

SSC's Groundbreaking Partnership with Weathermatic



In This Issue

- Safety Moment
- Diversity and Inclusion
- Grounds Field Day
- Important Dates
- Recruiting
- Compass Updates
- New Products

Safety Moment

SURVIVING THE COLD WEATHER



Prolonged exposure to low temperatures, wind and/or moisture can result in cold-related injury from frostbite and hypothermia. Here are some suggestions on how to keep warm and avoid frostbite and hypothermia.

Dress properly

Wear several layers of clothing to insulate your body by trapping warm, dry air inside. Wool and polypropylene best trap air and do not retain moisture. Choose a coat with a wind and water-proof outer layer.

The head and neck lose heat faster than any other part of the body. Your cheeks, ears and nose are the most prone to frostbite. Wear a hat,

scarf and turtleneck sweater to protect these areas.

Frostbite: What to look for

The extent of frostbite is difficult to judge until hours after thawing. There are two classifications of frostbite:

- Superficial frostbite is characterized by white, waxy or grayish-yellow patches on the affected areas. The skin feels cold and numb. The skin surface feels stiff and underlying tissue feels soft when depressed.
- Deep frostbite is characterized by waxy and pale skin. The affected parts feel cold, hard, and solid and cannot be depressed. Large blisters may appear after rewarming.

What to do

- Get the victim out of the cold and to a warm place immediately.
- Remove any constrictive clothing items and jewelry that could impair circulation.
- If you notice signs of frostbite, seek medical attention immediately.
- Place dry, sterile gauze between toes and fingers to absorb moisture and to keep them from sticking together.

- Slightly elevate the affected part to reduce pain and swelling.
- If you are more than one hour from a medical facility and only if refreezing can be prevented, then frostbite can be rewarmed by immersing the area in lukewarm, not hot water (100 to 105 degrees Fahrenheit). If you do not have a thermometer, test the water first to see if it is warm. Rewarming usually takes 20 to 45 minutes or until tissues soften.

What not to do:

- Do not use water hotter than 105 degrees Fahrenheit.
- Do not use water colder than 100 degrees Fahrenheit since it will not thaw frostbite quickly enough.
- Do not rub or massage the frostbite area.
- Do not rub with ice or snow.
- Do not apply a heat source to frostbitten skin.

Hypothermia

Hypothermia occurs when the body loses more heat than it produces. Symptoms include change in mental status, uncontrollable shivering, cool abdomen and a low core body temperature. Severe hypothermia may cause rigid muscles, dark and puffy skin, irregular heartbeat and respiration, and unconsciousness.

Treat hypothermia by protecting the victim from further heat loss and seeking immediate medical attention. Get the victim out of the cold. Add insulation such as blankets, pillows, towels or newspapers beneath and around the victim.

Be sure to cover the victim's head. Replace wet clothing with dry clothing. Handle the victim gently because rough handling can cause cardiac arrest. Keep the victim in a horizontal (flat) position.

Finally, the best way to avoid frostbite and hypothermia is to stay out of the cold. Read a book, clean house or watch TV. Be patient and wait out the dangerous cold weather.



DIVERSITY AND INCLUSION

THIS
YEAR
I WILL BE

Why Inclusion Matters-
English

[CLICK HERE](#)

Why Inclusion Matters
Spanish subtitles

[CLICK HERE](#)



MORE INCLUSIVE
(every day)

1. APPRECIATE:
Make an effort to let people know they are doing great work. It's as simple as that!

2. LISTEN. Show respect when someone is talking. Actively listen to those that are speaking without interjecting. Non-verbally acknowledge what is being said (ie. a nod, a smile, eye contact, etc.)

3. PAUSE. Take the time to really think about other's opinions and ideas before you respond. More often than not, we formulate our response before the person has finished speaking.

4. COLLABORATE: Work with someone new. It could even be someone in a different function or department. New perspectives could provide a fresh idea.



5. AWARENESS: Think about personal biases. How are they playing out and impacting your decisions?

6. CONNECT: Have lunch or take a break with someone new. Getting to know new people is a great way to expand your mind, and deepen your understanding of others.

Grounds Has A Field Day

SSC Services Grounds Management Regional Manager Erik Proksch coordinated an athletic field day at the Texas A&M International campus in Laredo, Texas. These field days are held to provide group training to grounds professionals that sharpen their skills. Along with many SSC grounds professionals attending two neighboring school districts sent representatives, United ISD and Laredo ISD. SSC's corporate partners



assist in providing training along with SSC team members. John Deere had representatives from Austin Turf and they provided reel mower maintenance, Ewing Irrigation spoke turf management techniques and Pioneer Athletics spoke to field painting techniques. After a box lunch sponsored by John Deere, the group went to the baseball field where demonstrations were led by Neil Cathey (SSC Certified Sports Field Manager) on rebuilding a pitcher's mound and batter's boxes. Neil also demonstrated maintaining skinned surface lips at grass lines. Attendees were able to work with clay

mound bricks and other products and tools used to rebuild these areas.



TAMIU's Coach Flynn, head baseball coach, and Dan Lathey, Assistant Athletic Director, attended the field day and were very grateful for the work performed on the field and that their grounds team received the enhanced field management training.

For your Calendar

2017 Compass Community Council Schedule

All associates, clients and potential clients within a 3-hour driving distance are invited to attend.

- January 24 Austin, TX
- March 7 San Francisco, CA
- June 21 Charlotte, NC
- July 19 Louisville, KY
- August 2 Pittsburg, PA
- October 4 New York City

2017 Travel Blackout Dates

- February 13th - 17th
- May 1st - 5th
- August 7th - 11th
- **October 9th - 13th**

Travel blackout would include:

- No air travel
- No overnight hotel stays
- No group meals

Exceptions would include:

- Emergency/Urgent client meetings/account visits
- Sales presentations, surveys and RFP meetings



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 #
Electrical Engineer	College Station, TX	JN10041667559
Project Manager	Corpus Christi, TX	JN10051667644
Regional Manager	Austin, TX	JN09091666611
Mechanical Maint Mgr	Corpus Christi, TX	JN11161669262
Unit Director	Jackson, MS	JN11211669417
Facilities Director	Prairie View, TX	JN12081670009
Facilities Director	San Antonio, TX	JN12221670465
Unit Director	Rockwall, TX	JN10261668557
Manager Trainee	Bentonville, AR	JN12081670018
Training Manager	Midlothian, VA	JN12131670135
Unit Director	Texarkana, AR	JN12141670177
Unit Director	Kingston, TN	JN12211670459
Unit Director	Columbia, SC	JN12281670568
Facilities Director	Rancho Palos Verdes, CA	JN12051669885
Environmental Services Supervisor	College Station, TX	JN12051669876
Construction Project Estimator	Commerce, TX	JN01041770689



Updates for 2017

MyConcur is now available for p-card and out-of-pocket expense management and travel reservations!

Please read and follow the [5 Steps to Getting Started](#) guide in its entirety.

Download self-help Training materials, including how-to videos and quick reference guides, from the MyConcur TechSmart site located [here](#)

Every Compass Associate who has supervisory influence in the United States is required to complete Preventing Workplace Harassment 2017. Everyone must get recertified in 2017, regardless of their previous certification date. Then, it will be required every two (2) years. In addition, all newly hired or promoted Associates with supervisory influence are expected to complete the training within 30 days.

Associates can access the program online anytime through [MyLMS](#). Associates who are required to complete the program will find it listed under the “My Learning” block on the home page.

Grounds Tips for your Home:

Over the weekend those of us Southerners experienced a strange phenomenon known as winter weather! Some areas received snow, others ice, and some both, but as strange as that is my tip this week is for turf grass in cold weather. Just because it is dormant does not mean it cannot be injured, in fact extreme damage can occur if the lawn is frozen or has frost on it. I’m going to have a nice set of golf cart tracks in my lawn in the spring where my neighbor thought it was OK to chase her dog. So what I will do in the spring as it breaks dormancy is fertilize this area just a bit more; I will apply normally and then make a second pass with rate in half so that it grows out of this damage a little quicker. As for my neighbor, well, I can’t fix that.

Indoor plants, be vigilant in checking for moisture in the soil – now is also a good time for plants that have been in pots for more than two years to shift them up and use new potting soil.

Happy Gardening and “stay off of the grass” is a great winter line too!

—George Bernardon, Regional VP of Grounds Management

Solutions for Slips Trips and Falls

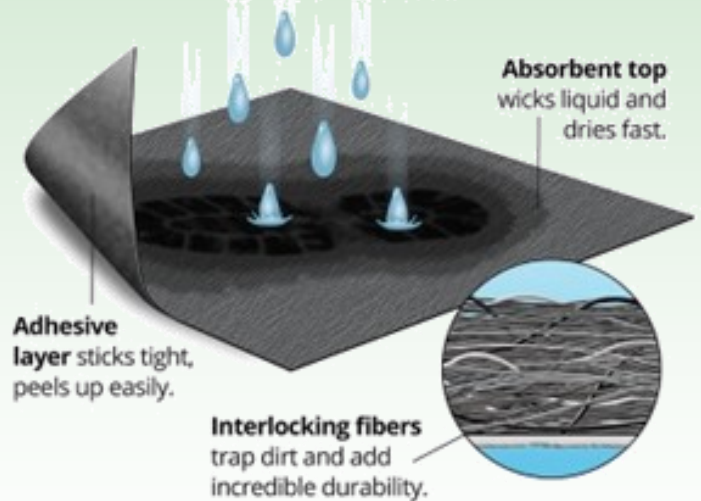
New Product:

- Stays where you put it – no shifting or bunching up
- Easy to clean- sweep, vacuum or floor scrubber- no pick up
- Proprietary adhesive sticks to the floor – but peels up easily
- East, cut-to-fit installation
- Certified by National Floor Safety Institute (NFSI) proven to reduce slip-and -fall claims by as much as 90%
- Available in 3 colors – Gray- Black - Tan

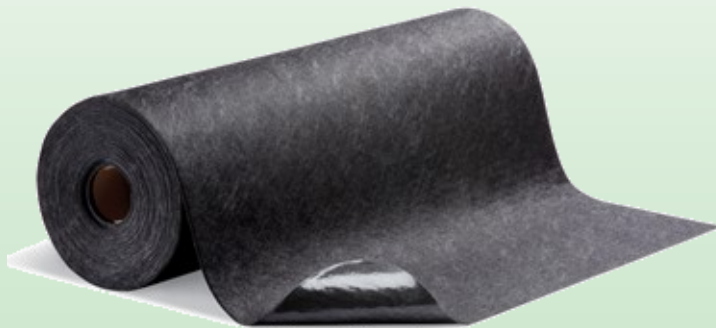
No-Trip Commercial Floor Mat

How can this remarkably thin mat be so absorbent?

Here's how it works:



Item #	Size	Unit	Abs. Up To
GRP36200	36"W x 100'L	1 roll	8 gal./roll
GRP36201	36"W x 50'L	1 roll	4 gal./roll
GRP36202	36"W x 5'L	10 mats/roll	4 gal./roll
GRP36203	36"W x 10'L	5 mats/roll	4 gal./roll



Contact Us

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

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