

360° Leadership Feedback Process

Every year about this time, we begin a very valuable process called the 360° Leadership Feedback process.

The purpose is to get feedback from your peers, supervisors, and staff. The feedback is valuable for personal and professional growth and development.

The actual questionnaire is just the first step in the process. After receiving the results of the questionnaire, each individual meets with his/her group or one-on-one to discuss the results and get more in-depth feedback. This tends to be where the growth process really takes place. The interaction and candid dialog yields tremendous results. From these meetings a plan of action is developed to address any areas requiring improvement and then again measured a year later.

Success hinges on several factors:

- 1) the feedback is honest/candid, constructive and not intended to punish or hurt the individual.



- 2) the Leaders accepts the feedback at face value and does not over or under react.

- 3) there is follow up and a sincere effort to address any deficiencies.

By putting all of these elements together and getting it done, great things can happen.

I want to thank those who participated in this year's process and encourage everyone to practice open communications both one-on-one and with your respective teams. To learn more about the 360° leadership feedback process, contact Susan Golden, HR Manager at 495-3034.

-Sam Geil, President



GEI RECEIVES FRESNO MAYOR'S BUSINESS RECYCLING AWARD

On November 19, 2009, Mayor Ashley Swearingin and the City of Fresno recognized 14 local businesses for their achievements in Recycling. Among the 14 was Geil Enterprises Inc. Congratulations to all the employees who participated in our effort to lower our carbon footprint and invested the time and energy to convert GEI to a green oriented company. GEI remains committed to being socially and ecologically responsible business citizens by supporting and investing in efforts such as recycling. In today's economy, it is vital that we look for ways to reuse, recycle, and reclaim to preserve our planet and improve the bottom-line. To learn more about our Green efforts, I invite you to visit our website at www.geilenterprises.com.



Geil Enterprises Inc.

The Geil Gazette





It isn't often in our line of work that we get positive feedback from our clients about our janitors and when we do, we take pride and want to share it with all of you. Here is some positive feedback we've received.

We are proud to have been recognized by Ruiz Foods Inc. in Dinuba as a Vendor of the Year. This is one of the most impressive recognitions Janitorial Inc. has received in its 23 year history. Ruiz Foods is a 500 million dollar company with many vendors. This recognition is a great honor for all that work at Ruiz Foods and Janitorial Inc.



Ruiz Team:

Joe Padilla - Key Account Mgr.

Arnold Gaitan - Supervisor

Irene Alvarez, Luisa De Garcia, Juan De Zavala, Maria Martinez, Alfred Mayorga, Margarita Meza, Michael Negrete, Laura Raigoza, Estela Robles, Albert Sanchez, Aide Sotelo, Jesus Torres, & Richard Verdin.

Janitorial Inc would also like to thank the following janitors and supervisor for volunteering to work the Rockstir Special Event on Saturday, September 26th. Your dedication is greatly appreciated!

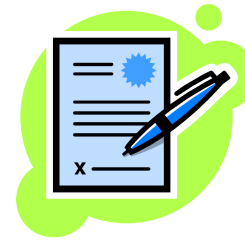
Kelly Ungaro - Supervisor

Andrea Corona, Maria Negrete & Anita Smith

Maria Negrete has been with Janitorial Inc for a year and a half and is a very hard working janitor. We received a call from a client regarding Maria's honesty in reporting a lost sterling silver ring. Maria found it in the restrooms and made sure to give it to a staff member at the site to find its owner. Maria consistently volunteers for extra work, even on short notice. That's why she was selected as our Employee of the Year. Maria is a great example of why we are the leader in our industry in the Central Valley.

- **Ryan Geil**

General Manager



JANITORIAL INC

San Joaquin CC
Fresno Chamber of Commerce
Cargo Bay
Clovis Nissan
West America Bank
Social Security

VALLEY SECURITY & ALARM

EECU—Visalia
Pathology Associates

VALLEY SANITARY SUPPLY

Valley Teen Ranch
Boys & Girls Club
Milan
Cargo Bay

CIS SECURITY

Fresno Housing Authority
Fresno Regional Sport Park

A-MAZ

Big John's Lumber
Home Improver Supplies (ACE)
Round Valley Supply (ACE)
Carolina Cleaning Products
Colfax Grange



Congratulations to Charles Martinez and William Parra, who were recently recognized as our Officers of the Year.

Charles Martinez was selected as Officer of the Year for our Fresno Branch. Officer Martinez has been with CIS Security since August 30, 2007. His current assignment is FCOE Yale. FCOE Yale is a school with a controlled environment where we interface with Probation Officers and Staff. Officer Martinez has earned the respect of the students he works with, as well as Staff and Probation for his professionalism and dedication to his work. Congratulations Officer Martinez!

William Parra was selected as Officer of the Year for our Modesto Branch. Officer Parra has been with CIS Security since October 31, 2006. Officer Parra works at Turner Road Vintners. Officer Parra has assisted CIS and the client in developing instructions for access control and best practice for the job site. Officer Parra has been a consistent performer whose hard work is truly appreciated. Congratulations Officer Parra!

Officers like Martinez and Parra are what make CIS successful. They are evidence that pride in their job can be positive and make the difference in the delivery of service. A security professional's commitment to observe, report, and deter crime is what the customer is paying for, but what the customer really wants is someone who cares about the work they are doing and shows pride in delivering the best service possible.

As we head in to the Holiday seasons, every CIS Officer can make a difference in producing results for our customers. Crime tends to increase from now through the New Year. You can make an impact by being highly visible and doing the best job possible. Change your patrol routes; change the times of your routes; report activity that is unusual. Each site is unique and you know your site better than most. I encourage you to reevaluate the service you deliver at your site and think about how you can improve to assist our customer and make a difference!

Thank you to all of the Officers who worked our seasonal coverage this year at sites like Del Monte, Franzia, Turner Road, and Diamond Foods. This is an important part of our service to our customers, and we have had another successful year because of the Officers who worked at these locations.

- Roy Hernandez - GM



GREEN CLEANING? WHY YOU SHOULD USE MICROFIBER

Microfiber refers to synthetic fibers that measure less than one denier, the unit of measurement for fiber density. The most common types of Microfibers are made from polyesters, or polyamides (nylon) or a combination of both polyester and nylon. It is commonly used for apparel, upholstery, industrial filters and cleaning products. When high-quality microfiber is combined with the right knitting process, it creates an extremely effective cleaning material. Microfibers clean and sanitize surfaces so they are perfect for almost any application in the home.

Due to the fine fibers, it leaves no lint or dust behind. In many household cleaning applications (washing floors, furniture, etc.) the cloths can be used without detergents or cleaning solutions.

There are several ways to use a microfiber towel at home:

- Having trouble cleaning the top of the refrigerator? Take your microfiber with a long pole and push it along hard to reach areas.
- Use the microfiber as a mop. Wet the cloth and lay out full size on the floor and mop as usual.
- Use to clean your windows. If they are extremely dirty, use two cloths, one for scrubbing and the other for touch up.

Valley Sanitary now has a full line of microfiber products. We carry microfiber sponges, dusters, gloves and cloths. Come by and use your employee discount to get these great products for less than \$2.00 each!

- Craig Heaton - GM



Preparing for the H1N1 Swine Flu and Seasonal Flu:

The H1N1 swine flu has been reported throughout the United States. In an effort to provide you with precautions you can take to reduce exposure to the H1N1 Flu Virus.

The Centers for Disease Control and Prevention has released the following guidelines.

- Get plenty of sleep, drink plenty of fluids and eat nutritious foods
- Wash your hands with soap and water frequently
- Use hand sanitizer gels or an alcohol-based disposable hand sanitizer wipe to disinfect your hands
- Limit the touching of your nose, eyes and mouth with your hands
- Cover coughs and sneezes using a tissue. Discard tissue after use
- Sneeze or cough into your sleeve instead of your hands
- Disinfect work areas, equipment, telephone and tools used while working
- Disinfect touch points you come in contact with. Touch points are items routinely touched by others, i.e. door knob, handles, phones...
- Employees with flu-like symptoms should remain at home especially if they have had a fever for 24 hours or more
- Protect yourself by getting vaccinated against the flu
- Keep a distance of at least 6 ft. from others especially if either of you have flu-like symptoms

Simple common sense precautions will go a long way in helping you to reduce exposure to the flu virus.

For more information regarding the H1N1 flu you can log on to www.flu.gov

Joe Padilla, Safety Officer
Always Think Safety



FIRST QUARTER—2009/2010 'SAFETY PAYS' WINNERS

Moises Amaya	Matthew Barton
Jeremiah Brown	Robert Brown
Evelyn Burriss	Guillermo Cabrera
Carlos DeLaCruz	Armitpal Dhillon
Daniel Duarte	Todd Evans
Santos Fuentes Garcia	Javier Gamez
Isaac George	Nehemiah Gomez
Dana Gonzalez	Xai Her
Chia Her	Maria Hernandez
Rene Hernandez	Devin Jones
Blanca Juarez	Lee Kendrick
Her Lee	Maria Martinez Lopez
Rafael Medina	Raymundo Nava
Michael Negrete	Loudell Oberlander
John Orta	David Padilla
Carmen Pando	Elisa Perez
Daniel Ramos	Martha Rendon
La See	Jason Shepherd
Terri Sholin	John Steele
Patricia Teasley	Kathleen Tengonciang
Doua Vang	Houa Xiong
Yia Xiong	Moua Yang
	May Yang



GEIL ANNUAL AWARDS

Each year we review the prior year's accomplishments and take note of the many contributors to the success of OUR company. We take that opportunity to formally recognize some of our Employee Owners who have made significant contributions and have demonstrated a continuous positive attitude, strong work ethic, team oriented work habits and focus on the mission, vision and values of our company. We take nominations from employees, supervisors and managers for recognition categories that we feel help with the success of GEI. Below are the recipients of these awards for the 2008/09 Fiscal Year. CONGRATULATIONS to all recipients and nominees.



MODESTO SECURITY
OFFICER OF THE YEAR
WILLIAM PARRA



FRESNO SECURITY
OFFICER OF THE YEAR
CHARLES MARTINEZ



JANITORIAL INC.
EMPLOYEE OF THE YEAR
MARIA NEGRETE



GEIL GREEN CHAMPION AWARD
HENRY ANDERSON
&
DAVID NGO



PRESIDENT'S AWARD
DANA GONZALEZ



SYNERGY AWARD
ROY HERNANDEZ



GROWTH & DEVELOPMENT
AWARD
ROSALINE THOMAS



OUTSTANDING TEAM
AWARD
VALLEY SANITARY SUPPLY



TEAM PLAYER AWARD
GAO HER

YEARS OF SERVICE

Each month Geil Enterprises likes to recognize those employees who have reached milestones in their employment with the company. These employees have demonstrated dedication and loyalty.

Thank you for your years of dedicated service.

JULY

<u>EMPLOYEE</u>	<u>YEARS</u>
Priscilla Tapia	10
Jeff Stephens	7
Sombat Chanthasen	7
Saul Herrera	7
Yolanda Orozco	6
Arnold Gaitan	6
Ernest Escalante	6
Maria Rodriguez	6
Anita Smith	6
Pang Vang Kue	6
Ramel Davis	5
Rafael Medina	5
Erasto Hernandez	5
Rosie Williams	5
Michael Esparza	4
Robert Ihde	4
Joe Padilla	4
Lor Vang	4
Sai Moua	3
Mireya Guillen	3
Gao Vang	3
Ray Ortega	3
Henry Anderson	2
Maria Garza	2
Ruben Aguilar	2
Chaelan Brunton-Zile	1
Richard Gonzalez	1
Michael Cable	1
Earnest Westmoreland	1
Anurag Joshi	1
Tammy Cabezut	1
Ryan Ray	1
John Metcalf	1

James Stone	1
Judy Morales	1
Ruben Vargas	1
Alejandro Acevedo Jr.	1
Michael Negrete	1
Mae Goodwin	1
Sambo Bok	1
Maria Pacheco	1
Henry Heinecke	1
Thanh Nguyen	1
Carmela Carradine	1

Pao Xiong	1
David Boccardo	1
Aurora DeArteaga	1
Israel Cabrera	1
Sukhdeep Singh	1
Nicolas Medina	1
Che Xiong	1
Naveed Alam	1
Jose Lopez	1
Nancy Slyter	1

SEPTEMBER

AUGUST

<u>EMPLOYEE</u>	<u>YEARS</u>
Jason Geil	23
Jose Camarillo	12
John Cabezut	12
Daniel Ramos	6
La See	6
Silvano Rios	6
Troy Bly	6
John Thao	6
Salvador Amaya	5
Patricia Guerrero	5
Maria Lozano	5
Dana Gonzalez	4
Rosemary Sandoval	4
Loudell Oberlander	4
Laverne Temple	3
Cirila Flores	3
Chuck Ng	3
Martha Rendon	3
Frank Anaya	3
Matthew Jones	2
Charles Martinez	2

<u>EMPLOYEE</u>	<u>YEARS</u>
John Orta	22
Steven Tompkins	16
Rogelio Barboza	16
William Hansen	13
Chou Yang	10
Roy Burdett	8
Hylton Hall	8
Kabo Her	8
Angela Gallop	7
Andrea Corona	7
Phoui Phrakonkham	6
James Fraser	6
Jose Herrera	4
Charles Shidler	4
Darryl Ploen	3
Rogelio Barboza	3
Gao Her	3
Karen Meza	1
Bobby Witchet	1
Junior Agabo	1
Charles Anderson	1

COMMUNITY SERVICE COMMITTEE

Valley Teen Ranch in Madera is a residential group home which provides therapeutic, residential services for vulnerable children and youth from infant to 18 years of age. They give direction and purpose to young male juvenile offenders and it was for this reason that your Community Service Committee chose to donate to their organization. We believe in their motto of, "Building Young Lives", and felt they are providing our community with a beneficial service.

In this case, we did not simply hand over a check; we actually toured the facility, met with their staff and the young men living at their homes, to determine their needs. We, as the committee purchased items ranging from dishes, coffee pots, stacking chairs and sleeping bags and delivered them to the ranch. The young men were very excited and grateful that we listened to their needs.

For more information regarding Valley Teen Ranch, or to find out how you can make donations to this organization visit their website at: valleyteenranch.org



Your Community Service Committee,
Jason Geil, Gao Her, Betty Castro, Debbie Martin and Sandy Kevorkian

HR CORNER

GET IMPORTANT INFORMATION ABOUT YOUR COMPANY AND YOUR ESOP ACCOUNT VALUE AS QUICKLY AS POSSIBLE ...

Would you like important information about YOUR company and retirement and ownership benefits as soon as they are available? Then why wait for the mail to come...?

Let us e-mail you important updates related to your company and updates on your ESOP (Employee Stock Ownership Plan) account balance.

Please provide your personal email address to us so we can forward this information to you directly as soon as it is available. This will only be used for information related to GEI and related to your employment and benefits with the company. Your email will not be given out to anyone else.

This will enable us to keep you informed more quickly and to save money on printing, paper and postage costs, which helps increase the company's profits which helps increase the value of YOUR ESOP account.

If you have a personal email address, please send it to us at: mvalencia@geilenterprises.com

If you do not already have one, but do have computer access you can get free email addresses through sources like yahoo, gmail, and hotmail.





GEIL ENTERPRISES INC.

660 W. Locust Avenue
Suite 102
Fresno, CA 93650

