

LOFTON LAGNIAPPE

MONTHLY EMPLOYEE NEWS



Home Hearing Protection By: Jeremy Olivier, Lofton Safety Services

This month, I would like to discuss hearing protection at home as it is often overlooked. Most are aware of - and extremely proactive about - hearing protection in the workplace, but fail to realize that ears do not "clock out" at the end of the day. In fact, they are always working, even while you sleep and are not consciously processing what they receive.

Despite recent medical advancements, there is presently no cure for noise-induced hearing loss. So, it is important to identify sources of damaging noise and wear proper hearing protection to prevent it. A few potential sources of damaging noise are:

- Power tools - drills, saws, impact wrenches, and lathes
- Appliances - washers, dryers, AC condenser units, vacuums, and blenders
- Motorcycles, go-carts, & ATVs
- Outdoor equipment - Lawn mowers, weed eaters, edgers, trimmers, chainsaws, and pressure washers
- Audio/Video entertainment equipment in the home, at venues, and in vehicles.

Sound level is measured in decibels (dB) and all the above can produce noise at levels greater than 85dB, which will cause hearing damage with prolonged exposure. Nowadays, there are many apps available for smartphones which will allow you measure noise levels. And given the quality of the microphones in phones today, they make very accurate sound meters!

When noise levels reach 80dB or higher you should wear hearing protection. For home use, I recommend earmuffs for most situations. They are durable, reusable, harder to lose, and offer greater noise reduction than their disposable counterparts. There are many cheap, lightweight, quality options available. And you can find them at most hardware and sporting goods stores.

The most neglected time for hearing safety is when listening to music or watching movies. This mostly has to do with the way the human ear is designed and the way we perceive sound. There is a lengthy scientific explanation but, to be succinct, louder just sounds better! So, we crank that volume up! Having a sound meter will help to adjust that dial down to safe levels. If live entertainment is something you are passionate about, I recommend investing in "audiophile" quality earplugs. They are designed in a manner that brings down the overall sound level, yet they preserve the quality of the sound, unlike cheap foam earplugs. As a frequent concertgoer myself, I have become a fast fan.

I hope that you will download a sound meter app and in the future, take a few moments to identify sound hazards and take steps to mitigate them. Your hearing will be better for it.

Aaron Paxton, In Memoriam

It is with very heavy hearts that we announce the sudden passing of Aaron Paxton on September 2, 2022. Aaron worked in our Baton Rouge office for the past 6 years between our Corporate Security and IT teams. He may look familiar to many, as he was pivotal to Security at LSU. Aaron was very sharp and always wanted to help. Aaron was like a dog on a bone once he was given a task or project. His determination and work ethic was to be admired. Aaron definitely had a servant's heart and looked for no praise. He will certainly leave a hole, not only here at Lofton, but in our hearts as well. He will be missed.

We lost you too soon, Aaron. I have been - and always shall be - your friend. As Tommy Lofton has often said, "Life is a temporary assignment," so make every moment count.



OCTOBER 2022

OCTOBER 10

Columbus Day

OCTOBER 17

Boss's Day



OCTOBER 31

Halloween





Managing for Excellence

By: Glenda Lofton, Ph.D.

Recently while observing the “I.T. change-over” to Lofton.jobs and going through my file cabinets which I have filled over the years, I came across a speech I had given back in 1989 at the First Louisiana Conference on Human Resources at the Monteleone Hotel in New Orleans. The speech was based on leadership and management principles which apply to successful organizations—both businesses and schools.

In my work creating successful schools, we applied four principles of change identified by the Rand Study conducted by McLaughlin and Marsh that apply also to successful businesses: (1) Change and improvement are part of a dynamic problem-solving organizational framework headed by a committed leader. (2) Change is more a function of people and organization than technology or finance. (3) Through collaborative planning and problem solving comes commitment and ownership. (4) Change is a process, not an event.

Peters and Waterman went “in search of excellence” in successful companies and found that

successful companies motivate average employees to extraordinary dedication and performance by (1) helping them feel a part of an important common cause, and (2) rewarding employees so they felt like winners. Targets and quotas are set by employees, and successes are celebrated. Effective organizations collaboratively identified key values that gave direction to activities and decisions and then promoted individual innovation and autonomy within this value system. (Happily, Lofton Staffing’s “System of Beliefs” clearly states our values.)

“Change is a process, not an event.”

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In a later book, **Thriving on Chaos**, Peters wrote surprisingly, “Excellence isn’t!!! There are no excellent companies!” Excellent firms don’t believe in excellence—only in constant improvement and constant change. Success is a journey, not a destination.” Will Rogers humorously added: “Even if you’re on the right track, you’ll get run over if you just sit

there!” For some this is a “management revolution” requiring flexibility, love of change, and proactive dealing with the chaos and uncertainty of today’s world.”

Managing for excellence is creating an organizational structure and climate that is conducive to ongoing change and improvement, increased productivity, and organizations which are better places in which to work and learn. It involves (1) using a team approach, (2) concentrating on the people as well as the task, (3) involving people in collaborative planning and problem-solving, and (4) implementing an ongoing process of improvement. My leader in Louisiana’s highly successful statewide school improvement project, Mary Wade, summarized the research with the following:

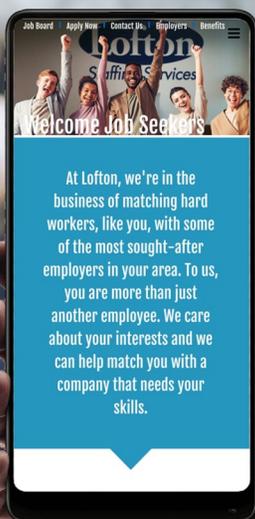
Your business or organization is successful when those around you can do what you do and do it well. If you have knowledge, teach others. If you have resources, share them. If you are a worker, show them how. If you believe, convince others to fulfill your dreams.

I’ll conclude with just two of the beliefs on which Lofton Staffing was founded, “Life is a temporary assignment!” So... “Have a good day. You won’t get it back!”



Time sensitive communication regarding the Vitality Wellness Program will be sent via email in the month of October. Please do not ignore these emails, as they will contain valuable information on how to earn points, prizes and insurance premium incentives.

Lofton.jobs



Speaking of change, you may have seen a few emails, texts or postings from **Lofton.jobs**. What is **Lofton.jobs**? At Lofton, we are in the business of matching hard workers, like you, with some of the most sought-after employers in the area. No need to apply for a specific position or through a specific Lofton brand, we help match you with a corporate partner that needs your specific skills.

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Schedule an interview. Visit a Lofton office near you. You’ll meet with a recruiter who will help you find the right job opportunity with one of our company partners in the area.

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