

THE GOODWILL GAZETTE

MAY 2022

Letter from Mr. Shelfer, President & CEO, Goodwill Industries - Big Bend



Fred G. Shelfer, Jr. CEO

We have a great team of executives working for Goodwill. The one I am writing about this month is Tamara Williams our VP of Human Resources. Tamara is somewhat self-educated but has become very efficient in the complicated world of HR. Under her supervision falls employee relations (hiring, discipline, complaints, etc.), safety-throughout the entire organization, insurance including health, property-casualty, and general liability insurance. On top of all those responsibilities I asked Tamara if she would manage the contract for the airport in Panama City. She took on the task and through the many obstacles of cleaning a busy airport 24/7 she has made progress with the contract. In addition to the airport she has put together a team to clean

Goodwill buildings and added janitorial contracts with the City of Panama City.

In recent months we have changed our health insurance to a self-insured program and our HR software to Ascentis. Both of those changes will move our Goodwill forward but were very intensive in their transition. Tamara has handled these changes while administering her many other duties.

She is a remarkable member of the executive team and next time you see her you should thank her for the great work she is doing for all of us.

Sincerely,
Fred G. Shelfer, Jr.
CEO

SAFETY

Push Don't Pull

Can you afford to lose a day of work? What about three days or a week? 22% of all workplace accidents this year were due to pulling instead of pushing. That isn't counting the accidents that happen when you are at home!

These injuries are painful and unnecessary and can be avoided by PUSHING instead of PULLING. The motor of a boat is in the back so it can PUSH, instead of pull. When your car breaks down, you don't pull it out of the road— you PUSH it!

Here are some examples of the injuries we see:

- Ran over toe when pulling a bin of clothes
- Contusion to toe from pulling a full tote
- Contusion to ankle when pulling a bin
- Back strain due to pulling a bin or pallet



EXECUTIVE CORNER

Updating Personal Information for Emergency Preparedness

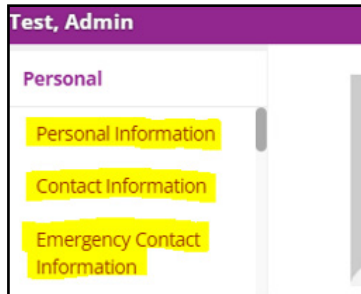


Goodwill wants to ensure that we are able to communicate with all of our employees during and after an emergency; such as a Flood, Tornado or Hurricane. Please help us “keep in touch” by updating your personal information on your Ascentis Homepage. It is easy to do!

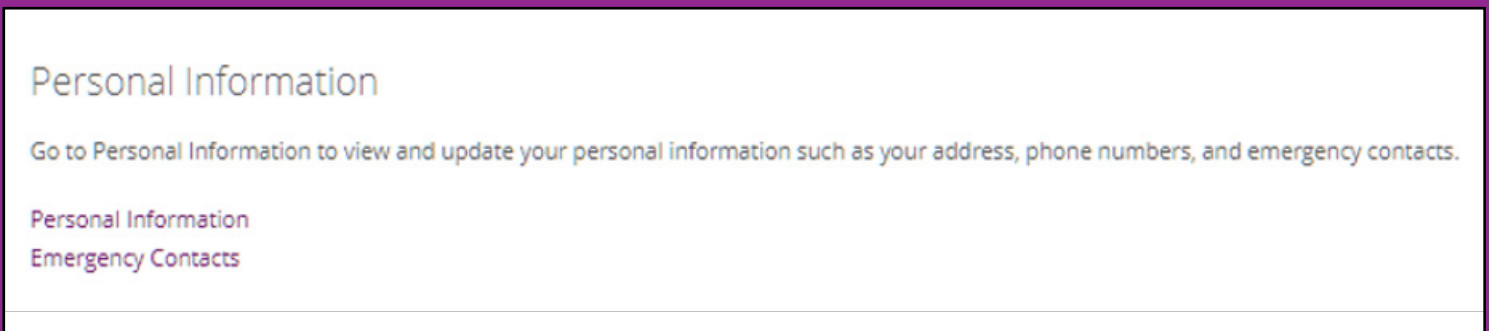
Just follow these instructions:

1. **Log in to your Ascentis account**
2. **Select My Self**

To change Personal information just click Personal and then select Personal Information, Contact Information or Emergency Contact Information to edit needed information:



Or your page could look like this:



Once you select the item you need to change, click on the **Change** button and you will be able to edit your information. When you have made all corrections, click on the **Update** button and your changes will be saved.

Employee Shout-Outs

Happy Birthday *Lisa* from your Goodwill family!



Clean up on aisle three! Our *Santa Rosa team* had a little cake mishap this month.



Employees of the Month from The Learning Pavilion



Ms. Ave Tanner



Ms. Christine Smith

Graduate Shout-Outs



Congrats to interns *Dara and Doug* for graduating this semester from FSU!



Congrats to *Carson McLeod* for graduating this semester from FSU, with a B.A. in HR Management



Congrats to our graduates from the Learning Pavilion

Jurnee Perdue
(FAMU)

and

Cassandra Hall
(Flagler College-Tallahassee)



Congrats to *Zoe Albrigo* for graduating from Leon High School this coming month!



Milestone Anniversaries

We wanted to highlight some employees who are celebrating some very impressive anniversaries this year! Thank you for your service and commitment to Goodwill. Here's to many more years to come!

Last Name	First Name	Adjusted Seniority Date
Coker	William	35 years
Smith	Star Ros	21 years
White Jr	Rufus	16 years
Tullos	Charles	11 years
Richardson	Anthony	11 years
Fisher	Will	11 years
Benoit	Wilfred	11 years
Palukaityte	Zydre	11 years
Baker	Christopher	11 years
Munroe	Natalie	11 years



Special Congratulations to **Star** who is celebrating 20+ years of work for Goodwill.




Our hearts go out to the Thomas Drive team who lost a valued employee recently,
Nolan McDaniel.

CARE CORNER

Financial Literacy Tips

To kick off this month, it's a good idea to become familiar with your current financial habits. Are you paying off loans? How much are you saving each month? Each one of us is on a different financial journey. However, it doesn't matter where you are in your journey, the Goodwill team is here to help.

Budgeting and Saving

The best way to save money for emergencies or future expenses is to actively and consciously prioritize  saving, and the first step to making it happen is budgeting all your expenses (entertainment, bills, food, etc.).

Establish and Track Your Credit Score

Your credit score is generated, in large part, by your ability to pay your bills and payback debt on time. If you don't have any bills or any debt, it is a good idea to establish credit by taking out a line of credit on a card and then paying it back responsibly every month.

Plan For Retirement

Company-sponsored retirement plans are a great choice because you get to put in pretax dollars and companies will often match part of your contribution, which is like getting free money. Opening a Roth IRA account is also a great idea if you do not want to pay taxes for the saved money at the moment of retirement.



Invest

Receiving your paycheck is always exciting! Investing dollars from that paycheck is equally exciting. Investing provides the opportunity to see the value of the dollar earned grow over time, and with it, your wealth.

You don't need a fancy degree to manage your money and stay debt-free. These few financial tips will guide you. Budgeting, saving, and accounting for your debt will soon help you achieve financial freedom!


6 Steps for Young Adults to Build a Financial Foundation

- 1 Create a budget**
Subtract your monthly living expenses (e.g., rent, food, utilities) and loan payments (e.g., student and/or auto loans) from your monthly income to see how much you'll have left over each month to save or invest.
- 2 Build an emergency fund**
Stash away a small amount from each paycheck until you have a few thousand dollars built up that you can access in the event of a financial emergency.
- 3 Pay your bills on time**
Automate payments with online bill pay. If you run into financial difficulty, be proactive and contact your lender before you miss a payment.
- 4 Use credit wisely**
Avoid racking up unnecessary credit card debt and pay off your bill in full each month. If you can't, don't use your credit card.
- 5 Contribute to a Roth IRA and/or workplace 401(k)**
Time is your friend. Start saving for retirement now, and your older self will thank you. Consider starting with 3% of your pay and increase from there.
- 6 Live within your means**
Forget about what others are doing and set your own financial rules and goals. Live your best life by striving to live within (or below) your means.

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MAY 2022

COMING SOON




= Even + Goodwill Industries - Big Bend, Inc.

Your pay, your way.

Even is a new benefit provided to all employees.

Sign up by July 21 for a chance to win one of 20 \$100 Visa gift cards.



Available on the App Store | GET IT ON Google Play

➤ even.com/goodwill

The Even app provides the tools you need to manage your money.

- ✓ **Get paid early**
Request up to 50% of your next paycheck early, and receive funds in seconds.
- ✓ **Save automatically**
Choose a percentage of each paycheck you want to save, and we'll put it into your savings. Adjust or transfer funds at any time.*
- ✓ **Manage your budget easily**
Even detects your monthly expenses and gives you a daily, personalized snapshot of what's ok to spend.

Scan the QR code below to get started



➤ even.com/goodwill

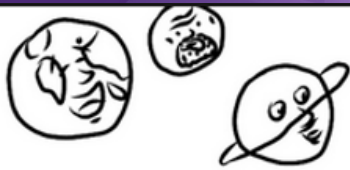
*Demand Deposit Account issued by Cross River Bank, Member FDIC.

PRESORTED
FIRST-CLASS
MAIL
US POSTAGE
PAID

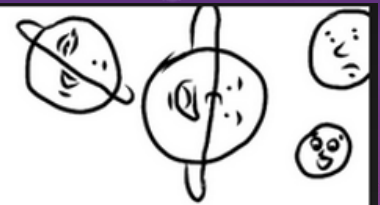
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MAY 2022

WORD SEARCH



Space



TYVUFAYXNITPUQWNJPOPUPPFHAI IWM
 OIPFOGVOWBPEKWRBBGPHRRYNSFLYNG
 RFSJEHOFUYLSEUROPAJRZGATTGHIUY
 BLZUQMBFGOOEEO MAXIDEPEENWUWIEG
 NRUTASMFHLDOCFQWYQDILRWXUIQUAN
 PLUECGPKAEITZQOVELYSORIESSKTWX
 FAOITUCRXQHARMCZPFCIOVYJAGEUPO
 YSRYTASFUGOEEVGHNQDVNEKMTFWAEK
 HQDNLYPFUUTQKLGGLYEJMRALUBENLD
 OAABSNUAETWOQBHOGRRKKUZMCHCEOTN
 AKETE CNSAGFCNSTEL LATI ONSCI MTP
 NLEUEOMMFMAZSJJEWC KLDN WTSZSSUI
 EMTCCRKCIAXTYIUDBABRUPOVTD A OHL
 PTGTORZLOUQRQVTESEEROTDWLPMJCSQ
 YVSGANKNJYAXHMDQNCTEBEJTMPYMP
 MALDXYNFATVFBNLSKUMEPVZEWTLRNO
 MUSQWXSOSHCLHIAVLOT EMGRNUJEBVM
 VMRAANUGCLSXGTIPC VNP RORAHTPJBS
 AJYODZNXADXSHEMPNFOPFE CALIYVDZO
 HVCXGIAJWRTLLOVSOIEITUNUPVWVGQC
 LJCBT ADEAYLMJTSTFSEORWURHVVTJIL
 HGZONKLMELI LYAUASHM CNTJESYWL MQV
 SJOVTXLATILRNTFIYSHRWCECUEORCE
 KHEKKVREXGSESM TLD RQSI ND TNYGT XU
 SSLEEOBFVYVEUPVLHBJTBUESITXYVC
 VRZWPNSDRBCNDPBA NTULEKMAVQSYFY
 CDFDCTZEKAUQRALCNDRA CLYTEKZXNM
 GNHWYVAUPRLCDHEBZCRODONPRGMZRH
 VMENLGE SAIFCDICE XTRMHDAHSQKFHJ
 GVQOGSEUJMVZIKCJHWTVAZGZEHXXWO

- ALIEN
- ASTEROID
- ASTRONAUT
- BLACKHOLE
- CALLISTO
- COMET
- CONSTELLATIONS
- COSMONAUT
- COSMOS
- DARK MATTER
- EARTH
- EUROPA
- GALAXY
- GANYMEDE
- JUPITER
- LIGHTYEAR
- LO
- MARS
- MERCURY
- METEOR
- MILKYWAY
- MOON
- NEBULAR
- NEPTUNE
- PLANET
- PLUTO
- ROCKET
- ROVER
- SATELLITE
- SATURN
- SHOOTINGSTAR
- SHUTTLE
- SOLARSYSTEM
- SPACESTATION
- STARS
- SUN
- UFO
- UNIVERSE
- URANUS
- VENUS
- VOID



THE GOODWILL GAZETTE MAY 2022



Dennis E. Colson	5/1	Ruthie S. Boyd	5/7	Davonte R. Blue	5/17	Bradon A. McCormick	5/23
Cheryl L. Lazenby	5/1	Adryanah Watson	5/7	Tasha C. Bass	5/18	Blake Burkett	5/23
Lawrence C. Kozlowsky	5/1	Natalie G. Munroe	5/8	Luann	5/18	Karah	5/25
Nyvay Davis	5/1	Amanda L. Madison	5/8	Rueneene Newton	5/18	Hayley A. Melvin	5/26
Teika Tucker	5/1	Kaitlyn M. LeBrun	5/8	Yalonda Harrison	5/18	Patricia Y. Ramos-sanchez	5/26
Tara A. Kelly	5/1	Kari J. Updike	5/8	Joseph J. Julian	5/18	Glenda Hebert	5/28
Sheliaisa K. Hillsman	5/2	Linda E. Walsh	5/9	Olga Davey	5/18	Jane Maddox	5/29
Daveontae Dickey	5/2	Caleb Ward	5/11	Reinaldo Andreu	5/19	Breeanna N. Jacobson	5/29
Devonte Johnson	5/3	Stegall J. Ponder	5/11	Kristopher I. Williams	5/20	Jacqueline Bryant	5/29
Dana L. Deacon	5/3	Jeffrey M. Davis	5/13	Charles Patterson	5/21	Tamir L. Henry	5/30
Anthony Ash	5/4	Jose J. Alfonso	5/14	Kimberly A. Boone	5/22	Kristanna Solomon	5/30
Seth M. Hanning	5/5	Amber M. Turner	5/14	Natalie H. Haynes	5/22	John P. Burg	5/30
Danielle C. Waidley	5/5	Rodrigue Bissainthe	5/15	Jimmie L. Mickens	5/22		
Ji'varis A. Harley	5/7	David L. Hopper	5/15	Sara J. Shufelt	5/22		
Derek B. Hebenthal	5/7	Brandon R. Barclay	5/16	Jennifer M. Powell	5/23		



Lisa Land	23	Rueneene Newton	8	Peyton L. Cannon	3	Micah Williams	1
Fred Shelfer	20	Heath Gilliam	7	Wanda Sanchez	2	Jaquanna S. McClenton	1
Rick C. Campbell	20	Elise R. Johnstone	6	Mark W. Airhart	2	Lisa M. Deese	1
Rufus White Jr	16	Kathryn M. Meewes	6	Lana J. Stokley	2	Sheila G. Goodson	1
Rachel Benson	15	Derek B. Hebenthal	6	Yodit B. Gibney	1	Amber M. Turner	1
Kimberly Sineath	14	Christopher D. White	6	Camile Ipek	1	Shyrah M. Poole	1
Justin Thompson	13	Charles E. Dotson	5	Olivia S. Blackstone	1	Gary L. Davis	1
Vicki M. Beaumont	13	Jennifer McArtor	5	Bert E. Brand	1	Ariel M. Angeles	1
Marki Dickey	12	Linda F. McCormick	5	John C. Scott	1	Marion B. White	1
Christopher Baker	11	Michael J. Yearby	5	Leonard L. White	1	Patrick L. Robinson	1
Anthony Lamb	10	Zola A. Campbell	4	Malik R. Shaw	1		
Cynthia R. Winskey	9	Shonda E. Goldsmith	4	Delvine D. Braddy	1		
Christopher Hayes	8	Dakoda O. Rollins	3	Dominique Sorey	1		