



1731 Southridge Drive
Jefferson City, MO 65109
573-635-9295
csemployment.com

C&S Staff:

Paula S. Benne, CSP CTS
President

Jerry Benne, CSP
Vice President

Darlene Norment, CSP
Accounting Director

Carrie Russell, CSP CTS
Staffing Specialist

Sonnett Cagle, CSP CTS
Staffing Specialist

Nicole Wilson, CSP
Payroll Clerk

Mandy Thomas, CSP
Account Representative

Stephanie Lehmen
Community Relations Coordinator

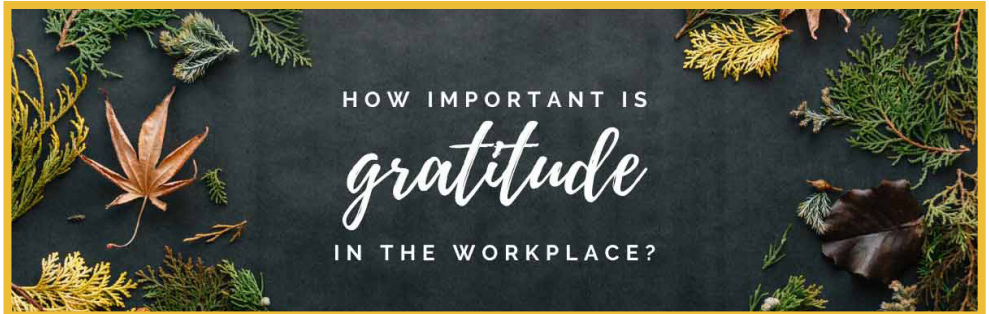
Mary Heimericks
Claims Manager

Penny Smith
Office Assistant

Suzette Mengwasser
Office Assistant



MEMBER OF
American Staffing Association



Sometimes it can seem as if certain people love to complain about work. They could have the best job in the world, but still seem to get hung up on the minor annoyances of the job.

You might be one of the complainers. Maybe a colleague is constantly talking and interrupting your work, or others seem to be whining

Chronic Complainers

- We should not outlaw complaining.
- But it is a fact that negative people are highly contagious and one chronic complainer can easily get an entire department down.



occurring throughout the day.

Venting once in a while (in the appropriate place, time and manner) is normal. Sometimes you just need to let it out. But constantly complaining to your colleagues and loved ones can hurt your relationships, mental health and reputation. What starts out as funny or a bonding between peers can quickly turn to negative energy that drags everyone down. You most of all. Focusing too much on the negative can result in that being all you see.

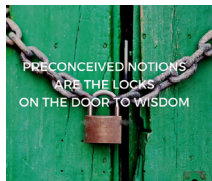
So it is worth learning to express gratitude at work. Perfection doesn't happen in most situations, including our jobs. However, there is always something to appreciate about our current situation — we just have to pay attention. Looking at the world through the lens of gratitude has a proven impact.

Gratitude is about seeing the full picture. Being thankful will help you return to the kindness of others and keep a positive mindset. It's about

taking the good with the bad to accurately assess your current situation.

Being grateful is a practice. And if you're stuck in a cycle of negativity, it can be difficult to cultivate. Here are some suggestions if you want to live a more gracious life:

Let go of preconceived notions. If you think an encounter with a customer or coworker will be negative, then it probably will be unless you keep an open mind and not be too quick to place judgment.



Seek a more positive outlook. Gratitude is the cornerstone of positive thinking, which has its own slew of benefits including sharpening your coping skills, increasing your adaptability and even lowering your blood pressure.

Practice showing humility. Being humble should not be interpreted as being weak. Conversely, constantly trying to make yourself appear as the most important part of the

workplace team, is unnecessary if you are doing your job well and being productive.

Rather, exhibit humility and let others who are deserving have their moment in the limelight.

Keep it up year-round. It's easy to save expressing our gratitude for the holidays. And, rightly so; there's a reason we have Thanksgiving. But remembering to give thanks year-round allows gratitude to become second nature and a positive part of our work practices.

HUMILITY
IS NOT THINKING
LESS OF YOURSELF,
IT IS THINKING
OF YOURSELF LESS.



Are you aware that C&S Employment Solutions pays individuals just for referring others to C&S? That's right! And, you don't even have to be actively employed by C&S to earn money for your referrals.

The best part is...it's quick and easy to participate! Plus, there is no limit to the number of referrals or the amount of money you can earn while referring your friends to C&S Employment Solutions!

Scan the QR code above or go to <https://csemployment.com/refer-a-friend/> and enter your basic information to participate. C&S will pay \$60 for *every new referral* you send to us that has not previously applied with C&S and is placed on a job assignment lasting 160 hours or more.

In addition, your referral will received \$40 as a bonus from C&S! So it is a win-win for both you and your referral!

Remember, anyone can participate and there is no limit to the number of referrals or the amount you can earn by referring employees to C&S Employment Solutions.



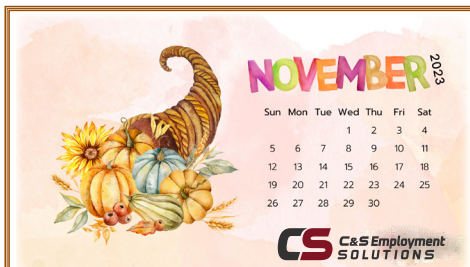
It could be said that Mary Heimericks, CPS, has many job titles at C&S Employment Solutions. Mary's official title is Claims Manager in which she oversees the worker's compensation insurance claims, records and reports at C&S. Not only is Mary responsible for coordinating claims, she also assumes front office duties which include maintaining office inventory, conducting criminal background searches, answering and directing phone calls and performing other

daily office functions.

Mary also has the unofficial longevity title among the C&S staff as she has been employed by C&S since 1994. During that time, Mary has received six service awards (which explains why she tends to be the "go to" person at C&S)!

Away from C&S, Mary resides on a farm in Jamestown with her husband, Larry, of 44 years.

She has 3 grown children and 13 grandchildren who she loves spending time with. Mary also enjoys fishing, playing bingo, camping and watching sprint car races in her spare time.



What's happening in November:

November 5 -- Daylight Savings Time Ends (clocks back 1 hour)

November 10 -- Veteran's Day observed (C&S open)

November 11 -- Veteran's Day

November 22 -- C&S closed at 12 noon

November 23 -- Thanksgiving Day (C&S closed)

November 24 -- C&S closed



Permanent Placements

The following employees were recently offered and accepted permanent employment at their assignments. C&S would like to congratulate and thank each of these individuals for their hard work and dedication!

Charlene Clem
Jesse Kinch
Todd Pitford
Regina Cherry
Priscilla Jones
Heather Townsend

