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### C&S Staff:

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**Jerry Benne, CSP**  
*Vice President*

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*Accounting Director*

**Carrie Russell, CSP CTS**  
*Staffing Specialist*

**Sonnett Cagle, CSP CTS**  
*Staffing Specialist*

**Nicole Wilson, CSP**  
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**Mandy Thomas, CSP**  
*Account Representative*

**Stephanie Lehmen**  
*Community Relations Coordinator*

**Mary Heimericks**  
*Claims Manager*

**Penny Smith**  
*Office Assistant*

**Taryn Henderson**  
*Office Assistant*



MEMBER OF  
American Staffing Association



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# Temp News

## MANAGING HOLIDAY STRESS

The holiday season can be a special, festive time of the year that many look forward to for months. But for some, it may not always be the most wonderful time of the year.


The so-called "Holiday Blues" can be a very real thing for a variety of reasons (financial struggles, loss or separation from loved ones, end of the year pressure, uncertainty, etc.) and can be triggered by the holidays.


The good news is there are common sense practices to help manage the blue feeling or holiday stress.

 **Acknowledge and Accept --** Understandably, the holiday season may be stressful so acknowledge your feelings. If someone close to you has recently died or you can't be with loved ones, realize that it's normal and OK to feel sadness and grief. You can't force yourself to be happy just because it's the holiday season so don't punish yourself for not feeling celebratory.


 **Make a Budget --** Financial strain is one of the leading causes of stress. Making a budget at the start of the season for holiday shopping and expenses helps prevent accidental overspending and ensures reasonable expectations. Try to remember that quality time and happy memories are generally worth more than expensive gift or parties,


and focus on those things instead of merely spending money.

 **Manage Expectations --** Try to set realistic goals and keep expectations for the holiday season viable by not trying to make the holiday "perfect."

 Organize your time, make a list and prioritize what's most important to you. Be realistic about what you can and cannot do.

Let go of the past and look toward the future. Don't be disappointed if your holidays are not like they used to be. Changes are part of life. You can cherish fond holiday memories from the past, but you will only set yourself up for disappointment if everything has to be just like the "good old days" for you to enjoy the season.

 **Volunteer --** The holidays are usually a busy time, and while it may sound cliché, taking the time to do something for someone else can give you a new perspective. It doesn't have to be a huge commitment. Just volunteering to wrap gifts for a charity fundraiser or serving a meal at a community center can help you as much as those you're helping.

 **Seek Support --** A support system can come from a variety of sources like friends, family, coworkers, church, and/or social services organizations. It is not a sign of weakness to ask for help when needed.





C&S Business Services is pleased to once again offer our *Employee Recognition Program* in which C&S employees are eligible to receive a **\$1,000 bonus** from C&S! The objective of the *Employee Recognition Program* is to identify and reward a C&S employee currently on assignment with any of our valued clients.

To be thorough and fair with the *Employee Recognition Award*, we have enlisted the assistance of client supervisors to identify C&S employees who qualify for this recognition based and weighted on the following criteria:

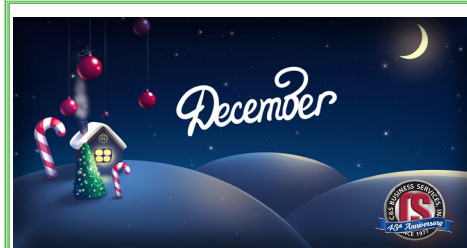
- **Attendance (20%)**
- **Job Performance (20%)**
- **Need (financial or other hardship) (40%)**
- **Attitude (20%)**

After receiving recommendations back from our clients, C&S will review each nominee to determine who will be awarded the \$1,000 bonus. (Client supervisors were asked not reveal their nominations.)

The employee receiving the recognition award will be contacted by C&S prior to the end of the year and a check will be presented to the employee by C&S President Paula Benne. The recipient of the *2022 Employee Recognition Award* will be announced in next month's C&S **Temp News** as well as on the C&S Business Services Facebook page and other media outlets. In addition, any runners up will receive a gift certificate to the Capital City Festival of Lights from C&S Business Services.

Over the years, the *Employee Recognition Program* has been very well received by both our client employers and our employees. It also proved to achieve our objective of recognizing and rewarding C&S employees as well as strengthen and encourage good work habits and productivity in all of our employees.

C&S is proud of our employees and it is our privilege and pleasure to present this award and recognition to our outstanding employees! **Thank you to all our C&S employees and keep up the great work!**



### *What's happening in December:*

**December 11** -- Big Brothers Big Sisters Jingle Dash 5K (4:45 p.m. at Binder Park)

**December 21** -- First day of Winter

**December 23** -- C&S closing at 12 noon

**December 26** -- C&S closed

**December 30** -- C&S closing at 12 noon

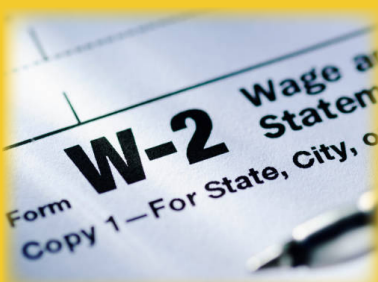


### **Permanent Placements**

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!

**Cassandra Matos**  
**Courtney Zimmerman**  
**Laurie Cave**  
**Jason Fick**  
**Connie Strange**  
**Mary Woods**  
**DeShawn Lomax**  
**Florentino Urvina**  
**Ashley Cleveland**  
**Cierra Hayes**  
**Jazlyn Uptegrove**  
**Dana Ramey**  
**Travis Brown**

### **W-2 NOTICE FOR C&S EMPLOYEES**



C&S will mail W-2 forms to all C&S employees by January 31, 2023. If you have experienced either a name change and/or address change this year (since being assigned with C&S), please call C&S at 573-635-9295 to update your

**mailing information by December 31, 2022. Thank you!**

