

Spectrum Connection



from the desk of:

To Give

December, the last month of the year, is often depicted by an old bent over man...and no, that is NOT me! December is however, a convenient time to reflect on the year that was. I ask myself, how did I perform in 2022? More directly, how did I do as a person?

I consider myself a forward thinking / forward looking person, not really one that looks back; however, sometimes looking back can help one gain perspective going forward. We can always reflect on the pluses and minuses of the score card of business, but taking stock of our personal scorecard has much greater legs.

Reflecting back on the year that was, I need to really look at myself to determine if I was more of a giver or more of a receiver / taker. Was I a teacher or just a doer? To paraphrase, "give a man a fish and feed him for a day, teach a man to fish and feed him for a lifetime." I have hopes that I was able to focus on teaching and coaching my associates, more often than directing them.

I ask myself, "was I compassionate and understanding?" When someone hit a rough patch was I able to be the one they came to? The reality of it is, more times they went to Melanie. She has outstanding and consistent compassion for others. I need to pattern myself more in her likeness. I can certainly grow in this area.

Did I share myself with others? It can be easy to share one's resources with others, but that is a fleeting moment. Sharing of one's self is an entirely different ball game. Loving unconditionally is an admirable quality and one I aspire to. You may laugh, but I sure would like to love in the same unconditional way a puppy does when you walk in the door. Now that is unconditional!

Did I listen to others, or did I just hear them talking? Did I hear and value their thoughts and opinions, or was I simply formulating my next thought before they had even completed their verbal thoughts? I can get caught up in being busy, and think I don't have time to listen. When I do that, it makes people feel less than. Everyone is important and I must make time to listen, focus, and hear them.

Without question I am not lacking in areas to improve upon in the coming year. I have challenges to be a better me. My goal each and every day is to be a better person today than I was yesterday. I probably fail 7 or 8 times out of 10, but I am not giving up. I can and will evolve, and grow to create a better atmosphere or light surrounding me. By doing so, I can change other's lives in a positive way. I can be, and aspire to be, that guy.

During this holiday season, maybe you might choose to do some reflecting of your own? With just a little thought, our human flaws become apparent. We can do so much for others by spending some effort on ourselves.

Happy holidays to all! Join me in aspiring to extend this giving season to year around, through our actions and love. Together we can light the world. By giving, we receive so much more as a person than receiving. Cheers to a great 2022, and raise a toast to all that 2023 will be.

Peace and Grace,
Dave



Dave Smalley



from the desk of:

Melanie Smalley

As we approach 2023, I am reminded of the many blessings of this year. It is easy to get lost in the day-to-day grind and today I am reflective of how precious time is, how precious family and friendship is, how blessed we are to have work we love and work that provides us the means to support our families and ourselves.

Here is a short prayer I want to share. It is my hope that this prayer is received with an open heart, as I know not everyone is a believer, but we are certainly all grateful for the many blessings we receive from our collective work and efforts.

Looking forward to 2023, may you all be abundantly blessed and pay it forward to those less fortunate.

In Heart, Service, Leadership, Integrity, Innovation.

Much love,
Mel!



PRAYER FOR YOUR WORK

"Establish the work of my hands"

Heavenly Father,

I thank you for giving me a job to do.

Thank you for giving me the means to be able to earn something to pay my bills and put food on my table.

I pray that you give me the strength to do this job.

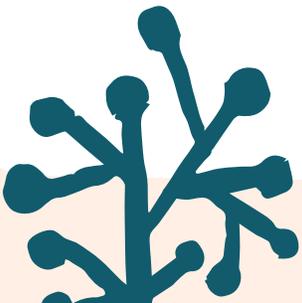
Guide me on the right way to do this job so it will be a success.

I ask for your favor and your blessings upon this work that I do. I pray that you will establish the work of my hands.

Be the foundation of this work and the center of this work. Bless my work, so that it will be fruitful.

I know and believe that once you take control and establish my work, nothing formed against it will be prosperous and I will be successful in Jesus' name.

Amen





News from the Payroll Department!

End of the year is quickly approaching!

That means it is nearly time for the annual distribution of employees' W-2 forms and there are 2 options available :

1. Electronic W2 signup:

a) HR&P uses a 3rd party vendor to mail and electronically deliver W2 forms. Please be sure to sign up for electronic W2s if you do not wish to have a hard copy form mailed to you using the following instructions and the 7-digit company code IS2007. If you have signed up in the past, you will continue to receive an electronic W2 and do not need to sign up again.

2. Mailed:

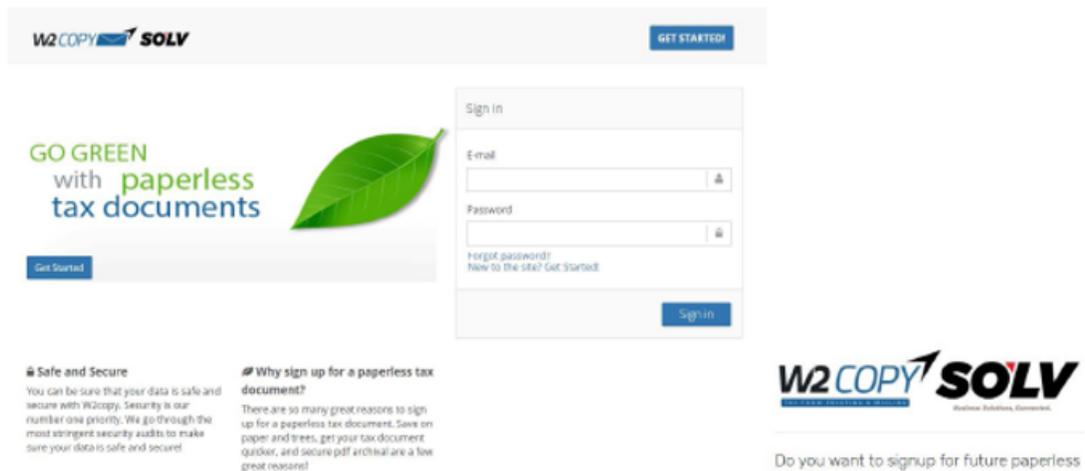
b) If you do not sign up to have your W-2 delivered electronically, it will be mailed to you at the address currently on file with HRP. Please log into the HRP employee portal and confirm that your address is up to date. If not, please correct it via the HRP portal or email your new address to the People Department at HR@spectrumfcs.com.

Please reach out to Ana, Dianna, or Cindy in the People Department if you have any questions or concerns! Happy Holidays!



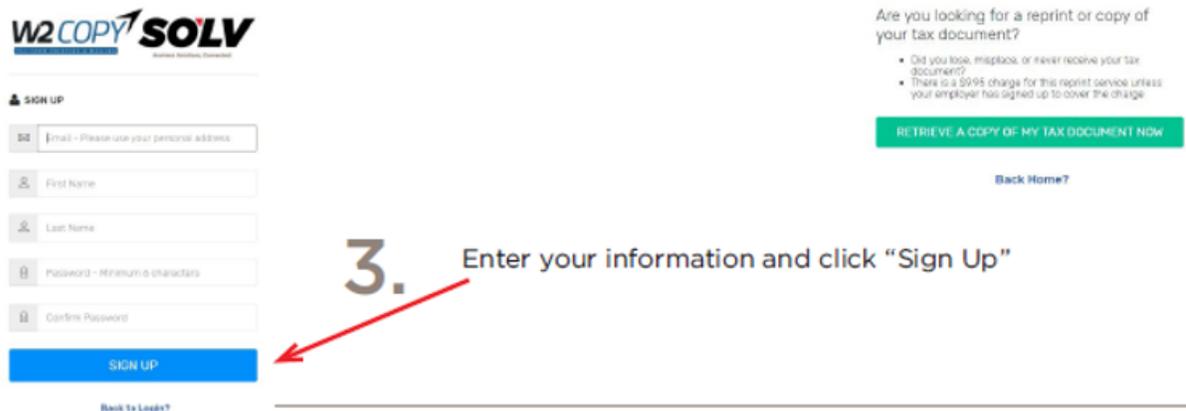
How to register for a paperless W2 / 1095:

1. Go to <https://ew2online.w2copy.net>
If this is your first time at the new site click "Get Started". Once registered, existing users can log in with email and password. If you had an account on the old site, your prior history will be available once you have re-registered on the new site.



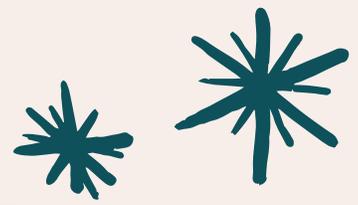
The screenshot shows the W2 COPY SOLV website interface. At the top left is the logo and a 'GET STARTED!' button. Below it is a banner for 'GO GREEN with paperless tax documents' featuring a green leaf and a 'Get Started' button. To the right is a 'Sign in' form with fields for 'Email' and 'Password', a 'Forgot password? How to the site? Get Started!' link, and a 'Sign in' button. Below the sign-in form are two columns of text: 'Safe and Secure' and 'Why sign up for a paperless tax document?'. On the right side of the page, there is a section titled 'Do you want to signup for future paperless tax documents?' with a list of bullet points and a 'REGISTER FOR PAPERLESS TAX DOCUMENTS' button.

2. Click "Register for Paperless Tax Documents"



The screenshot shows the W2 COPY SOLV website registration form. The form is titled 'SIGN UP' and includes fields for 'Email - Please use your personal address', 'First Name', 'Last Name', 'Password - Minimum 8 characters', and 'Confirm Password'. A blue 'SIGN UP' button is at the bottom of the form. To the right of the form is a section titled 'Are you looking for a reprint or copy of your tax document?' with a list of bullet points and a 'RETRIEVE A COPY OF MY TAX DOCUMENT NOW' button. Below this is a 'Back Home?' link. A red arrow points from the 'REGISTER FOR PAPERLESS TAX DOCUMENTS' button in the previous screenshot to the 'SIGN UP' button in this screenshot.

3. Enter your information and click "Sign Up"



4. Check your email for the 6 digit confirmation code we will send you. Enter your code on the website and click "Confirm Email"

5. Once your email is confirmed, the system will ask several questions to verify your identity.

6. Enter your SSN and Company Code.

7. The system will then ask several more questions to verify identity.

8. Once you have verified your identity, you will be asked if you want to sign up for Paperless Tax Documents. Click "Confirm Paperless"

9. You will then be taken to the portal where you can download tax documents if they are available. The PDF is encrypted with a password. The password to open the PDF is your 9 digit Social Security Number with no dashes.

10. You also have the ability to enable/disable paperless tax documents, and add additional Company Codes for any employer that uses W2Copy.



Please Confirm Your Email
A confirmation email was just sent from support@w2copy.com to:

6 Digit Confirmation Number

CONFIRM EMAIL

Enter Social Security Number

Numbers Only SSN Number

Enter your 6 or 7 digit Company Code

Company Code **IS2007**

Don't know your Company Code? Contact your employer.

NEXT →

Yes I want to enroll for Paperless Tax Documents!

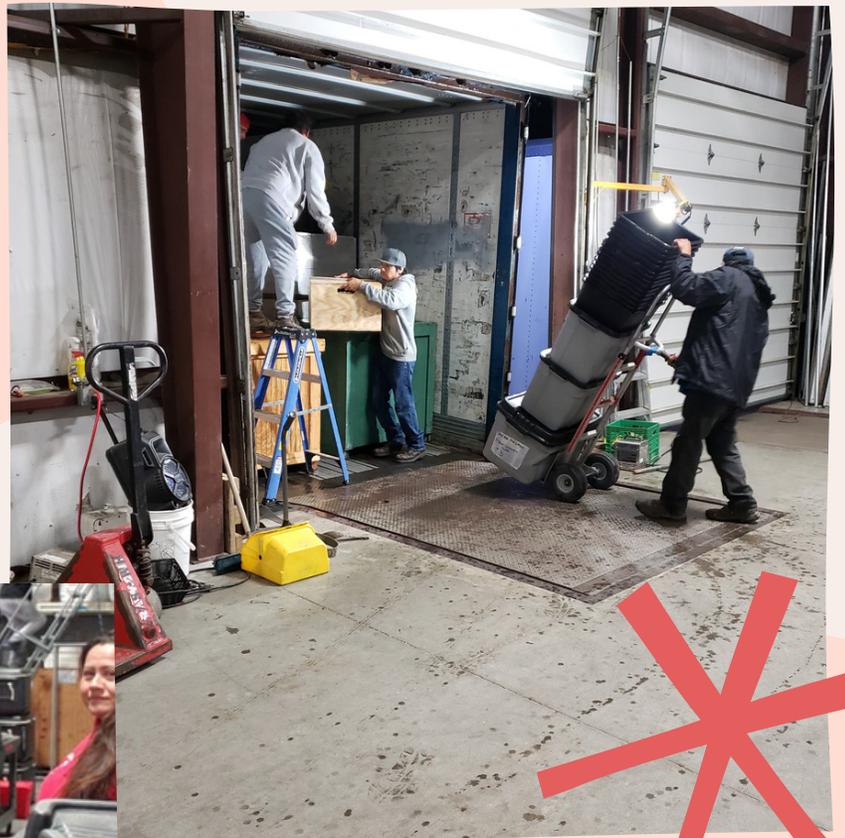
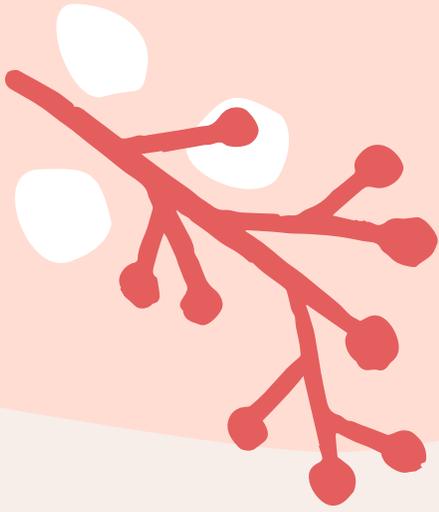
Upon clicking the CONFIRM PAPERLESS button I consent to receive my W2 or other tax document(s) electronically each year. I understand that I will not receive a paper copy unless I change my preference inside this website portal.

CONFIRM PAPERLESS

DECLINE PAPERLESS

Logout?





From
The Warehouse!



The Houston Open



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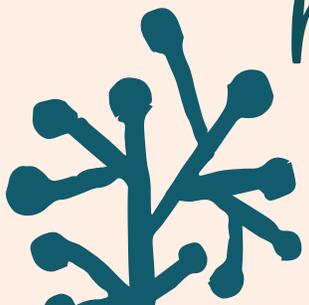




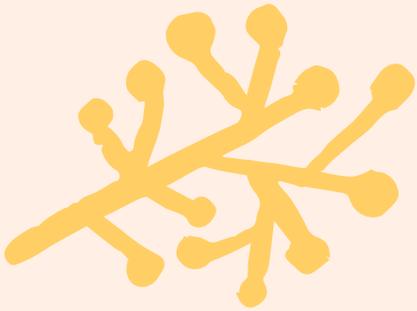
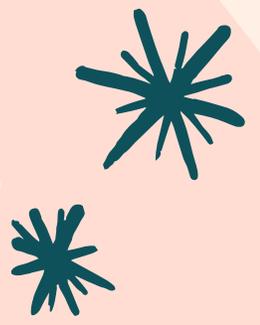
Pelican Women's Championship



Happy Birthday,
Ruthie!
Much love,
Dianne!



December



Anniversaries

Tyler Fredricksen	12/5/2011
Maria Mesa	12/16/2016
William Knockenhauer	12/16/2016
Jackie Williams	12/27/2019

Birthdays

Jaclyn Foret	12/2
Amy Mathis	12/2
Jon McDonald	12/4
Mike Ramirez	12/13
Rene Romero	12/14
Eric Mahoney	12/15
Melissa Hasmuk	12/17
Zach Huwyler	12/18
Julia Lane	12/18
Andrew Gillespie	12/21
Kari Huwyler	12/21
Eddie Nguyen	12/26
Crispin Glenn	12/26
Shelley Gatchell	12/28
Jay Jung	12/28
Jestin Lehair	12/29
Shelbie Rascoe	12/29
Aisha Forde	12/31



2023 Events

EVENT	LOCATION	DATE
Super Bowl Live	Phoenix, AZ	February 9 – 12
Genesis Invitational	Pacific Palisades, CA	February 13 – 19
The Honda Classic	West Palm Beach, FL	February 20 – 26
Arnold Palmer Invitational	Orlando, FL	February 27 - March 5
Hoag Classic	Newport Beach, CA	March 13 – 19
Innings Festival	Tampa, FL	March 18 – 19
Valero Texas Open	San Antonio, TX	March 27 – April 2
March Madness Music Festival	New Orleans, LA	March 31 – April 2
Sugarland Arts Festival	Sugarland, TX	April 1 – 2
Dreamville Music Festival	Charlotte, NC	April 1 – 2
Veritex Bank Championship	Arlington, TX	April 10 – 16
Tortuga Music Festival	Fort Lauderdale, FL	April 14 – 16
Waterway Arts Festival	The Woodlands, TX	April 14 – 16
Invited Celebrity Classic	Irving, TX	April 17 – 23
High Water Music Festival	Charleston, NC	April 22 – 23
Insperty Invitational	The Woodlands, TX	April 24 – 30
Shaky Knees Music Festival	Atlanta, GA	May 5 – 7
FTX Grand Prix Festival	Miami, FL	May 5 – 7
PGA Championship	Rochester, NY	May 15 – 21
KitchenAid Senior PGA Championship	Frisco, TX	May 22 – 28
Charles Schwab Challenge	Fort Worth, TX	May 22 – 28
Railbird Music Festival	Lexington, KY	June 3 – 4
American Family Insurance Championship	Madison, WI	June 5 – 11
Governor's Ball Music Festival	New York, NY	June 9 – 11
Bonnaroo Music Festival	Manchester, TN	June 15 – 18
KPMG Women's PGA	Springfield, NJ	June 19 – 25
Country Jam	Grand Junction, CO	June 22 – 24
Rocket Mortgage Classic	Detroit, MI	June 26 – July 2
John Deere Classic	Moline, IL	July 3 – 9
Red Hot & Blue	The Woodlands, TX	July 4
Freedom Over Texas	Houston, TX	July 4
American Century Championship	Stateline (Tahoe), NV	July 10 – 16
Faster Horses	Detroit, MI	July 14 – 16
Float Fest	Gonzales, TX	July 22 – 24
WE Fest	Detroit Lakes, MN	August 3 – 5
Tidalwave Music Festival	Atlantic City, NJ	August 12 – 14
Shaw Charity Classic	Calgary, AB	August 14 – 20
BMW Championship	Olympia Fields, IL	August 14 – 20
All In Music Festival	Indianapolis, IN	September 3 – 4
Moon River Music Festival	Chattanooga, TN	September 9 – 10
Sea Hear Now	Asbury Park, NJ	September 16 – 17
Life is Beautiful	Las Vegas, NV	September 22 – 24
Pilgrimage Music Festival	Franklin, TN	September 23 – 24
Oceans Calling	Ocean City, MD	September 29 – October 1
Sound on Sound Music Festival	Bridgeport, CT	September 30 – October 1
Sanderson Farms	Jackson, MS	October 2 – 8
Constellation Furyk & Friends	Jacksonville, FL	TBD
Riverfront Revival	Charleston, SC	October 7 – 8
Austin City Limits	Austin, TX	October 7 – 9
Austin City Limits	Austin, TX	October 14 – 16
Alliance Air Show	Fort Worth, TX	TBD
The Houston Open	Houston, TX	TBD
Pelican Women's Championship	Belleair, FL	TBD
Lights All Night	Dallas, TX	December 29 – 30

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