The Success Story—2017—Year in Review

The Road to Self Sufficiency

Kassie has been employed by UND Dining Services since August 2011; she just celebrated her 6th anniversary this year! For the past several years, she has also held a temporary janitorial position with Success Unlimited (L.I.S.T.E.N. Day Services) during her summer breaks from UND. Kassie is a reliable employee and takes her job very seriously. She is well-liked by her coworkers and supervisors. She enjoys her job but also enjoys having summers off. Kassie and Success Unlimited have worked together for 17 years!

When she is not working, Kassie enjoys horseback riding, crafting—she likes to draw and color a lot. She also likes spending time at the lake and going bowling and playing volleyball with Special Olympics.

SIA—Success in Action—2017

(continued on bottom of page 2)
Welcome to our newest employee, Jeffrey Leiberg. We are glad to have you aboard!

(continued from page 1)

Success Unlimited, Inc. renewed it’s membership with the Grand Forks Optimist Club as a FOO (Friend of Optimist) member this Fall. The Optimists are all about supporting the youth of this community. On 12.07.17, Success Unlimited sponsored a bowling team to help the Optimists raise funds for a new facility for Safe Kids—GF. Clients & employees had fun bowling for the cause. (pictures on page 5)
# Welcome to the Work Force

**Matt Demontigny**
- Hugo’s
- Cashier

**Gregory Adam Kendall**
- McDonald’s
- Dining Room Attendant

**Tim Fontaine**
- Eagle’s Arena
- Janitor

**EJ Washington**
- Best Western
- Houseman

**Emily LaPlant**
- St. Mary’s Childcare
- Childcare Assistant

**Amber Frame**
- Kittson Memorial
- Evening Tray Aide

**Thomas Sorenson**
- Rydell Car Wash
- Car Wash Attendant

**Melissa Clark**
- Sam’s Club
- Maintenance Associate

**Chad Daucsavage**
- Panera Bread
- Dining Room Attendant

**Jamison Hilts**
- GF Public Schools
- Encore Support Staff

**Jack Weshenfelder**
- Taco Johns
- Dining Room Attendant

**Jacob Pesek**
- McDonald’s
- Dining Room Attendant

**Justin Spicer**
- Northern Valley Machine
- Janitor

**Jason Pershke**
- Sickie’s Garage
- Fry Cook

**Ross Schultz**
- Alerus Center
- Set up/Tear down

**Brandon Kartes**
- Listen Drop In
- Office Manager

**Mandi Vance**
- Applebees
- Dishwasher
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Halloween Painting Party with instructor, Chapell Lopez!
## 2017 Employee Anniversaries

<table>
<thead>
<tr>
<th>Name</th>
<th>Date</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Margaret Rising</td>
<td>February 8th</td>
<td>6 years</td>
</tr>
<tr>
<td>Kathy Bjornstad</td>
<td>February 23rd</td>
<td>8 years</td>
</tr>
<tr>
<td>Barb Thompson</td>
<td>March 19th</td>
<td>9 years</td>
</tr>
<tr>
<td>Jeff Leiberg</td>
<td>May 2nd</td>
<td>7 months</td>
</tr>
<tr>
<td>Robert Fladeland</td>
<td>May 5th</td>
<td>18 years</td>
</tr>
<tr>
<td>Jim Hance</td>
<td>May 14th</td>
<td>20 years</td>
</tr>
<tr>
<td>Tanja Kapinos</td>
<td>June 7th</td>
<td>11 years</td>
</tr>
<tr>
<td>Dave Wollin</td>
<td>July 30th</td>
<td>8 years</td>
</tr>
<tr>
<td>Dwan Sondreal</td>
<td>August 3rd</td>
<td>19 years</td>
</tr>
<tr>
<td>Chapell Lopez</td>
<td>August 11th</td>
<td>1 year</td>
</tr>
<tr>
<td>Laurie Jo Cavanaugh</td>
<td>August 15th</td>
<td>10 years</td>
</tr>
<tr>
<td>Deb Fillipi</td>
<td>August 20th</td>
<td>9 years</td>
</tr>
<tr>
<td>Robert Briggs</td>
<td>September 6th</td>
<td>1 year</td>
</tr>
<tr>
<td>Lori Lindemann</td>
<td>September 15th</td>
<td>3 years</td>
</tr>
<tr>
<td>Rhoda Espinoza</td>
<td>September 22nd</td>
<td>3 years</td>
</tr>
<tr>
<td>Gavin McGregor</td>
<td>October 19th</td>
<td>8 years</td>
</tr>
<tr>
<td>Polly-Ann Bakken</td>
<td>October 31st</td>
<td>1 year</td>
</tr>
<tr>
<td>Judy Hemness</td>
<td>November 17th</td>
<td>7 years</td>
</tr>
</tbody>
</table>

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Get the ball rolling for Safe Kids

Pictured left to right: Patty Olsen, Safe Kids-GF; Tanja Kapinos, Optimist & CEO of Success Unlimited; Kari Jensen, Optimist and Nicole Kringstad—Optimist

Front Row: David Hagen, Robert Fladeland, Tanja Kapinos, Lori Lindemann
Back Row: Rhoda Espinoza (behind Robert), Jeff Leiberg, and Barb Thompson
From the Desk of Tanja Kapinos, CEO
It goes without saying that it’s hard to get work done when you can barely keep your eyes open. But it turns out that getting inadequate shut-eye can affect you at work beyond just making you feel sluggish.

Below, find seven ways sleep can affect you on the job — and even your company’s bottom line.

Getting too little (or too much!) sleep can mean more sick days. A recent study in the journal Sleep showed that sleeping fewer than five hours or more than 10 hours a night is associated with staying home sick for 4.6 to 8.9 more days than people who sleep between seven & eight hours a night. This link “remained even after health & other key factors assumed to affect the association between sleep & sickness absence had been accounted for,” study researcher Tea Lallukka, Ph.D., previously told HuffPost.

Sleep deprivation is hurting your employer — and the economy. In fact, sleep deprivation could be costing $63 billion to the U.S. economy each year due to lost productivity, according to a Harvard study reported by Health.com. People who experience some kind of insomnia — whether it be waking up in the middle of the night, or having trouble falling asleep — cost employers about 7.8 work days’ worth of productivity a year.

Getting enough sleep keeps you thinking creatively. Sleep is associated with innovation & being deprived of it is associated with impairment in the mental ability, HuffPost’s Carolyn Gregoire previously reported.

A lack of sleep can make you less productive. The more sleep-deprived you are, the slower you become at getting tasks done at work, according to a 2012 Journal of Vision study. Researchers from Brigham & Women’s Hospital found that accuracy & speed at a visual search computer task decreased the longer study participants were awake, Reuters reported.

Yes, sleep might have an impact on your wages. As The Wall Street Journal pointed out recently, research shows that for people who are already not getting enough sleep, one extra hour in average sleep over the long run is associated with a 16 percent increase in wages.

Sleep strengthens the sort of memory that can help you on the job. In a 2011 study, Michigan State researchers showed that sleep seems to improve what is called “working memory capacity.” This form of memory seems to be associated with problem-solving, vocabulary, decision-making and reading comprehension.

Getting enough Zzs could mean less risk for job burnout. A 2012 study showed that getting fewer than six hours of sleep is a predictor of job burnout, as well as “difficulties detaching from thoughts of work during leisure time.” The findings suggest that it may not be stress itself causing burnout, but the recovery from stress — and that “interventions to enhance sleep and recovery in occupational settings could help prevent burnout,” the researchers wrote in the study. [link]

The expansion of our office at 2850 24th Avenue South, Suite 302 has been completed! Check out the new conference and break rooms!

“Success Unlimited”

Employment Support Services for People with Disabilities

Administrative Office Hours
Monday - Thursday 7:00am - 5:30pm
Telephone - 701.775.3356
www.successunlimitedinc.org

“We are prone to judge success by the index of our salaries or the size of our automobiles rather than by the quality of our service and relationship to mankind.”
- Martin Luther King, Jr.

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