How to Keep Good Workers

When you can’t offer cash or promotions to keep good workers on board, try these incentives:

- **Acknowledge** their sacrifices. And don’t **err** by suggesting that they should be grateful for keeping their jobs during the recession.
- **Remind them** often to "keep in mind how much we value you here."
- **Involve them** more deeply in decision-making.
- **Offer them** the chance to learn new skills — inside or outside the company.
- **Give them** new titles and greater visibility
- **Build bonds** by having lunch and an occasional coffee break with them.
- **Give them** some tangible award. Example: One company recognized outstanding performers by giving them antique Waterman fountain pens.

CHRISTMAS

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for the tournament. Great work, Pete. The only complaint I heard was that your guys took most of the birdies out of the greens. Thanks to you and your staff for a great 18-holes of golf.

The winner of the Larry Lloyd Trophy is Jeff Gorham of Spyglass Hills Golf Course. He came in with a net 62. The closest competition was Gary Carls with a net 68, Jim Banthrup with a net 69, and Patrick Burgess with a 71.

Tim Greenwald won the television set donated by H.V. Carter for closest to the pin on #12.

Our thanks to Westar and Shelton Transfer for sponsoring the beverage cart. We received $85.00 in donations for the Scholarship and Research Fund. Thanks to all who chipped in with your donations.

Check the Scoreboard for the balance of the results.

The cocktail hour started at 6:00pm with dinner at 7:00. This year the band was the Original Substitutes from the Monterey area.

Mr. and Mrs. Claus made their appearance around 9:00 and handed out gifts ranging from watches, and binoculars to champagne, and many more goodies. Thanks Santa and Mrs. Claus.

Thanks to all who helped, particularly Becky Naumann for the great table decorations, Mike Basile for setting up the whole party, Barbara Mikel for handling all the reservations, and Karen Snethen for helping spend the money for presents and then wrapping most of them.

See ya all next Christmas.

We wish to thank our sponsors for making the gifts possible.

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