

FALL / WINTER 2018

The Green Scene

Quarterly Newsletter of Professional Contract Services, Inc.



PCSI Annual Employee Awards

Austin, TX

2017 Employee of the Year

Trevor Nieto, Vehicle Mechanic at Tinker Air Force Base, has proven to be a valuable resource to PCSI, promoted twice in less than two years due to consistently exceeding his management team's expectations. His inherent values mimic those of PCSI and his ingenuity and initiative is displayed daily. Trevor is a self-starter. This year, he completed a self-initiated seven-month course to become a certified welder. He has directed safety initiatives and revamped, restored, or reorganized

multiple workstations to improve accessibility of PCSI owned tools and supplies, saving the company over \$10,000 annually. As a veteran, Trevor dedicates a significant amount of personal time serving his community: working with local veterans through the Wounded Warrior Project, National Alliance on Mental Illness, and a Comrades and Coffee support group. Congratulations, Trevor!



2017 Volunteer of the Year

Ricardo Haynes, Maintenance Supervisor at JBLM, dedicates a significant amount of his off time serving others. For Thanksgiving and Christmas, he volunteers his time helping to feed people who are homeless, serving more than one thousand meals last year. On Veteran's day he helps place thousands of flags at National Memorial grave sites for ceremonies that honor our fallen service men and women. During the Holidays he works with "Toys for Tots" ensuring that the less fortunate share in the joy of Christmas. Twice a year during Washington State's "free fish" weekend, he takes children and disabled veterans on fishing trips, folks that might otherwise not have the chance to go. He volunteers his time to a county search and rescue organization to help search for missing, lost or injured people. He volunteers for the American Cancer

Society and for nearly two decades, he has devoted his weekends to Habitat for Humanity, lending his years of construction and maintenance experience to help build homes for those in need. Thank you, Ricardo, for your unwavering dedication to helping others.

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2017 Supervisor of the Year

Randall Hixson, Quality Control Manager at Tinker Air Force Base, demonstrates an exceptional attitude, keeps co-workers motivated, and works tirelessly to maintain a superior quality and safety program. He led PCSI through an OSHA inspection to begin the process of becoming a Voluntary Protection Program participant. The customer confirmed that PCSI was the only facility out of nine visited that had NO findings. Through his dedication to the safety training program, Workers Compensations claims have seen more than a 90% reduction. Tinker's workplace injury rates are well below the industry average which directly affects the companywide safety rating. The safety program, under his direction, has been lauded by Base Leadership and is used as an example of "Best Practices". Recently, Randall led the site ISO inspection which resulted in NO findings. He has been directly involved with other inspections such as fire, general safety and hazardous waste where there were also no findings. Randall Hixson is a leader who exemplifies PCSI's core values and is a trusted resource not only for our employees but also PCSI's customer. Due to his sound decision making, dedication to the mission and ability to see the whole picture, not only is he the Quality and Safety Manager but also the Assistant Project Manager.



2017 Project Manager of the Year

Our Operations Department is a critical part of our company's success. To ensure our sites are working and functioning to meet, and in some cases, exceed the needs of our customers, we need Project Managers who can facilitate this. Managers like Jesse Crowe, Project Manager, Warehouse Services, Norfolk/Oceana, Virginia. Jesse is extremely flexible, self-directed, respectful, caring and displays a very high level of professionalism. He shows enthusiasm for his work and most importantly, demonstrates loyalty and commitment to the values, objectives and goals of PCSI.

It is no surprise that Jesse received Project Manager of the Year in 2013 and has continued to persevere, meeting challenge after challenge. Again, this year, this contract received an "Excellent" rating during the annual Supply Management Inspection and a 100% ranking on Inventory of Flight Clothing. Thank you, Jesse, for continuing to raise the bar in excellence.



2017 Corporate Employee of the Year

Many times, our corporate employees work behind the scenes. Either supporting the sites, working on proposals, making sure everyone gets paid, and the list goes on and on. Jacquie Gomez, Proposal Manager at PCSI corporate, is no exception. She has worked vigilantly the past 12 months with steadfast dedication and tenacity to keep PCSI moving in the right direction. Despite many challenges, she has persevered carrying an ever-increasing workload. She exemplifies the values of PCSI as she remains compassionate and people focused in her efforts to meet deadlines and provide timely support for both internal and external customers. She is Agile in handling the oversight and direction of the diverse number of contract demands and with the application of integrity and empowerment continues to provide ethical training and support for new staff members. While this year has been an extremely trying one for her department, not one

deadline has been missed. She has met these deadlines without complaint and with a true "the job still has to get done" attitude.

"It is people like the award recipients above that keep our mission alive. Thank you for your dedication and service to PCSI, your co-workers, and your community. Thank you and great job." – Carroll Schubert, PCSI President and CEO.



PCSI's 7th Annual Training Conference

Austin, TX

44 PCSI Project Managers, Rehabilitation and Human Resource personnel traveled from across the U.S. to PCSI headquarters in Austin for the company's seventh annual training conference, held December 5 – 8. Over the four-day program, participants attended sessions led by PCSI's executive team, representing business development, finance, HR, IT, legal, loss control, operations, quality, rehabilitation, and security. Corporate and job-site staff continued the conference tradition and enjoyed an evening of laughter and Texas BBQ on Wednesday night at the world famous Salt Lick in Driftwood, TX. On Friday night, over 150 PCSI employees, family members, and guests attended the annual Employee Recognition Event and Awards Ceremony at the Austin Marriot South. Big thanks to the Executive Team and the PCSI Event Planning Committee for organizing the agenda and events during the conference.



Nathan Hines and Vicki Hoppes filling up on BBQ Wednesday night at the Salt Lick



Intent listeners at the final training breakout

Site 740 Weathered the Storm

Winn Army Hospital, Hinesville, GA

The new year brought quite a surprise to normally mild coastal Georgia with a Winter Storm on January 3-4, 2018. PCSI Site 740 was a winter wonderland as three inches of snow was dumped on the Ft. Stewart community, impacting services at the Winn Army Community Hospital and its 21 nearby clinics. Locals say this is the most snow they could remember in decades, and the Post was closed to essential staff only. Along with Project Manager, Darryl Speir and Trainer, Allen Swinton, thirteen PCSI employees were present during the worst of the storm to maintain the facility and provide services to the Emergency Department, Labor and Delivery, as well as the inpatient care areas. While many roads and bridges were closed, the staff was called in advance of the storm and did a fantastic job taking care of the hospital as all of the clinics were closed. Government staff expressed their appreciation and thanks to PCSI for being mission focused and doing a great job.



PCSI CEP Celebrates 100 Job Placements!

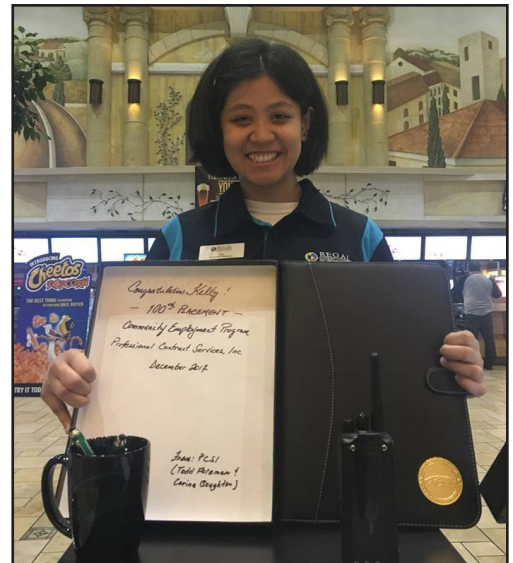
San Antonio, TX

On Dec 15, 2017 PCSI Community Employment Program (CEP) achieved an amazing milestone... 100 job placements! The CEP's first placement was in Oct. 2015 and since that time, Todd Foreman on our Rehabilitation Team has become known for being a "matchmaker" for young adults in transition. As he likes to say, "we find the right job, for the right person". He was joined by Ms. Carina Boughton in February of last year as a Job Skills Specialist who ensures that clients are "work ready" and also provides on-site coaching to maximize performance and retention potential. According to Todd, "in many cases, our clients outperform those without disabilities as they are more devoted to their job. They view it as a career, not just a job." When asked about the best part of his job, Todd stated that he really enjoys the challenge of finding the right Manager for clients. Managers who are willing to spend a few extra minutes to help transition a young man or woman into the world of work. But mostly, he says he loves getting to know the clients and their families.

The CEP serves mostly individuals between 16-28 with intellectual disabilities, but has placed many individuals who are homeless, those who use wheelchairs, as well as veterans with service-related disabilities. One of the unique attributes of the CEP Program is that it focuses on gaining employment near the home of our clients, minimizing the transportation concerns.

In addition to traditional placements, the CEP Program also places students from the 18+ programs of various ISDs throughout San Antonio into Work-Based Learning sites such as Home Depot. These sites prepare students for the world of work and provides the CEP with "feeder programs" in which paid employment can become a reality. To date, there have been 28 special education students placed into the workforce.

Pictured to the right is PCSI's 100th Placement! Meet Ms. Kelly Vaca, who is now working at Live Oak Regal Cinema as an Usher. Ms. Vaca is a TWC referral from the Director of Special Education at the San Antonio Military Coop ISD, which encompasses Ft. Sam Houston, Randolph, and Lackland AFB. Kelly's father is a recently retired Air Force Senior NCO. Kelly intends on continuing her long-time volunteering at Schertz Animal Services and loves her job. Looking forward to the next 100!!



Kelly holding her new PCSI notebook along with some other tokens from Todd and Carina



Kelly standing with Carina Boughton on her first day of work

CHEST Success for Site 720

Fort Knox, KY

Team 720 now has a total of eight individuals that are Certified Healthcare Environmental Services Technician (CHEST). The CHEST program offers a new certification for environmental services frontline workers, covering all aspects of a frontline worker's typical tasks and accountabilities. Scott Thornton, Operations Director, and Tanya Newmarch, Project Manager, held a two-day CHEST training in mid-November to review materials with new staff for the written exam. Each of them learned a great deal and were appreciative of the opportunity to have more education about why Environmental Services is so important to the patient in the healthcare setting. Each of them took their test and passed. The team's newest CHEST certified staff are: Michael Greenwell, Second Shift Supervisor, Robert Wilfong, Second Shift Lead, Jared Powell, Trainer, and Dennis Windham, Third Shift Lead. Great job guys!





Bart Sherwood and PCSI's Keith Walker shaking hands, surrounded by the corporate Rehab team with The Colonel in front

TADSAW Office Visit "Thank You"

Austin, TX

Bart Sherwood, Program Director of Train a Dog-Save a Warrior (TADSAW)—a San Antonio-based nonprofit— visited PCSI's Corporate office in Austin on December 21st to say "thank you" for supporting TADSAW. Accompanied by his dog, The Colonel, Sherwood presented PCSI with a plaque stating: "With appreciation and gratitude for your continued donations to and support of our veterans and their canines." 2017 is the third year PCSI has donated to this mission-relevant charity.

Fort Sill Holiday Food Drive

Lawton, OK

Team 730 at Fort Sill hosted their fifth annual holiday food drive benefiting Hungry Hearts organization in Lawton, Oklahoma. Employees collected over 225 non-perishable food and personal hygiene items. Donations were checked in from December 13 – 20, 2017 and items were delivered to Hungry Hearts on Thursday, December 21. Items included canned fruits, vegetables, meats, soups, packaged and boxed meals, shampoo, soap, and toothpaste. Kariann Wayne, Human Resources and Security Manager, organized the food drive this year. Kariann chose Hungry Hearts as this year's recipient because of their dedicated assistance to veterans and individuals who are homeless. "The intent of our drive was to raise awareness of hunger in the community, especially among veterans, and to play an essential role in the fight against hunger." said Kariann. Donated items are packaged and given to individuals and families that have registered for services at Hungry Hearts. Those with housing are also given items for cooking preparation and those without permanent housing are given non-perishables that do not require preparation. Hungry Heart volunteers also prepare and serve hot meals on site at the American Legion Post twice a week for an average of 100 people. The organization does not receive any grants or government based support and operates with volunteers and donations only.



L to R: Adriene Davis, Director of Hungry Hearts, with Rhonda Craft, Administrative Assistant, and Taylor Robinette, Manager.



The impressive truck load donated by team 730!

Corporate Says Farewell to Berta

Austin, TX

Berta Lord, Human Resources Manager at PCSI corporate in Austin, Texas retired at the end of 2017.

“When Berta told us that she was retiring after 19 years of service to the company, we didn’t really believe her, after all she’s been with PCSI for so long we thought she was a permanent fixture.” said PCSI CEO, Carroll Schubert. Berta has steered the company through times of great change from the early days of acting as Office Manager, Payroll coordinator, and HR Manager. Over the following years she was a part of many defining moments and major developments. We wish Berta all the best in retirement and hope she has a long and enjoyable retirement, spends some time with her family, and does everything she wants to do with her time off. All the best, Berta, and thank you for 19 years of continuous hard work!



Berta Lord Receiving her plaque from Carroll Schubert at the PCSI annual Awards Dinner



Corporate Accounting Team's day out

Accounting Day

Austin, TX

The PCSI accounting and proposal development group went on an outing in celebration of 2017 National Accounting Day. They visited one of the famous South Austin classic locations, Guerro's Taco Bar on South Congress about 2 miles South of the Texas State Capital, promoting the profession of Accounting and Finance! The first Accounting Day® was believed to be held in 1972. CPA's organized the event to educate public and private industry in the accounting and audit services available for hire as well as to create interest in young people about pursuing an accounting career.

“We celebrate as a group to show unity, pride and our unwavering support for our home office and remote site locations. Go TEAM PCSI!” – Trina Baumgarten





NMCP Celebrates Holidays

Naval Medical Center Portsmouth, VA

TEAM 700 Naval Medical Center Portsmouth, VA held their annual holiday celebration with catered food and festivities in December 2017. This was management's appreciation for all the hard work, sacrifice and effort put forth by the entire EVS, TFM, Security, Solid Waste Management and Environmental teams. Food was provided for all three shifts at the main hospital and for those EVS employees working at the Oceana/Dam Neck outlying clinics in Virginia Beach. Assistant Project Manager, Chad Cloutier, spoke to the hospital employees of the team's successes in the past year and opportunities in the year ahead.

Assistant Project Manager, Chad Cloutier, on left with fellow team member , Curtis Hart



L to R: Johnie Johnson, Joyce Johnson, Mitchell Delduca, Vivian Colony, Roselie Kolman, Scott Thornton, Marc Parra, Chris Hall.

Evans Employee Recognition Event

Colorado Springs, CO

Team 570 at Evans Army Hospital held their employee recognition event at the local Double Tree Hotel on December 16, 2017. Dinner was a buffet style with music and dancing. Quality Control Manager, Chris Hall and Operations Director, Scott Thornton, attended from the corporate office to celebrate with the team. This event was also attended by PCSI employees from Schriever AFB projects 600 and 630.



PCSI Ground Maintenance Praised at Schriever

Colorado Springs, CO

On November 30, 2017 LT COL. De Rosa, from the 50th Civil Engineering Squadron (CES), presented the PCSI 630 Grounds Maintenance Department at Schriever Air Force Base with a pizza lunch and awards to three of the grounds maintenance workers, for “a job well done for consistent performance preparing the base for Distinguished Visitor (DV) visits”. Awards were presented to: Thomas Hesser, Andrew Cano and Gregg Brown. Congratulations, gentlemen, on a job well done. Keep up the good work!



Thomas accepting award from LT COL. De Rosa



Andrew accepting award from LT COL. De Rosa



Rehabilitation Coordinator, Pat Rodriguez with Laredo Project Manager, Luis Molina (left) and South Texas Workforce Solutions Board Chair, Lupita R. Canales (right)

PCSI Wins 2017 South Texas HireAbility Award

Laredo, TX

PCSI was nominated and won the 2017 South Texas HireAbility Award for the company’s employment efforts in Laredo, Texas. This is an annual award that honors a local employer that has successfully promoted employment opportunities for talented and dedicated Texans with disabilities. PCSI’s Rehabilitation Coordinator, Pat Rodriguez and Laredo Project Manager, Luis Molina represented PCSI at the event on Tuesday, December 19, 2017. PCSI HireAbility’s excerpt is below:

South Texas HireAbility: Professional Contract Services, Inc. (PCSI)

PCSI is a nonprofit organization that provides support services to hospitals, military bases, and private sector clients throughout the United States.

Operating under Ability One; a federal initiative for employing people with disabilities. PCSI staffs its award-winning service teams with disabled veterans and other people with disabilities. Collaborations in Red, White and You job fair, & Laredo Disability Alliance Job Fair, local hiring events and Jim Hogg area led to this nomination.



JBLM Recognizes Employees

Joint Base Lewis-McChord, Tacoma, WA

On Saturday, December 2, 2017, sixty-two PCSI employees and their guests attended the JBLM Annual Holiday Employee Recognition Event at the American Lake Conference Center “Eagles Room” overlooking American lake at Lewis North. The event lasted from 3:00 pm until 7:00 pm, with appetizers, including Swedish meatballs and chicken tenders, and a Paris Buffet dinner with options of Beef Bourguignon, Chicken with white wine and tarragon, Ratatouille, Haricots Verts with lemon and herbs, or Saffron Rice and Artichoke and Spinach Potatoes Parisienne. This year they had a dance floor and Project Manager, Janet Smith’s son, Preston Smith, was the DJ and MC for the evening. Activities for children and adults were set up in advance. For the kids there were presents to open, games to play and a coloring contest, door prizes, photos and a white elephant gift exchange. As is our tradition, we had a dessert contest and gave prizes for the best tasting dessert and best presentation. The winner for best presentation and taste was GC III, John Lauterbach’s wife, with three different types of AMAZING Truffles and second place went to GMW, Tom Bush’s wife, with an Oreo Cookie Berry Pie. The Management Team selected the following individuals with an award and gift:

- “Rookie of the Year”, Johnboy Buyak
- Furnishings “MVP”, Arron Mininger
- Maintenance Support “MVP”, John Lauterbach
- Maintenance Team “MVP”, Terry Skyles & Joseph Hamm

A special award was given to Director of Operations, Daisy Harrison, from the “Maintenance Brotherhood”, Tim Edwers, Jessie Thompson, Terry Skyles and Joseph Hamm.

The employees had a great time and the feedback was that this was the best Holiday Party yet!



L to R: Johnboy Buyak accepting his “Rookie of the Year” award from Wayne Morris



Raul Nieves and Steve Smith warming up the dance floor



Daisy Harrison showing off her award from the “Maintenance Brotherhood” with Tim Edwers, Jessie Thompson, Raul Nieves, Terry Skyles and Joseph Hamm.

720 Giving Back to the Community!

Fort Knox, Kentucky

Feeding America

Terrence Tinsley, First Shift Supervisor, led the charge to collect food donations for Feeding America. The Feeding America network is the nation's largest domestic hunger-relief organization, working with individuals, charities, businesses and government to end hunger. On Monday, November 20, 2017 a donation totaling 366 pounds of food was delivered to Feeding America just in time for the Thanksgiving holiday. Thank you Terrence for your support of the community!



Terrence Tinsley and Tanya Newmarch with Feeding America volunteer during delivery

Donation to Local Nursing Home

On December 18, 2017, jobsite 720's Leadership Team went to Signature Healthcare at North Hardin, a local nursing home, to hand out the gift packages of personal hygiene products, that had been collected by employees throughout November and December. There were approximately 35 residents who were the lucky recipients of these gifts. The PCSI team was very moved by the visit and offered to work with the nursing home again in the future.



L to R: Marcia Frahler, Karen Carmon, Tanya Newmarch, Jared Powell, Jason Wilson and Terrence Tinsley along with four happy residents holding their gifts.

Toys for Tots

In addition to collecting several hundred pounds of food and hygiene products for people in need, Team 720 also collected new unwrapped toys for two weeks in December to donate to Toys for Tots. Toys for Tots is a program run by the United States Marine Corps Reserve which distributes toys to children whose parents cannot afford to buy them gifts for Christmas. They were able to donate a large box of gifts on December 19, 2017. The team had so much fun they are planning to be an official designated drop-off site for the organization. Thank you Team 720, for your tremendous efforts this holiday season!



Terrence Tinsley showing off the team's haul of toys

Safety Milestones

Ireland Army Hospital, Fort Knox, KY; Norfolk/Oceana Warehouse, Norfolk, VA; Winn Army Community Hospital, Fort Stewart, GA

Winn's 120 Day Safety Celebration

A pizza party was enjoyed at Site 740 on November 8, 2017 in recognition of 120 days with no OSHA recordable accidents. Staff at the Fort Stewart Winn Army Community Hospital, Hawks Clinic, and Tuttle Army Clinic in Savannah all were treated to pizza, chips, soft drinks and dessert.

All employees at the site are engaged in promoting a culture of safety and they continue to work together to keep the momentum moving forward. Congratulations Site 740!



Ireland's 280 Day Safety Celebration

On Tuesday, December 12, 2017 Team 720 at Ireland Army Hospital celebrated 280 days of safety. Pizza was provided for each of the team's three shifts. First shift enjoyed their recognition pizza with the leadership team, and second and third shift were able to enjoy theirs together. Way to go site 720!

Oceana's 365 Day Safety Recognition

PCSI Safety would like to acknowledge Jesse and his team at Oceana for working 365 days without an OSHA recordable injury. Oceana reached one year of no OSHA recordable injuries on October 2, 2017. Keep up the great work Site 680!



Team 720's Celebration

18th Annual Samaritan Cup Golf Classic

Austin, TX

The 18th Annual Samaritan Cup Golf Classic took place on Thursday, October 26, 2017 at 1:30pm at Barton Creek Resort and Spa. Funds raised through this spectacular event are used to support the mission of the Samaritan Center to improve the mental, physical and spiritual health of adults, children and families in Central Texas, with special attention to the most vulnerable in our community, and veterans and their families affected by the emotional wounds of war. PCSI was a silver level sponsor and Corporate employees participated in the tournament with a team of four golfers and eight total attended the fundraising dinner that night.



Team PCSI dressed up for the Cup! L to R: Kyle Sumner, Trina Baumgarten, Craig Hunter, and Scott Thornton



Thanksgiving Celebrations

760 Giving on Thanksgiving

Over twenty-three staff and family members from Site 760 volunteered, at the Detroit Area Agency on Aging cafeteria, to prepare meals for homebound individuals on Thanksgiving morning. Each volunteer was credited with four hours of community service for prepping hot food packs for delivery on the holiday, all happy to share their time so others were guaranteed a tasty meal. Way to go guys!



L to R: A. Karriem Muhammad, Phillip Jennings, Kevin Anderson, and Yvonne Wood, packing meals in Detroit

570 Evans Thanksgiving

In November the crew at Jobsite 570 once again held the deluxe version of a Turkey day pot luck. The food was so good and plentiful that they forgot to take pictures.



Detroit volunteers Michael Minton, Detroit Grounds, and his fiancée, Elizabeth, getting meals out to those in need

750 Reynolds Thanksgiving

Team Reynolds gathered together for a delicious pot luck dinner on Friday, November 17, 2017 in celebration of the Thanksgiving holiday. "These pot luck dinners are always a treat. It is a great time to taste the favorite homemade dishes from each of our diverse backgrounds" said Project Manager, David Brewer. The options included Korean, Japanese, African American, Hispanic, German, Norwegian, Irish, Southern and Northern American. During the potluck a couple of staff members were boasting about their chili recipes. This prompted a throw down chili match to be scheduled for January that the entire team is looking forward to as well.



Project Manager, David Brewer, cutting the turkey at Site 750

Fort Hood Thanksgiving

PCSI Teams at Fort Hood celebrated on Wednesday, November 22, 2017, creating beautiful dishes for the base to enjoy. The meals were so impressive that Terry Schmille, Director of Operations, received many compliments and had this to say: "With the military not celebrating Thanksgiving on Thursday, but on Wednesday... I visited the facilities on Main Post and went to North Fort Hood. After going through the majority of the military operated dining facilities and then to "ours", we were actually the best looking of all of them. The COR (III Corps) made the same statement. The team did a fantastic job!"

Ireland's Thanksgiving Potluck

On November 27, 2017 Team 720 enjoyed their annual Thanksgiving potluck. All three shifts attended and the employees brought in plentiful amounts of unique food ranging from traditional ham and mashed potatoes to kimchi. Everyone had a great time eating and visiting together.



All three shifts at Site 720 filled the office with laughter



One of the delicious creations from Fort Hood staff



Beautiful cake made by Fort Hood staff highlighting PCSI and Vet Pride



El Paso Team Says Farewell to Adelaida

El Paso Airport, El Paso, Texas

Adelaida Montelongo, Janitor at jobsite 163 at the El Paso Airport, retired December 31, 2017 after celebrating 8 years with the PCSI family. She started as a janitor and was promoted to be one of the Leads when a Manager or Crew Leader was not available. She took on the position and performed it very well. Employees immediately followed her direction, she also became very skilled at staging employees by assigning them to other restrooms when an employee

Adelaida during her retirement party with gifts from Team 163

was absent and took care of small issues that came about while she was in charge. She was hired September 10, 2009 and has loved every minute of her time with PCSI. Adelaida commented "It is the right time to stop working and be at home to spend time with my grandkids and husband." Adelaida's Project Manager, Jimmy Martinez, had this to say: "A great worker and an even better person, Adelaida Montelongo will be greatly missed by all at the El Paso Airport." Congratulations on your retirement, Adelaida!



Reynolds Staff Recognized for Exceptional Customer Service

Fort Sill, OK

In November two Housekeeping Aides, Chris Carter and Anthony Scales, at Reynolds Army Health Clinic were recognized for their floor work by the Reynolds Hospital staff. In order to receive this special recognition, the team receives multiple letters or phone calls from the customer praising PCSI staff. "This happens at least once a month. Having hospital staff write letters of appreciation are some of the proudest moments for a Project Manager. Being able to recognize our staff for these letters lets them

L to R: David Brewer recognizing Anthony Scales and Chris Carter

know, in front of their peers, that we do listen, we do see, we do care, and we do recognize all they do for us, the customer, and patient." says Project Manager, David Brewer. PCSI Management also recognizes the employees with a recognition certificate and highlights the information on their facility bulletin board. This is the eighth such recognition Team 750 has been awarded! Keep up the great work Reynolds!

Employee Coined

Tinker AFB, Oklahoma City, OK

On the morning of Friday, November 17, 2017 Dawn Zimmer, Driver at Tinker Air Force Base, was coined by Mr. Elwood Lewis (SES), Director of Financial Management and Comptroller for the Air Force Sustainment Center (AFSC). Dawn was coined for her professionalism, promptness, and constant smile while driving different dignitaries over several weeks. Mr. Lewis mentioned several times that Dawn's days are long and recognized that the itineraries are fluid and that he appreciates her part in making each trip successful. Lewis took the time to personally come to the PCSI building on Tinker AFB to coin Dawn in front of her peers.

Team 720 Searches for New Blood

Fort Knox, Kentucky

Team 720 at Ireland Army Hospital is on the hunt for new employees and had fun getting out into the community. Marcia Frahler, Rehabilitation Specialist, and Tanya Newmarch, Project Manager, attended the Hardin County Job Fair in search of applicants. There were over thirty vendors in attendance and Marcia and Tanya spent the day educating people about PCSI's mission and benefits and handed out PCSI goodies including; pens, mints, reusable bags, and can Koozies. Several applications were given out to prospective employees. On the same day Jason Wilson, Assistant Executive Housekeeper, and Malcolm Giles, Quality Control Manager, set up a table at a job fair hosted by the team's community partner, Communicare.

Communicare is one of fourteen Community Kentucky mental health centers providing behavioral health, developmental disability and substance abuse services. The guys visited with several representatives and took a tour of the facility during their visit to better understand the services and types of positions Communicare provides for their employees.



Tanya Newmarch posing with her PCSI clad vendor booth



Malcolm Giles waiting to speak with prospective employees at Communicare



Roselie Kolman, Griselda Pena, Joyce Johnson, and Vivian Colony were the turtles while Keene Matadi took the part of April the reporter and Richard Gilley was Splinter the giant rat mentor.



PCSI's sewer truck decor

Evans Third Annual Trunk or Treat

Evans Army Hospital, Colorado Springs, CO

On October 27, 2017 Team 570 entered the third annual Trick or Trunk Halloween parking lot contest, hosted by Evans Army Hospital. Over twenty hospital departments participated in the event decorating their vehicles in the parking lot. The event was for team fun, to celebrate being a part of the hospital, and the trick or treaters were hospital staff kids and some patients. The PCSI Ninja Turtles took home the third place trophy with six employees dressed as the Teenage Mutant Ninja Turtles core gang and the company truck converted into their sewer habitat.



L to R: Project Manager Kevin Anderson, Mayor Michael C. Taylor of Sterling Heights MI, and Rehabilitation Specialist A. Karriem Muhammad receiving a NDEAM Proclamation.

Detroit's Biggest NDEAM Yet

Detroit Tank Arsenal, Warren, MI

Team 760 at Detroit Tank Arsenal in Warren, MI was very creative with the National Disability Employment Awareness Month (NDEAM) activities throughout the month of October. Site leadership including, Peter Schappach, Kevin Anderson, and A. Karriem Muhammad, created an official PCSI NDEAM banner. The banner was approved to distribute around the arsenal and was highlighted at the entrance of Detroit Arsenal, seen after passing the security station. On October 2nd, Site 760 employees attended Veterans Resource Forum at Macomb Community College and had the opportunity to introduce PCSI to Veterans and local service providers. On October 3rd Rehabilitation Manager, A. Karriem Muhammad, met with Senator Peters' office resulting in the letter. On October 5th, Karriem started working with the Macomb Veterans Employability Boot Camp to assist Veterans, and says "the boot camp is an outlet for any job openings that we may have at our site and I also participate on their mock interview panel to assist and enhance Veterans interviewing skills." On October 17th Project Manager, Kevin Anderson, and Rehabilitation Specialist, A. Karriem Muhammad received a National Disability Awareness Month Proclamation from Mayor Michael C. Taylor of Sterling Heights, MI. It took place at the beginning of the City Council meeting at the Sterling Heights City Hall. There is language in the proclamation that highlights PCSI's efforts during NDEAM. During the final event, on October 26th, Muhammad attended the Competitive Work Therapy (CWT) graduation and received an acknowledgement for work with PCSI in hiring Veterans with disabilities. October was a big month for Detroit. They are helping set the bar for community outreach during NDEAM.

MVAA Recognizes PCSI in Detroit

Detroit Tank Arsenal, Warren, MI

On December 12th at the 2017 Veteran-Friendly Employer Awards and Recognition Breakfast at the Oakland University Banquet Center, PCSI Rehabilitation Specialist, A. Karriem Muhammad received a special certification. This certification indicates that PCSI is now recognized by the Michigan Veterans Affairs Agency (MVAA) as a State of Michigan Certified Veteran-Friendly Employer. The Michigan Veterans Affairs Agency is a state government agency which is a part of the Department of Military and Veterans Affairs that functions as the central coordinating point for Michigan veterans. By becoming a MVAA Certified Veteran-Friendly Employer, we are declaring to the veteran community that we recognize the importance of hiring veterans and we pledge to uphold the following agreement:

- We will actively seek out veteran applicants and encourage them to seek employment with our organization.
- We will educate our managers and supervisors on the value of hiring veterans, and provide them with the tools they need to effectively manage veteran employees.
- We will continually recognize and support our country's veterans and their families in appreciation for their service and sacrifice to our country.

In September, Muhammad applied to the Michigan Veterans Affairs Agency (MVAA) on behalf of PCSI to become certified as Veteran Friendly Employer. According to Karriem, "It is because of our focus and commitment to hiring Veterans along with Vanessa Ferguson, Director of Rehabilitation and job placement directed training on how to connect veterans with local services and available resources, that made this possible."



Karriem Muhammad (left) with MVAA Board Members, Margaret Peitz (middle) and Board Chairman Roy Lee (right)



Janet Smith accepting NDEAM Proclamation from Joe Lonergan



Management Team (L-R) Ricardo Haynes, Raul Nieves, Michelle Avery-Nazza-retto, Wayne Morris, Janet Smith, Douglas Wyatt



Janet Smith with Roel Van Der Lugt, Military Director/Senior Policy Advisor to U.S. Congressman, Denny Heck

JBLM’s Fifth Annual NDEAM Event

Joint Base Lewis-McChord, Tacoma, WA

On October 19, 2017 Team 690 at JBLM held their Fifth Annual Employee/ Customer Appreciation and Open House event from 11:00 am to 1:00 pm. They were joined by VIP guests and speakers, Roel Van Der Lugt, Military Director/Senior Policy Advisor to U.S. Congressman, Denny Heck, and City of Tacoma Council Member, Joe Lonergan, on behalf of Tacoma Mayor Marilyn Strickland, and Edward LeCoux, SourceAmerica Rep. This year was particularly exciting because Council Member, Joe Lonergan, presented the team with a Proclamation, signed by Tacoma Mayor Strickland, proclaiming October 2017 as National Disability Employment Awareness Month and the

JBLM team also had their own Dispatcher, Jeremy Leatherwood, speak and share his story about how PCSI and the Ability One program has changed his life. Mexican themed decorations filled the PCSI office and guests were served a Taco Bar with all the fixings. The food was prepared by the management team. Juan Colon (Team JBLM’s resident DJ) brought his own microphone for the speakers, and stereo system for background music. As always the team did an exceptional job preparing the facilities and grounds for the event and hosting all guests. They had over 100 people attend! Service members, the customer, and community representatives attended including personnel from: JBLM First Sergeant’s Barracks Program, JBLM Department of Public Works Environmental Services Division, Washington State Department of Veterans Affairs, Washington State Division of Vocational Rehabilitation, Armed Forces Community Services and Local nonprofit agencies: Orion Industries, WorkSource, Rios Employment, Cares of Washington, Global Connections to Employment (GCE) formerly Gulf Coast Enterprises, Aspiring 4 More. Rehab Specialist, Douglas Wyatt, greeted guests and manned an information table displaying literature on PCSI, SourceAmerica, and Ability One and PCSI merchandise. Project Manager, Janet Smith commented: “Another successful NDEAM event for the books, so proud of my team!”

Mission Road 38th Annual Grand Western Shindig

San Antonio, TX

The Mission Road 38th Annual Grand Western Shindig and 70th Birthday celebration was held Friday, December 1, 2017 at The Mays Family Center at The Witte Museum in San Antonio, Texas. The event celebrated 70 years of recognizing persons with intellectual & other developmental disabilities (IDD) for their potential, not their limitations. Mission Road is a non-profit organization serving more than 825 children & adults with intellectual & other developmental disabilities each day with residential, day services & vocational programs in San Antonio, Texas helping clients reach independence, productivity & inclusion in the community.



L to R: Vocational Rehab Specialist, Ed Griggs; Program Manager VRS CWT Program, Albert Di Meo BS; PCSI Grounds Manager, Jay Cribbs; and Vocational Rehab Specialist, Heriberto Rivera

VA Honors Jay Cribbs

Colorado Springs, CO

Jay Cribbs, Project Manager at Schriever Air Force Base in Colorado Springs was presented with an award by the Compensated Work Therapy Program (CWT) U.S. Department of Veterans Affairs. The award was presented on November 27, 2017 with a few of Jay's peers present to thank him for the outstanding support and professionalism he has shown to the veteran community. Mr. Cribbs, in coordination with PCSI, has shown tremendous compassion, and assisted in the training and promotion of career opportunities for veterans who struggle with obtaining and maintaining employment after returning from combat deployments which have left both physical and emotional scars.

Albert J. Di Meo, CWT Program Coordinator, commented: "These opportunities are more than just jobs, they restore an individual's independence, restores families, and provides financial support which aids in the veteran's overall recovery. Jay has also provided educational classes to veterans who are seeking employment by developing lesson plans that he teaches at the local VA facility, and assists veterans in understanding the importance of a resume and tactics for interviewing. "Mr. Cribbs has been a key individual who facilitates opportunities by providing leadership, mentorship and keeping veterans as a main focus when possible. I have had the personal pleasure of working closely with Mr. Cribbs for nearly 8 years and he has always shown initiative to helping veterans foremost and without hesitation. Mr. Cribbs, under the leadership of PCSI, has been a tremendous asset to the CWT program and the veterans it serves. I thought you would like to know."



L to R: George Beason, Moses Shepherd, Henry Jackson, Richard Mylly, and Malcolm Giles.

Ireland Team Thanks Veterans

Ireland Army Community Hospital, Fort Knox, KY

Project Manager, Tanya Newmarch, at Site 720 at Ireland Army Hospital, thanked each veteran for their service as well as thank you cards from the team. Ireland's veteran group includes: George Beason, Moses Shepherd, Henry Jackson, Richard Mylly, Malcolm Giles, Terrence Tinsley, and Virgil Spencer.



L- R: Ricardo Haynes, Janet Smith, Susan Brooks, Director of Nutrition and Goods and Services/Acting Deputy Director, Wayne Morris, Douglas Wyatt

VA recognizes PCSI at JBLM

Tacoma, WA

On October 27, 2017 The American Lake VA recognized PCSI at JBLM for their exceptional partnership in employing veterans for the eighth year in a row, with a Certificate of Appreciation for "Outstanding Support Promoting the Employment of Veterans." Even with their low attrition rate, the JBLM management team was able to employ two veterans from the VA this year. Over 60% of our direct labor employees are veterans with disabilities. Attending the VA's Eighth Annual Celebration of Success with Community Reintegration Services from the team, were: Maintenance Supervisor, Ricardo Haynes, Furnishings Supervisor, Wayne Morris, Rehab Specialist, DJ Wyatt and QCM/ Safety Manager, Michelle Avery-Nazzaretto.



Winn's Veteran Group

Site 740 Recognizes Veterans

Winn Army Community Hospital, Fort Stewart, GA

On Friday November 10, 2017 Site 740 at Ft. Stewart, GA recognized and thanked twenty five of its employees who have served our nation and are Veterans. This was in connection with the Veteran's Day holiday of November 11, 2017. Site 740 is proud to have a strong veteran presence, with 30 percent of their staff having served in the armed forces. There is a strong relationship in place with the local Wounded Warriors Program on post, and many excellent referrals are provided to PCSI through this



partnership. Winn's veterans are thankful for the opportunity to work for PCSI and they report to us that by doing so, they feel that they are still connected to the mission of taking care of our brave men and women in the armed forces. The occasion was marked by cake and desserts which was enjoyed by all. Additionally, each veteran was presented with a special lapel pin to honor their service. The veteran employees Pin for Winn Vets proudly

wore their pins throughout the workday and received kind words of appreciation from hospital staff and visitors. During the occasion Project Manager Darryl Speir spoke to the group and expressed the thanks and appreciation of all at PCSI for their work and their dedication and for also keeping their spirit of self-sacrifice alive and strong each day.



Public Affairs Manager, Jaimi Edgmon showing off the PCSI booth and location

AccessAbility Fest

San Antonio, TX

PCSI participated in the 11th Annual AccessAbility Fest on Saturday, November 18, 2017 at Toyota Field in San Antonio, Texas. The festival is all inclusive and is also a resource fair and fundraiser for local charities. Inviting the general public is part of the mission of the festival: to advance public attitudes and insure the general public is just as knowledgeable about the resources in our community as the individuals with disabilities served daily to promote awareness and inclusion. Over 120 resources and opportunities were made available to people with all types of disabilities within the San Antonio community in a variety of topic areas, including employment, which was the focus of PCSI's vendor booth at the festival. The event was free and open to the public. Participants enjoyed games, activities, live music, costume contests, and the World's Largest Blanket Fort, making for a family-friendly festive day.



Johnny Dodson and William Kohl posing at the PCSI sponsor banner mid-tournament

SG-VHV Golf Scramble

Fort Hood, TX

On Friday, November 3, 2017 PCSI Assistant Project Manager, Johnny Dodson, joined by PCSI Area Manager, William Kohl from Fort Hood, on the Courses of Hills of Cove in Copperas Cove, Texas to have fun and raise money for the Annual Star Group – Veterans Helping Veterans (SG-VHV) organization in Killeen, Texas. The event served as a fundraiser to help purchase turkeys, hams and all the trimmings for 350 Thanksgiving baskets, 200 of which were distributed to families in need in the Copperas Cove and Killeen Independent School Districts. Five PCSI employees from Fort Hood participated as members on the organization's planning committee. PCSI is a corporate level sponsor for this organization and participates in SG-VHV events year round.

Bubble Run Austin

Austin, TX

Team PCSI had over 45 eager participants ready to go at Bubble Run Austin on Saturday, October 7, 2017. Bubble Run partnered with CTX Ability Sports whose mission is to provide year-round sports and activities to children with disabilities, their siblings and parents free of charge for total family inclusion. The 5k charity fundraiser was like running through Willy Wonka's factory, if it was made of colored bubbles! Waves started every 3-5 minutes and participants ran through the Foam Bogs where there was enough colored foam to cover you from head to toe! This 5k had the largest number of corporate volunteers at a single event to-date. Volunteers woke up before sunrise on a Saturday to participate in this wonderfully unique 5K fundraiser, organized by Corporate's own Pam Watson, Executive Assistant to PCSI's CEO.



Corporate employees and their dates about to check out the auction



One of the three PCSI groups posing at sun rise



Jaimi Edgmon and Pam Watson from PCSI Corporate dressed to kill

Sammy's House Eat Drink and Be Scary Ball

Austin, TX

PCSI was a first time sponsor for the Sammy's House 2017 Eat Drink & Be Scary Ball, which took place on Saturday, October 14, 2017 at the Hilton Hotel. Sammy's House is a nonprofit agency that provides services for children with special needs. They operate a child development center, a respite care program, summer camp, and family support services to fill the gaps in services for children, especially those who are medically fragile and/or developmentally delayed in Austin, TX and surrounding areas. Their high quality care is loving and nurturing, set in an inclusive environment where children can safely grow and learn to the best of their abilities. This fundraiser was a Halloween costume party and included dinner, live entertainment, costume contests, and optional live and silent auctions. Six PCSI representatives participated in the fun festivities.



Team PCSI preparing for the next bubble fogger mid-race

PCSI All Stars

PCSI Employee of the Month

October 2017: John Harris, Detroit Arsenal

November 2017: Marcial Rodriguez, Marfa

December 2017: Michael Gonzalez, Fort Hood

PCSI 2017 Quarter 4 ERP Awards

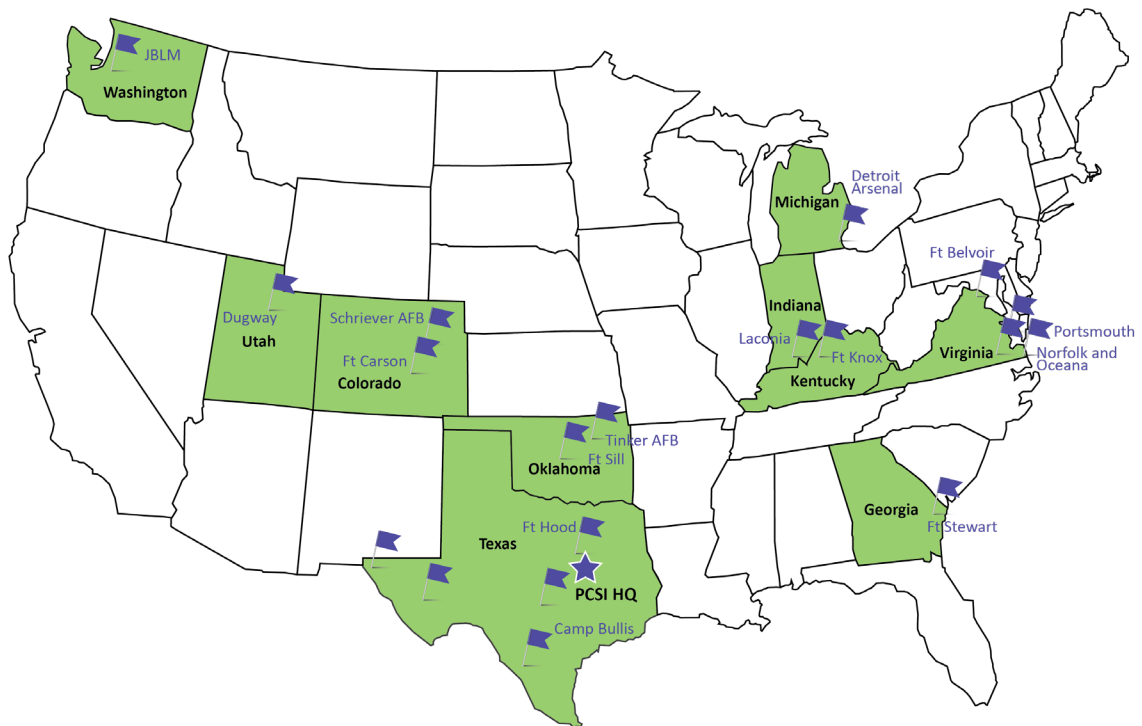
Volunteer: Cherie Willis, Reynolds Hospital

Supervisor: Blas Benavidez, Laredo

Employee: John Harris, Detroit Arsenal

Corp Employee: Bart Fruechte, Corporate

LOCATIONS SERVED BY PCSI



If you have a story idea or photo that you want to share with The Green Scene, tell your supervisor or contact Public Affairs directly at PublicAffairs@pcsi.org

SourceAmerica



Jobs for People with Disabilities