

### Veterans Day Celebration

Design Alaska celebrates Veterans Day every year in honor of those who are currently serving or who have previously served. For the second year we were unable to do our crockpot cook off. Instead, we were treated to a delicious chili lunch by Midnight Sun Catering. Employees met virtually and had fun sharing stories while enjoying their meals.

The space across from the Large Conference Room and the wall next the Annex Conference Room were decorated with pictures of staff and family members who have served in the military.



Left: Photo Display in the Annex

Bottom Left: vegan and meat chili lunch provided by the new owners of Midnight Sun Catering. It was packaged with corn bread and cookies, with a fresh salad on the side.

Bottom Right: Design Alaska Employees enjoying time together over Teams.



### United Way Wrap Up

The 2021 United Way Campaign has come to an end. A BIG thank you to everyone who donated to this year's campaign.

This year we had 15 donors, whose combined pledges came to \$19,280.12. Including the 100% match by Design Alaska, our donation to the United Way is \$38,560.24. Last year, Design Alaska's total contribution was \$32,870.

# President's Corner

## Sharing in Success

Our core purpose is to provide our employees a rewarding professional experience. One of the rewards that the business can provide is sharing the profits we earned with employees and the community. A quick business school refresher is that profits are the difference between what we earn in fees and what we pay in expenses (salaries, 401k, rent, insurance, bonus, etc). Any profits in business are taxed by federal and state government.

Over the decades we have worked together successfully to generate profitable work each year. Although every project may not always be profitable (as tracked by timecard entries and financial reports), as a collective, we have evolved our work to be continually successful. When we send out the managers meeting minutes each month, we give an indication of our profitability overall. Our work tends to have variation over time due to schedules and complexity of work, but it smooths out over time.

We have a philosophy of sharing the profits that are made each year. We share with employees through bonuses, and we share with the community through donations throughout the year.

Everyone in the company shares in the profits as it took us all working together to be successful. We have a system of distributing a profit sharing bonus that considers respective salary, time worked for salaried staff, and individual performance that contributes to the overall success. We traditionally have a bonus distribution near the year end, but we occasionally do mid-year distributions.

You also recently saw the message from Jack that we also do community giving as part of profit distributions. We give to events throughout the year, and we plan on year end distributions when our profits for the year are more clearly known. We believe that strengthening the community makes a great place to live for everyone. We are happy to provide some contributions in your name to the community groups of your choosing that strengthen part of the community where your individual interests are.

These profit distributions through bonus and donations are expenses to the business and ultimately reduce the taxes that Design Alaska pays on profits. The great thing is that all the employees and community groups get to use the money as they see fit and support the local economy through spending and investments.

Thank you for all your work and focus on our project that makes us continually successful and profitable and allows us to share with all of you and the community. Together we are creating a rewarding professional experience.

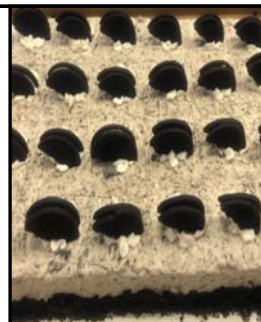
Chris Miller, PE

~ President, Design Alaska



A lot of employees have been asking where we get our delicious cakes. We have been using a local bakery called Let them Eat Cake.

She does a wonderful job and we have been really enjoying her cakes.





## Welcome to Design Alaska Ashley!



Ashley Boswer is the newest addition to the Electrical Department. Ashley was born in Alabama; however, she moved all over the United States growing up as her father was in the military. She recently moved to Alaska with her husband, Wayne, and three children, Gabriel, Payton, and Kaden. She has two American Bully dogs, Anita (9 months), and Ecko (11 years).

She enjoys cooking, swimming, gardening, playing video games (PC or a gaming system) and fishing. She is excited to try ice fishing while she is here. Her favorite movie is the Lord of the Rings trilogy, she likes all three equally. Her favorite childhood show was Power Rangers. Ashley said her favorite song depends on her mood at the time.

Her ideal meal is a chicken chimichanga (with the white cheese sauce not the red sauce), rice and beans, Pico de Gallo, sour cream, lettuce. And a bowl of chicken tortilla soup on the side.

If Ashley could live anywhere in the world she would want to live in Salzburg, Austria or Paris, France. She has visited both and thought they were very pretty. However the people in Salzburg were more welcoming

than those in Paris.

Ashley has many goals on her to do list. A few of them are getting her private pilot's license. She would also like to earn her master's degree and eventually get her PE.

Something about Ashley that not many people know is that she was an intelligent analyst in the US Army for four years. She was stationed in Fort Campbell, Ky.

Welcome to the team Ashley!

## Welcome to the World, Kamren!



On Saturday, November 6, Dantasia welcomed the newest addition to her family, Kamren Reese.

Kamren weighed 8lbs 8oz and measured 21 1/4 inches long. Kamren is enjoying time at home being completely doted on by his older siblings.

Congratulations Dantasia!



WELCOME  
BABY  
BOY



What movie can you watch over and over again?	
Marilyn Fye	"Overboard" with Goldie Hawn and Kurt Russell. It makes me laugh until I cry. Buh buh buh buh – you have to watch it now to see what that means!
Samuel Mitchell	Going with most of the Pixar movies – Monsters Inc. and Cars 1 are a couple of my favorites. Good thing Oliver likes them too. That way I can just pretend I am watching the movie with him versus it being him watching the movie with me like, honestly, it really is.
John Rowe	I wanna say Groundhog Day to be funny, but seriously it would have to be Saving Private Ryan.
Robin Rader	The Fugitive!
Jennifer Davis	One of our family favorites is Home Alone.
Ciarin Connor	Eurovision starring Will Ferrell and Rachel McAdams. If you have not seen it, you should give it a chance. It's the perfect movie to put you in a good mood and you will be singing the songs for days even though most of them are ridiculous! If you watch it, please let me know if I am crazy or not for loving it so much.
Eric Gabrielson	The Blues Brothers. Are you the police? No, ma'am. We're musicians.
Lyle Axelarris	Why would you watch a movie over and over again, unless it's "Groundhog Day"? ;)
Marina Jones	Kung Pow! Enter the Fist
Chris Miller	All though it is pretty dated now, I would watch Airplane! over and over again. ....I remember my Mom watching the Sound of Music EVERY year. She would not miss it if it was broadcast or in a movie theater.
Kym Pihlaja	The Grinch, the original cartoon version.
Deanna Woods	Probably Labyrinth



### Here's a look at what positive thinking brings to a workplace:

- **Boosts productivity** - The saying "Misery loves company" is true and the faster workers can get out of that sort of mindset, the better. Negativity never makes anyone feel better. In fact, it's a lot harder to work and get things done if you're feeling weighed down by negative thinking.
- **Increases job satisfaction** - If your coworkers are enjoying their work and throwing themselves into it with gusto, that feeling is contagious. Even if you don't 100% love your job duties, having an upbeat attitude can make even mundane tasks feel more satisfying.
- **Reduces stress** - Has griping ever made anyone feel better? Usually, it leads to more complaining and negativity. When you learn to cope with work setbacks and challenges with positive thinking, a solution is usually more readily available. If you're more relaxed about problem-solving, you reduce the stress hormone known as cortisol in your body. Too much cortisol means suppressed immunity and bodily inflammation.

Attitudes can easily rub off on colleagues, which is why a positive dialogue can make all the difference. Being positive can influence coworkers and is a much more pleasant experience.

### WAYS TO THINK POSITIVE AT WORK

The workplace is a prime example of where negativity can run rampant. Gossip, firings, hirings, heavy workloads...the list goes on. But, your attitude is one aspect you can change to make work feel a little less stressful and negative.

- **Change the perspective** - When work gets stressful, it's easy to gripe and bemoan the workload. But what if you changed your perspective? Instead, consider how you have work and a steady paycheck. Think of the homeless person on the street corner or how your cousin has been out of work for months. Then reframe your thoughts with gratitude.
- **Skip blaming** - How often do you place blame (either internally or aloud) on yourself for factors outside of your control? For example, your boss declines your idea. It could be there is already something in the works, a colleague beat you to it, it was tried before and didn't work, etc. Think beyond yourself and don't add unnecessary suffering.
- **Smile** - When in doubt, just smile more. Even a fake smile can lower your stress in intense situations. Need a lift after a hard meeting? Google some cute cat videos or look at a picture of your kid. Smile away and feel the stress and negativity melt.

#### Chin Tucks

##### Exercise



Chin Tuck

##### Contract



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Muscles in the Front and Back of the Neck

#### Cues for Movement

- Start in your normal resting position.
- Draw your head back and tuck your chin.
- It may be helpful to think about giving yourself a "double-chin" as you draw your head back.

#### Modifications: Harder

- Modify to Chin Tucks on Hands and Knees.

# November 2021 ~ Upcoming Events

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3 Massages	4	5	6
7	8	9 Open Enrollment Meeting	10	11	12	13
14	15  Birthday Celebration	16	17 Massages	18	19	20
21	22	23	24 Pie Day	25  Thanksgiving	26	27
28	29	30		Design Alaska Closed		

## November Birthdays

Molly McGuire	November 3
Taylor Tharp	November 5
Robin Rader	November 12
Marcus Curley	November 13
Bill Kinne	November 17
Ryan Morse	November 20
Lyle Axelarris	November 24
Kym Pihlaja	November 25
Blake Burley	November 28



## December Upcoming Events

December 1	Massages
December 2	Managers Meeting
December 10	Christmas Dinner
December 15	Birthday Celebration
December 24	Christmas Eve/Design Alaska Closed

## Design Alaska Anniversaries

Elizabeth Johnston	November 1, 2007	14 years
Sabrina Davis	November 6, 2017	4 years
Leif Olson	November 5, 2018	3 years

