

# IMPACT BULLETIN

Monthly Newsletter

April 15, 2022

## Save on GAS!!

If you feel like you need to take out a mortgage to afford these outrageous gas prices, you're not alone. Yep, we all miss the cheap gas prices from the quarantine days of 2020 back when we had nowhere to go.

But don't toss your car keys into the trash and start walking just yet. We've got some tips to help you feel less pain at the pump each time you fill up.

**FULL ARTICLE ON PAGE 8**



IMPACT Bulletin is published by IMPACT Business Services for its customer companies. IMPACT Companies is a dba for IMPACT Business Services.



WE'RE

Hiring

**\$5000**

**Estimator**

---

**\$1000**

**End Dump Driver  
Executive Asst.  
HR Manager  
GL Accountant**

---

**\$500**

**Fleet Equipment Admin  
Office Admin  
Trucking Dispatcher**

CONDITIONS: Offer only valid 4/15/22 through 5/14/22, bonus paid out in 6 equal instalments, 1x/month, as long as the employee is employed.

Eligible People: Current employees or anybody else who knows a great candidate.

Email to [hriimpactcompanies@gmail.com](mailto:hriimpactcompanies@gmail.com) before they apply or have them list you on their application.



May 5, 2022

RAMSEY  
**BUILDING  
WEALTH**  
*Live*  
LAS VEGAS

7:15 PM PT



*Meet Dave,*  
**AND LEARN HOW  
TO BUILD WEALTH.**

Page 3

April 2022

When it comes to investing and retirement, do you know what you're doing? Are you prepared to handle inflation? And what about crypto and real estate - are they good deals?

Join Dave Ramsey, Rachel Cruze, George Kamel, Dr. John Delony and Ken Coleman live in Las Vegas, Nevada, as they unpack how to build real wealth, invest and save for retirement.

**What:** Building Wealth Live

**When:** Thursday, May 5, 2022

**Where:** Las Vegas, Nevada

**Why:** Don't miss your chance to see Dave, America's trusted voice on money, and hear what he has to say about building wealth during this one-night event.

For more information visit:

[www.ramseysolutions.com/store/events/building-wealth-2022](http://www.ramseysolutions.com/store/events/building-wealth-2022)

**R** DAVE  
RAMSEY



# Employee Spotlight: Kim Rowe

April 2022

Page 4

Kim Rowe has been with Impact Companies for over 10 years and has continuously contributed to the company's success. Her expertise and daily diligence in monitoring accounts receivable and pursuing collections are a wonderful asset contributing to Impact's significantly low bad debt percentage. She's known throughout the accounting department as the go to resource for supplies and building maintenance, serving with a heart willing to help no matter the circumstance.

Born in Chicago, Kim was the eldest of three children. In middle school she enjoyed playing volleyball for a season before taking off for sunny Nevada. Her entire family drove out with six people and a dog in a car that broke down twice along the way in the sizzling July summer of 1977.

In 1980, while attending Chaparral High in East Las Vegas, Kim met her future husband, Jeff, at the roller rink where she loved to skate. Married in 1983, Jeff and Kim headed off to Oregon with Jeff's family to start a business. After a year they both missed Las Vegas so much they moved back and Kim worked with her parents at their convention company for many years. She and Jeff have two sons, Matt born in 1986, and Marc born in 1990. In 1999 Jeff and Kim opened their own sign company 'The Sign Post,' which Jeff, Matt, and Marc are still operating today.

Prior to establishing herself at Impact Companies, Kim excelled at Pardee Homes for 17 years. She joined the Impact Family July 2011 as a part time receptionist and subsequently moved into AR/Accounting that same December.

She's a loyal friend still making time to visit with her Chicago neighbor, Sally, who she's known since 1965. Each year they try to get together either in Las Vegas or Chicago for a face-to-face visit. Kim savors family dinners and game nights with friends including her two grand pups, Honey and Dexter. She enjoys reading and spending time poolside and delights in a good Star Wars or Zombie movie with her guys.

We are all very thankful to have Kim as a part of our team for 10+ years, and we look forward to the next 10!







**Refuge for Women** | **For Such a Time**  
LAS VEGAS | Refuge for Women Luncheon

Live in this moment and refuse to accept limits to your life's impact, was the resounding message imparted at the first annual Refuge for Women's luncheon fundraiser. Held at the Nevada Blind Center this beautiful event furthered the opening of RFW's newest emergency shelter while celebrating the testimony of human trafficking survivor and Refuge graduate, Hannah Tyner, who has overcome tremendous obstacles to live a new life of wholeness.

RFW is a faith-based nonprofit in Las Vegas dedicated to providing healing and restoration to survivors of sex trafficking and exploitation. Since 2015 RFW LV has walked alongside 60 women offering restorative therapy, addiction recovery, and transitional life and job skills training for independent living. Currently RFW LV they have two residential homes providing survivor services and are expanding their operations to open a desperately needed emergency shelter. This shelter will provide 14 additional beds to the 800 emergency beds available throughout the entire nation and is a vital refuge of immediate help for women in need of a safe place to stay when they exit jail, hospitals, or are picked up off the street by police. "Women involved in the sex industry have said that they would get out if they felt like they had the skills and the resources to do something different. It feels very much like they are trapped and have no other options," stated Robin Smith, executive director of RFW.

Beth Fisher, Community Relations for the Las Vegas Metro Police Department, opened the event by speaking on the power of community partnerships providing the missing piece sought after by officers throughout the Tropicana Avenue corridor seeking to assist victims of human trafficking. Integral to our IMPACT mission of positively impacting people, the Impact Family has partnered with Refuge for Women benefiting substantial and lasting change in people's lives and our community.

Vanessa Hartsell of Ignite Life spoke to all women gathered around the tables about living a life that matters. Through a group participation activity attendees grasped the significance of making today count and through her story were encouraged to live beyond the imposed status quo to truly expand the possibilities of one life, one operation, and one community.

Present at the table sponsored by Capstone Christian Academy were Kim Rajk Assistant General Manager of Impact Business Services, Michelle Beare CTC-Operations Manager, Shannon O'Boyle Impact HR/Mission Coordinator, McCall Edmondson Executive Assistant to Bill Mulligan Impact Senior VP, Stefania Conejeros Impact Recruiting Manager, Hope Wise IMI Office Manager, and Laura Wadley Co-Founder Capstone Christian Academy.

More than conversations over dessert the luncheon raised valuable contributions truly changing lives and impacting people forever. A big high five to Kim Rajk who won one of the silent auctions and was the first at the table to raise her pledge flag on behalf of RFW.



# New Impactors

**Our company is eager to grow, and we are pleased to introduce our newest Impactors!**

This section of our newsletter is to highlight our newest employees to the Impact family. We believe that our New Impactors will be an indispensable addition to the Impact Team. Drop by and welcome them to the team.

April 2022

Page 6



**Shane Surber**  
Wadley Construction



**Alexandra Servantes**  
Impact Sand & Gravel



**Stefania Conejeros**  
Impact Business Services

# IMPACTU

# Graduate



Scan to Donate

For more information about Refuge for Women Las Vegas, scan this code or visit [refugeforwomen.org/lasvegas](http://refugeforwomen.org/lasvegas)

**Trafficking signs to look for:**

- Appearing malnourished
- Signs of physical injuries and abuse
- Avoiding eye contact, social interaction, and authority figures/law enforcement
- Scripted or rehearsed responses in social interaction
- Lacking official ID
- Appearing destitute/lacking personal possessions
- Working excessively long hours
- Living at place of employment
- Checking into hotels/motels with older males and referring to them as boyfriend or “daddy”
- Poor physical or dental health
- Tattoos/branding on the neck and/or lower back
- Untreated STDs
- Small children serving in family businesses
- Security measures that keep people inside
- Not allowing people to go into public alone or speak for themselves

IF SOMEONE YOU KNOW MAY BE A VICTIM OF HUMAN TRAFFICKING, CALL THE 24-HOUR

**Human Trafficking Hotline**  
**1 (888) 373-7888**

OR TEXT “HELP” TO 233733



**Look for Good and get Cash Rewards!**

We love hearing about employees doing the right things or going out of their way to be a 10x multiplier. We need your help finding examples of employees making a difference:

- Impacting the bottom line in any operations area IMPACTing people’s lives inside or outside the company.

To recognize someone, just email a 2 or 3 sentence “Look for Good”

or “Good Catch” to 5MR-Praise and you and the person you recommend will receive \$10 into their 401i account. If management selects your “Look for Good” to be published in the newsletter; you, and the person you acknowledged will receive \$25 to each of your 401i accounts.

I caught you **Rosa Chavez** demonstrating a safe behavior.

02/24/22

So what did you catch?

Rosa found a piece of wood with nails on the road into the pit. She picked it up and let the team know to be careful driving into the pit.

Kyle Rajk

I caught you **Deidre Jordan** demonstrating a safe behavior.

03/01/22

So what did you catch?

Deidre noticed material in the bed of a truck prior to getting loaded, letting the loader operator know and was cleaned before loader put material in the truck for a job.

Kyle Rajk

I caught you **Deidre Jordan** demonstrating a safe behavior.

03/01/22

So what did you catch?

Deidre had a driver at her window (RC Trucking) was loaded with incorrect material. Order was for plaster (WSP) and was loaded with washed sand-c. Deidre spoke with the loader and truck dumped material back into the pile and got the correct material for the order.

Kyle Rajk





## Why Are Gas Prices So High?

If you guessed a combo of inflation and the Russia-Ukraine conflict, you win. Let's talk inflation first. For months now, the crazy high inflation rate (7.9% over the previous 12 months—the highest in 40 years) has been playing a huge role in driving up gas prices. But the war between Russia and Ukraine really threw extra gasoline onto the fire here.

On March 8, 2022, the average price for a regular gallon of gas hit an all-time high of \$4.17. Gas prices jumped 11 cents overnight and over 50 cents since the week before! It's insane. And also on that same day, President Biden signed an executive order to ban the import of Russian oil, natural gas and coal to the U.S. The average gas price (so far) peaked around \$4.33—and prices could keep rising.

But trying to figure out why gas prices are so high doesn't just stop there. Prices at the pump are being impacted by the cost of crude oil going up too (thanks again, inflation and war). In case you didn't know, Russia is a major exporter of oil, and the war has made prices spike over here in the U.S.

The cost for a barrel of crude oil runs around \$110 now. Oh, and let's not forget about the Colonial Pipeline being hacked in 2021—that really threw a wrench into the supply chain. Okay, now's a good time to take a big, deep breath.

So, what's being done to help lower gas prices? Well, in November, President Biden told the Department of Energy to release 50 million barrels of oil from the Strategic Petroleum Reserve (the U.S. emergency stash of underground gasoline), but it didn't do much to help gas prices to ease up. As of March 2022, the U.S. and 30 other countries are releasing 60 million barrels of oil from stockpiles. The hopes are that this will soften that crazy price surge, but no one even knows if it'll really make a difference when it comes to gas prices, so don't hold your breath.

Look, it's true you can't control gas prices. But you can control how you adjust your budget to find more ways to save money on gas. It's not a lost cause! As much as we all want to run up to the sign at the gas station and roll back those killer price numbers, we can't. But there's still something you can do about it. Here are 11 ways to save a little extra money on gas.



# 10 Ways to Save Money on Gas >>>

## 1. Shop around for the best gas prices.

Use GasBuddy that searches your local area to find the cheapest gas prices around. Or you can join Costco or Sam's to take advantage of their lower gas prices.

## 2. Combine your errands.

Don't make a special trip to get milk when you can just pick it up on the way home from work. You can cut back on trips to the grocery store in general by meal planning and keeping a list of all the household essentials you need. The fewer trips out, the less you pay in gas.

## 3. Use that cruise control.

Stumped on how to save gas while driving on the open road? If you're spending lots of time on the interstate, here's a simple tip: Turn on your cruise control and save on gasoline and leg cramps.

## 4. Keep your tires inflated.

There's a savings myth out there that overinflating your tires can save you money on gas. The reality is this is a bit of a Goldilocks situation. Overinflating doesn't help anything, and underinflating can hurt your gas mileage. But nailing the recommended tire pressure for your car is like that perfect bowl of porridge—just right. And those just-right savings will add up over time.

## 5. Ditch the extra weight.

Take everything off your roof rack and unpack the trunk or cargo space. Turns out, the more your car is weighed down, the harder your engine has to work to lug all your junk around. And a harder-working engine is a gas-guzzling engine. So, clean out your car, and enjoy less clutter and fewer trips to the gas station. Who knew figuring out how to save on gas was as simple as getting all the junk out of your car.

## 6. Join gas rewards programs.

Hear us loud and clear: We aren't talking about credit card "reward" points here. (Ew.) We mean that your grocery store may offer gas rewards—discounts on gasoline for buying stuff you have to buy anyway. You might have to sign up for a rewards card, but these are often 100% free and 100% worth it. Cheaper gas from the place you already go to stock up on snacks? Yes, please.

## 7. Stop buying premium.

Unless you have a fancy car with a manual that says it needs premium gas, the regular unleaded gas option works just fine. Switching to regular gas is probably the easiest way to save 20 to 60 cents per gallon, and most drivers don't even notice the difference. Just be sure you double-check that premium gas isn't a deal breaker for your car; or else things could get ugly.

## 8. Pay with cash.

Cash is king—even at the pump! Some gas stations charge a lower price per gallon if you pay with cash. It's their way of skipping the processing fees. Sure, you'll have to walk some extra steps to pay the cashier, but it's worth it if you can save a few bucks every time you fill up.

## 9. Fill up earlier in the week (and never on weekends).

Monday is typically the cheapest day of the week to fill up your tank.<sup>10</sup> If you can't make it on Monday, try for Tuesday or Wednesday. And whatever you do, avoid the gas station on Friday, Saturday and Sunday if you want to save money on gas.

## 10. Turn your car off while waiting.

Here's a simple way to save money on gas—turn the car off when you're not actually driving it. Think about it. You're sitting in your car for 5, 10, maybe even 15 minutes waiting on someone else to get in—and probably jamming out to your favorite song. We've all been there. But next time, turn the car off. Keeping your car running wastes gas, even if you're not driving anywhere!





# IBS Teambuilding Event

Impact Business Services participated in their second Social Event, painting at Pinot's Palette at Town Square. No one here is a Picasso, but we all had fun learning something new and stepping out of comfort zones.







# POKER TOURNAMENT Raises **\$1,780** for Broken Chains

The first Charity poker tournament of 2022 was held on April 1<sup>ST</sup>. The evening raised **\$1,780** for **Broken Chains Ministry**. Kevin Chapman, pastor of Broken Chains Ministry gave a warm and heartfelt welcome to all the players and an advance thank you for the funds about to be raised that evening. Kevin spoke a bit about the history of Broken Chains and how its founder Cody Huff, was a former Second Chance employee of CTC Crushing. Cody's vision for Broken Chains is to give the Homeless of Las Vegas a hand up not a handout. Broken Chains comes alongside the homeless of Las Vegas and when they are wanting to get off the street, helps the homeless find a path to their next path in life.

We had 24 poker players at the start of the evening. Bill Mulligan and Bill Wadley both made the final table of eight, but the night was won by a past winner. **Everett Martin** (IBS) came out in 1st place at the end of the night. 2nd place for a second straight



## River Kya Ann Heath

April 5, 2022 8 lbs 9 oz 21.25 inches long born to Kayla Demers and Gabriel Heath, WCI



# Sponsors Needed

We have seven children in Ecuador that need a sponsor! By sending \$39/ month and writing 1 or 2 letters a year, you can make a huge IMPACT in a child's life. If you would like to sponsor any of these beautiful children, please contact Kim Rajk at [krajk@impactcompanies.com](mailto:krajk@impactcompanies.com)



Sneider Pilozo Bello  
Age: 4



Dilian Moises  
Anchundia Pilozo  
Age: 5



Jefferson Aldair  
Zambrano Cano  
Age: 7



Victor Espinoza  
Almeida  
Age: 11



Christian German  
Anchundia Pilozo  
Age: 12



Valentina Salvatierra  
Zambrano  
Age: 12



Devis Adrian Pilozo  
Bello  
Age: 14





# Broken Chains: Park Lunch

Page 13

On March 24th the ISG team joined Broken Chains Ministry in the park for the second time this year hosting lunch for our Charity of the Year. The entire team along with Bill Mulligan served a hearty lunch to the group of about 40 people. Broken Chains Ministry has ministered to the homeless and poor in the Las Vegas community for over 15 years. Stay tuned for future months and our other sister companies heading out to the park.

April 2022

**CAPSTONE**  
CHRISTIAN ACADEMY

**Want a better education option for your child?**

Visit Las Vegas' Newest Premier Private School in Southeast Las Vegas

- Small class sizes
- Parent-teacher partnerships
- Life skills programs
- Competitive Tuition rates
- Free Preschool Before & After Care



**SCHOLARSHIPS AVAILABLE FOR IMPACT EMPLOYEES!**

\*For children and grandchildren

Still enrolling Preschool thru 3rd Grade.



**(702) 463-9350**

985 E. Serene Avenue

capstonechristian.com







25TH ANNIVERSARY  
**IMPACT**  
COMPANIES

**LET'S TAKE A TRIP TOGETHER!**  
**Oct. 6 - 11, 2022**

**FREE to Employees**  
**who joined the company**  
**before May 31<sup>ST</sup> 2022**





## Chicken Quesadillas

by: delicious.com

### INGREDIENTS

- 1 1/2 tablespoons olive oil
- 1 large onion, finely chopped
- 8 garlic cloves, finely chopped
- 2 tablespoons chopped chipotle chillies in adobo (smoked, pickled jalapenos in sauce)
- 400g can chopped tomatoes
- 1/4 cup tomato paste
- 1 cup malt vinegar
- 120g caster sugar
- 2 mangoes, flesh cut into 2cm cubes
- 1 avocado, flesh cut into 2cm cubes
- 1 long red chilli, seeds removed, finely chopped
- Juice of 1/2 lime, plus extra lime wedges to serve
- 1 cup finely chopped coriander, plus extra leaves, to serve
- 8 flour tortillas
- 1 small barbecued chicken, meat shredded, skin and bones discarded
- 2 1/2 cups grated mozzarella

## Impact Healthy Recipe of the Month

### Directions:

1. Heat oil in a pan over medium heat. Add onion and garlic, and cook, stirring, for 5 minutes or until softened. Add chipotle, tomato, paste, vinegar, sugar, 1 cup (250ml) water and 2 teaspoons salt. Bring to a simmer, reduce heat to low and cook, stirring occasionally, for 45 minutes or until reduced and thickened. Cool. If not using immediately, transfer to a sterilised jar, seal and store in the fridge for up to 2 weeks.
2. Combine mango, avocado, chilli, lime juice and coriander in a bowl. Set aside.
3. Preheat an oiled barbecue or large frypan to high. Spread half the tortillas with chipotle relish and top with chicken and mozzarella. Sandwich with remaining tortillas, then cook, weighted with a heavy pan or pressing down with a spatula, in batches if necessary, for 2 minutes each side. Cut quesadillas into quarters and serve with mango salsa, extra coriander leaves and lime wedges.

SERVES  
4

PREP TIME  
10MINS

COOK TIME  
1HR

INGREDIENTS  
16

DIFFICULTY  
EASY

## HIGH FIVES

# Giving high fives to fellow co-workers for a job well done.

**High Five to Ernest Ramirez.** Thank you for providing great customer service and being super helpful. I received a text from one of our customers sharing their Cactus experience. - [Bill Wadley](#)

**High Five to Stefania Conejeros.** Thank you for taking the initiative to clean up the break room Thursday afternoon, there was a lot of leftovers from the potluck. This shows that we are all a team, and that we have to work together to maintain the office cleanliness. Thanks Stephania!! - [Kim Rajk](#)

**High Five to Shannon O'Boyle.** Thank you, Shannon for doing an excellent job explaining insurance to the SRE team. - [Danny Och](#)

**High Fives to Shawna Martinez.** Thank you, Shawna, for stepping into your new position with your boots on and running. Shawna even took time with a new employee to make sure he understood our new insurance. Making Positive Impacts! - [Danny Och](#)

**High Fives to Lisa Valoroso.** Lisa planned and executed a super fun team outing for IBS. Thank you for an entertaining team event. - [Shannon O'Boyle](#)

**High Five to Autumn Nash.** Autumn created a new T&G for the receptionists' admin work. It surely helped Alex and with your training, got her rocking and rolling quick. Great Job! - [Marvin Gatdula](#)

**High Five to Janieve Sablan.** Thank you for being such a great team player. You assist the team on many different levels. Bless you! - [Marvin Gatdula](#)

**High Five to Sonny Abaygar.** Sonny has been with Impact for years! He has been such a huge asset for the company and has grown into a top mechanic! I watched a video he did of a repair on one of our Peterbilt's. He was very descriptive, and his work was excellent! Great job Sonny! - [Bill Mulligan](#)

**High Five to Gary Abdella.** Gary has been a wonderful asset to our team and is always on top of his paperwork. Thank you, Gary, for your quick responses to all requests, issues and for keeping us all safe!! - [Kim Rajk](#)

**High Five to Kim Rajk.** I want to give Kim Rajk a high five for being a super supportive manager and awesome person in general. She's always making sure I have the right tools and support to be successful in my role. Whenever I need help or guidance, I know I can count on her for answers. Thanks Kim...I appreciate you! - [Stefania Conejeros](#)

**High Five to Ashley White and Lidia Santiago.** In the "bull pen" it's often a push & pull with fast-paced negotiations and volleying for position to get trucks in time. I had a job that needed to roll-over a couple of loads and all the trucks were committed. Ashley, Lidia and I worked together to figure out how to make this happen and Lidia ultimately gave me two of her trucks to do my job before they headed to her job. I applaud Lidia for thinking outside the box and Ashley for calmly working with both of us in a tense situation. - [Janiece Sablan](#)

**High Five to Adam Barajas and Chris Adatan.** Not only did they install my new monitors in a way that worked with my new desk placement, but they went the extra mile by taking my needs into consideration and making innovative (and feasible) recommendations on the new set up, which I now love so much! Thanks guys, you are awesome!! - [Stefania Conejeros](#)

Join our E-mailing List!



Do you want your friends and family to know about all of the fun activities we have planned as well as things happening around Impact throughout the month? Well now they can! Just have anyone that wants to sign up for our electronic newsletter send their email address to Shannon O'Boyle at [soboyle@impactcompanies.com](mailto:soboyle@impactcompanies.com).

Everyone is eligible, including employees of course!