

November  
2023



Principal  
Lindsey Matkin

Assistant Principals  
Kyle Healy  
Erin LaRue

Main Line  
970-488-5400

Attendance Line  
970-488-5401

Visit our  
[website](#)  
to learn more about  
Kinard.



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# Kinard Middle School



## Mustang News

### Fall Athletics- A Huge Success!

Congratulations to all of our fall sports teams on a successful season! Our 300+ student athletes participating in fall sports showed tremendous dedication and work ethic, along with excellent sportsmanship throughout the season. We have had a variety of high character moments from all of our teams this year. Here are a few highlights:

- Our **cross country** team continues to define themselves by their high level of character in the Fort Collins community, and we continue to set records with the number of students who participate in cross country. Our boys team finished first and the girls finished second overall in the PSD championship meet. At the Colorado middle school state meet, our boys varsity team took second overall, our girls varsity team took fourth overall, our boys junior varsity team took 1st overall and our girls junior varsity took second overall.
- Our **football** team worked hard, showed great growth, and finished the season on a high note with a victory over Boltz for a third place finish in the district.

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### Well Care Visits are Time Well Spent

Join The Youth Clinic Family for  
Year-Round Comprehensive Care



The Youth Clinic  
caring for our future generations



Pediatric  
Urgent Care  
OF NORTHERN COLORADO



# Kinard Middle School

## Start Your Child's Climbing Journey Today!

Our Youth Clubs are the perfect way to explore the world of climbing, learn new skills, and get active!

4 Week Long Sessions:  
August 28 - September 22  
September 25 - October 20  
October 23 - November 17  
November 27 - December 22

Starting as young as 3 years old!

CLICK THE AD TO LEARN MORE & BOOK A SESSION TODAY!

970.999.5596  
2150 Joseph Allen Drive  
Fort Collins, CO 80525

ASCENT STUDIO

## Fall Athletics- A Huge Success!

*continued*

- Both our girls and boys **tennis teams** won first place in the district championship! These athletes have maintained a program of excellence for over a decade, bringing home numerous championship titles, the most in Kinard's history.
- Our **volleyball** team had a great season, demonstrating grit, character, and growth throughout.

Up next in athletics is boys basketball! For up-to-date athletics information and results, visit our [Athletics Webpage](#).



*continued on next page*

### CLICK IT

Click on the Ads in this Newsletter

...to learn more about these great companies!

Health District OF NORTHERN LARIMER COUNTY

**CHECK IN** to affordable health coverage options.

Visit [HealthDistrict.org](http://HealthDistrict.org) or call **Larimer Health Connect** at **970-472-0444**.

**Your Hometown Healers**

DOCTOR OWNED & OPERATED

The Women's Clinic of Northern Colorado

# Kinard Middle School

Is it just a phase?



### CAYAC

Child, Adolescent, and Young Adult Connections

Helping youth and families find answers, options and support.



OF NORTHERN LARIMER COUNTY

CHILD, ADOLESCENT, AND YOUNG ADULT CONNECTIONS

970-221-3308

## Fall Athletics- A Huge Success!

*continued*



## Need Medicaid help?

We make it easy!



Free appointments  
Marketplace plans  
and CHP+ help too!

### Health District

OF NORTHERN LARIMER COUNTY

LARIMER HEALTH CONNECT

970-472-0444

larimerhealthconnect.org

# Kinard Middle School

## Cans Around the Oval

Congratulations and special thanks to Kinard Global Leadership for facilitating the Cans Around the Oval food drive at Kinard last month. The fundraiser was a huge success as we collected over 2,500 pounds of food and over \$5,000 for donation to the Larimer County Food Bank. The top 3 winning 1<sup>st</sup> period classes in the school were Mr. Wheeler in 6th, Mr. Lardner in 7th, and Ms. Moerbe in 8th. Regardless of who came in first and how much they donated, we all came together as a school to make a difference within our community. We are all so grateful for the amazing efforts of our Mustangs to help those in need in our community.

The SLiCE organization at Colorado State University facilitates the Cans Around the Oval event which results in hundreds of thousands of pounds of food collected every year. Thank you, Kinard families- we couldn't have done it without you!

## Mustang Music 5K and Fun Run

We had an amazing time at the third annual Mustang Music 5K and Fun Run in early October! And a huge thank you to Mr. Perez, all the band students, and our parent volunteers for organizing such an incredible community event! We are already looking forward to this event again next year.



GET YOUR  
free  
**library  
card**

the most important  
school supply!

[poudrelibraries.org/borrow](http://poudrelibraries.org/borrow)

## Reach Parents in Larimer County through our mobile-ready newsletters

Market your business in Poudre School District.

You gain visibility and targeted, increased awareness;  
schools gain funds from advertising revenue.



Advertise with The School Newsletter Company  
Joe Mivshek 970-420-7163 | [SchoolNewsletterCompanyCO@gmail.com](mailto:SchoolNewsletterCompanyCO@gmail.com)

# Kinard Middle School

## Nordic Festival

Congratulations to our Symphonic Band and Symphony Orchestra for earning superior ratings at the Nordic Festival at Leshar Middle School! Both groups performed for a panel of clinicians and other PSD Middle Schools on this fun day of music making. Great job, Mustang Musicians!



## NJHS Sponsors Treats for Troops

“Treats for Troops” is a fundraiser set up through Soldiers’ Angels to ship excess Halloween candy to Service Members and Veterans. Please partner with Kinard NJHS by bringing excess Halloween candy to the Kinard front office from Wednesday, November 1<sup>st</sup> through Wednesday, November 8<sup>th</sup>. There will be a collection bin in the front office. If you would like more information about Treats for Troops or Soldiers’ Angels, please go to <https://soldiersangels.org/volunteer/special-campaigns/treats-for-troops/>. Thank you for your support and Happy Fall!

## Supporting our Schools



**Joe Mivshek**

Joe.Mivshek@KW.com

**kw** NORTHERN  
COLORADO  
KELLERWILLIAMS.

**970.420.7163**



### Important Student Laptop Reminders

We have a very limited number of spare laptops to distribute to students, and we must prioritize using the spares for students whose computers are broken or in for repair. Therefore, please help your child to bring their laptop to school each morning.

- **Every Night:** plug in your laptop to charge overnight
- **Every Day:** bring your fully charged laptop to school each day
- **Laptop Care:** handle the laptop carefully and store it in a safe location

### Turkey Round Up

Kinard will once again be participating in the PSD Turkey Round-Up! Help families in need by bringing frozen turkeys, hams, or chickens to school the morning of Thursday, November 16. Our NJHS students will help by collecting your donations straight from the drop-off line in the oval of the main parking lot. Hope to see you there!

# Tour de Turkey

Help give everyone in Larimer County a hearty holiday meal.



## Donate FROZEN turkeys, hams, & chickens!

Calling all PSD Schools!  
The Turkey Round up is one of our favorite community events and is needed this year more than ever!

presented by:



## Thursday, November 16th

Kinard Middle School  
7:45-8:15  
Drop off –  
Traffic circle

Drop off frozen turkeys, chickens, and hams in the traffic oval. Students and teachers will be there to take them directly out of your car. You can also leave in the front office.



## Kinard Middle School

### Scholastic Book Fair

Dear Kinard Families,

Get ready! The Scholastic Book Fair is coming our way (YAY!). Choosing their own books empowers kids and inspires them on their journey to becoming lifelong readers. AND—as always—every purchase at the Fair benefits our school.



#### Save the Date:

Dates and Times: December 13<sup>th</sup>-15<sup>th</sup> from 8am-4pm AND special hours before the Madrigal Dinner on December 15<sup>th</sup>!

Location: Our Kinard Media Center

The countdown to more book joy is on! Catch you at the Fair!

### Kinard Holiday Bazaar


Attention all Kinard business owners and creators! The Kinard Madrigal Dinner is seeking sponsors and Holiday Bazaar participants! This year our traditional Madrigal Dinner will now be performed **2 nights** on December 15 & 16, and for the first time, we're organizing a **Holiday Bazaar** each night for 2 hours before the performance. Local businesses and creators can set up a booth at the Bazaar to sell their products to the Kinard community for a tax-deductible booth fee. Businesses can also sponsor the Bazaar with a tax-deductible donation for inclusion in our sponsor board and the Madrigal Dinner program.

We'd love to have your business and product join our First Annual Holiday Bazaar and our 18<sup>th</sup> Annual Madrigal Dinner. See the flier below or contact Mr. Scott Wheeler at [swheeler@psdschools.org](mailto:swheeler@psdschools.org) or call (970) 488-5488 for more details.

# Kinard Middle School

## Kinard Holiday Bazaar

*continued*



**Kinard Holiday Bazaar**  
**Dec 15 & 16, 2024**

- Dec 15th - 5:00 to 7:00pm
- Dec 16th - 3:00 to 5:00pm
- Sell your Products & Wares
- Over 700 patrons participating
- \$100 Booth fee purchases a table, power, & internet
- \$150 sponsorships purchase your logo in the Madrigal Dinner program + electronic kiosk
- all donations tax deductible



# Kinard Middle School

## Kinard Holiday Bazaar

*continued*

**Kinard Holiday Bazaar**  
**Dec 15 & 16, 2024**

contact Scott Wheeler if Interested

(970) 488-5488

[swheeler@psdschools.org](mailto:swheeler@psdschools.org)

3002 E. Trilby Road, Fort Collins 80528

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Reserve your spot TODAY

[https://www.kinardchoir.com/event-  
info/kinard-holiday-bazaar-  
madrigal-dinner-sponsorship](https://www.kinardchoir.com/event-info/kinard-holiday-bazaar-madrigal-dinner-sponsorship)

## **Kinard Middle School**

### **8th Grade Transition to High School**

Positive transitions are a large part of a successful middle school experience. Thus, Poudre School District intentionally creates opportunities to assist students as they move from one level to the next. Please review the information below regarding the transition events for our high schools in PSD.

- All students have an assigned home high school based on their home address.
- If you are planning to have your child attend a high school other than their designated feeder school, the PSD School Choice application must be completed by **Friday, December 15, 2023 at noon**. Please visit the [PSD School Options and Choice](#) website for more details.
- The comprehensive high schools in PSD are offering evening informational nights for incoming freshman and prospective students. See below for a list of dates or visit each school's website for more details. We will also update 8th grade families as we learn of other registration events from the various PSD high schools.
- In late January, high school counselors will visit Kinard to help students with the registration process for 9<sup>th</sup> grade courses.

If you have any questions about high school transitions, please contact Patti Young, Counselor (student last names A-G), at [pyoung@psdschools.org](mailto:pyoung@psdschools.org) or (970)488-5406 or Karen Irvine, Counselor (student last names H-Z), at [kirvine@psdschools.org](mailto:kirvine@psdschools.org) or (970)488-5408.

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**8th Grade Transition to High School**

*continued*

Fort Collins High School	<p>8th Grade Open House</p> <ul style="list-style-type: none"> <li>December 5th 6:00-8:00pm</li> </ul> <p>Registration Q &amp; A</p> <ul style="list-style-type: none"> <li></li> </ul>
Fossil Ridge High School	<p>RIDGE 101 Open House</p> <ul style="list-style-type: none"> <li>Tuesday, December 5th 6-8pm</li> </ul> <p>9th Grade Registration Q &amp; A Night</p> <ul style="list-style-type: none"> <li>Wednesday, January 31st, 2024:</li> </ul>
Poudre Global Academy	<p>Getting to Know PGA: K-12 Information Nights</p> <ul style="list-style-type: none"> <li></li> </ul>
Poudre High School	<p>Poudre Preview Night</p> <ul style="list-style-type: none"> <li>November 28th - 5:30-7:30PM</li> </ul> <p>IB Information Nights</p> <ul style="list-style-type: none"> <li>November 9th - 5:30-6:30PM @CLP and Lincoln</li> <li>November 14th - 5:30-6:30PM @Leshner</li> </ul>
Rocky Mountain High School	<p>8th Grade Open House</p> <ul style="list-style-type: none"> <li>December 4th 6:00-8:00pm</li> </ul> <p>8th Grade Registration Q&amp;A Night</p> <ul style="list-style-type: none"> <li>January 29th 6:00-7:00pm</li> </ul>
Timnath Middle-High School	<p>Timnath Middle-High School Open House</p> <ul style="list-style-type: none"> <li>November 29 - 6-8:30PM                             <ul style="list-style-type: none"> <li>6PM: 6th Grade Presentation/9th Grade Tours</li> <li>7:15PM: 9th Grade Presentation/6th Grade Tours</li> </ul> </li> </ul> <p>Curriculum Fair:</p> <ul style="list-style-type: none"> <li>January 31 6:00-8:00PM</li> </ul> <p>Elementary School Presentations: 6:30-7:30 PM</p> <ul style="list-style-type: none"> <li>December 5th Timnath Elementary</li> <li>December 6th Bethke Elementary</li> </ul>
	<ul style="list-style-type: none"> <li>December 7th Bamford Elementary</li> </ul> <p>Evening Tours:</p> <ul style="list-style-type: none"> <li>December 11: 4:30-6:30</li> <li>December 13: 6:30-8:00</li> </ul>
Centennial High School	<p>Orientation Sessions 1:30 or 5:30 PM on...</p> <ul style="list-style-type: none"> <li></li> </ul>
Polaris	<p>Middle &amp; High School Open House</p> <ul style="list-style-type: none"> <li>December 6th, 5:00-5:45</li> </ul> <p>Middle &amp; High School Celebration of Learning</p> <ul style="list-style-type: none"> <li>December 6th, 5:45-7:30</li> </ul>
Poudre Community Academy	<p>Middle School 8th grade Orientation</p> <ul style="list-style-type: none"> <li></li> </ul> <p>All grade Orientation to enroll for 2022/2023 School Year</p> <ul style="list-style-type: none"> <li></li> </ul>
Wellington Middle-High School	<p>5th Grade Open House</p> <ul style="list-style-type: none"> <li>Wednesday November 29th, 5pm-7pm</li> </ul>
Futures Lab	<p>Info Night</p> <ul style="list-style-type: none"> <li>Tuesday, November 28th 6:00 - 7:30 Open House</li> <li>Thursday, January 18th 5:30 - 6:30 and 6:30 - 7:30 Info Night</li> </ul>

## Kinard Middle School

### **Support for Families in Need**

We are heading into the time of year where some community organizations are offering support to families in a variety of ways (e.g., food baskets, coats, holiday gifts, etc.). We know there are circumstances families face that create needs for support. If your family would like to be considered for support, please fill out this linked confidential [Google survey](#) that our counselors will use to get you connected to helpful resources. While we cannot guarantee that an organization can fulfill every request, we want to gather information to best support our families where possible. You can also click on this [link](#) to access community resources: [211](#)

Please reach out to our school counselors with any questions:

Patti Young (student last names A-G): (970) 488-5406,  
[pyoung@psdschools.org](mailto:pyoung@psdschools.org)

Karen Irvine (student last names H-Z): (970) 488-5408,  
[kirvine@psdschools.org](mailto:kirvine@psdschools.org)

### **Counselors' Corner**

As we continue to teach SEL (Social-Emotional Lessons) in each grade this year, we will be integrating Career and College Readiness skills into the lessons. This includes helping students develop their Individual Career and Academic Plan, also known as 'ICAP'. In high school, students will solidify their ICAP so they have an active and effective post-secondary plan. Below are the topics we are covering at each grade level in our first semester lessons:

- **6th Grade: Conflict Resolution Skills, Intro to ICAP & Learning Styles Inventory**
- **7th Grade: Self-Awareness & ICAP; Interests Survey and Career Matches**
  - ◇ **Healthy Relationships Online** (lesson happens in Tech Class)
- **8th Grade: Individual Skills & ICAP; Transition to High School**

As students create their ICAP with us, all of their career & college readiness work and explorations will be recorded in their individual account in Xello, the career and college planning software program used in PSD. **Ask your child to show you his/her ICAP in Xello** and find out which careers he/she has identified as interesting. You can also explore Xello yourself and get a

## Kinard Middle School

### Counselors' Corner

*continued*

glimpse into your child's account by using your personalized parent Xello sign-in code; access to your code was sent to you via an email on Oct. 17, 2023.

We are always available through a call or email, so don't hesitate to contact us:

Patti Young--students with last names A-G: (970) 488-5406 --  
[pyoung@psdschools.org](mailto:pyoung@psdschools.org)

Karen Irvine--students with last names H-Z: (970) 488-5408 --  
[kirvine@psdschools.org](mailto:kirvine@psdschools.org)

KINARD COUNSELING LEARNING PAGE:

<https://sites.google.com/psdschools.org/kin-learning-counseling/home>

### SRO Corner

Happy Fall PSD families,

Our SRO Corner focus this month is on traffic safety around schools. On November 5<sup>th</sup>, 2019, 6-year-old Vale Wolkow was in the crosswalk with his brother when he was accidentally struck by a motor vehicle and killed while walking to Lopez Elementary School. Vale was in kindergarten, and his loss had a significant impact on the Lopez and Fort Collins community. Vale's family wants to honor his memory by reminding our community how important traffic safety is around schools. With the upcoming time change, we wanted to send out a friendly reminder to please watch your speed in school zones and pay extra attention to your surroundings when driving by our schools. SROs and traffic enforcement officers will be visible as well to help keep our kids safe.

Thank you,  
Your SRO Team

To review Kinard-specific traffic and safety reminders, [click here](#).



## Kinard Middle School

### School Club Information

We have several school clubs that have begun meeting recently- see below for specific details. We encourage all students to check out our club options and to explore the many opportunities we have to pursue their interests or to learn more about a new topic. Click [here](#) to view the most up-to-date list of all clubs, including some student-led clubs, that are offered at Kinard.

- **Mustang Kickers Club:** Join Mr. Yacobucci and your classmates to play and learn awesome hacky sack tricks, make new friends who share your passion for kicking it up a notch, and have a blast in a fun, inclusive environment that welcomes all skill levels! Mustang Kickers Club will meet on Fridays after school during the month of November.
- **NaNoWriMo:** National Novel Writing Month Club, also known as NaNoWriMo, is happening this fall! Our first meeting takes place Thursday, October 26th, 3:10 PM-4:00 PM in Mr. Yacobucci's Room (416). After the first meeting, we will meet every Thursday in November after school. See Mr. Yacobucci if you have any questions. *LET THE WRITING BEGIN!*
- **STEM Club:** STEM Club will meet Wednesdays after school from 3:15-4:00 in room 315. No sign-up is required, so just drop in if you want to try some fun, hands-on STEM activities and experiments

### Lost and Found

Has your student misplaced a water bottle, lunchbox, jacket, or other belongings at school? Have them come check the lost and found in our main office- it is overflowing with student items! We donate any items remaining in our lost and found at the end of each month. Also, please encourage your child to write their first and last name on items they bring to school, especially water bottles and lunchboxes. We return any items that have student names on them directly to the individual.

### Important Yearbook Information

We are excited to announce that the 2023-24 Kinard yearbook is still on sale! Make sure that your child doesn't miss out on our yearbook tradition. It's the only book that captures the year's events, activities, friendships, experiences, and memories from Kinard Core Knowledge Middle School. You may place your order for the yearbook at [jostens.com](http://jostens.com). If you would prefer, you can also complete the order form below and bring it to the Kinard main office to make a yearbook purchase.

Kinard Middle School

## YEARBOOK ORDER FLYER

ORDER BY: 10/27/2023      ORDER ONLINE: [jostensyearbooks.com](http://jostensyearbooks.com)

Students are back at school making new memories with their friends! Be sure to order the one book that captures the activities, spirit, and unique qualities of Kinard Middle School.

Visit [www.jostensyearbooks.com](http://www.jostensyearbooks.com) to order the 2023-2024 Yearbook by October 27th!

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**STEP 1: SELECT YOUR PACKAGE**

Yearbook	\$50
Signature Package	\$68
<i>Includes yearbook, personalization, color autograph section, and 8 Multicolor Signing Markers</i>	

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**STEP 2: PERSONALIZE YOUR YEARBOOK FOR \$8.00**

Use the space below to plan your personalization.

(20 characters max.)

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**STEP 3: ADD ICONS \$5.00 EACH**

\*IMPORTANT: To add icons, you must first purchase personalization in Step 2.  
Enter the 4-digit icon code from the chart below into the boxes provided.

Icon 1	Icon 2
Icon 3	Icon 4

**STEP 4: ORDER ON-LINE**

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5008	5010	5014	5130	5208	5300	5241	9004	9007	9000	9006	5208	5208	5010	5013
5015	5040	5092	5022	5002	6050	5080	9005	9001	5242	5242	9005	9051	5060	5064
5094	5247	6042	525A	525B	5257	5012	5284	5307	5243	9018	5021	5223	5036	5027
5087	5090	5091	5083	5088	5085	5082	5084	5086	5088	5089	5090	5091	5092	5093

If you have any questions, please call Customer Service at 877-767-5217.

YAY! THANKS FOR ORDERING!

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## Kinard Middle School

### **Join PSD's Efforts to Support Students Experiencing Homelessness**

By the end of 2022-23 school year, Poudre School District had identified **1,438 students** K-12, or **almost 5% of our student population**, who qualified for McKinney-Vento services. We have currently identified 7% more students experiencing some form of homelessness or housing insecurity (McKinney-Vento) as compared to the same time last year. The student and family needs within this program continue to grow as well, and due to historical trends, we anticipate our McKinney numbers increasing by 10% by the end of this school year.

**McKinney-Vento** is a federal law and PSD program designed to provide students experiencing homelessness and housing insecurity with resources and protections. The main focus is to remove the educational barriers that those students face, placing an emphasis on immediate enrollment, attendance, and success. McKinney-Vento services are available to all PSD children and youth, from birth to 21 years of age, who lack a fixed, regular, and adequate nighttime residence. Learn more about McKinney-Vento on PSD's [McKinney-Vento webpage](#).

#### **What Can You Do to Help?**

- **Raise Awareness** - November is National Homeless Youth Awareness Month, and National Hunger and Homelessness Awareness Week is Nov. 11-18 (<https://hhweek.org/>). Please share this information with your family, friends, neighbors, and colleagues, and take the initiative to learn more about youth homelessness and its challenges.
- **Wear Green** - Green is the official color of Homeless Youth Awareness Month. Our McKinney-Vento staff and site McKinney-Vento Contacts will be wearing green on Wednesdays throughout the month to help bring attention to the issue of homeless children, youth, and families in our community. Please feel free to join us in this show of solidarity.
- **Donate** - PSD's McKinney-Vento program accepts monetary donations which are used to purchase things like gas cards, grocery cards, school supplies, undergarments/socks, clothing, coats, hygiene and household supplies, food, concurrent enrollment supplies, and much more. Our goal is to provide services that



## Kinard Middle School

### **Join PSD's Efforts to Support Students Experiencing Homelessness**

remove barriers and create a welcoming and safe school environment so that students can come to school, engage in learning, and succeed.

◇ **To Make a Donation:**

- ◆ Make a check out to Poudre School District and write McKinney-Vento in the memo line. OR
- ◆ Use [School Pay](#) to donate- Use Emergency Support fund in School Pay to donate to students experiencing homelessness.
- **Learn More About McKinney-Vento in PSD** - Contact Whitney Reid, PSD's Homeless Education Program Specialist, at 970-490-3242, or via email at [wreid@psdschools.org](mailto:wreid@psdschools.org).



### FRHS Basketball Camp

Looking for some fun opportunities for your student to be active and a part of our community over Thanksgiving break? Check out the details in the flier below for FRHS's Gratitude Basketball Camp.

GRATITUDE - GRATITUDE - GRATITUDE - GRATITUDE - GRATITUDE

## FOSSIL RIDGE HIGH SCHOOL GRATITUDE BASKETBALL CAMP

**WHEN:** NOV 20 / 21 - 9:30 - 12PM  
**WHO:** REC - ELITE YOUTH BOYS / GIRLS (4TH-8TH GRADE)  
**COST:** \$70 PER ATHLETE - SHIRT INCLUDED  
(\$80 DAY OF CAMP REGISTRATION COST)

Join former CSU basketball legends and NEW FRHS Girls basketball coach Heather Haanen-Roark and her staff for an elite camp experience. This two-day skills camp is designed to teach and enhance the fundamentals of basketball through games, competitions, and drills. Our camp staff will create an engaging environment for basketball and personal development.

Join us and see what's happening at Fossil.

GRATITUDE - GRATITUDE - GRATITUDE - GRATITUDE - GRATITUDE

## Want to Work in PSD?

Poudre School District is seeking substitutes in a variety of roles. See the fliers below for more details.



**POUDRE SCHOOL DISTRICT**

**ESS**  
Every day counts.

**Make a Difference  
as a Poudre  
School Substitute!**

### Now Hiring Classified Paraprofessional Substitutes

As the nation's largest education personnel and management company, ESS provides qualified candidates like you a fulfilling career in education and the opportunity to support student achievement in your local community.

### Why join ESS?

- Choose your own schedule; work when and where you want
- Never work nights, weekends, or holidays
- Health & 401(k) benefits
- Exciting bonus programs
- Ongoing training opportunities
- Weekly pay

**Apply Now! ESS.com**

Samantha Baine | HRWest@ESS.com



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continued on next page

**Want to Work in PSD?**

*continued*



**Looking for a job that fits your schedule? Then, join ESS.**

- **Job Flexibility**  
Choose when and where you work
- **Morning Shifts**  
Earn extra money without interfering with your evening responsibilities
- **School-Friendly Hours**  
Work while your kids are at school
- **Bonus Incentive**  
Make an extra \$400 a month

**Apply Now! ESS.com**

Samantha Baine | HRWest@ESS.com

