



**Message from CEO**

Growth, expansion and recognitions describe TMC. TMC is experiencing the biggest growth in programs and regions in the companies 40 years history. The Bridgespan Group has named TMC one of the fastest growing nonprofits in the country. (See <http://www.bridgespan.org/LearningCenter/ResourceDetail.aspx?id=424>)

The growth in programs and regions has created the need for adequate representation on the board from each region and/or program. Joining the Board of Directors this year, representing Oklahoma is the Reverend Chester Phyffer and the Reverend Tino Espinoza; representing New Mexico is state Senator Cynthia Nava. Also, Daniel Liskai, who represents Ohio, has been elected President of the Board of Directors.

The success of our Migrant Seasonal Head Start, Head Start/Early Head Start, TEEM, Healthy Marriage Development, Child Care Services, Workforce Solutions and Safe Haven programs is due to the hard work of our employees. On behalf of the Board of Directors and all the management, we would like to extend our appreciation to all of you for your hard work.

**Fringe Benefits**

Open enrollment benefit presentations are just around the corner and positive improvements are in the works for TMC employees. Fringe Benefits include health insurance, dental insurance, prescriptions, vision, long term disability, employee assistance program, life insurance, voluntary life, tax savings plans, annual leave, and sick leave. Also, TMC offers employees a 401K Retirement Plan. The minimum retirement contribution is 1% of an employee's salary. TMC will match retirement investment up to 5%. All employees are eligible to participate on the 1<sup>st</sup> day of employment or anytime. Employees can make changes to contributions and may elect to cancel at any time.

Annual open enrollment is an opportunity for employees to enroll, add or drop dependents or make general changes to their benefits. Any changes that you make will be effective January 1, 2010 and will continue through December 31, 2010.

Your regional HR Manager will inform you of when these meetings will be scheduled. Please make plans to attend one of the scheduled sessions for your area. Also, you can contact Corporate Benefits Manager Minerva Mendoza at (956) 722-5174 ext. 1110 or [minerva.mendoza@mail.tmccentral.org](mailto:minerva.mendoza@mail.tmccentral.org).

In order to deliver a high level of customer service that is consultative and informative, we are pleased to offer Putnam Preferred Services Specialists. Putnam's representatives are highly trained and experienced, and offer, free of charge, financial information easy to understand (visit [www.ibenefitcenter.com](http://www.ibenefitcenter.com) or call (877) 888-4015).

Also, in response to employee surveys, TMC is exploring the feasibility of extending benefits to more employees.

**Center Openings**

Staff is currently being recalled to open centers located in Texas which include HS/EHS, MSHS in Upper and Lower Rio Grande Valley and the Laredo and Crystal City Wintergarden Centers. The Lower and Upper Rio Grande Valley Region MSHS Centers will open the centers to children on August 24, 2009 and the MSHS Wintergarden-Crystal City Region and Laredo Region centers will open the centers to children on August 26, 2009. Pre-service trainings were conducted during the week of August 17 for staff returning to these centers. We look forward to an exciting winter season and would like to thank our staff from Ohio, Indiana, Oklahoma, Iowa, New Mexico, Wisconsin and Nevada for a successful spring season.

**Early Care and Education Conference:  
"The Zero to Five Challenge"**

TMC will be hosting an Early Care and Education Conference entitled "The Zero to Five Challenge". The Conference will be held on October 29—31, 2009 at the South Padre Island Convention Center in South Padre Island, TX. Legislators, policy makers, university scholars, experts on children's issues and other stakeholders from across the country have been invited to participate with childcare providers and early childhood educators from Head Start, Pre-Kindergarten, Kindergarten, and other quality early education programs.

For more information visit our web site at <http://tmccentral.org/early-care-conference.html>.



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| <p><b>Performance Appraisals</b></p> <p>Performance appraisals are a tool used to discuss an employee’s work and goals, to identify and correct weaknesses, and to encourage and recognize strengths. A performance appraisal objectively assesses an employee’s performance and accomplishments relative to their position and their ability to perform within their position.</p> <p>An employee should receive a performance appraisal on their anniversary date. Supervisors and employees must ensure that all appraisals and/or exit interviews are done in a timely manner.</p> <p>Supervisors and HR Managers must ensure that a current copy of the appraisal is sent to the corporate office and that the HRIS system is updated.</p> <p>If you do not have a current performance appraisal for the present year, please let your HR Manager know.</p> | <p><b>ARRA</b></p> <p>Under the American Recovery &amp; Reinvestment Act (ARRA), TMC’s federally funded programs received a 3.06% permanent cost of living adjustment (COLA). Eligible employees received a 3.06% increase to their hourly rate retroactive to 2/01/2009. The increase is being applied to any earnings an employee earned from 2/01/2009 to the date of the award pay as well as the permanent increase in their hourly rate.</p> <p>In addition, TMC’s head start programs received a temporary 1.84% COLA adjustment. These funds are temporary funds, so TMC is issuing separate paychecks for these funds. The process for disbursement is payroll will compute 1.84% of each employee’s gross pay the Monday following regular pay period and the checks will be distributed on non-payday Friday’s.</p> <p>TMC also received ARRA funds for WIA Programs (Dislocated, Adult, Out &amp; In School Youth Programs), Child Care Expansion and Quality Initiatives.</p> | <p><b>Welcome</b></p> <p>In February 2008, the Board of Directors voted on the name change for TMC. In 2009, with the help of AT&amp;T and GSDM a new logo, as seen on the heading, was created.</p> <p>Join us in welcoming our newest Ohio Region HR Manager, Mr. Alan Yingling. Alan is a human resource professional with a proven record of success in the development and implementation of human resource and operational strategies. Alan has 13 years experience in human resources and is PHR certified. Alan has a Bachelors and a Masters degree with a major in Human Resource Management, Operations Management and Executive Management. Please introduce yourself and extend a warm welcome to Alan Yingling.</p> <p>Also, as of June 1, 2009, Dr. Betty Easley and Sandra Morales have accepted the positions of Assistant Head Start Directors.</p> |
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| <p><b>Center of Excellence</b></p> <p>During the upcoming 2009-2010 school year, TMC will open its doors to its newly established Center of Excellence for Early Care and Education. The Center of Excellence will serve as an Early Childhood Education Training Lab and will address professional development for teachers of language minority students to determine the most effective way to train teachers and address the unique needs of this population of children.</p> <p>The Norton Building in Laredo, TX has been remodeled to include two training rooms with state of the art educational equipment and materials, and three observation classrooms that will model the most effective strategies for the care and education of infants, toddlers and pre-schoolers.</p> <p>The Center was recently selected to participate in a three year partnership with the Children’s Learning Institute to pilot the development of an effective model for migrant seasonal head start teachers to improve school readiness for English Language Learners.</p> | <p><b>Golf Tournament</b></p> <p>TMC will be hosting a golf tournament in the Rio Grande Valley region on September 26, 2009. The tournament will be held at the Martin Valley Ranch Golf Course.</p> <p>The tournament will be using a Florida Scramble setting. Each team will consist of four players.</p> <p>For more information you can contact Board Member Leonel Lopez, Tournament Chairman at 956-580-1333.</p> |
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