



Hired April 23rd

From left: Bennett Gast, Garett Holloway, Josh Valko, Brock Mortimore, Carl "Dylan" Smith, Chad Brown, Devon Roets, Basil Shahin, Jaden Erkkila and Christopher Gallo.



Hired May 20th

Ryan Adrian, Shop Help



Hired May 20th

From Left: Guillermo "G" Pettit, Jacob Hoyt, Loren Sammons, Adrian De Los Santos, Pierce Knapp, Kaden Smith, Kale Smith, Todd Kulik, Tristen Jacobs, Christian Hans, Jonathan Henglefeld, Hunter Miller, Jonathan Contreras, Jake Vinson and Clint LaCour.
All are Apprentice Lineman or Groundman.



Hired June 17th

From left: Brayden Rindels, Heath Scott, Mark Kempinski, Josh Sandine, Jason Carrera, Kendall Barron, Shane Wheeler, Jonathan Althoff, Casey Chavis, Dakota Smith, Isaiah Lynd-Porter, Trevor Adams, Tanner Stevens and Tyler Miller.

All are Apprentice Lineman or Groundman except Shane who is a Lineman.

A red pushpin is holding a piece of white lined paper on a corkboard. The paper has the words "Welcome Aboard!" written on it in a bold, black, sans-serif font.

Welcome
Aboard!

July

Tony Cuzela	7/1/2012	7
Moises Cerda	7/29/2013	6
Justin Kells	7/7/2014	5
David Gallegos	7/28/2014	4
Miguel Vazquez	7/11/2016	3
Caleb Wood	7/11/2016	3
Ben Hawkes	7/11/2016	3
Jonathan Fenske	7/23/2018	1
Clyde Adkins	7/23/2018	1

August

Bob Crofford	8/20/1986	33
Jason Feuquay	8/14/2007	10
Dan Bachmann	8/16/2010	9
Justin Hood	8/16/2010	9
Ryan Mitchum	8/1/2014	5
Jana Kehr	8/17/2015	4
Blaine Moran	8/29/2015	4
Charles Johnson	8/20/2018	1
Christian Blom	8/20/2018	1



CELEBRATING
10 Years

September

Zane Brink	9/30/1991	28
Shelley Eisenbraun	9/26/2001	18
Justin Winkler	9/23/2013	6
Brent Voorhees	9/30/2016	3
Colter Keffeler	9/3/2017	2
Keith Berg	9/17/2018	1
Ty Godkin	9/27/2018	1

Thank You

are good for you. The more you have the longer you live.
but younger than tomorrow, Happy Birthday!

July

David Gallegos	July 1
Megan Brink	July 2
Dave Stewart	July 9
Tyler Hammond	July 9
Mikel McDaniel	July 12
Brent Voorhees	July 18
Guillermo "G" Petitt	July 18
Rob Curry	July 20
Glenn Galbreath	July 22
Jaden Erkkila	July 23

August

Tanner Stevens	August 1
Justin Funderburk	August 1
Brandon Sanderson	August 4
Susan Stelter	August 6
Blake Grobe	August 6
Isaiah Lynd-Porter	August 9
Ethan Kroeger	August 10
Alexander Lambert	August 10
Payton Dycus	August 11
John Goettle	August 12
Adrian De Los Santos	August 17
Josh Sandine	August 18
Zane Brink	August 19
Jeff Speck	August 22
Chuck Noteboom	August 26
Trey Lewis	August 27
Casey Elshere	August 30
Clyde Adkins	August 31



September

Devin Sliger	September 2
Jayden Phelps	September 3
Richard Tyler	September 3
Keith Berg	September 3
John Humphrey	September 4
Zach Smith	September 7
Ethan Eddington	September 8
Katryna Shay	September 8
Hunter Miller	September 10
Krista Young	September 13
Casey Dantzsch	September 16
Benjamin Althoff	September 17
Jonathan Althoff	September 17
Aaron Miller	September 18
Loren Sammons	September 19
Seth Scott	September 19
Blaine Moran	September 22
Hayden Parsons	September 22
Charles Diem	September 23
Moises Cerda	September 24
Dan Davis	September 27
Kris Gonzales	September 27
Mark Kempinski	September 29
Kevin McCormick	September 29
Chris Shagla	September 29

happy
Birthday



Human Resources with Megan Brink



Have you ever thought about the definition of leadership?

According to the Webster's dictionary, leadership is a noun and defined as "the action of leading a group of people or an organization, the state or position of being a leader." Synonyms include: guidance, direction, authority, control, management, supervision.

Now, that may be straight forward, but what does it take to be a leader? How do you become a leader? If you ask any of your supervisors, their path and stories may be different, and styles may also be unique. But are they effective? I would venture to say, yes. If they weren't, would they be in the position they are today? Would we have the great safety, equipment, and production?

The one thing we all have in common is the same mission: we want the company to succeed and in turn, our employees will succeed.

Maybe some of you are on your way to become a leader and have been given more responsibilities, why? Because our leaders see potential in you. Keep up the great work.

A few things that I hold as values as a leader in my own position are:

- Transparency
- Honesty
- Being realistic
- Communication
- Consistency
- Learning

What are your values as a leader? They may differ from mine, and that's what will make you a great and unique leader!

If your goal is to become a leader, I challenge you to push your boundaries, learn new things every day, be willing to jump in and do the grunt work, be a good role model, and take any failures and turn them into learning opportunities. Lastly, be patient, all good things come with time!

I will tell you the leaders of our organization are doing the same.

I will end this by a quote from a great article I read recently in Forbes, author Jordan Daykin on 9/18/18:

“Leadership is essential for a well-oiled organization and though it is often identifiable in practice it is difficult to accurately describe. It cannot be defined by an individual's characteristics, by their upbringing, education or social skills. There is not always a motive to achieve or the need for power and it cannot be classed as a by-product of success.

Leaders are mostly self-made and are only as good as their willingness to develop daily. It may not always show signs of success but then that is the process of a great leader, as every success and failure is an invaluable lesson.”

As always, if you have any questions, comments, or concerns. Please do not hesitate to contact me. I’m happy to help.

Megan Brink
Direct: (605)718-2116
Cell: (605)786-4720
Email: megan@brinkred.com

**Please see our August Employee Newsletter on the following pages
from our Employee Assistance Program:**

Work-Life Web Services:

As summer winds down and the seasons change, now is the perfect time to get things in order. Work-Life provides information and support to help you organize the various aspects of your life. Go online at Magel-lanAscend.com to access resources for:

- ♦ Back-to-school planning
- ♦ Education resources for all ages
- ♦ Organization ideas
- ♦ Time management tips
- ♦ Home improvement services

Momentum

Resilience in children newsletter

Call today or log on to
MagellanAscend.com



Elements of a resilient family

- ✓ A resilient family views crisis as a shared challenge. Instead of trying to “tough it out” alone, individuals count on each other for support.
- ✓ They use creative brainstorming as a way to deal with adverse situations. They consider, respect and value everyone else’s ideas and suggestions.
- ✓ They show flexibility by accepting change and adapting with new, healthy outlooks.
- ✓ They take opportunities to use humor and shared activities to spark family rejuvenation.

Strengthening your family’s emotional muscles

If you’re a parent, one of your most important roles is to help your family members build the inner resources they’ll need to face life’s inevitable adversities. If you’re not already doing it, you can actively teach youngsters how to manage their emotions during tough times such as problems with peers, significant stress, trauma and even tragedy. Everyone can build their own resilience throughout life.

- Show children the value of maintaining mutually supportive connections with others and showing empathy for others’ challenges.
- Remind them of how they’ve gotten through difficult times in the past. Point out and build on prior successes.
- Promote a positive, forward-facing outlook by explaining how even though a current situation seems bleak, the future will be brighter.
- Help them understand the unavailability of change during all life stages.



Webinar—On Wednesday, August 14, join our webinar: *‘Emotional Muscle’: How to Grow Resilient Children and Become Stronger Parents*. Register [here](#).

Log on to MagellanAscend.com today!

Magellan
HEALTHCARE®



Mind Your Mental Health

Resilience skills can be learned; they're not necessarily innate. You can help your children adapt to stressors by encouraging a positive, flexible attitude. Plus, make sure they get adequate sleep, a well-balanced diet and plenty of exercise.

- Children have a surprising ability to problem solve independently when given the chance. [This tip sheet](#) reviews the common characteristics of children who have enhanced their inner strength.
- Tap into [these ideas](#) for teaching children how to process complex situations and emerge intact—to be resilient.
- While some peers can provide support and healthy examples to emulate, your children can also pick up risky behaviors from others. [This tip sheet](#) provides advice for parents who want to help their kids better handle unhealthy types of peer pressure.

Working on Wellness

There are a number of ways in which exercise supports your emotional resilience.

- Regular physical activity decreases baseline levels of stress hormones, enabling you to handle sudden, intense stress better. Workouts also help sustain a positive mood, and reduce symptoms of depression and anxiety.
- Consistent vigorous exercise builds up your immune system (making you less vulnerable to disease) and increases your daytime energy.

Daily Diligence

As a supportive, engaged parent, you can instill the daily coping skills children need to handle troubling circumstances.

- Although it's tempting to solve children's problems for them, let them "think out loud" and devise solutions that are primarily their own.
- Encourage children to face fears that may be holding them back. Let them know that despite disappointments, you'll always be there for them.

Additional sources: American Psychological Association, University of Wisconsin-Madison, Center for Motivation and Change, National Institutes of Health.

Family meals foster emotional balance

Family connection increases by:

50%

With at least 7 family meals per week

39%

With 5 family meals per week

25%

With 3 family meals per week

Source: Journal of Pediatrics and Child Health.