

Message From The President

DAVID E. OLIVER
President

Last month I started my column by stating that so many things were happening at the same time it was difficult to decide which ones to write about and again this month it is no different. Therefore, I am going to provide a series of short updates on a wide variety of topics.

I want to start by acknowledging that the President of the United States has issued a proclamation declaring the month of October 2020 as National Disability Employment Awareness Month. The proclamation stated that during October we recognize the immeasurable contributions that Americans with disabilities make to our workforce. Their achievements not only strengthen our economy and communities but also exemplify the power of every American to help shape the future of our country. This year marks the 75th anniversary of National Disability Employment Awareness Month and is particularly meaningful because it is also the 30th anniversary of the Americans with Disabilities Act, an important milestone in our efforts to increase access and opportunity for all Americans.

On September 29th, Goodwill Industries of Tulsa was recognized by Mayor G.T. Bynum as a Veteran Employer Champion. A Veteran Employer Champion must meet six benchmarks, including: veteran hiring and recruiting; veteran resource groups, onboarding or, buddy programs; veteran programs and community support; veteran employee resources and/or supports; veteran executive sponsor leading veteran strategies; and guard and reserve employee supports. Goodwill was very proud to be one of thirteen employers that received this recognition for 2020. I want to thank and acknowledge everyone for your efforts on behalf of veterans and in particular, Parrish McDaris, for leading our veteran ef-

forts at Goodwill.

In September we celebrated Direct Service Provider Week to recognize all of our direct care staff that work for Goodwill. I was honored to take part with many members of the executive team who cheered on our DSP staff as they drove through the parking lot and received a gift bag and recognition. COVID has limited many of our former in person gatherings and this was a great alternative to stay safe and give them the recognition and thanks that they have earned for their hard work over the past year. Thank you to Gloria Boudreaux, Sabrina Ware, Loretta Block, Parrish McDaris, Debra Williams, Paul Hughey and others for putting together this event.

Like many of our other activities this year, our company United Way Campaign will also be going virtual. During October we will be holding a virtual campaign to raise money for the Tulsa Area United Way (TAUW) 2021 campaign. Each of you will still need to fill out a pledge card, but rather than getting together as teams for the kickoff we will be doing it in small groups and virtually. The Tulsa Area United Way has been instrumental in allowing our training programs to grow and now they have helped us start the VITA program and were a key partner in our new Financial Resilience initiatives with the City of Tulsa. Goodwill is only one of the 59 agencies that TAUW supports. The support of individuals like you and me is what allows TAUW to have a tremendous positive impact on our community. Again this year, for anyone who pledges to give a leadership gift (defined as \$600 per year or \$25 per paycheck for those doing payroll deduct) you will receive an additional day of vacation for 2021.

.... continued on page 2

Goodwill Pay Periods

Friday, October 2, 2020 • Friday, October 16, 2020
Friday, October 30, 2020

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Editor: Nancy Webster, Community Relations Director

Message from the President ... (continued from page 1)

September was another record setting month for donations and I want to thank all of our donated goods team members for the hard work you have put in as we continue to deal with the huge volume of donations we are receiving. Our September store sales showed that these efforts are paying off! I am very excited to say that all eleven stores hit their sales goals for the month of September. This is the first time since February that we have exceeded our sales from last year and our sales goal for this year in a month. The only way to climb a mountain is one step at a time and that is what we are doing. It is nice to see the positive results of those efforts.

I also want to give my personal congratulations to one of our donated goods team members, Larry Slate. Larry has worked diligently after his normal work hours to attend GED classes at Goodwill and prepare for the GED exam. I am extremely pleased to congratulate Larry for having passed the exam and earned his GED!

I want to close this month by thanking everyone for your condolences, thoughts and prayers upon learning that my father had passed away. This is a great example of why we refer to this organization as our Goodwill family. Two of the core tenets of how my father conducted himself during his lifetime were respect and integrity. I am proud to say that they are also in our Goodwill core values and I hope that each of us will take time to reflect on how important they are in our everyday lives.

United Way Pledge Card Campaign info ...

The 2020 Goodwill Industries United Way Campaign officially kicks off in October. **Watch for our Virtual Kick-Off Presentation going out to employees via email and text.** Our goal this year is **\$50,000.** Team captains will begin distributing pledge cards immediately after the virtual kick-off presentation. If you have any questions regarding your pledge card please ask your team captain. If he/she is unable to answer feel free to call me (Nancy Webster) (918) 581-1232.

*** Please note items printed in **RED.** (Especially where it asks for your signature.)

ALL PLEDGE CARDS SHOULD BE RETURNED
AS SOON AS POSSIBLE ... BUT

***** NO LATER THAN OCT. 26th! *****

If you lose your PLEDGE CARD we will replace it.

(This deduction will NOT begin until the 1st pay period in January 2021.)

Included in your pledge card envelope will be a campaign brochure. Please take time to look it over. Examine all the United Way agencies that are at YOUR disposal for services. Read about the individuals just like you and me that have been helped

FREE of charge for services needed.

***No where does your donation go so far,
to help so many, right here in your community!***



Celebrating Direct Support Professionals Week

PARRISH McDARIS
TulsaWORKS Career Academy
Coordinator

Mission Services Celebrates Workforce Development Month and Direct Support Professionals Week

September is the Month that we all take a moment to say thanks to the many Goodwill Employees that deliver vital workforce development programs throughout our area. It is these dedicated professionals that keep the American economy moving, and through their various positions, they work directly with all members of our community through the many Goodwill Programs that your Goodwill provides.

In the midst of this month there is a specific week dedicated to those Direct Support Professionals that work each and every day with their clients to support their workforce journey. Without their valuable and essential services, workforce programs such as job training, job coaching, career planning, and placement services

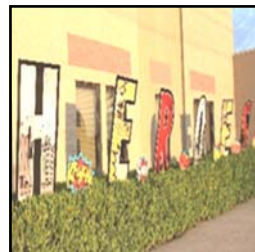
would not be available for our fellow citizens. In any thriving community, you will always find these dedicated professionals serving in their enjoyable and at times difficult roles.

2020 has had an enormous impact on the services we offer and the way we offer them, and this was not without some level of risk. These professionals stood in the gap to help others attain their necessary skills and income during these difficulties, and that is not something that everyone could or even would be willing to do. We could not say thank you enough for your dedication and sacrifices that have helped so many in our community rise instead of fall. So, in honor of our Goodwill Heroes, we put together a special Thanks.

On September 16th, many of Goodwill Tulsa's Leadership Team gathered for a "Drive-Thru: Thank You" where each employee was celebrated and given a swag bag worthy of their Heroic efforts!

As one Workforce Director said in honor of this month, "The future of workforce services will demand that we remain flexible, expand virtual assistance, and leverage technology in new ways. As workforce professionals, we've seen economies dip and rise, and industry demand ebb and flow. Each economic cycle brings change, and the one thing that remains constant is the call to meet the change head-on, adapt, and improve performance. National Workforce Development Month allows us an opportunity to reflect on the impact of the work we do. Our workforce services teams regularly perform miracles, and it's inspiring to see the good they foster in the communities where we live and work."

Thanks to all of you, our Heroes, who deliver these essential services, we wish you a very Happy Workforce Development and Direct Service Provider Month, and a Virtual High Five!



Retail—September 2020—Results!

We're Back!!!

CONGRATULATIONS RETAIL !!!

September 2020 Goal: +4.7%

September 2020 vs September 2019: +6.9%

It feels so good to make September's Goal,
plus an additional +4.7%!

Even better ... **ALL 11 Stores made and exceeded September's GOAL!**



Congratulations to ALL 11 Stores – September 2020

#1: Glenpool 10.1%

#2: Claremore 10.0%

#3: Broken Arrow 6.5%

#4: McAlester 6.4% #5: Garnett 6.1% #6: Southwest Blvd 3.5% #7: Carthage 2.8%

#8: Stone Creek and Owasso 2.7% #9: Joplin 2.4% #10: Bartlesville 1.5%

Customer Count: -12.3%

Average Sale: +21.9%

The stores worked hard to move Summer out; introducing Fall merchandise, plus Halloween in September. The Halloween Zone's were set two weeks earlier than last year! On Sunday; 9/6/2020 stores made the move, worked into the evening to be ready to **open on Monday, September 7 – with All Halloween Zone's set and ready.**

Retail: October 2020

October 6: Senior Day—55+ receive 25% OFF* total purchase

October 17: Half-Price Sale—50% OFF* all clothing
(Halloween NOT included)

October 20: Senior Day—55+ receive 25% OFF* total purchase

October 30: Customer Appreciation Day—25% OFF* total purchase

October 31: Halloween—Goodwill is your one-stop
for costumes & holiday décor!!! Shop **NOW** for great selections!



Choose a Positive Attitude

Did you know that October is Positive Attitude Month? With so much stress, turmoil, and injustice going on around us in the world day after day, it can be very hard to think positively, much less maintain a positive attitude. Maintaining a positive attitude is not only good for your health, but it also improves your relationships and your productivity both at work and in your everyday life.



We all encounter problems and unpleasant situations – that’s just a fact of life that we have no control over. It’s important to realize that we do have control over our attitude in response to the negative situation though. Rather than focusing on the negatives and letting the situation ruin your day, try to find something positive and focus on that instead.

If you can’t find something positive about the situation, shift your focus from a place of self-pity or blame to a more productive mindset by focusing on what you can learn from the situation. We must realize that problems and seemingly impossible situations can serve as opportunities to improve yourself and/or motivate others to change their thoughts or actions.

As the great Ruth Bader Ginsburg said, “So often in life, things that you regard as an impediment turn out to be great good fortune.” Make the choice – think positively and project a positive attitude every day.....it’s good for you and for others!

Employee STAR Awards

Do you work with an outstanding person who deserves recognition? Do you supervise an outstanding employee? Then nominate them for one of five **STAR AWARDS**. The Award Winners will be featured in a separate digital communication that will go out to all employees in late December. **See the included detailed description of each award and nomination form included in this issue.** Nominations are to be turned in to Nancy Webster no later than November 15th. (The judges will NOT be Goodwill employees and will not know the nominees.)




The winner in each category will receive a trophy and a check for \$100!!!

STAR Awards

Special Thanks And Recognition



Please Nominate Your STAR Award Nominee In One of the Following Categories:

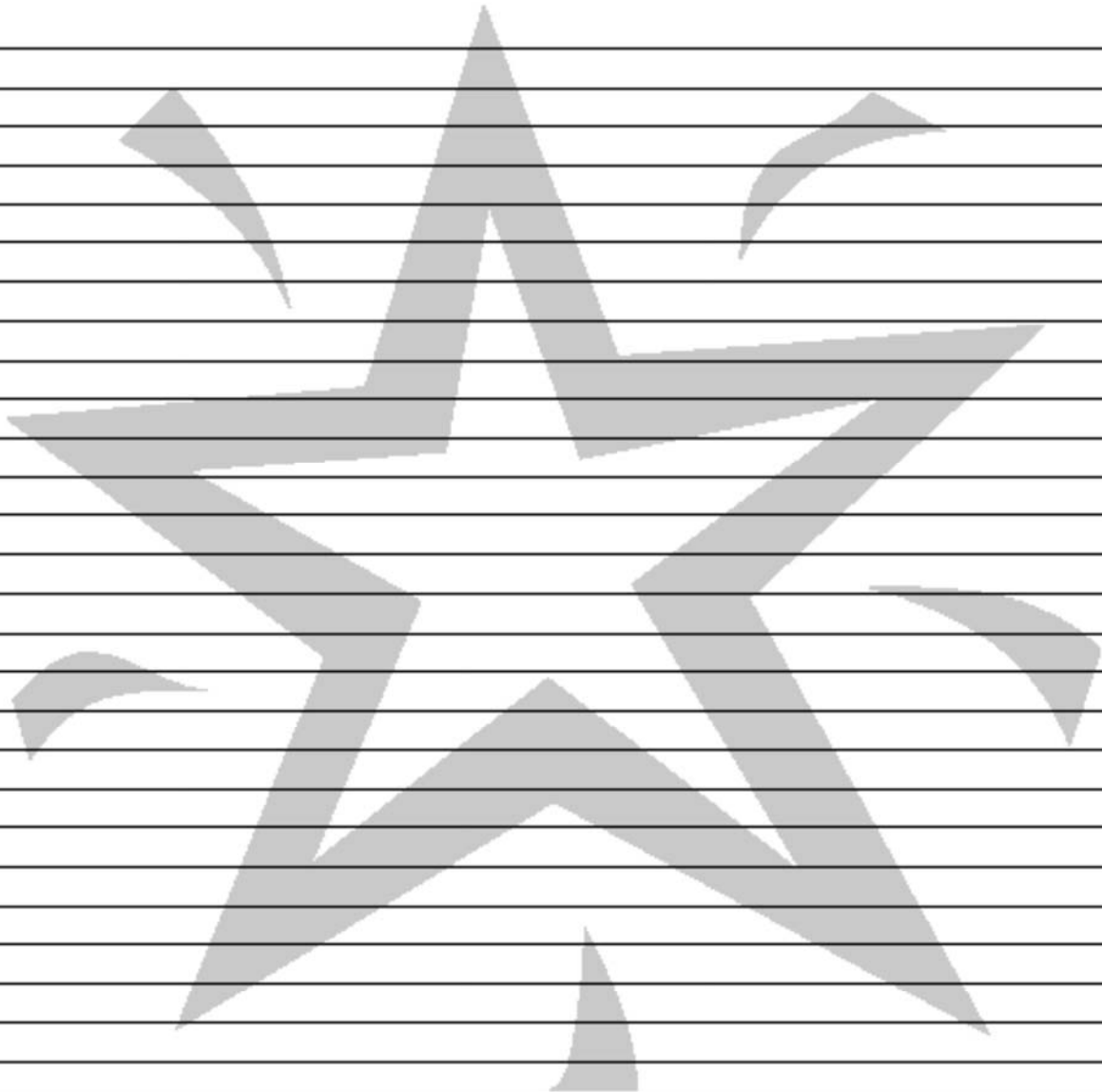
- ☐ **Team Player** This individual is someone who willingly helps team members and encourages teamwork and unity. He/she makes a valuable contribution to team objectives and is willing to give 100% without complaint. This person demonstrates a remarkable effort and an extraordinary loyalty to the team and getting the job accomplished. 
- ☐ **Exceptional Customer Service** Presented to the employee who unfailingly provides consistently great service to members of the public or other employees with a smile and a positive, professional attitude day after day. 
- ☐ **Extra Mile Award** This award recognizes the individual who voluntarily goes above and beyond formal defined duties to exceed the needs of our organization and the people we serve. They provide extraordinary service in helping others on behalf of Goodwill.
- ☐ **Cheerleader Award** This award-winner is a highly motivated person who pushes their team across the finish line. This person might sing, dance, or do something funny - whatever it takes to motivate you. This person always has some encouraging words to uplift you. You can always count on this person for their support to help keep you focused. Whatever the job may be, this person is by your side and ready to jump into action to pump the team up to accomplish anything. 
- ☐ **Essence Award** This award honors a person who personifies the heart, soul, and spirit of Goodwill and its mission. They are diligent in their efforts to make our organization a better place to work and serve others. This individual is an essential part of Goodwill's team - they are one of the lifelines of Goodwill.



This is a 2-sided form.
Please print both pages.

STAR Award Nominee: _____

Explain IN DETAIL how your nominee exemplifies the category in which you have nominated him/her. Nominations MUST include specific examples of behavior or accomplishments which are clearly beyond what is normally expected of a good employee.



Award recipients are selected on the basis of their achievements by an impartial panel that has no affiliation with management. To help ensure fairness, the selection panel is not aware of either the names of the nominators or nominees during the process.

Deadline for submission: Friday, November 20th

Send interoffice attention: STAR Awards (Nancy Webster)

Nomination Submitted By: _____

(You must include your name(s) in order for this nomination to be considered.)

We will take orders for Chicken and Bacon this year by the case:
2 pks per case for Chicken
6 pks per case for Bacon
If sales requirements are not met, we will refund monies for Chicken & Bacon

\$22.00
Chicken

Cash
Only

\$18.00
Bacon

\$8.00
Sausage

Go for the Gold

Goodwill is selling **Blue & Gold Sausage, Bacon**
and **Chicken** to raise money for:

Tulsa Area United Way

CONTACT: *Sabrina Ware, Parrish McDaris, Loretta Block, Paul Hughey, Debra Williams,
Janiss Richardson, Nancy Webster, Kelsey Davis, Eddie Castillo, Pilar Tapang*

ORDER DATES: *October 1st thru October 30th*

Thanks for
your support!



Cash
Only

www.blueandgoldsausage.com

October is Pedestrian Safety Month

Many of our Goodwill employees walk to the bus stop, cross the street in front of our Main location to get to the bus stop and of course walk thru parking lots at all of our locations. Below are some statistics about Pedestrian Fatalities as well as both Pedestrian and Driver Safety Tips to help keep you safe.

Estimates of 2019 pedestrian fatalities from the Governors Highway Safety Association (GHSA) reveal that, through last year, the upward trend of deaths has continued. In 2019, according to GHSA, pedestrian deaths were up 5 percent compared to the year prior, with 6,590 pedestrians killed, the highest number since 1988. That total translates to 2.0 deaths per 100,000 people, which is the highest since 1997.

The association cites a number of possible reasons for the continuing increase in deaths, including the growing popularity of light trucks and SUVs, warmer weather, and an increase in cellphone use while driving. The study notes that in 2009, 48 percent of new vehicle sales were light trucks (which includes SUVs), and in 2018, that number had risen to 69 percent. It also says pedestrians who are struck by a large SUV are twice as likely to die as those struck by a car.

PEDESTRIAN SAFETY TIPS

- Cross at corners and intersections. Use marked crosswalks where available.
- Before crossing look left, right, then left again.
- Use the pedestrian buttons and begin crossing the street on the walk signal.
- Be visible at night and in inclement weather.
- Watch out for vehicles turning right on red.
- Use sidewalks or walk facing traffic where there are no sidewalks.
- When stepping off a bus, allow it to proceed before crossing to ensure a clear sight line.
- Walk sober.
- Eliminate all distractions.

DRIVER SAFETY TIPS

- Stop for pedestrians in marked crosswalks and at intersections.
- Slow down and obey the posted speed limit.
- Stop and look for pedestrians and bicyclists before turning.
- Do not pass vehicles stopped for people crossing in crosswalks and at intersections.
- Do not block or park in crosswalks.
- Take extra care around buses.
- Allow three feet when passing bicyclists.
- Eliminate all distractions.
- Driver sober

Pedestrian safety tips

 Cross in a crosswalk whenever possible	 Stay alert: Do not look down at electronic devices	 Make eye contact with drivers if entering traffic
 Avoid using drugs or alcohol whenever out in public	 Watch out for cars entering or exiting driveways	 Wear reflective materials or use a flashlight at night

For more safety tips, visit the National Highway Traffic Safety Administration at www.nhtsa.gov

Safety: From Chapter 10—Emergency Response Plan

A. Bomb Threats

Bomb threats are often nothing more than pranks or threats intended to create a sense of fear, but each threat must be taken seriously. Most bomb threats are made over the telephone, but can also be made by other means.



Suspicious objects can be something as simple as a suspicious envelope, backpack, or cardboard box that is out-of-place, or as obvious as a pipe bomb or other readily-apparent explosive device. The best defense is to be aware of your everyday surroundings and to report suspicious circumstances when objects appear unusual or out-of-place.

There are several different ways in which we could receive bomb threats: by phone; by letter/email; or, threats written on walls or other locations.

If you receive a bomb threat by phone, please remember:

- i. If your phone has caller id, record the number displayed.
- ii. If you are comfortable doing so, try to engage the caller in conversation in order to gather information from him/her. Use the Bomb Threat Call Procedure Checklist located in the Forms Section of this manual as a guide to determine what information you should document.
 - a. If you are continuing a conversation with the caller, try to gain the attention of someone else close by signaling them that you are speaking with someone who is making a bomb threat so that they can call 911.
 - b. DO NOT use a cell phone to call 911 as it is possible it could trigger a bomb.
- iii. If the call ends before someone else could call 911, make the call yourself.

If you receive a bomb threat via letter or email, please remember:

- i. If it is a letter, put it down and do not handle it any further.
- ii. If it is an email, leave it on your computer screen. Call 911 immediately. DO NOT use a cell phone to call 911 as it is possible it could trigger a bomb.

If you receive a bomb threat written on a wall or other location, please remember: DO NOT touch the writing or anything near it. Call 911 immediately. Do NOT use a cell phone to call 911 as it is possible it could trigger a bomb.

Suspicious objects can be something as simple as a suspicious envelope, a backpack, or cardboard box that is out-of-place, or as obvious as a pipe bomb or other readily-apparent explosive device. The best defense is to be aware of your everyday surroundings and to report suspicious circumstances when objects appear unusual or out-of-place.

Some indicators to look for with suspicious mail are:

- i. Unexpected or unusual looking package or envelope from an unknown person.
- ii. No return address or a return address that cannot be confirmed.
- iii. Envelope is lopsided, oil-stained, or has powder residue.
- iv. Envelope is sealed with excessive amounts of tape.
- v. Envelope has restrictive endorsements such as "private," "personal," "confidential," etc.

If you encounter suspicious mail or packages:

- i. Remain calm and notify 911 (do not use a cell phone).

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- ii. Envelope has restrictive endorsements such as "private," "personal," "confidential," etc.

If you encounter suspicious mail or packages:

- i. Remain calm and notify 911 (do not use a cell phone).
- ii. **DO NOT** touch or move the suspicious letter or package.
- iii. **DO NOT** sniff, touch, taste, or look closely at any contents which may have spilled from the suspicious letter or package.
- iv. If you have touched the suspicious letter or package, immediately wash your hands and face with soap and water to prevent spreading potentially infectious material.
- v. Leave the immediate area and encourage others to do the same.
- vi. If it is possible to prevent others from entering the area (such as closing/locking doors, verbally advising people, etc.), please do so.
- vii. Make a list of everyone present and anyone who was in contact with you or the suspicious letter or package.
- viii. Immediately report any illnesses or injuries to the Safety Coordinator.

Do's and Don'ts

i. **Do's**

- a. Do remain calm.
- b. attempt to keep people away from the area of threat.
- c. follow any instructions given to you by the local authorities.

ii. **Don'ts**

- a. **DO NOT** activate the alarm system.
- b. **DO NOT** use a cell phone, portable music device, or any electronic equipment which may receive or transmit a signal (including two-way radios).
- c. **DO NOT** evacuate the building unless directed to do so by management.
- d. **DO NOT** turn lights or other electronic equipment on or off.
- e. **DO NOT** touch or move any suspicious object.

If evacuation is required, follow the same procedures you would for a fire.

*** Addendum for Donated Goods:**

Attendants are not to handle suspicious items and are to call their supervisor for instructions. Usually it amounts to having it examined and picked up by the Donations Coordinator or Director of Operations for proper disposal (usually through the police department). If it looks volatile or unstable, they might decide to involve the police for their expertise on-site.



stay CONNECTED ON SOCIAL MEDIA

Be sure to follow **@GoodwillTulsa** on Facebook, Instagram, Twitter, LinkedIn, Pinterest and YouTube to stay connected to the many activities going on at Goodwill!

- Back To School + Halloween
- Financial Wellness with VITA
- New Financial Navigator program
- TulsaWORKS Virtual Courses
- Virtual Job Board + Hiring Events
- United Way Day of Caring Mock Interviews
- Recruitment for open positions at Goodwill



Closing Out Tax Season!!!

Fall has arrived and so has the end of tax season, at least here at Goodwill Tulsa.

We are going to let things settle before we tally up all the final numbers. However, we expect we will have topped 200 returns prepared virtually through our GetYourRefund partnership, and returned at least \$2.3 million in refunds and \$1.1 million in tax credits to the community.

Spreading the word about our services has been tricky under the COVID-19 precautions. We have had less opportunities to share in our usual word-of-mouth circles. That said, the City of Tulsa's Communications Team came to Goodwill recently to shoot a video segment about the Financial Navigator program. The video will feature Navigators Eva and Gary, who talk about their experiences helping clients.

Our Creative Services team has also created a video, which stars the one and only Scott, a Goodwill Financial Navigator and Employment Consultant. Much thanks to Tiffany and Dustin for putting this together. <https://youtu.be/Fa3xlup-C0>

Financial Navigators help people who need immediate financial management support due to the COVID-19 pandemic. Register at <https://finnav.org/interest-tulsa> or call 211.



The Most Dangerous Time to Drive

As we 'Fall Back' to Shorter Days, Take Extra Care on the Road



**November 1st
at 2:00 AM
set your clocks back
1 hour**



Shorter days, fatigue, compromised night vision, rush hour and impaired drivers are some of the risks we face when driving at night. These risks become especially pronounced moving into the weekend, with fatal crashes peaking on Saturday nights, according to NSC analysis of NHTSA data.

When Daylight Saving Time ends – for 2020, this will be 2 a.m. Sunday, Nov. 1 – many people will find themselves spending more time driving in the dark. Depth perception, color recognition and peripheral vision can be compromised in the dark, and the glare of headlights from an oncoming vehicle can temporarily blind a driver.

Even with high-beam headlights on, visibility is limited to about 500 feet (250 feet for normal headlights) creating less time to react to something in the road, especially when driving at higher speeds.

What should you do to combat darkness?

- Aim your headlights correctly, and make sure they're clean
- Dim your dashboard
- Look away from oncoming lights
- If you wear glasses, make sure they're anti-reflective
- Clean the windshield to eliminate streaks
- Slow down to compensate for limited visibility and reduced stopping time

Compromised Night Vision

Night vision is the ability to see well in low-light conditions. As we age, we have greater difficulty seeing at night. A 50-year-old driver may need twice as much light to see as well as a 30-year-old. At age 60 and older, driving can become even more difficult, according to the American Optometric Association. Some older drivers also may have compromised vision due to cataracts and degenerative eye diseases.

The AOA recommends older drivers:

- Have annual vision exams
- Reduce speed

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- Take a driving course; even experienced drivers can benefit from a refresher course, and some of the rules have probably changed
- Minimize distractions, like talking with passengers or listening to the radio
- Check with your doctor about side effects of prescription drugs
- Limit driving to daytime hours if necessary

Fatigue

A National Sleep Foundation poll says 60% of adults have driven while they were tired, and another 37%, or 103 million people, have fallen asleep at the wheel. Of those, 13% say they fall asleep while driving at least once a month, and 4% say they have caused a crash by falling asleep while driving. The reasons are many – shift work, lack of quality sleep, long work hours, sleep disorders – and it doesn't only happen on lengthy trips. These staggering numbers are backed up by a report by NHTSA that 100,000 police-reported crashes are a result of driver fatigue. Most crashes or near-misses happen at the times you would expect drivers to be tired: 4 to 6 a.m., midnight to 2 a.m. and 2 to 4 p.m., according to NSF.

Drowsy driving puts everyone on the road at risk. Losing two hours of sleep has the same effect on driving as having three beers, and tired drivers are three times more likely to be in a car crash if they are fatigued. The National Sleep Foundation offers this advice:

- Get seven or more hours of sleep a night
- Don't drive if you've been awake for 16 hours or more
- Stop every two hours to rest
- Pull over and take a nap if you're drowsy
- Travel during times you are normally awake

Rush Hour

Evening rush hour (between 4 and 7 p.m. weekdays) is a dangerous time to drive due to crowded roadways and drivers eager to get home after work. In winter, it's dark during rush hour, compounding an already dangerous driving situation.

How can you make it home safely during rush hour?

- Don't be an impatient driver; slow down
- Stay in your lane and beware of drivers who dart from lane to lane
- Even though the route may be familiar, don't go on autopilot; stay alert
- In unfamiliar areas, consult a map before you go and memorize your route
- Don't touch your phone, eat, drink or do other things that are distracting

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Impaired Drivers

Nearly 30 people die every day in crashes that involve a driver impaired by alcohol, according to the Centers for Disease Control and Prevention. Drivers impaired by prescription medicines and other drugs increase that number significantly. Impaired drivers are most frequently on the road after dark – particularly between the hours of midnight and 3 a.m. on weekends.

While drunk driving has declined by about one-third since 2007, the number of drivers under the influence of drugs has increased. Between 2013 and 2014, 22% of drivers tested positive for a drug that would cause impairment, according to a roadside survey conducted by the National Highway Traffic Safety Administration. NHTSA also found that the prevalence of THC (found in marijuana) among drivers on weekend nights increased 48% since 2007, from 8.6% of drivers to 12.6%. Many states have not yet updated their impaired driving laws to address this growing problem.

Stay Alert, Stay Alive

While we do only one quarter of our driving at night, 50% of traffic deaths happen at night. It doesn't matter whether the road is familiar or not, driving at night is always more dangerous. More than 40,000 people were killed in car crashes in 2016, according to *Injury Facts*. By taking some extra precautions, we can all contribute to reducing these numbers.

Watch out for deer when you are out driving.

That's the message from wildlife officials and local police, who warn that white-tailed deer's peak mating season is in October and November. The "fall rut" makes deer more likely to suddenly run onto roadways as bucks pursue does, increasing the possibility of a collision with a vehicle.

Deer are more likely to be active in the very early morning and around sunset, when visibility can be difficult.

Do not swerve to avoid a deer collision. By swerving you put yourself at risk for a worse collision with another vehicle or running off the road. Stay in your lane and try to slow down.

If your car hits a deer, contact your local authorities and insurance company to file a claim.

Halloween

While it is not yet known what will happen to Halloween Activities, if the kiddos do go trick or treating be sure you are especially careful to watch out for them as well.





Benefits Update *Julia Roberts Sr. HR*

First I would like to say **“Thank You”** to everyone for a successful open enrollment. We met our deadline which allowed benefit changes and enrollments to be sent to the carriers on time. Below are a few updates on how you will receive cards from carriers for the 2020-2021 plan year.

- **Medical Cards:**

1. If you did not make any changes to your medical plan you will **NOT** receive a new card from Community Care.
2. If you have misplaced your medical card, I can provide a temporary card for you. For those without company email have your supervisor send me an email with your request. You will also need to call Community Care for a reissue of your card. They can be reached at CCOK.com/members/ or 918-594-5200.
3. If you have changed your medical plan or enrolled for the first time. I have a temporary card for you. I will distribute those today.

- **Dental & Vision Cards:**

1. Guardian is still updating their system with new or changed enrollments. Guardian does not provide Dental cards or Vision cards. You do not need one to make an appointment with your dentist or eye doctor. Your Date of birth and carrier name (Guardian for dental or VSP for vision) will be enough. Once their system is updated I will send out a paper card for those that still prefer this option.
2. You can reach Guardian to discuss your benefits at guardiananytime.com/login/ or 888-482-7342.

- **Missing EOI's (Evidence of Insurability)**

1. Those enrolling for the first time in a plan below and are not a new hire were required to fill out an EOI. If you have not forwarded that information to HR you have until 10/16/2020 to do so.
 1. Prudential- Life Insurance Plans
 2. Allstate-Cancer Plans
 3. Prudential- Short Term Disability Plan

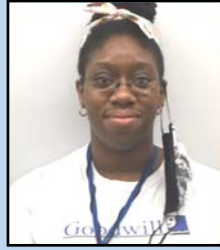
Meet Your Co-Workers

**Meet
Savanna Gantz**



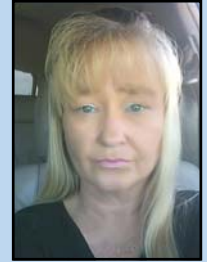
Savanna works for Goodwill at the Glenpool Store as an Assistant Manager II. She said she came to Goodwill to work because she has shopped at the store since she was very young. She is an OU and Steelers fan as well as a St. Louis Cardinals and an OKC Thunder fan. Her favorite things to do are sleep and work on her house. Someday she hopes to take a nice vacation to a clear water beach!

**Meet
Melody Allen**



Melody or "Mel" as she likes to be called is a Textile Sorter in the Processing Dept. She has been with Goodwill since January 2020. Mel says she is not a sports fan instead she spends her time on her hobbies. She also enjoys her workout and her sleep! Mel says her idea of a great vacation would be a ROAD TRIP!!! All around the United States!!!

**Meet
Stacy McCage**



Stacy is from Cleveland Oklahoma. She has been a Sales Associate for Goodwill since December 2019. She has one grown daughter and one grandchild. She is an avid sports fan who enjoys OSU, OU & Tulsa football AND OSU and OKC Thunder basketball. In her spare time Stacy enjoys spending time with her dad. She says her idea of a great vacation would be anywhere HOT with lots of sunshine!!!

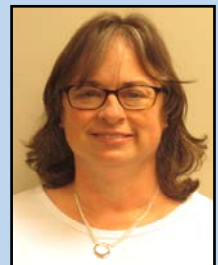
**Meet
Alissa Brown**



Alissa, or "Lisa" as she likes to be called is a Sales Associate at our Broken Arrow Retail Store. She is from Henryetta, OK. She has been with Goodwill since January 2020. She has one son. When Lisa has time off she says she likes to go shopping and to the movies.

*Take a moment
next time you see
one of these
new employees
and welcome them
to Goodwill!!!*

**Meet
Glenda Seiter**



Glenda works for Goodwill as the TulsaWORKS Workplace Computer Skills Instructor. She has been at Goodwill since January. Glenda says the best part of her job is getting to know her students and co-workers. When Savannah has time off she enjoys hanging out, maybe having a nice lunch with her husband and son. Her idea of a great vacation would be a camping and hiking trip with family.

September New Hires

Please extend a warm welcome to our
new employees for September:

Donation Attendants: Sarah Boyles, Sonya Caywood, LeRoy Peratrovich
Sales Associates: Bailey Hillis, Mary Jordan, Anthony Bratton,
Amena Holder, Eva Kout Processing: Maria Mateos De Fenton,
Amy Sherman, Jeffrey Sivadon, Penny Smith

October Anniversaries

Congratulations!!!

Your commitment and dedication to Goodwill Industries of Tulsa is very much appreciated!!

1 Year: Markcous Denson, Nicole Griner, Kima Kame, Khalilah Rezzaq, Roy Renee

2 Years: Carla Ellis, Brittany Geren, Angela Huffman, Ruth Lobmeyer, Nicole Nuttall, Miquel Stiles, Felicia Tennehill

3 Years: Vanessa Pelton, Christina Smith, Dawn Williams, Logan Winiecke

4 Years: Caleb Myers, Janice Pagan Santiago

5 Years: Stephanie Kinsey, Connie Vaughan, Richard Wyatt

6 Years: Jeanette Coughlin, Magyn Passmore

8 Years: Christie Farmer, Jimmy Lewis, Janiss Richardson, Coleta Wormser, Diane Nash

9 Years: Janet Rudluff, Daren Barrett

10 Years: Crystal Brown, Chris Hunt, Joshua Shannon

13 Years: Anthony Logsdon

19 Years: Rick Langston

20 Years: Sue Jent

21 Years: Vanessa Barnes, Cathleen Blaise, Rebecca Crone, Traci Doubert, Robby Floyd, Paul Hughey, Jennifer Keys, Daniel Newby, Victoria Olson, George Prokopich, Cynthia Simmons, Aaron Smith, Jennifer Vdda, Rebecca Weaver, Philip Winkler

22 Years: Lisa Rusco

25 Years: Jana Swanson

Job Openings

If you know someone who is looking for a job, Goodwill's Human Resources Department would like for you to refer that person to us.

Openings are subject to change:

2800 & Warehouse—Material Handlers, Forklift Driver, Textile Sorters, Utility Processors, Seasonal Categorizer, Assistant Processing Coordinator (Wares)

Retail—Sales Associates, Book Clerks,

Assistant Managers, Customer Service Managers

Offsite—Janitor Floor Specialist 2, Janitor, Donation Attendants

Administrative—Human Resources Representative

TulsaWORKS—Career Navigator (Forklift)

For anyone interested in applying for an open position: The Goodwill Job Application is available on-line at:
www.goodwilltulsa.org

November Birthdays



Robert Johnson—11/1
Linda Dodson—11/2
Ladaryl Bowen—11/3
Ruby Darlene Hale—11/3
Emilie Hughes—11/6
Jeffrey Daniel—11/7
Clarice Floyd—11/8
Tabitha Kalstad—11/8
Christopher Blunt—11/9
Joseph Adamson—11/10
Rochelle Cowan—11/10
Steven Lungdim—11/10
Sara Cupples—11/12
Carolyn Olden—11/12
Phillip Sherrill—11/12
Amit Kalasuva—11/13
Yvonne Kellum—11/13
Michael Tecumseh—11/13
Sarah Nix—11/14
George Schmidt—11/14
Jana Swanson—11/14
Gary Earnest—11/18
Cassandra Glaze—11/20
Dena Keele—11/20
Lori McKenzie—11/20
Caleb Myers—11/21
Aundrea Collins—11/23
Donnel Caldwell—11/24
Michael Huffman—11/24
Pam Shirley—11/25
Carl Stage—11/27
Chester Burtlow—11/28
Frankie Harley—11/28
Deborah Snyder—11/28
Franklin Sweeten—11/30

