

The Trillium Times

“Connecting People with Communities”

Quarterly Newsletter

Trillium Services | Paragon Associates | Trillium Works!

December 2007

Connections

--by Nadine Carlson

Trillium’s Supported Living Services Program has a new name; it is called Connections. Consumers in the Connections Program live in their own home or apartment. The services Trillium provides through Connections are designed for people who may not require 24/7 supervision but simply need some supports to help them maintain independence and lead quality lives in the community. The Connections Program was CARF accredited in 2007.



Kim Kyrola, Janice Morse, Scott Nelson and Skip Mortensen at the State Capitol.



Skip Mortensen celebrated his 60th birthday November 18th. Happy Birthday, Skip!

Shown right:
Tanya Karsiko
and Scott Nelson
try their hand at
dogsledding.

Left: Skip
spends an after-
noon trying to
“hook the big
one.”



Table of Contents

Welcome	Page 2	Integration Celebration	Page 7
Intros	Page 3	Health Beat	Page 8
Directors’ Corner	Page 3	Trillium Works! in Action	Page 8
Employee of the Month	Page 4	Interesting New Eats	Page 9
Earthnotes	Page 5	What’s Cooking	Page 9
Trillium Anniversaries	Page 5	Movie Critics	Page 10
Hidden Talents	Page 5	Training Director’s Corner	Page 10
Familiar Faces	Page 6	Trillium Stories	Page 11

“A Community Services & Community Employment Services CARF Accredited Agency”

WELCOME!



Kim Anderson & Amanda Benson

Amanda

Welcome Amanda Benson! Amanda recently moved in to Selfridge with her new roommate Kim. Amanda has been with Trillium Works! for three years now. She enjoys puzzles, movies, going out to eat and spending time with friends and family. Amanda's job at Dairy Queen also keeps her very busy.

You may have noticed Amanda around, maybe not by name but by the big bright smile she wears everyday. Amanda is always shining and loves to meet new people, so when you see her around remember to give her a great Trillium welcome!

Welcome Joseph Bowns, who moved in to the Decker Road house early this fall. Joseph, or "Joe-Joe," is 13 years old and attends Morgan Park Middle School. He is an avid fan of Sponge Bob Square Pants and watches him every chance he can get. When he's not watching Sponge Bob, he enjoys playing tag and playing in the back yard. He also enjoys going for walks with his staffs' dogs or feeding the dogs food from the dinner table when he thinks no one is looking. Welcome Joseph!

--by Jennifer Taggart



Joseph



Angel

11/15/2007

Angel Dumas with her daughters Kayleigh & Hannah, and her boyfriend Levi

Hello my name is Angel Dumas. I am new to Trillium Services but have been a part of Trillium Works! in the past. I have one Calico cat named Precious; my boyfriend Levi and I enjoy spending time with her. I have two girls, Kayleigh and Hannah. Kayleigh is turning 5 the end of December and Hannah is 31/2. I gave them up for adoption but still see them a few times a year. My kids, boyfriend, and cat are my pride and joy. I love Dolphins and Eeyor. I really enjoy working with Rebecca; I miss her and can't wait until she gets back from vacation.

Keith Klejewski moved in to Apple Ridge on October 1st and he says "it's been very good!"

Keith enjoys collecting all things Pokemon including: cards, books, cd's, and pins. He also loves to watch the Vikings and Packers play on Sundays.

Keith stays busy working many different jobs at Pinewood and he's been there almost 17 years. Welcome Keith!

-- by Mike Molitor



Keith



James

James Good moved in to Apple Ridge in November. Although he said he was nervous at first, he really loves it now!

Some of the things he enjoys doing are looking at cars, listening to music by Kayne West, and watching the movie "Titanic" or anything by Rob Zombie.

James works at the Center for Personal Fitness. He has been there a few years now and enjoys it because "it really pays the bucks." Next time you see James, give him a big Hello!

-- by Mike Molitor



Top row (l to r): James Good & Keith Klejewski
Bottom (l to r): Mike Norman & Josh Hendrickson

Apple Ridge Opening --

Trillium Services' new house on Apple Ridge Drive opened in mid-September this year and has been a very busy place!

Mike Norman and Josh Hendrickson from Ramsey III moved in first, followed by Keith Klejewski in October, and then James Good in November.

It's taken a few months, but everyone is settled in and ready for visitors. If you're in the area, stop by and say "hi."

-- by Mike Molitor

INTROS!

I am Brian Burcar and I am your new Human Resources Director. I am a graduate of the University of Minnesota Duluth with a Bachelor's Degree in Psychology, and a certification in Chemical Dependency Counseling. I have worked and studied in the Human Services field for seven years. I worked as a CD counselor, and at Trillium as a Program Counselor with Vern, Julio, Chris and several other people.

I have a son named Caleb who is in the second grade at Hermantown.

He likes to play hockey, downhill ski, and play video games. He has a dog named Yoda who attends doggie day care with Trillium "Works".

I am excited to be back and to have the unique opportunity to contribute to the Mission, Vision, and Core Values that I believe in very passionately.



Hey everyone! My name is Jen Taggart, I was hired at the end of September as the Program Supervisor for Anderson and Decker Road. I am originally from the Twin Cities but came north to go to UMD, fell in love with the area and decided to stay.

I graduated from UMD a few years ago with a BAA in Secondary Social Studies Education. I enjoy any activity that gets me outdoors and running around—speaking of running around, my husband and I have an 18 month old that keeps us busy laughing and, well, running nonstop—his name is Dylan. We also have two chocolate labs, Hunter and Cabela, which also keep us very busy.

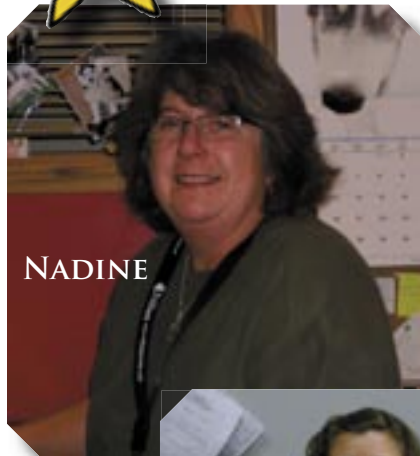
I've thoroughly enjoyed getting to know the kids at both houses as well as the awesome staff that work with them. I really appreciate how welcome everyone has made me feel here and I am looking forward to getting to know everyone better!

DIRECTOR'S CORNER



Congratulations Nadine Carlson and Julie Gronski who were promoted to Program

Directors this quarter! Thank you for your hard work and dedication.



NADINE



JULIE



Holiday Open House a Success!

Thank you to everyone who attended the Connections, Family Services, and Trillium Works! Holiday Open House, a good time was had by all. We'll see you again next year!



Mike Johnson (above) arrived ready for fun.

John Bringe (left) made a sleigh ornament in the crafts room.

EMPLOYEE OF THE MONTH AWARDS...



Andrea Hammer

Andrea has been employed with Trillium since January 2006, she currently works at a number of programs including, Parkwood I and Parkwood II, as well as Family Services.

Andrea takes the time necessary to get to know the specific needs of the consumers she works with, and how to best support their goals and aspirations. She is able to stare difficult situations in the face and handle them with grace. She willingly goes above and beyond what is required of her, making her a very dependable and



Joanne & Andrea

reliable “super staff.” Andrea has proven to be an extremely dedicated employee who accommodates change, and has a laid back “go with the flow” attitude that makes her incredibly easy to get along with. She places a lot of focus on community inclusion by constantly search-

OCTOBER

“ She is a good staff.
-- Lanny Gallup ”

ing for new and fun ways to get consumers involved with the community they live in.
--Jennifer Steger

“ Andrea is a delight to work with and is always upbeat. You can always count on her.
-- Barbara Flaig ”

NOVEMBER



Stephanie Olson

“ She helps me understand my daughter.
--Julio Martinez ”

Stephanie Olson works with Julio and his daughter Ann Marie. She has held a couple of different positions with them. She started by working weekends and has more recently moved to a week-day support position. She has gotten to know Ann and Julio very well over the years, and is liked by

“ Steph is good at helping me with my homework.
-- Ann Marie ”

both of them. Steph spends time with each of them doing activities such as working on homework or going to church. She is considered to be an excellent staff person and co-worker. She is very flexible and will often pick up hours for fellow employees or give her time towards projects to help improve the quality and cohesiveness of the services we provide.



Stephanie has a positive attitude towards her job and is always willing to pitch in to make sure that things get accomplished. Congratulations!
--Kari Aanenson

DECEMBER



Matt Oman

“ Matt is a nice guy.
-Jesse Miller ”

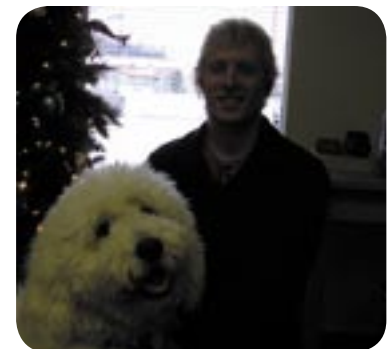
Matt Oman consistently goes above and beyond. He creatively solves problems as they arise and keeps the atmosphere calm when it starts to escalate. Matt has always been, and continues to be a positive role model to all involved with the house.

This summer, on his own time, he assisted a consumer with his dream of working with dogs. Matt invited the consumer to meet up with him weekly when he volunteered with Animal Allies. After many fun-filled weeks of walking dogs, the

consumer has undergone and completed the process of becoming a full-fledged volunteer for Animal Allies.

Another example of Matt’s enthusiasm was his excitement when he received free symphony tickets. He immediately asked one of the consumers to go, stating, “I’ve never seen him so happy as when he’s at live music events.”

Since the start of his employment, he has shown an abundance of dedication to the consumers he works with, as well as the company as a whole. Please



congratulate Matt as Trillium’s December Employee of the Month.
--Amanda Porath

“ Matt helps me out in the morning. -Mark Schuman ”

HIDDEN TALENTS!



We have an artist in the house!

Jennifer Erickson painted this fantastic picture for the office. Next time you're in the area, stop by and check it out. It sure helps brighten up the place! Thank you, Jen.
-- Paula Goranson

EARTHNOTES

-- by nature rocks!



Interesting Snow Facts

Snow crystals are crystals that have formed around tiny bits of dirt that have been carried up into the atmosphere by the wind.

Scientists think that there are really four different shapes of snow crystals. The simplest shape is a long needle shaped like a spike. The other shapes all have six sides. One of them is a long, hollow column that is shaped like a six-sided prism. There are also thin, flat six-sided plates, and lastly there are intricate six-pointed stars.

As the snow crystals grow they become heavier and fall towards Earth. If they spin like tops as they fall then they may be perfectly symmetrical when they hit the Earth, but if they fall in a sideways fashion then they end up lopsided. Falling snow crystals clump together to form snowflakes. Each snowflake is made up of anywhere from 2 to about 200 separate crystals.



Trillium Services Anniversary Recognition

Trillium Services would like to recognize the following who are celebrating anniversaries in October, November, and December, 2007.

11 years!

Kari Aanenson
 Kim Anderson
 Angela Gustafson
 Joanne Polo
 Ronald Strom

3 years!

Angel Dumas
 Katie Foster
 Jeff Hietala
 Heather Molitor
 John Vorderbruggen

8 years!

Dana Cook
 Jay Johnson
 Jennifer Steger

2 years!

Jeffrey Arfman
 Brandon DeLacey
 Rose Schadewald
 Kyle Stokes
 Samantha Webber
 Haley Youngblom

7 years!

Brian Koski
 Mike Norman
 Josh Sauro
 Michael Johnson

1 year!

Taylor Ashwell
 Amanda Benson
 Heidi Bowen
 Amanda Cane
 Joe Desautel
 Aundria Gohman
 Matt Gunderson
 Kaitlin Howard
 Ryan Illanardo
 Randy Jackson
 Danielle Johnson
 Meggie LaValley
 Tracy Olson

6 years!

John Bringe
 Chris Johnson
 Jill Kari
 Tanya Karsiko
 Lisa Morinville
 Janice Morse
 Kate Stark

Amanda Porath
 Jim Salmela
 Suellen Vorderbruggen

5 years!

Nadine Carlson
 Molly Haraldson
 Dan Wheat

4 years!

Carol Barto
 Kelsi
 Rachel Kanowski
 Aaron Keturi-
 Magariner
 Lee Webb

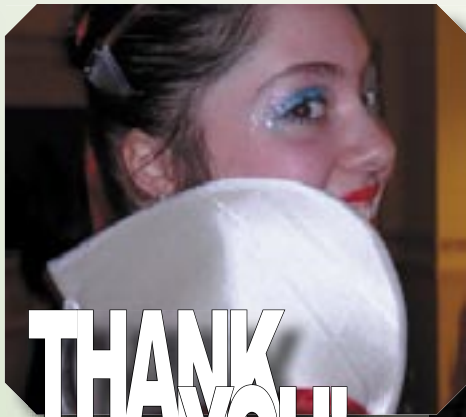
We would like to extend a warm welcome to all new consumers and employees. Thank you for joining the Trillium Services team!



FAMILIAR FACES

Trillium Task Force holds Halloween FUNdraiser Dance for the American Red Cross!

Here is Tanya Karsiko, the #1 Pledge Collector for the Trillium Task Force Halloween Dance. Tanya is presenting the funds raised for the American Red Cross - Northland Chapter to their CEO, Patrick Maloney.



THANK YOU!

Kudos to all who participated, encouraged, wore a costume, helped out or donated to the Trillium Task Force Halloween Fundraiser Dance for the American Red Cross. Total pledges, admission fees, and bake sale goods added up to a whopping \$411.26. A big thanks goes out to everyone! -- Gloria Walters



Here are two beautiful, prize-winning princesses! Alicia Carranza as Snow White (top left) and Jennifer Wilson as A Fair Lady from Medieval times accompanied by Jessa Baumgarten (above).



More "Royalty" for the most Creative Costume: Ronelle Lathrop as the Vista Queen!



The Trillium Task Force got a tour of ERV (Emergency Response Vehicle) at the American Red Cross headquarters.





Rita Takavitz and Andrea Hammer enjoyed the free Labor Day Country Music Festival at Black Bear Casino Resort in Carlton.



Best ever! A very special “Thank You” to everyone who participated in this year’s Halloween party at Crosley. There were 67 guests in attendance (up from 45 the previous year).

Our guests enjoyed 40 pizzas, 24 bags of chips and candy, 13 gallons of beverages, 60 pounds of ice and a haunted house that has gone from filling a small room in the basement to the entire expanse of the large four-car garage.

Our annual get-together has become a tradition that we hope to maintain for many years to come. Thank you!
 -- by *Brandon LeDoux*

integration celebration!
 -- by *Julie Gronski*

In September, the Grand Superior Lodge was the site where a select number of the Management Team attended a three-day training on Essential Lifestyle Planning (ELP), which is another form of Person Centered Planning. The training covered a variety of different tools and concepts to assist individuals in developing a working plan for their life.

Since the training, the Trillium team has been working on expanding their “tool box” to include: The Learning Log, What Is Important To and What is Important For an individual, What Works and What Doesn’t Work, Important Characteristics of people working with the individual, and Hopes, Dreams, and Things People Admire. These tools will be implemented throughout the various Trillium programs within the next year to assist in a more detailed, insightful way to immerse our Core Values into everyday service.

Look for these colorful and creative techniques popping up in the newest edition of the Personal Outcome Plan, finding their way into staff meeting agendas, and appearing on-site as staff training tools.



Members of the management team took a break to enjoy the beautiful fall day during the three-day ELP Training.

Mission and Vision

Trillium empowers people to have a voice in conquering barriers and following their dreams.

Core Values:

- ◇ *Support Community Contribution*
- ◇ *Develop Valued Social Roles*
- ◇ *Teach Respect for Self and Others*
- ◇ *Utilize Natural Supports*
- ◇ *Promote Community Inclusion*
- ◇ *Establish Reciprocal Relationships*
- ◇ *Acknowledge Dignity of Risk*
- ◇ *Build Strength through Capacity*

TRILLIUM WORKS! IN ACTION

-- by Julie Gronski



A new employment opportunity has developed in Trillium Works! in the past couple months. Terry Beehler is now employed at the Lake Superior Brewing Co. The Brewing Co. is located in the Fitgers complex, where they have resided since 1994 due to the need for more space.

Lake Superior Brewing Co. brews their own home made root beer, which can be sampled on any of the tours which are given year round. They distribute all over the state of Minnesota; including local businesses like Sir Ben's, Grandma's, Blackwoods, Hacienda Del Sol, Green Mill, Little Angies, and Red Lobster.

Terry is one of only four people that are employed by the company. His duties include constructing and filling boxes for shipment, cleaning floors, shampooing carpets, wiping down the equipment, and other odds and ends around the work area. "My co-workers are awesome and I really like

what I am doing," Terry stated when asked about his new employment. So if you are ever out and about looking for something interesting to do; take a drive to the Fitgers complex, tour the Lake Superior Brewing Co., and have a glass of fresh brewed root beer.



"My co-workers are awesome and I really like what I am doing."
-- Terry Beehler

Lake Superior Brewing Co.
2711 W Superior Street
723-4000



THE HEALTH BEAT

-- by Cindy Sanders



Stress Less--

Stress is a fact of life, but at this time of year it seems to rear it's ugly head in many different ways. The goal is not necessarily to eliminate it, but to learn how to manage it. Below are some tips that may help you reduce stress.

- Don't focus on negative things. Focus your energy on the positive things and things you can change.
- Try deep breathing and other relaxation techniques to reduce the physical symptoms of stress.
- Pursue realistic goals which

are meaningful to you, not to someone else.

- Start small. Make one or two deliberate positive choices each day.
- Get organized. Find a system

that works for you.

- Don't gloss over your problems. Pay attention to them and solve them.

• Always be a kind and gentle friend to you.

Have a happy and stress free season.



GINGERBREAD

-- by Lanny, Ron, Rita, & Joanne



Ingredients:

- ¼ c. unsalted butter, softened
- ¼ c. vegetable shortening
- ¼ c. dark brown sugar
- ¼ c. white sugar
- 1 egg
- ¼ c. molasses
- 2 c. flour
- 1 tbsp. low-sodium baking powder
- 2 tsp. ground ginger
- 2 tsp. cinnamon
- ½ tsp. ground cloves
- 3 tbsp. chopped crystallized ginger
- ½ c. boiling water

Preparation:

Preheat the oven to 350 degrees. Beat together the butter and shortening until thoroughly blended, then mix in the white and brown sugar, egg, and molasses. Sift together the flour, baking powder, ground ginger, cinnamon, and ground cloves. Add the dry ingredients to the liquid ingredients, stirring until just blended, then stir in the crystallized ginger. Add boiled water and stir to blend. Lightly grease a 9-inch square baking pan, and fill it with the batter. Bake on the middle rack of the oven for 35 to 40 minutes, until a toothpick or knife blade inserted in the center comes out clean.

*"I like them."
--Lanny."*

Serves 12



There aren't too many cooks in this kitchen. Shown left to right are: Lanny Gallup, Ronald Strom, Rita Takavitz, and Joanne Polo.

** This recipe produces a dark gingerbread; if you prefer it lighter in color and somewhat milder in flavor, use light brown sugar and light molasses.*

INTERESTING "NEW" EATS

-- by Jesse Miller and Brian Burcar

**"I had never had bison before... I liked it better than a regular hamburger."
-- Jesse Miller**

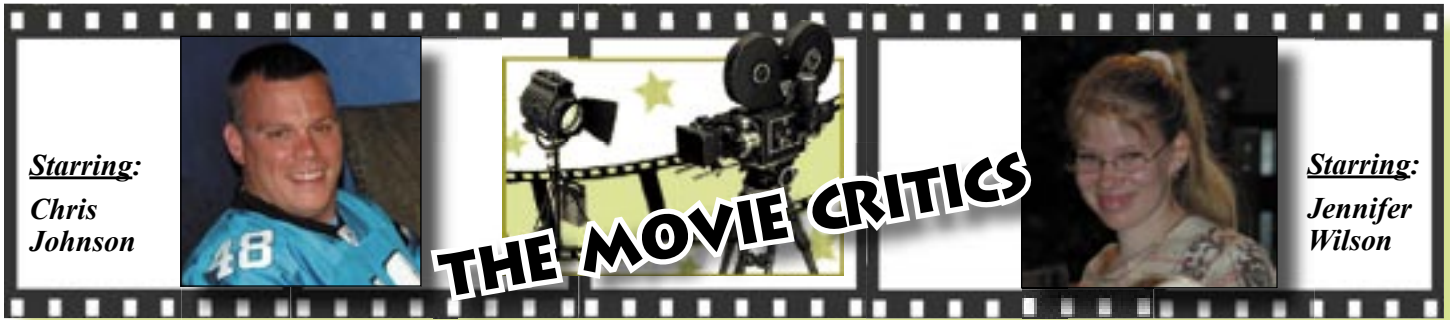


310 S Lake Avenue
727-1620



I was interested in trying the new eats at Hell's Kitchen in Canal Park. To start out with I had the banana fingerling potatoes with chipotle mayo dipping sauce, the chipotle mayo dip was my favorite part. Next I ordered a HUGE BBQ Bison Bacon Burger for my main course, which was the best part of the meal by far. I had never had bison before and I liked it better

than a regular beef hamburger. For desert I had a huge piece of pumpkin cheesecake, it was amazing. At Hell's Kitchen the portions were big, the food tasted great, and the atmosphere was definitely interesting. I would recommend Hell's Kitchen to anyone with a healthy appetite and an open mind.



Across the Universe – A dock worker named Jude travels to America in the 1960s to find his estranged father. There he falls in love with sheltered American teenager, Lucy... A groundbreaking love story for 2007! -- A+

American Gangster – In 1970s America a detective works to bring down the drug empire of Frank Lucas, a heroin kingpin from Manhattan, who is smuggling the drug into the country in the coffins of soldiers returning from the Vietnam War. The most powerful crime drama since Serpico! -- A+

Rendition – A CIA analyst questions his assignment after witnessing an unorthodox interrogation at a secret detention facility outside the U.S. Reese Witherspoon & Jake Gyllenhaal are great in this riveting thriller! -- A

Hairspray – This musical takes place in the early 60’s. It’s about a girl named Tracey whose dream is to be on a TV dance show. Tracey lands a spot on the show but runs into trouble with another dancer, named Amber, and her mother who manages the show. Full of laughs, great music, and a wonderful cast. -- A+

Fred Claus – This movie is about Santa Claus’ older brother “Fred” who has a dislike for Christmas. Hard times fall on Fred and he needs to call on his brother for help. The only way Santa will help is if Fred spends one week at the North Pole helping out for Christmas. This movie is full of laughs and good actors. -- A

August Rush – This movie is about a boy who runs away from an orphanage to find his parents. He learns that they were musicians and believes that through his own music, he can find them. -- A+

IMPORTANT!

- The Vulnerable Adults and Maltreatment of Minors Policy & Procedure have been updated. Please make sure you have read them and have signed off on a training roster. Thank you!
- The copy machine, postage meter, fax machine, and forms cabinet that were in the front office have been moved to the Brew Ha Ha. Can’t find something? Please ask.

New trainings for the New Year

There is a new training for all employees entitled Relationship Building that will build upon our Mission, Vision, and Values training. Relationship Building will focus on developing relationships between consumers and staff, which is an extremely important part of the job. This training will be offered to all employees who have been with the company for three to six months.

We are also working on an introductory training for employees that will focus on building program skills and being successful in their careers at Trillium. This training will introduce employees to the ins and outs of the programs and the importance of the various documentation that is a necessary part of the job.



My Trillium Story, by Joanne Polo

Joanne became a part of Paragon Services in November of 1996 when she moved in to the 5th Street house with three other house mates. While living at 5th Street, Joanne participated in many activities including two trips to Camp Confidence. She really enjoys activities like going to rummage sales, going out for coffee, collecting cows, key chains, purses, and big boxes. In 2001, the owners of Trillium Services built a handicapped accessible house in the Parkwood development known as Parkwood I. Joanne moved into the home in March of 2001 and currently resides there with three house mates.



Jennifer & Joanne give Jen's son a great big bear hug.



My Trillium Story, by Ron Strom

Ron became a part of Paragon Services in October of 1996. He joined three other house mates at the 5th Street house until March of 2001. Then Trillium decided that a more handicapped accessible house would better suit Ron and his house mates, so they had one built in the Parkwood development which we now know as Parkwood I.

During his time with Paragon/Trillium Services, Ron has enjoyed many activities such as riding on the Stride bus, shopping on the weekends, going out for coffee, watching his video store-sized collection of movies, and collecting pop cans.



My Trillium Story by Jennifer Steger

I was introduced to Trillium Services in November of 1999 when it was still called Paragon Services. A nosy lady at UMD overheard me talking about getting a job as a housekeeper at one of the Canal Park Hotels and the next thing I knew, she was handing me an application and giving me directions to the Trillium office. After a nerve-wracking interview with Angela and a Meet-and-Greet at the 5th street house, I was hired. Weekend Rec, PC, Awake Overnight, Asleep Overnight, Live-in; you name it, I've done it.

I've had the chance to see many changes take place during my time here. Those of you who have met me know that I love to tell stories; stop in sometime and I'll tell you a story about Trillium before it was Trillium along with all of the great things I have had the opportunity to be a part of. Looking back, I can't believe I have been here eight years. Thanks to the consumers, families, case managers, and co-workers who have made my job here more than a job. I look forward to making more memories and having more stories to tell.



● **Open Positions** -- For information on open positions at Trillium Services, please call (218) 722-5009 and ask for Brian Burcar, Human Resources Director, or go on-line to www.trilliumservice.com. Openings are also posted in Conference Room 1.

● **Annual Outcome Report** -- Trillium Services, Inc. Annual Outcome Report is available upon request. If you are interested in receiving a copy, please call our office at (218) 722-5009 or request one on-line at www.trilliumservice.com.

● **Annual Satisfaction Surveys** -- Trillium Services, Inc. Satisfaction Survey results are available for review at the Trillium Office.

● **Action Request Box** -- Do you have ideas, comments, or questions that would improve the services we provide? Fill out an Action Request Form located in the Brew Ha Ha. Requests are reviewed bi-weekly and will remain anonymous if you choose. We look forward to hearing from you!

Trillium Works! would like to recognize and thank all the local businesses who support making our community a better place for everyone to work and live.

- | | |
|-----------------------------------|----------------------------------|
| Amazing Grace Cafe | King Manor Assisted Living |
| Animal Allies | Lake Superior Brewing Co. |
| Anytime Fitness | Lake Superior Zoo |
| Benedictine Health Center | Midway Lumber |
| Burrito Union | Rainbow Senior Center |
| China Star Family Restaurant | St. Ann's Assisted Living |
| Comfort Inn-West | St. Mary's Hospital |
| Country Kitchen | Savories Catering |
| Creation Station Daycare | Shop-Ko |
| Dairy Queen | Sir Benedicts Tavern on the Lake |
| Duluth/Superior Burger Kings | Skyline Bowling Lanes |
| Foster's Bar and Grill | Slumberland |
| Glensheen Historic Congdon Estate | Super One Foods |
| Great Harvest Bread Co. | Taco Bell |
| Hermantown Elementary | TJ Maxx |
| House on the Hill Daycare | |
| JC Penney | |

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Cindy Sanders, The Health Beat
Julie Gronski, Trillium Works!
Jay Johnson, Training Director's Corner
Amanda Burcar, Director's Corner
Ron Strom, Lanny Gallup, Joanne Polo, and Rita Takavitz, What's Cooking
Jesse Miller & Brian Burcar, Interesting Eats
Julie Gronski, Integration Celebration
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Ron Strom, Joanne Polo, & Jennifer Steger, Trillium Stories

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| <i>Amanda Porath</i> | <i>Jennifer Steger</i> |
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