

PLANNING FOR CHANGE



EDULOGGER



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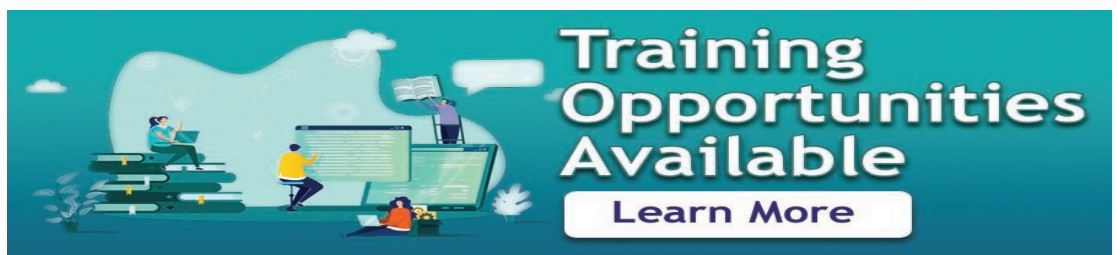
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**2024 CONFERENCE IN MISSOULA**

Edulog is working hard on planning a conference in Missoula in the Spring of 2024! Athena will be the focus for the conference. We encourage anyone who is interested to attend. Space is limited! If you think you might be interested in attending, please reach out to your Account Manager to get your name put on a list to receive more information as it becomes available (no commitment necessary at this time). Early Bird rates will likely be available to those who express early interest.

**ATHENA WEBINARS**

Coming soon...Athena webinars!!! Are you interested in finding out more about the latest and greatest Edulog software and how it will benefit you? Then we have great news: this coming fall we will be rolling out various time slots for you to join us for a presentation on our Athena software. We have a terrific team here to talk to you about the functionality, accessibility and efficiency of the software. If you are interested in joining, please reach out to your Account Manager for more information.





## STONE SOUP

WRITTEN BY LAM NGUYEN-BULL

This issue's column - that's really too monolithic a word, and you'll see why - is about perspective. And since it's about perspective, which we all contribute to, but which is hard to dictate for everybody, this column is a set of little pebbles that each of us can arrange into an overall theme that resonates.

My children, all dedicated meat-eaters, were never really fans of the stone soup story.<sup>1</sup> But I always tried to tell them the point of the story wasn't about whether the soup was objectively delicious. Some of the best meals I've ever had didn't actually involve the most delicious food (there are minimum thresholds, of course).

### VIGNETTE 1: CONTEXT - THE STORY OF TURKEY SEYMOUR.

I'm not really a football fan, but I am a fan of football fandom - I love fantasy football (yay, auto pick!) and one of my all-time favorite listicles is the annual college all-name team ([click here](#)). I was fresh off reading this article (some of my favorites: General Booty, DeColdest Crawford, Da'Realyst Clark, Panda Askew, Memorable Factor), when our Chief Operating Officer, Sam Bull, said to me in conversation, "Turkey Seymour colors than we do."

*"Come again?"*

He repeated, "Turkey Seymour colors than we do."

I searched my mental rolodex for somebody we might know who might have the nickname "Turkey." *"Can you say that again?"*

"Turkey Seymour colors than we do."

I finally gave up. *"Who is Turkey Seymour?"*

He looked at me like I was crazy. "What the heck are you talking about?"

*"Who is Turkey Seymour? I don't remember anybody with that nickname."*

He rolled his eyes so hard I thought I might never see those baby blues again.

"Turkeys. See. More. Colors. Than. We. Do." (I had been so stuck on Turkey Seymour that I hadn't gotten around to processing the rest of the sentence, but it would have flummoxed me.)

In my defense, we hadn't been talking about turkeys. We hadn't even been talking about hunting season. I had no reason to be thinking about turkeys or worrying about how turkeys might detect me before I wanted to be detected. We hadn't really even been talking at all.

Stone Soup Continued on Page 3.

<sup>1</sup> Stone Soup (a European folk tale). In a small village, a clever traveler arrives and sets a pot in the village square, claiming to be able to make delicious soup using only water and a stone. Intrigued, the villagers gather round to witness the miracle. The traveler convinces each villager that the soup will be so much more delicious if only they could add a single potato, a single chicken neck, a single carrot and on and on. Before long, the soup has become a hearty communal feast, teaching how sharing and contribution can make the total more than just the sum of its parts.



VIGNETTE 2 - WHAT YOU GET WHEN YOU WIN THE PIE-EATING COMPETITION [MORE PIE]. ALSO KNOWN AS : DO YOU KNOW WHY YOU'RE EATING THE PIE?

In mid-March, I qualified to compete at the International Masters Weightlifting Association's World Championships in Poland (which took place in late August). For the past several months, I've been training with that general goal in mind. Last July, with four weeks left to go, my coach and I had a sit-down to talk about what I wanted to achieve at Worlds and what I had in my arsenal. I was feeling healthy, my technique was the best it has ever been, and I was feeling confident in training under weights that only a few months ago were personal bests. I had a good sense of where my competition was, and I dared to verbalize two specific goals - "I want to win" and "I want to set a world record".

For reasons I won't get into here, verbalizing specific, objectively achievable goals has been difficult for me. I've preferred goals like "I want to do my best" or "I want to leave it all out there on the platform" that are qualitative in nature.

My coach, who is as much of a therapist as he is my lifting instructor, gave me a strange look. "Are you sure this is what you want?" I gritted my teeth and said, "Yes!"

Meet day arrived. I had a plan and the plan felt right. The warmups went well. My competition was exactly where I thought they'd be - respectable but eminently beatable.

I set my opener at a weight that I'd been routinely hitting in practice and that I'd hit easily twice since landing in Poland jetlagged and dehydrated.<sup>1</sup> My chief competition finished all three of her attempts even before I took my first lift. Everything was going according to plan.

Cue suspenseful music. Mike Tyson said something about plans, remember?<sup>2</sup> Well, I didn't. My brain was high on competition adrenaline and dopamine.

I stepped on to the platform full of confidence and zero jitters. I'd taken this weight many, many times. I set up for the lift, took my breath, took the slack out of the bar, and...didn't make the lift. I took a second attempt, still not feeling nervous. This time, I overpulled and I dropped the bar behind me. I felt the wheels coming off my plan, but I felt that not all was lost.

Looking back at it now, sometime between my second and third lift is when my rational brain left the building (but I didn't realize this until a good 36 hours post-competition). My third attempt, which my plan dictated should be four kilos heavier than my first attempt, was only one kilo heavier than my failed first attempt. This time, I approached the bar with a highly elevated level of apprehension. All the hard technique I'd been doing went out the window and I pulled off a legal, but ugly and effortful lift.

<sup>1</sup> In an Olympic weightlifting competition, each lifter gets three attempts to make a snatch (a wide-grip lift where the barbell is raised from the floor to an overhead locked position in one movement) and three attempts to make a clean-and-jerk (a narrow-grip lift where the barbell is cleaned from the floor to the shoulders, then pushed to a locked out overhead position). The lifter in each age and weight class with the heaviest combined total for their class wins. The lifter must successfully complete at least one snatch and one clean-and-jerk.

<sup>2</sup> "Everyone has a plan until they get punched in the mouth." Mike Tyson.



**VIGNETTE 2  
 CONTINUED**

The disappointment I felt at not being able to stick to my original plan completely eclipsed the fact that I was still 2 kilos ahead of my competition. I was so fixated on this particular fact that when it was time to strategize for the weights on my clean-and-jerks, I completely stepped over an easy lift for the gold medal and took a flyer on a weight I'd never lifted before because I know that I typically hit new personal bests in competition. And apparently, what I really wanted deep down was...to do my best and to leave it all out there on the platform.

All this is relatively fresh but looking back at it with two weeks of perspective, I'm proud that I dared to take a new approach to this competition. But it is clear to me now that I didn't articulate the "right" goals. And not having the right goals - meaning the goals that are meaningful to me - left me in the lurch when I needed to change the plan.

If the problem we are trying to solve is how to get the most students to school in the best possible conditions given the constraints, but our approach focuses almost exclusively on the high-profile issue of driver shortages, we're unlikely to come up with a workable or even acceptable solution. And the burden of "providing a solution" may fall unfairly on one department when it will really take contributions from many stakeholders (possibly even student families).

Consider the issue of healthcare in the US. It's fair to say that most people would agree that near-universal access to decent and affordable healthcare is a common goal. However, in our public discourse and political problem solving, the question that started being posed was "how do we make sure everybody has health insurance?" And enough of us have had experience with disappointing insurance claims decisions to know that making sure that everybody has health insurance is really NOT the same thing as making sure that everybody has access to decent and affordable healthcare.

**VIGNETTE 3 - ARE WE ASKING THE RIGHT QUESTIONS?**

This school start season has been liberally salted with news stories about driver shortages, and of course driver shortages are an issue and a serious constraint. While it is good to have attention on driver shortages and how the shortages adversely affect student transportation outcomes (thereby helping us make our case for change), it can also have a very negative effect by artificially narrowing the aperture of our problem solving. Binary questions are easy to ask and easy to answer, but the solutions are usually not the best solutions, nor are they easy to implement.

**WHAT DOES EDULOG BRING TO THE SOUP?**

Like these little vignettes, the experiences of our team members all contribute to our ability to look at any given situation in multiple ways, from different perspectives, and to widen or narrow the aperture as appropriate. And we always know that while we learn a tremendous amount from each engagement, each engagement is different and must be approached as its own set of conditions and with its own unique solution. We also know that we can't make the soup on our own. A good stone soup requires input from lots of contributors.



## A VISIT WITH WINCHESTER (VA) PUBLIC SCHOOLS TRANSPORTATION COORDINATOR CANDACE HARRIS

WRITTEN BY DEREK GRAHAM

I am a big fan of Zoom. It allows us to do things that in the past were simply not possible. And I've met a lot of people from across the country, particularly as we work together in the implementation of Edulog Parent Portal app, that I would never have seen were it not for Zoom. But there's no substitute for an in-person visit.

In July, as I was returning to North Carolina from visiting my son in Pennsylvania, we were going through Virginia and, as it turns out, going right past Winchester. I had recently (virtually) met Winchester Public Schools transportation coordinator Candace Harris, so it seemed like a unique opportunity to stop by and touch base.

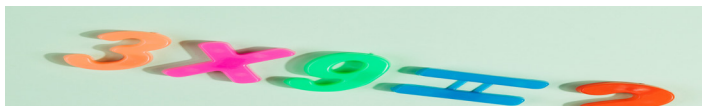
Candace and I talked a little bit about Winchester's plan to roll out Parent Portal this fall. Candace wanted to get her Athena implementation squared away before launching the app. But Athena - that's what she was really excited about. They were coming from a system where bus routes were maintained on Excel spreadsheets, so she had high hopes for how the implementation would improve things.

Excitement before implementation is one thing, but now we are more than two weeks after school start and Winchester's new Athena routing system is certainly meeting expectations. I'm not sure that a Zoom meeting would have captured her enthusiasm the way it was in person.

Candace said there were a few hiccups, but "nothing we couldn't get past." In our recent conversation, she mentioned that she has done quite a few data management projects in her time, but this implementation was "seamless" and she offered kudos to Bryton LeValley and the rest of the Edulog team that was with her every step of the way.

I asked about the transition for the bus drivers who were accustomed to getting their route sheets from the Excel file. She acknowledged that she was concerned about that at first, but they were very receptive. When the Athena route sheets were distributed for dry runs, 85-90% of them came back good, with minor adjustments needed for the others - things like modifications to ensure right side pickups, etc.

Going back to the first time I met Candace in discussing the Parent Portal rollout, I reminded her that this allows parents a glimpse into the district's routing, so it must be pretty accurate. Candace has "no qualms about that whatsoever" and she is looking forward to launching the app in a month or two. Me too! (Pictures of visit on page 6)

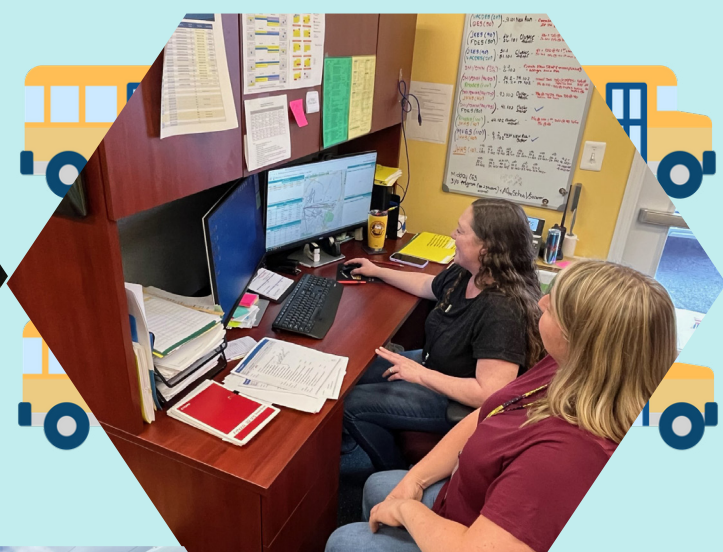


### CORY EMLÉN'S MATH JOKES

- Avoid Negativity:  $f(x) = |x|$
- There are 2 types of people in this world. Those who can extrapolate from incomplete data,



## A VISIT WITH WINCHESTER (VA) PICTURES

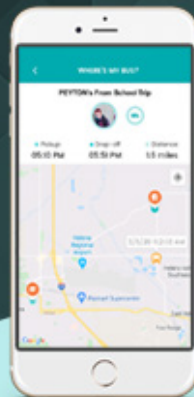


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## ASK ME ANYTHING

WRITTEN BY SHAWNA KNUDSON

**A** project management strategy for change management:

Anytime I see the word “plan,” I get excited. There are as many strategies for change management as there are changes we face. One of the key elements of project management is using known strategies for success and then modifying them to meet your organizational needs. No single approach will work for everyone, but the key concepts generally will. Below, I have outlined how I approach change management and I hope it will help you think about different ways your organization can successfully navigate an ever-changing environment.

- Step 1 - Sponsor
- Step 2 - We are the Champions
- Step 3 - I Wanna Talk About Me
- Step 4 - Living Examples
- Step 5 - Communicate the Storms
- Step 6 - Excitement Generator
- Step 7 - Training Wheels

I picked song titles as my step names to have a bit of fun, but clearly the name alone is not descriptive enough. Let’s unpack each of these steps.

**Step 1 -Sponsor** - Successful change management requires a large commitment from your leadership team. The leadership team will paint a picture of the intended outcomes and every stakeholder should be able to describe what they will experience on the other side of the change. They will establish and foster a structure that will support the change. This is critical for the success of the plan!

**Step 2 - We Are the Champions** - Your second step is to identify the champions of the change to help other employees or stakeholders to get excited about the upcoming changes. Rather than being forced to comply from the top down, people are convinced by their counterparts.

**Step 3 - I Wanna Talk About Me** - While Toby Keith might have been being sarcastic, most people will be much more inclined to embrace the change if you can identify how the change will positively impact them as individuals. Will it make their jobs simpler? Will it reduce complaints? Will they be able to take a vacation without being worried about the excessive workload when they return? These what’s-in-it-for-me factors must not be overlooked.

**Step 4 - Living Examples** - Before you implement the change, understand what the current process is and determine the pain points, if any. This, along with the previous step, will ensure that you’re implementing something valuable, not just change for change-sake.

**Step 5 - Communicate the Storms** - As with most things in life, communication is key. Start communicating early and never stop. If you have identified risks, state them and identify your risk strategy. This gives your stakeholders the confidence to know that you have thought through the process and have a plan!

**Step 6 - Excitement Generator** - Create excitement for the coming change. Create flyers, graphics, and other marketing efforts that will help your stakeholders understand the benefits and when they can expect the changes to take place. It is imperative to get everyone on the same page long before the plan is implemented!

**Step 7 - Training Wheels** - Host gatherings, town halls, lunches, impromptu meetings to walk through the change and give everyone the ability to understand the impacts of the change. Plan for more meetings and when you think you have enough, you might want to consider doubling it.

Change is complex and complicated; don’t let it get the best of you... make sure you Plan for Change!



## STAFF UPDATES

WRITTEN BY JASMINE BROWN



BAILEY ZSURNIK

Starting off this quarter's updates are two new hires:

Bailey Z joined the Project Management team in September. She graduated from University of Montana in 2020 with a communications degree. She has strong customer service skills and her most recent work experience was with the SSA Group and A&F Souvenir. In addition to taking a full college credit load, Bailey was also a part of the UM Dance Team from 2017-2020. We are excited to have her join the PMO; in her downtime, we hope she can instruct impromptu salsa lessons!

Also joining the Project Management team this quarter is Mike Anderson. Mike has a Masters of Education in secondary education and most recently was involved with Aspire Middle and High School, in Missoula, MT. He comes to us with years of experience in collaborative leadership focused on both in-person and distance learning environments. Beyond his professional experience, Mike is very committed to his outside passion of hockey and currently coaches the University of Montana Griz Hockey program, as well as running Build Your Game Missoula since 2016!




MIKE ANDERSON



BEN BURKHALTER

In addition to our new hires, we are pleased to announce that Ben Burkhalter has earned a well-deserved promotion to Junior Project Manager! Ben brings his previous experience in customer service, problem solving, and communication to this position, along with the experience he has gathered during his brief time as the Project Management Coordinator.

While staff updates are exciting, we want to congratulate and thank all new and current Edulog staff on their hard work and dedication to our clients during one of the busiest quarters we have! Because of you, we are able to serve our clients and assist with the many needs for school start.



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## WHY DID THE CHICKEN CROSS THE ROAD?

WRITTEN BY JASMINE BROWN

Chatting with coworkers at the proverbial “water cooler,” we can find out many things about the people we work with. One interesting chord struck the newsletter team when we found out that almost all of us have chickens! During our conversation on how many chickens we have, what we feed them, and so on, I was tasked with writing an article about chickens. Now I know this might sound crazy, considering we are EDULOG - a technology company and not EGGDULOG, a chicken farm, but bear with me.

First, let me be your guide to the world of chickens and chicken “farming.” Chickens and their eggs come in all different sizes, colors and shapes. Chickens are a very simple farm animal, in my opinion, when it comes to care. They are an outside animal, which means they can live in as little or as big of pen or coop you would like. Some people have free range chickens which are not cooped up. In my neck of the woods, I learned the hard way that I need my chickens in a covered coop, or the bobcats will get to them. But that is a story for another time.

Chickens are the ultimate upcycler - they eat pesky bugs and kitchen scraps (including moldy or spoiled-for-humans food) and produce beautiful brand-new eggs which can, depending on your chicken farming goals, become new chickens! Not to mention that they could play a central role in a dinner for winners.

There are many professional chicken farmers (think of organizations like Tyson, or local to me is Farmer Boy Eggs).

These are large operations of workers tending to chickens, collecting eggs, and even butchering. On the other hand, you have your neighbors or other non-professionals that either keep their eggs or sell them for some extra cash on the side. For example, my household eats our chickens’ eggs. Well, the ones that make it from the coop to the fridge. (Kids, am I right?) With six people in my house, it is more cost effective to raise the chickens, and collect the eggs, than buy a dozen eggs a week.

Jasmine, you said chickens were relevant here. Can you get to the point? Ok, ok. I do have a point here. I have described the many benefits and cool aspects of owning chickens. Two important words I would like to highlight include: different and productive. So where is the connection?

Different: Just like the many variations of chickens and eggs, Edulog does things differently. We are a family company that puts customer service at the top of our to-do list. Unlike large organizations, we make sure that we take care of our clients, not only through the software we provide, but with the services, support, and relationships we build whether it be through implementation of a new product, training, or regular support when something isn’t working. We understand that our actions affect our customers, and we work tirelessly to make sure that clients are getting solutions that work for their district, even if it doesn’t fit a cookie-cutter mold.

Why Did The Chicken Cross The Road continued on Page 10.

## WHY DID THE CHICKEN CROSS THE ROAD CONTINUED.

THE EDULOGGER  
QUARTER THREE  
2023

**Productive:** Just as chickens are a resource multiplier, Edulog's software is also a resource multiplier. Our technology, service, and support are all aimed at solutions that not only work for each district but provide systematic processes and procedures to help maintain a platform with ease of use. Creating automations within our software, maintaining and growing customer service, and supporting our clients are all a part of sustaining productivity and efficiency that helps each client and each district grow.

To chicken-wrap this up, (see what I did there) I would like everyone to remember this: We are real people, working together to provide real solutions that work for each client. We want our relationships to be strong, individual, and provide services that are different from the rest. We want our users to have an easy solution. If you are interested in any of our products or services that might just help your district to be different, simple, or productive please reach out to your account or service manager to find out what we can do to provide products and services that fit your district's needs.

**What is something unique about you (a fun fact) that few people are aware of:** I taught math anxiety classes to displaced homemakers (women displaced and living in a shelter), this was a series of classes to build these women's confidence and help give them skills to re-enter the job market and/or further their education

**What do you enjoy doing in your spare time:** Camping and other outdoor activities, reading, cooking, gardening, spinning/weaving, calligraphy, knitting/crochet/nalbinding

**If you could compete in the Olympics, which sport would you choose:** Swimming

**If you could pick up a new skill in an instant, what would it be:** Healing

Edulog would like to recognize Lexie Duvall, a valued member of our Account Management team. Lexie joined Edulog in September 2019. She has been with the AM department for 4 years. Her customer service and client engagement has helped Edulog clients succeed in school startup and throughout the school year. Lexie will be retiring next year and will be dearly missed. Lexie is a Montana native who attended both Montana State University and Montana Technological University. Her "Edulog Advice" for both clients and colleagues is: Plan Ahead!

## EMPLOYEE SPOTLIGHT

WRITTEN BY ARIKA STEELE/CORI BURNS



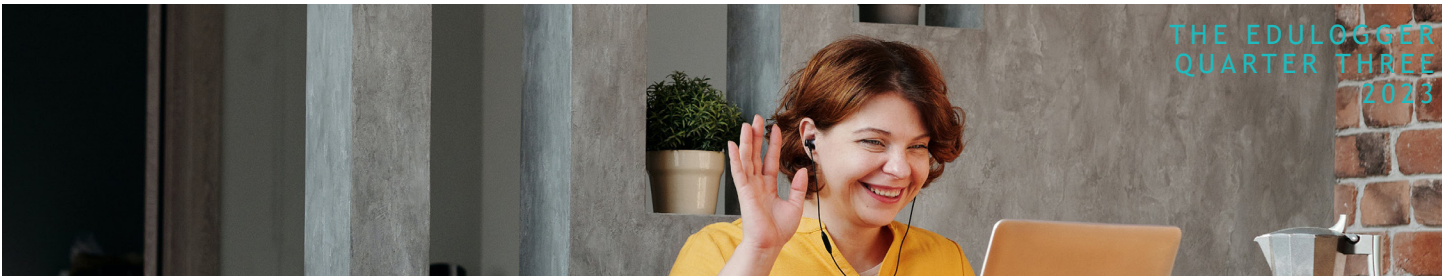
LEXIE DUVALL

**Favorite Food:**  
Thanksgiving Dinner with all the trimmings.

**Favorite Color:** Green.

**Dream Vacation:**  
A secluded mountain cabin by a quiet lake.

**Favorite Quote:** Not all who wander are lost.



## CLEAR, CONCISE COMMUNICATION WITH EDULOG

WRITTEN BY LEXI DUVALL

**E**dulog understands that effective communication is critical to the success of your district. Edulog is committed to ensuring all your communications and interactions with us are focused on giving you excellent customer service. Understanding your needs requires healthy collaboration as well as positive interactions with our personnel. The helpful exchange of information and instruction is paramount in excellent customer service; and effective communication is how that happens.

You are the core of our business; and as such, we have implemented numerous platforms for you to communicate with us. We understand that the demographic for districts is as diverse as the people that work for them. We have taken this diversity into account along with the needs of our clients to bring you the following communication avenues.

### The Many Ways We Have for you to Communicate with us:

**Phone** - Sometimes the best way to communicate with us is to just talk it out. This happens when writing it out in an email is too complex. Or you feel you need to speak with someone right away. The phone is immediate, no waiting or wondering if the person you are trying to contact has seen your email. This is a direct line to the person you need to speak with to accomplish your goals.

**Email** - This is an essential platform for modern business communications. It is convenient and nearly as swift as a phone call.

It also has the advantage of keeping a record of your communication as well as indicating that the message has been received and opened.

**Web Based Video Meetings** - While the phone and email are expedient, there are times when a meeting face to face is important. This platform allows for not only a one-on-one meeting but more importantly allows for a group of people to meet for discussion and information gathering. This gives the team the opportunity for involvement and can make communication easier.

**Video Messaging** - This is our newest platform and one we are very excited about. Many of you have experienced our video messaging emails over the past year. We feel it adds back that human touch missing in modern technology. We want to give the best customer service available and adding video messages has proved to do just that. We use it to add clarity and guidance to our emails - we can be not only account managers but your advisors. Be on the lookout for our video messaging as we integrate them more and more into our business communications.



**ROUTING**  
 Optimization and Efficiency



**BELL TIMES**  
 Studies and Optimization



**CONTRACTS**  
 Auditing and Analysis



**PLANNING**  
 Demographics and Redistricting



**OPERATIONS**  
 Policies and Metrics

## CLEAR, CONCISE COMMUNICATION WITH EDULOG CONTINUED

It is important to understand the various ways we have to communicate with each other. Our focus is and always has been to communicate well with our clients. To that end, we have chosen diverse methods in order to give you the best customer service possible. All these platforms allow us to build better relationships with you. These will help quickly resolve disputes and issues, give clear and concise answers, and most importantly make it easier for you to stay in contact with us. If you would like to get in touch, please see the contact info listed in this article.

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### Support Team:

Phone 800.288.2141 extension 3146  
Email [support@edulog.com](mailto:support@edulog.com)  
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Start knowing.

## GPS Tracking

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data can benefit your  
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Accuracy



Integration



Insight

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More



## SUMMER FUN

WRITTEN BY EDULOG STAFF

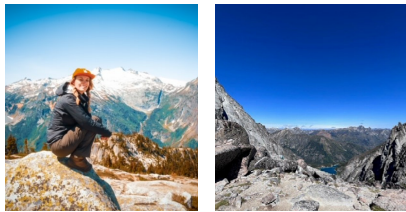
We're not all business over here at Edulog, and this quarter, being the warmest we will see all year means that it is time to get out and have some fun! See below for some of the adventures and fun things our staff got up to this summer.

Our avid outdoorsman **Spencer Jenko** climbed the Steamboat Prow, a 9700+ ft peak on the NE side of Mount Rainier in WA.

When Spencer isn't spending 13 hour days climbing major feats, he likes to take his dog Merrit out for mellow scenic hikes on the Beaverhead Mountain.



Another Washington adventurer this summer was **Jessica Wyatt**. Jessica hiked Tuck & Robin and The Enchantments.



Other adventures include going to Wild Waves with her kids and a river rafting trip in Idaho for her partner's 35th birthday.



Jess also had a puppy birthday party!



A Montana adventurer, **Samantha Stokey**, drove to Victor MT for peaceful contemplations at the Red Sun Labrynth and then went over to Hamilton MT for some snowballs to cool down.



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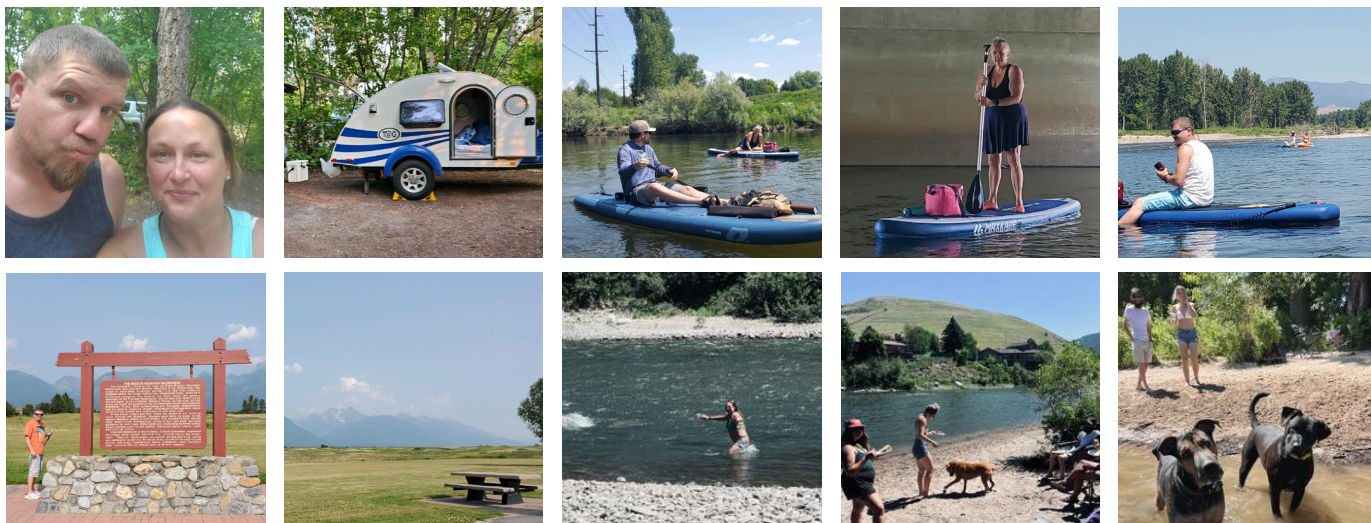
# SUMMER FUN CONTINUED

THE EDULOGGER  
QUARTER THREE  
2023

Shawna Knudson's summer was full to the brim, including her ride on the Beartooth Highway, getting a new Harley, having fun with PMO staff, attending the NC Summer Conference, visiting the Avery Idaho waterfall, visiting Yellowstone National Park, and spending time with friends.



Arika Steele had her fair share of some Montana fun. She did some camping, paddle boarding on the river, and had lots of time with good company.



To finish up the summer fun we have Jasmine Brown who went to Spokane, WA to see Aladdin at the Spokane Playhouse. An avid arts enthusiast, she also went to Big Fork, MT to see Grease at the Big Fork Summer Playhouse. Along the way she stopped to pick up some Flathead cherries and huckleberries and did a little playing in Flathead lake. Not to mention lots of days in the pool.

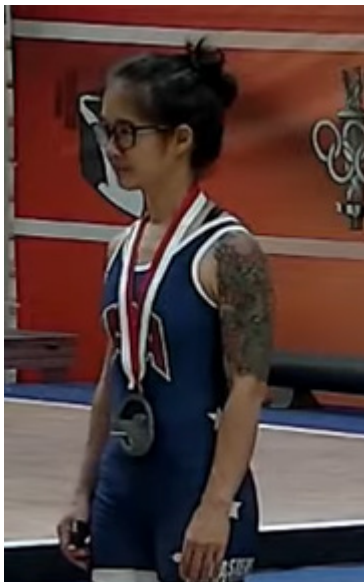


## EDULOG'S WORLD CHAMPION: LAM NGUYEN-BULL

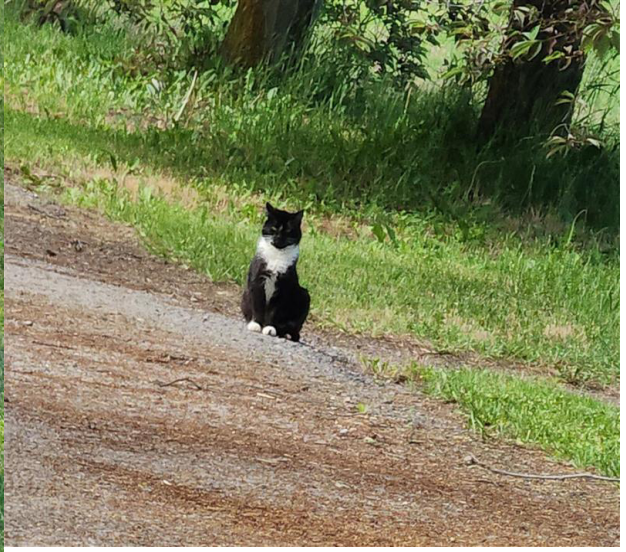
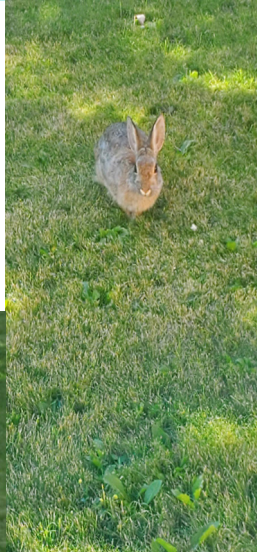
WRITTEN BY ARIKA STEELE & JASMINE BROWN

We would like to congratulate Lam on her success in competing at the International Masters Weightlifting Association (IMWA) World Masters Weightlifting Championship in Poland! Lam has habitually engaged in earnest and energetic work toward her goal of becoming an outstanding weightlifter. At the IMWA World Masters Weightlifting Championship Lam competed in the Snatch, and Clean and Jerk events. Snatch is the first of two lifts contested in the sport of weightlifting. The objective of the snatch is to lift the barbell from the ground to overhead in one continuous motion. Clean and Jerk is a composite of two weightlifting movements, most often performed with a barbell. During the clean, the weightlifter moves the barbell from the floor to a racked position across from the deltoids without resting fully on the clavicles. During the jerk, the lifter raises the barbell to a stationary position above the head, finishing with straight arms and legs and the feet in the same plane as the torso and barbell.

Lam has dedicated many hours to achieving her goal. We are so proud that she was able to receive the title of Second Place during this competition. Not only is it a testament to her dedication and motivation to accomplish her goals, but it reminds us that she is a powerhouse (no pun intended) and deserves praises as they come.



Our office at 3000 Palmer is not only home to our offices, we have a few *wild* residents that frequent the field nearby. When enjoying a walk around the building, or an event outside, you can see our furry-friends appear to join the commotion.



## RECIPE: CHERRY CHEESECAKE DUMP CAKE

WRITTEN BY SARAH HUTCHERSON

### Ingredients:

- 1-21-ounce can cherry pie filling
- 1-16-ounce bag frozen cherries
- 4 ounces cream cheese cut into 1/2 inch cubes
- 1-15.25-ounce dry yellow cake mix
- 1 stick of butter, sliced into thin slivers

### Directions:

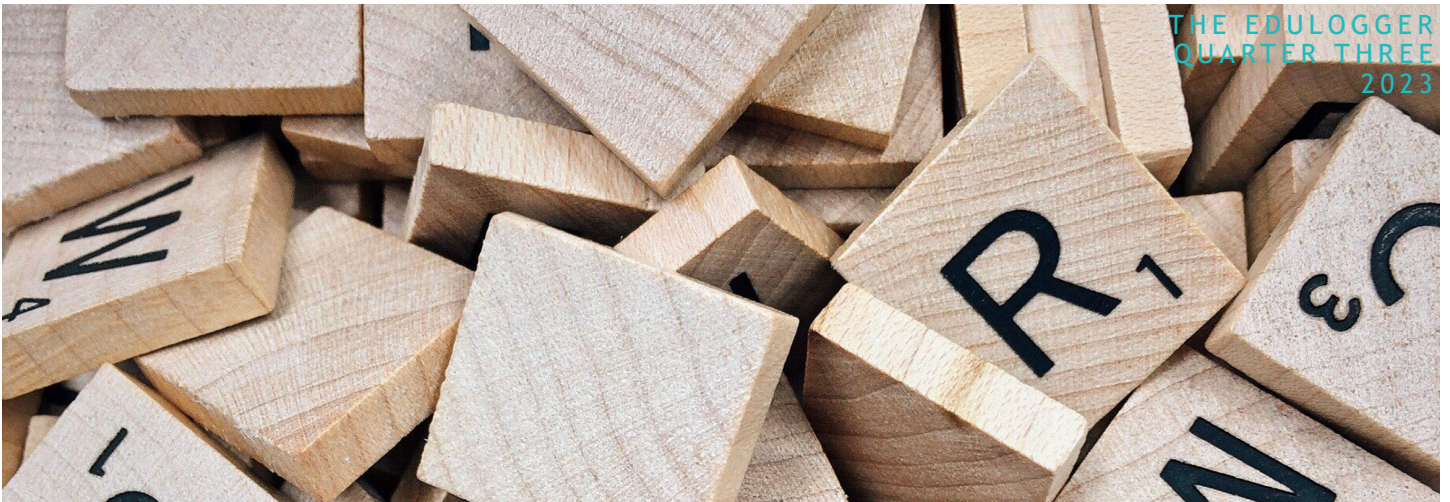
1. Preheat the oven to 350°. Grease a 13 x 9 glass pan with butter or non-stick cooking spray.
2. Pour in the canned cherry pie filling and the frozen cherries.
3. Add the cream cheese pieces evenly over the cherries.
4. Sprinkle the dry cake mix on evenly over the cherries and cream cheese layers. Gently shake the pan to get the cake mix to lay flat.
5. Layer on the 1/2 cup of butter slices, covering as much of dry cake as possible.
6. Put baking dish into the oven for 45-50 minutes. Halfway through baking check on the cake. If there are any dry cake areas, just add some more thin slices of butter to cover. Bake until a toothpick inserted in the middle of the cake comes out with a few dry crumbs.



### Notes:

- Instead of thinly slicing the butter, you could grate the whole stick of butter with a grater or food processor to make smaller pieces to more thoroughly cover the cake.
- You could make this a cherry dump cake recipe with pecans or walnuts. I would add them on top of the butter layer. Broil right before taking cake out of the oven for just a minute or so.
- Do not stir any of the ingredients, just layer them.
- Use chocolate cake mix to make chocolate cherry dump cake.





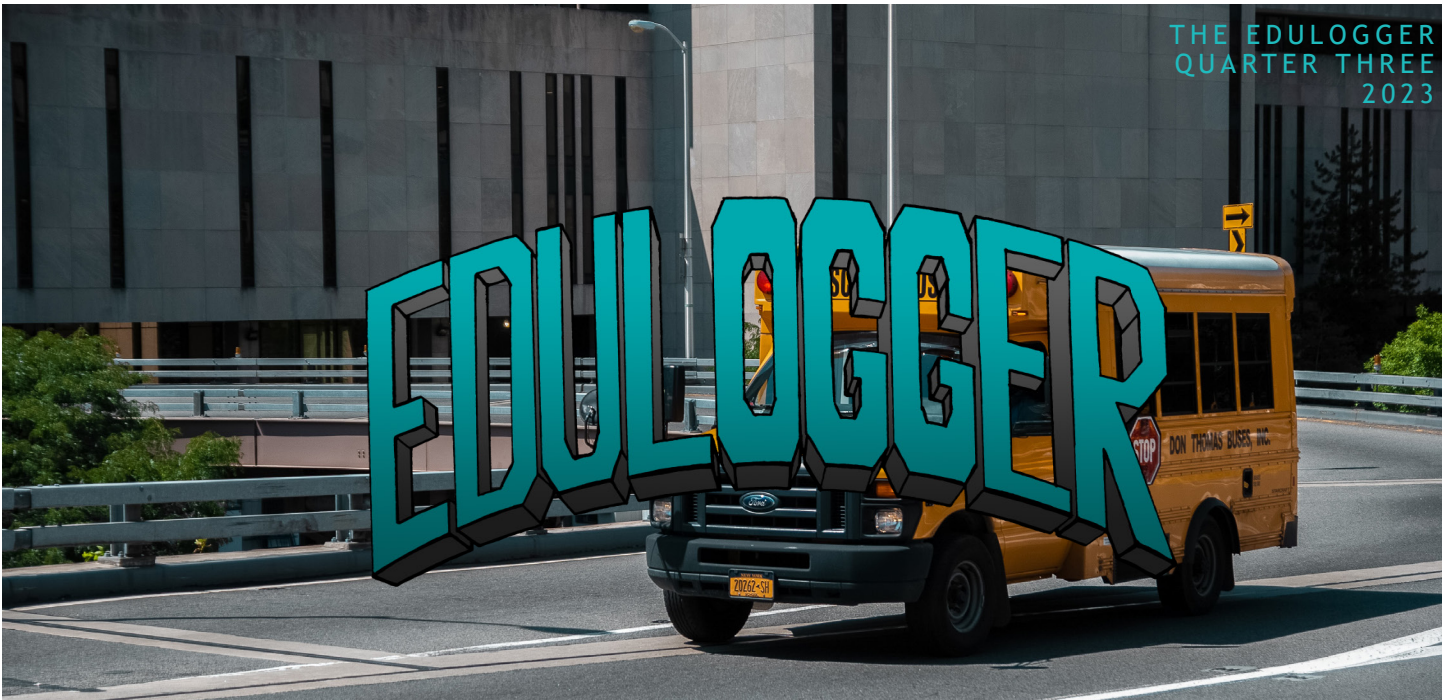
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## THE EDULOGGER A NEWSLETTER FOR CLIENTS

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