



2016 Ugly Sweater Winner



Right of Way's Most Wanted

If you have any information on the identity of this man Please contact your local DHI (Division Head Investigator)



2016 Title Person of the Year



Who is helping who Batman??

Right-of-Way Quarterly

July - Dec 2016

Q1 & Q2

Welcome to our new ROW Family Member. . .

Cameron Wayne Jaxon Duff

Congrats to his Mam'ma Jacki Schrotberger...



Performance Review Challenge . . .

So, you want to park in the Employee Parking spot because it is cold out? Here is your chance to get into the parking spot twice in one parking cycle!!

Your Performance Review is now ready go! Anyone who completes their Self Review before **NOON Friday 1/6/2017 will be put in a drawing to have the parking spot 1/9 - 1/13!! Snow is coming...after snow comes ice!**

Anyone who completes their Full Performance review by **Close of Business 1/26** will be put in a drawing to have the parking spot 1/30 - 2/10!! TWO full weeks...Yes, that means you could actually end up with the parking spot 3 times in one parking cycle!!

Remember Performance Reviews are HR Required. . . If you have to do it. . . You may as well get something for doing it!! If you need assistance please see your supervisor, Jacki or HR. ~Good Luck



I know it has been said time and time again
but we are going to say it . . . Again!

Please be sure to update your calendars if you are going to be away
from your desk for more than 15 - 20 min.

Be sure to put it on your calendar when you are Out of the Office.



Over the holidays many people were on vacation and at times it was hard for those who answer the phones to locate someone for a caller. If someone calls in during business hours and we cannot locate anyone to take their call it is considered poor customer service. Not to mention the caller will just be that much more frustrated when they do reach someone. If we are unaware someone is out of the office we take a message and email it to the recipient. If the recipient is then out of the office for a day or several days this caller is not getting called back and then callers tend to go to the Director's office sometimes even the Governor's office.

2017 is our year to dominate customer service!

Please keep your calendars updated.

We celebrate people on numerous occasions: birthdays, weddings, baby showers and much more. But do we remember to take time to celebrate our successes at work? Let us not forget we are our greatest resource! Without us very little would be achieved! Celebrating our successes, as little as they may be. . . help maintain a culture of motivation, unity and job satisfaction.

In this new year let's keep our energy and momentum alive!! Share your success or a co-workers successes with us. . . Submit them by email to Jacki.

Fun Facts . . .

1. Snow forms when water vapor in the atmosphere freezes into ice crystals.
2. Did you know that each snowflake is made up of about 200 ice crystals and each one is unique?
3. The highest snowfall ever recorded in a one year period was 1,224 in in Mount Rainier, Washington State between 2/19/71 - 2/18/72.
4. The worlds largest snowflake was reported to be 15" across and 8" thick. Found by The Guinness Book of World Records in Fort Keogh, Montana 1/28/1887



SCALE

If I could only see the scale,
I'm sure that it would state
That I've lost ounces . . . maybe pounds
Or even tons of weight.
"You'd better eat some pancakes—
You're skinny as a rail."
I'm sure that's what the scale would say . . .
If I could see the scale.



Did you set a New Years Resolution for Weight Loss? Join in on the "ROW Biggest Loser" Challenge!

In the last two challenges the group has lost 85.2 lbs!! We currently have 14 people registered for 2017 and you can still get in!!

All weights are confidential!! Winner is determined by % of body weight lost.

This is a 12 week challenge with newsletters, a few lunch and learns, general support, motivation and encouragement for the group and helpful tools!!

Challenge runs through March 31st.

- To Register**
1. See Jacki to log your beginning weight
 2. Beginning weights can be done till COB 1/6/2017
 3. Get Started!

Upcoming Events

- January 16 - Holiday Martin Luther King Jr. Day
- January 27 - Controlled Access Presentation by Jeff Schroeder
- February 3 - ER Q3 Chili Feed
- February 14 - Valentines Day "Heart Healthy" Pot Luck
- February 20 - Holiday Presidents Day
- March 29 - NO Deduction Pay Day!!
- April 28 - Holiday Arbor Day