

BROKEN CHAINS MINISTRY SERVING THE HOMELESS OF LAS VEGAS

Monthly Newsletter

February 15, 2022

2022 CHARITY OF THE YEAR: BROKEN CHAINS

Broken Chains has served the Homeless of Las Vegas for over 15 years. Their mission is to help both the spiritually and physically poor and desire to give those who seek help a hand up.

Each Impact Company will host and serve one or two meals during 2022 events throughout the year. Our Poker Tournaments and Christmas Raffle funds raised will also support Broken Chains in 2022.

If anyone is interested in other IMPACTing opportunities please see Sandy, Shannon or Kim Rajk.





WE'RE
HIRING
JOIN US!

**\$1000 GL Accountant
Crusher Mechanic**

CONDITIONS: Offer only valid 2/15/22 through 3/14/22, bonus paid out in 6 equal instalments, 1x/month, as long as the employee is employed.

Eligible People: Current employees or anybody else who knows a great candidate.

Email to hriimpactcompanies@gmail.com before they apply or have them list you on their application.



New Impactors

Our company is eager to grow, and we are pleased to introduce our newest Impactors!

This section of our newsletter is to highlight our newest employees to the Impact family. We believe that our New Impactors will be an indispensable addition to the Impact Team. Drop by and welcome them to the team.



Gabrielle Floyd
IMI



Hope Wise
IMI



Christopher Adatan
Impact Business Services



Joshua Jones
Impact Trucking

IMPACT U

Graduate



IMPACT
SAND & GRAVEL

Promotion: Marvin Gatdula

February 2022

Page 4

Please join the Impact Family of Companies in celebrating the promotion of **Marvin Gatdula** to the role of **General Manager** of Impact Sand and Gravel. Hailing from the Sunny and Beautiful Island of Guam. Marvin joined the Impact Team as the AGM in 2020. For 15 years, Marvin managed teams in the automotive industry. He has an extensive background in sales and marketing. Marvin managed several stores that specialized in three prominent brands of new and pre-owned cars.

Since coming to Impact Sand and Gravel Marvin says that one of the things, he likes best from about working for Impact is the culture. "It's great to have inspiring people to work with. "Stepping into this new position, Marvin's 5-year vision is to see Impact expand into 2 or 3 other states. The mission of the Impact Companies is a very big deal to Marvin as it ties into his own life mission. "I love having a license to care about people as part of my job. " Meeting new people in the industry is another thing he loves about the job.

When Marvin's not striving to raise the bar here at Impact, he devotes his time to his family and self-improvement. He enjoys reading professional development books, staying active in the gym, and is a fierce competitor in Jiu-Jitsu. Marvin loves traveling and experiencing new and beautiful places and can't wait to plan his next trip. (Hopefully some place warm)

Marvin's daughter Mila is a student at Capstone Christian Academy. This bright and lovely girl loves attending the academy. Marvin is proud of how she has really taken off as an individual with the love and care she's given from the teachers and staff.

Congratulations Marvin and Here's to many more years with Impact!



Acura Honda Sales Team



Mila at Capstone



A favorite beach in Guam



Marvin with his darling wife, Keisha



Everyone Can Benefit from Counseling

Most people seem to be under the impression that therapy and counseling are something you are only “allowed” to go to if you are in crisis or at breaking point with your mental health. In fact, there are all sorts of reasons why people seek out therapy, and some of them may surprise you. Some of the most common are depression, anxiety, grief, addiction, marriage issues, and parenting help, to name a few. Yes, for some people therapy is considered a “last resort” when they feel like they have run out of options. Therapy is an incredible resource for self-care, personal growth, and development, but it can also be a powerful tool for maintain and strengthening a variety of diverse types of relationships.

By the time most couples attend counseling sessions, they are far down the road toward irreconcilable differences. There are many reasons they wait so long. They think the problems are not really that bad and they can work it out. Life and responsibilities distract or get in the way of sincere efforts to work on the relationship. No matter the reason, the more distant or strained a relationship becomes, the harder it is to repair.

When it comes to parenting, there are inevitably going to be times when they feel lost or unsure of what the best course of action is. Why limit yourself to your own best thinking. Get help. Parenting counseling helps parents deal with the challenges of raising children. It can provide guidance and support during challenging times, and help parents learn new techniques for dealing with issues such as discipline, communication, and behavior problems.

However, it can also be helpful for parents who just need a little extra support. If you are feeling overwhelmed by your role as a parent, or if you are experiencing conflict with your child, assistance from a counselor may be a good option for you.

TOP 5 REASONS PEOPLE GET DIVORCED SURVEY SAYS...

- 1 Poor communication
- 2 Finances
- 3 Abuse
- 4 No longer attracted to one another
- 5 Infidelity

What parents learn when trained in behavior therapy



Positive Communication



Positive Reinforcement



Structure and Discipline

Option available for Impact employees

- **Health Insurance:** There are several options to choose from covered under our insurance plan, employees with company health insurance can schedule counseling by calling (702)608 -4220 for Serenity Counseling and Support. Co-pay ranges from \$10 - \$40.
- **Renewing Life Center:** Is within 2 miles of the Impact office and has the #1 counseling team in town. They have 20+ counselors. The company will cover the costs of the first 3 visits, call Sandy at (702) 597 1010 ext. 2921
- **Online Counseling Options:** for a more convenient “at home” option. Telehealth application such as Headspace, Faithful Counseling, and Regain offer you private cost and time effective alternatives to traditional methods of counseling. Finding the best fit for you and your family is easier than it used to be so do not wait.

IMPACT COMPANIES PRESENTS

FRIDAY 01 APRIL



POKER TOURNAMENT



\$ 60 BUY IN | 40 SEATS AVAIL. | 5 PM START

REBUYS FOR FIRST HOUR ONLY, FOOD AND
BEVERAGES PROVIDED, CASH PRIZES FOR TOP 3
INVITE FRIENDS AND FAMILY

BENEFITTING BROKEN CHAINS



Who is eligible to participate: All of our amazing IMPACT employees and their family members!

Where: Any school, hospital or other charity that you want!

How: Email the sheet below to Shannon at soboyle@impactcompanies.com

**Hours
Volunteered**

PRIZES

Note: Each participant will receive one prize. At the end of the challenge, participants will receive the prize that matches the amount of time he/she volunteered. (Family members hours count towards this prize.)

20 Hours

\$20 Amazon Gift Card

60 Hours

Dinner and a movie gift card pack (\$50)

120 Hours

One Day of PTO

240 Hours

Two Days of PTO

500 Hours

\$250 Donated to the charity of your choice. (Donated in your name and the 2 days of PTO)

*Each participant with over 12 hours from the company with the highest average per FTE at the end of the challenge will receive 1 extra day of PTO.

Name(s) of Participant(s): _____

Email Address: _____

Goal hours for 2022: _____ Contact me about volunteer opportunities: YES NO

Favorite/Suggested Charity: _____ T-Shirt Size: _____

Giving high fives to fellow co-workers for a job well done.

High Five to Danny Och. Great job on having a backup airbag in stock for the double side truck. Keeping the trucks on the road is very important to our business and keeping the drivers working. Thank you. - **Bill Mulligan**

High Five to Richard Bremmium, David Mobley and James Dein. A young man wandered into the Inspirada pit this morning with no shoes, cut up, hurt and asking for help. Our quick-thinking staff, called 911. David Mobley and James Dein drove him to the main road and waited for Metro to show up so he could be picked up safely. Richard mentioned the young man said, "I am the one people are looking for." (Maybe his family.) I really feel these men saved a life today and made a difference. Thank you. - **Michelle Beare**

High Five to Darla Corpuz. Congrats to Darla for losing 30lbs! YOU GO GURRRRL! - **Marvin Gatdula**

High Fives to Andy Graves. Andy always has a positive attitude and I truly enjoy working with him. He takes on any task, no matter how annoying, and tackles it. He has learned land development and construction very quickly and with a smile. He is always a great supporter for other employees and has a fun and light-hearted spirit. Thank you! - **Kim Rajk**

High Fives to Lidia Santiago. I want to recognize Lidia on her positive attitude for 2022! I am inspired to see you hungry for sales! Let's get it! - **Marvin Gatdula**

High Five to James Agnew. Thank you James, for your dedication to Impact Trucking. In January, James noticed a few of our "B" sub-haulers sitting around on the side of the road collecting time. James made it a point to let the drivers, and myself know what was happening out on the road. This ensured we paid the drivers accurately, and more importantly, charged our customers only for work being done. - **Josh Jones**

High Five to Darryl Williams. Darryl is SRE's newest sweeper driver was working an outside sweeping job for Civil Werx (two separate jobs). The Superintendent called me last night to say what a good job Darryl did at both sites. He then proceeded to hire us for four more jobs for today! And I just hung up the phone now and Darryl is on a 911 call for another Civil Werx boss. Great job Darryl!!! - **Danny Och**

High Five to Ivan Tapia. Ivan has really stepped up and took control. He was left to finish off the Red Rock project. When his crew left to other projects and COVID hit, Ivan was there for the day to day to push to get the job completed ahead of schedule. Thanks, Ivan, for your help!!! - **Donald Schmid**

Thank You to the Impact Team. I would like to thank my IMPACT Family for the expressions of sympathy, condolences, and kind gestures offered at the passing of my mother. Special thanks to Bill Wadley for the beautiful flowers displayed at the funeral and to those who were able to attend. Your compassion has truly eased the burden of my loss. - **Adam Barajas**

High Five to Shawn Peck. "Big Shawn" is an all-around great employee. He works great with whatever crew he is put on. Shawn works on the underground side but is now cross trained to assist the grading crews when needed. Shawn has a great attitude, doesn't complain, he just gets in and gets the job done. Thanks, Big Shawn, Keep it up!! - **Donald Schmid**

High Five to Andrew Lopez. Andrew is the interim Production Supervisor at Cactus and went through his first safety inspection this week. He was given a time frame for his citations to be completed. He completed them all on time and sent pictures of all corrections. Way to go Andrew! - **Gary Abdella**

High Five to Donald Schmid. Donald covered my projects as well as his own while I was recovering from shoulder surgery and while attending EOS training. Thank you for handling the schedule. - **Jake Jacobson**

High Five to Taylor Nacario and the Jericho Crew. On January 18 the weather was bad, and the team stayed and did maintenance through the wind and rain. They went above and beyond without being asked. Thank you. - **James Dein**

High Five to Wadley Construction. In 2021 WCI had zero reportable accidents on 63,010 employee hours. This is a very commendable achievement! This is only possible because of the diligence and attention paid to safety. You can all be very proud of this record! Let's continue to strive to keep it going throughout 2022. Thanks to everyone on the team. - **Randy Clark**

BLOOD DRIVE



Be a part of something bigger than yourself



GEOTECHNICAL & ENVIRONMENTAL SERVICES

**WEDNESDAY, FEBRUARY 16
10:00 A.M. - 2:00 P.M.
BLOODMOBILE**

Schedule your appointment to **GIVE BLOOD** at www.donors.vitalant.org and search for available times with Blood Drive Code: L1U99 or contact Vitalant 877-258-4825.

In keeping with updated CDC guidance, masks will be required for all donors and staff, at all Vitalant blood drives and facilities regardless of vaccination status.

Join our company partner GES for a Blood Drive on February 16th. We are in a state of **urgency**. All blood banks nationwide have gone on a **national APPEAL** requesting the help and support of the community due to the national shortage we are facing. The levels are at record breaking lows leaving us in an **emergency status!**

Appointment links online or call the number to the left.

CAPSTONE

CHRISTIAN ACADEMY

Want a better education option for your child?

Visit Las Vegas' Newest Premier Private School in Southeast Las Vegas

- Small class sizes
- Parent-teacher partnerships
- Life skills programs
- Competitive Tuition rates
- Free Preschool Before & After Care



SCHOLARSHIPS AVAILABLE FOR IMPACT EMPLOYEES!

*For children and grandchildren

Still enrolling Preschool thru 2nd Grade.



(702) 463-9350

📍 985 E. Serene Avenue

🌐 capstonechristian.com



The Employee Fitness Incentive Program is back for 2022. Any employee who wishes to participate in the workouts of their choice at least 3 times per week at a target heart rate of at least 70% (per the chart below), will be awarded a deposit of \$30 into their 401i 6% program.

EARN
\$30 MONTHLY

FITNESS INCENTIVE PROGRAM

TARGET HEART RATE CHART

AGE	BEGINNER 60%-70%		INTERMEDIATE 70%-80%	
	Beats/min	Beats/10 sec	Beats/min	Beats/10 sec
to 19	121-141	20-24	141-161	24-27
20-24	119-139	20-23	139-158	23-26
25-29	116-135	19-23	135-154	23-26
30-34	113-132	19-22	132-150	22-25
35-39	110-128	18-21	128-146	21-24
40-44	104-121	18-21	125-142	21-24
45-49	101-118	17-20	121-138	20-23
50-54	95-114	17-20	118-134	20-22
55-59	95-111	16-19	114-130	19-22

At the end of each month, participants will reply to an email from the Payroll Specialist confirming they achieved the qualifications for that month. Thirty dollars will be deposited the following month in their savings account.

Asian Eggs

by: Colin Fassnidge - delicious.com

INGREDIENTS

- 1 & 1/2 cups (300g) long-grain rice
- 1/2 cup (75g) unsalted peanuts
- 100ml sunflower or peanut oil
- 8 eggs
- 1 bunch each coriander & Thai basil, leaves picked
- Bean sprouts, chopped birdseye chilli & lime wedges to serve

CHILLI PASTE

- 2 tsp chilli flakes
- 2 tbs each chilli oil, olive oil, soy sauce
- 1 garlic clove, crushed
- 2 tsp grated ginger
- 2 tsp fish sauce



Impact Healthy Recipe of the Month

Directions:

1. Preheat oven to 180°C. Cook rice to packet instructions, then set aside.
2. Place peanuts on a baking tray and roast for 10 minutes or until light golden then remove, cool and roughly chop.
3. For the chilli paste, combine ingredients in a bowl and set aside.
4. Heat oil in a wok over medium-high heat. Crack one egg into a cup, then when the oil is hot, use the cup to pour the egg into the centre. Cook for 1 minute or until the outside starts to go golden but the yolk is still runny. Remove with a slotted spoon and repeat with remaining eggs.
5. Spoon rice onto dishes, top with eggs, peanuts, herbs and chilli sauce. Serve with bean sprouts, extra chilli and lime wedges.

SERVES 4	PREP TIME 5MINS	COOK TIME 25MINS	INGREDIENTS 11	DIFFICULTY EASY
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IMPACT COMPANIES 25TH ANNIVERSARY

LET'S TAKE A TRIP TOGETHER!

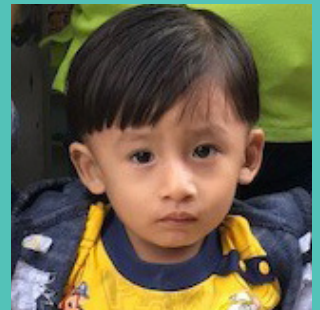
We set Sail:
October 6 - 11, 2022



FAMILIA
IMPACTO

Sponsors Needed

We have five children in Ecuador that need a sponsor! By sending \$39/month and writing 1 or 2 letters a year, you can make a huge IMPACT in a child's life. If you would like to sponsor any of these beautiful children, please contact Kim Rajk at krajk@impactcompanies.com



Sneider Pilozo Bello
Age: 4



Dilian Moises
Anchundia Pilozo
Age: 5



Jefferson Aldair
Zambrano Cano
Age: 7



Valentina Salvatierra
Zambrano
Age: 12



Devis Adrian Pilozo
Bello
Age: 14