

LAGNIAPPE



LOFTON
SECURITY
SERVICE INC.



Monthly Employee News

January 2018

Winter Slips & Falls

By: Steve Ham, Lofton Safety Services



ANTI-SLIP FOOTWEAR! The trouble with cold feet is that you can't be safe just by keeping them warm. It's all about safeguarding the soles. With all the ice and water your workers have to tread on at this time of the year, it's best to have their own pair of non-skid shoes, anti-slip overshoes, ice walkers or other anti-slip footwear. It's plain common

sense, but there's no harm in mentioning it: no cowboy boots, sneakers, leather shoes or plastic-soled shoes. Implementation should be monitored strictly for the safety of your employees.

MARK HIGHLY VULNERABLE AREAS. Determine walkways and other areas that may be covered with ice or water. Then, mark these areas with a highly visible pole or similar marker. Also, be sure to check outdoor work areas or walkways for low spots or cracks. By repairing these spots or cracks, you can prevent ice and water from accumulating in these areas.

FLOOR MATS AND "WET FLOOR" SIGNS. Sometimes it's hard to distinguish a slippery floor from a dry one, so be sure to have more than enough floor mats and "Wet Floor" signs. Just place floor mats at entrances to reduce tracking in of ice and water, and place "Wet Floor" signs in areas that may cause slipping or falling. Be sure to check mats periodically and replace those that have frayed or have curled-up edges. Stick to non-slip floor mats that have rubber padding.

LET EMPLOYEES DO THEIR OWN SPRINKLING. When it comes to icy walkways, placing drums of rock salt near entrances will allow employees to conveniently take care of outdoor spots covered with ice or snow. Sand also works well in providing traction for slippery surfaces. You may want to substitute potassium-based de-icers for salt, as the latter can damage lawns, concrete, carpets and floors when workers walk inside and track the salt debris.

Year End W-2

It's almost that time of year again - W-2's! It's important to review your paystubs this month 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 (address, etc.), 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. W-2(s) 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 2018

Stay Active! Be sure to login and mark yourself "Available." Marking yourself available keeps you active for database searches on open positions that may never be posted to our job board. You must check in each week you are looking for employment to stay active 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.

Referral Bonus! You can get a cash bonus for each referral 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 Medical, you can find them all in one place. Search by position or area, or see what's available throughout the network. Go to loftonstaffing.com and start your search.

What's Happening This Month

January 1
New Year's Day



Lofton offices will be closed on Monday, January 1st for New Year's Day.
Happy New Year!

January 15
Martin Luther King Day



"Darkness can't drive out darkness; only light can do that. Hate can't drive out hate; only love can do that."
~Martin Luther King, Jr.

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Giving Thanks in Everything

By: Glenda G. Lofton, Ph.D.

In the November issue of HomeNews, a publication of the Louisiana Baptist Children's Home and Family Ministries whose mission is to provide love, care, and hope in Christ for children and families in need, I was intrigued by the title of an article by Marc Eichelberger, Vice President of Development & Public Relations: "The Difficult Arithmetic of Counting One's Blessings." As human beings, he writes, we're "prone to be selfish, discontent, and ungrateful" despite the fact that the Bible tells us in 1 Thessalonians 5:18, "Give thanks in everything, for this is God's will for you in Christ Jesus." "Is that possible?" he asks. "Is it possible to give thanks in everything—in every situation and circumstance in life"...even during "times of difficulty and hardship?"

Although "we don't often think of the value of thankfulness during times of difficulty and hardship," Mr. Eichelberger tells "a story from the life of Matthew Henry" who was born October 18, 1662 and died June 22, 1714 that "reveals how Christians should think when circumstances don't go the way we would necessarily like." Mathew Henry is best known for his six-volume commentary set Exposition of the Old and New Testaments (1708-1710) which are still popular among preachers today. Famous evangelical preachers

such as George Whitefield and Charles Spurgeon used and heartily recommended Henry's work." It is "said that George Whitefield, one of the leaders of the early American Great Awakening, read Henry's commentaries through four times, the last time on his knees!"

Apparently Matthew Henry "practiced what he preached" as my mother used to say. He

thankful, first because I was never robbed before; second, because although they took my purse, they didn't take my life; third, although they took my all, it wasn't much. And fourth, because it was I who was robbed, not I who robbed. Matthew Henry was able 'to give thanks in everything' because his life had been transformed by the grace of God through faith in the Lord Jesus Christ."

I Believe...
By Tommy Lofton



Our Founder
Thomas I. Lofton

Our founder, Mr. Thomas I. Lofton, spent more than fifteen years in Human Resources Management. Utilizing his experience, he began his own temporary help company as a franchise of a large national company. That two-room office, now in it's second generation of ownership, has grown to the largest locally owned, independent staffing and security company firm in the Southern region.

Mr. Lofton's "I Believe" principals for business and life is a core system that guides us to serve others by enriching their lives through employment.

If you put pressure on, it takes thinking off.
Problems are possibilities - opportunities to build relationships and trust.
Don't manage by numbers. (They just show if we're on track.) People do the work.
Learn to love Mondays.
Want to win!
Have a good day; you won't get it back.
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.
Relationships are built...one on one.
"Tell others what you want done, not how to do it, and they will amaze you with their ingenuity." General George S. Patton Jr.
Great expectations: fair pay, fair treatment, teach me.
Know your people - match interest and talents to the tasks.

Management style: "Fast break" management which evolved from the teachings of Maslow, Herzberg, and Likert.
Remember...life is a temporary assignment.
Why we do what we do...for the joy of it.
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?
When we help others, we help ourselves.
Have fun...and be better.
Avoid policies/procedures/meetings for the sake of meeting.
I can change my mind...the greatest thing I learned from women.
People should feel better when they leave than when they came - and in turn we feel better.

Mr. Eichelberger concluded his article by thanking the people who help the Children's Home share with the children and families they serve "how to do the difficult arithmetic of counting one's blessings!" This past year their Christ-centered ministries served over 3600 children, families, and individuals across Louisiana and in the small country of Haiti, where there are more than 400,000 orphans. Over 130 of those served received Jesus as their Savior and Lord.

As Lofton Staffing begins a new year, 2018, may we all resolve to give thanks in everything and recommit to the core beliefs on which Lofton Staffing was founded: We are all called to serve. When we help others, we also help ourselves. Relationships are built...one on one. People should feel better when they leave than when they came. Problems are possibilities—opportunities to build relationships and trust. Why we do what we do...for the joy of it!

was once robbed by thieves who took all of his money. Opening his diary later that evening, this is what Henry wrote: "Let me be

Happy New Year and may we all grow stronger together!

Help The World Be a Better Place

By: Julie East, Corp. Marketing

A new year brings thoughts of New Year's resolutions...ways to improve yourself or the world around you. Why not make 2018 a year of making the world a better place - one kindness at a time. Below are a few things we can all do to make this world a little brighter.

Compliment Someone. Sounds too simple, right? Yes, but it can go a long way to make an impact on someone else's day. Tell someone how much you like their haircut, outfit, smile, eyes, their singing voice, whatever.

Bring Something to Someone. Pick up an extra candy bar, smoothie, or coffee and give it to someone for no good reason. It tells them that you were thinking of them and wanted to do something nice for them.

Leave a Larger Tip. If a person has done an exceptional job, let them know by leaving a

larger tip of 25%, 50% or even larger. It not only will put extra money in their pocket, but it tells them they are appreciated for their service.

Compliment an Employee to their Manager. It's one thing to leave a tip, it's another to contact their manager and tell them directly what a great job they have done. I have done this several times and it's funny how the manager is expecting a complaint, not a compliment. It seems to brighten their day as well.

Open Doors. Yes it's old fashion but it still sends a message of kindness and respect. Do this as often as you can.

Make Something for Someone. Bake an extra batch of cookies or brownies, and give it to someone for no good reason.

Let Someone into Traffic. While it's true everyone gets rushed, a simple gesture to let a car in ahead of you in traffic can go a long way to ease the tension.

Greet Someone with a Smile. Yes, another simple thing to do, but it has the greatest impact. It's amazing how a simple "Good morning" with a smile to a stranger can lift their spirits.

Say Thank You to Someone. Did someone let you in line before them? Open the door for you? Tell them "Thank You." One kindness deserves another.

Look for new and better ways to make the world a better, happier, more pleasant place to live for everyone. If we all did just one thing every day, we could really make a positive difference.