

A Message from the President



A few weeks ago, the Salt Lake team presented a Disney wish to a young boy with congenital heart disease. The boy's family was so excited and happy. I'm sure it's great to feel a little happiness inbetween days of great stress and sadness. It got me thinking about all of the good that Complete/Waypoint does

for each other, our communities and the world. As part of that deep commitment is in our company volunteer benefit. A benefit that makes it possible for every team member to replace a day of work for a day of volunteering - and the company will still pay for the time.

I took advantage of this policy earlier this week and helped make spaghetti sauce which is donated to people in need around the world. If you haven't already used this benefit, I strongly encourage you to work with your supervisor to make that happen. Giving our time to help others is one of the most important things you'll do today. If you're feeling unmotivated, depressed, or just want to put a smile on your face, go volunteer. And not because seeing someone else in worse shape than ourselves will somehow elevate us but because elevating someone else will bring them joy and that kind of joy is contagious! You are all amazing and I can assure you that someone else in your community needs that amazingness. Go change the world - Go volunteer!



Now Hiring in Jacksonville Florida!



As our business continues to evolve and grow, we continue to look for great people like you to join Complete. Our latest hiring push will include adding Complete equipment and first party colleagues to our Jacksonville location! We are currently hiring and will be training a class of equipment agents in both Taylorsville and Jacksonville *at the same time!*

While our special September Employee Referral has come to an end, we continue to have our standard employee referral program of \$300 for each team member you refer who continues to be employed for 90 days and works 85% of their hours. So Don't Delay! Refer Today!

- Submit [Employee Referral Form](#)

This is your chance to take some ownership in our workplace. You have direct control over who works here and stand to gain financially by taking action. It's all about our networks and relationships we have today and tomorrow.

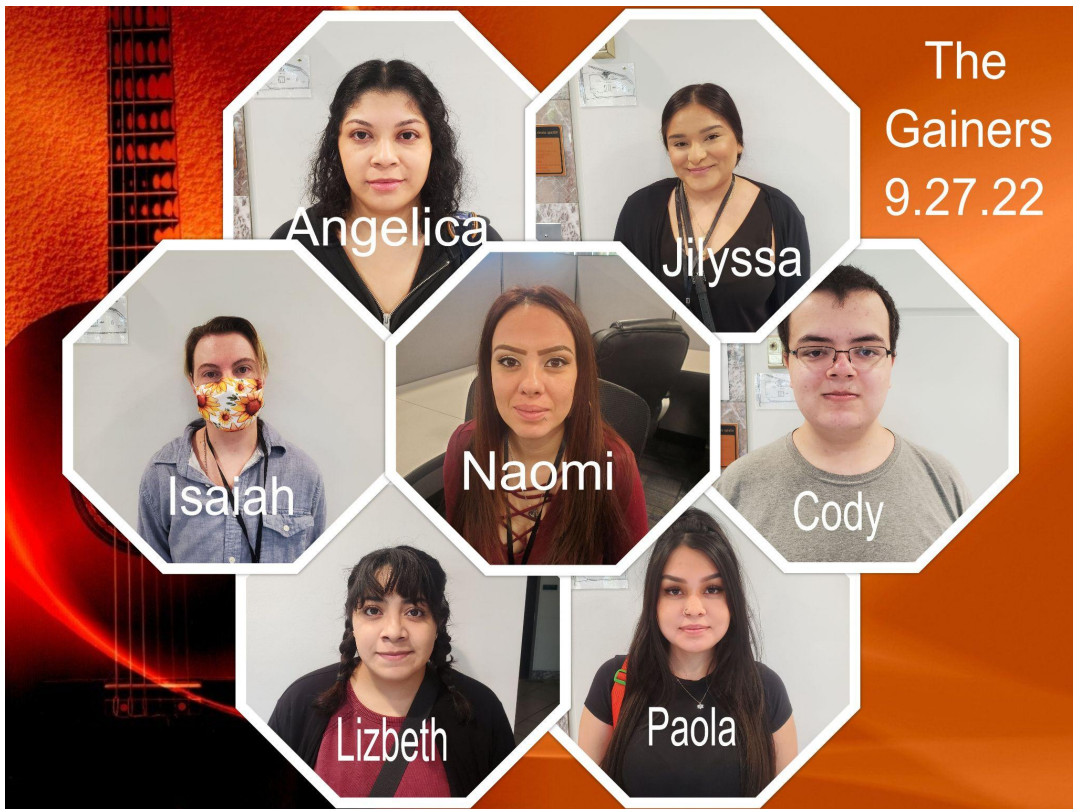
From the OCA (Outstanding Collections Associates)

Thank you so much to the employees and families who took time out to join us at the summer picnic and bowling outing in Jacksonville and Charlotte. It was very nice to get away from the business and great to meet the families. For those of you who were unable to join us, we completely understand how difficult it can be to manage your calendar commitments during off hours. Hopefully you can attend a future event.

Bravo South Africa team! We continue to be very impressed with the progress that the team is making on the AT&T portfolio. We need to get South Africa more work and we will.

Welcome to the Team!

Congratulations to our newest team members in Taylorsville, Team Gainers!



Rockstars All Around!



Congratulations to all our Rock Stars around the globe! As our company continues to grow, so do the reputations of the Rock Stars throughout our organization. Let's take a moment to celebrate some of these outstanding performers!

In Charlotte, NC:

Judy Reichard, Darlene Williams, Dean Muir, Derrick Miles, Briana Rangel

In Bogota, Columbia:



From left to right: Juan Ramirez, Sofía Castillo, Jesús Zambrano, Paula Camacho, Jesús Pareja, Esperanza Echeverry, Angelo Guiza, Karol Ávila.

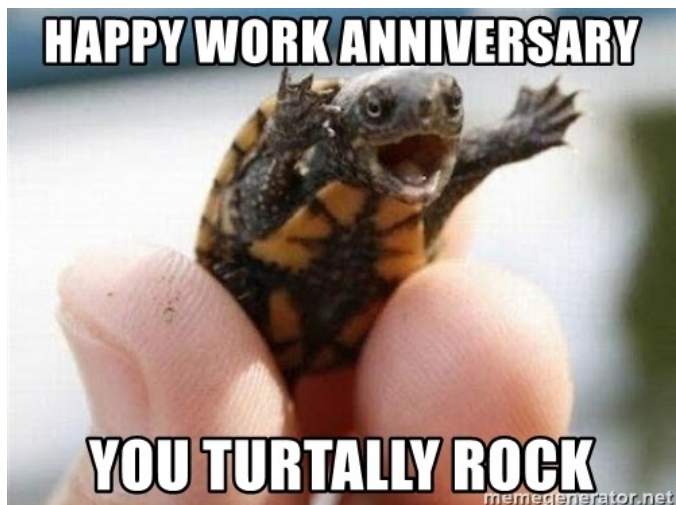


In Johannesburg, South Africa

Agent	Count of Rockstar Wins	AVERAGE of Overall	Rank
SHANAE.MILBURN	8	3.58	1
DOLORES.FEBLES	8	3.4	2
LUANA.DE.LACEY-MOORE	7	3.2	3
CLAUDIA.CARO	6	3.46	4
REINHARD.HAIDENTHALL	6	3.27	5
ANGELO.GUIZA	6	3.25	6
VINCENT.JIMENEZ	6	3.03	7
OSCAR.LASPRIELLA	5	3.83	8
DANIEL.VARGAS	5	3.53	9
ESPERANZA.ECHEVERRIA	5	3.33	10
OFA.MALOH	5	3.22	11
VICTORIA.MARTINEZ	5	2.92	12

And for Taylorsville, Bogota, here are the current Rock Star standings! Great job everyone! Time to finish out the year strong!

Are you reelin' in the years!



To all of our colleagues who are celebrating a work anniversary in October, we say here's to many more great years to come!

Team Member	Location	Hire Day	Number of Years
Kris Solomon	Taylorsville	10/5/2022	1
Joseph Aguilar	Taylorsville	10/18/2022	1
Gloria Shelton	Charlotte	10/18/2022	1
Nicole Johnson	Taylorsville	10/05/2022	2
Theodore Lambert	Charlotte	10/5/2022	2
Joshua Dillon	Jacksonville	10/26/2022	2
Danen Shiek	Texas	10/26/2022	7
Andrea Graa	Taylorsville	10/15/2022	14

Pictures from the Waypoint party in Austin, Texas!



Another great addition to the Complete Family



Congratulations to Danny Hopman, Workforce Services Supervisor! He and his wife welcomed their beautiful daughter, **Makenna Alyssa Hopman**, into their family. And as with all baby announcements, here are the stats: 7.3 lbs, 20 inches



Upcoming Events

October 3rd - Misty Pina and Jeff Humeny will be visiting the team in Bogota, Colombia
October 6th -Getting to Know the Business: Focused on you
October 9th - Party in Johannesburg, South Africa
October 31st - Halloween!

Question of Week

This week's winner of *Question of the Week* is (drum roll please) And the winner is **Michelle Pouson!** Michelle correctly answered that the Austin, TX party was October 1st! And most importantly, she read the newsletter!

This week's question*:

What did Aaron volunteer to make to feed the hungry around the world?

***All answers must be submitted by end of business Thursday to be included in the weekly drawing.**

Send a message with your answer directly **via Webex** to Chuck Krivanek!

And as always, we appreciate your feedback, which you can send to chuck.k@complete1.com



And here is a quick tip: we post our podcasts on webex, but all of our podcasts can be found on [Anchor](#) and Spotify.

The Complete News committee is comprised of a diverse group of community members including: Miles Jensen, Candy Grady, Mariam Green (Taylorsville), Liz Rodriguez (Texas), Tatiana Rodriguez (Bogota), Tammy Honeywell (Charlotte), Mduduzi Mabaso (Johannesburg)