

Summit Service Group

Employee Update

May 25, 2016

June is Open Enrollment Month for Summit's Dental Discount Plan

June is open enrollment month for our Dental Discount Plan through Alpha Dental. All employees are eligible to sign up for this plan during the month of June. If you opt to take dental coverage, your coverage will begin on July 1 and your first payroll check deduction will occur on July 10th.



Alpha Dental per Paycheck Fees:

Employee Only \$ 6.38 per check
 Employee plus one \$11.38 per check
 Employee plus two or more \$16.38 per check
(Above listed payroll deductions occur twice per month)

If you are interested in finding out further information regarding the plan, please pick up information on dental services provided, dental plan costs, and participating dentists at the Summit office during our normal office hours.

This is the **ONLY** month of the year you will be eligible to enroll in our dental discount plan without a plan specific qualifying event occurring in your life. All applications are due back in the Human Resources department no later than the end of the day on Tuesday, June 28th.

Also note that if you are currently participating in the plan, June is the only month that you are allowed to drop coverage.

Our Employees are Now Eligible for Discounted Tickets to the Denver Zoo

Spend a day at the Denver Zoo this summer! Summit has signed up for a corporate discount program through the Denver Zoo, and we are now offering tickets at a highly discounted rate. Employees can buy their tickets online using a credit card and e-mail address. Even though the printed tickets will have a specific date on them, they will be valid for daytime admission any day of 2016. Here is what you need to do:



1. Take this link: www.denverzoo.org/consignment
2. Log-in by entering Summit's User Name and Password:
 Summit's User Name:
 Summit's Password:
3. You will be taken to a page that says "Corporate Consignment Tickets." Click the red box near the middle of the page; this box says "View Calendar."
4. Choose a date. Even though you will be asked to select a date for your visit, the tickets are good for any day. Enter the number of adults, children, and seniors and proceed through the order. You will be asked for a credit card to make the purchase, and you will need an email address so that your tickets can be e-mailed to you.
5. A few things to remember: children under 16 must have an adult attend with them. All tickets purchased online through this program are not refundable.

We hope these discounted prices give you and yours the opportunity to enjoy the majestic beauty of the exotic animals and impressive habitats you can only find at the Denver Zoo!



	Discounted Summer Price March 1- October 31	Discounted Winter Price November 1 – February 28	Discounted Zoo Lights Price Evenings from December 4 – January 3
Adult (12-64)	\$12.75 (A savings of \$4.25!)	\$9.75 (A savings of \$3.25!)	\$11.00 (A savings of \$2!)
Child (3-11)	\$9.00 (A savings of \$3.00!)	\$6.75 (A savings of \$2.25!)	\$7.00 (A savings of \$2!)
.Senior (65+)	\$10.50 (A savings of \$3.50!)	\$8.25 (A savings of \$2.75!)	\$9.00 (A savings of \$2!)



June Anniversaries

Anniversary:

14 years:
06/03/02 Paul S., Sales

2 years:
06/02/14 Armando H., Denver
06/03/14 Alba G., Denver
06/08/14 Jaime C., Niwot
06/11/14 Heriberto P., Colorado Springs

Anniversary:

3 years:
06/07/13 Maria M., Colorado Springs

1 year:
06/03/15 Magali R., Aurora
06/09/15 Annette A., Thornton
06/15/15 Diego E., Englewood
06/15/15 Maria B., Englewood
06/19/15 Maria I., Lakewood
06/19/15 Alfredo R., Lakewood

June Birthdays

Birthday:

2-Jun Desiree M., Accounting
2-Jun Mayra L., Colorado Springs
8-Jun Jessica L., Human Resources
9-Jun Marisol C., Lafayette
13-Jun Yohandra N., Henderson
13-Jun Mayra C., Lakewood
14-Jun Loraina W., Colorado Springs
14-Jun Fatima O., Lakewood
15-Jun Omar C., Arvada

Birthday:

21-Jun Luis Z., Colorado Springs
21-Jun Marisol P., Colorado Springs
23-Jun Claudia G., Colorado Springs
24-Jun Jaquelin C., Henderson
25-Jun Ricardo H., Denver
27-Jun Masen R., Area Manager
27-Jun Carmen H., Boulder
28-Jun Maritza N., Colorado Springs
30-Jun Jose Marcelino C., Denver



As of May 25, 2016, we have worked **37 Days** without an OSHA Recordable Injury

Our longest Injury-Free stretch in 2015 lasted 101 days. Let's beat that 2015 record!

Injury-Free Contest Reminder -

You Could Win One of Three \$100 Prizes!

Today, we are at 37 days without an injury. Let's be especially careful over the next 3 months. If we are accident free for 116 days, we will have a raffle to celebrate!

Monday, August 15th will be day number 119 of being injury-free. On that day, **all current employees will be entered once into a drawing for one of three \$100 prizes. Raffle entries include:**

- **One entry per employee:** all employees that are currently employed on Monday, August 15th will be entered once in the raffle drawing.
- **A second entry into the raffle is possible:** Any current employee that has offered a safety suggestion any time between May 10th and August 12th will have his or her name added to the drawing a second time.
- **A third and fourth entry into the raffle is also possible!** If we are able to use the safety suggestion, that employee will have his or her name added to the drawing TWO more times. In other words, if you provide a safety suggestion that we are able to put in place, you will have your name in the drawing four times total rather than just once!

This contest is contingent upon staying accident-free company-wide; if an employee of Summit Service Group has an accident on-the-job that requires medical care any time between now and August 15th, the contest will be cancelled and the days without an injury count will begin again at 0.

If you would like to increase your chances of winning by offering a safety suggestion, then complete our Safety Suggestion Form, which you can get from the Summit office. We are happy to mail or email this form to you, just call Becca at 303-605-6224, Maria at 303-605-6221, or Jennifer at 303-605-6226. Area Managers and Area Supervisors can also give you the Safety Suggestion Form.

What Your Work Says About You

Here at Summit Service Group, we are always looking to grow employees internally and teach employees not only how to get a job done, but what it takes to make sure a job is done well. There is a difference! As a management staff we not only care about you as an employee, but also as someone we want to see succeed. We would like to pass on some of the things we look for, so that you know what types of things can differentiate you from the next ordinary worker. Despite what you may think or feel, excellence is seen and rewarded not only through our company but through every walk of life.

In the pictures and text below, we would like to show you an example of what a manager sees as he walks through your building, and what goes through his mind as he inspects. As always, your feedback is appreciated and taken into consideration.



The picture above says, "I don't care. I have changed the trash and I am in a hurry." The trash can is not aligned, the bag is not tied, and this is a messy uncaring look. This employee is here only for limited time because, if something so simple is done this poorly, I am sure that there are issues throughout this account.



This says, "I will do the minimum expectation." This trash can looks much better than the first picture and this employee can and will likely be in their position for a while. This is likely a person who comes in and does the minimum, makes it through their shift, and clocks out. The can was put back even though it is dirty, the knot is facing out and it looks messy. This employee will likely not have upward mobility in our company but does show up and helps complete tasks.



The picture at left demonstrates what Summit expects and looks for in an employee. The trash can is straight and aligned, the bag is tucked away nicely, and the can is wiped clean of any debris. By seeing this, the manager knows that this employee is here to win. This employee will likely soon be getting commendations from the account and the manager will begin to find ways that our company can maximize this employee's dedication. We want to make sure this kind of employee receives the proper attention for his or her excellent work ethic.

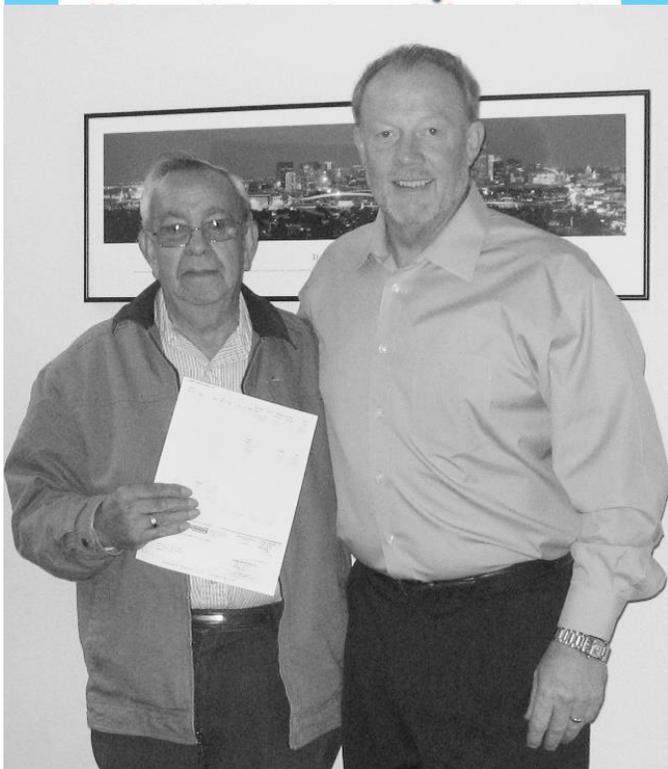
You are the face of Summit Service Group, and we want to help you be successful.

Please let us know if you have any questions or comments.

Congratulations to May's First Three Bingo Winners!



Cynthia V. won \$50 in our May Safety Bingo game. She doubled her winnings because she wrote each message down for her winning numbers. Cinthia works at a downtown Denver account. She's been employed for 10 years! Cinthia is pictured above, on the right of Becca B., our Human Resources Coordinator.



Claudio G. won \$25 in our May Safety Bingo game. Claudio is pictured above standing to the left of Greg I., our company's President. Claudio has been with Summit for 34 years and he currently works at our corporate office.



Diego E. won \$50. Diego is pictured above with Maria P., our Payroll Administrator. Diego works at an Englewood account, and he's been employed for one year.