

PEvents

A monthly publication of news and views at Person Industries

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SPECIAL POINTS OF INTEREST:

- The Person County Group Homes now have vacancies. Please contact the main office at 336-599-9421 for further details.
- PI will partner with the Office of Disability Health for "Work Healthy, Live Healthy" Classes. Further details will be announced.

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PI UNDERGOES FIFTH CARF ACCREDITATION REVIEW

On February 2–4, 2009, PI underwent a fifth CARF Accreditation Review. The purpose of the accreditation process is to make sure PI meets national standards in providing community rehabilitation to the employees/consumers of Person Industries. Once accredited, PI then qualifies to receive the federal and state funding generated from serving Medicaid and Vocational Rehabilitation consumers.



PI staff listen at the exit summary for the reviewer's final assessment.

The accreditation, although anxiety inducing, serves PI very well in that it

helps the program to stay abreast of best practices, minimize the risks inherent in doing business and promote stellar health and safety practices.

Each review is conducted by two different surveyors. The two assigned to PI were David Winter from Massland, Ohio and Doug Deyoe from Boston, Massachusetts. David evaluated PI's administrative operations while Doug examined areas related to service delivery within our programs. The reviewers looked at the ADVP, CAP, Evaluation, Work Adjustment and Supported Employment Programs. To get a real assessment of what PI does and how well we do it, the reviewers looked at written policies and procedures, toured the building and grounds, inspected the vehicles, interviewed employ-

PATC DATABASE GIVES PI THE PROSPECT OF AN "EXEMPLARY" RATING

During the course of the accreditation, reviewers rate programs on how well they meet the national standards. Each standard met counts towards the compliance percentage and any unmet standard results in a recommendation. So, the obvious goal is to receive as few recommendations as possible.

There are occasions when organizations go well beyond the standard requirement to meet a norm. When this happens, reviewers look to see if the agencies efforts are unique, if other organizations can benefit from the practice and if it can be considered a best practice. If all of the above are true, the result is a rating of "Exemplary". Reviewers have recommended that PI receive an "Exemplary" rating for our program generated employee database, PATC. PI created the database in 2007 for tracking, collecting, maintaining and analyzing the many changes in employee services and activities. To give perspective on the rating, Reviewer David Winter said he had only given three or four exemplary ratings in his 30 years as a surveyor. Again, the results are not final but the mere recommendation is reason for rejoicing at PI.

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WORDS OF WELLNESS



Leigh Ann Creson,
Health Promotion
Coordinator
for Person
County Health
Dept.

Preparing home cooked meals is a great way to save money but each week it seems that a trip to the grocery store is getting more expensive. Use these tricks to get more bang for your buck at the market without sacrificing your health. You can eat smart on a budget by:

Buying seasonal fruits and vegetables – Plan your meals around what is in season. Produce bought out of season is often imported, more expensive and less fresh than what's currently in season.

Enjoying more beans and legumes – Beans and legumes are packed with protein, fiber and nutrients but are low in cost. They keep you full longer and are nutrition powerhouses.

Buying in bulk – Bulk items such as whole grains, cereals, nuts, and seeds, dried beans and legumes are less expensive when purchased in bulk. Also keep an eye out for bulk spices in some stores.

Making a list and sticking with it – Plan your meals for a week, and stick to buying only what you need. If there is a sale on an item that you and your family regularly use go ahead and get it but otherwise stick to what's on your list.

Shopping the outer aisles of the store – You'll find all the healthy basics you need in the perimeter of the store, bread and grains, produce, dairy, and lean protein. Stick to the outer aisles and you'll avoid tempting (and expensive) processed food lurking in the inner aisles.

Limiting snack foods – You'll have more money in your pocket to stock up on healthy basics for your meals.

One last way to eat smart on a budget is to stay away from the grocery store if you are hungry. We've all probably heard this over and over again but it is so true. Grocery shopping when you are hungry can eventually lead to a wider waist and a thinner wallet.

VERONICA WILKERSON NAMED CORPORATE COMPLIANCE OFFICER

As of March 2009, Veronica Wilkerson will have an additional role to add to her job description. She has been named Corporate Compliance Officer (CCO) for Person Industries. As CCO, she will ensure that PI employees, staff and leadership comply with PI's ethical policies and procedures as outlined in the organization's Corporate Compliance Program. Veronica currently serves as PI Business Officer.



Veronica Wilkerson

PI RECEIVES GRANT AND SCHOLARSHIP FOR RECYCLING

Person Industries has been awarded a \$20,000 Community Waste Reduction and Recycling Grant for 2009. The grant is part of the Solid Waste Management Trust Fund administered by the NC Department of Environment and Natural Resources Division of Pollution Prevention and Environmental Assistance. The purpose of the grant is to assist local governments in expanding, improving and implementing waste reduction programs. The grant was awarded to Person Industries for equipment purchases relating to

the Material Recovery Facility slated to open in July.

In addition to the grant, the North Carolina Division of Pollution Prevention and Environmental Assistance awarded PI a scholarship to attend this year's Carolina Recycling Association Conference in Spartanburg, South Carolina on March 24th through the 27th. Lisa Jeffreys and Becky Clayton will represent PI at the Conference.



Up Close At Person



Ana Ramos

Congratulations to Ana Ramos for achieving her goal of becoming an American Citizen. Ana, born in Mexico, started working for PI in August of 2002 as a machine operator at PI Manufacturing. She spoke her native language of Spanish, but in her private time, she was learning English and working towards citizenship.

On Friday, February 27, 2009, she took and passed the American Citizenship Exam. Ana, always a good person and a good worker, will now be a good citizen. Congratulations!

PI NOT IMMUNE TO THE ECONOMIC SLOWDOWN

Like many other companies in Roxboro and across the country, PI has experienced an economic slow down. The hustle and bustle within the Production Department is somewhat sporadic now as PI responds to slowing customer demands. Gone are the days when PI operated at full capacity.

The slowdown has resulted in 13 job losses in the Production Department and considerable time for non-work activities for employees in some programs of service. Community job placements have been down as program managers and job coaches meet

a firm response of "not hiring" from employers. So far, staff layoffs have been held at bay.

With all of the above, contract revenue projections are down substantially for the next fiscal year. PI Director Wanda Rogers, who is currently wrapping up budget preparation for next year, says she is having to make some very tough choices. "It is one of the more difficult budgets I've had to prepare" she said.

The difficulty does not lie solely with the economic down turn but also with some of the unknowns that relate to the Materials Recovery Facility (MRF) that PI is

slated to open in July 2009. The MRF will provide job opportunities but issues like uncertain recyclable volumes make it very difficult to do firm revenue projections. The public, as well as business and industry, are encouraged to support the recycling effort.

PI, like the rest of America, is making every attempt at resilience by looking for new avenues for training our employees (like the MRF) and are fully confident that we will make it through. In the meantime we thank those who served us loyally for many years in the Production Department.



PI UNDERGOES FIFTH CARF ACCREDITATION REVIEW

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ees, staff, parents, referring agencies and agency leadership. They also visited employee job sites to observe those working in community jobs and spoke with employers.

The result of this intense three day review? The official results, which are not yet in, should be received in four to six weeks. The unofficial results given at the exit confer-

ence, however, show that the reviewers judged PI to be an outstanding organization with strong business practices, one that embraced change and was very transparent. They outlined in detail other good practices (see box on page 1) but also listed areas of vulnerability. In the few areas where PI failed to meet a standard, a recommendation will be made and we will be given one year to make the necessary changes.

David Winter, lead reviewer, concluded by saying, "We congratulate you on your excellent program and wish you all the luck in the world, although I don't think you are going to need it. I think that if we were to come back three years from now, we would find your program and your people prospering."

PI was heartened by those comments and invigorated to try even harder on behalf of those we serve.

"we wish you all the luck in the world, although I don't think you are going to need it."

JOSE CHOSEN AS OUTSTANDING SENIOR

We know him by his big smile—always cheerful and full of life. Although it is pure speculation on our part, it is possible these same qualities got PI CAP Consumer and School Transition Student Jose Cruz chosen as one of Eight Outstanding Seniors at Person High School (PHS). Jose attends PHS in the morn-

ing and attends PI each afternoon as part of the School Transition Program PI operates jointly with Person County Schools and Vocational Rehabilitation.

Jose was chosen as one of eight Most Outstanding Seniors by his peers from a class of more than 400. This election is a PHS Rocket tradition

dating back more than 30 years.

In addition to loving school, Jose, with his boisterous personality, is undoubtedly one of Duke University's most avid and vocal fans.

Congrats on your honor!



Jose Cruz



People Investing in
People

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People investing in people

**MONTHLY SAFETY
TOPIC**

Wash up for Health and Safety

To avoid common illnesses such as colds, flu and stomach upsets, practice good hand washing. Make sure you:

- Wash up before eating
- Wash before handling food and between handling each type of food.
- Wash after using the toilet.
- Wash before using the toilet if you have handled chemicals.
- Wash your hands before handling contact lenses or applying makeup.

**EMPLOYEES
REWARDED
WITH PIZZA
LUNCH**

On Thursday, February 19, 2009, PI treated employees to a Pizza Lunch as a reward for a zero accident year. From January 1, 2008–December 31, 2008, PI had no recordable accidents. This was a first in PI history and therefore merited a special thank you to the employees for their conscientious attention to health and safety.

The Pizza Lunch followed the regular Quarterly Safety Address wherein PI Director Wanda Rogers thanked employees and encouraged them to continue their strong safety record. Other safety issues mentioned included the need for employees to walk directly to their vans during the afternoon loading process and the need to use good lifting techniques.

March 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8 Daylight Savings Time Begins. Move clocks forward 1 hour.	9	10	11	12	13	14
15	16	17 St Patrick's Day	18	19	20	21
22	23	24	25	26	27	28
29	30	31				