



LAGNIAPPE

MONTHLY EMPLOYEE NEWS



Incident Reporting

By: Jeremy Olivier, Lofton Safety Services

Whether at home or work, we are exposed to some level of risk. Though Lofton and our clients perform rigorous hazard assessments of each workplace, it is impossible to identify every risk in a dynamic work environment. Unidentified risks can sometimes lead to incidents, which include illnesses, injuries, property damage, or near misses. When any incident occurs, it is extremely important to report it to Lofton as soon as possible. Lofton's safety department will use the information gathered about the incident to help identify and eliminate unforeseen risks that may have contributed. The sooner information is collected following an incident, the more accurate it is, and the better we can identify those risks and implement a plan to minimize or eliminate them. The following are more reasons why immediate reporting is important.

Incidents involving injury or illness. A timely report will allow an affected employee to receive medical attention as soon as possible, if necessary. Delayed reporting can result in increased severity of any injury or illness as well as longer required recovery times.

Incidents involving property damage. These incidents may involve property that belongs to several different individuals or companies. Gathering all information about the incident will ensure that any party affected is compensated with minimal delay.

Non-work related (NWR) Incidents. If you suffer an injury or illness outside of work, it is still important to report it to Lofton as soon as possible. Each NWR report is analyzed to ensure that there will be no increased risks while at work to the employee, or others,

due to effects of the incident. Early reporting gives Lofton time to determine whether the employee is free to return to work unrestricted, if accommodation is needed, or to find a temporary replacement if the employee cannot immediately return.

Near miss incidents. These are incidents which did not cause an injury or property damage, but had potential to do so. Here is an easy way to identify if a situation you are involved in (or witness) is a near miss. If you can apply either of the phrases, "That was close!", or "That could have been bad if.....", then it was a near miss incident. While it is preferable to have no incident reports at all, near miss incidents are undoubtedly beneficial. Unlike other reports, near miss reporting is proactive. They can be analyzed and used to implement change before any actual injury or damage occurs, not after.

It is not the purpose of incident reports to find fault in an employee or to justify disciplinary action. The purpose of incident reporting is to find potential faults in equipment, facilities, processes, or procedures so that they can be minimized or eliminated. This allows Lofton to focus on Putting People to Work in safe environments so they go home safely every day.

Lofton has a 24 hour / 7 day a week on-call service for reporting accidents / incidents / call offs

Lofton Wellness Program

By: Mary Dixon, Benefits Coordinator

Be on the lookout for the Vitality wellness guide, outlining program requirements for 2025 via email in the next couple of weeks. If you have questions regarding the program, feel free to reach out to the Benefits Department, benefits@lofton.jobs.

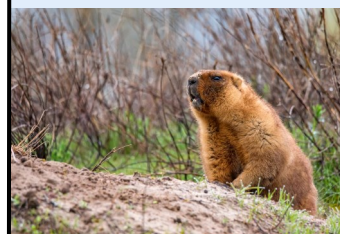


President's Day Trivia

- Virginia has more former presidents than any other state.
- The first seven presidents were born in England and immigrated to the colonies.
- George Washington and James Madison are the only presidents who signed the Constitution.
- President Ulysses Grant established Yellowstone as the first national park.
- President Theodore Roosevelt has the most national parks named in his honor.

February 2025

February 2
Groundhog Day



February 9
Super Bowl Sunday

SUPER BOWL



February 14
Valentine's Day



February 17
Presidents' Day
(Banks Are Closed Today)





LOVE What You Do! By: Glenda Lofton, Ph.D.

Imagine waking up each morning excited to start your workday. Instead of dreading the daily grind, you feel invigorated by your tasks and motivated by your goals. Tommy and I both were blessed to grow up in homes that modeled the belief that “work is more natural than play.” The Biblical principle, “Whatever you do, do your work heartily, as for the Lord rather than for men,” (Col 3:23) who realized that “the highest reward for a person’s toil is not what they get for it, but what they become by it (Ruskin).” Equally important, they taught us that hard work must be balanced with other priorities in life - our relationship with God and family and taking time for rest and renewal.

In today’s fast-paced world, where work-life balance often seems elusive, finding joy in your career can be transformative. But what exactly are the benefits of loving your work, and how can you incorporate this passion into your daily routine?

As Tommy says, “When you love what you do, work doesn’t feel like a chore. Work is more natural than play.” Passion fuels productivity.

Over 45 years in staffing has shown us that employees who are engaged and love their work are more productive than their disengaged counterparts. Passion for your work can act as a catalyst, propelling you to feel better, deliver high-quality results, and affect those around you. When you’re enthusiastic about your work, it positively affects those around you, including colleagues and clients. Building genuine connections in the workplace becomes easier, fostering an environment of collaboration and mutual

and satisfaction that extends beyond the workplace. I remember Julie East posting a photo from a job fair where she stated, “I love my job!” When you enjoy your work, stress levels tend to decrease, leading to improved mental well-being.

Loving your work doesn’t just make you happier, it can also propel your career forward. Passionate professionals are more likely to seize opportunities for growth and development. They’re eager to learn, take on new challenges, and push the boundaries of their roles. This drive does not go unnoticed by employers, often leading to promotions and career advancement.

To truly love your work, it must align with your personal values and interests. Reflect on what matters most to you and seek opportunities that resonate with those priorities. Whether it’s a passion for innovation, helping others, or contributing to a larger cause, identifying these elements can guide you toward a fulfilling career path.

In a world where work is a significant part of our lives, finding joy and passion in our careers is essential. As you reflect on your own professional journey, consider how you can incorporate more love into your work. What steps can you take to align your career with your passions? How can you foster a positive work environment that nurtures enthusiasm and collaboration?



Rae Milano and Julie East.
Loving What They Do!

respect. A team that shares a love for their work is often more cohesive and innovative.

Loving your work can also have profound effects on your mental health. A fulfilling career contributes to a sense of purpose

Year-End W-2s

2024 W-2’s are available for download from the Lofton employee portal. Log into your account through the employee login on the Lofton website.

You’ve Been Caught!

The snowstorm that ripped through the Gulf South was not only magical and fun, but also caused major problems with roads, transportation and people getting to work. We had quite a few STARS that went above-and-beyond to ensure our clients remained safe.

Bobby Bourque, Site Supervisor in Lafayette, spent over 32 hours onsite at one of our clients due to call-offs during the snowstorm. As soon as he was able to get to our client safely, he went without hesitation. He’s been with Lofton since 2017 and always takes extra shifts to make sure our client’s needs are met. Thank you Bobby for all that you do!

Lolita Featherston, a new officer of only four months in Lafayette, offered to sleep onsite to cover her site the following night. It’s officers like this that make us shine!

Brian Prince, Site Supervisor in Lafayette. Although he has only been with Lofton for six months, he has made our lives so much easier. His open communication with our client and with us is just one example of the leadership that he brings to Lofton. He has brought so much value to our Lofton TEAM! You are deeply appreciated.

Although we could not name every person who went above-and-beyond during the snowstorm, we want you to know we truly appreciate each one of you who remained on post. You are the reason our clients put their trust in Lofton. Thank you!

Spot a Stroke F.A.S.T.

A stroke occurs when a blood vessel that carries oxygen to the brain is either blocked by a clot or has burst. A stroke can come on suddenly - in an instant, the blood flow to the brain is disrupted or cut off completely. Know the signs so you can act **F.A.S.T.**



Face Drooping. Does one side of the face droop, or is it numb? Ask the person to smile.

Arm Weakness. Is one arm weak or numb? Ask the person to raise both arms. Does one arm drift downward?

Speech Difficulty. Is speech slurred, are they unable to speak, or are they hard to understand? Ask the person to repeat a simple sentence like “The sky is blue.” Is the sentence repeated correctly?

Time to call 9-1-1. If the person shows any of these symptoms, even if the symptoms go away, call 9-1-1 and get them to the hospital immediately. Be sure to note the time the first symptoms appeared.

Other Stroke Symptoms. Watch for Sudden:

NUMBNESS or weakness of face, arm, or leg, especially on one side of the body.

CONFUSION, trouble speaking or understanding speech.

TROUBLE SEEING in one or both eyes.

TROUBLE WALKING, dizziness, loss of balance or coordination.

SEVERE HEADACHE with no known cause.