offer a few more degree effectiveness. The key to applying any ice melt is “more is not better” it just makes a bigger mess and is harmful to plants. I also use a drop spreader to apply, less waste and it puts it directly where it is needed. Another helpful tip is to spread before or as weather starts to keep from sticking to surface.

—George Bernardon

Regional VP of
Grounds Management

DIVERSITY AND INCLUSION



- 1. Make no assumptions about other religious or holiday celebrations.** People celebrate a variety of holidays during this time of year, and some people choose to celebrate none. Show a genuine interest for everyone's traditions.
- 2. Learn about other religious or holiday celebrations.** Research and share what you learnt with others.
- 3. Plan with respect and awareness.** Create a team holiday calendar. Plan meetings and events accordingly.

Congratulations to our G

Account

These amazing employees were selected by their Unit Directors to be the Account GEM of the Year because they exemplified SSC's core values for our frontline associates: Safety, Attendance, Work Quality, Customer Service, Accountability and Leadership. Great Work Team! We are looking forward to seeing this program grow to the point that all sites are taking the time to thank, recognize and reward their Great Employees Making Magic!

Higher Education Accounts

TIMOTHY JONES

GLADYS LINDO

HELEN BRITTON

LUISA ESPINO

MALISSA DRAKE

DONGWOON SHIN

ELLA LY

CAROL STEPHENEY

KOLBY ARNOLD

DEBRA SLOSEK

VELINA DIXON

ELMA CUSHING

SYLVIA QUALLS

CHARLES BRADLEY

JUANETTA SMITH

BELVA FELTS

SCOTT GRIMSHAW

GLADYS FRANKLIN

ALEYDA FUENTES HERNANDEZ

VICTORINO RIVERA

BRYAN DAVILA

MARGARITA COOPER

BENITO GUTIERREZ-PEREZ

ROSE WELLS

SPENCER MCGRAW

JULIE SWEAT

K-12 Accounts

SANDRA AVILES

TERESA REID

NATHAN BURNS

BRIAN EISENBERG

ANGELICA SALAZAR

ROBERT WALKER

MARGARET SOLIS

ELVIA BLASCHKE

GLORIA MENDEZ

SAMUEL TRAMMELL

KARLA MAY

GABINO GONZALEZ

KARON SHUGART

DOROTHEA MATTHEWS

SIXTO GOMEZ LOPEZ

MARIA ESPINOSA

PATTI ROSE

LUCERITO HERNANDEZ

GRACIELA SIERRA

MELISSA BLACKWELL

JOSE CRESPIN

MELISSA CLARK

MARK WILLIAMS

ALISON GAMMELL

WILLIAM ARTHUR

DAVID CANTEY

ERNEST RICHARDSON

JOYCE BAILEY

HERMAN KEY

DOUGLAS BOND

LEXIA MAYFIELD

TERESA BROWN

TESSIE HUNT

LAKEESA TURNER

GEM of the Year Winners

Regional



Joyce Bailey —
Amelia Co



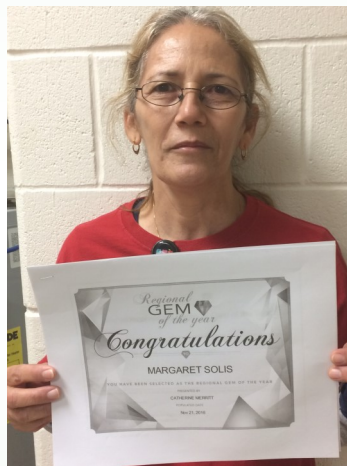
Bryan Davila-Prairie View A&M Univ



Jose Crepsin — Durham PS



Debra Slosek —
New England College



Margaret Solis —
El Campo ISD



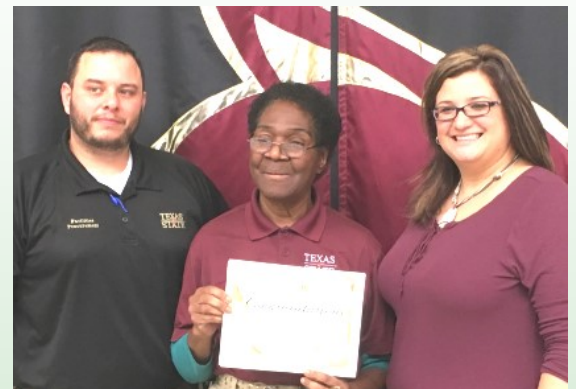
Dongwood Shin — Sacred Heart Univ



Gladys Lindo —
TX A&M HSC



David Cantey — Charleston Co



Gladys Franklin — Texas State Univ

Regional GEM Winners Not Pictured: Belva Felts — Kilgore College, Tessie Hunt — Thomasville City Schools, Brian Eisenberg — Rogers City Schools, Maria Espinosa — Sealy ISD, Samuel Trammell — Canton ISD, Sixto Gomez Lopez — Kyrene SD

Christmas Payroll

The Corporate office will close early Thursday, December 22nd at 1pm EST and remain closed through Monday, December 26th in observance of the Winter Holiday. Please review the following information regarding payroll deadlines and dates.

The payroll submission deadlines will be normal for all applications (MySTAFF, Web Payroll, E-Pay, ReMACS).

Please submit by the deadlines to ensure timely processing and avoid off-cycles. If your location is closed on Friday, please submit early.

Payroll reports will be available as normal on MyCPM Monday, December 26th. All payroll packages should be received as normal by Wednesday, December 28th.

Payroll Customer Service Phone lines will re-open at 8am, Tuesday, December 27th.

Thank you in advance for your timely payroll submission.

Payroll Services



Recruiting Spotlight

External applicants:

www.compassgroupcareers.com

Internal applicants: www.altogethergreat.com

Did you know our critical open positions come with a referral bonus? Well now you do! If your referral leads to filling a high need position you could receive up to a **\$750** bonus.

Critical Open Positions under recruiter Julie Nelms:
Julie.Nelms@Compass-USA.com

Position	Location	Requisition #
Unit Director	Richmond, VA	JN10281668649
Electrical Engineer	College Station, TX	JN10041667559
Unit Director	Rockwall, TX	JN10261668557
Unit Director	Midlothian, VA	JN11291669611
Asst Dir of Construction	Corpus Christi, TX	JN10191668263
Project Manager	Corpus Christi, TX	JN10051667644
MEP Supervisor	Stephenville, TX	JN08241665950
Facilities Director	Rancho Palos Verdes, CA	JN12051669885
Regional Manager	Austin, TX	JN09091666611
Unit Director	Dearborn, MI	JN10061667691
Project Manager	College Station, TX	JN11161669223
Mechanical Maint Mgr	Corpus Christi, TX	JN11161669262
Maintenance Supervisor	San Antonio, TX	JN11301669705
Environmental Services Supervisor	College Station, TX	JN12051669876
Unit Director	Jackson, MS	JN11211669417



Compass Group USA scores 90 on Human Rights Campaign Foundation's Corporate Equality Index for LGBT Workplace Equality

Compass Group USA received a score of 90 on the 2017 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices relating to lesbian, gay, bisexual, and transgender (LGBT) workplace equality, administered by the Human Rights Campaign Foundation. Compass' score reflects a commitment to LGBT workplace equality with respect to tangible policies, benefits, and practices.

We believe providing a solid foundation of diversity and inclusion knowledge, encouraging participation and measuring progress are cornerstones in creating and maintaining an inclusive culture at Compass Group.

- As early as 1999, sexual orientation was added to the equal employment opportunity statement.
- Our nine Associate Resource Groups (ARG) work to create a diverse and inclusive environment, supporting innovation, collaboration, and professional development.
- Our training programs provide foundational diversity and inclusion knowledge, improving communication styles to more effectively manage a diverse workforce.
- Our community outreach program supports and engages our diverse local communities to foster long term connections with the people we serve.

“Compass Group USA is deeply committed to creating a culture of inclusion for all of our associates regardless of sexual orientation. It reflects our decades-long history of embracing equality in the workplace,” states Cindy Noble, Chief Inclusion Officer – EVP Human Resources, Compass Group. “We are proud to be recognized by the Human Rights Campaign for our dedication to a true diverse and inclusive environment for our workforce.”

The 2017 CEI rated a total of 1,043 businesses in the report, which evaluates LGBT-related policies and practices including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBT community. For more information on the 2017 Corporate Equality Index, or to download a free copy of the report, visit www.hrc.org/cei.

Human Rights Campaign

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual and transgender. HRC envisions a world where LGBT people are embraced as full members of society at home, at work, and in every community.

Employee Showcase

What would you do if you found an envelope filled with money in an empty parking lot? SSC employees continue to show that they are a Step Above the Rest! Thank you Jeff for being You!



On Wednesday, November 30, at approximately 6:30 am, Jeffrey Gammons, SSC services Associate and Grounds lead at UW-Superior was making his rounds of the campus and picking up trash when he found a bank envelope in the parking lot of Wessman arena. Jeff immediately brought it in to his Manager's office to turn it in. Without any identifying marks on the bag we concluded the best course of action was to turn the envelope into UWS Campus Safety. The Director of Campus Safety was able to track down the owner of the envelope, Superior High School. The envelope was returned to the high school that day. It contained the proceeds from the 50/50 raffle that was held at the hockey game at Wessman arena the night before. The following is an email we received from the Hockey coach thanking Jeff for returning the envelope.

Mr. Joseph,

I received your email from Gary and I wanted to let you know how appreciative I am that one of your workers, Jeff Gammons, turned in our 50/50 money from Tuesday night's hockey game. Too often we (media) focus on the greed and dishonesty in the world, but Jeff demonstrated that it is not who we are. Please extend a very heartfelt thank you to Jeff for his integrity and kindness in returning the money bag to us.

*Sincerely, Jason
Superior High School
Science Teacher
Head Boys Hockey Coach
Pride, Heart, Tradition*



Contact Us

Would you like to contribute to next month's newsletter? Please contact us with your idea!

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