



## The Continuing Saga of Fire and Water

Progress has been made! I realize it seems to be taking forever and we all are in disbelief that the process is still ongoing. But when it is all said and done I believe we will be pleased with the results of the multiple projects that are underway.

### Lamar Room

The Lamar room has been getting a face lift, not due to fire and insurance but due to a generous donation by Johnny Trotter in honor of his partnership with Shirley Garrison. All of the work done has been in-house. The ceiling has been repaired, re-textured and repainted (there were water stains). Wood casings for the light fixtures matching the rest of the woodwork were custom built and installed. The laminate on existing counter tops has been replaced and new counter tops across the back of the room have been installed. The back splash behind the laminated areas has been tiled. The wallpaper came down and those areas were textured and painted. New furniture was ordered and is in storage awaiting the arrival of new carpet expected to arrive any time. As soon as the carpet is installed in a couple of weeks, the room will be back in business in its new form!

### Childcare

The childcare is now safer than ever before as the recipient of a fire suppression/sprinkler system. It is also covered by a new roof and has a new heat and air unit.

### The Offices

The front offices all are now proud owners of a fire suppression/sprinkler system.

### The Kitchen

New steel trusses have been installed, the structural masonry work completed, and the kitchen, child care and entry area all have a new roof. The plumbing, of course is replaced and the foundation poured. The walk-in freezer and refrigerator units have been installed. The fire suppression/sprinkler system has been installed. The heating and air units have been placed on the roof for the kitchen and childcare and the HVAC vents are in place. A very intricate system of electrical lines and phone lines have been removed and replaced (an enormous undertaking). The overhead kitchen hood and vent system are being installed at this writing and by next week we will be ready to start on the cosmetics of the room: floor and wall tile, and paint. After that, all the equipment will be brought in. And then, hallelujah, we will bring our dietary staff home!

### Assisted Living

The assisted living was basically gutted! All the furniture was moved out and the ceilings were all taken down with the exception of the hallways. Truckloads of ancient and dirty insulation dropped out of the ceilings in piles and was whisked away along with old sheetrock. All the old duct work and aban-

doned electrical wiring and boiler pipes were removed from the attic. A beautiful, shiny black fire suppression system was then installed throughout assisted living. New heating and air units have been placed on the roof for the heating and cooling of the common areas such as the dining room. Each individual resident room is being fitted with a ductless Mitsubishi heating and air conditioning unit that will be controlled by the person in that room. The compressors are outside of the building and the insulated Freon and electrical lines coming up from them to the fans (inside the rooms) will be encased in a material that matches the building. By the first of the month, the sheetrocking of the ceilings will have begun. After all the ceilings are in place, insulation will be blown in. Next is cosmetic all the way: New texture, new paint and new carpet! We will move King's Manor's furniture back in and then we are going to have a HUGE homecoming party! And yes, we will send the lovely white storage units away.

A family member visiting the day I was writing this told me about how her own house caught fire (as they were building it!), but in the "do over" she was able to make some changes that she has been quite pleased with. She said it was very "8:28."

*And we know that all things work*

*(Continued on page 2)*

## The Continuing Saga of Fire and Water

(Continued from Page 1)

together for good to them that love God, to them who are the called according to his purpose.

Romans 8:28

The closing of our kitchen and assisted living has been an ordeal for all involved; but particularly for those displaced. I would never want to understate the inconvenience and actual trauma that has occurred. But I thank you for your patience and understanding and ask you to take 8:28 to heart. Good things are coming our way and we cannot wait to share them with you!

*Shelly Moss*  
Shelly Moss

### King's Manor Office Closed

Labor Day

September 1, 2014



## Our Christian Sympathy

To the families of

Robert Baum

Enrique Jackson, Jr.



## Welcome

King's Manor extends a warm welcome to:

**Westgate:**

Aristeo Alaniz



## Our Appreciation . . .

### Donations to King's Manor

A.W. & Jackie Shoffit

Shelly Moss

### Memorials to King's Manor

#### Beth Daniel

Al & Jackie Shoffit

#### Grace Neeper

Dolores Brozman

#### Roy Campbell

BJ & Linda Gililland

#### Clifford Trotter

Ron & Jan Weishaar

#### Betty Rudder

Ron & Jan Weishaar

#### Earl Green

Ron & Jan Weishaar

#### Billie Birdwell

Boyd & Dolores Foster

#### Bob Baum

Eileen Berryman

Polly Herrington

### Memorials to Samaritan Hospice

#### Betty Rudder

Bayview Study Club

## SEPTEMBER BIRTHDAYS

### Employees:

Maria Medrano.....	9/04
Sylvia Gutierrez.....	9/10
Adelina Luna.....	9/10
Isabel Alejandre.....	9/15
Erlinda Celaya.....	9/17
Veronica Moreno.....	9/18
Erica Criel.....	9/19
Donna Hill.....	9/19
Gracie Gutierrez.....	9/23

### Manor:

No Birthdays

### Westgate:

Aristeo Alaniz.....	9/03
Elizabeth Hellman.....	9/11
Marcus Hoelscher.....	9/11
J.D. Hester.....	9/25
Jeanie Caison.....	9/29

### Childcare:

Morgan Pena.....	9/13
Lillie Baird.....	9/18



Shirley Carlson helping Norma Carlson celebrate her 90th!

## Activity News

**From: Brenda, Chris  
and Bertha**

The summer has just **buzzed** by for us and we have had a great one. With all the rain, everything has greened up so nicely and it has made our outings, cook- outs, and patio time a much more relaxing environment. August activities for Westgate were great with many special events. We started out on the 5th with a Birthday Party in conjunction with childcare. This is always a nice event and of course who doesn't like cake! On the 7th, waffles were the hit at cooking class with lots of butter and syrup overflowing. **Chris** always likes to have a back to school carnival for the kids and residents in August. A great time was had by all with games, carnival food, and great fellowship. We always look forward to the funnel cakes; our kitchen provides the best! Speaking of the **kitchen**, as I walked by

the other day, I peeked in and saw great things transforming. I just can't wait to see my friends from the kitchen back on site. I know as fast as time is going by, we will soon be planning holiday meals together and reminiscing about past events, as well as feeling blessed that we are all together again under one roof. **I** often shut my eyes and visualize what everything will look like new; the **Lamar Room** will be outstanding and I can't wait to have our first big family night to celebrate. **Assisted Living** will have a great long overdue facelift that started before our big adventure happened but will finally be complete, thank you Jesus! As my eyes are still shut and I visualize the things that are to come, one of the greatest things are the smiles on the staff, residents, and families faces and that great smell of the wonderful food cooking that flows throughout the facility. Now I don't

know if you can visually smell but, meatloaf comes to mind, ha! Well with enough said, I hope everyone has a great month that is full of unexpected blessings. Please check your Westgate and Manor Activity Calendar for great scheduled daily activities. Something is always going on for all kinds of interest.

I would also like to welcome **Mario Figueiras**. He has started working in transportation and has been one of our great drivers that take us to Hereford Senior Citizen Center to eat. The residents and I have given him and Manuel a nick name – M&M. All kidding aside, we are so glad to have you with us and don't mind us, we just like to have fun. Wishing you all a great month and leaving you with:

### Quote of the Month

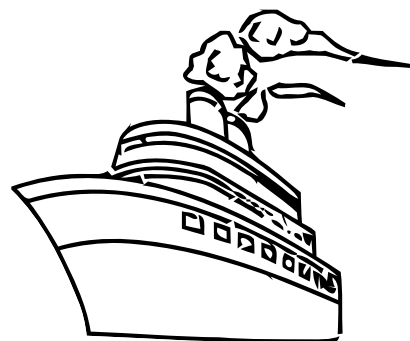
**"You** can never cross the **Ocean** unless you have the **Courage** to lose sight of the **Shore.**"

Unknown

Lots of Hugs,  
Brenda



Nothing beats corndogs and funnel cakes on a pretty day!



## A Fond Farewell to **Lucy and Lance**

We are very sorry to report that our Administrator, Lance Allen, is no longer with us. The good news is that he is still on this earth, just unfortunately not with us! Lance's home town is Meridian, Texas and Lance was offered a position as administrator at a Home in Clifton, just 20 miles down the road from Meridian where all his family continues to reside. He was extremely reluctant to leave all of his residents and fellow staff. In fact, he put off telling his residents as long as he could because he dreaded it so! However, the opportunity to have a great job so near his family was too perfect to pass up. He did say that if King's Manor had been closer to home, he would have stayed "forever!"

In spite of our attempts to prove ownership of Lucy, he insisted that she was *not* community prop-

*(Continued next column)*



## Please Welcome the Incoming Westgate Administrator **Joanna Kluck**

We are excited to introduce Joanna Kluck as our new administrator. She has worked in long-term care for over 25 years. She began her career as a dietician at Presbyterian Manor in Wichita Falls, Texas. She describes the facility as much like King's Manor. After 12 years, she became a surveyor with the State of Texas, where she evaluated clinical dietetics and food services at nursing homes in north Texas. In 2001,



### **Lucy and Lance** *(Continued)*

erty and he got her in the divorce! We even made her a "Property of King's Manor" t-shirt.... which she wore as she walked out the door (reluctantly no doubt)! Lance did a wonderful job and we were all very fond of him. We wish him all the best in the future.



she and her husband moved back to Knoxville, Tennessee where she developed a dietary consulting business and was a computer trainer for a food service software company. In 2010, Joanna returned to long-term care as the dietician at the Tennessee State Veteran's Home in Knoxville, TN. Wanting to be able to do more in long-term care, she began to work towards her administrator's license, completing an MBA in Healthcare Administration from Wayland Baptist University in Plainview, Texas. Joanna then began her new career as the administrator at Manchester Healthcare Center in Manchester, Tennessee. When asked why she would want to come to King's Manor, she answered that it is important for her to work with a non-profit where the residents are the number one priority and she very much likes our family environment.

Joanna is married to Larry E. Kluck, a retired U.S. Air Force Lt Colonel. Joanna has a son, Paul, who is married with two daughters in Katy, TX and a daughter, Sarah Kate who is married with a son and two foster children in Krum, TX. Larry has a daughter and granddaughter in Winnie, TX and another daughter in Glasford, IL. Joanna and Larry also have two golden retrievers: Murphy and Paige.

Joanna is an avid college football and basketball fan. She describes herself as a die-hard "Tennessee Vol" supporter, but is also a "Texas Tech Mom" thanks to her son. She also enjoys reading, crafting and running an occasional 5K race. She is very excited about becoming part of the King's Manor team.

## Samaritan Hospice Presents Hospice Myths

Even with the continual march of medical progress, the fact remains that our bodies do not live forever. In everyone's life there comes a time when the begins to fail. Sometimes it is the natural progression of age or chronic illness. At other times, this difficult season begins too young – yet the disease does not respond to even the best medical treatment. These are indicators that it might be time to ask about Hospice. There are many misconceptions about Hospice which we will address over the next few additions of this newsletter in the hopes of providing a better understanding of the Hospice concept.

**Myth:** Hospice is for the last days or week of life.

Research has shown that families benefit more when they have more time with a hospice than just a few days or weeks. It takes time to build trust and relationships as well as provide support at such a challenging time of life. Hospice staff can be available to help make decisions regarding treatment even before the Hospice decision is made and help guide the patient and family down a sometimes rocky and confusing path. There are many ways that Hospice can provide not only comfort, but meaning to both patient and family long before the last days and weeks.

**Myth:** Hospice will mean less time...

New research finds patients actually live longer under hospice care. Why is that? Perhaps when our bodies begin their natural dying process – a process usually occurring over months rather than days - we are less able to handle the intensive treatments of the curative course. Or it may be the support and care given to

the patient and families by the hospice team. Only more research can answer this question. Being on Hospice does not mean that no medical treatment will be provided; only that it will not be aggressive treatment directed at a cure.

**Myth:** I will have to change doctors.

In most cases, your attending physi-

cian becomes a part of the hospice team. Your doctor consults with the hospice physician to give you the best care.

Please look for more information in the next newsletter.

Reference: "Considering Comfort Care" by G. Leigh Wilkerson, RN



Samaritan Hospice Staff

## Angels Among Us

King's Manor would not be anything like it is – if it were not for the many individuals who volunteer their time to make this a better place for the resident's in its care. Each and every one of them is treasured for the time and energy they devote to King's Manor. There are a couple of volunteers in particular that I would like to honor this month. One is Mary Jones, who truly has wings. She is in Westgate at least four times a week; taking people to and from the dining room; reading mail; and talking to the friends she has made here. I remember her coming years ago every morning to sit and visit with a friend in assisted living. Mary was a lifeline

to that resident, and when that friend moved to Westgate she visited there just as religiously. When that lovely lady passed away, Mary didn't quit coming. She just took her smiling self to other rooms and residents to visit. Sue Inmon is another winged creature who brings her smile and laughter to resident rooms to brighten their days. Both of these gracious women have volunteered to perform hostess duties in the dining room in the evenings to ensure residents have something to drink, condiments to go with the meal, and offer substitutes. Mary and Sue are very giving individuals whose spirit of giving is truly inspirational.



# THE MANOR

## September, 2014



Sun	Mon	Tue	Wed	Thu	Fri	Sat	
	<b>1. Labor Day</b> 10:00 Bingo 11:30 Lunch at Seniors	<b>2.</b> 11:30 Lunch at Senior Citizens 1:00 Table Games	<b>3.</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 3:00 Sing A Long w Linda D.	<b>4.</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 3:00 Bakery Breads	<b>5.</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 2:00 Movie & Pop-Corn	<b>6.</b> 11:30 Meals Delivered	
<b>7</b> 9:00 Worship Services 11:30 Meals Delivered	<b>8</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 3:00 Bingo WG	<b>9</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 3:00 Birthday Party	<b>10</b> 11:30 Lunch at Senior Citizens 1:00 Table Games	<b>11</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 3:00 Remembering 9/11 Reminisce	<b>12</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 2:00 Movie & Pop-Corn	<b>13</b> 11:30 Meals Delivered	
<b>14</b> 9:00 Worship Services 11:30 Meals Delivered	<b>15</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 3:00 Bingo WG	<b>16</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 3:00 Coffee Social	<b>17</b> 11:30 Lunch at Senior Citizens 1:00 Table Games	<b>18</b> 11:30 Lunch at Senior Citizens 1:00 Arm Chair Traveler 3:00 Table Games	<b>19</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 2:00 Movie & Pop-Corn	<b>20</b> 11:30 Meals Delivered	
<b>21</b> 9:00 Worship Services 11:30 Meals Delivered	<b>22</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 3:00 Bingo WG	<b>23</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 3:00 Fall Fever Party	<b>24</b> 11:30 Lunch at Senior Citizens 1:00 Table Games	<b>25</b> 11:30 Lunch at Senior Citizens 1:00 Table Games	<b>26</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 2:00 Movie & Pop-Corn	<b>27</b> 11:30 Meals Delivered	
<b>28</b> 9:00 Worship Services 11:30 Meals Delivered	<b>29</b> 11:30 Lunch at Senior Citizens 1:00 Table Games 3:00 Bingo WG	<b>30</b> 11:30 Lunch at Senior Citizens 1:00 Table Games				<b>Happy Birthday</b>  <b>No Birthdays</b>	

# Westgate Activity Calendar

## September, 2014



Sun	Mon	Tue	Wed	Thu	Fri	Sat
	<b>1 Labor Day!</b> 10:00 <i>The Price is Right</i> /lobby 10:00 Bingo 2:30 Table Games Family and friends	<b>2 Shopping Day</b> 8:15 Sensory Group 9:00 Daily Devotionals (rooms) 10:00 <i>The Price is Right</i> /lobby 10:30 Exercise 1:30 Gardening 3:00 Spelling Bee 4:00 Mail 5:00 Family Support / Psychologist Julie C. Johnson	<b>3</b> 8:15 Sensory Groups 9:00 Daily Devotionals 9:30 Nail Care 10:00 <i>The Price is Right</i> /lobby 1:30 Word Search Puzzles 3:00 Sing-A-Long w/Linda Davis 4:00 Mail Newspaper 5:00 Men's Supper Club	<b>4</b> 8:15 Sensory Group 9:00 Daily Devotionals 10:00 <i>The Price is Right</i> /lobby 10:30 Exercise 1:30 Gardening <b>3:00 Bakery Breads</b> 4:00 Mail	<b>5 Shopping Day</b> 8:15 Sensory Group 9:00 Daily Devotionals 10:00 <i>The Price is Right</i> /lobby 10:00 Coffee Social 1:30 Table Games 2:00 Movie/popcorn (God's Not Dead) 4:00 Mail	<b>6</b> 8:30 Room Visits 10:00 Bingo Newspaper 2:30 Dominoes
<b>7 National Grand-Parents Day!</b> 9:00 Worship Service 10:15 Catholic Church visits 1:00 Table Puzzle 2:30 Uno Game	<b>8</b> 8:15 Sensory Group 9:00 Daily Devotions (rooms) 10:00 <i>The Price is Right</i> /lobby 10:00 Bible Study 1:30 Table Games 3:00 Support Group w/Becky Williams 3:00 Bingo 4:00 Mail	<b>9 Shopping Day</b> 8:15 Sensory Group 9:00 Daily Devotionals (rooms) 10:00 <i>The Price is Right</i> /lobby 10:30 Exercise 1:30 Gardening <b>3:00 Birthday Party w/childcare</b> 4:00 Mail	<b>10</b> 8:15 Sensory Group 9:00 Daily Devotionals 9:30 Nail Care 10:00 <i>The Price is Right</i> /lobby 1:30 Word Search Puzzles 3:00 Loteria (Picture Bingo) 4:00 Mail Newspaper	<b>11</b> <b>911 Remembrance</b> 8:15 Sensory Group 9:00 Daily Devotionals 10:00 <i>The Price is Right</i> /lobby 10:30 Exercise 1:30 Gardening <b>3:00 Remembering 911 Reminiscence</b> 4:00 Mail	<b>12 Shopping Day</b> 8:15 Sensory Group 9:00 Daily Devotionals 10:00 <i>The Price is Right</i> /lobby 10:00 Coffee Social 1:30 Table Games 2:00 Movie/popcorn (Elvis Presley Movie) 4:00 Mail	<b>13</b> 8:30 Room Visits 10:00 Bingo Newspaper 2:30 Dominoes
<b>14</b> 9:00 Worship Service 10:15 Catholic Church visits 1:00 Table Puzzle 2:30 Dominoes	<b>15</b> 8:15 Sensory Group 9:00 Daily Devotions (rooms) 10:00 <i>The Price is Right</i> /lobby 10:00 Bible Study 1:30 Table Games 3:00 Support Group w/Becky Williams 3:00 Bingo 4:00 Mail	<b>16 Mexican Independence Day!</b> Shopping Day 8:15 Sensory Group 9:00 Daily Devotionals (rooms) 10:00 <i>The Price is Right</i> /lobby 10:30 Exercise 1:30 Gardening 3:00 Crafts 4:00 Mail 5:00 Family Support / Psychologist Julie C. Johnson	<b>17</b> 8:15 Sensory Group 9:00 Daily Devotionals 9:30 Nail Care 10:00 <i>The Price is Right</i> /lobby 1:30 Word Search Puzzles <b>3:00 Happy Hour</b> 4:00 Mail Newspaper	<b>18</b> 8:15 Sensory Group 9:00 Daily Devotionals 10:00 <i>The Price is Right</i> /lobby 10:30 Exercise <b>1:00 Arm Chair Traveler /Bill Duffer (Capital Reef)</b> 3:00 Trivia 4:00 Mail	<b>19 Shopping Day</b> 8:15 Sensory Group 9:00 Daily Devotionals 10:00 <i>The Price is Right</i> /lobby 10:00 Coffee Social 1:30 Table Games 2:00 Movie/popcorn (The Wizard Of Oz) 4:00 Mail	<b>20</b> 8:30 Room Visits 10:00 Bingo Newspaper 2:30 Dominoes
<b>21</b> 9:00 Worship Service 10:15 Catholic Church visits 1:00 Table Puzzle 2:30 Uno Game	<b>22</b> 8:15 Sensory Group 9:00 Daily Devotions (rooms) 10:00 <i>The Price is Right</i> /lobby 10:00 Bible Study 1:30 Table Games 3:00 Support Group w/Becky Williams 3:00 Bingo 4:00 Mail	<b>23 Autumn Begins</b> Shopping Day 8:15 Sensory Group 9:00 Daily Devotionals (rooms) 10:00 <i>The Price is Right</i> /lobby 10:30 Exercise 1:30 Gardening <b>3:00 Fall Fever Party</b> 4:00 Mail	<b>24</b> 8:15 Sensory Group 9:00 Daily Devotionals 9:30 Nail Care 10:00 <i>The Price is Right</i> /lobby 1:30 Word Search Puzzles 3:00 Spelling Bee 4:00 Mail Newspaper	<b>25</b> 8:15 Sensory Group 9:00 Daily Devotionals 10:00 <i>The Price is Right</i> /lobby 10:30 Exercise 1:30 Gardening <b>2:00 Trip to the Park</b> 3:00 Dominoes 4:00 Mail	<b>26 Shopping Day</b> 8:15 Sensory Group 9:00 Daily Devotionals 10:00 <i>The Price is Right</i> /lobby 10:00 Coffee Social 1:30 Table Games 2:00 Comedy Movie (The Little Rascals) 4:00 Mail	<b>27</b> 8:30 Room Visits 10:00 Bingo Newspaper 2:30 Dominoes
<b>28</b> 9:00 Worship Service 10:15 Catholic Church visits 1:00 Table Puzzle 2:30 Dominoes	<b>29</b> 8:15 Sensory Group 9:00 Daily Devotions (rooms) 10:00 <i>The Price is Right</i> /lobby 10:00 Bible Study 1:30 Table Games 3:00 Support Group w/Becky Williams 3:00 Bingo 4:00 Mail	<b>30 Shopping Day</b> 8:15 Sensory Group 9:00 Daily Devotionals (rooms) 10:00 <i>The Price is Right</i> /lobby 10:30 Exercise 1:30 Gardening 3:00 Resident Council	<b>Happy Birthday</b> Aristeo Alaniz 9/03 Elizabeth Hellman 9/11 Marcus Hoelscher 9/11 JD Hester 9/25 Jeanie Caison 9/29			



KING'S MANOR  
METHODIST RETIREMENT HOME, INC.  
400 Ranger Drive  
Hereford, Texas 79045

NON PROFIT ORG  
US POSTAGE PAID  
PERMIT NO 247  
AMARILLO, TX

**KING'S MANOR STAFF**  
**(806) 364-0661**

Executive Director ..... Shelly Moss  
Westgate Administrator..... Joanna Kluck  
Chief Financial Officer ..... Jim Layman  
Director of Nursing ..... Yolanda Alaniz  
Assist. Dir. Nursing..... Marisela Hernandez  
Social Services/Admiss..... Becky Williams  
Activity Dir. .... Brenda Blacksher  
Billing Coordinator ..... Janet Coleman  
Medicare Billing ..... Tina Valdez  
Human Resources ..... Janelle Cardinal  
Dir. Housekeep./Trans..... Stella Delgado  
Dir. of Maintenance ..... Larry Carlson  
Dir. of Dietary Services..... Rosie Tijerina  
Assisted Living Director..... Kaye Hansard  
Dir. Samaritan Hospice ..... Kim Parr  
Chaplain ..... Dennis Latham  
Child Care Director ..... Mary Rocha  
Administrative Assist..... Missy Wilcox

**King's Manor Board of Directors**

Chairman: Dan Higgins                      Secretary: Kathy Allison  
Members: John Perrin, Michael Carr, Julia Laing, Scott Keeling,  
Brenda Fuentes. Ex-officio: Kevin Bushart FUMC

*King's Manor Methodist Retirement System*

A Continuing Care Retirement Community offering

**Independent Living:** *Houses and Cottages*

**Assisted Living:** *Private Apartments*

**24 - Hour Nursing Care:** *offering long-term care, respite care, physical and occupational therapy and quality nursing services. Private Pay, Medicare, Medicaid and Insurance.*

**Child Care Center:** *Open to the community and Staff, 6:00 a.m. to 6:00 p.m. Mon - Fri. High staff ratios to provide love and care for your children.*

**Samaritan Hospice:** *Local professionals specializing in rural care in your home or in the facility of your choice. Sewing 13 Counties: Deaf Smith, Parmer, Oldham, Potter, Randall, Swisher, Castro, Bailey, Armstrong, Hartley, Hale, Lamb and Carson.*

King's Manor is an equal opportunity employer. We believe that all persons are entitled to equal employment and do not discriminate against employees or applicants for employment, training, or advancement because of race, color, religion, national origin, age, sex, or disability.

**If you do not wish to receive this publication, please e-mail your name and address along with a request to be removed from the newsletter list to: [mwilcox@kmmrs.com](mailto:mwilcox@kmmrs.com)**