

LAGNIAPPE

MONTHLY EMPLOYEE NEWS

CELEBRATING



OF SERVICE

Celebrating 40 Years of Staffing in 2019

By: Bart Lofton, Co-President

2019 marks a very special occasion for Lofton Services. We celebrate 40 years of "Putting People to Work." When my dad, Thomas Lofton, began his temporary help company in 1979 as a franchise of a large national firm, he set out to create something special in the staffing industry. Beyond the basic employment placement process, my dad created a culture - a place where staff members saw themselves as serving others – not others merely filling a spot. "When we help others, we help ourselves" is more than a core belief, but a driving force that changes the way people feel when they leave Lofton. Deep relationships with our clients and each other grew, and our temporary workers gained more than just a job; they became part of a company that cared enough to find them rewarding and gainful employment.

Forty years later, Lofton's legacy lives on in everything we do. We carry on the deep understanding of who we are and why we do what we do...for the joy of it!



Our rich history and commitment to our core beliefs created a foundation that has seen us through changes in the marketplace, fluctuating employment, economic instability, and devastating hurricanes. Through it all, Lofton is stronger than ever – together.

So much has changed over the past 40 years, but our core belief in serving others has not. We are still focused on providing qualified employees and officers to our clients. We still answer our phones personally. We are still committed to providing superior service to our clients and employees and it shows – in the longevity of our staff and the award-winning service we provide every single day.

As we acknowledge this milestone and look to the future, we are filled with a sense of pride and purpose. What we do matters! How people feel when they leave Lofton matters! What our clients expect from us matters! We are better together and will continue to do what we do best – making a difference in people's lives through employment.

Keep Your Head Warm This Winter

By: Steve Ham, Lofton Safety Services

When working outside or in a cold environment, you want to stay warm. Using a nice winter hat can help keep your body at a balanced temperature. Winter hats are not only available in variety of styles, but are made from different types of material. Acrylic and wool are two popular options to keep you comfortable in any cold environment.

ACRYLIC HATS

Material for acrylic hats is man-made, consisting of synthetic fibers. Hats made of this material are inexpensive and don't typically have any special washing instructions. Acrylic head wear keeps its shape, holds its color, and is resistant to stains and wrinkles. Acrylic does not breathe well, so wearing a hat made from this material in warmer environments may make you sweat. However, acrylic is lightweight and considered a viable option for people with allergic reactions to wool or have sensitive skin.

WOOL HATS

Wool hats are made from the fleece of sheep. It is a

natural fiber and requires a higher attention to care than its acrylic counterpart. Although wool is generally more expensive than other materials, its benefits are well worth the cost. Wool is water-resistant as well as moisture-wicking, which means the fiber breathes well and can eliminate perspiration. For people who are not allergic to animal fibers such as wool, the material can keep you toasty and feels extremely soft on the skin.

BLENDED FIBERS

Acrylic and wool each have properties ideal for a warm winter hat. Combining the two materials can create fiber stability and enhance insulation. Depending on the ratio of fibers, a hat with blended materials can retain the extra warmth and wicking capabilities of wool while staying as lightweight and resilient as acrylic. Hats with higher acrylic material are less prone to shrinkage. Hats with more wool content keep the head dry of sweat in both cool and warm climates.

JANUARY 2019

JANUARY 1

New Year's Day



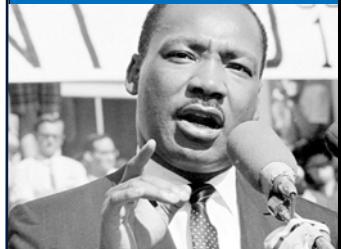
Lofton offices will be closed on Tuesday, January 1st for

New Year's Day.

Happy New Year!

JANUARY 21

Martin Luther King Day



"Love is the only force capable of transforming an enemy into a friend."
- Martin Luther King, Jr.



In the Beginning... of Lofton Staffing Services

By: Glenda Lofton, Ph.D.

As I anticipated the start of 2019, I received a call from Julie East, editor of Lagniappe, reminding me that this year marks the 40th Anniversary of Lofton Staffing Services. The reminder brought back many memories. When Tommy and I married in 1960, he had just taken a position teaching Algebra II at his Alma Mater, Istrouma High School. His major had been in math and science. He loved teaching, but one or two years later, he informed me that he was taking a job at a chemical plant in Geismar. He planned to work there for five years until we could save up enough money to make a down payment on a house, and then he would return to teaching. He began work in a chemistry lab, and then moved on to process engineering. His leadership and organizational skills were soon noticed by management, however, and he was promoted to manage the Human Resource and Safety Department. Tommy's success there in building such a positive and productive work environment again drew the attention of management, and they began to move him to other plants in the Geismar and Greater Baton Rouge area.

Meanwhile, I graduated in education from LSU, taught second grade for eleven years, gave birth to our two sons, Bret and Bart, received my Master's Degree, and began my doctorate in reading education. My caring professor at LSU said, "Glenda, I would give anything if you'd go to the University of Georgia. It's ranked #1 in reading education by Harvard." "I'll never be anywhere near the University of Georgia," I said. "We just built a new house, etc." But two weeks later, I believe God intervened. Tommy received a job offer in Macon, GA—92 miles from the University of Georgia. He was not even looking for a job, but somehow a company that was building a new plant there had heard about

his expertise in creating high producing, participatory work groups or, as I say, where "people had fun, got the job done, and grew stronger together."



1970's - Tommy, Glenda, Bart & Bret (hat). Family Day for employees at the chemical plant in Geismar.

And so, after a year of planning in Louisville, KY, we moved to Macon, GA. Tommy's mom went with us to watch over Bret and Bart, and I commuted daily for a year and a half to the University of Georgia to get my Ph.D. After completing my coursework and a semester of research for my dissertation – thankfully at an elementary school in Macon – I had the honor of being accepted to teach at Wesleyan College, the oldest women's college in the world. I loved my job—teaching Reading Methods, Child Psychology, and Creative Literature and Dramatics! But once again God intervened. Shortly after I began teaching there, Tommy received a job offer to become Vice President of a company back in Baton Rouge. My mom and dad were still there, Dad's Parkinson disease had grown much worse, and they needed our support. Tommy accepted the job, returned to Baton Rouge and lived with Mom and Dad

while Tommy's mom, Bret, Bart, and I remained in Macon to complete my year of teaching and to sell the house that we had just built there.

Prior to our return, we bought a lot in Baton Rouge to build our third house, and Tommy purchased a small house for us to live in temporarily. (His mom slept in the living room.) I had taken a job at the State Department of Education, and I could hardly wait to begin our new house. But once again, God intervened. While Tommy enjoyed his new job in Baton Rouge, it involved a lot of travel and time away from family. He flew all over the United States providing training to companies on how to implement the proven principles of change and improvement in the workplace, resulting in increased productivity and job satisfaction. I was amazed at the letters he received thanking him for the difference he had made in their companies.

Unknown to me, however, Tommy had subscribed to the Wall Street Journal, and was exploring opportunities to begin his own business. Given his background and our limited resources, he soon was drawn to franchises available through Olsten Staffing Service, and traveled to New York to meet with Bill Olsten, its founder. (Years later, I would learn he also met with our pastor and prayed with him about the decision, and that made me happy.) Then he took the money from selling our house in Macon, and bought the franchise. As the franchise began to do well, I questioned why we couldn't build our house. Tommy didn't answer. He just looked at me...exasperated! But, once again, God intervened. As I was reading my Bible a few days later, I read a verse I had never seen before, "Develop your business first before building your house" (Proverbs 24:27, The Living Bible). Thankfully, we are living in that house now, and 40 years later the business continues. At Julie East's request, over the next months, I will be sharing "the rest of the story"--other memorable moments in the 40-year history of Lofton Staffing.

Teladoc

By: Mary Dixon, Benefits Coordinator

Teladoc gives you access 24/7 to a U.S. board-certified doctor through phone, web or mobile app visits. Talk to a doctor anytime for \$45.00.

CREATE AN ACCOUNT. Download the app or visit teladoc.com and then follow the instructions. You will need your medical ID card and provide medical history for your account - so be ready.

TALK WITH A DOCTOR. Speak with the first available Teladoc doctor or schedule an appointment. Within minutes, a doctor will listen, diagnose and prescribe medication (if necessary).

MEDICATION. A prescription can be sent to your local pharmacy. Teladoc is a great way to get the care you need.

Farewell Virginia Heitz

Lofton Baton Rouge

After 27 years with Lofton, Virginia Heitz, our long-term Baton Rouge "temp" made the decision that she was ready to retire from Lofton and enjoy other aspects of her life.

For most of her time at Lofton, Virginia was the secretary/administrative assistant for our founder, Thomas Lofton, and then after his retirement, for Bart Lofton. Most recently, Virginia has assisted in the payroll/billing department. I'm sure you have seen her check stuffers announcing everything from changes in payroll hours to refer-a-friend bonuses.

Thank you Virginia for your years of service to Lofton and to the community. You have truly helped us "to be better" and to "have fun." It won't be the same without you. Good luck in your new adventure, and know that we love you.