CEO Update

I am pleased to share the results of the 2018 Employee Survey with you. 40% of you responded, helping us to understand what you are thinking and how you are feeling about UCO.

- 87% of you feel that your Supervisor cares about you. That's up from 80% in the last survey.
- 75% of you feel that we listen to your opinions. That's up from 52% during the last survey. I am very happy to hear that. While we can't do everything that everyone wants us to do, we will listen and do as many things as we can. If we can't do something, we will tell you why.
- 76% of you feel that your supervisor provides feedback about your performance. That re sponse is up from 69% during the last survey. This is important so you know how well you are doing your job.

From your comments you've told us: You embrace and support the UCO mission; that communication within UCO is improving; and the new recognition programs have helped to raise job satisfaction. We're pleased you feel that way, and have established several action items to help continue our path forward. Not everyone is happy at UCO, so beginning in the second quarter, we intend to work on the following things:

- Better succession planning and career paths
- Additional training opportunities
- New employee bulletin board to recognize new staff
- Evaluate pay levels and potential for raises across the organization
- Improving Quality Auditor coverage during daily huddles
- Appreciation and team building for the fulltime employees
- Evaluate additional food options for lunch
- Rotate music genres in the production area 7-9 am and 3-3:30 pm
- Improve communication about upcoming events with providers and family members at home
- Consider additional sign language communication where appropriate
- Have quarterly deep cleanings in restrooms
- Remind all staff to clean up breakrooms after themselves, and use cell phones appropriately
- Consider separating the 2019 survey into three groups: Full time, Part time, and Associate

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UCO News

YOU NEED TO KNOW

The Food Trucks are Coming!!

We hear you and we are listening! More food options are coming this spring! Starting in April we will be having a food truck here weekly! They will vary in choices; one week may be BBQ and the next Tacos! We will post a calendar each month and the menus for that week's food truck as well so you can plan ahead! All trucks are different and some may be cash only and others take credit cards please plan ahead accordingly. Friday April 6th will be Where There's Smoke BBQ. They will be positioned right next to the employee entrance just past the cement slab and awning. They will be here from 11am to 2pm giving everyone plenty of time to get a great lunch! We really hope that everyone enjoys the new option and if you have any suggestions on trucks you would like to see let us know! Also, let us know which food trucks you really like so we can be sure to have them come back again!!

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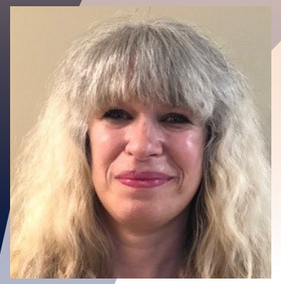
UCO INDUSTRIES

EMPLOYEE SPOTLIGHT:

CHERYL DAVENPORT



What keeps you with UCO?

Love the people here

Why did you join UCO?

Wanted a part time job with no stress

Favorite Hobbies/ interests

Singing, dancing & baking

Favorite Meal

Steak, baked potato and salad

Favorite Movie

Titanic and Hallmark Movies

United Way Award

The United Way of Union County recognized UCO for all of the donation and work that was put into 2017's campaign. UCO was named as 2017 Campaign Chair for increasing our contributions by 25 times the 2016 levels! Thank you to everyone who decided to donate or participated in the balloon event last year! It was a huge hit and we will make sure we do it again this year!

EMPLOYEE COUNCIL

I am a new council member, and have worked on the auxiliary line for almost 2 years.

I enjoy working at UCO. I love interacting with the associates and love the family atmosphere. I am stationed on LPK-Line 6.

The agenda of the employee council is to take in everyone's concerns and suggestions from all areas, get feedback on changes being made and other things people would like to see. Please let me or any of the other members from the council (listed below) know if you have any suggestions to continue and make UCO a great place to work!

MEMBERS: Dave Amerine, Wayne Barker, Stacie Neubauer, Jim McCoy, Shawn Smith, Chris Waters, Lorie Masters, Travis Wilson, Lashonda Wright, Jessica Joseph, Lana Sharpe and Clyde Hamilton.

Lana

"OUR MISSION IS TO PROVIDE PAID EMPLOYMENT OPPORTUNITIES, IN INTEGRATED COMMUNITY SETTINGS, FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES."

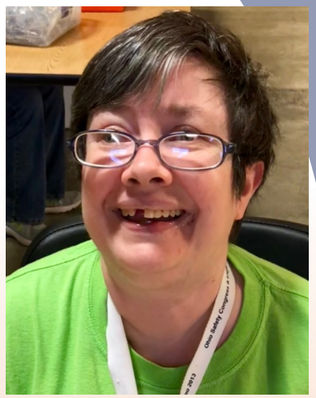
New Faces

Teresa —Auxiliary

"Upon recommendation I applied at UCO and I'm glad I did. I really like it and I think I found career, and the staff and associates are all very kind"

Mary —Associate

"I like it here and I get along with everyone"



Sherry —Associate

Is joining us from Hardin county.

Bill — Associate

"I like it here and I get along with everyone"

Charley — Associate

"I used to work here and I'm glad to be back"