

difference

AN EMPLOYEE NEWSLETTER • VOLUME 2 • ISSUE 11 • NOVEMBER 2008

Picnic Time

By Linda McDonald



Dessert judge Shawn Sheppard, Harry's Seafood Bar and Grill in Tallahassee.

Thanks to the personal contributions of our DMS leadership team (bureau chiefs and above), employees had a great time at the annual employee picnic, Oct. 23. Our leaders pay for all the burgers, hot dogs, beans, coleslaw and soft drinks, and nearly 500 of us enjoyed lunch on the boss that day!

The annual baking contest provided our desserts and we had some beautiful and tasty treats! Thanks to **James Finch**, Real Estate, our celebrity judging team included: Governor Crist's Chef Josh Butler, Shawn Sheppard, Harry's Seafood Bar and Grill in Tallahassee and **Anthony Andreala**, Real Estate.

Michelle Robleto's (DSGI), carrot cake and **Delores Terry's** (Finance

and Accounting) Italian cream cake tied for first place. Congratulations, ladies! We posted their recipes on The Workplace.

Raffle winners were: **Robin Collins**, Retirement; **Sylvester Gross**, Retirement; **Tony Garcia**, Departmental Purchasing; **Brenda Jackson**, Finance and Accounting; **Belinda Rogers**, State Purchasing; **Anita Richardson**, HRM, **Michal Cierpik**, Retirement; and **Tauno Kyllonen, Jr.**, Real Estate.

Special thanks to all the workers who made it happen Picnic committee

- **Randall Baker** • **Steve Rumph** • **Patti Harrison**
- **James Finch** • **Christina Espinosa** • **Linda McDonald**



James Finch, Real Estate, coordinated this year's dessert contest. The governor's chef Josh Butler along with **Anthony Andreala**, Real Estate, also judged the goodies.

from the secretary



Secretary South mixed and mingled with 500 DMS employees at our annual picnic.

It's that time of year when I am cooking. I cook throughout the entire year but there is something unique about fall, cooler temperatures, and shorter days. It all points to some well-invested time in the kitchen. I love trying a new recipe; taking ingredients that alone may be okay but combined with others create an amazing dish.

It gets me thinking about what we do here at DMS (yes, I often do my best thinking around the kitchen). Some agency roles are more visible than others, but no less

important. Like ingredients in a great dish, you may not recognize the oregano, but it's what makes that sauce pop. Each of us is an important ingredient to making things succeed. Even though you can't readily identify each one, every flavor is essential.

Take for instance our folks who answer the 411 line, building maintenance crews, emergency coordinators, 911 task force members, our team who sees that thousands of retirees receive a check every month, and the countless others who keep our agency and state government running. We may not know their names, but each and every one play a critical role.

So forgive me for using a food analogy during Thanksgiving. But I mean it. I am incredibly thankful for all the flavor each of you brings to the pot.

Thank you for all you do,



2008 Priorities

1. Develop HR practices that recruit, retain, develop, recognize and reward employees making DMS a workplace of choice
2. Improve our contract management abilities
3. Create a strong strategic plan for each program area
4. Create world-class performance by focusing on our core competencies
5. Improve our quality of services by measuring what matters

DMS SERVICE MOTTO

We Serve Those Who Serve Florida

DMS SERVICE VISION

Engaged Employees; Satisfied Customers

DMS SERVICE MISSION

Providing Smarter, Better, Faster Services

OUR SERVICE PROMISE

To Serve with CLASS

Communicate Concerns Immediately

Listen, Learn and Grow Together

Act with Integrity and Honor

Strive for Greatness

Serve with a Servant's Heart

Fire Safety tip

- If the stove is on, stay in the area. Don't get distracted by the phone, visitor at the door or starting a project in another area of the house. If you have to leave the kitchen, turn the stove off.
- Smother a grease fire with a pan cover. Don't use water.
- Keep your candles in tip-proof, non-flammable holders.
- Never leave a child alone with a burning candle or leave home with a candle burning. Blow it out and relight it later.
- Give space heaters 'space.'
- Create a fire escape plan and practice it with your family. Make it a game while stressing its seriousness.
- If your clothes catch on fire, stop, drop and roll.

meet

Henry Garrigo
Executive Director
Council on Efficient Government

Just what does the Executive Director of the Council on Efficient Government do?

I lead the team that supports our seven-member council. The team focuses on supporting state agencies with the development and review of business cases to ensure that sound business decisions are made before we outsource any services.

What takes up most of your time each day?

Externally I work with agency heads and staff to advocate for the council and educate on best practices. Internally I work with the team to assign business cases and prioritize the workload. I also spend a lot of time reviewing and editing business cases and reports. There are only four members on our team, plus a couple of interns, so we work together. Everyone contributes to the final product.

What is the best thing about your job?

Knowing that the work the council does helps the state make good use of its resources, primarily that people's tax dollars are spent wisely.

Where are you from originally and how did you land at DMS?

I was originally born in Texas, but I was raised in south Florida. After college I started working in the technology industry. The last 10 years before I came to DMS, I worked for the Intel® Corporation in a worldwide program management role, traveling to more than 25 countries on four continents, and ending up in Portland, Oregon. I decided I wanted to move back to the south where most of my extended family lives, but not back to south Florida. I had some family in Tallahassee and it sounded like a good place to raise a family. I heard about the council and its work and it sounded like a great opportunity.



The Council on Efficient Government team
L-R: **Garrett Lombardi**, **Suzanne Keele**, **Noah McKinnon**, **Henry Garrigo**, **Evelyn Gonzalez** and **Carolyn Mooney**.

What motto/phrase/advice do you try to live by?

"Seek first to understand." I think it is very important to be a good listener and to listen before you act. I think you should try to understand where other people are coming from before acting.

What is a unique or startling fact about you that people may not know?

I am the first member of my family to be born in the United States. My parents and siblings migrated here from Cuba in the early 1960s after Castro's overthrow of Cuba.

What's the last book you read or movie you watched?

I recently rediscovered some of the classics and read Hemmingway's *Old Man and the Sea*, and Golding's *Lord of the Flies*. Very interesting social commentary in some of those. On a lighter note I am currently rereading the Harry Potter series with my kids (new movie coming out soon!), and Carl Haiszen's *Nature Girl* for fun.



ETIQUETTE TIPS

FOR HELPING PEOPLE WITH DISABILITIES

1. Persons with disabilities want to be treated as independent people. Offer assistance only if they appear to need it. If they ask for assistance, ask how you should help before you act.
2. Speak directly to a person with a disability, not to a companion, aide or sign-language interpreter.
3. Don't push or touch a person's wheelchair; it's part of his/her personal space. If you help someone down a curb without waiting for the instructions, you may dump them out of the chair, or detach the chair's parts if you lift by the handles or footrest.
4. If the nearest public restroom is not accessible or is located on an inaccessible floor, allow a person in a wheelchair to use a private or employees' accessible restroom.
5. Some people have limited use of their hands, wrists, or arms. Be prepared to offer assistance with reaching for, grasping or lifting objects, opening doors and display cases, and operating vending machines and other equipment.
6. Identify yourself before you make physical contact with a person who is blind. Say your name—and your role if it's appropriate, such as a security guard, usher, case worker, receptionist or fellow student. And be sure to introduce them to others who are in the group, so that they are not excluded.
7. Do not touch a blind person's cane or guide dog. The dog is working and needs to concentrate. The cane is part of the individual's personal space. If the person puts the cane down, do not move it. Let him know if it's in the way.
8. When information exchange is complex, the most effective way to communicate with a person who is deaf is through a qualified sign-language interpreter.
9. Do not make decisions for persons with disabilities about what they can or cannot do.



DMS IN PENSACOLA

The Chappie James Building in Pensacola was built in 1978 and named after General Daniel "Chappie" James, the nation's first black, four-star general. He graduated from a local high school and his boyhood home is on the National Register of Historic Places. He passed away in 1978 at age 58.

It is a "full service facility," and home to Department of Environmental Protection, Department of Children & Families, and Area One Medicaid. DMS Team members who keep the building running smoothly, clean and making the tenants happy to be in our building, from left to right in photo below:

Marcus Griggs, Maintenance Mechanic, state employee for three years

Tom Long, Facility Manager, state employee for eight years

Libby Hollihand, Custodial Supervisor, state employee for eight years

Chuck Driggers, Grounds Keeper, state employee for 30 years



They love doing what they can to serve our 400-500 tenant customers and give them a pleasant work

DMS Travel tip

When upgrading an Avis car rental please provide a justification for the upgrade with the travel reimbursement. Include the names of the persons riding in the vehicle with the traveler. If you have questions about this or other travel-related issues, contact **June Berley** in Finance and Accounting. June.Berley@dms.MyFlorida.com

picnic photos



The leadership team put on a great picnic for DMS employees.



L-R: Brenda Hough, People First, Kris Parks, Real Estate, Linda Tyre, Real Estate, and Ann Barfield, Administration
(Photo by Pam Donaldson)



Sarabeth Snuggs, Retirement, and Chuck Moneyham, Real Estate



DMS loves a picnic!



The weather was a little cool, but 500 DMS employees enjoyed the picnic Oct. 23.



Secretary South and James Finch, Real Estate, wait to announce the winning dessert(s)!



Checking out all the yummy dessert!



Getting ready for the crowd!

october accomplishments

The Workplace-Developed and launched a revised intranet for DMS employees. This Web-based internal site increases efficiencies and helps teams collaborate via the Web without the need for lengthy meetings or travel expenses.

ACA Audit-Graceville Correctional Facility received a 100 percent scoring on mandatory and non-mandatory audit standards, from the American Correctional Association, Standards for Adult Correctional Institutions. This was the first accreditation, having been open just over a year, and marks the third 100 percent score for all three GEO facilities this year.

Florida Retirement System New Agencies-Three new customers joined the Florida Retirement System for a total of eight new agencies that joined or rejoined between July 1, 2008 and October 31, 2008.

Open Enrollment-Completed successful open enrollment for more than 400,000 participants. Mailed 211,000 packages to active employees and retirees. There were 63,000 election changes with 79 percent done online, exceeding last year's 68 percent. Hosted 26 benefit fairs across the state.

Ice Making Machine Contract-New contract with the highest discount ever awarded in its category, offers new climate friendly products, and supports a minority-owned business. Estimated annual contract savings \$467,000.

MRO Electrical and Safety Equipment Improvements-Innovated manual search and order process into a comprehensive online system, increasing contract usage by 35 percent and saving state contract customers an estimated \$1.2 million.

PCs, Laptops and Monitors State Term Contract-Revised contract includes deep discounts with a 27 percent improvement over the previous state contract.

ITFlorida Award-MyFloridaMarketPlace received the 2008 IT Innovation Award for Public Service for its

contributions to a state or local government agency's mission accomplishment, services to the public and cost effectiveness.

MyFloridaMarketPlace-Created and distributed a new online newsletter, *The MyFloridaMarketPlace View* to more than 200 agency users and reviewed online by more than 100,000 vendors. This new tool informs state purchasers and vendors about important initiatives, events and updates on various topics of interest.

Council on Efficient Government-Reviewed 10 business cases bringing more than \$27 million in potential savings to the state.

New VoIP Telephony State Term Contract-Developed a new contract in collaboration with the DMS CITS division and the Division of State Purchasing. The new contract provides excellent pricing and contract services are maintained and monitored by CITS engineers for compliance with the MyFloridaNet communication network "backbone."

Sunset of State Purchasing Subsystem (SPURS)-Fully retired the old state purchasing subsystem. Migrated the Division of Administrative Hearings, the Florida School for the Deaf and Blind and the state legislature's Office of Legislative Services from SPURS to MyFloridaMarketPlace. This accomplishment is a major step toward one e-procurement system for the State of Florida. The project eliminated software maintenance costs and processing costs for SPURS of \$400,000 and \$200,000 annually.

OSD Link-Distributed the online newsletter to more than 4,000 women and minority business enterprises.

We collect accomplishments from each division at the end of the month. Contact your supervisor if you have something to add to the monthly report.



open enrollment THANK YOU

The Division of State Group Insurance thanks everyone in Real Estate who helped make our open enrollment benefit fairs in 2008 so successful!

A special thanks to Director **Dean Izzo** and Bureau Chief **James Finch** for their leadership in helping us at these buildings:

DeLand: One-Stop Employment Center (Oct. 1)

Rick Fraser
Mike Miller
Kristina Tschantre
Ken Torres
Richard Cuebas
Terrence Gilmore

Orlando: Hurston Building (Oct. 2)

Dan Eberhart
Alan Nelson
Karl Spooner
Tiffany Stephens
Dave Edwards
Mike McClanahan
Michael Green
Scott Woods
Thermon Paterson

Fort Myers: Regional Service Center (Oct. 3)

Roy Yoerger
Chris James
Jorge Cardona
Robert Pichardo

Fort Lauderdale: North Broward Regional Service Center (Oct. 10)

Ralph Reynolds
Arturo Pinto
Carlos Sepulveda
Fred McGovern (Gore Building)
Deborah Clark (Gore Building)

Tallahassee: Betty Easley Conference Center (Oct. 10)

Brian Fienemann	Bryan Taylor
Patty Harrison	Aron King
Mike Chap	Robert Lundberg
Billy Harrison	John Sparks
Gary Cooper	Christine Brandon
Chris Forbes	Lynell Joiner



Open Enrollment Benefit Fair

Many others also helped make open enrollment for 2009 benefits a success:

Office of the Secretary

David Faulkenberry

DMS People First Team

Jimmy Cox
Suzetta Furlong
Mike Waller

Division of State Group Insurance

Michelle Robleto	Jackie Ward
Spencer Kraemer	Melody Bartel
Dave Snyder	Dee Fort
Sandie Wade	Marie Abrams
Lenora Williams	Adrienne Bowen

Communications

Cathy Schroeder
Linda McDonald
Linda Ogle
James Miller
Kate Ogle
Vangie Felix
Herbert Bryant

MyBenefits Web Page

Ryan DeRouin

Thanks to every DMS team member who worked on this year's open enrollment. If we forgot to mention anyone, it was not intentional. So many people worked hard to make this the best open enrollment session ever, starting at the top with Secretary South's endless support. Thank you to everyone involved and please e-mail Dave Snyder if your name should be on our list.
Dave.Snyder@dms.MyFlorida.Com.



DMS happenings

Pumpkin Patch



Little punkin' Peyton Parks is the two-year-old son of **Don and Kris Parks**, Real Estate.

Vangie Felix, Sign Shop, and her children Matthew and Ariana dressed up for Halloween. Matthew was Anakin Skywalker from Star Wars, Ariana was a princess and Vangie was a hockey player.



Cheryl Gilliam-Greene (left) and **Betty McGovern** (right) treated **Randall Baker** (center) to a surprise Boss's Day breakfast. All three are in Real Estate.

LaToya Clark, daughter of **Mitchell Clark**, Finance and Accounting was named SWAC Volleyball Newcomer of the Week. She is a freshman at Jackson (Mississippi) State.



At the Daytona Regional Facility Manager meeting Oct. 2, the group ended the day with a "Construct a Sandcastle" team-building competition. The winners built a replica of the Fort Myers Regional Service Center (RSC).



L-R: **Terry Graham** (Monroe RSC), **Ralph Reynolds** (North Broward RSC), **Dan Eberhart** (Regional Deputy Chief), **Tom Berger** (Deputy Director), **John Purcell** (Jacksonville RSC), **James Finch** (Bureau Chief) and **Roy Yoerger** (Fort Myers RSC) and the winning sandcastle.



(L-R) **Billy Harrison**, **Jim Zumbrunn**, **Bond Thornton** and **Randall Baker**, all in Real Estate, played in the Mule Day Golf Tournament in Calvery, Georgia, Oct. 25.



Jeff Milligan, Real Estate, was recently appointed to the Emergency Management Advisory Working Group by the Director of the Division of Emergency Management (DEM). The working group of 20 members provides guidance and recommendations to DEM about funding and other emergency management issues. We appreciate all of those working to make emergency management a priority for our great state.

Births

Caitlan McGee is the new granddaughter of **Gary McGee**, State Purchasing. Everyone is doing fine!



Cindy Aaron, Real Estate, has her first grandchild. Evan Michael Davis was born Oct. 29 in Sarasota. Mom, baby and grandmom are doing great (dad and grandpa, too)!

Mark Foss, State Purchasing, has a new granddaughter, Isabella Marie, born Aug. 28. Congratulations, Mark!



Employment Anniversary

Kimberly Bickley, CITS, celebrated four years with DMS in November.

Wedding Anniversary

Andrea Simpson, People First, and her husband Bill celebrated their five-year anniversary Oct. 4. Congratulations!

New Hires/Job Changes/Farewell

Retirement: **Doug Beckendorf**, Actuary

SHOUT OUTS

The **Florida Retirement System Pension Plan** received the Public Pension Standards Award for Funding and Administration. This award is presented by the Public Pension Coordinating Council and recognizes pension plans for meeting professional standards in pension plan funding and administration.

For the **Planning and Budget Team**-*Successfully coordinated and pulled together the Long Range Program Plan and the Legislative Budget Request. They understand there is no "I" in TEAM. They look out for one another and jump in to add value wherever needed to produce excellent products and services!* (Debra Forbess, Administration)

For **Art Pinto**, Real Estate at our North Broward Facility in Fort Lauderdale-*Great job helping with the Employee Health Fair! While I was checking the information provided, I saw Art tending to the needs of every booth by bringing their full boxes and helping them with the empty ones. This was done with such a great smile and promptness. But the above is not a surprise; Art seems to attend to every maintenance task to be done, no matter what the need is; to change a light bulb, to move a bulletin board with the same great and positive attitude.* (Sandy Porras-Gutierrez, Florida Department of Health)

For **Real Estate**—I want to share how pleased we are with the outcome of the refresh project on the first floor at the Benton Building in Fort Pierce. Your management worked through some contracting adversity to ensure that this space was prepared in time for our staff to move in, and it looks very nice! Just want to convey to you what a great job they did for us and to let you know that we appreciate your efforts to improve our partnerships! Nice job gentlemen, thank you! (Alleyn Tanner, DCF, Benton Building, Fort Pierce)

For **Lori Potts**, State Purchasing—I left a phone message for Lori Potts asking a few questions. She responded back the next morning with a professional e-mail, giving me some ideas to pursue to find what I am looking for. I just wish to let someone there know how great her response was to me and in supporting my work down here. (Tad Kelson, Lakeland Housing Authority)

For **Brenda Wells**, State Purchasing: I really do appreciate your assistance.....you were one of the few folks in my experience with Tallahassee who was up to date on your information and knew the answers to my questions.....job well done! (Dr. Frank Gibbs, Executive Director of Heartland Educational Consortium)

R. Franks Nims Middle School in Tallahassee thanks **Team DMS** for the generous donations of school supplies. That support helps the school accomplish more than it could otherwise.

These DSGI employees are now Florida Certified Contract Managers:

Marie Abrams
Adrienne Bowen
Dee Fort
Leticia Nazario-Braddock
Toletha Sylvester

These State Purchasing employees are now Florida Certified Contract Managers:

Fran Shewan
Allison Norman
Michelle MacVicar

Congratulations to both groups!

ANNOUNCEMENTS

DMS-Provided Handheld Wireless Devices

DMS employees assigned a handheld wireless device are required to submit a payment for each personal call plus a \$3 service charge. No payment is required if no personal calls are made within the billing period. Review your invoice each month, circle any personal calls and submit a check for the total cost of the personal calls, plus the \$3. Make check to State of Florida, Department of Management Services within five working days of receipt of the invoice. The policy, Administration 00-103, is online for review.

Wellness Program Update

In September 33 percent (321) of DMS employees completed our wellness survey and 91 percent of those want to participate in a wellness program. The survey found that 21 percent of employees are and have been healthy for years. Yet 62 percent are just starting to make healthy lifestyle changes or are having problems transitioning or maintaining the changes they are making, and 14 percent are only considering or planning to make health lifestyle changes.

Physical activity and diet and nutrition are important components of wellness. Forty-seven percent of employees are satisfied or somewhat satisfied with their current levels of activity, which leaves a target group of 51 percent who are dissatisfied. Sixty-five percent of employees are satisfied or somewhat satisfied with their diet and nutrition, and 34 percent are dissatisfied. The top areas of wellness management interest are: Stress Management, Time Management, Nutrition, Weight Management, Financial Management, Physical Activity and Disease Prevention.

Our committee members are working on a program that begins to meet your interests that we can build on over time. Committee members are: Marie Abrams, Maya Green, Jenny Robertson, Dani O'Quinn, Kris Parks, Nicole Marciano, Edgar Gonesh and Linda McDonald. We plan to launch our program in January so watch for more details in your e-mail and next month's *DMS Difference*.





november birthdays

Jeannette Smith	1	Sally Howard	16
Christie Moats	1	Mike Chap	16
Leon Sanders	2	Samuel Wilson	16
David Edwards	2	Gary Oglesby	16
Rose Planner	2	Darlene Simmons ...	17
Lori Anderson	3	Shannon Martin	17
Terry Wallace	3	Brian Pace	18
Jerrilyn Roberts	3	Jan Stetler	18
Joann Tellez	4	Melody Mitchell ...	18
Martha Mendez	5	Nancy Gebhart	20
Richard Nichols	6	Terry Graham	20
Bob McLaughlin	6	Marvin Allen	21
Craig Blount	6	Brandon Griffith	21
Rosa Twyman	6	David Bennett	22
Mitzi Roberts	6	Mark Foss	22
Trae Mills	6	Gary McGee	23
Dawn Givens	8	Richard Lamberto ...	23
Herbert McKinnon ...	8	Mary Elias	23
Charles Day	8	John Jones	23
John Susco	8	Jacquelynne Williams	27
Jeff Milligan	9	Mary Misiolek	27
Richard Gray	10	Al Carrazana	28
Mitchell Clark	12	Steve Hooker.....	28
John Christie	13	(the big 4-0!)	
Joe Gainer	13	Martha Baker	28
Anthony Andreala	13	Thomas McCoy	29
Una McConnell	13	Lisa Lehman	29
Terry Rocco	15	Anna Walton	29
Diane McGuffey	15	Anthony Wardwell	30
Lori Potts	15	Janet Johnson	30
Doug Cherry	15		



Delores Terry, Finance and Accounting, made her contest-winning Italian Cream Cake for Real Estate's November birthday celebration. Pictured left to right are: **Ming Ko**, **Betty McGovern**, **Jim Zumbrunn** and **Gene Nicoloso**.

belated october birthdays

Anthony Kenion	1
Angie Whitfield	1
Donna Williams	7
Pat Ochoa	8
Larry Hunnicutt	8
Greg Neff	8
Meagan Jimenez	8
Samantha Starks-Harrison	14
Mary Ellen Anderson	14
Dorothy McKinzie	16
Linda Woods	19
Denise Dubose & Peter Sinclair	22
(in-laws)	
Ira Gaines	30
LaTondria Carter	31

Are you or someone on your team celebrating a birthday?
E-mail us at Communications@dms.MyFlorida.com so we can include it in our next newsletter.

Real Estate team members helped with all the set-up and clean-up...no picnic can happen without these guys!



- Henry Aldridge
- Mike Chap
- Gary Cooper
- Eddie Dorsey
- Chris Forbes
- Brian Fienemann
- Ben Grant
- Mike Harris
- Billy Harrison
- Amel Lollie
- Derian Bonds
- Aron King
- Robert Lundberg
- Bryan Taylor
- Kevin Waters
- Tor Walker
- Charles White
- Rex Campbell
- Jeff Palmer
- Danny Corbin
- Jeremiah Gee
- DeAndrae Hampshire

Thanks to our photographers and memory collectors **John Owen**, Real Estate, and **Pam Donaldson**, Administration.

And our wonderful cooks

- **Steve Tanton**, Retirement (Accenture)
- **Tim Carlisle**, Inspector General Office
- **Jeff Milligan**, Real Estate
- **Steve Rumph**, Inspector General
- **Randall Baker**, Real Estate

Steve Rumph and Tim Carlisle delivered leftover food to Tallahassee's Lighthouse-thanks guys!

Helpers/Gophers/Clean-up

Brandi Tanton, General Counsel's Office

Karen Modzelewski, Administration

Elizabeth Irvin, Legislative Affairs

Mike McClure, Bureau of Aircraft Operations

Scott Simmons,

Specialized Services

Dani O'Quinn,

Retirement

Spencer Kraemer, DSGI

Leticia Nazario-

Braddock, DSGI

Linda Fuchs, Project

Management Office

Thanks to every DMS team member who helped! We couldn't have a picnic without all of you. If we forgot to mention anyone, it was not intentional. Thank you to our leaders for making this day possible for us.



Our fabulous DJ-wasn't that music great!-**Chuck "Music Man" Moneyham**, Real Estate



Linda McDonald helps Ken Granger draw for the raffle prizes.

Recipe *of the* Month

Our dessert contest winners agreed to share their recipes and we posted them both on The Workplace home page. Click on "2008 Winning Recipes." Thanks to our winners for sharing: Carrot Cake by **Michelle Robleto**, DSGI, and Italian Cream Cake by **Delores Terry**, Finance and Accounting.



Newsletter Team

Cathy Schroeder, Communications Director • Linda McDonald, Deputy Communications Director • Linda Ogle, Creative Director • Vangie Felix, Graphic Designer II • Katelynn Ogle, Graphic Designer • Charlotte Rakestraw, Graphics Design Apprentice

A publication of the Department of Management Services Linda H. South, Secretary, ©2008 by the Department of Management Services, unless otherwise noted. No permission is required to excerpt or copy articles provided they are distributed at no additional cost.