

spectrum CONNECTION



FROM THE DESK OF:

Dave Smalley

Work / Life Balance

The topic of work / life balance does come up from time to time. Sometimes, someone is asking me how to achieve it. Other times, someone asks me what work / life balance is to me? It is a topic I find interesting, and most interesting to me is that it is always referred to as work / life balance, with work coming as the first word, not life / work balance. I wonder who coined that phrase? My friend, Jon Drago, once asked me if I thought the person who coined the phrase "one hit wonder" had any other catchy phrases. But I digress.

What I have discovered is that seeking the work / life balance is completely different for every single individual, and that every individual has at least 50% discretion over their choices. I also found that most individuals are greatly influenced by others challenging them as to their work life balance. Seeking this, seeking happiness, is more of a choice than a circumstance. There is a core of responsibility that is non-negotiable, but after that, it is pretty much the choice of each individual.

The introspection is generally initiated by outside influences; one reflecting if they are as successful as others, or others challenging one's choices. The trouble with the poorly defined, external yardstick is that there will always be someone richer or more famous than yourself. There will always be those that want to criticize your path, to make themselves and their personally chosen path, look better to them. Crabs in a sand bucket some might say.

What I am saying is outside influences are not your friend. It is what is in your heart, not what is in your ear. Share only with those you trust implicitly. With that being said, how each person defines the balance is up to them. The fact is that the vast majority of us *have to* work...not "have to" like paying taxes but have to in order to have a roof over our heads and food on the table. If one consults Maslow's Hierarchy of Needs, the very base is physiological (housing and food), next is safety, then we get to belonging and love, esteem, cognitive, self-actualization and transcendence.

So, before I bore you to death, I think work provides us the resources to provide for our physiological needs and our safety. After that, work may allow one to gain a sense of belonging (could be found outside of work), can provide self-esteem, and certainly can get one to self-actualization. Would you agree with me that we have to work to have those things? After that, how much we work, what we put into work, is our choice.

After our basic needs are met, we have to ask ourselves, how big of a house do we want? What kind of car do we want to drive? Where do we want to vacation? What type of education do we want to afford our children? Stuff that you want in your life, that you want to be able to provide. Those are the things that develop where our work life balance is.

We have had a saying around here for a long time: Family First, the Spectrum Way. This means we put what is best for our family, **long term**, first. It means that we may miss some ball games, but we will be able to replace those misses with exceptional quality time, experiences, and memories because we took care of our business, which was also allows us to look out for family. We take short term inconveniences (not sacrifices, a sacrifice is something our troops do), in order to earn long term gains, perks, and privileges. That is the balance we are seeking. We seek a leg up for our families, and our family life, by being diligent about our effort and our goals at work. It works, and it works like a charm.

So, the next time some outsider challenges you on your work / life balance, question yourself on their motivation. Are they trying to help you? Or are they trying to feel better about themselves by challenging your decisions? With the very few exceptions, where one has become obsessive or compulsive about work, the answer is the same. And if you believe you are becoming obsessive or compulsive about work, some reflection and a reset will set you up just right. You have the right to question your own work / life balance, but if you are not feeling the need, my guess is that you have found a fine balance for yourself.

Happy February and many thanks to you and yours for the support and love you show. My promise to be there for you.

With Humble Respect,

Dave



FROM THE DESK OF: *melanie* SMALLEY

The fifth and last Pillar within THE HOUSE THAT SPECTRUM BUILT is INNOVATION.

Simply put, innovation is a product, service, business model or strategy that's both novel and useful. Innovations don't have to be major breakthroughs in technology or new business models; they can be as simple as upgrades to a company's customer service or features added to an existing product.

~ Harvard Business School

Innovation has been encouraged within Spectrum for as long as I can remember. We have always had a strong desire to stay ahead of the curve, to be cutting edge and idealists. To have foresight and vision as to what is "next". Innovation could be considered to be driven by the passion we have for our work. Our passion gives us the platform and desire to think outside of the box and anticipate what our customers could ask of us next.

Our INNOVATION Pillar is comprised of We Will be a Disruptive Force in our Industry, Discover, Cutting Edge, Problem Solvers. We will be efficient, competitive and effective.

Here are some benefits of INNOVATION in business.

- Solves complex business problems. We must use external and internal sources to develop innovative ideas to solve business problems.
- Increases productivity. Innovation presents new ideas to leaders to increase efficiency with minimum resources.
- Brings uniqueness and novelty to processes. Make the business stand out from the rest!
- Gives a competitive advantage. Formulate strategies that help to increase revenue.
- Reduces costs and increases revenue.

We need to be disruptive! We have never shied away from finding new ways of working to drive our growth and our revenue. Test strategies, products, and services every chance we get. New products and ideas will propel us into the future and put us ahead of our competitors.

Are you ready to share your ideas? We are listening!

In HEART, SERVICE, LEADERSHIP, INTEGRITY, INNOVATION.
Love,

Mel



INNOVATION

"We will be a Disruptive Force in Our Industry"



Discover



Cutting Edge



Problem Solvers



We Will Be...



Efficient | Competitive | Effective

CONGRATULATIONS

DEREK!



—❤—

Derek is our 2023 recipient of the Service ABOVE Self achievement award, in honor of Joe Ray Martinez.

Derek's selfless nature and work ethic are to be admired and appreciated. In more ways than one can count, Derek never hesitates to put others needs ahead of his own. He is the first to stop what he's doing to lend his help and expertise, to problem solve, and offers valuable solutions in every situation.

Thank you, Derek for your Service Above Self achievements, may we all take a page from you!



green PGA TOURING team





blue
PGA
TOURING
Team



HAPPY
birthday



to Amanda's son,
AIDEN

DONATE



Thank you to everyone who was able to donate blood at the Blood Drive on January 10th. We had 21 donors and 27 units donated! **What a success!** The Gulf Coast Regional Blood Center is incredibly grateful for our contributions every year. We also want to extend a huge thank you to our friends at Corporate Incentives for supporting this cause with us each year!

~Shelbie R.



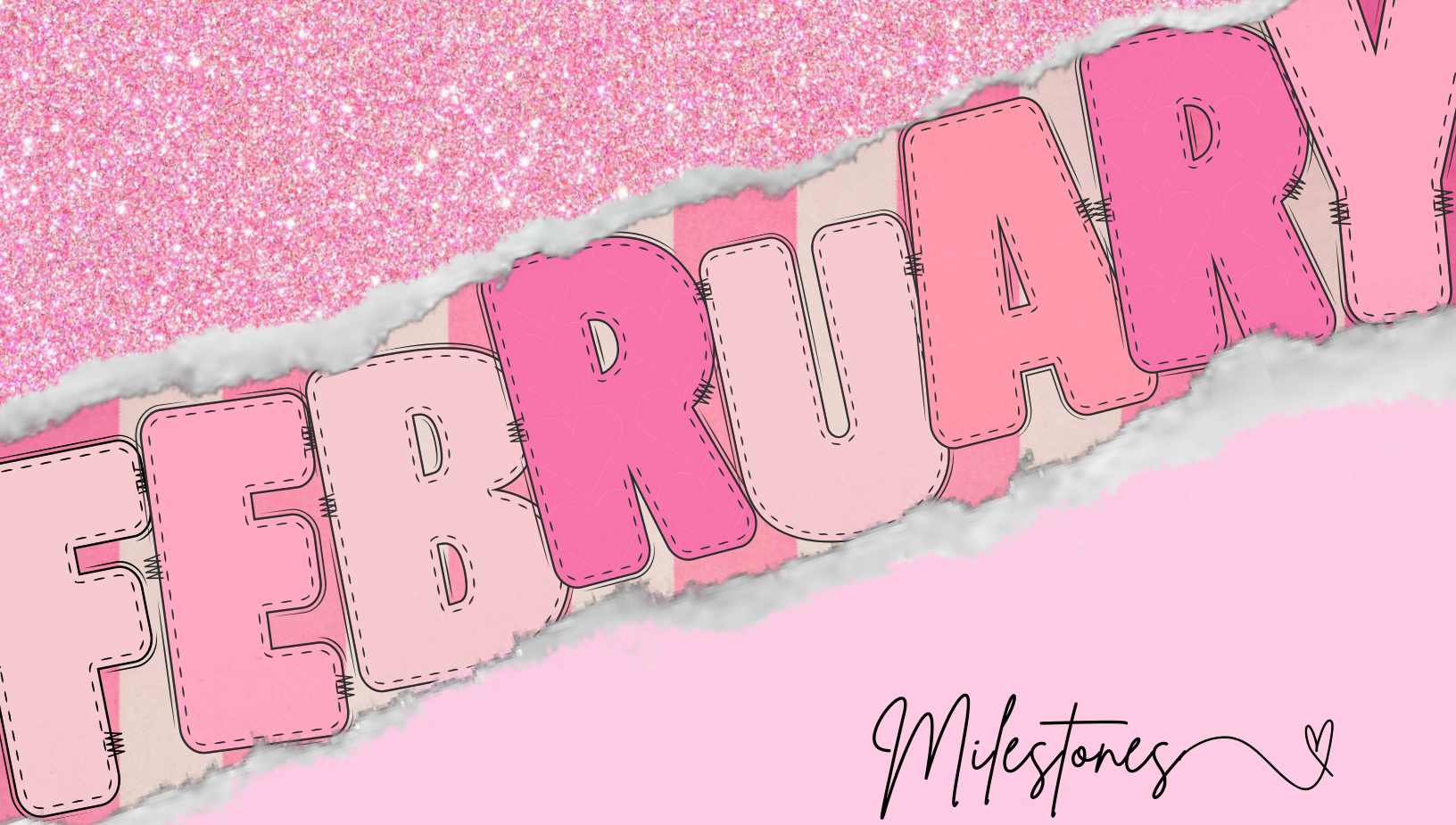


DO UNTO OTHERS AS YOU WOULD HAVE OTHERS DO UNTO YOU



THE HOUSE SPECTRUM BUILT

HAPPY 32nd
ANNIVERSARY
To SPECTRUM!
EST: FEBRUARY 10, 1992



Birthdays

Ernest Ramirez	2/1
Maureen Hamric	2/2
Diane Riddell	2/4
Trinity Scott	2/4
Jared Burger	2/8
Jennifer Wheatley	2/9
Rafael Contreras	2/9
Nelson Flores	2/14
Hailey Rodriguez	2/16
Jesus Orellanes	2/16
Tyler Fredricksen	2/18
Jozlynn Summers	2/19
Alberto Ramirez	2/23
Tina Smalley	2/25
Robert Willis	2/26
Walter Ventura	2/26
Christian Green	2/27
Missie Martinez	2/27
Mercedes De Abad	2/29

Milestones

Dave Smalley	2/1/1992
Grace Hatfield	2/1/2022
Felipe Organes	2/2/2001
Trisha Stapleton	2/2/2015
Angel Perez	2/7/2023
Doris Lozano De Ventura	2/7/2022
Will Gilchriest III	2/12/2018
Kenneth Oberhoff	2/13/2017
Rafael Perez	2/15/2022
Christian Green	2/16/2019
Jesse Grier	2/16/2019
Melissa Hasmuk	2/16/2019
Jestin Lahair	2/19/2018
Ismael Montoya	2/20/2017
Monique Nicklous	2/22/2019
Howard Kocurek	2/23/2017
Sage Dolan	2/23/2022
Frank Norgan	2/24/2014
Maritza Cardona	2/24/2023
Cole Stewart	2/27/2016
Nicole Johnson	2/27/2017
Jackie Ash	2/28/2020

2024 EVENT LIST

Cirque du Soleil - Kooza
 Genesis Invitational
 Cirque du Soleil - Echo
 Palm Tree Music Festival
 Cognizant Classic in the Palm Beaches
 Arnold Palmer Invitational
 Hoag Classic
 Backyard Pickleball Bash
 Bayou City Arts Festival
 Houston Open
 Valero Texas Open
 March Madness Music Festival
 Tortuga Music Festival
 Dreamville Music Festival
 Cirque du Soleil - Bazaar
 Waterway Arts Festival
 Invited Celebrity Classic
 Cirque du Soleil - Kooza
 High Water Music Festival
 Chevron LPGA Championship
 Sugarland Arts Festival
 Insuperity Invitational
 Shaky Knees Music Festival
 Sol Blume
 Riverbeat Festival
 Sweet Beats Music Festival
 Big As Texas Music Festival
 Sugar Land Jazz Festival
 Smoke Slam
 Cirque du Soleil - Bazaar
 Ubbi Dubbi
 Widespread Panic
 Charles Schwab Challenge
 Railbird Music Festival
 So What?!
 American Family Insurance Championship
 Governor's Ball Music Festival
 Bonnaroo Music Festival
 Country Jam
 John Deere Classic
 Red, Hot, and Blue
 Red, White, and Boom
 Freedom Over Texas
 American Century Championship
 Minnesota Yacht Club
 Faster Horses
 Fairwell Festival
 WE Fest
 Hinterland
 Watershed
 Shaw Charity Classic
 BMW Championship
 Iron Blossom
 Sudden Little Thrills Festival
 Sea Hear Now Festival
 Life is Beautiful Music Festival
 Pilgrimage Music Festival
 Huntsville
 Oceans Calling Music Festival
 Sanderson Farms
 Constellation Furyk & Friends
 Memphis Fest
 Austin City Limits
 Riverfront Revival
 Bayou City Arts Festival
 Austin City Limits
 Freaky Deaky
 The Annika Driven
 Lighting of the Doves
 Lights All Night Music Festival

San Francisco, CA
 Pacific Palisades, CA
 Miami, FL
 Aspen, CO
 West Palm Beach, FL
 Orlando, FL
 Newport Beach, CA
 Houston, TX
 Houston, TX
 Houston, TX
 San Antonio, TX
 Phoenix, AZ
 Ft Lauderdale, FL
 Raleigh, NC
 Hartford, CT
 The Woodlands, TX
 Irving, TX
 San Jose, CA
 Charleston, SC
 The Woodlands, TX
 Sugarland, TX
 The Woodlands, TX
 Atlanta, GA
 Sacramento, CA
 Memphis, TN
 Sugarland, TX
 Conroe, TX
 Sugarland, TX
 Memphis, TN
 Minneapolis, MN
 Fort Worth, TX
 Memphis, TN
 Fort Worth, TX
 Lexington, KY
 Fort Worth, TX
 Madison, WI
 New York, NY
 Manchester, TN
 Grand Junction, CO
 Moline, IL
 The Woodlands, TX
 Sugarland, TX
 Houston, TX
 Stateline, NV
 St Paul, MN
 Detroit, MI
 Redmond, OR
 Detroit Lakes, MN
 St Charles, IA
 George, WA
 Calgary, Alberta, CAN
 Castle Rock, CO
 Richmond, VA
 Pittsburgh, PA
 Asbury Park, NJ
 Las Vegas, NV
 Franklin, TN
 Huntsville, AL
 Ocean City, MD
 Jackson, MS
 Jacksonville, FL
 Memphis, TN
 Austin, TX
 Charleston, SC
 Houston, TX
 Austin, TX
 Austin, TX
 Belleair, FL
 The Woodlands, TX
 Dallas, TX

January 17 - March 17
 February 12 - 18
 February 21 - April 21
 February 23 - 24
 February 26 - March 3
 March 4 - 10
 March 18 - 24
 March 23 - 24
 March 23 - 24
 March 25 - 31
 April 1 - 7
 April 5 - 7
 April 5 - 7
 April 6 - 7
 April 6 - May 5
 April 12 - 14
 April 15 - 21
 April 18 - May 26
 April 20 - 21
 April 17 - 21
 April 27 - 28
 April 29 - May 5
 May 3 - 5
 May 3 - 5
 May 3 - 5
 May 4 - 5
 May 10 - 12
 May 11 - 12
 May 16 - 18
 May 18 - June 16
 May 24 - 25
 May 24 - 25
 May 20 - 26
 June 1 - 2
 June 1 - 2
 June 3 - 9
 June 7 - 9
 June 13 - 16
 June 20 - 22
 July 1 - 7
 July 4
 July 4
 July 4
 July 8 - 14
 July 19 - 20
 July 19 - 21
 July 19 - 21
 August 1 - 3
 August 2 - 4
 August 2 - 4
 August 12 - 18
 August 19 - 25
 TBD
 September 7 - 8
 September 13 - 15
 TBD
 September 28 - 29
 September 28 - 29
 September 27 - 29
 September 30 - October 6
 September 30 - October 6
 October 4 - 6
 October 4 - 6
 October 11 - 12
 TBD
 October 11 - 13
 October 26 - 27
 November 11 - 17
 November 18
 December 30 - 31

SPECTRUM CONNECTION IS A PUBLICATION OF:



Spectrum Head Quarters:
27328 Spectrum Way | Conroe, TX 77385
Phone | 281-363-0900

Mailing Address:
PO Box 7130 | The Woodlands, TX 77387

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

Kari Johnston - People Department Director	713-897-8260	kjohnston@spectrumfcs.com
Anna Mitka - Payroll	713-897-8265	amitka@spectrumfcs.com
Jozlynn Summers - Front Desk Receptionist	713-897-8275	jsummers@spectrumfcs.com

Wicked Whisk Catering

Mike Stapleton - Vice President of Catering	713-897-8255	mstapleton@spectrumfcs.com
Amy Matthis - Catering Director	832-370-2628	amatthis@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 - VP Golf + Administration	713-897-8232	mmartinez@spectrumfcs.com
Sharon Fitzpatrick - Volunteer Coordinator	713-897-8234	sfitzpatrick@spectrumfcs.com

Artist & Tour Catering

Shelley Gatchell - Vice President	713-897-8245	sgatchell@spectrumfcs.com
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Stadium Division | Ice Rink Management

Jim Smalley - Manager	713-897-8262	jsmalley@spectrumfcs.com
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Theatre Division

Jason Reed - Vice President	617-692-0011	jreed@spectrumfcs.com
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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