

Issue
07
Sept. - Oct.
2009

MMMM Pathways

highlights in this issue

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4M is Presented with Award for CIMs Certification with Honors at ISSA 2009



In addition to the 12 organizations that achieved both CIMS and CIMS-GB certification, 18 cleaning organizations were recently recognized at the ISSA/INTERCLEAN® North America 2009

tradeshow in Chicago, IL. All 30 organizations were recognized as part of a CIMS-certification ceremony held immediately before Mike Ditka's feature presentation at the show.

"The CIMS certification program continues to grow, indicating that the cleaning industry's need for a consensus-based, non-prescriptive management standard is well served," noted Dan Wagner, Director of Facility Service Programs and CIMs. "Further, we continue to see that more end-users require CIMs certification to be eligible to be awarded a cleaning-service contract, including Region One of the U.S. General Services Administration and the Commonwealth of Massachusetts, which recently made CIMS certification a requirement in its statewide contract."

With the addition of these companies, the total number of CIMS-certified cleaning organizations has reached 48, which Mitch Murch's Maintenance Management (4M) is proud to have earned this prestigious certification with Honors. 4M is taking the next steps to go for our LEED GB (Green) certification in our relentless pursuit to be the absolute best facilities services provider.

How Does 4M Cleaning Industry Management Standard (CIMS) Certification with Honors Benefit Our Customers?

- CIMS certification identifies 4M as a quality, customer-focused, professional organization that should be the first considered for service.
- CIMS allows 4M customers to distinguish between those companies that are truly professional and capable of getting the job done and those who are just talk.
- CIMS offers assurance that 4M management systems and processes have been assessed by an independent, third-party and are in compliance with the industry's leading standard and best practices.
- CIMS helps 4M deliver a consistently high level of service.
- CIMS enables 4M to create efficiencies which allows us to be extremely competitive.
- CIMS ensures that 4M possesses a sustainable business model through which we are committed to providing valuable, long-term service for our customers.
- CIMS provides 4M with the flexibility to meet disparate customer demands in a changing economy.

4M's Vision

To be the absolute Best Facilities Services Provider

4M's Mission Statement

"To provide world class, innovative facilities support services to world class partners with energy, enthusiasm and excitement while exceeding expectations for safety, quality, value and integrity."

4M Anniversaries

5 Years

Sabra Stone
 Dorothy Holman
 Jorge Diaz
 Marie Feldmann
 Pamela Coursey
 Aaron Forshee
 Raymond Logan
 Amanda Sparks
 Mabel Hancock
 Rafael Garcia
 William Crouse

6 Years

Chip Wilkening
 Joyce Adams-Wise
 Matthew McGehee
 Larry Mitts

7 Years

Laura Davis
 Gwendolyn Morrison
 Marilyn Davis
 Wesley Boxley
 Mark Burgess
 Jerry Jordan
 Hilda Alexander

8 Years

Dan Cline II
 Charlotte Romero
 Janet Perkins
 Anibal Funez
 Regina Steward
 Jim Sands
 Drumell Cameron
 Jose Pizarro
 Michael Huggett
 Hanley McIntyre

9 Years

Janice Ryan

10 Years

John Brownlee
 Reginald Jacobs

4M Provides The CleanPath™ Advantage to Our Clients!

EFFICIENCY

Can your service provider offer a real solution for improving staff productivity while ensuring that all areas of your facility are systematically cleaned without fail?

4M has successfully implemented our CleanPath™ program in over 40,000 square feet to increase efficiency, reduce costs and improve the quality of our facilities support services.

What is CleanPath™?

CleanPath™ is a proprietary, lean-engineering workflow strategy and statistical method that is a significant departure from conventional workforce planning. This revolutionary system with streamlined process models ensures optimum service results. There are only seven janitorial contractors in the world with this leading edge technology.

The Advantages of CleanPath™

Implementation of the CleanPath™ program generates numerous benefits including:

- Productivity increases of up to 50-100% versus 'zone cleaning' which has one person doing all tasks on a specific floor.
- Productivity increases of 25% to 60% over conventional team cleaning methods.
- Team Members work in specialist groups with a Team Leader, moving together from floor to floor as a group.
- Improved quality through each team focusing on specific cleaning specialties, dramatically reducing the potential for varied results.
- Water usage savings through microfiber mopping system versus buckets and wringers.
- Indoor air quality improvement through the use of high-filtration backpack vacuums.
- Improved team member ergonomics, safety and job satisfaction.
- The CleanPath™ system incorporates objectives from leading edge LEAN manufacturing models specifically for our industry.
- Improved quality and appearance
- Significant labor cost reductions

SAVINGS

QUALITY

Who Uses The CleanPath™ System?

4M clients including FedEx, BlueCross BlueShield, Coke, HSN, CSX, CITRIX, and Fidelity, One Financial Center, St. Louis Place, Assurant Health, Laclede Gas Building, KV Pharmaceutical, Magellan Health and AIG have implemented the CleanPath™ system at their facilities. They have seen first hand the immediate and significant improvements on both a daily and long-term basis.

Program Elements/Program Benefits

- Documented work plans
- Time motion analysis
- Detailed scheduling
- Work crew mapping
- Systemized , specialized equipment assignment and utilization
- Integrates work task functions for improved efficiency/reduced labor cost
- Improves security and worker supervision
- Reduces energy costs
- Improves team member motivation



The CleanPath™ process provides the most efficient and cost effective, quality cleaning available in the market today.



4M Contributes to the United Way in the Name of All

The following message was shared by Tim Murch, CBSE, 4M President — Everyone deserves opportunities to have a good life, a quality education that leads to a stable job, enough income to support a family through retirement and good health. 4M proudly supports the United Way.

On behalf of everyone at 4M, I personally and sincerely want to thank you for being a great reference for us with our prospective clients. As you know, there is nothing more important in their decision making process than what you share with them about 4M, everything we do for you and the unequalled value we create and provide for you and everyone at your facility.

Please know we don't take your being a great reference for granted. We value all your time and effort spent on our behalf to earn the new business with our prospective customers; it is so very important in continuing our growth during these challenging times.

With most of our customers having corporate policies on not being able to receive gifts, we want to show our appreciation to you by making a donation in your name to United Way. This donation is a little way for us to meaningfully give back to all our 4M communities and worthwhile organizations on your behalf.

Thank you for being such a committed and valued business partner and being a part of helping us achieve our vision to be the absolute best facilities services provider!



Message from Tim M. Murch, CBSE, President

I recently held 4M's first hour long, company wide video broadcasted webcam meeting. Following are summary highlights of the meeting: The three "E's", Energy, Enthusiasm and Excitement about you, your job and everything you have to offer. Our 4M culture is based on the Platinum Rule of "treating others like they would like to be treated". Our Team Members are our most valuable and important resource. So let's have the highest level of motivated, happy Team Members possible which our customers see, feel and appreciate. Recognition of a job well done is a big part our culture; while providing positive reinforcement from a sincere, meaningful compliment. Smiling takes only 17 muscles to do and 43 to frown. Let your smile show and be contagious! All of these actions come together and translate into zero EEOC claims, workman compensation claims, and union grievances which is your Regional and Corporate goal.

By getting to know your customer, as well as possible, it builds customer intimacy which translates to customer retention. The key objective is to keep every account from going to bid! We have built our Company on our outstanding reputation on unsurpassed levels of service and the unequalled value we create for customers. Remember two words: **Immediacy and Urgency!** See every complaint personally, rectify the issue, continue to monitor and never let it happen again. You will be turning a negative into a positive by your immediate actions, results and follow up which leads to our customers' respect, confidence and satisfaction.

We need to continue to differentiate ourselves from other companies by communicating our many value added benefits, systems, resources, technology and certifications. Utilize and communicate this to your Team Members and prospects. Be proud and promote everything we have to offer to create value. We all need to communicate our "Paths" to new Team Members, customers and prospects and let them appreciate all the great things we bring to them and never "assume" they already know.

We must always strive for zero accidents and incidents to meet our goal in safety and for the well being of every 4M Team Member everyday.

To be the absolute best we all have to constantly and continuously embrace change since it's the only thing that is constant. We need to embrace change and feel good about it to stay ahead of all our competitors. Ask how we can do everything better, more efficiently, more effectively, in less time to maintain top quality and improve profit. Brainstorm in your monthly Regional Board meetings, sharing best practices for tangible results.

It is up to you to see everything, everyday as an opportunity and lead the way with your team and in your family life. Take "can't" out of your vocabulary and remember you can and will do it! We are a "can do", "will do" team at 4M.

To achieve our vision and goals we need to set goals, have dreams, practice a "wellness" philosophy for yourself, your family and 4M fully contributing to 4M's vision and achievement. I encourage you to improve your personal health, diet, lifestyle and exercise program. You will feel mentally and physically better and your family will thank you.

Professionalism in your image and appearance is important for being viewed as world class with 4M. You only make a first impression once and it's hard to overcome. All these things supply you with the tools to shine with confidence and build intimacy with our customers.

We are growing, but we want to always maintain our very unique culture of a family business with each and everyone being a 4M family member. Never under estimate the importance of your role in 4M's current and many future successes! **"Work hard, have fun and make money!"**

4M Anniversaries

12 Years

Tom Conway
Dave Burge

13 Years

Girtha Lockett
Michael Thomas
Carolyn Kern

14 Years

Paul Alvarez
Michael Stine
Maria Espinoza

19 Years

Ollie Spann

More Than 20
Akeme Bryant (28)

New 4M Management Team Members Welcome!

Kansas City

Eric Bixby, Area Manager
Heather St. Clair,
Regional Sales

Memphis

Gail Quinton,
Project Manager

S. Florida

Michael Silva,
Project Manager

Fausto Rubio,
Project Manager

Nora Garibay, Customer
Service Representative

St. Louis

Glen Caul, Sales and
Operations Analyst

\$ Good Works Winners

4M receives recognition from clients and supervisors hundreds of times each quarter praising our Team Members. Team Members are issued a "Good Works" ticket each time they are recognized. At the end of the month, a drawing is held and two Team Members receive \$100.00 each. This amount may vary by region.

August Winners

James Johnson, Charlotte Franks, Rosie Washington, Silvia Ruiz, Yemisi Owojori, Joalexis Rivera, Natacha Jacques, Suada Babanovic, Alfredo Labrada, Glenda Williams, Geneva Jackson, Behija Dedic, Lejta Ikanovic, Walter Bryant, Michael Blue, San Bhattarai, Mildred Early, Lucia Guillaumette, Etienne Laventure

September Winners

Stephen Williams, Britney Gassier, Dorothy Sheilds, William Cone, Charlie Bishop, Michael Jennings, Jarivs Odom, Julian Hunt, Aaron Denmark, Emithal Hanafi, Alma Ibrahimovic, Celanie Cesar, Juan Martinez, Estrella Soria, Cleveland Lee, Oliant Saint Jacques, Epifanio Andino, Alexandro Hernandez, Macely Bello

October Winners

Dennis Julius, Reginald Smith, Cevinnal Wade, Nigel Stewart, Clarence Bolden, Sharon Collins, Moses Daniels, Latoya Russ, Antonija Kozomara, Lewis Williams, Todd Wilkins, Nicolas Revillien, Alvara Toloza James Johnson, Charlotte Franks, Rosie Washington, Silvia Ruiz, Herb Rahmings, Ismael Paul, Jasmina Mladic, Jeff Clyburn, Luis Morales, Ramon Garcia

Outstanding 4M Team Members

4M Management nominates Team Members who have performed above and beyond for clients and who exemplify our commitment to "Team quality world class service". Thanks to everyone for their hard work and dedication!

Outstanding Supervisor Earns \$50.00 and An Award Certificate



Michelle Colvin is doing a great job at American General Life. She is very responsive to the needs of AGL's employees; often taking care of something before getting the message that it needs done. She takes an ownership in the facility that cannot be taken by someone with the perception of "it's a job", but more of a person who truly believes they are putting their signature on the tasks they complete. Michelle leads her team by example, looking for ways to improve efficiencies while never cutting corners. Michelle is the face of 4M at AGL showing how well she portrays the proper image which is 4M's philosophy.

Congratulations Michelle!

Team Member's of the Month Earn \$25.00 Each and An Award Certificate



Robert Carson has been working at Lexmark for several years and has never missed a day. He is always there to help when you need him. When asked to do something he does not complain and he will go do any task you give him with a smile.

Congratulations Robert!



Dave Hirsch has been working for 4M at I.A.A. since 1995 when 4M purchased Professional Cleaning Systems. In the time Dave has worked for the company he has never been late and has an excellent attendance record. Dave always arrives to work early and goes the extra mile with a smile. He is friendly and outgoing and his co-workers find him a pleasure to be around.

Congratulations Dave!



Deneshia Johnson has been working at FIS—Little Rock since April 2, 2006. She does an excellent job keeping her building clean and is very proactive at finding and reporting issues. The people in her building rave on what a fantastic job she does!

Congratulations Deneshia!

What makes 4M distinctive – from my perspective?

After retiring with over 21 years of service in the Federal Government, I was not sure what to expect with my transition into private industry. Now, 5 years later, I am a Regional Manager with 4M and could not have made a better choice.

The first thing that struck me about working for 4M is that while being a fairly large company with almost 3,000 Team Members, it has remained grounded in the same principles and values that my family instilled in me. The company remains family owned and everyone is part of a “team” hence the company-wide adaptation of the term “Team Member” instead of employee. Although we always strive to provide the absolute best services to our customer’s, it is quite obvious, that each and every Team Member plays an integral part in accomplishing our overall mission. I believe many other companies lose their focus to its mission and core values and choose to focus more on making a buck. This is not the case with 4M and this is what makes this company so distinctive. Everyone is treated with respect and truly appreciated for their efforts.

I have thoroughly enjoyed my work experiences with 4M and I look forward to many more years growing with this company. I am confident we will remain grounded with our vision, our mission, our goals and most importantly our core values. It’s been a fun and wild ride and I am honored to be a part of the 4M Team. By: **Rob Karaitis**, North Florida Regional Manager

4M Promotes From Within!

At 4M, we believe in looking to our Team Members for the leadership needed to promote from within; bringing along their valued experience and enhancing their own career path.

- ◆ **Peggy Chestney**—Customer Service Rep to Area Manager
- ◆ **Karina Villasenor**—HR Director to Vice President of HR
- ◆ **Raphael Collazo**— Previously Area Manager, rehired as Project Manager

4M Perfect 10 Customer Partnering Review (CPR) Scores

1. Alberici recently received a perfect 10 CPR Score, congratulations to **Tim Moore, Steve Gray, Rick Peterson and Gwendolyn McGee.**
2. Logan Aluminum scored a perfect 10, congratulations to **Dan Cline, Scott Hadley, Shane Rosser and Tresa Wilson.**
3. I.A.A. scored a perfect 10, congratulations to **Steve Gray and Rick Foulkes.**

4M News

4M is very proud to announce our new “world class” Dental and Vision benefit plan for salaried Team Members.

It is time to put in your vote for Team Member of the Year 2009. 4M is asking each Region to submit a Team Member from one of their accounts that has done an outstanding job, going above and beyond the usual call of duty. Please explain in detail why the Team Member deserves to be Team Member of the Year. Your vote and explanation is due by Friday, December 4th, 2009. Send to Karina Villasenor.



Victoria Mejias was born at 6:10 AM, November 4th, weighing 6 pounds 11 oz and 20 ½”. Congratulations to Jonathan and Sherry from the 4M family!!!

Team Member Spotlight



Jacquelyne Pigford Outstanding Supervisor

Candise Murray wrote, “My supervisor, Jacquelyne Pigford, is a very hard working young lady at Old Natinoal Bank. She is the mother of five children and the grandmother of a beautiful little girl. Jackie is always willing to go far and above when it comes to her position as a Supervisor. She works well with all her Team Members who love and respect her.

Jackie was born in Pecos Texas, but raised in Mississippi along with a brother and two sisters. She moved to Indiana in 2008 with her family and has been employed with 4M for 2 1/2 years. Jackie is very dependable and always willing to learn new task and accomplish each task given to her in a timely manner. She enjoys the out doors and reading to and with her children. She has the qualities and the ability to achieve whatever she sets her mind to. I am proud to have her by my side as my Supervisor!”

IFMA Show



*(David Brady, David Brackenrich,
Chiris Wieman, Francis Kuhn)*

IFMA is the world's largest and most widely recognized international association for professional facility managers, supporting more than 19,500 members in 60 countries. The association's members, manage more than 37 billion square feet of property and annually purchase more than US\$100 billion in products and services. Formed in 1980, IFMA certifies facility managers, conducts research, provides educational programs, recognizes facility management certificate programs and produces World Workplace, the world's largest facility management conference and exposition. 4M was proud to sponsor "Where does your Path Lead?" drawing with a grand prize consisting of a WII system. For each business card received 4M makes a donation to the American Forests organization promoting our dedication to the "Green" initiative.

"You need to be aware of what others are doing, applaud their efforts, acknowledge their successes, and encourage them in their pursuits. When we all help one another, everybody wins."

-Jim Stovall-

We know where most of the creativity, the innovation, the stuff that drives productivity lies - in the minds of those closest to the work.

-Jack Welch-

There is Nothing More Gratifying than a Satisfied 4M Customer!

4M's objective is to make the best effort to insure complete satisfaction at all times. Following are just a few of the many compliments received since the last newsletter from customers who took the time to share their positive experiences of outstanding

Old National Bank - Candace Murray and ONB Team

Our client had numerous accolades to mention with regards to how over and above Candace and her team have been on a couple of occasions that have occurred at the bank that have really impressed them. They mentioned the continuous stocking of the lobby restrooms during a Susan B Koman race on a Saturday and also going out of their way to relocate what sounded like a semi trailer full of boxes that were full of t-shirts for that race from the loading docks for a gentleman from the Susan B Koman race group.

Memphis Schering/Plough - Victoria Middleton

Jennifer Persico wanted to make sure internal recognition was shown to Victoria. Jennifer had taken off her 70 year old heirloom wedding rings during the day and forgot to put them back on. Thanks to the honesty and kindness of Victoria, they were turned into the security office and back to Jennifer the next morning. The rings were truly irreplaceable and Victoria's actions are greatly appreciated. She is a true asset to 4M and the Schering/Plough staff.

Pratt & Whitney Power Systems - Caroyln James

Bobby McLarty has noticed for the past couple of months CJ's performance and commented on how pleased he was to see how much pride CJ takes in her work. They have noticed a big improvement and wanted to express "Job well done". Cathy Robertson also commented how impressed she was with CJ when she recently helped clean out and organize a storage closet.

Lilly LTC - Eldrie Turner

Yolanda Johnson-Moton wanted to recognize Eldrie for the positive impression he has made while working in the B2B area. His outgoing personality and work ethic of going above and beyond his work duties have been noticed and greatly appreciated. Eldrie is always very polite, cordial, smiling and willing to help with anything. He takes his job seriously and provides cleaning duties like vacuuming the carpet which was never done in the past. And to illustrate how helpful and attentive he is, a Lilly worker was not feeling well and had a cold. He asked how she was feeling, and realizing she was sick, brought a box of tissues to her desk while she was away from her desk. This was not something he was required to do and speaks volume how he treats and speaks to everyone and has become part of the Lilly team. Thanks to 4M for providing our area with such a great 4M Team Member!

SAFETY TIP OF THE MONTH

Winter Weather Safety

Prevent Slips and Falls – Now is the time of year when it is important to keep an eye on the hard surface floors at your accounts. One of the most important safety measures that we can follow is to always use WET FLOOR signs as we mop, strip or refinish floors. With any wet snow, slush and moisture that is tracked in, it is very important that we always use the WET FLOOR signs. Slip and falls are the most common accidents in our industry. As custodial workers, we should always remember that it is our responsibility to warn others when the floor is wet or slippery. If you do not have any WET FLOOR signs in the building that you are cleaning, please let your supervisor know and we will get them out to you immediately. Every account, no matter how small, should have WET FLOOR signs and these should be used every day. If there are people working late in your building, please take the time to let them know that the floors are wet. They will appreciate your concern. Even if you have WET FLOOR signs out be sure to warn others that the floor is slippery, it may prevent an accident.” Run a blower when necessary to dry floors faster. Make sure that walk-off mats are available to remove moisture from the shoes of people who enter.

Snow Removal and Salt – Be sure that someone is assigned the task of removing snow and putting down salt right away. With anticipated snowfall from weather warnings, you may need to have someone come in a little early just to get the walkways safe before people start arriving. On days with heavy accumulations, make sure that the sidewalks and walkways in the lot are redone as needed. Pay particular attention to steps and landings by our doors.

For Vehicles & Driving – Top off your vehicle’s fuel; this will reduce the chances that moisture will condense, accumulate, or freeze in the tank or gas lines. When possible, back into your parking spot; it will be easier to get going and maintain control by driving forward when you leave. Clean off the windows & hood before you get started. You can’t drive safely if you can’t see. Trucks and vehicles with rear-wheel drive will have better traction with some weight on the back axle. Don’t make sudden moves. Allow more time for your drive and all of your driving maneuvers.

SAFETY PAYS AT 4M!

Safety Share Winners: All winners receive a \$50 gift card to Wal-Mart.

September Winners: Aimee Clubb, Juana Resendiz, Nina Ricks, Lorraine Koming, Chris Rogers, Melissa Moore, Francisco Fabre, and Shirley Johnson

October Winners: Elua Houston, Angela Johnson, Camella Carrillo, Heather Schmiteier, Tia Smith, and Rafael Garcia

Safety BINGO Winners: -Winners can win potentially up to \$8,000 per full card game and up to \$34,000 paid out per year.

September Winners: Juan Rivera, Brandon Taylor, Valerie Pearson, Greg Lacey, Lavera Hobbs, Mike Piper, Gail Davis, Leo Dean, Gleisis Giralt,

October Winners: Theodore Lumpkin, Dennis Julius, Lisa Clark, Zach Corbin, Rosario Saucedo, James Whiteside, Ibrahim Ganevic, Isaac Odom, Ylber Azizi, Kenneth Loveless, Nigel Stewart

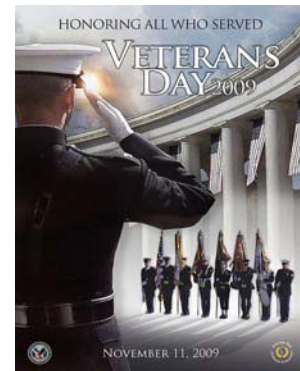
4M proudly paid out \$4,950 in Safety Bingo winnings to Team Members from August thru October.



Safety and Fraud Hotline

“Occasionally, we have team members who injure themselves at home but attempt to claim that the injury occurred on-the-job. This is called workers compensation fraud and is a criminal offense. It also affects the insurance premiums we pay as a company. This affects all of us since it impacts the financial health of the company. If you are aware of fraud, please report it to your supervisor or the 4M Safety Department. Starting on December 1, 2009, we will have a “Safety and Fraud Hotline” which will be a toll-free number. Team members can call this number any time of the day and leave a message. Team members providing information leading to successful prosecution of fraud claims will receive **\$1,000.**”

Veteran’s Day Salute



We recently celebrated Veteran’s day which is a day to recognize both civilian and military personnel that have chosen to provide each and everyone of us the freedom we enjoy today and everyday.

They go into service knowing they may have to pay the ultimate price. They do this for us their families, and their belief that Freedom and Democracy is worth fighting for and preserving.

The events in the world today have made this a more dangerous time for all of us.

We ask that we all take a moment of silence.

The freedom’s we enjoy do not come without a cost, thanks to our American Spirit, those willing to fight for it and for the support that is so important from home.

There is no time worse than this time of year to be away from friends and family. They do this in order to secure our freedom’s, and enjoy what we have.

God Bless America and All That Support It!

By: Kirk Berner

\$50 to \$1,000 —Team Member Recruitments — \$50 to \$1,000

Great 4M Team Members recruiting Great New 4M Team Members

The following have been paid for recruiting 4M Team Members.

Ask how you can get paid a bonus for your referrals!

This period's recruiting bonuses: **\$3,810**

Yber Azizi	\$150	Antoine Gates	\$50	Stanley James	\$50
Laura Elder	\$200	Angela Spencer	\$50	Habib Aliu	\$50
Kennel Barksdale	\$200	Johnathan Jones	\$50	Luis Panameno	\$50
Carla Holmes	\$100	Kayana Borney	\$50	Sumera Selimovic	\$50
Chrisina Bovay	\$50	Clinton Owens, Jr.	\$50	Palag Bhattarai	\$50
Jeffrey Mueller	\$50	Johnny Johnson	\$50	Mirna Parodi	\$50
Steven Graham	\$50	Mark Hixenbaugh	\$50	Liliana Colchado	\$50
De Andre Scott	\$50	Alan Bennett	\$50	Anais Carbonell	\$50
Arthur Armour	\$100	William Doan	\$50	Juanita Miguel	\$50
Zareon Anthony	\$50	Jessie Jones	\$50	Juan Ortiz	\$450
Mattie Owens	\$100	Eva Maksimovic	\$50	Elio Garcia	\$50
Charlotte Faulkner	\$50	Samuel Aiken	\$100	Santos Rivera	\$50
Elaine Wilson	\$50	John Copeland	\$50	Yaili Martinez	\$50
Pervis Ratliff	\$100	Willis Hines, Jr.	\$50	Trinidad Syvarth	\$60
Elvia Sanchez	\$100	Rustam Israfilov	\$50		
Francisco Barrera	\$100	Debra Killian	\$100		
Jacco Hurtado	\$100	Kathryn Pappy	\$50		
Alcortis Williams	\$100	Scott Campbell III	\$50		

MMMM

4M—Mitch Murch's Maintenance Management

Outstanding Results. It's That Simple

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