Contents

01. Chuck Thompson Awards
02. Volunteer First Impressions
03. Brute Contest Winner
03. Employee Comment Boxes
04. Employee of the Month
04. 5th Annual Pink Day
06. Scholarship Recipients
07. TEMA Training at FSC
08. Scholarship Applications
09. Facilities Fundamentals
10. Randy Boyd Breakfast
10. Sustainability Champion
11. Exceptional Team Awards
12. UT Recycling Grow Lab
13. Annual Toy Drive
14. FS Holiday Party
15. Walking Working Surface
16. Birthdays

Join Us on Social Media

facebook.com/UTFacilitiesServices
twitter.com/utkfacserv
instagram.com/utfacilities
tiny.utk.edu/FSYouTube

Visit the UT Facilities Services Website at fs.utk.edu

Contact the Facilities Services Communications & Public Relations Office:
Brooke Krempa, Communications Coordinator
865-214-7662
krempa@utk.edu

Facilities Services Department
2040 Sutherland Avenue
Knoxville, TN 37996
Phone: 865-974-2178
Fax: 865-974-7786
Email: adminfs@utk.edu
2018 FACILITIES SERVICES
CHUCK THOMPSON AWARDS

Joel Rummage & Rick Cannon Named 2018 Outstanding Employees

UT Facilities Services is happy to announce the winners of the 2018 Chuck Thompson Outstanding Employee Award.

The recipients of the 20th annual presentation of the award are Joel Rummage from Landscape Services and Rick Cannon from Electrical Services.

Two awards are given every year, one from the skilled craft areas and one from the clerical, services and support areas, and each recipient must have at least 10 years of service with the university. This year Joel and Rick were chosen from 30 nominees.

The awards ceremony was held October 29.

“The awards celebrate excellence in our department,” said Associate Vice Chancellor Dave Irvin. “What I really love about these are that the winners aren’t chosen by me, they’re not chosen by the directors, they are chosen by a panel of their peers.”

Joel has been with UT for 12 years and is a Supervisor with Landscape Services in Facilities Operations.

He was nominated for his enthusiasm and dedication to the university while taking on more demanding landscape improvements with no additional staff to his crew.

Joel serves as a mentor to new landscape personnel and has developed strong relationships with faculty, staff, and students in his districts of campus, and he is always first to volunteer for a challenge.

He acts as the Landscape Services team lead in the effort for every football game to promote a cleaner tailgate experience and strengthen the recycling effort throughout campus.

2018 Nominees

Donald Glover, Building Services
Eric Gometz, Construction
Alan Hill, Landscape
Randy Huelsman, Construction
Veronica Huff, Special Projects
Stacey Kitts, Lock & Key
Donna Norris, Building Services
Mary Parker, Building Services
Joel Rummage, Landscape
Ashley Savage Gilliam, Training
Julia Stapleton, Building Services
Arlene Williams, Admin Services
Bill Wilson, Central Supply
Kevin Beeler, Zone Maintenance
Rick Cannon, Electrical Services
Ronnie Couch, Paint Services
Wayne Cowden, Electrical Services
Todd Curnutt, Plumbing Services
Robert Dykes, Zone Maintenance
William Floyd, Zone Maintenance
Rob Frick, Zone Maintenance
Richard Huttsell, Zone Maintenance
Darren Latham, Landscape
Jerry Lethco, Zone Maintenance
John Lewis, Air Conditioning
Perry Longmire, Zone Maintenance
Randy Miller, Steam Plant
David Ridings, Air Conditioning
Ed Roach, Zone Maintenance
Jason Staley, Air Conditioning

Committee Members

Brooke Krempa, Chair
Rick Johnson, Admin Services
Rebecca Alcorn, Comm & Info
Bryan Lord, Construction
Dan Smith, Design
Sandra Britt, Arena
Veronica Huff, Special Projects
Wally Beets, AC Services
Derek Bailey, STAR Team
Russ Hollingsworth, UT Photo
Facilities Services Announces Volunteer First Impressions Contest

Do you know of an area on campus that needs sprucing up? Facilities Services can help!

The UT Facilities Services Department is happy to announce the inaugural Facilities Services Volunteer First Impressions contest. While the campus has invested tremendously in new projects in recent years, most of the campus community are operating in existing spaces. “This is a way to emphasize that all parts of the university are important and all programs are vital to its mission,” said Dave Irvin, associate vice chancellor of Facilities Services. “A lot of people look out at a landscape that hasn’t changed in some time.”

Facilities Services recognizes that there are areas of campus that could use some attention and the contest is a way to shine a spotlight on some of those areas.

To enter, you can do one of the following:

• Take two to five pictures of the area and submit a written statement on how fixing up this area will enhance campus life at UT Knoxville
• Send a quick video (limited to two minutes) taken on your smart phone to show Facilities Services the area involved and explain how this project will enhance campus life at UT Knoxville.

The Volunteer First Impressions contest is for campus projects only. Projects typically include one or more of the following: carpet, paint, deep cleaning, plants or landscape, signage or other similar items.

Entries will be judged on their overall impact to the campus community, ease of delivery, and scope is within the limit of $10,000 or less to complete. Entries should be for public spaces; private areas or offices will not be considered. Entries should also demonstrate how they impact student, faculty, staff, or visitor first impressions at UT Knoxville.

Anyone can submit an entry for the contest and 10 winners will be chosen.

Submit your entries to Brooke Krempa at krempa@utk.edu, on the Facilities Services Twitter account (@utkfacserv) or on the Facilities Services Instagram account (@utfacilities).

Entries are due no later than Friday, February 1, 2019. One winner will be announced each week day March 1 through 14, 2019.

More information about the contest can be found at tiny.utk.edu/volfirstimpressions.

All Facilities Services Employees are encouraged to enter submissions to the Volunteer First Impressions Contest!

If you have any questions about the contest, please contact Brooke Krempa at krempa@utk.edu
Facilities Services Named as Winner of Rubbermaid Trash Can Lid Contest

UT Facilities Services was named as one of the winners of the Rubbermaid Trash Can Lid Contest in September. Building Services submitted photos of two Brute cans that were manufactured previous to 1980 and are still in use today at the Stokely Athletic Facility.

FS was one of four winners in the “Before Mid 1980’s” category of the contest that was celebrating the 50th anniversary of Brute.

Thank you to Judy Jones and Sheldon Yeatts from Building Services for posing for the photos!

GREAT IDEAS START HERE!

Comments, suggestions, and concerns are welcome.

Our new employee comment boxes have been installed and we want to hear from you!

Box locations include:
- Facilities Services Complex Break Room
- Facilities Services Shop Area
- Steam Plant (near time clock)
- Neyland Biology Annex near room 128
- Ellington Plant Science room 4
- SERF outside of room 426
- Former Sanitation Safety (Pest Control) Area at Facilities Services Volunteer Blvd. Location

You can also submit comments online at: tiny.utk.edu/fscommentbox

Join Facilities Services on Social Media

@utkfacserv
@utfacilities
@UTFacilitiesServices

UT FacilitiesServices
Congratulations to Tiffany Shuler, the September recipient of the Employee of the Month Award! Tiffany was nominated for improving more than any other member of Design Services in the last year. Her positive attitude is contagious, and her colleagues have taken note. She has fully bought into the collaborative culture that Design Services is implementing.

Congratulations to James Moore, the October recipient of the Employee of the Month Award! James was nominated for always being warm, friendly and courteous. He goes out of his way to fulfill requests by staff in his building and does an excellent job. He also demonstrates ethical leadership in the way he carries out his duties and in the way he interacts with customers.

Facilities Services Hosts 5th Annual Pink Day

Members of the Facilities Services Department helped support Breast Cancer Awareness Month by wearing pink October 3. Spearheaded by Special Project’s Veronica Huff, the fifth annual event was a way for Facilities employees to show support for the fight against breast cancer. In addition to a visible show of support, employees also raised money to support the mission of the Susan G. Komen Foundation. Veronica sold baked goods and pink awareness items raising a total of $220. All proceeds were donated to the Susan G. Komen Foundation. Thank you to everyone who supported the cause this October.

Nominate a Team Member Today!

Help us to nominate our next employee of the month by submitting a nomination for a hardworking and dedicated member of our team! Nomination forms can be found online at tiny.utk.edu/fseom and hard copies can be found with Brooke Krempa in the Facilities Services Complex. If you have any questions about the Employee of the Month program please contact Brooke at krempa@utk.edu or 214-7662.

tiny.utk.edu/fseom
In 2015 Facilities Services launched a series of DIY videos on its YouTube Channel.

To date, our teams have created 12 different videos featuring painting, landscape tips, tree care, plumbing projects, and recycling guides.

Topics include lawn care, sustainability tips, mulching, pruning, weed removal, dry wall preparation, basic painting techniques, painting products, and paint cleanup.

Check out our department’s channel, UTFacilitiesServices, at youtube.com to see professional tips from members of our own team and check back often for new content.

Facilities on Social Media

Check Out our Facilities Services DIY Videos
Student Scholarship Recipients Honored

Facilities Services honored the first two recipients of the department’s Student Assistant Scholarship Fund in September.

Taylor DeArmond and Ryan Cunningham each received a $500 scholarship for the 2018-2019 academic year.

Taylor has worked in Design Services as a student assistant for three years and is majoring in Mechanical Engineering. His supervisors are Barbara King and Tiffanie Casteel.

During his time at Facilities Services Taylor has learned how to use AutoCAD, something he uses often in the course of his studies.

He said that because of his prior knowledge and understanding of AutoCAD he was able to use other software quicker than the majority of his classmates.

Taylor will graduate from UT in December 2018.

Ryan has worked in Special Projects as a student assistant for two years and is majoring in Supply Chain Management. His supervisor is Veronica Huff.

While at Facilities Services Ryan has helped to plan and coordinate the 2017 TNAPPA Conference and having to study every minute of the 48 hour event over six months in advance is what he plans to do in his future career.

He said his experience coordinating with different departments is something he will have an advantage over other applicants in the future.

He will graduate from UT in May 2019.

The Facilities Services Student Assistant Scholarship Fund was created fall of 2018 by a committee of FS employees. Committee members include Matt Layne (chair), Brooke Krempa, Derek Bailey, Dean Wessels, Veronica Huff, Dan Smith, Tommy Oakley and Nikki Woolsey.

The scholarship fund was created to provide a scholarship opportunity for student assistants within the department who are receiving real world experience in their chosen field of study. The fund targets students at the junior, senior and graduate level.

The scholarship committee had a goal to award its first scholarship in the fall of 2019. Through various fundraising efforts throughout the year, including bake sales, a flower sale and golf tournament, the committee raised enough money to fund two scholarships less than six months after the fund was created. The fund is now just $2,000 away from becoming a $25,000 endowment.

Congratulations to Taylor and Ryan on being the first recipients of the Facilities Services Student Assistant Scholarship!
Two TEMA courses were held at the Facilities Services Complex in October.

ICS Intermediate for Expanding Incidents (G300) was held October 2-3 and Advanced ICS: Command and General Staff - Complex Incidents (ICS-400) was held October 17-18.

More than 50 individuals participated in the first training course. Facilities Services, UTPD, KPD, THP, KFD, AMR and TEMA all held members present.

Facilities Services had 11 team members take the course - Derek Bailey, Wally Beets, Tony Bunner, David Cash, Kevin Garland, Brooke Krempa, Barry Mitchell, Ashley Savage Gilliam, Dan Smith, Sheree Spoons and Johnny Waggoner.

Nearly 30 people participated in the second course later in October.

Facilities Services had 10 team member participate in ICS-400 - Derek Bailey, Wally Beets, Tony Bunner, David Cash, Brooke Krempa, Barry Mitchell, Ashley Savage Gilliam, Dan Smith, Sheree Spoons and Johnny Waggoner.
Accepting Scholarship Applications

Bob Evans Memorial Scholarship Fund

The Bob Evans Memorial Scholarship Fund will award a scholarship for the 2019-2020 school year which begins in August 2019.

This scholarship application is open to candidates who are children, grandchildren, step-children or step-grandchildren of individuals who are currently employed or retired from the UT Knoxville Facilities Services Department.

Students must be currently enrolled or be able to be admitted for the Fall Semester 2019 to be considered in receiving this award.

Nominations for this award must be submitted with Brooke Krempa in the Facilities Services Complex no later than Thursday, January 31, 2019.

Final recipient selection will be made by the UT Knoxville General Scholarship Selection Committee based in the Financial Aid and Scholarships Office and not by any staff member of the Facilities Services Department.

John C. Parker, Sr. Memorial Scholarship Endowment

As all of you are aware, Mrs. Martha Parker has established the John C. Parker, Sr. Memorial Scholarship Endowment in memory of Mr. Parker. This scholarship endowment will award a scholarship for the 2019-2020 academic year which begins August 2019.

It will be given to a student who is a legal dependent of a Facilities Services employee (current, retired, or deceased).

The student must be currently enrolled or be admitted to the Fall Semester, 2019 to be eligible. The student awarded this scholarship must have demonstrated successful academic performance in order to be considered for future awards. Financial need may also be a factor in the award.

Nominations for this award must be submitted to Brooke Krempa in the Facilities Services Complex no later than Thursday, January 31, 2019.

The selection of the student to receive this award will be made by the UT Knoxville General Scholarship Selection Committee based in the Financial Aid and Scholarships Office and not by any staff member of the Facilities Services Department.

Scholarship Application Deadline: January 31, 2019

Forms for nominating a student may be obtained from Brooke Krempa: krempa@utk.edu or 214-7662.
Facilities Services hosted its first workshop of the fall semester, Facilities Fundamentals: Cleaning vs. Disinfecting in late September. Joe Suits from Building Services and Ashley Savage Gilliam from Training & Development presented to a group of UT faculty and staff about the difference between cleaning and disinfecting in the home to help protect against the spread of the flu.

Topics included the chemistry of cleaning, an overview of disinfecting products and their uses, and cleaning and disinfecting of different surfaces.

Their full cleaning vs. disinfecting presentation can be found at tiny.utk.edu/cleaning.

Thank you to Ashley and Joe for doing such a great job during the relaunch of this program!

Videos of all department Facilities Fundamentals workshops can be found at tiny.utk.edu/UTFSDIY.

The next workshops will be presented by Construction Services early in the Spring Semester and the Office of Sustainability to promote Earth Month in April.

For more information contact Brooke Krempa at krempa@utk.edu.

**Facilities Fundamentals: Cleaning vs. Disinfecting**

**THOMPSON Continued**

During the last three years Joel has given up several annual leave days to meet with state and local government representatives regarding the statewide facilities management outsourcing as well as many other university initiatives.

Joel’s dedication and pride is apparent to his supervisors and crew every day.

Rick has been with the university for 17 years and is a Line Installer Foreman with Electrical Services in Utilities.

One of the reasons Rick was nominated is for his hardworking and conscientious nature in regard to his job. He comes in early, stays late, works outages and ballgames all while keeping a positive attitude.

Rick is respected by his fellow coworkers and even though they are shorthanded, he manages the work load of his crew and they always get the job done.

He is always kind and courteous to students, faculty, staff, vendors and contractors and he excels inside the office as well as out in the field.

Rick is very safety conscious and knowledgeable, and always makes the safety of his crew a top priority.

He is on call almost 365 days of the year, he is the first one here and the last to leave, and truly cares about the campus and the work he is doing.

“Our winners this year, Joel and Rick, are both great examples of the excellence all of us here at Facilities Services strive to achieve,” said Dave Irvin.
YOU’RE INVITED

Breakfast with Interim President Randy Boyd
7:30 - 8:30 a.m. Thursday, November 29
Facilities Services Complex

Randy Boyd will assume the role of Interim President on Monday, November 26th. During that week, Mr. Boyd will be visiting each campus to meet with various groups.

He will visit the Knoxville campus on Thursday, November 29th.

Members of the Facilities Services staff are invited to breakfast with Interim President Boyd from 7:30-8:30 a.m. in the Break Room & Large Conference Room of the Facilities Services Complex.

If you have any questions about this breakfast, please contact Brooke Krempa at krempa@utk.edu.

Help Nominate the Next Sustainability Champion

The Sustainability Champion is a monthly award recognizing a UT faculty, staff, or student who leads by example in how to exemplify what it means to Make Orange Green: environmental stewardship, leadership, activism, etc.

The Committee on the Campus Environment (CCE) votes on the nominations, and the individual is published on the Office of Sustainability website once a month.

Nominations for the month can be submitted up until the third Friday of the month, and the nominee will be announced on the Office of Sustainability website, environment.utk.edu, the first Friday of the month.

The Office of Sustainability is currently accepting nominations for the month of November. Nominations must be submitted by November 23.

Nominations can be found tiny.utk.edu/sustainabilitychamp.
Congratulations to our September Exceptional Team:

This team is recognized for all of their work during the Mossman move this summer to have the building ready for fall semester.

The move went smoothly and all building users were very grateful for all of the team’s dedication and professionalism during the process.

Congratulations to our October Exceptional Team: Ashley Savage Gilliam from Training, Joe Suits from Building Services, and Veronica Huff from Special Projects.

This team is recognized for all of their hard work that went into the successful relaunch of the Facilities Fundamentals workshop in September.

Ashley and Joe created content and presented during the workshop and Veronica was instrumental in helping to set up for the workshop the day of the event and with creating the gift bags for participants.

Anyone can nominate an Exceptional Team!

Description:
The Exceptional Team Award will be presented to a Facilities Services team whose performance has extended beyond expectations and has demonstrated an exceptional commitment to help achieve the university’s mission.

A team can be designated as a particular subunit or unit, portion of a subunit/unit, or a combination of employees from a number of subunits/units. Nominated teams must be no greater than 10 people.

Nominations:
Each team recognized for the award will be chosen by Facilities Services senior staff based on nominations submitted by university personnel, including within the Facilities Services Department.
Nomination forms can be found at tiny.utk.edu/exceptional and on the department awards page at fs.utk.edu.
Contact Brooke Krempa at krempa@utk.edu for more information.

One Exceptional Team will be recognized each month.
UT Recycling has opened the Grow Lab, a campus garden that serves as an outdoor classroom and hub for community engagement while working to address local food insecurity. The garden’s harvest will be donated to a food pantry to provide free nutritious food for students in need.

The Grow Lab, located on the corner of Terrace Avenue and 21st Street, is not an average campus garden. Rather, it is an outdoor laboratory that gives faculty the opportunity to engage in outdoor teaching and research. Students will get their hands dirty in an immersive learning experience while also giving back to the campus community.

UT Recycling is partnering with the campus food pantry, Smokey’s Pantry, to distribute the harvest. “We have this natural assumption that if you come to college, you can afford food, and that is just not the case,” said Food Systems Coordinator and AmeriCorps VISTA member Leah McCord.

This living laboratory includes 12 garden beds. Classes and clubs can reserve plots to conduct research and engage in community service. Plans are already in the works to expand in the near future. The expansion will include the construction of additional beds, a pavilion, and a greenhouse and will involve students from a variety of disciplines such as architecture and landscape design.

Departments and organizations across campus, including the Department of Nutrition, the UT Culinary Institute, Hodges Library, and the Office of Sustainability, have already shown their support for the Grow Lab and are committed to helping the project reach its goals.

Associate Professor of Biosystems Engineering and Soil Science Joanne Logan has already reserved plots for her environmental climatology class this semester. They will be studying the effects of air and soil temperature on bean seedling germination and establishment. Logan has shown her support for the Grow Lab from the beginning.

“We were able to brainstorm the ideas we had about using the Grow Lab and how to tie course curricula and learning outcomes to the work in the garden,” Logan said.

In addition to providing food and educational opportunities for students, the Grow Lab aims to promote sustainability.

“UT Recycling is very dedicated to reducing our environmental impact, reducing our landfill stream, and making sure that somebody benefits on the other end of that,” said McCord.

Organizers hope the Grow Lab becomes a strong force in UT’s ongoing sustainability and conservation campaign by illustrating the importance of using compost and promoting ecological food production methods to the local community.

McCord said UT Recycling needs the support and involvement of faculty and student organizations to keep the project moving forward.

“We want everybody to be involved,” McCord explained. “We want every department that can think of any reason to be involved to be there.”

Originally published by TN Today - Katherine Saxon
The 10th annual toy drive honoring the memory of Ryan McDonald has begun.

This year’s toy drive will be held November 11 to December 9.

Ryan was killed tragically during a shooting at Central High School in 2008 when he was 15 years old.

The toy drive aims to inspire hope for area children dealing with difficult times during the holiday season.

To honor Ryan’s memory, as well as his aspirations to become a children’s counselor, toys are collected by Roger McDonald every year in his nephew’s name. The toy drive benefits Helen Ross McNabb and Child & Family of Tennessee.

If you would like to make a donation, please bring unwrapped new toys to the collection box that will be placed near the front entrance of the Facilities Services Complex, 2040 Sutherland Avenue.

Donations can also be given at all Knox area Ingles grocery stores including locations in Powell, Karns, Halls, Farragut, and Merchants Drive.

All toys must be donated by December 9.

For more information, please contact Roger McDonald at 705-9994 or jmcdona3@utk.edu.
JOIN US FOR THE
2018 FACILITIES SERVICES

Holiday

PARTY
THURSDAY, DECEMBER 13
BEGINNING AT NOON
THE TENNESSEE TERRACE AT NEYLAND STADIUM
Lunch, Door Prizes & Holiday Cheer!
For more information please contact Brooke at 214-7662 or krempa@utk.edu

Bus Schedule & Route:
11:00 a.m.  - Steam Plant
11:05 a.m.  - Nursing on Volunteer
11:10 a.m.  - Intersection of James Agee Street and White Avenue
11:15 a.m.  - Conference Center
11:30 a.m.  - The Hill (Nielsen Physics)
11:35 a.m.  - Intersection of Middle Way and Circle Drive
11:30 a.m.  - Ag Campus (Bus stop between Ellington and Brehm)
11:45 a.m.  - Facilities Services Complex (Sutherland Avenue)
OSHA Walking Working Surfaces Standard for Office Workers

How Does the new standard apply to me?

• OSHA estimates that over 200,000 serious and almost 400 fatalities occur annually among US workers who are directly affected by OSHA’s Walking Working Standard. Slip, trip and fall hazards occur in any working environment, including offices.

What does the Standard require?

• OSHA requires that workplaces must be kept clean, orderly and sanitary and work room floors must be maintained as clean and dry as possible.

What can I do to comply with the standard?

• Periodically check the condition of outdoor and indoor walkways and steps and let your supervisor know if repairs are needed.
• Clean up spills immediately.
• Take the time when you come in the morning to briefly inspect your workspace and look for any trip hazards or items that are obstacles in the walkway that should be moved. Look for extension cords, rugs, carpet, or anything that could be a trip hazard. Look for slippery, slick surfaces that someone could fall.
• Keep the aisle ways clear of papers and other obstacles that an employee could potentially trip and fall.

What is OSHA’s Walking Working Surfaces Standard?

OSHA’s Walking Working Surfaces Standard:
• OSHA issued a final rule on a newly revised standard on Walking Working Surfaces in the workplace in November 2017.
• The new rule requires that all employees in the workplace are trained to the newly revised standard. This rule applies to everyone in the workplace, including office workers.

Ladder Safety

• When using step ladders in the office, follow these safe guidelines:
  • Position the ladder properly. Don’t use stepladder propped up and leaning against a surface.
  • Use a ladder that is long enough. Never place ladders on unstable bases to gain extra height.
  • Climb and use ladder carefully. Maintain three points of contact when climbing the ladder; never overreach or lean to one side.

Questions

• For questions, please contact Environmental Health and Safety at 974-5084 or safety@utk.edu
NOVEMBER

Tyler Vandiver 11-01
Jackie Summey 11-01
Leah McCord 11-02
Jerrald Limbaugh 11-02
Jonathan Brooks 11-03
Curtis Rose 11-03
Valentina Gujumit 11-04
Adam Nicely 11-05
Michael Kennamore 11-05
Marcia Bull 11-06
Dustin Webb 11-06
Jason Ogle 11-06
Paige Nock 11-07
Derek Bailey 11-07
Michael Baker 11-08
James Graham 11-08
William Miracle 11-09
Edward Roach 11-10
Gregory Parton 11-11
Matthew Layne 11-12
Roxy Lyons 11-13
Louie Patterson 11-13
Major Morgan 11-14
Stephanie McMahan 11-15
Clarence Sterling 11-15
Bryan Shirk 11-15
Shawn Snipes 11-15
Jerry Rutherford 11-15
Candace Sweet 11-16
Marcus Couch 11-16
Crendel Wees 11-16
Steven Ferguson 11-17

Steven Evans 11-18
David Blaylock 11-19
Archie Hurst 11-19
Chloe Lane 11-20
Jimmy Wyrick 11-20
Randy Longmire 11-21
Christian McDaniel 11-23
Lester Carver 11-23
Anthony Sharp 11-25
Kevin Garland 11-26
Gavin Ramsey 11-26
Dennis Lee 11-26
Hanna Wright 11-27
Sherwin Taylor 11-27
Christian Latham 11-28
Michael Raper 11-28
Joshua Bodenheimer 11-30

DECEMBER

Cody Chapin 12-01
Johnny Mayor 12-01
Josie Tunnell 12-02
Carolyn Brogan-Caudillo 12-02
Cody Byrge 12-02
Beau Baker 12-02
Tommy Oakley 12-02
Andy Powers 12-03
Geneva Andrew 12-03
Anthony Apario 12-03
Melinda Townsend 12-04
Jordan Smith 12-06
Kassandra Tatum 12-06
Jonathan Parigin 12-07
David Bodenheimer 12-08

Tyler Pratt 12-13
Jabbar Al Omairi 12-13
Brandon Hembree 12-14
Luther Holloway 12-14
Lisa Ward 12-14
Joel Tomlinson 12-14
Shannon Whitehead 12-15
Cory Beets 12-16
Mustafa Bootwala 12-17
Melissa Ingram 12-17
Timothy Brooks 12-17
Barry Mitchell 12-17
Cesar Penalba 12-18
Maryn Miles 12-19
Jacob Dearmond 12-19
Seth McElhaney 12-19
Randall Nicley 12-19
Michael Steeves 12-19
Robert Patty 12-20
Ann Free 12-21
Edward Jeter 12-23
Kenneth Keck 12-23
David Crigger 12-25
Carl Weaver 12-25
Daniel Windecker 12-28
Wes Willoughby 12-28
Randall Carver 12-28
Jason Cottrell 12-29
Thomas Emmert 12-29
Edward McDaniel 12-29
Debra Norman 12-31
Timothy Harris 12-31

The Facilitator Page 16