

2017 Annual Benefits Enrollment is November 8-23, 2016

To register go to www.altogethergreat.com/rewards/renrollment-center and click the link for the 2017 enrollment. At the bottom of the welcome screen, under First Time User, click *Register Here* and then follow the prompts. Once registered, you can use your User ID and password to access your 2017 Annual Enrollment.

To get started, you need:

- A copy of your most recent pay stub
- The Compass Group registration code: **COMPASSGRP-COMP**
- A valid email address

If you do not make your benefit elections online during Annual Enrollment, you will not be able to reenroll or make changes at a later time—unless you have a qualified life event or employment status change

Hablas Español? Si necesita a un profesional de beneficios que hable español, llame a la Línea de Asistencia en los Beneficios al 877-311-4747.

More Questions? Watch the [video](#)



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Safety Moment

BEING MENTALLY PREPARED FOR EMERGENCIES

Would you know what to do if an emergency occurred while you were on the job? Do you know what actions to take if a co-worker was seriously injured, a fire ignited, or a structure collapsed? Are you prepared to react?

Emergencies and disasters are a reality of everyday life. Local and international news programs document such occurrences every day throughout the world. Too many lives are lost and property is damaged because no one was prepared to properly react when immediate decisions and actions counted.

A good start in learning how to respond to an emergency is through certification in Basic First Aid and CPR (Cardio Pulmonary Resuscitation). These courses teach important skills. But even more important than the first aid skills gained, they teach how to respond to an emergency. Programs offered by organizations such as the highly respected American Red Cross teach people about the kind of situations or conditions that might precipitate an emergency. Knowing what to look for and how to react could save the life of a co-worker or family member.

Your account/client should have an emergency action plan. Review it periodically, and be aware of what steps to follow when calling for emergency help. Know the course of action to take in likely emergencies at your facility. This will improve your safety awareness in everything you do.

Safety awareness may be gained through the company's regular safety meetings, safety training or your own personal interest in safety & health. This awareness will increase your ability to respond if, some day in the future, you are a bystander in an emergency. This is particularly important if you work in a hazardous industry. You should be able to answer the following:

- **How and who do you notify in an emergency?**
- **Are you prepared to react responsibly?**
- **Should you stay with the injured person or run for help?**
- **If you are not First Aid certified, do you know who in your crew or the company is?**
- **Does the emergency scene need to be secured?**
- **Do you know the chain of command? Who's in charge during an emergency?**

You come to work every day prepared for the task at hand and knowledgeable on how to handle production problems in the workplace. Being mentally aware is also your best preparation for a potential emergency. Analyze beforehand what to do if one of your co-workers is injured, and if that injury is life threatening. Know how to protect yourself, your co-workers and the company in case of a serious chemical spill. Chances are, during a crisis, you won't have much time to plan the best possible action-so make those decisions ahead of time.

When an emergency does occur, it is your responsibility to be mentally ready.

DIVERSITY AND INCLUSION KEY MESSAGES



VETERANS DAY

On November 1919, President Wilson proclaimed November 11 as the first commemoration of Armistice Day, which later got renamed as Veterans Day, honoring American veterans of all wars. The day honors America's veterans for their patriotism, love of country, and willingness to serve and sacrifice for the common good.

GET INVOLVED. LEARN ABOUT VARG.

The Veterans Associate Resource Group (VARG) was founded within Compass Group in 2013, with a goal to promote veteran recruitment, provide growth opportunities, honor military service and elevate the success of Compass Group through the use of veteran's unique skill sets and cultural insights. If you're interested in learning more about VARG, email: compassVets@compass-usa.com.

VETERANS ENTERING THE WORKFORCE

There are a number of different challenges that veterans face when transitioning from the military to civilian workplace. Here are a few:

The military has a hierarchical/vertical structure, whereas, the civilian workplace has less defined career progression and ambiguous roles.

The military has defined rules of conduct, whereas, the civilian workplace has implied rules of conduct.

Veterans share a bond in beliefs, traditions, values, and the concept of rank and structure – Not just a job but a way of life.

How can you help bridge some of these gaps?

Offer support and to be an outlet for questions.

Make the person feel welcome by introducing yourself and taking the time to get to know them.

Provide clear communications and responsibilities.

Share resources that are available for further support (Benefits).

NATIVE AMERICAN HERITAGE MONTH

In 1990, George H.W. Bush signed a joint resolution to make November National Native American Heritage Month. This month celebrates the culture of multiple groups of native people and recognizes the impact they have on America. Ways to celebrate are:

- Read a book or watch a documentary from a Native American perspective.
- Visit a local Native American museum or historical site.

Thanksgiving Payroll

The Compass Corporate office will close early Wednesday, November 23rd at 1pm EST and remain closed through Friday in observance of the Thanksgiving Holiday. Please review the following information regarding payroll deadlines and dates.

The payroll submission deadlines will be normal for all applications .

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, November 28th. All payroll packages should be received as normal by Wednesday, November 30th.

Payroll Customer Service Phone lines will re-open at 8am, Monday, November 28th.

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
Construction Inspector	College Station, TX	JN10281668650
Electrical Engineer	College Station, TX	JN10041667559
Unit Director	Yuma, AZ	JN09191666953
Unit Director	Rockwall, TX	JN10261668557
Unit Director	Bristol, VA	JN09261667262
Unit Director	Midlothian, VA	JN11071668834
Grounds Manager	Prairie View, TX	JN11011668728
Asst Dir of Construction	Corpus Christi, TX	JN10191668263
Project Manager	Corpus Christi, TX	JN10051667644
Unit Director	Columbia, SC	JN10051667645
MEP Supervisor	Stephenville, TX	JN08241665950



Compass Group USA Becomes First Foodservice Company to Commit To 100% Healthier, Slower Growing Chicken by 2024 through Landmark Global Animal Partnership Agreement

Compass Group USA and the animal welfare certification program [Global Animal Partnership \(GAP\)](#) announced a historic and unique partnership to transform the welfare of chickens within Compass' supply chain. This will be GAP's first-ever partnership with a food service company and will result in improving the lives of approximately 60 million broiler chickens per year. With this announcement, Compass becomes the first food service company to commit to healthier, slower growing strains of chickens, improved living conditions and more humane slaughter.

Compass is agreeing to ensure certification under [GAP's 5-Step Animal Welfare Rating program](#) for all broiler chickens as a buying requirement across 100 percent of their business by 2024.

Rick Post, COO Compass Group USA, said, "This partnership underscores our Envision 2020 principles and creates positive impact for people, animals and the planet while balancing social, environmental and ethical responsibility with commercial success. Very simply, it's just the right thing to do."

Read the entire article, and learn more about GAP [here](#).



Grounds Tips for your Home:

For those in the regions impacted by this extended drought – keep watering until the ground freezes especially for broadleaf evergreen plants.

Fall is for planting – it's not too late, this is a great time to plant as it allows roots to establish before they have to support canopy growth.

Trees with smooth bark (young trees) wrap them with burlap up to first tier of branches. This will prevent winter sun scald on the south, south west and western sides of the tree. Do NOT use paper sold at garden centers – it inhibits air movement to/ from the tree and holds moisture rotting bark.

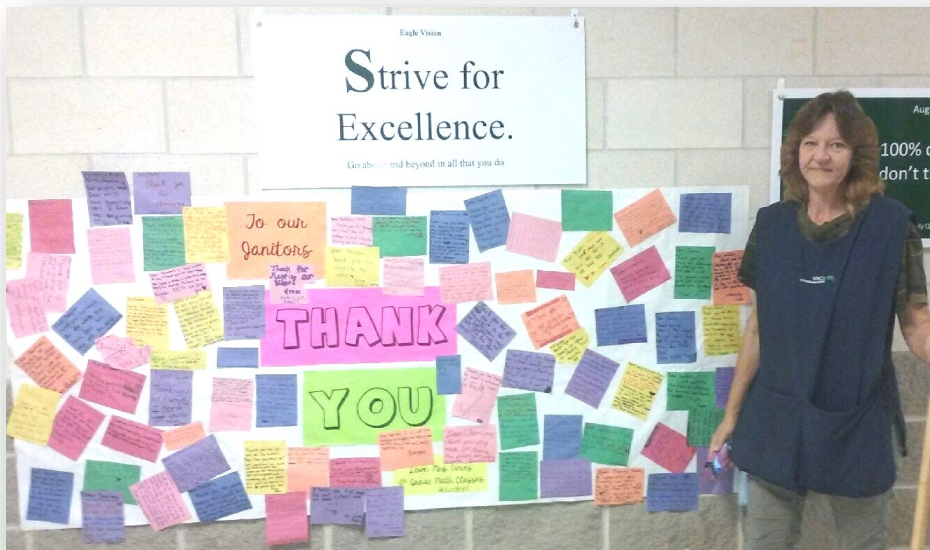
—George Bernardon

Regional VP of
Grounds Management

Account Showcases



Staff at Jackson State University purchased and donated household items to help families affected by flooding in Louisiana. A big round of appreciation to the staff at JSU for taking the time to think of and help other in neighboring communities.



Students at Canton Junior High School showed their appreciation for their housekeeping staff with a well deserved notes of Thanks. Keep Up The Great Work!

Contact Us

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

SSC Service Solutions
PO Box 52370
Knoxville, TN 37950

865-546-8880

Contact@sscserv.com

Visit us on the web at
www.sscserv.com

