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HR Corner

## FIXING HEALTHCARE

*Part of our mission is to look at “what is in the world”  
but to focus on “what should be”.*

One of the things that Healthplex Associates has always prided ourselves on is “out of the box” thinking. Part of our mission is to look at “what is in the world” but to focus on “what should be”. As we listen to the cacophony of rhetoric in the current fight over the Affordable Care Act, we believe that perhaps the problem may be that BOTH sides are wrong in part and BOTH sides are right in part. The real question is whether they stop focusing on whether to repeal, to repeal and replace or do nothing. Instead, can leadership in this country step back and examine the answers to the questions of “what do we want our system to accomplish?”; “what does a 21st century healthcare system look like?” and how can we optimize and organize our resources to provide the best outcomes”?

Obviously, we at HPA believe that part of the answer lies in the commitment to a robust system of prevention, wellness and public health initiatives. We wonder if any serious thinker on the subject can really advocate any re-tooling of health care without a focus on trying to stop or mitigate problems before they start.

It’s not all bad news, however! There are a few small glimmers of hope that have popped up in recent months. For example, all of our HPA centers are actively pursuing efforts to participate in the new prevention

initiatives for both diabetes care as well as PAD (peripheral artery disease). Diabetes for example, affects approximately 12% of the U.S. population and according to the American Diabetes Association, a new diabetic is diagnosed every 23 seconds. The problems that diabetes can lead to (heart attack, stroke, blindness, limb amputation, kidney failure) are not only devastating to the patient and their family, but costly to treat. The saddest part is that prevention/wellness/fitness initiatives can not only improve outcomes but can save millions of dollars in expense. Consider this: in a recent study, it was determined that an individual showing the early signs of diabetes could cut their risk of developing the disease by 58% if they could just lose 5% of their body weight!

Are the “leaders” plotting changes in our system paying any attention? Isn’t this what we really want from healthcare reform?



Stephen A. Robbins, Esq

# MON VALLEY...

## COUCH TO 5K PROGRAM AT CFH

For the past 8 weeks, trainer Sean Boyles has been doing a little more than your typical Couch to 5K program. He has tried to push a group of future runners to expand their workouts out of their "comfort zones". By introducing strength exercise

programs that help with running form as well as varied interval training to enhance speed. Throughout the program, the thirteen individuals enrolled in the class

have noticed significant changes in overall cardiovascular endurance with their runs. The program consisted of meeting twice a week with Sean, and an exercise prescription for their training. Sean added a mixture of core and strength training programs to add spice into the routine. The participants all acknowledge that the program has been a huge success. To cap off the program, all the participants met at the Youghiogheny Trail for their 5K. Sean has ordered medals as a special surprise for all runners/ participants!



Sean has ordered medals as a special surprise for all runners/ participants!



One of the members who participated in the program had this to share: "I got involved in the Couch to 5K program because I felt stagnant with my workouts. Sean has really supported my efforts. I never dreamed that I could build up to a 5K run and now I consider myself a runner! I am looking for other area races to participate in. Thanks to Sean and the Center for Fitness and Health - I have more to look forward to with my fitness."

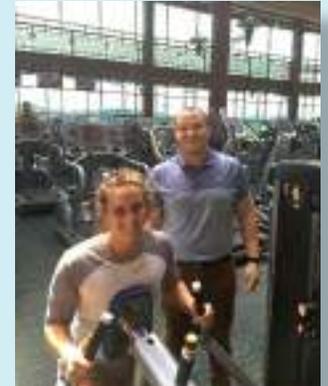
Putting your health first.

Center for Fitness and Health



## INTERNSHIP SPOTLIGHT: NATHAN DILLON

Nathaniel is a student at California University of Pa (Cal U), studying Sport Management. The Center for Fitness and Health has developed a cooperative arrangement with the University to help train future leaders in the field. Many have joined the staff at CFH after completing their training. While completing his internship here, Nathaniel has been able to work closely with the personal trainers to better understand the fitness environment and retain valuable health and fitness knowledge. In addition, Nathaniel is able to learn and conduct certain aspects of facility management. Cal U's Sport Management Program has helped gear him towards this internship with other experiences including Pittsburgh Steeler games, sporting events at Cal U, and other activities hosted at the University. Upon completion of his internship, Nathaniel plans to head back to Cal U this fall for his Masters in Business Administration.



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## CENTER FOR FITNESS AND HEALTH UPGRADES CIRCUIT

Big changes have occurred to the Center for Fitness and Health's main equipment circuit! Fitness Director Chad Vorderbrueggen and his team have added a complete circuit of Life Fitness' state of the art Insignia strength equipment. The new equipment replaces the original Nautilus line. Members have welcomed the updated equipment with open arms! Staff members have been stationed by the equipment to offer an orientation assuring safe and effective use by the membership. In addition, the new equipment is the focal point of our membership tours. As potential members enter the fitness center, we show our pride by making our new line the first equipment they see!



(More on Mon Valley see page 3)

## MAN OVERBOARD TRAINING AT CENTER FOR FITNESS AND HEALTH

Sea travelers in the Pittsburgh area can rest easier aboard ships these days thanks to the Healthplex's participation in a unique program. The Center for Fitness and Health recently hosted Man Overboard Training for a local Pittsburgh-based cruise fleet. Fifty-five team members of the cruise fleet staff successfully completed the training and certification program.



## SEMI-PRIVATE TRAINING TAKES-OFF

Group Training and Semi Private Training have grown in the fitness industry. Fitness Professionals at the Center for Fitness and Health have found new success by promoting Semi-Private Personal Training. The team has done a tremendous job at developing unique training programs for members. The new 8 week Kettlebell course with Andrew Booth has been a popular success. The training staff has taken an active role in marketing their programs and reeling in new clients to start these programs. While these classes wind down, staff members are hard at work with their next projects. Andrew is developing a Strong(Her) course that will focus on women and weightlifting, while other fitness staff members are working on a program for youth sports conditioning a Barre Connect program and a Foam Roll training series.



## MERIDIAN...

### ANDERSON HOLDS OPEN HOUSE TO SHOWCASE RECENT FACILITY IMPROVEMENTS

On Monday, May 22nd, Anderson Health and Fitness held an Open House to showcase facility improvements that had recently been completed. Membership Services Director Mallory Hardy states, "our team was so proud to show off the recently renovated, completely upgraded facility complete with new class offerings". As part of the Open House, there was a one year membership giveaway. Over 50 people (members and public prospects) entered to win the one year membership, and new member Tim Allred was the lucky recipient. In conjunction with the membership giveaway, AHF also ran an Open House special in which members could join and pay no dues until June. Out of the 80 new memberships for the month of May, 51 people joined under the Open House special that ran from Monday to Friday of that week with half of them joining on the night of Open House. Hardy states, "from a marketing standpoint, we used a TV commercial, radio time, and even included two "Facebook lives" in which

General Manager Adam Hodges did live broadcasts on Facebook inviting people to come to the Open House". The Facebook Live reached over 9,000 people ages 18-65 in the city of Meridian and surrounding counties. On the night of the Open House, the radio station and two local news stations showed up to document the popular event. The Open House proved to be a huge success, and AHF has already experienced an increase in class attendance, member check-ins, and an overall positive feel to the Center. The Anderson team is very excited to see what the future holds.



(More on Anderson see page 4)



## BARRE COMES TO ANDERSON

Anderson welcomes Anna Mabry to our Group Fitness team. While attending school at Mississippi State University, Anna started taking a Barre class and subsequently became certified in teaching Pulse Pointe Barre. She states, "It was like no other workout I had tried before." Barre is all about strength and toning of the muscles. Barre does not involve heavy lifting; it focuses on holding one's own body weight instead. Mabry says, "If you are looking for a workout that's unlike any other class you have been to before, I encourage you to come try Barre class!" Anderson Health and Fitness offers Barre classes three times per week, and it has quickly become the Center's most popular class. With an average class attendance for Barre at 20 members, it seems to be all the buzz in Meridian.



## ANDERSON HEALTH AND FITNESS' CROSSFIT TORMENT WINS BATTLE OF THE BOXES

On Saturday, May 13th Anderson's CrossFit Torment athletes traveled across town to compete in Caustic CrossFit's Battle of the Boxes IV. Torment and Caustic are the only two CrossFit boxes in the area and a healthy rivalry exists between the two. This year in a very hard fought battle, CrossFit Torment was able to bring home the trophy. Anderson G.M. Adam Hodges states, "I'm very proud of our team and how far we have come in the past few years".



## ANDERSON'S CROSSFIT TORMENT ATHLETES PAY TRIBUTE TO FALLEN WARRIOR

On the morning of every Memorial Day, Anderson's CrossFit Torment athletes show up to do a workout known by the world's CrossFit community as simply "Murph". This particularly grueling Hero WOD (Workout of the Day) is named after Lieutenant Michael P. Murphy, a Navy SEAL who was posthumously awarded the Medal of Honor after being killed in action in Afghanistan. Murph is a CrossFit Hero workout which Murph himself would regularly do. Murphy called it Body Armor and it was the same workout we know and love today. It consist of a 1 mile run, 100 pull ups, 200 push-ups, and 300 squats, followed by another 1 mile run. Murph would complete this while wearing his body armor. The CrossFit version of this substitutes wearing a 20lb weight vest and allows the middle portion (pull ups, push-ups, and squats) to be partitioned as needed.

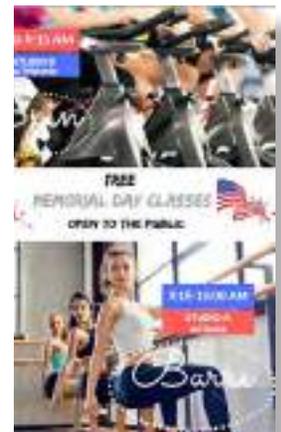


"Murph" exists as a reminder of the actions and sacrifices of men and women like Lieutenant Michael P. Murphy and it is an opportunity for those of us who are still around to celebrate Memorial Day to experience a whole bunch of discomfort and intensity as a tribute to these men and women.

According to Anderson General Manager Adam Hodges, "we do lots of really tough workouts here at CrossFit Torment, but this day is special. There is a quiet seriousness to the day and when everyone has finished an hour or so later, there is a camaraderie that is truly special".

## ANDERSON SHOWCASES CLASSES ON MEMORIAL DAY

Anderson Health & Fitness Center did something special this year on Memorial Day. Fitness Director Kristen Tibbetts explains, "this year for Memorial Day, we offered two of our most popular classes, Spin and Barre not only to our members, but to the public as well". Membership Services Director Mallory Hardy promoted these offerings on the Center's Facebook site and both classes were very well attended.



# PASCAGOULA...

## SINGING RIVER HEALTHPLEX LAUNCHES 'BE EMPOWERED' VIRTUAL-TRAINING PROGRAM!

A new, personalized Health-Coaching program developed by the SRHS Healthplex is now offering members all of the benefits of their own personal trainer. The program has organized and goal-specific personalized workouts, along with weekly or monthly accountability checks, without having to adhere to a schedule or specific workout location. 'Not enough time' is no longer an excuse for not adhering to a regular workout schedule in Pascagoula MS. Professional workout routines are now at members' fingertips with the new 'Healthplex Empowered' training app, which can be downloaded using any Apple or Android device. This program includes an initial fitness-consultation with a degreed and nationally-certified Singing River Healthplex personal trainer. The trainer will build a personalized workout routine based on their goals and health-risk assessment. No more excuses accepted in Southern Mississippi! Start living healthy today!

 **BE EMPOWERED**

# Healthplex

 SINGING RIVER HEALTH SYSTEM  
*Fitness & Wellness Center*

## CONGRATULATIONS KAITLYN!!



Singing River Healthplex is very proud to announce our very own Kaitlyn Orth is now the reigning Ms. Mississippi!! Kaitlyn has been working part time as a Fitness Attendant and Front Desk Coach for close to 3 years at the Healthplex, while also working on her Bachelor of Science degree.



## MEMBER SPOTLIGHT ALLEN AND PAULLETTE HOGGATT

In February of 2017, Allen and Paulette Hoggatt decided to get serious about their health and hired Singing River Healthplex trainer, Aaron Williams to set up a diet and a program of exercise. They realized that they were not challenging themselves by doing it alone and welcomed the expertise of Aaron, as well as, accepting the diet and the life changes that come with it. Working with Aaron two days a week and alone 2-3 other days, together they have lost 64 lbs and 6 inches in EACH of their waists! Allen has been able to reduce AND discontinue blood pressure and diabetic medicine respectively.

"We are happy for Aaron's help and encouragement, and are glad not to be "Living Large" anymore!"

# BAY CITY...

## MATAGORDA REGIONAL MEDICAL CENTER WELLNESS & REHABILITATION

One of the most unusual medical wellness centers, MRMC Wellness & Rehabilitation Center (Health 360) has hit a long-awaited milestone and has doubled membership in just a few months! Housed in a domed federally funded hurricane shelter, the Center focuses exclusively on corporate health and follow up care for patients of Matagorda Regional Medical Center.

We are also excited to announce a few new additions to the fitness team. Connor O'Brien, Fitness Attendant has been a huge asset to MRMC Wellness & Rehabilitation. He has been helping with new member assessments, sales, and working with members on the floor. Connor is currently finishing his undergraduate degree at Texas A & M and is currently applying to physical therapy school. He is a fitness enthusiast and loves spending time with friends and family.



MRMC's mind-body program is also expanding with the addition of a new certified Yoga Instructor and Pilates coach. Carolyn Larsen comes to us with years of experience and is currently certified through AFAA, Les Mills, and Yoga Fit.

Health 360's first Weight Management program was a huge success. Everyone was able to lose weight and inches! Many of the participants have been successful in adopting a permanent routine of exercising and eating healthier. Now that the program is a hit in Bay City (TX) we are all very excited to begin our next class!



### MEMBER SPOTLIGHT MINDY KLOCK



**Accomplishments** – loss of 3 inches around waist

**Why did you join MRMC Wellness?**

*“One of my daughters is getting married in March 2018 and wanted to drop a couple sizes. My long term goal is to get healthy and stay that way. My family has a history of heart problems.”*

**Tell me how the Wellness Center has made a difference in your life?**

*“So far, I can tell that my stamina has increased. I can walk, exercise, do housework, etc. much longer than before.”*

**How do you feel today compared to before you started exercising?**

*“Other than feeling muscles that I did not know I had before, I feel like I have more energy.”*

**What do you enjoy most about the staff at MRMC Wellness?**

*“The friendliness, knowledgeable and very helpful. They are always there to help with pushing you toward your goals. Devin is a great trainer.”*



## OUR VERY OWN QUEEN



Robin has been a member of the Montage Wellness Center since November 2016 and an active participant in TOPS (Take Off Pounds Sensibly), a non-profit weight loss support group. Since becoming a member of Montage Wellness Center (MWC), she has met and maintained her weight loss goal of 105 lbs! Robin says that Montage gave her a "no excuses" attitude about exercise that walking outside alone could not.



In June, TOPS recognized her efforts and she was crowned as the California State Queen at the TOPS International Recognition ceremony. Montage Wellness Centers, also want to recognize her for her outstanding dedication to living a healthy lifestyle.

Our entire crew offers a big round of applause to Robin and her weight loss success story.

## MWC SALINAS PROMO VIDEO

Lights, camera, action! The spotlight was on MWC-Salinas in July when the Center shot its very first promotional video for the new club. Employees, members, and guests swarmed the facility, ready to "ham it up" for their close up. The guests were treated like nothing short of stars. Music filled the gym and complimentary food and refreshments filled their bellies.



The video was shot with a state-of-the-art drone camera to capture the exquisite architecture of the facility. The video will feature all of the wonderful amenities the Montage Wellness Center Salinas has to offer – high-end training equipment, a safe and clean atmosphere, heart-pumping group exercise classes, certified personal training, and pristine lap and warm water therapy pools. When completed, the film will be streamed on the Club's website, Facebook page, in email, and in a new Youtube channel.



## YOUTH SPORTS PERFORMANCE

In May, our MWC-Salinas site launched its new Youth Sports Performance Program. The program is designed for young athletes to help them enhance their speed, agility, and strength through standardized training protocols. Lessons take place in our unique Sports Performance Studio complete with a "super treadmill" (capable of going up to 30 mph and reaching 30% incline), specialized jump surface with resistance-based harness attachments, and a sports training specific hip-machine.



All the programs are individualized for the unique needs of each athlete and performed in small groups (1:5 trainer to athlete ratio). The training protocols are flexible enough to accommodate beginner to professional athletes during the same session. The competitive and inclusive dynamic

of a multi-level group creates a very unique and rewarding training environment. One of our youngsters, a 14 year-old occasionally out-performed a high school and even collegiate athlete!

After going through this program, aspiring athletes typically can experience:

- 30-50% increase in strength
- 30% increase in foot speed
- 2-4" increase in the vertical jump
- .2 -.4 second decrease in the 40 yard dash time
- Up to .5 second decrease in the pro-agility run

There were 25 participants in the initial group of athletes ranging from 12 to 20 years old. The program also brought in 14 new memberships to the facility.



## MISSION FITNESS PROUDLY REPRESENTED AT THE MS150 CACTUS AND CRUDE BIKE RIDE

The annual MS150 Cactus and Crude Ride, which benefits the National MS Society, started out from Midland, Texas on Saturday morning July 15th. The first leg was a 70 mile ride through farm land and oil patch to Lamesa, Texas. The group of 256 riders overnighted in Lamesa and left for Lubbock, Texas on Sunday morning. The 2nd leg was 77 miles in length and ended at the beautiful Caprock Winery.

Mission Fitness fielded a team of thirteen riders for this year's MS150 Cactus and Crude and the team raised \$5,360 to help fund the fight against MS.

"What a ride! It was humbling to be a part of a ride like this where you ride for those who are no longer able to due to the sudden and shifting disabilities caused by MS," said Jack Kenner, a three time MS150 rider. "A family friend of ours was diagnosed with MS and I fund raise and ride in her honor. I do it because I am able."

This year's Mission Fitness team doubled in size from our initial ride together last year. "Hopefully our team will continue to grow each year. It is always amazing to be a part of something bigger than yourself," said Carmen Kenner, ride supporter and Mission Fitness Membership Director. "Each year we have regrouped after the ride and thought about the additional features we would like to offer in support our riders for the next year."

In the months leading up to the ride, Mission Fitness instructor, Marie Vasquez Brooks, a six time MS150 veteran, taught a cadence spin training class. After the 30 minute class, participants would meet in the parking lot and take off for their training rides.



**Mission Fitness**

A Member of Medical Center Health System

"It really works well for veteran riders to teach the rules of the road and the rules of the pack to those who are interested in rides like this," said Marie Vasquez Brooks. "But really, it just takes time in the saddle to be prepared for a grueling 150 miles over two days in extreme heat."

Abby Magness, Lane Magness, Bernadette Hoffman and Ana Veloz starting day one.



Day one complete.



Phil Padilla celebrates at the finish!



LaDarius Slider, Marie Vasquez-Brooks, Jack Kenner, Chris Harlow, Bernadette Hoffman, Karolyne Malone, Katherine Malone, Team Captain: Abby Magness, Lane Magness, Phil Padilla, Diego Capellini, Ana Veloz, and Carlos Armendariz

(More on Odessa see page 9)

## MISSION FITNESS MEMBER PROFILE CHARLENE HOWELL

Charlene Howell is a member of the Cancer Wellness Program at Mission Fitness. She has been a member of Mission Fitness since 2011, but decided to take a brief departure when diagnosed with cancer in April 2016. Charlene re-joined Mission Fitness in October of 2016 and has since been working with the Clinical Integration Coordinator, Zachary Cavazos.

After joining the Cancer Wellness Program Charlene was put through a baseline fitness assessment to assess her upper and lower body strength, trunk flexion, core stability, and lastly shoulder, hip, knee mobility and most importantly fatigue levels. After participating in a functional exercise program for the past 10 months Charlene has seen an increase in all of the fitness measures which has led to an increase in her overall functionality. "I am able to keep up with my grandkids and attend their sporting events a day or two after treatment without becoming extremely fatigued and ill. Before joining the program I would receive treatment and not be able to place any physical demands on my body without becoming extremely weak and fatigued," said Charlene.

While Charlene is continuing to battle cancer she states that, "With the help of the Cancer Wellness Program and Zach I am able to move around on my own at the hospital on the days of my treatment, stay strong enough to exercise the day after and spend more time with my family".



Charlene Howell is pictured with Clinical Integration Coordinator, Zach Cavazos

## VALENCIA...

### ELEVATE

Henry Mayo Fitness & Health is excited to announce its innovative new "Elevate Program" which was started this summer. This program is a collaborative effort between the Fitness Department and Henry Mayo Newhall Hospital's Education Department which aims at helping "at risk" teens develop their skills personally, socially, and professionally. This program is designed to be free for children between the ages of 13-15 and will run for two weeks. Participants of the program will undergo group training with one of HMF&H's personal trainers where they will be exposed to physically challenging exercises and work in tandem with other participants to accomplish tasks and set realistic goals. The kids will also be speaking to a Registered Dietitian to discuss healthy nutritional habits and lifestyle changes. As an additional benefit, they will also have the opportunity to speak to a social worker to discuss any issues they may be encountering in school or their personal lives. The goal of the ELEVATE program is to give teens the opportunity to receive positive recognition and to make positive contributions. The engaging setting of HMF&H will allow students to experience a sense of belonging and pride.



**HENRY MAYO  
FITNESS  
AND  
HEALTH**

### MEMBER TESTIMONIAL

"I would just like to say how much I appreciate the Henry Mayo Gym staff and training facility. I am a stunt woman and have been looking for a place that understands body mechanics and injuries. Henry Mayo is providing me with expert training and has given me the ability to work out again. Due to past injuries, this has been a real challenge. I have always been an athlete and I feel the support I am getting is literally giving me my life back. I highly recommend this gym to anyone dealing with past or present injuries or who loves being around people who love what they are doing and who care about your progress. They are not just about signing you up for gym membership"



Debbie Evans Leavitt  
SAG-AFTRA Stunt Driver



## DAY CAMP

The Wellness Center held a Day Camp for kids ranging in age from eight to twelve during the week of June 12th – 16th. During the day camp, campers participated in a variety of activities and nutritional classes. Some of the activities offered included martial arts, outdoor boot camp, swimming, hiking in the wild, and supervised strength training. The camp was designed to teach kids that exercise did not have to be boring or intimidating. The instructors had just as much fun as the campers.

## MEMBER SPOTLIGHT

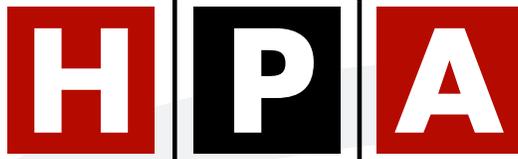
Sisters Hazel Trice and Dot Hayes joined The Wellness Center in April of 2006, five months prior to when the doors of the center actually opened. Dot, who turns 90 in September, says younger sister, Hazel (87) needs to “take it up a notch”. Since 2006, Dot has averaged two visits per week while Hazel has averaged over one visit per week. Their motto has been “keep moving or lose it”.



Hazel (87)



Dot (89)



healthplex associates, inc.

## HR CORNER

### 2017 TRAINING SCHEDULE

HPA/PWM Human Resources Department provides monthly training to all staff members that cover a broad list of topics. Training helps employees learn specific knowledge and skills to improve performance in their employment role and positions. Development is important as it is a continued stepping stone in creating great leaders. According to China Gorman, CEO at Great Places to Work, "As companies grow and the war for talent intensifies, it is increasingly important that training and development programs are not only competitive, but are supporting the organization on its defined strategic path."

HPA/PWM values all of its employees and the HR department strives to continue to bring knowledge and opportunities into all facets of the company. Each HPA/PWM training module covers company topics and development skills that allow employees to grow and fine tune their interpersonal skills.

Below is the training schedule for the remainder of 2017.

<b>August</b>	Workplace Violence- What to look for when it comes to keeping our employees and members safe
<b>September</b>	Team Building- Building a cohesive team
<b>October</b>	Safety in the Workplace- Slips, trips, and falls
<b>November</b>	Wellness/Stress Management- Healthy choices and lifestyles
<b>December</b>	Interviewing, Staffing, Recruiting Managers ONLY

### Congratulations



Lynn Robbins, CPA/MBA has added a new set of initials to her name! HPA is proud to announce that the Medical Fitness Association has named Lynn a Fellow of the Association. MFA was founded in 1991 and serves as the professional organization for over 950 medical fitness centers around the country. Fellowship is MFA's highest honor, recognizing both expertise in the field and service to the Association. Lynn has

been a frequent speaker for the Association's national and regional conferences, as well as a leader in its efforts to develop standards. Congrats to Lynn Robbins, FMFA.

### HELPING HANDS...

Volunteering and helping others is very important to the HPA/PWM teams. There are many healthy benefits in helping others such as improved physical well-being, increased self-esteem and self-confidence, and new friendships.



Healthplex Associates is joining the fight against MS! If you would like to help out with \$5, \$10 or more, please use this URL: [http://main.nationalmssociety.org/site/TR/Bike/FLNBikeEvents?px=1591720&pg=personal&fr\\_id=29045](http://main.nationalmssociety.org/site/TR/Bike/FLNBikeEvents?px=1591720&pg=personal&fr_id=29045) and click on the top button that says "stephen" to donate!

### Travel

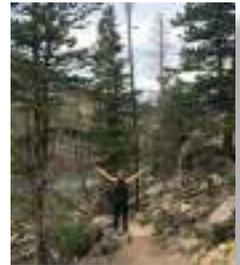
Camille Kenner, daughter of Jack and **Carmen Kenner** (Mission Fitness' MSD) studied abroad in Italy during May 2017. She has discovered a true love of the people, the food and the art of Italy. She visited churches and studied the art of the Amalfi Coast, Pompeii, Rome, Venice, Regello, and Florence. Camille is a junior at University of Texas of the Permian Basin studying English and Communications.



Recently, the "adrenaline rush vacation junkies", **Steve and Lynn Robbins** took their latest challenging vacation, hiking in the Andes Mountains and snorkeling in the Galapagos Islands. This one resembled an episode of "Survivor" as hiking in wild at the high altitudes of the Andes left Steve "breathless"

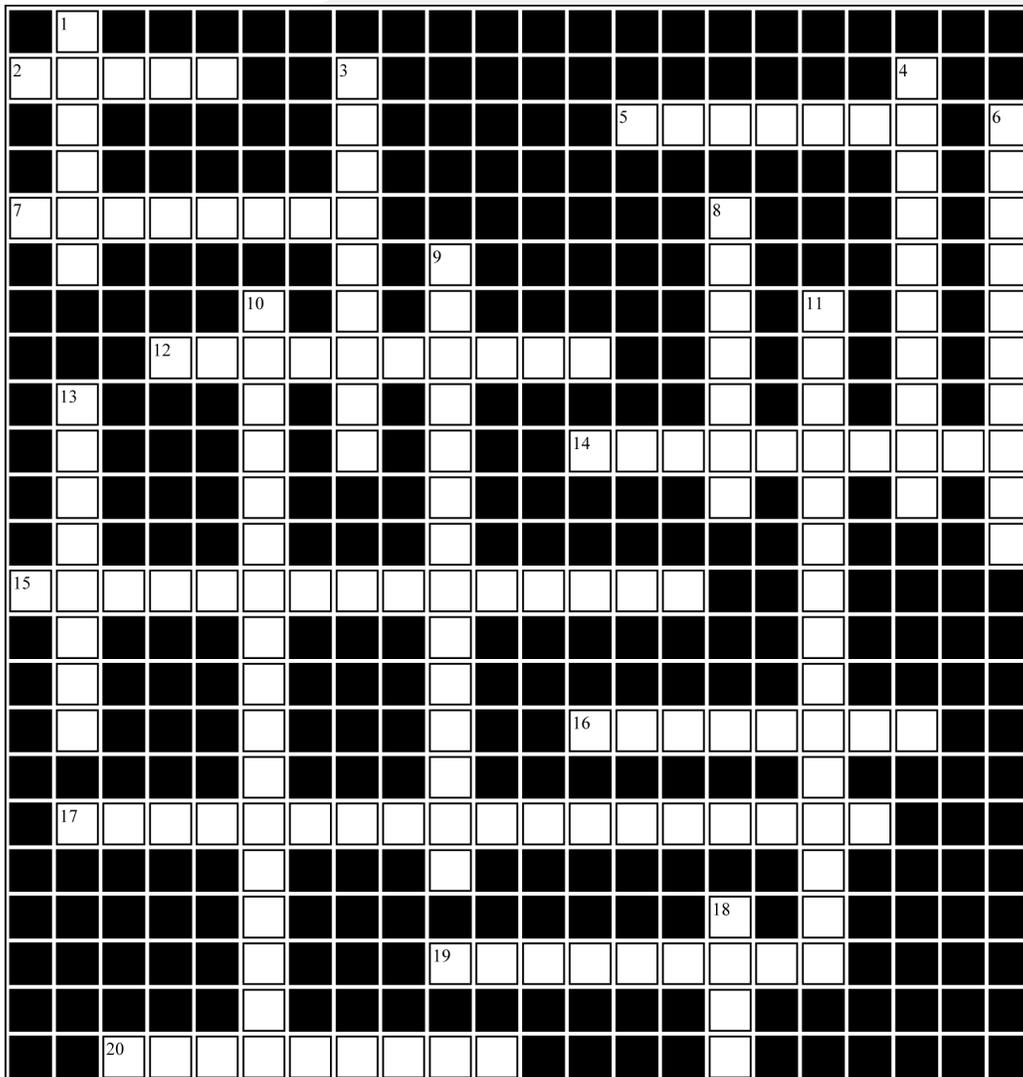
and Lynn holding on to Steve for safety while snorkeling with the sea lions in the Pacific. The next challenge for this twosome is biking up the Rhine River from Basel, Switzerland to Amsterdam!

**Abby Magness** and husband, Lane visited Denver, Colorado for four days. While there they drove to Estes Park, Colorado and hiked in Rocky Mountain National Park.



Scotty and **Yvette Folk** and their daughters play in the giant sandbox known as White Sands National Park.

## HUMAN RESOURCES QUARTERLY TRIVIA



### Across

2. A person's principles or standards of behavior; one's judgment of what is important in life
5. Beliefs and behaviors that determine how a company's employees and management interact and handle outside business transactions
7. Manner, disposition, feeling
12. A sum of money paid to an employee upon completion of a task, usually selling a certain amount of goods or services, also an incentive
14. An introductory act or step; leading action
15. A formal account of an employee's responsibilities
16. Cooperative or coordinated effort on the part of a group of persons acting together or in the interests of a common cause.
17. A graphic representation of the structure of an organization, showing the relationships of the positions or jobs within it
19. A person with whom one works together
20. A body of persons employed in an organization or place of work

### Down

1. The condition of being protected from or unlikely to cause danger, risk, or injury
3. The quality of being honest and having strong moral principles; moral uprightness
4. The action of leading a group of people or an organization
6. Individuals responsible for leading a team and carrying out the daily business needs
8. The day on which wages are given, payment is made
9. The opportunity or ability to act independently and make decisions
10. Various types of non-wage compensation provided to employees in addition to their normal wages or salaries
11. Function within an organization that focuses on the recruitment of, management of, and providing direction for the people who work in an organization
13. A person who is hired to provide services to a company on a regular basis in exchange for compensation and who does not provide these services as part of an independent business
18. A number of persons associated in some joint action