

LAGNIAPPE



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Monthly Employee News

January 2016

Safety Tips: Cold Stress

Cold stress occurs when cold weather temperatures drive down the skin temperature, and eventually the internal body temperature. When the body is unable to warm itself, serious cold-related illnesses and injuries may occur, and permanent tissue damage or death may result. In areas that are not used to winter weather, near freezing temperatures are considered factors for "cold stress." Increased wind speed causes heat to leave the body more rapidly (wind chill effect). Types of cold stress include: trench foot, frostbite, and hypothermia.

Trench Foot. Is a non-freezing injury of the feet caused by prolonged exposure to wet and cold conditions. Wet feet lose heat 25-times faster than dry feet.

Frostbite. Is caused by freezing of the skin and tissues. Frostbite can cause permanent damage to the body, and in severe cases lead to amputation.

Hypothermia. Occurs when the normal body temperature (98.6°F) drops to less than 95°F. Exposure to cold temperatures causes the body to lose heat faster than it can be produced. Uncontrollable shivering is a symptom of hypothermia.

How can cold stress be prevented? When working in cold/freezing conditions, employees should take precautions and recognize hazards, including:

- Wear appropriate clothing/layers for cold conditions.
- Schedule frequent breaks in warm, dry areas to allow the body to warm up.
- Schedule work during the warmest part of the day.
- Use the buddy system (work in pairs).
- Drink warm beverages throughout the day.
- Avoid drinks with alcohol.
- Provide radiant heaters around the work area (if possible).
- Know the symptoms of cold stress, how to prevent cold stress, and what to do to help those who are affected.

2015 W-2s

Be sure to review your paycheck this week to make sure the following are correct:

- ▶ your address
- ▶ state and federal withholdings
- ▶ your social security number

If you worked for more than one department, i.e. Security, Clerical, Industrial, Energy or Medical you will receive a W-2 for each. If you need to make any changes, you can log into your account through the employee login on the Lofton website, or contact your local payroll department *immediately*. Changes must be called into the payroll department by **January 15th**. Your W-2 will be mailed no later than the last day in January. W-2's can also be printed from your Lofton online account (employee paystubs link) in mid February.

Staying Active in 2016

Stay Active! Be sure to call in "Available" to your local Lofton office. Calling in available keeps you active for database searches on open positions that may never be posted to our job board. You must call each week you are looking for employment to stay on the list. Applying for positions on the job board puts your name into the active review list for that particular job. Be sure to do BOTH as often as possible.

Don't forget! To let your friends know of any open positions. You can get a cash referral for each person that is placed through Lofton. Just have them put you down as their referral on the application. Once they have worked their first 40 hours, call your local office to process your referral. Some restrictions apply.

Lofton Job Board. You can search for open positions right from the Lofton website. Whether the jobs are for Lofton Staffing, Lofton Security, Lofton Energy or Lofton Flex-Med, you can find them all in one place. Search by position, area or see what's available throughout the network. Go to loftonstaffing.com/ jobs and start your search.

What's Happening This Month

January 1
New Year's Day



Lofton offices will be closed on Friday, January 1st for New Year's Day. Have a very Happy New Year!

January 18
Martin Luther King Jr. Day



"I look to a day when people will not be judged by the color of their skin, but by the content of their character."
-Martin Luther King, Jr.

Become a fan of **Lofton Staffing, Lofton Security, Lofton Energy, or Flex Med**. Stay on top of current job openings, get great tips on job hunting, and stay in contact with some of your Lofton friends!



Ring Out the Old, Ring in the New By: Glenda G. Lofton, Ph.D.

I have always loved the opportunity for new beginnings. As a classroom teacher and later as a college professor, I eagerly anticipated the first day of a new school year or a new semester. For me it was a chance to try again—to reflect on what worked and what didn't, to set new goals, to learn from my mistakes. Strangely, however, the first day of school was also one of my saddest. I missed the familiar faces of the students I had taught the year before, even the problem ones, knowing that never again would my relationship with them be quite the same, that the time for making a difference in their lives was gone or greatly reduced. The beginning of a new year evokes many of the same feelings. With each new beginning, there are also endings.

Magazine articles and television programs typically welcome in the new year with articles reflecting on “the year that was,” the best and worst of the preceding year. (Sadly this year there seems to be more emphasis on the worst.) Particularly poignant to me are the specials on “The Late Greats,” famous people who died in the preceding year but “left their mark” on the future. Most of us will never make the pages of Entertainment Weekly, or People Magazine, yet each of us has an opportunity to “leave a mark” on the lives of

others. Lofton Staffing was founded on a system of beliefs to help us do that.

In the early days of Lofton Staffing, Tommy often talked to me about his beliefs about work. On one of his birthdays (when I had not had time to buy a gift), I typed all of them for him under the title “*I Believe...*” He said it was the best gift I had ever given him. The title was especially meaningful to him because it was also the title of a song he had sung as a solo in high school and in church. The song, “*I Believe*”, was commissioned and introduced in 1953 by Jane Froman to bring hope and faith to a world troubled by the uprising of the Korean War in 1952 so soon after World War II. When I first started dating Tommy, one of his best friends told me I would never really know him until I heard him sing that song. He was right. Tommy's beliefs about work were consistent with his faith: *We are all called to serve; when we help others, we help ourselves; have a good day—you won't get it back; life is a temporary assignment, why we do what we do...for the joy of it*, etc. However, one day he came home and he said, I've finally decided on the belief that sums up my beliefs about work: *I want people to feel better about themselves when they leave than when they came.*

Thankfully these beliefs have been distributed, modeled and added to by members of the

Lofton Staffing family. In my files is a note from one of our long-time employees, Rae Milano, with a message from Rick Warren that reinforces these beliefs: *Bring Your Love and Work Together—Daily Hope (2014)*. In the message Warren quotes the apostle Paul, “*Do all your work in love (1 Corinthians 16:14 TEV)*.” “That love” he explains, “is expressed to co-workers, clients, and customers. Mother Theresa said, ‘It's not what you do so much that matters, but how much love you put into it.’ The English philanthropist John Ruskin once said, ‘When love and skill come together, expect a masterpiece.’”

As we ring out the old and ring in the new, I hope you will take a few moments to reflect on these beliefs and the year that was. Who had a positive impact on your life? What kind of mark are you leaving on the lives of others? I would also ask that you reflect on the year ahead and pray for our country. During 2016, Franklin Graham will be visiting all 50 states to pray for each state's needs and to pray for Christians to share the hope of Jesus Christ with those who need to hear it. He will be in Baton Rouge Wednesday, January 13, from noon to 1:00 p.m. Happy New Year and may God bless America!

I Believe...

By Tommy Lofton

- ◆ Have fun...and be better.
- ◆ Work at having fun (51% of the time.) If you don't feel it, fake it. Having fun is not slacking off. Work is more natural than play.
- ◆ Great expectations: fair pay, fair treatment, teach me.
- ◆ When we help others, we help ourselves.
- ◆ People should feel better when they leave than when they came – and in turn we feel better.
- ◆ Don't manage by numbers. (They just show if we're on track.) People do the work.
- ◆ Know your people - match interest and talents to the tasks.
- ◆ Relationships are built...one on one.
- ◆ If you put pressure on, it takes thinking off.
- ◆ Fair is not equal.
- ◆ Three things we look for in people: 1) Do you care? 2) Can I trust you? 3) Do you want to do better?
- ◆ Problems are possibilities – opportunities to build relationships and trust.
- ◆ Want to win!
- ◆ Avoid policies/procedures/meetings for the sake of meeting.
- ◆ I can change my mind...the greatest thing I learned from women.
- ◆ “Tell others what you want done, not how to do it, and they will amaze you with their ingenuity.” General George S. Patton Jr.
- ◆ Management style: “Fast break” management which evolved from the teachings of Maslow, Herzberg, and Likert.
- ◆ Remember...*life is a temporary assignment.*
- ◆ Learn to love Mondays.
- ◆ Have a good day; you won't get it back.
- ◆ Why we do what we do...for the joy of it.