

Opening Doors

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OpenWorks is Racing for the Cure

by supporting the
Susan G. Komen Foundation
for Breast Cancer Awareness



On Sunday, October 12th, 2014 OpenWorks was proud to support the Susan G. Komen Foundation in their 22nd annual "Race for the Cure" 5K Walk. Knowing that 1 in 8 women in the United States will develop invasive breast cancer over the course of her lifetime OpenWorks is proud to support this critical cause each and every year. This year the OpenWorks team consisted of over 16 members who reached out to our clients, vendors and service providers; as well as to their personal friends and family; and all were very generous with their support and donations.

To raise additional funds, on Friday, September 26th, 2014, OpenWorks held a bake sale at the Phoenix, Arizona Corporate office that was generously sponsored by Luci's Healthy Marketplace and Custom Food Service. Our Arizona employees and service providers very generously baked goods for us to sell. Since then, along with the donations collected by our team members, we raised a grand total of \$1,500. This impressive amount

will be matched by OpenWorks and a grand total of \$3,003.45 will be donated to the Susan G. Komen Foundation this year.

A good time was had by all at the 5K walk. It was a wonderful opportunity for us to get to know one another better while making a difference in our local community. With the huge success this year all team members are looking forward to an even bigger and better event next year. We hope that even more of our Arizona service provider family will join us next year! Huge thanks to all who supported our cause this time around!



The 7 C's: How to Find and Hire Great Employees

An entrepreneur can invent and even commercialize an idea as an enterprise of one. In time, however, the tasks of running a business become too great for the entrepreneur to manage alone. At this point, a savvy leader must find and hire the best workers to help achieve the entrepreneurial dream.

"7 C s" to consider to find the best new employees:

Competent

This is still the first factor to consider. Does the potential employee have the necessary skills, experiences and education to successfully complete the tasks you need performed?

Capable

Will this person complete not only the easy tasks but will he or she also find ways to deliver on the functions that require more effort and creativity? For me, being capable means the employee has potential for growth and the ability and willingness to take on more responsibility.

Compatible

Can this person get along with colleagues, and more importantly, can he or she get along with existing and potential clients and partners? A critical component to also remember is the person's willingness and ability to be harmonious with you, his or her boss. If the new employee can't, there will be problems.

Commitment

Is the candidate serious about working for the long term? Or is he or she just passing through, always looking for something better? A history of past jobs and time spent at each provides clear insight on the matter.

Character

Does the person have values that align with yours? Are they honest; do they tell the truth and keep promises? Are they above reproach? Are they selfless and a team player?

Culture

Every business has a culture or a way that people behave and interact with each other. Culture is based on certain values, expectations, policies and procedures that influence the behavior of a leader and employees. Workers who don't reflect a company's culture tend to be disruptive and difficult.

Compensation

As the employer, be sure the person hired agrees to a market-based compensation package and is satisfied with what is offered.



New franchisees participating in a training with Waxie in October.

Thank you for your participation in this training!



"Christmas gift suggestions:
To your enemy, forgiveness.
To an opponent, tolerance.
To a friend, your heart. To a
customer, service. To all, charity.
To every child, a good example.
To yourself, respect."

OREN ARNOLD

"Christmas is doing a little
something extra for someone."

CHARLES SCHULZ

"He who has not Christmas
in his heart will never find
it under a tree."

ROY L. SMITH

"Once again, we come to
the Holiday Season, a deeply
religious time that each of
us observes, in his own way,
by going to the mall of
his choice."

DAVE BARRY

"You know you're getting
old, when Santa starts
looking younger."

ROBERT PAUL

"Christmas waves a magic
wand over this world, and
behold, everything is softer
and more beautiful."

NORMAN VINCENT PEALE

JUST FOR FUN

The Cleaning Night Before Christmas

*Tw*as the night before Christmas when all through the office
Not a person was stirring, not even the bosses
The workers all gone - headed home for fun
But the cleaning work here had not yet begun.

When the door was opened with a bang and a clatter
I was really wondering what could possibly be the matter
When what to my wondering eyes should appear
But an office so messy I shuddered with fear.

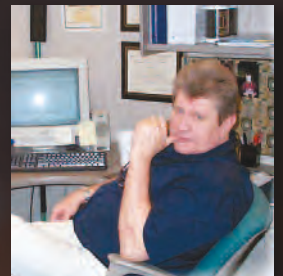
Looking at the mess it was hard to be merry
Do I call for help from Cara or Jerry
So I started to work with mop and broom
*Tw*as time to make some changes in these messy old rooms.

The work was almost done and the place looked good
I cleaned this office as best I could
When things were finished and tools put away
It was time to leave and enjoy my day.

I felt good when my work was done
I would soon join my family for frolic and fun
While checking my work I just happened to see
A small note by the cookies addressed to me.

It said, "Please take these cookies and enjoy the treat,
Because this office you clean is always so neat"
So everyone could hear as I drove out of sight,
"Happy Holidays to all and to all a good night."

BY: JAY KELLY,
FIELD CONSULTANT



Happy Holidays
To You and
Yours!



OPENWORKS FRANCHISE REFERRAL PROGRAM!

We all know that you current franchisees are the best sources of referral for prospective franchisees. Therefore, we are excited to announce a new referral program that will not only reward you even more but also encourage our own team members to seek out referrals as well.

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How it works:

1. You refer a potential franchisee
2. They are disclosed by OpenWorks
3. They become an OpenWorks Franchisee
4. You get \$1,000 cash

- Eligible OpenWorks Team Members (EOTM are all OpenWorks employees who currently do not have direct franchise sales or marketing responsibilities. This means that Regional Directors, Divisional VPs, CDO and Inside Sales Managers are not eligible).
- More than one EOTM and/or franchisee can be involved in the referral process in which case, the referral fee shall be split accordingly. The total payout shall not exceed \$1,500 per successful referral.
- To be eligible for the referral fee, the prospect has to be identified as a referral before they make their first contact with OpenWorks. No referral fee shall be paid unless you and/or the referring franchisees name is attached to the initial inquiry.
- Management reserves the right to change or discontinue this program at its discretion.
- Final interpretation of eligibility and the rules shall rest with the management.

OpenWorks Facility Services are only as good as our Franchisees...
So we are looking for great ones!

2014 Franchisee Business Meeting Schedules

ARIZONA

Meetings will be held on select Fridays, 1:00pm – 3:00pm. Space is limited, RSVP to your regional office to reserve a seat! Meeting topics are subject to change.

WASHINGTON

Meetings will be held on select Fridays, 1:00pm – 3:00pm. Space is limited, RSVP to your regional office to reserve a seat! Meeting topics are subject to change.

CALIFORNIA

Meetings will be held on select Fridays, 1:00pm – 3:00pm. Space is limited, RSVP to your regional office to reserve a seat! Meeting topics are subject to change.

ILLINOIS

Meetings will be held on select Fridays, 12:30pm – 3:00pm. Space is limited, RSVP to your regional office to reserve a seat! Meeting topics are subject to change.

TEXAS

Meetings will be held on select Fridays, 1:00pm – 3:00pm. Space is limited, RSVP to your regional office to reserve a seat! Meeting topics are subject to change.

FirstWorks Training Graduates

Congratulations to the following graduates who successfully completed the intense 10-day FirstWorks Training Program.

Arturo Ortiz
Hector Moreno
Rafael Mata
Ranada Reed
Sue Cephus