

SPECTRUM CONNECTION



Founder | CEO

FROM THE DESK OF:

Dave Smalley



Chasing Dreams

I think we all dream. I know I dream most every night. It would be fascinating to know why we dream all the crazy stuff we do when we sleep. I would love to know. I mean, I just read that they finished a study about why dogs tilt their heads when they look at you. Come on! Tell me about my dreams!

I am also a day dreamer. My mind wanders, goes to places, sometimes far away, until something snaps me back to reality. Most of those day dreams just fade away. Some of them I go back to again and again, until they begin to take hold of me.

Those day dreams seem to be little snapshots of how my life might not only look, but also emotionally how I would feel if they were to come true. Maybe you have had moments like that? Where you can smell the ocean, or hear the approval of the crowd, see the knowing glance of the object of your affection in your mind's eye. Perhaps your day dream is about winning a championship, getting fit, finding a relationship, a new job, a promotion, or winning a contract. You can see it, you can feel it, and you want to feel it again and again.

This seems to happen to me a lot. I get this internal vision of something that makes me feel great, and that becomes my direction. The funny thing is, sometimes I don't chase those dreams, nor do I take the first step to making those dreams my reality. Those dreams certainly aren't going to chase me.

My lazy bone keeps me from happiness and fulfillment. Without positive action, the dreams are assuredly not going to happen on their own. I suppose many of those missed opportunities I simply let go of, because I was not disciplined enough to put in the work. And who lost out? I did, and those closest around me did. One would think that with all the pleasure I have gotten from fulfilling the dreams I have chased, I would jump on every chance. Sadly, that is not the case.

In reflecting on that notion, I have come to the conclusion that achieving a dream is just like most of the other accomplishments in life. It starts with a goal, then a plan, a committed choice, then perseverance and dedication. Rarely is it a straight road to our destination. Along the journey we experience setbacks, failures, and detours. We are human; we have flaws, and we stumble and we fail. But what separates us from the others is our ability to make a committed choice to get up every time we fall down, to right ourselves every time we stumble and to take two steps forward for each step we fall back.

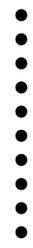
I know you are dreaming out there. Close your eyes and experience where your heart and mind want to take you. When that vision resonates with you, make the committed choice to chase that dream. Chase it with everything you have. When you achieve it, and you will, cherish it, and congratulate yourself for dedicating yourself to your committed choice. I know you can use that achievement to make the path towards your next goal even smoother. See you in the clouds.

With great respect,

Dave



FROM
THE
DESK
OF



Melanie Smalley

My heart wants to say that 2021 was a magical year! It certainly started with plenty of twists and turns as we found our way back to work. But back to work we went!

It is not hard to reflect to March 13, 2020 when our doors virtually closed. I believe that reflecting to that day is important. It is a reminder that the unforeseen can happen and we always need to be prepared for the unexpected. Looking back tells us so much about who we are and what we are made of. Reflection switches the mindset and flips the focus back to how far we've come. Really focusing on the progress made and remembering our accomplishments can serve as positive motivation.

Having said that, I did find a quote that reads "Looking back can be extremely effective. It is a lot like using your rearview mirror when you're driving. It's necessary, but if you spend too much time looking back, you won't see what's in front of you."

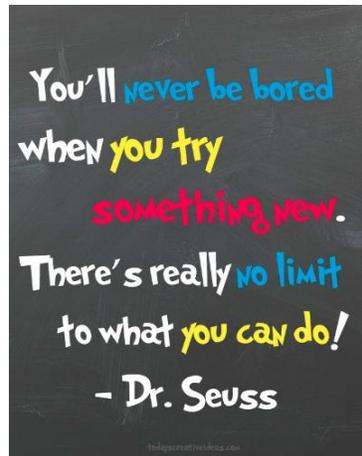
In front of us, well, we have a lot of work to do in 2022. We are very fortunate that opportunity continues to present itself and recognize that March 13, 2020 didn't get the best of us. Maybe those long months away gave us a greater sense of gratitude, a longing to be back at it with the added gift of a slower pace of life for a few months.

I suppose the journey is different for all of us. 2021, reigniting our Spectrum tribe, our village; remembering that action-oriented people move the needle forward. 2021, a magical year.

Happy New Year! May this year be a year full of happiness and success for all of you. May you welcome this year with your loved ones.

In HEART, SERVICE, LEADERSHIP, INTEGRITY, INNOVATION.

-Mel



The People Department

Tis the Season, from Cindy Nerbun in the People Department

Christmas is just about here and it's one of my favorite times of the year. For me, it's a time to gather with family back in WI that I don't get the opportunity to see as much as I'd like. We indulge in a bit of fun in the snow to downhill ski, go sledding with the boys, and ice skate on the pond in back of my dad's house. I bake & decorate holiday sugar cookies with my kids, carrying on the tradition of my mother who used to do this with them instead every year, every holiday. My other favorite aspect of Christmas is giving.

Raised in a small town with small town values, one of the things my dad always told us is that you never have to look too far to find someone worse off than you. And it's true. The thrill of giving to me is not just about seeing my own kids' faces light up, but of giving to others who are more in need & doing my small part to make someone else's life a little bit better. Few things warm my heart more than doing something to help another, even if I never see the impact of who I'm helping directly. And I firmly believe in mantra of "those who can, should".

We are all so very fortunate & blessed to have these good jobs, so I'd like to encourage you all to find a way to give to others this holiday season, too. Whether it's by making an extra donation at church, taking a few names off a Giving Tree to help provide much needed necessities to others, donating to Toys for Tots, sending in toiletries & other goodies to benefit our men & women in the armed forces, dropping toys off in Maisie Wilkinson's office where she's collecting donations for a cause dear to her, or dropping off donations to or volunteering at other worthy organizations in our community such as the Montgomery County Women's Center, Interfaith, the Montgomery County Food Bank, Meals on Wheels, etc., there is much need all around us and most -if not all- of us are well-poised to give. This is what the Christmas Spirit is all about.

Merry Christmas to each and everyone one of you & your families.

NEW BENEFIT ANNOUNCEMENT:

The People Department is pleased to announce a new benefit that is rolling out to all full-time salaried, exempt employees as of 12/1/21. The Non-Primary Care Giver Leave Policy will provide for qualified employees who have completed at least one year of continuous, full-time employment with Spectrum two (2) weeks of paid leave at fully salary following the birth or adoption of a child to provide additional support to the mother/primary care giver of the newborn/newly adopted infant. It is designed to supplement the Maternity/Primary Care Giver Leave Policy by giving the non-primary care giver the paid time off to be home with the family and provide additional support to the mother/primary care giver of the newborn/newly adopted child. Full details of the policy will be posted to HRP Dashboard News, emailed to all full-time salaried employees, and added to the Employee Handbook.

OPEN ENROLLMENT FOR 2022 BENEFITS:

Open Enrollment is here! HRP will be sending eligible, full time employees (working 30 or more hours a week) an email with instructions on how to complete enrollment online on 12/1 and the enrollment portal will remain open through 12/15. If you would like to individually speak to our benefits specialist or ask questions about the plan details, a Sign-Up Genius will be shared with all eligible employees via email. Employees should use the Sign-Up Genius link to review the private appointments available and click on the button to sign up. Be sure to specify if you will attend in person or by phone. In-person consults will be held in the conference room at Spectrum headquarters, and phone consults are available by calling 713-897-8278 at the time slot you designate. Benefits/People will also be presenting Open Enrollment Overviews of the plans for 2022 via Zoom to all interested parties on both Thursday, December 2nd and Friday, December 3rd. To participate, just use on the links below! No RSVP required.

Thursday, Dec. 2nd at 9:00-9:30 AM - <https://us06web.zoom.us/j/88446474814>

Thursday, Dec. 2nd at 12:00-12:30 PM - <https://us06web.zoom.us/j/83698703271>

Thursday, Dec. 2nd at 3:00-3:30 PM - <https://us06web.zoom.us/j/85362680308>

Friday, Dec. 3rd at 9:00-9:30 AM - <https://us06web.zoom.us/j/86760268761>

Friday, Dec. 3rd at 12:00-12:30 PM - <https://us06web.zoom.us/j/87244807298>

Friday, Dec. 3rd at 3:00-3:30 PM - <https://us06web.zoom.us/j/89395476065>



W
T
C



K
E
D



WE
Whisk
you a
MERRY
Christmas

T
S
K



TORTUGA



Aaron,

I just wanted to take a moment to thank you for allowing Milo's Dog Rescue of South Florida the opportunity to participate in the Tortuga Music Festival for the past 5+ years. It is definitely our largest fundraiser for the year and helps to save dozens of dogs' lives. There are always plenty of animals at the shelter that we look to rescue but often times do not have the funds to pay for the treatment and medical bills necessary in order to rehab these animals to make them healthy enough to be available for adoption. Events like Tortuga changes the lives of so many animals and we cannot begin to tell you how grateful we are. We look forward for the opportunity to participate in the April Tortuga Music Festival if you would have us back. Please let me know if there is availability as all of our volunteers are already asking if we will be back in 2022!

Take care,
Taryn

Melanie at the
Hilton University of Houston!



Pelican Village Women's Championship



Chris Stapleton



GREAT JOB,



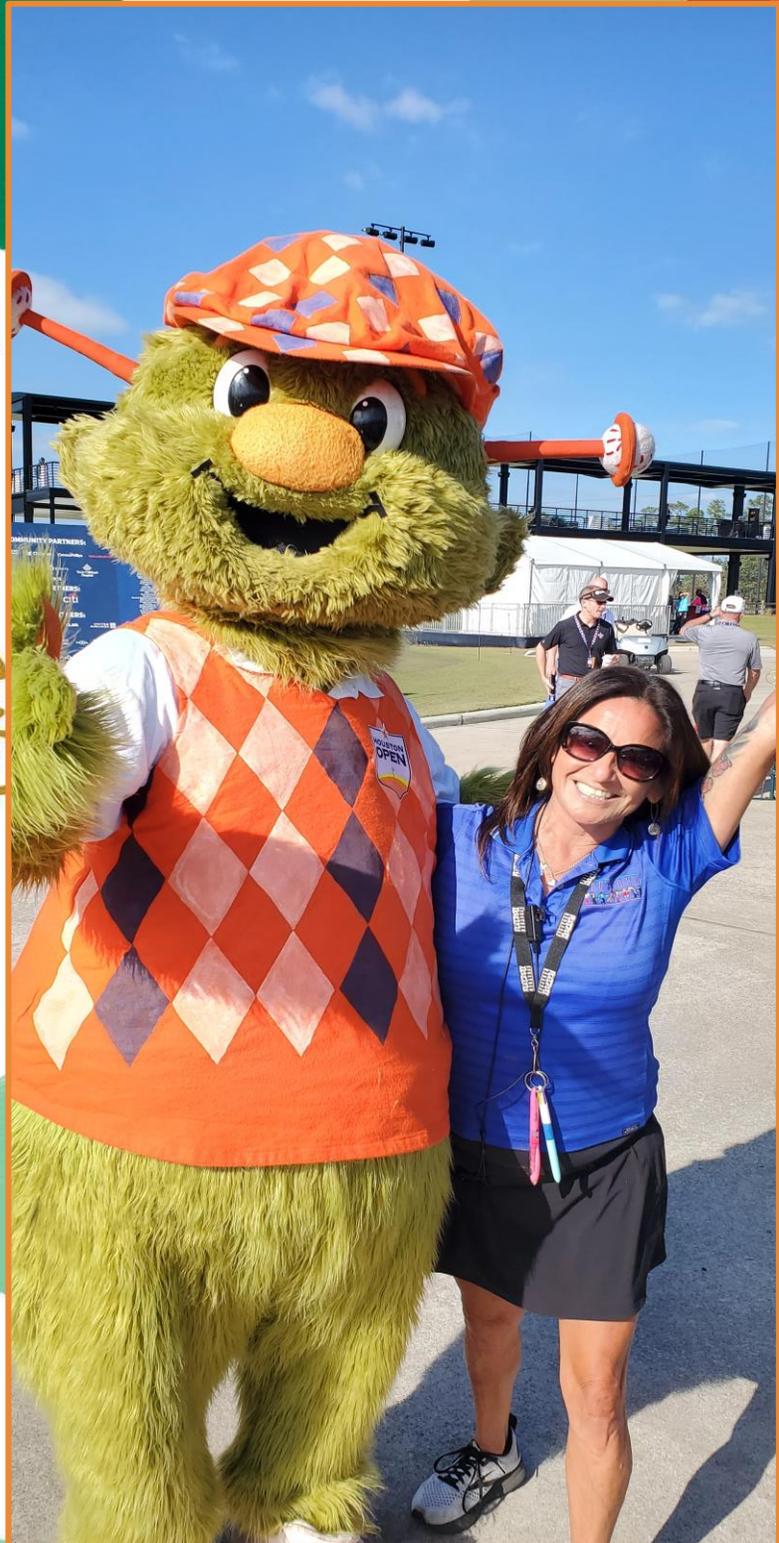
Hi Shelley! Just wanted to drop a line and let you know how great everything was on Saturday. The food was amazing, hospitality was on it, Friends and Family was perfect. Given the late load in I know it was a shot gun start and busy for everyone, and you all rocked it. I really appreciate it and look forward to working with you all again.

The short ribs and grits...ermahgawd!

Love,
Katie Wilkinson
CS Touring

**TEAM
SPECTRUM!**

Houston Open



Holiday season skates back into The Woodlands

STAFF REPORT

The Woodlands Ice Rink opened Friday, just in time to launch the holiday season.

Residents and interested skaters can book their time slots or lessons online at thewoodlandsicerink.com. Information about hours and services at the rink can also be found on the website.

The rink is a seasonal attraction that will close Jan. 17.

The 21,000-square-foot rink will have limited hours for school holidays, Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Eve and New Year's Day.

Skaters can book one-hour- and 45-minute-long sessions. Private and group lessons are available for booking.

The ice rink is located at 2005 Lake Robbins Drive The Woodlands, at the Cynthia Woods Mitchell Pavilion.



Luke Stapleton checks a pair of ice skates during the opening of annual ice rink at The Cynthia Woods Mitchell Pavilion in The Woodlands.



Photos by Jason Fochtmann / Staff photograph

Workers set up dove figures Nov. 17 ahead of Saturday's Lighting of the Doves at Town Green Park in The Woodlands.

Setting the scene for the holiday season

The holiday season kicks into full swing this weekend with the return of the annual ice rink at the Cynthia Woods Mitchell Pavilion in The Woodlands on Friday and Lighting of the Doves at Town Green Park on Saturday. Cooler weather returns Thursday to help usher in the festive time with sunny skies, highs in the 70s and lows in the low 40s.



Ryan Schoen carries freshly sharpened skates ahead of Friday's annual ice rink at The Cynthia Woods Mitchell Pavilion in The Woodlands.

The Woodlands Ice Rink



DECEMBER

Milestones

Nicole Baughan	12/3/2018
Tyler Fredricksen	12/5/2011
John O'Donnell	12/16/2016
Maria Mesa	12/16/2016
William Knockenhauer	12/16/2016

Birthdays

Jon McDonald	12/4
Sean Wesley	12/10
Mike Ramirez	12/13
Rene Romero	12/14
Eric Mahoney	12/15
Melissa Hasmuk	12/17
Julia Lane	12/18
Zach Huwyler	12/18
Malachi Toby	12/20
Andrew Gillespie	12/21
Irma Villasenor	12/24
Eddie Nguyen	12/26
Jay Jung	12/28
Shelley Gatchell	12/28
Aisha Forde	12/31

UPCOMING

GENESIS INVITATIONAL	PACIFIC PALISADES, CA	FEBRUARY 14 – 20
HONDA CLASSIC	WEST PALM BEACH, FL	FEBRUARY 21 – 27
ARNOLD PALMER INVITATIONAL	ORLANDO, FL	FEB 28 – MARCH 6
HOAG CLASSIC	NEWPORT BEACH, CA	FEB 28 – MARCH 6
INNINGS FESTIVAL	TAMPA, FL	MARCH 19 – 20
VALERO TEXAS OPEN	SAN ANTONIO, TX	MARCH 28 – APRIL 3
MARCH MADNESS MUSIC FESTIVAL	NEW ORLEANS, LA	APRIL 1 – 3
DREAMVILLE	CHARLOTTE, NC	APRIL 2 – 3
TORTUGA	FORT LAUDERDALE, FL	APRIL 8 – 10
WATERWAY ARTS FESTIVAL	THE WOODLANDS, TX	APRIL 9 – 10
VERITEX BANK CHAMPIONSHIP	ARLINGTON, TX	APRIL 10 – 16
CLUB CORP CLASSIC	IRVING, TX	APRIL 18 – 24
SUGARLAND ARTS FESTIVAL	SUGARLAND, TX	APRIL 22 – 23
HIGHWATER MUSIC FESTIVAL	CHARLESTON, SC	APRIL 23 – 24
SHAKY KNEES	ATLANTA, GA	APRIL 29 – MAY 1
INSPERITY INVITATIONAL	THE WOODLANDS, TX	APRIL 25 – MAY 1
PGA CHAMPIONSHIP	TULSA, OK	MAY 16 – 22
CHARLES SCHWAB CHALLENGE	FT. WORTH, TX	MAY 23 – 29
FORECASTLE	LOUISVILLE, KY	MAY 27 – 29
AMERICAN FAMILY INSURANCE CHAMPIONSHIP	MADISON, WI	JUNE 4 – 12
GOVERNOR'S BALL	NEW YORK, NY	JUNE 10 – 12
HIGHWAY TO HENRYETTA	HENRYETTA, OK	JUNE 11
BONNAROO	MANCHESTER, TN	JUNE 16 – 19
COUNTRY JAM	GRAND JUNCTION, CO	JUNE 23 – 25
JOHN DEERE CLASSIC	MOLINE, IL	JUNE 27 – JULY 3
AMERICAN CENTURY CELEBRITY	STATELINE (TAHOE), NEVADA	JULY 4 – 10



Spectrum Connection is a publication of:

SPECTRUM



CATERING • CONCESSIONS • EVENTS

Spectrum Head Quarters:

27328 Spectrum Way | Conroe, TX 77385

Mailing Address:

P.O. Box 7130 | The Woodlands, TX 77387

Office | 281-363-0900

www.spectrumconcessions.com

GOLF CATERING & CONCESSIONS | CIRQUE DU SOLEIL | SPECTRUM CATERING

Dave Smalley—Founder & Chief Executive Officer 713.897.8240 dsmalley@spectrumfcs.com

Melanie Smalley—President 713.897.8239 melsmalley@spectrumfcs.com

CORPORATE HEADQUARTERS

Cindy Nerbun—People Department 713.897.8260 cnerbun@spectrumfcs.com

Jozlynn Summers—Front Desk Receptionist 713.897.8275 jsummers@spectrumfcs.com

WICKED WHISK CATERING

Jeannelle Rossano—Vice President of Catering 404.621.1334 jrossano@spectrumfcs.com

Holly Criscuolo—Director of Sales and Operations 713-897-8272 hcriscuolo@spectrumfcs.com

MUSIC FESTIVAL DIVISION

Maverick Smalley—Vice President 713.897.8233 msmalley@spectrumfcs.com

Tyler Fredricksen—Operations Director 713.897.8266 tfredricksen@spectrumfcs.com

Morgan Greer—Director of Retail Sales 713.897.8244 mgreer@spectrumfcs.com

GOLF DIVISION | STAFFING | VENDORS

Missie Martinez—Vice President of Administration 713.897.8232 mmartinez@spectrumfcs.com

Sharon Fitzpatrick—Volunteer Coordinator & Recruitment 713.897.8234 sfitzpatrick@spectrumfcs.com

ARTIST & TOUR CATERING

Shelley Gatchell—Vice President 713.897.8245 sgatchell@spectrumfcs.com

STADIUM DIVISION | ICE RINK MANAGEMENT

Jim Smalley—Manager 713.897.8262 jsmalley@spectrumfcs.com

THEATER DIVISION

Jason Reed—Vice President 617.692.0011 jreed@spectrumfcs.com

WAREHOUSE | RENTALS

Ruben Garcia—Operations Manager 713.897.8242 rgarcia@spectrumfcs.com

Frank Norgan—Warehouse Manager 713.897.8268 frank.norgan@spectrumfcs.com

ACCOUNTING

Derek Mills—Chief Financial Officer 713.897.8257 dmills@spectrumfcs.com

Tina Smalley—Corporate Controller 281.466.3604 tyoung@spectrumfcs.com

Kim Smidlein—Accounts Payable 713.897.8254 ksmidlein@spectrumfcs.com