

August 2009

Bios Offices

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www.abetterlifehomecare.com

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Juanita Williams
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Bios Muskogee
Leslie Bryant
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Bios Sapulpa-Tulsa
Shannon Holcomb
918-227-3734

For contributions, questions or comments about the Bios News or to subscribe to our newsletter, please contact Lori Hauge at lhaug@bioscorp.com



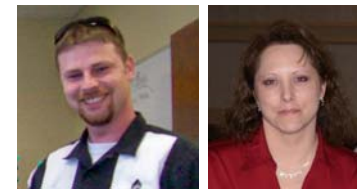
The Bios News

A Better Life Homecare Expanding By: Lori Hauge

Close to its one year anniversary, Bios's newest division, A Better Life Homecare, is expanding to Tennessee. Under the local leadership of Michael Bunnell, we will provide greatly needed services to seniors and adults with disabilities in south-central Tennessee. Beginning with personal care, transportation and homemaking services in October of this year, we will expand to include adult day services by the first part of 2010.

Michael joins us from Bios of Tennessee, where he has served as Quality Assurance Manager for two years, leading the office through its best ever DMRS annual quality survey.

Serving Tulsa, Bartlesville and soon, south-central Tennessee, A Better Life Homecare's leadership team includes, Lori Hauge, President, Jolynn Officer, Director of Nursing, Julie Beaulieu, Marketing Representative, Juanita Williams, Area Director and Michael Bunnell, Area Director.



Clockwise from top: Jolynn Officer, Lori Hauge, Julie Beaulieu, Michael Bunnell, Juanita Williams

The Tour de Life By: Kirk Elam



Soon the Tour De France will be over and we'll know if Lance Armstrong is a record 8 time champion. I'm a huge fan of the Tour. Bicycle racing used to look to me like the ultimate individual sport: one guy riding faster than everyone else in the race.

Interestingly, bicycle racing is actually a team sport. Each team of 9 riders has a leader and the rest of the team members work to get that person on the winner's podium. The 8 riders who are not the leader serve many roles. Most importantly, they ride in front of their leader to allow him to draft, saving energy for big finishes. Another role is for a rider to leave the group, drop

back to the team cars and fill his shirt with water and food. He carries this to the front to serve his hungry teammates. This exhausting task must be completed several times a day. Finally, if the leader is slowing, his teammates must encourage, motivate, and inspire him on to victory.

This analogy applies to our work at Bios. DSP's are the team and the person that you serve is the team leader. Our job is to support that person as they pursue their own victory. We can't do it for them, but we can block some of the wind, making the path easier. We can encourage them when the hills seem high. We must also look out for the rest of our team (our fellow DSPs). In the Tour, when a

team falls apart, the leader, no matter how strong he is, never wins. Recently, I have learned of a lack of teamwork in a Bios program or two. The stories were similar: one DSP wasn't included to assist another DSP or customer, because they were "signed on" with someone else. Just like the rider who brings food and water to everyone on a bicycle team, we must assist everyone on our customers' teams, regardless of who we're "signed on" with. There is no obvious glory in being a Domestique (one of the riders who carries water), or in doing our share of the dishes and bathroom cleaning, but it is essential to the success of the team, and thus the team leader... Our Customer. As always, thank you for your service and Go Lance!!



Patrick Deinert, Columbia, TN, displays his patriotism with his flag and his emergency preparedness.

“Before anything else, preparation is the key to success”

—Alexander Graham Bell



Leslie Bryant, Muskogee Bios Area Director, is a great role model for community participation as she donates blood to Oklahoma Blood Institute.

Loving Preparation for a Special Day By: Brandi Boshers

All Willie has talked about the past few months is having a birthday party. Willie wanted a fish fry at the park with all of his friends in attendance. In preparation for his big day, Willie’s staffing team came together and made Willie’s birthday wishes happen. On Thursday May 28th Team Lead, Freddie Cathy, along with the rest of Willie’s staff started planning this party the first week of May. To make it extra special for Willie they took

him to a local lake and started fishing. They fished several hours that day, caught and cleaned the biggest catfish you could imagine then stored them for the big day. Later they made invitations, booked Willie’s favorite spot at the park, scheduled live entertainment and planned the menu.

Staff reported early the morning of the party to prepare the food, set the tables, blow up balloons for the 12 o’clock party.

The party was a blast! Willie talked to friends, laughed, danced, sang, and had a wonderful day.

Freddie, Mona, Ashley, Marsha, Delores, and Jerri, my hat goes off to each and every one of you. I personally want to thank you for the hard work and dedication you have given to Willie and his programming.

Patrick, a Prepared Patriot By: Marie Arsenault

Patrick Deinert is a person who has a great love of home and country. He displays his American Flag proudly on all the patriotic holidays. When his home was evacuated recently due to a carbon monoxide leak, Patrick would not leave without his flag. Patrick considers preparation another responsibility of an American patriot.

In March when we talked of emergency preparedness at the house meetings, Patrick realized he needed to ensure his home was prepared for a disaster. He took the opportunity to make a difference for him and his staff. He searched yard sales to find just the right container and supplies, and, with the assistance of his staff, he gathered all of the items to

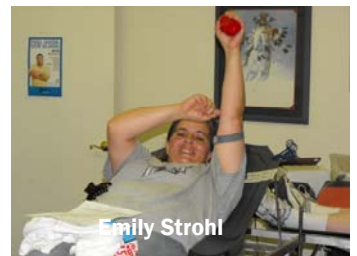
create a Disaster Supply Kit. Patrick is now totally prepared for an event as small as a power outage or something as serious as a severe weather event. Although he hopes he will never have to use his kit, Patrick can enjoy the peace of mind of knowing he has done all he can to prepare for an emergency.

Responsible Community Living

All people should live in and be a part of their communities. Our Bios Muskogee office takes this Bios Principle to heart. They work with the Oklahoma Blood institute to schedule regular blood drives at the Muskogee office. The OBI team brings their set up to the office and employees, friends, family and customers join in to donate blood. The most recent drive was July. We have another scheduled in November in conjunc-

tion with our Thanksgiving Dinner. We love donating to OBI. If you know someone who has been in need of a blood transfusion or platelets, you can donate in that person’s name and OBI will credit their account at the participating hospital.

By: Leslie Bryant



Emily Strohl



Tiff Thomas



David Wilson

Did You Know? A Policy Review By: Susan Rutledge



Did you know ... a valid driver's license and current auto insurance must be on file for every employee?

Did you know ... each community home must have a working smoke detector(s), carbon monoxide detector, flashlight, fire extinguisher, working radio, extra batteries and first aid kit?

Did you know ... Bios is required to have a clean background check in every employees file?

Did you know ... water temperatures are to be tested at LEAST one time yearly or anytime the plumbing or hot water tank is worked on? Testing should be documented on the Safety Record form located in the home crate and temperatures must not exceed 120

degrees.

Did you know ... house numbers must be present outside each home and be visible from the street?

Did you know ... fire drills in Oklahoma are to be completed quarterly?

Did you know ... when Bios serves as Payee, we cannot allow assets (both SSI/SSA/AD and employment wages) to exceed \$2000 or the person is in jeopardy of losing benefits?

Did you know ... we must have a copy of the prescription in the house file for every medication we administer?

Did you know ... Bios has a policy that addresses employee attendance, employee dress code and cell phone use?

Did you know ... that if you keep your Driver's License, Auto Insurance and Training

current in our system, you are eligible for a Good Standing Bonus at the time of your employment anniversary?

Did you know ... all Oklahoma offices get audited by DDSD every year for our annual survey and have various surveys conducted throughout the year?

These are just a few of the many policies we are required to follow. If you have a question about DDSD or Bios policy, call your Quality Assurance Representative:

Oklahoma: Susan Rutledge at 918-227-8390 or 1-888-920-3600

This serves as a test of your policy knowledge. How well do YOU know your policy????



Homer Amonette's a big Chick Filet fan!

"All people have the right to natural and meaningful relationships."

—Bios Statement of Principles

From Track to Golf ... Joe's a Jock By: Amanda Crabtree

Joe Pankonin has been active in Special Olympics for many years. He has competed at the Oklahoma State Summer games for the past 12 years. In his earlier competitions, he competed primarily in track and field events.

In 2001, he left track and field and started competing primarily in golf skills. This year he competed in unified golf. Unified golf pairs a Special Olympian with a non-disabled partner. They play alternate shot format

(each team member takes turns hitting the ball and every stroke is counted). The competition is held at Lakeside Golf Course in Stillwater with nine holes played on the first day and nine more holes played the next day.

Joe's dad is his partner and in their first year of completion in unified golf, they won silver medals! Each Sunday, Joe and his dad play 18 holes using the same alternate shot format

to get ready for the next year's competition.



Joe Pankonin and his father, George, receive their silver medals from Mark Clemons, Oklahoma State Special Olympics Director of Golf.



Joe Pankonin clowns around with Eskimo Joe and his dog, Buffy at the Lakeside Clubhouse in Stillwater



Brandi Boshers is a Program Manager in our Bios Tennessee office. She has done an exceptional job developing self-directed teams to support her customers .

“To succeed as a team is to hold all members accountable for their expertise.”

—Mitchell Caplan



Muskogee Anniversary Party: L-R Gay Humphrey, Kathy Miller, Gelator Goins, Delphine Trimble, Brandy Buchanan, Sherry Sly, Jim Mackarelle, Cora Jarett.

Teamwork Means Success

By: Brandi Boshers

A shared vision means team success. At Bios of Tennessee, our teams are comprised of the DSP's who support the customers who live in a specific house. We call our teams, **Self-Directed Teams** and they work great!

This is how the self directed teams work on my caseload. Within a self directed team, each DSP has a specific responsibility but is also responsible for all paperwork, appointments, and transactions while they are working. This approach allows everyone to learn all duties within the program so that if someone is out for illness or vacation, our customer(s) continue to receive the very best programming we can provide ... nothing stops and things continue to run smoothly.

Brandon Neal's team is a great example of a successful team. Penelope Frierson, Melissa Dugger, Penny Armstrong, George Parson, Adrian Dawkins, Tabitha Davis and Nakia Crutcher really work it!

Each of Brandon's team members has an area of expertise. They accept responsibility for making sure their assigned area runs smoothly. Penelope Frierson is Health Care Coordinator; she sets up Brandon's appointments, assures his medications are correct, and keeps up with his health tracking.

Melissa Dugger is the finance guru. She assures that Brandon has money available for his needs and wants, as well as keeps track of when his food and other supplies are low so

more can be purchased.

Penny Armstrong is our QA chief. She makes sure all the audits are complete and paper work is in order.

George Parson, he does a very good job with timesheets and mileage logs. Adrian Dawkins makes sure a calendar of activities is up to date and available for every day of the month. Tabitha Davis keeps up with all daily paperwork and any information that needs passed to others. Nakia Crutcher handles all scheduling issue within the programming.

This is one program I am always confident about. Bailey Street Team I am proud of your hard work and dedication you have put forth to make Brandon's program a success!

Muskogee Anniversaries

By: Leslie Bryant

Gelator and Delphine celebrated their first anniversary with Bios. Although she jokes about all of the agencies they have been to over the 14 years they have been together, Delphine embodies Bios philosophy. She helped Gelator buy

and maintain her own home; she's a staunch advocate for her health, encouraging Gelator to walk with her daily. Jim Mackerelle celebrated his 16 year anniversary with us this June. Jim stated "I just enjoy each day that I get to see

and meet people, that is what I enjoy about the job. It's all about the people." We missed Tammy Russell (1), Mary Lee (7), Amanda Ballard (4), Regina Farrow (3), Sharon Ryan (6), Ruthie Buller (1) and Cindy Mayfield (2).

Anecia Steps Up

By: Brandi Boshers

As a gracious and dedicated Bios employee, Anecia Harwell warmly welcomed Robert Vaughn into the Bios family. When Robert arrived to Bios Anecia stepped into the program and acted as his team lead. She helped with staffing, got his medical records and treatments up to

date, and made sure he was comfortable and had all necessities. She took on responsibilities without having to be asked or told to. To recognize her hard work and effort we nominated Anecia for the DSPAT (Direct Support Professional Association of Tennessee) outstanding DSP

award and she was chosen as the June winner. Anecia received \$100 and was recognized as best in the field for the entire month. Congratulations Anecia for a job well done. You are definitely a role model for Tennessee employees!



Shannon Holcomb is Area Director for the Bios Sapulpa-Tulsa office. Shannon contributed the Fishing Derby photos.

“Fishing is a delusion surrounded entirely by liars in old clothes.”

—Don Marquis



Eddie Miller includes both bowling and fishing in his list of many talents .



Sapulpa Fishing Derby

The Bios Sapulpa office and our illustrious fisherman CEO, Eddie Miller hosted the annual Bios Fishing Derby on July 11th at Sahoma Lake in Sa-

pulpa, Oklahoma. In spite of several false starts, with a couple of rain outs, the event went off without a hitch. Reportedly, everyone in attendance

caught a “five pound bass.” We’re not quite sure why none of these trophies were captured on film ... must be camera-shy fish!



Karla Montgomery is Bios Management Company's Safety Officer. She works with our safety committee members to work to keep our employees and customers safe at work.

*To report an
on the job
accident, page*

Karla

Montgomery

1-866-768-1655



Tausha Cook has used the services of a special needs trust attorney to plan for the future needs of her brother.

Safety Pays

By: Karla Montgomery

Accidents at work are costly for employees and for Bios. We are constantly working to educate our employees on how to make sure our worksites are safe. During June and July, Mike Littlejohn presented Safety Talks to Program Managers and Lead Program Managers on the following causes and preventions of many on the job injuries:

- "Prevent Slip and Falls"
- "Avoid Slips, Trips, and Falls"
- "Don't Get Hurt in Homes"
- "Watch Your Back"
- "Good Footwear Beats

Sore Feet"

- "Driver Safety-Getting There Safely"

During his presentations, Mr. Littlejohn emphasized the importance of front-line employees in maximizing job safety. He offered these suggestions for Direct Support Professionals:

- Know and follow safety policies and procedures
- Understand and follow safety training (VOLUNTEER to be a participant, get involved, show by example, mentor)
- Report incidents, accidents, near misses

(assist in determining cause factors and corrective actions)

- Report hazards and follow-up on safety inspections (participate in safety inspections, safety committee)
- Observe and participate early return to work and transitional duty assignments
- Personal Health- fitness, nutrition, rest be ready and fit for your work-day
- Maintain a positive and safe attitude (home and work)
- Work as a Team!!

Financial Planning for Family Members

By: Brian Hinshaw

Contemplating your own mortality is scary for anyone. But for parents/guardians of a child with disabilities, it is particularly frightening. Sometimes we are so focused on providing for our child's needs today that planning for tomorrow can be overwhelming or you just don't know who or what questions to ask. Would she need a guardian? Can I leave part of my estate to him? What if I

do not have a will? Are there "special" trusts that will protect my child's Medicaid, SSI and other government provided benefits. Is there a way to shelter earned income without exceeding income/asset guidelines? Unless you know the answers to these questions you may actually be placing your child in financial jeopardy. James Melone III attorney at law can help you answer these ques-

tions and show you how to (1) protect your child's eligibility for government assistance while also (2) preserving family resources for other dependents and enhancing the quality of life for the special needs child.

Call today at 918- 384-1280 for a no obligation thirty minute consultation to learn more about how to properly plan for your loved one.

The President's Corner

By: Eddie Miller



Home is where the heart is.”

I'm sure each of you has seen this saying or some variation of it. I got to thinking of it after a recent call from college friend who contacted me for some advice and help. Her family operated a nursing home. As the facility's director of nursing she was distraught and at the end of her rope. One of their customers had severe behavioral challenges, several direct support professionals had been hurt, and management was beginning to look at very intense interventions. To my friend's credit she knew there had to be a better way; she hoped I could help. I agreed to offer any advice or support that would help her and the person they were serving.

The anxiety I felt on my arrival to the nursing home was the same anxiety I felt 20 years ago on my first visit to the Hissom Memorial Center. Prior to entering, in a quick prayer, I asked God for humility, patience, understanding, and most importantly wisdom (something I often lack). My first challenge was posed before I even entered: an entry keypad on the front door. The keypad reminded me of the thumb locks on Hissom's cottage doors. I recalled the embarrassment/frustration I felt when trying to repeatedly open the door without success. Fortunately here a

young man doing yard work quickly opened the door. I began to relax: “humility: CHECK, “patience: CHECK. At least God heard part of my prayer. I told myself, “Today I am going to make a difference; I am going to take the proverbial “long way home.”

Sara (not her real name), the woman I was here to visit had many challenges, but her greatest challenge was she needed a home; it was clear that her “heart” was not here. I was familiar with her situation: she became disabled at the wrong age and had the wrong diagnosis to qualify for most services that would have allowed her to continue to live at home. So, she was trapped. Although they did not articulate it, it was clear, the people who worked hard to care for Sara also felt trapped, trapped by a model of care that would never meet her needs.

Taking in Sara's situation, her workers and the facility was overwhelming. Sara has coping challenges and maybe even medication issues that result in her being physically and verbally aggressive with her staff and sexually inappropriate with everyone. As business owners, employee advocates and patient advocates, my friends have been forced to identify ways to “control” Sara to protect employees, patients and keep workers' compensation costs down.

My experience with Sara was no different from others' but I do know that Sara is a valuable human being who wants to connect with the world. The challenge will be identifying the best way to connect with Sara and help reconnect her with her sense of herself as a valuable person. We have to help Sara find where her heart is.

Although it was a bit tempting to take the “easy road,” and tell my friends they clearly had an intractable situation and they were obviously doing the best they could, to do so, I would not have been true to myself or my mission. I had looked into Sara's eyes; she had shared her smile. There was no turning back.

Empowering Sara to Reach Her Dreams will be a tremendous challenge but it is a challenge we must take up. I am happy to say since our first meeting Sara is getting some much needed help.

For all the “Saras” in the world, we must push ourselves to remember it is her time, her life and her humanity that is wasted when we are not constantly working to improve her circumstances. We must reconnect to our commitment, and to “taking the long way home.” One day Sara will have an open house party in a home she has chosen. My gift to her will be a wooden house to hang on the wall: “Home is where the heart is”.



Disconnection from home, friends and family can be a significant cause of depression for nursing home residents

*“All people
have value.”*

*“All people
deserve to be
treated with
dignity.”*

—Bios Statement of Principles



3rd Annual BIOS BIGGEST LOSER Contest

Call your Bios office between July 27th and 31st to sign up!

- Biggest Loser T-shirt
- Free Healthy Lifestyle info
- Name in The Bios News
- Cash Prizes
 - 1st: \$250
 - 2nd: \$200
 - 3rd: \$150
 - 4th: \$100

Initial Weigh-In July 27th; monthly weigh-ins through December 1st

August Birthdays

By: Cindy Ledbetter

CONSTANCE MCCARLEY 08/01
 JERRI N. WYATT 08/01
 EMILY A. BOWERS 08/02
 KENDYLL MILLER 08/02
 MILDRED . CAFFEY 08/03
 MICHAEL D. ZACHERY 08/03
 ARVELLA J. HILL 08/03
 BRANDY M. LANDERS 8/03
 CARNELL RYAN 08/03
 CLAUDETTA FARIYIKE 08/04
 MAURICE P. RICHMOND Sr. 08/05
 MALITA S. THOMAS 08/05
 CYNTHIA E. HARRIS-MAYFIELD 08/05
 JERRI L. ANGELLY 08/06
 ELLA L. WILSON 08/06
 JOE . PIERCE 08/06
 Nicole . Griner 08/06
 PETER K. NGANGA 08/06
 JEREMY L. MCCORMICK 08/07
 LASHANDA PILLOW 08/08
 AMBER B. CARIKER 08/08
 EDNA M. BRYANT 08/10
 JESSIE E. DEBOLT 08/10
 RITA K. MATHEWS 08/10
 ROBERT L. HALCOM 08/10
 KIMBERLY A. HAWORTH 08/11
 ELISHA E. POSTER 08/11
 SHERRI L. SMITH 08/11
 Brandy Dreadfulwater 08/11
 JAMES W. WELLS 08/11
 LINDA L. CHURCHILL 08/11
 DONNA M. LUCKEY 08/11
 CHRISTOPHER CUPPS 08/11
 KIMBERLY L. DUGGER 08/11
 JESSICA STEVENS 08/12
 PRSTON . OHELTOINT 08/13
 SCOTT M. STARCEVICH 08/13
 RONINA BROOKS 08/13
 JAMES H. ADAMS 08/13
 ANGELIQUE KNOX 08/13
 RODOLFO MARTINEZ 08/13

KEANDRE D. RAGSDALE 08/14
 RONNIE S. MANANU 08/14
 JOE SAUCEDO 08/15
 BERTROM D. MCLAIN 08/15
 BRIDGETTE SIMMONS 08/16
 MARGARET B. ELEY 08/16
 MARY GAFFORD 08/16
 SHERRI L. EDGAR 08/18
 RAYL D. SNYDER 08/18
 BRENDA A. EASTABROOK 08/18
 JOYCE G. SEITZ 08/19
 SHAMECO WYTCH 08/19
 DAVID MSUYA 08/20
 DEBRA M. ROOP 08/20
 LARRY D. SHARPTON 08/20
 MELINDA K. JONES 08/21
 JONATHAN A. COLEMAN 08/22
 VIVIAN A. JONES 08/22
 MIKEL BROWN 08/22
 GAVIN W. JOHNSON 08/23
 SANDRA E. ROBERSON 08/23
 MISTY M. BUNNELL 08/23
 CATHY R. FUDGE 08/23
 TIMOTHY P. GRANT 08/25
 RICCI L. FLOYD-EPPERSON 08/26
 MARY HARDGRAVES 08/26
 AMIE MILLER 08/26
 SHEA B. SEALS 08/26
 TASHAWNIA L. ALLISON 08/26
 PAMELA K. WOODY 08/26
 MITCHELL IVORY 08/26
 FRANCES L. CARIKER 08/27
 TRINA L. TATE 08/29
 LAVONNA A. HALE 08/29
 HELENIA E. RUSHER 08/31
 JACQUELINE JEFFERSON 08/31
 JESSEE J. WEAVEL 08/31
 HELENIA E. RUSHER 08/31
 JACQUELINE JEFFERSON 08/31
 JESSEE J. WEAVEL 08/31

August Anniversaries

By: Cindy Ledbetter

HOPKINS, CAROL A.
 HUNT, MITCHEL L.
 JOHNSON, YOLONDA
 O'FIELD, DARREL W.
 THOMAS, JO C.
 MCCALLISTER, MCKENZIE K.
 BOWMAN, MARY B.
 BURGIN, CATHERINE M.
 DOVER, LINDA L.
 HARDGRAVES, MARY
 HAUGE, LORRILL B.
 HOPKINS, CORNELIUS M.
 JONES, JENNIFER L.
 LARONGE, RENEE D.

MARTINEZ, DAVID
 ROMINE, JAMIE
 SEALS, SHEA B.
 SHAVER, ROSEMARY K.
 ELLIS, CHERYL R.
 GIRTS, JENNIFER R.
 JOHNSTON, CATHERINE A.
 MALONE, KRISTAL L.
 MCANELLY, DAWNELLA
 MURCHISON, ADALI
 NELSON, TEDDY C.
 PERSLEY, TIMOTHY J.
 STAMOUR, JOSEPH
 ZACHERY, MICHAEL D.

Upcoming Events

By: Juanita Williams, Leslie Bryant

Bartlesville

Camping at Birch Lake August 8th and 9th.

Muskogee

August 13th and 27th: Dinner and a Movie, Muskogee Office, 5:30pm

August 26th: August Anniversary Party, Muskogee Office, 4pm

August 28th: Cookie Lee Jewelry Party, Muskogee Office, 6pm-8pm

September 10th and 24th: Dinner and a Movie, Muskogee Office, 5:30pm

September 26th and 27th: Muskogee Campout, Sequoyah State Park

September 30th: September Anniversary Party, Muskogee Office, 4pm

October 8th and 22nd: Dinner and a Movie, Muskogee Office, 5:30pm

October 17th: Halloween Carnival, Muskogee Office, 6pm-8pm

October 28th: October Anniversary Party, Muskogee Office, 4pm

November 5th and 19th: Dinner and a Movie, Muskogee Office, 5:30pm

November 12th: Muskogee Thanksgiving Dinner, Muskogee Civic Center (Room E) 6pm-8pm

November 24th: November Anniversary Party, Muskogee Office, 4pm

December 3rd and 17th: Dinner and a Movie, Muskogee Office, 5:30pm

December 18th: OBI Blood Drive, Muskogee Office, 4pm-6pm

December 29th: December Anniversary Party, 4pm

Party, 4pm

Bowling every Tuesday night at Thunderbowl Lanes in Tahlequah

Columbia

August

August is Movie Month Watch for Upcoming details. Notification will be posted at the Columbia Office.

September

DSP Recognition Week September 13th-19th.

Every Tuesday and Thursday continuing weekly we have Bingo, Ping Pong, and card/board games from 10AM-2PM at Fairview Community Recreation Center in Columbia.



April and Heather getting ready to donate blood at the Muskogee Blood drive

“All people should live in and be a part of their communities”

—Bios Statement of Principles



Muskogee Employee Appreciation Picnic

More Birthdays

Albert Fox	8-	20	Maggie Burum	8-	13
Bobby Powell	8-	16	Megan Porter	8-	20
Brian Ames	8-	10	Nolen Barnett	8-	14
Danny Ball	8-	11	Olen Hubbard	8-	31
DaVaughn Quarterman	8-	10	Pete Harris	8-	15
Deborah Harding	8-	9	Preston Ohehtoint	8-	21
Deborah Kubiak	8-	12	Rosemary Shaver	8-	10
Dustin Decker	8-	16	Shawn Parker	8-	11
Floyd Funk	8-	4	Sherri Niece	8-	30
Jimmy Hill	8-	28	Timothy Franklin	8-	30
John Taylor	8-	11	Timothy Sanders	8-	14
Kelly Crosby	8-	9	Vanessa Vanzandt	8-	17
Kelly Miller	8-	13	William Amonette	8-	28
Larryetta Marshall	8-	21	Willie Stephens	8-	18



Elisha prepares to donate blood at the Muskogee Blood Drive.



Kendyll Miller is Director of Human Resources for Bios Management Company.

Drug and Alcohol Abuse: Bad for You and Bad for Bios

By: Kendyll Miller

At Bios we make “better lives” for the people we serve. To do this, we need our employees to be at their best all the time. Drug and alcohol abuse puts the people we serve, the community and other employees at risk, so we do not tolerate it in our employees.

Bios Policy on Drug and Alcohol Abuse includes :

- Periodic random drug screenings
- Any positive drug and alcohol testing will result in immediate termination.
- Immediate testing for reasonable suspicion that you are under the influence of drugs or alcohol at work. Reasonable suspicion includes physical or verbal behavior, odors, vehicle or other accidents, or the presence of paraphernalia.
- Refusing testing will result in termination.
- Testing may include body fluid samples, hair samples or breath.
- Criminal charges related to drugs and alcohol will result in disciplinary action up to termination.
- If you think you have a drug or alcohol problem and you notify HR, we will provide you with information about local assistance programs and inform you of any benefits you have purchased that could assist you.

For detailed information, review the Bios Substance Abuse Policy on page B-42 of the Employee Handbook.

We need you to be your best, so we can be our best!

