

CORPORATE EVENT

First Annual Chili Cookoff!

Our Judges were: **Monty Fritts** (TN State Representative) and **Gene Sievers** (site manager for Y-12)

Special Thanks to **Carol Hackler** for assisting in organization and execution of the cookoff.



1st Place: Lisa Goins — prize: Trophy (keeps for one year until next cookoff), Large bottle of Tums, Gift Card

2nd Place: Dave Rose — prize: Smaller bottle of Tums, gift card, medal (not pictured)

3rd Place: Dwight Warnock — prize: Travel Size Tums, gift card, medal (not pictured)

A NOTE FROM BILL TINDAL SLOW AND STEADY

I've learned throughout my career that when I get frustrated, I need to remind myself that slow and steady is the best approach. As Omega continues to grow, change is inevitable. With change comes problems. With problems comes frustration. I can recall a time in previous jobs where it seemed like every time we made an improvement, it was met with a setback we didn't see coming. Like walking through quicksand, we were putting a ton of energy into improving, but it never seemed like we were getting anywhere. I was sure that the path we were on was right, but the team and I never seemed to feel the satisfaction of a "win". That is the essence of perseverance. Having faith that the path is right regardless of the daily setbacks.

It reminds me what a Navy Chief said to a group of sailors one day in the engine room. "Do one thing right. ...then to the next thing." While it may feel like we're not making progress, each problem we solve is a win, regardless of what future problems we might face. Make no mistake, I put a lot of value in being aggressive and pursuing tasks with urgency. In today's world we need to be responsive to our clients and our employees. This is why I've set Omega's priorities the way I have. Perhaps that's the distinction. Aggressively address the frustration of others. But approach your own frustrations with a grace and perseverance. You are on the right path.

TEAM SPOTLIGHT

This month's employee spotlight recognizes **Ron Keeton**, Omega Technical Services' Corporate Accounting Manager and honorable veteran. Ron is being recognized for his servant leadership and exceptional customer service.

Ron's journey for servant leadership began when he was thirteen, having always worked in a service capacity. While studying at South-Doyle High School, Ron developed his impeccable work ethic and heart for service by working in fast food, restaurants, and grocery stores. Ron believes that everyone is a customer who deserves courtesy, patience, and respect.

Mr. Keeton is a 24-year retired veteran of the United States Air Force, active duty. Ron believes he learned the art of customer service during his deployment. His hardworking nature and survival mentality were further refined by his unfathomable experiences and honorable service.

Ron chose to work for Omega because it was "an opportunity I couldn't pass up. Omega was a family." Ron shared that his daily interactions with every Omega employee presents a new challenge, and he hopes to meet that challenge each day and offer the best support to his coworkers; to his family. When faced with a problem or challenge, Ron has the wisdom and forethought to stop and assess the situation. He often uses his "handy-dandy notebook" to write down the problem and tick off a check-list one by one. Like a true team player, Ron collaborates with other departments like HR, senior leadership, and PMOs to find the most tactical and beneficial solution.

Ron's creative outlets include working on cars, enjoying the outdoors, and traveling. Currently, he plans to travel to Ireland with his father for their Birthdays. After discovering their family lineage dates back to 1773 Ireland, they are determined to return to their roots. It is without a doubt that Ron values family and maintaining relationships. Whether it be a family member, coworker, or customer, Ron extends the same dedication and compassion to each person. He truly values people and will stop at nothing to provide the best care and service to those in need.

Please join us in recognizing Ron Keeton for being an outstanding and inspirational member of our team. We are grateful for your service, Ron!



OMEGA SWEETHEARTS



TRACY & RON



LISA & TONY



WALLACE & JESS



TIM & COLLEEN



MARTY & CINDY

WELCOME

- Brandi Phillips**- Technical Recruiter
- Raymond "Ray" Kadane**- QA/QC Civil Inspector
- James Chiamonte**- QA/QC Civil Inspector

BLOOD DRIVE



Omega Corporate in Oak Ridge is hosting a **blood drive** through **Medic** on February 20th. All in the area are welcome to participate and donate!

▼ **February 20th - Tuesday**

▼ **9:00am - 3:00 pm**

▼ **Mobile Bus**

▼ **Open to Public**

HARNESS THE POWER OF HASHTAGS

Hashtags are a powerful tool for recruiters and hiring professionals, not only on familiar platforms like Facebook and Instagram, but also on LinkedIn. The use of hashtags on LinkedIn plays a crucial role in boosting organic traffic and visibility within the recruitment landscape. The magic of hashtags lies in their ability to enhance the discoverability of recruitment-related posts among professionals who share similar interests. By strategically using hashtags, recruiters can categorize their content, making it easier for potential candidates and industry peers to find and engage with their posts.

Maintaining a balance is key when it comes to hashtag usage on LinkedIn. Overusing hashtags diminishes professionalism and can be perceived as spam, while omitting them may lead to missed engagement opportunities. Choosing the right hashtag is essential for recruiters; it involves considering industry relevance, balancing high-traffic and niche hashtags, targeting specific audience segments based on demographics and behavior, and ensuring a timeless appeal for long-lasting discoverability.

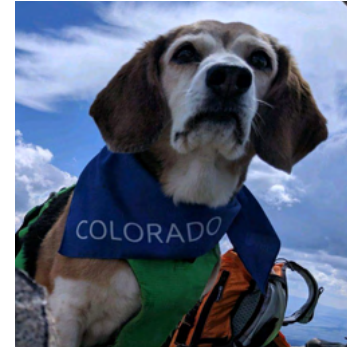
To further elevate LinkedIn hashtag strategies for recruitment, it's advised to steer clear of hashtag overload, stay abreast of industry trends for timely incorporation of new hashtags, and adopt an analytical approach to evaluate performance through data-driven insights.

Recruiters can harness the power of hashtags to expand organic reach and engagement on LinkedIn. Incorporating hashtags into your LinkedIn strategy is encouraged, offering a positive impact on your business's online presence. At Omega, our goal is to stay on top of industry trends and standards, so that we can not only attract but retain the most talented and qualified candidates.

Some examples of top hashtags for recruiters on LinkedIn with follower metrics:

- #Hiring 1M+
- #JobSearch 400k+
- #TalentAcquisition 200k+
- #JobOpening 100K
- #JobPosting 50k+

"If you are not willing to learn, no one can help you. If you are determined to learn, no one can stop you."



PET OF THE MONTH

Introducing February's pet of the month: This is **Daniel Arnett's** pup, **Dali** who is 18 and quite the adventure dog. She loves hiking to the highest peaks and spending time on the water!



WORD SEARCH

2 winners (1 field and 1 corporate employee) will send completed and correct answers to hr@omegatechserv.com, will win a dinner for two with their sweetheart!

JANUARY NEWSLETTER WINNERS

Puzzle- **Bill Giddings** and **Dianna Nicholson**

Pet of the month- **Skittles**, a spunky Boston/Border Collie mix, who keeps **Ron Keeton** on his toes!