

GSN

GLOBAL SAFETY NETWORK



THE April 2016

MAGAZINE

**GSN LAUNCHES
NEW WEBSITE**

Inside:

**Leadership
Lessons from
National
Leaders**

by BOB FUNK

Tribute to
**ART
GREENBERG**

STEP OUT
FROM THE
CROWD

SPECIAL LEADERSHIP ISSUE

CLIENT NOTES

2nd Quarter Random Testing Program

As we begin the random testing for the second quarter, we want to remind everyone of the following best practices to ensure your data is up-to-date and the system runs smoothly:

- Confirm that you are able to log in to *GlobalSafetyNetwork.com*. If you are not able to log in, contact us at 866-792-9808 or by email at CustomerService@GlobalSafetyNetwork.com.
- Review and update your contacts and email addresses regularly. Is your DER and secondary contact up-to-date? GSN sends all notifications via email.
- Update and confirm your employee roster and pool assignment (even if no changes!) and view your random selections at least quarterly.

GlobalSoft sends reminders to update your employee roster & random pool prior to each random selection period.

There are many tools and reports available online through our website, GlobalSafetyNetwork.com, to help you maintain your random program. Let us know if we can assist you in any way.

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Leadership Lessons from National Leaders

Some are born with it, others try to learn it, and many do not discover their capacity for leadership until they are faced with the opportunity. – Bob Funk the Founder, CEO, and Chairman of the Board of Express Employment Profession, provides his wisdom on what makes a leader.

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ART GREENBERG: The Legacy of a Leader

Art Greenberg, whose large physical stature was matched only by his big heart and personality, is not only remembered as a great business leader with vision, purpose, faith and integrity but also for his warmth and generosity that made a difference for many people.

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The Endurance of a Leader: The Voyage of Sir Ernest Shackleton

Once Norwegian explorer Roald Amundsen won the race to the South Pole in 1911, Sir Ernest Shackleton started planning his expedition to lead the first team to cross the continent of Antarctica from sea to sea. This was a 1,800-mile journey. Even when the mission changed, his vision of leadership did not change.

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Express Employment Professionals

“If your actions inspire others to dream more, learn more, do more, and become more, you are a leader.”

John Quincy Adams

**COMING
SOON:**

The new and improved Global Safety
Network Website

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The GSN Magazine is published and distributed electronically 11 times a year on the third Tuesday of each month (except June) by Global Safety Network (GSN). Its purpose is to provide current information that will empower GSN clients to mitigate unnecessary risks in their organizations.

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Information about GSN Global Safety Network

Global Safety Network is a national provider of risk mitigation solutions. Our experienced staff will help you design a program that meets your company's unique goals and expectations. Our comprehensive selection of workplace programs enables you to make responsible and informed hiring decisions.

In a professional partnership with our clients, Global Safety Network delivers customer service that is accurate, individualized and timely. Through product innovation, our solutions promote ease of hiring, employee retention, compliance and confidence. Our goal is to provide our customers with comprehensive, single-source solutions, with customer satisfaction as our trademark.

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Global Safety Network EDITORIAL

THE WISE PROFESSOR

The Difference Between Knowledge and Wisdom

Toward the end of his regional lecture tour, a noted physics professor was challenged by his chauffeur who had attended all of the lectures. The long-time driver boasted that he had the professor's oration memorized. In fact, the chauffeur confidently bragged about how he could give the presentation better than the professor.

Amused by this arrogant statement, the wise professor offered his driver the opportunity to switch places with him and conduct the next session. The chauffeur accepted the challenge so the duo made plans to swap identities and clothes.

Later that afternoon, with the chauffeur-clad professor sitting in the last row of the auditorium, the impostor presented a flawless lecture filled with memorized facts.

As he was leaving the podium, a student raised his hand to ask a question. At first this deviation from the norm surprised the wannabe scholar. Looking a bit startled, he stopped and cautiously invited the question.

After hearing the inquiry, he briefly paused, chuckled, and said with a confident tone, "That is a dumb question. In fact, the answer is so obvious my chauffeur in the back will answer it."

Like the arrogant chauffeur, we often pretend to have discernment even when we don't understand what we are saying. Instead of a keen perception, we mistake the knowledge of some memorized facts to be synonymous with wise insight. We forget that facts, without the comprehension of truth, don't make us wise.

Therefore, it is my prayer that our political leaders, our business leaders, and family leaders all use wisdom in making wise decisions based on the principles and values that made this country great. For too long, our leaders have relied on the knowledge of compromise instead of the corner stone of wisdom.

We have become so obsessed with being politically correct that we have forgotten about being PRUDENTLY CORRECT.



STEP
OUT
FROM
THE
CROWD

Leadership Lessons from National Leaders

By Bob Funk
Founder, CEO, and Chairman of the
Board of Express Employment Professionals

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LEADERSHIP

Some are born with it, others try to learn it, and many do not discover their capacity for leadership until they are faced with the opportunity. Understanding how to lead effectively is essential in today's business world, where the wrong hand at the helm can drag down productivity and morale, make a business less competitive, and result in a crippling lack of confidence in management.

How do you "learn" leadership? A great way to start is to take a look at the best practices of truly effective leaders and apply their techniques in a way that makes sense for your own style and circumstances.



Leading a Nation Through 9/11

During his eight years in the White House, former President George W. Bush exemplified strength in leadership as he guided America through the aftermath of the 9/11 terror attack on the U.S., as well as a difficult and complex financial crisis.

President Bush is quoted as defining his approach to leadership this way: “Leadership to me means duty, honor, country. It means character, and it means listening from time to time.”

Authors Carolyn B. Thompson and Jim Ware explored the “common sense” leadership attributes of the former President in their book, “The Leadership Genius of George W. Bush: 10 Common Sense Lessons from the Commander-in-Chief.”

They offer this powerful advice for any leader:

- Identify core values
- Build alliances
- Have a vision
- Communicate
- Build trust
- Be disciplined
- Bring in the right people
- Follow your intuition
- Allow those hired to do their jobs
- Get results

“Terrorist attacks can shake the foundations of our biggest buildings, but they cannot touch the foundation of America. These acts shatter steel, but they cannot dent the steel of American resolve.” – George W. Bush

The Power of a Mom Leader

Susan Wojcicki is famous for being Google company employee number 16 and for owning the Menlo Park, California, garage where the company first set up offices. Now the CEO of YouTube, Wojcicki was named to Time Magazine's list of the 100 most influential people in 2015.

Wojcicki explains that being a mother of five children is one of the attributes that makes her a better leader, because it makes her prioritize her time and be efficient about focusing on the things that will make the most impact on the business.

"Having the sum of both of those things going on in my life makes me a better mom at the end of the day, and I think it gives me really important perspectives in the workplace as well," Wojcicki said.

You

Tube

"I have had a lot of setbacks that I have learned from."

– Susan Wojcicki
CEO of YouTube

A Lesson from the NFL

Tony Dungy started out as an NFL player, and then coached the Tampa Bay Buccaneers and the Indianapolis Colts. He made history as the first African American coach to win the Super Bowl, and did so without the yelling and anger often seen on the sidelines. He is known for his strong personal values and genuine, ethical leadership.

Since retiring from football, Tony Dungy is a New York Times bestselling author who has inspired many with his ability to equate leadership with the lessons he learned in the NFL. Dungy offers this valuable advice in his book "Quiet Strength: The Principles, Practices & Priorities of a Winning Life":

- Be a pro.
- Act like a champion.
- Respond to adversity; don't react.
- Be on time. Being late means either it's not important to you or you can't be relied upon.
- Execute. Do what you're supposed to do when you're supposed to do it. Not almost. All the way. Not most of the time. All of the time.
- Take ownership. Whatever it takes. No excuses, no explanations.

"A good leader gets people to follow him because they want to, not because he makes them."

Tony Dungy



Art Greenberg:

The Legacy of a Leader

Vision, Purpose,
Faith and Integrity

A BIG MAN WITH BIG DREAMS
AND A BIG HEART

Arthur Greenberg, Jr. was a BIG MAN with BIG DREAMS and a BIG HEART.

He was a man of vision, passion, faith, and integrity. In fact, those who knew him best say his tall stature was only exceeded by his immense generosity and bigger than life personality.

As a shrewd, yet fair and compassionate, business man, Art Greenberg, developed most of the southwest side of Grand Forks. However, his contributions to the city that he loved was much more than just building structures of brick and stone. He was a difference maker who made a difference in the lives of so many people.

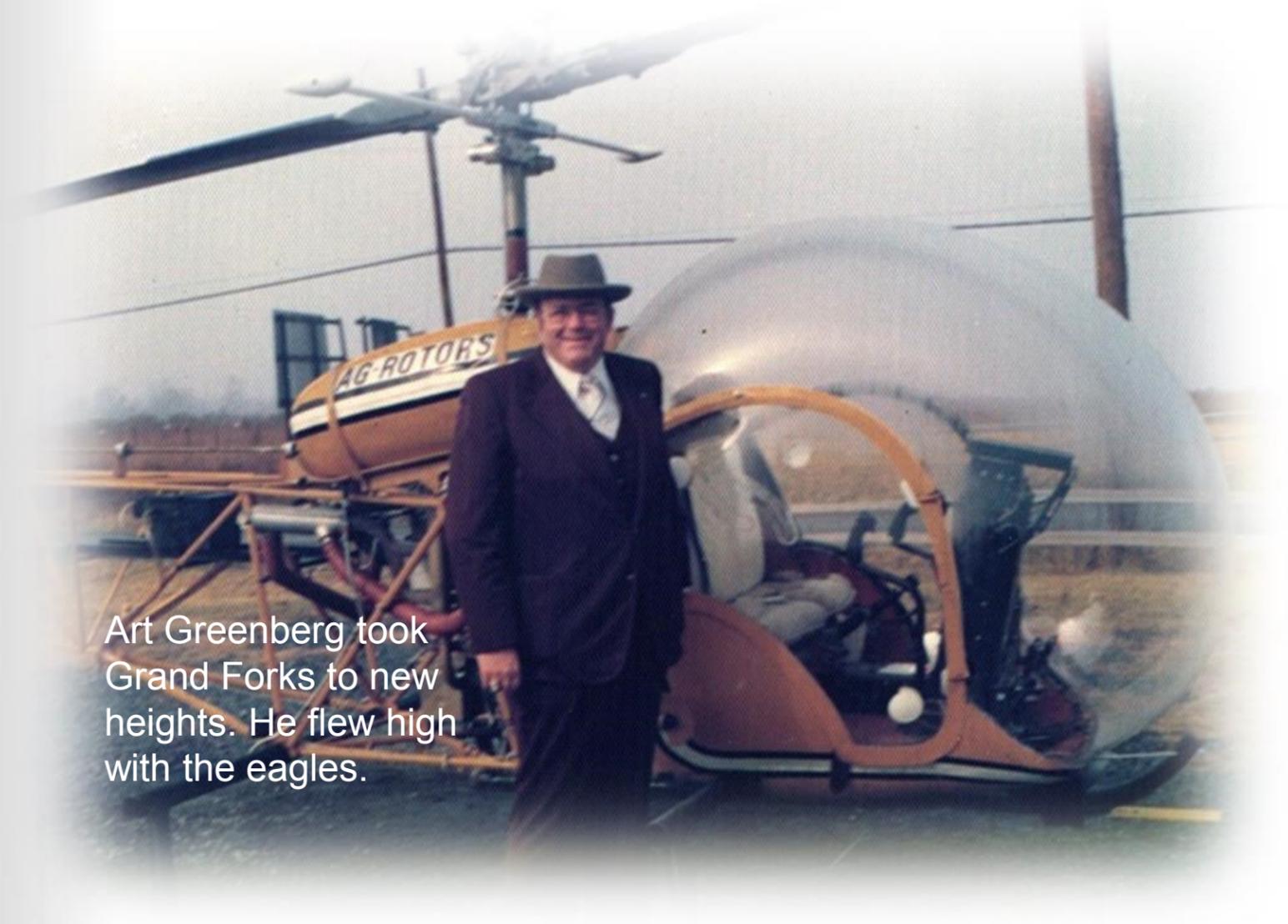
"There aren't many people who have lived in Grand Forks who weren't touched in one way or another by Art Greenberg, either by the development he brought to town or by the personal relations he had with them," Grant Shaft, a longtime attorney for the family, said.

Art Greenberg, who was usually seen wearing his favorite Stetson hat, was described as being bigger than life by his son Chris Greenberg, the founder and CEO of Global Safety Network. In fact, friends often said that the only thing bigger than Art Greenberg was his vision of growth, which was as big as the North Dakota sky.

Bob Peterson, who is an executive consultant to Greenberg Enterprises, describes his first meeting with this local icon as unforgettable. "In walks Art like John Wayne with an aura of confidence and charisma," Peterson said.

According to his family friends, and business associates, Art Greenberg was always the optimist who saw the opportunity in every challenge. It is with this never-give-up spirit that he was always able to use a setback as a setup for success.

"There wasn't a negative fiber in his body, even up to the end," said Skip Greenberg, one of his four children and owner of Greenberg Realty. "He was the ultimate optimist."



Art Greenberg took Grand Forks to new heights. He flew high with the eagles.

Art Greenberg, who started his career as an innovative farmer, never lost focus of his family roots that were grounded on faith. As a result, his efforts of charity were well known. "He once financially supported a local businessman who was about to lose his business and didn't ask to be paid back," Shaft said. "He was just helping a person in need, and there's many, many stories like that about Art."

Peterson said it best, "Art touched the lives of many. His business acumen, integrity, frankness, and courage for a cause and a value system cannot be denigrated. He was a man we will not forget."

Arthur Greenberg Jr. passed away on Wednesday March 16, 2016. He was 81. Yet his unselfish love as a husband, dad, grandfather, father-in-law, and business leader will live on in the memories of those he touched. His legacy of generosity, kindness, and dreams fulfilled will always have its rightful place in the hearts and history of those who call Grand Forks home.

Art Greenberg will be remembered as the BIG MAN with the BIG DREAMS and the BIG HEART. He was an extraordinary visionary who **MADE A DIFFERENCE!**



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COMING SOON:
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We will announce the launch of the new website soon so keep an eye on your inbox!

– The Global Safety Network Team



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Endurance of a Leader

The Voyage of
Sir Ernest
Shackleton

*Great leaders remain
focused on achieving
victory even when the
odds are against them.*

By Jerry LePre

Endurance of a Leader

Once Norwegian explorer Roald Amundsen won the race to the South Pole in 1911, Sir Ernest Shackleton started planning his expedition to lead the first team to cross the continent of Antarctica from sea to sea. This was a 1,800-mile journey.

After months of planning and fund raising, Shackleton's *Imperial Trans-Antarctic Expedition* was ready to begin its historic journey. Unfortunately, in the end, the original goal of the expedition was not achieved.

Regardless, when all of the details of his expedition are considered, Shackleton was not a failure. In fact, his leadership during the harsh circumstances and extreme challenges of the journey is now considered as one of the greatest survival and heroic achievements of the 20th century.

Shackleton along with 27 men set sail in December of 1914 on a ship appropriately named *Endurance*. Due to unusually harsh winter conditions, the wooden ship was trapped by ice as it entered the Weddell Sea near the South Pole.

Eventually, the vessel was crushed by floes. Using wood salvaged from the *Endurance*, Shackleton instructed the crew to build a camp on the ice and rationed the food and clothing.

About 15 months later, open water was located and *Endurance's* three lifeboats were launched with the crew. Miraculously, they all landed safely on uninhabited Elephant Island. Once the crew was secured, Shackleton and five men set sail in one of the lifeboats to seek help. After a 650 nautical mile voyage, they reached the uninhabited side of South Georgia Island.

Frostbitten and in rags, he then led two of his men over 26 miles of treacherous mountains and glaciers to reach a whaling station on the other side of the island. This journey marked the first overland crossing of the landmass.

Three months after his departure from Elephant Island, Shackleton returned to rescue his remaining crew. Not one man was lost.

As an explorer, Sir Ernest Shackleton did not achieve his original goal. Nonetheless, he did not lose his vision of leadership. He overcame physical hardships and extreme mental challenges to keep his men focused on the vision of returning home.

Even when the mission changed, his vision of leadership did not. After several months, his vision to return the entire crew safely home was achieved.

From the book 'Go the Extra Yard: Empower the Champion within You / 7 Keys to Victory for the Game of Life' by Jerry LePre.



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Thank You Papa!

What's

POP N

By Jerry LePre

GSN Director of Communications

An effective leader knows how to engage, encourage, inspire, and empower others to go higher than expected.

Flat! That is the only way to describe the landscape of Greater New Orleans. No rolling hills, just flat land surrounded by swamps, lakes, bayous, and rivers.

For that reason, Monkey Hill, located in Audubon Park, has been an exciting place for children since the 1930s. However, the current modernized version of Monkey Hill looks nothing like it did when I was a child. Back in the early 60s, this landmark was just a basic mound of dirt standing about 20 feet high with grooves on all sides.

When I was five years old, my grandfather, who I called "Papa," took me to visit Monkey Hill. I remember looking at this mass of mud and thinking, "This must be the highest place on earth." My amazement grew when Papa gave me permission to climb the hill.

Without hesitation, I ran up one side until I was about six feet above the ground. Then I stopped, turned around, and looked at my grandfather who was several feet away. Suddenly, I was overcome with fear. I froze. I was too scared to go down and too terrified to go up. I started to cry.

Before a tear drop could touch the ground, Papa was holding my hand and standing behind me. He told me, "I'm here. I won't let you fall. We will climb this mountain together."

Continued on Next Page

Thank You Papa!

Hand in hand, we reached the top. From this pinnacle, my vision was clear. After a few minutes, Papa said, "Let's go home."

Papa not only helped me conquer Monkey Hill; he taught me that I could, with help, overcome the mountains I would face in life. Papa died a few months later, yet his life lessons and love live in my heart.

Several years had passed when, as an adult, I returned to Monkey Hill. Just as I did long before, I started to climb the mound of mud. When I got about six feet off the ground, I stopped, turned around, and looked at the spot where my grandfather once stood. I smiled and resumed climbing.

When I reached the top, I realized my obstacle, Monkey Hill, had not grown. However, with the nurturing, mentoring, and leadership of others, like my grandfather, I had grown to meet the challenges of life. I looked around and said, "Thank you, Papa. You taught me to conquer life's mountains. You helped me go higher than I thought I could go."

My grandfather, who served as a captain in the New Orleans Fire Department (NOFD), knew effective leaders take others to new heights. This means leaders first connect, earn respect, and lead by example.

In addition, Papa was convinced the greatest leaders take it a step further by leading with vision. Papa believed leaders must be visionaries since vision adds value to leadership.

Papa taught me that no matter how high my mountain, keep **GOING HIGHER!**

Leaders Point in the Right Direction

Toward the end of his tenure as an instructor in the NOFD, Papa taught this lesson.

A group of men were laying a long stretch of railroad track to connect a small town with the main line. They were given the best tools and were managed well by their foreman, who instilled a great attitude in his workers.

Midway through the project, the regional vice president flew in by a helicopter to inspect the site and congratulate the crew for being ahead of schedule. Unfortunately, upon arrival, the VP, who had a bird's eye view of the operation, informed the crew they were going the wrong way. All of their hard work was in vain.

Does this overachieving, but lost group sound familiar? Is your hard work leading you in the wrong direction?

The vision of an effective leader guides his or her group on the correct path toward achieving the fulfillment of success. Sometimes this may mean being a pioneer and getting off the beaten path to create a new route.

You may have to "zig" when the rest of the world "zags" as taught by Pastor Larry Stockstill (Bethany Church in Baton Rouge, LA). As long as you are going in the right direction, it doesn't matter what road you take, but always maintain your integrity.

"When things get tough, managers point fingers; leaders point in the right direction," Papa (Capt. Frank P. Serio) said.

By Jamie Bork
GSN Director of Compliance

§ 382.305: Random Testing: The Use of Alternate Selections within this DOT regulation is often misunderstood (Motor Carrier)

An employer may select alternates via self-administered program or through a Third Party Administrator (TPA) within its random testing program. However, the employer must not test an alternate simply because “John was not here today”. An alternate selection is to be used in the (unlikely) event that the primary selected person is no longer available for testing or is not expected to return before the end of the selection period. It should be noted that the selection period (or *testing period*) may be weekly, monthly, quarterly, but always extends until the end of the current calendar year – with no carry-over into the next calendar year. Therefore (assuming you are selecting quarterly), if a primary selected person is chosen in the 1st quarter (January-March), is on vacation the day the DER expected to have him tested, and is not due to return from vacation until April 4th...What to do???

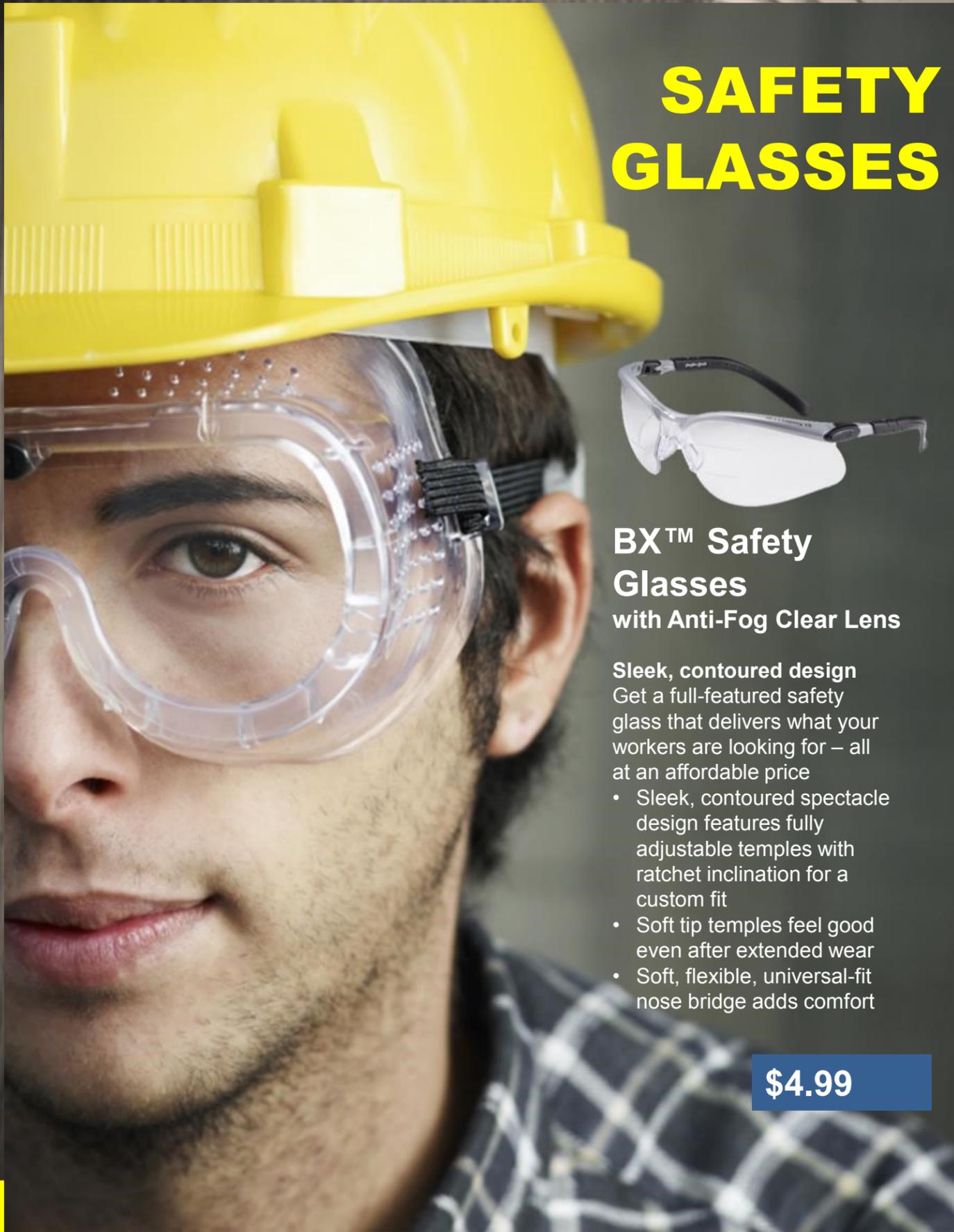
An alternate selection should be used and you must document why this action was taken. However, if the primary selected person returns to work on or by March 31st (last day of the testing period) the individual is to be tested.

As taken directly from the DOT’s Guidance:

Is it permissible to select alternates for the purpose of complying with the Random Testing regulations?

Guidance: Yes, it is permissible to select alternates. However, it is only permissible if the primary driver selected will not be available for testing during the selection period because of long-term absence due to layoff, illness, injury, vacation or other circumstances. In the event the initial driver selected is not available for testing, the employer and/or C/TPA must document the reason why an alternate driver was tested. The documentation must be maintained and readily available when requested by the Secretary of Transportation, any DOT agency, or any State or local officials with regulatory authority over the employer or any of its drivers.

For the full detail of the DOT regulation and expanded guidance, go to:
<https://www.fmcsa.dot.gov/regulations/title49/section/382.305>



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Our Vision:

To help as many people as possible find good jobs by helping as many clients as possible find good people.

Our Impact:

Express has put more than 5 million people to work worldwide.

Building a Culture of Caring

In 1983 Bob Funk and Bill Stoller founded Express Employment Professionals with a determination to do business differently. Profits aren't the only measure of success. When good people find good jobs, individuals, businesses and communities succeed together. This culture of caring is at the heart of every leadership decision at Express, from our international headquarters to your local office.



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