

1956-2016

Dial Tones

December 2016



Dial Tones is published monthly for members of Dell Telephone Cooperative, Inc., a member-owned cooperative since 1956. Proud to serve Dell City, Desert Haven, Guadalupe Peak, Mile High, Timmeron and Queen.

Volume 22 Edition 12

Board of Directors

- Bobby Jones, President
- Rob Beard, Vice President
- Dale Flach, Secretary
- George Rauch
- Bill Wauson
- Rafael Sanchez
- Antonio Armijo

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- Executive Vice President
- Marcy Guillen, Office Manager
- Susan Barker, Accounting Manager
- Joel Muniz, Operations Network Mang.
- Grant Spence, Central Office Manager
- Ted Boehm, CLEC Manager
- Chris Nelson, Engineer Product Development Manager

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Editor

Deborah Hickox



DTC DIRECTORS APPOINT 2016 NOMINATING COMMITTEE

The Board of Directors of Dell Telephone Cooperative have named the following members to serve on the 2016 Nominating Committee as required by the Cooperative bylaws, they are: Kevin Lynch, Gail Carpenter, Bertha Gallegos, Jayne Green, Bonnie Kiehne and Dorothy Lewis.

The Nominating Committee will meet on Wednesday, December 14, 2016 to select a slate of candidates from which director will be elected to fill one expiring term.

The director whose term will expire with the 61st Annual Membership Meeting to be held on Saturday, March 25, 2017 is:

- District #3: Rafael Sanchez
- District #5 Bobby Jones
- District #6 Bill Wauson

If you are interested in running for a position on the Board of Directors or would like to nominate a candidate, please contact a member of the Nominating Committee prior to the December 14, 2016 meeting.

CAPITAL CREDITS TO BE DISBURSED

The Board of Directors recently approved the refund of 37% of the remaining balance of capital credits allocated for the year 1991. The determination has been made that this amount will not impair the financial condition of the Cooperative. The amount to be refunded will be approximately \$100,000.00 and each check will be calculated according to the amount that was billed by the Cooperative to each member for telephone service in 1991. Capital Credit checks will be mailed in early December.

Dell Telephone Holiday Hours



Dell Telephone will be closing at 12:00 noon December 23rd and will not reopen until January 2nd in observance of the Christmas and New Year Holidays. The outside plant techs will be on standby

*Season's Greetings
May Peace, Joy, Hope and Happiness
be yours during the
Holidays and throughout the New Year!*

Dell Telephone Horario para Dias Festivos



Dell Telephone cerrara a las 12:00 del medio dia el 23 de Diciembre y no abrira hasta el 2 de Enero debido a los Dias Festivos de la Navidad y Ano Nuevo. Los tecnicos estaran listos para emergencias.

*Saludos Navidenos
Que la Paz, Gozo, Esperanza y Felicidad
sean suyos durante los Dias Festivos y a
travez de el Ano Nuevo!*

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Keep ideas flowing by exploring why they stop

Ideas are crucial to innovation and growth, but many employees choose to keep their ideas to themselves. Why? One of the most common, and most easily remedied, reasons is proximity. Studies have found that employees are extremely unlikely to share information with co-workers who sit more than 30 feet away from their workstations. As long as employees are in the same building, a little rearranging of work areas or frequent meetings can solve that problem.

More troubling are the psychological reasons behind a failure to share knowledge:

- **Fear of rejection.** Many people worry that their contributions to discussions or projects will be dismissed, so they keep their ideas to themselves.
- **Fear of exposing ignorance.** Often, people are insecure about their knowledge and keep their mouths shut for fear they may be embarrassed in front of co-workers.
- **Fear of theft.** Good ideas are a hot commodity in today's economy, and some people worry that if they share their ideas, others will steal them.

The first two fears are usually a matter of office culture, meaning that change must come from the top down. To overcome fear of rejection and fear of ignorance, managers should cultivate an atmosphere where all opinions are respected and a premium is placed on helping employees learn. Managers at all levels should also be willing to answer questions and unwilling to tolerate employees who disparage the ideas or questions of others.

The fear of having ideas stolen is more difficult to address. It is the reason that many organizations report difficulty in getting employees to participate in knowledge management systems. Some organizations have achieved success by including the sharing of information and ideas in the annual review process and linking such behavior to raises and rewards.

Pay attention to these factors to prevent

Stroke is a leading cause of disability and death around the world. The good news is that it's highly preventable. Scientists and physicians believe that 90 percent of all strokes are caused by 10 risk factors, according to the Philadelphia Inquirer website. These factors can be controlled, cutting one's chances of stroke by these percentages:

- ◆ High Blood Pressure 48%
- ◆ Physical Inactivity 36%
- ◆ Lipids (Blood Fats) 27%
- ◆ Poor Diet 23%
- ◆ Obesity 19%
- ◆ Smoking 12%
- ◆ Diabetes 4%
- ◆ Alcohol Use 6%
- ◆ Stress 6%

December 2016

December 7	Pearl Harbor Remembrance Day
December 21	Winter Begins
December 25	Christmas Day

NEW LISTINGS—November 2016

Meyer, David A	987-2886
TSR INC	986-2545
Cassidy, Mary E	987-2986
Kaven, Barbara & Ronnie	987-2967
Potter, Louise	987-2988
Stane, Ernest	987-2294
Chism Rex G	981-2546

Life seems sometimes like nothing more than a series of losses, from beginning to end. That's the given. How you respond to those losses, what you make of what's left, that's the part you have to make up as you go.

—Katharine Weber