

The Management Times

Winter 2004

Quote Unquote...

Don't tell people how to do things, tell them what to do and let them surprise you with their results.

~George Patton



WEIGAND-OMEGA MANAGEMENT, INC.

Winter

For most of us the trees have already lost their leaves, we've had our first snow and the holidays are here again. as we prepare for this special time of year that makes us realize the importance of family and friends in our lives.

We have been very blessed this past year as a company. We have many new faces among our employees. A company is only as good as its employees and we feel very fortunate to be associated with such an outstanding group of individuals.

*By Bob Hanson
President*

We wish each of you Happy Holidays

*During the Holiday season, we all tend to need a few dieting tips...
ENJOY THE COUNT DOWN!*

10. If you eat dozens of chocolates quickly, the constant motion might help burn a few calories.

9. If no one sees you eat it, it has no calories.

8. STRESSED is just DESSERTS spelled backwards.

7. If you eat standing up, it doesn't count.

6. Movie-related foods are much lower in calories simply because they are a part of the entertainment experience and not part of one's personal fuel. This includes Milk Duds, popcorn with butter, Junior Mints, Snickers, and Gummy Bears.

5. If you eat the food off of someone else's plate, it doesn't count as having calories.

4. Cookie pieces contain no calories because the process of breakage cause calorie leakage!

3. Food used for medicinal purposes has no calories. This includes any chocolate used for energy, brandy, cheesecake, and Hagen-Dazs Ice Cream!

2. When eating with someone else, calories don't count if you both eat the same amount.

1. If you drink a diet soda with a candy bar, they cancel each other out!

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Employee Recognition



Pat Lickiss, our Residential DM based out of Topeka, just received the Apartment Council of Topeka's People's Choice Award for Outstanding Member for 2004.

Congratulations Pat!

Tips for Making New Year's Resolutions



Don't abandon the idea of setting resolutions because you have broken them in the past. You may need to simply re-adjust the type and number of goals you're setting for yourself.

Do be realistic. A resolution to run a marathon by year's end is likely unrealistic for an inexperienced exerciser. Likewise, resolving to stop all your unhealthy habits at once is likely to fail. Pick a safe, attainable goal with a realistic time frame.

Don't make too many resolutions. There's no rule that you have to cover all areas you'd like to change in your resolutions.

Do set resolutions based upon your own wishes, desires, goals, and dreams, not those of society or persons close to you.

Do plan intermediate goals if it helps you maintain control. Achieving these smaller goals also gives you a sense of accomplishment and motivation for the bigger projects.

Do use the buddy system. Rely on your friends to support you in your resolutions, and do the same for your friends. Social support can be a great strengthener of motivation.

Do plan a reward for yourself when the resolutions—or intermediate goals—are met.

WELCOME NEW EMPLOYEES

Applewood

Edward Higbee Jr.

Beltline II

Douglas Knight
Jannie Knight

Bissonnet

Jacqueline Payne
Justin Payne

Blackbob

Joy Miller

California

Lisa Carosso
Robert Carosso

Cedar Lakes

Ralph Schultz

Gardenville

Nancy Robertson

Howdershell

John Klott Jr.

Maple Ridge

Katherine Goebel

Pebble Hills

Dick Bannister
Leona Bannister

Raintree

Sarah Doud

Royal Lane

Bradley York
Mary York

Santa Fe Place

Ron Childers
Dallas Cibulski

Skyline

Matt Celso

Stratford East

Mario Martinez
Keomi Johnson

The Reserves at

Prairie Glen
Lynn Huncovsky

Twin Rivers

Neil Patel

Westport

Wayne Waterman

WOM

Ernest Thompson
Thomas Feola

*New Employees
9/18/04 thru 12/6/04
Compiled by Kelly
Smith.



SAFETY CORNER



Lock out / Tagout Procedures

All authorized employees (those performing maintenance and responsible for lockout/tagout) and affected employees (those who normally operate the equipment being serviced) must follow the procedures in this plan. All other employees must be able to recognize lockout/tagout devices and understand the intent of the device. **Our objective is to have a ZERO energy state prior to engaging in repairs of electrical equipment.** Employees shall implement an orderly shutdown of machinery to avoid any additional or increased hazards resulting from equipment stoppage.

The following is a list of steps to be used during shutdown.

- ◆ **Preparing for shutdown**
Identify the types of energy and sources.
Notify all affected employees (and any occupants) of the intent to service the equipment
- ◆ **Shutting Down the Equipment**
Turn off the equipment
Deactivate the energy
Release all the stored or residual energy
Attach the lockout/tagout devices
Verify the equipment is secure and deactivated with a voltage meter
- ◆ **Preparing to Return the Equipment to Service**
Remove all tools from the equipment
Inspect the controls to verify they are in the "off" position
Remove all lockout/tagout devices
Re-energize the equipment
Notify the affected employees (and any occupants) when the equipment is back in service.

SAFETY AWARDS

Five employees received safety awards in November and December.

accept his three year safety jacket.

Dick Porter of Maple Ridge and Tony Galacgac from Garden Pines received their four year safety watch in November.

Congratulations to all of you. We appreciate your hard work!

Greg Adams of Remington and Javier Salas with Georgetown received their two year Leatherman tool. Billy Belknap of Huntington Park will

By Yolanda Porter

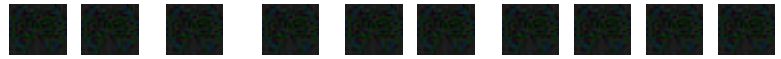


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Weigand-Omega Management, Inc. was founded in July of 1976 as Omega Management, Inc. In August of 1987, Omega Management changed its name to Weigand-Omega Management, Inc. to better reflect the relationship that exists with J.P. Weigand & Sons, Inc., an old line nationally respected brokerage firm. Weigand-Omega currently manages approximately 4,600 apartments and condominiums as well as 3,700,000 square feet of office, retail and warehouse space, 5 homeowners associations and 12,000 storage units.



We're on the Web:
weigandomega.com

Our space fits
your needs!

Mission Statement: Our mission at Weigand-Omega Management, Inc. is to establish and maintain a mutually beneficial relationship with each client we serve; to manage each property to provide maximum long-term performance for the owner and maximum value for the tenant(s); and to conduct our business with integrity — as individuals and as a company — in a manner that commands the trust and respect of our owners, our tenants, our employees, our vendors and our peers.

Winter Storm Preparation Tips...

At Home...

- ◆ Flashlight and extra batteries.
- ◆ Battery-powered NOAA Weather Radio and portable radio to receive emergency information. These may be your only links to the outside.
- ◆ Extra food and water. High energy food, such as dried fruit or candy, and food requiring no cooking or refrigeration is best.
- ◆ Extra medicine and baby items.
- ◆ First-aid supplies
- ◆ Heating fuel. Fuel carriers may not reach you for days after a severe winter storm.
- ◆ Emergency heating source, such as a fireplace, wood stove, space heater, etc.
 Learn to use properly to prevent a fire.
 Have proper ventilation.
- ◆ Fire extinguisher and smoke detector.
 Test units regularly to ensure they are working properly.

In Cars and Trucks...

Have a mechanic check the following items on your car.

- ◆ Battery
- ◆ Antifreeze
- ◆ Wipers and windshield washer fluid.
- ◆ Ignition system
- ◆ Thermostat
- ◆ Lights
- ◆ Flashing Hazard lights
- ◆ Exhaust system
- ◆ Heater
- ◆ Brakes
- ◆ Defroster
- ◆ Oil Level

Winter Storm Survival Kit...

- ◆ Blankets/sleeping bags
- ◆ Flashlight w/ extra batteries
- ◆ First-aid kit
- ◆ High-calorie, non-perishable food.
- ◆ Extra clothing to keep dry.
- ◆ Bag of sand or cat litter
- ◆ Shovel
- ◆ Windshield scraper & brush
- ◆ Tool kit
- ◆ Tow rope
- ◆ Booster cables
- ◆ Water container
- ◆ Compass and road maps.