

RECORD TIMES

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A monthly newsletter for employees of the Clerk of the Superior Court's Office



The CASE of 2019 is about to arrive at the Clerk's Office

The annual employee recognition program allows staff to nominate co-workers for special awards

Everyday new cases arrive at the Clerk of the Court's Office without notice to many staff members (as they do not work in the areas that deal with the incoming new filings). However, there is one day of the year when "the CASE" arrives, and it is something that is widely noted throughout the Office.

This year, **March 4** is the day for "the CASE" to make its annual appearance.

So, what actually is "the CASE?" It is the name of the Office's Employee Recognition Program and it stands for Celebrating And Saluting Employees. March 4 is the day the program officially kicks-off for the 2019 awards and it will be time when employees have the opportunity to nominate their co-workers for various special recognition awards. This year the award categories are: Excellence, Teamwork, Customer Service, and Leadership.

An email announcement will be distributed to employees on March 4 that will provide the details of the program and include the form to nominate co-workers for a CASE award. The deadline for the nominations is **3:21 p.m. on 3/21**.

Below are the dates, times, and places of the 2019 ceremonies for the Office's CASE Awards. In addition to the CASE awards, service pins will also be given to employees at these times and locations. An announcement on who the service pin recipients are this year will be listed in the March issue of the *Record Times*.

This year, 71 employees are scheduled to receive a service pin. The recipient's service ranges from 5 years to 30 years to the Clerk of the Superior Court and/or to Maricopa County.

Dates, locations, and times of the 2019 CASE/Service Events

- **May 8 - Durango Juvenile** / 12:15 p.m. / Large Conference Room #1164
- **May 16 - Northeast** / 12:15 p.m. / Jury Room
- **May 22 - Southeast** / 12:15 p.m. / Saguaro Room @ SE Juvenile
- **May 30 - Northwest** / 12:15 p.m. / Office Area behind the File Counter
- **June 6 - Downtown** / 12:15 p.m. / Supervisors' Auditorium
- **June 11 - Customer Service Center** / 12:15 p.m. / 1st Floor Break Room

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Office Space

A space that provides information about what is coming up in the Office

Meet and Greet Sessions with the new Clerk, Jeff Fine

New Clerk of the Superior Court **Jeff Fine** is conducting "Meet and Greet Sessions" throughout the Office in March to provide the opportunity for him to meet staff and for staff to get acquainted with him.

"I am very much looking forward to these sessions so that I can meet the wonderful people we have working here," Jeff said. "In my first several weeks, I have been so impressed with the service our employees provide to our customers. I encourage each of you to attend one of the sessions as I would love having the chance to meet you. Please feel free to introduce yourself and say hello when you come."



Below are the dates, times, locations, and sessions of the Meet and Greets with Jeff:

DATE	TIME	LOCATION	SESSION
March 11	12:15 - 1:15 p.m.	CCB Large Conference Room	Courtroom Clerks
March 11	1:30 - 2:30 p.m.	CCB Large Conference Room	Operations Staff
March 12	12:15 - 1:15 p.m.	SCT, 12th Fl. Large Breakroom	Courtroom Clerks
March 12	1:30 - 2:30 p.m.	SCT, 4th Fl. Operations Area	Operations Staff
March 13	12:15 - 1:15 p.m.	CCB Large Conference Room	Courtroom Clerks
March 13	1:30 - 2:30 p.m.	CCB Large Conference Room	Operations Staff
March 15	1:30 - 2:30 p.m.	CSC Ground Level Breakroom	Operations/ITG Staff
March 18	12:15 - 1:15 p.m.	Northeast Breakroom	Courtroom Clerks
March 18	1:30 - 2:30 p.m.	Northeast Breakroom	Operations Staff
March 19	12:15 - 1 p.m.	SEA Conference Room	Courtroom Clerks
March 19	1:15 - 2 p.m.	SEA Conference Room	Operations Staff
March 19	2:15 - 3 p.m.	SE Juvenile Cactus Room	All Staff
March 20	12:15 - 1 p.m.	Dur. Juv. - Small Conference Room	Courtroom Clerks
March 20	1:15 - 2 p.m.	Dur. Juv. - Small Conference Room	Operations Staff
March 20	3:00 - 3:45 p.m.	Northwest Regional	All Staff



Saturday Service Days are springing up

The Spring season is soon arriving and the Office will soon be "springing" into action on five Saturdays to offer extended business hours to customers. For the fourth year in a row, the Office will be opening its door from 9 a.m. - 3 p.m on select Saturdays to provide customers with the opportunity to purchase a marriage license or process a passport application. The year, the Saturday Service Days are being offered at the Customer Service Center and at Northeast. Following are the Saturdays they will be open:

- Saturday, March 9 - Northeast
- Saturday, March 16 - Customer Service Center
- Saturday, March 30 - Northeast
- Saturday, April 6 - Customer Service Center
- Saturday, April 13 - Northeast

CLERK CONNECTION

Another outSTANDing effort made by staff

For the past nine years, one effort that **stands out** in the Office is when staff members **stand up** to assist with **Stand Down**. Stand Down is an annual event that is held throughout the nation where various agencies/governments come together to focus on veteran services. This year, here in Maricopa County, it was held Thursday, January 24 - Saturday, January 26 at the Veteran's Memorial Coliseum. The Superior Court and Clerk of the Court participated by setting up remote courtrooms to hear cases involving veterans. A total of **142 hearings** and **170 ex-parte motions** were conducted this year. In addition, the Criminal Financial Obligations Unit processed **180 cases** and the **File Counter assisted 30 veterans** with court case issues and **26 veterans with Restoration of Rights applications**.



Clerk of the Court Jeff Fine visits the Clerk staff who are assisting with the Stand Down event on a Saturday to thank them for their service.

The Clerk of the Court staff members who participated in Stand Down 2019 included: Courtroom Services managers; courtroom clerks; administrative, filing, financial assistance; and technical support. The staff members were: **Criminal Financial Obligations - Cyndie Rego and Yuriko Flores; Courtroom Clerks - Megan Ortega, William Harvey, Yvonne King, Alicia Calderon, Kat Faso, and Kelly Shafer; Courtroom Services Supervisors - Carrie Montoya and Andrew Schmidt; ITG - Drew Billups, Sammy Castaneda, Gene Parker, Adrian Roberts, and Dave Rosenthal; Deputy Probate Registrar - Gaile Raines; Auditor - Jennifer Cardenas; Criminal File Counter - Deysi Casales; Grand Jury Lead - Marcie Tarin; Manager, Criminal eFile, and CCB File Counter - Angelica Mejia; and Court Operations Administrator - Jessica Fotinos.**



Courtroom Clerk Lead Kat Faso (standing) and Courtroom Clerk Alicia Calderon (seated next to her) assist with a court hearing.



Deysi Casales (left) and Marcie Tarin assisted customers with the process of Restoration of Rights applications during Stand Down 2019.



A view showing a portion of the activities of the three-day Stand Down event that was held at the Veteran's Memorial Coliseum in Phoenix.

"The 2019 Stand Down event was a big success once again in large part due to the hard work and dedication of our staff, including members of our Civil File Counter, Criminal File Counter, Grand Jury, Probate Registrar, Courtroom Services, CFO, and the ITG teams," said **Jessica Fotinos**, who served as the administrator overseeing the event. "A big thank you goes out to all who participated in the three-day event for the benefit of our community, specifically, those who have served the United States in the military. We were able to assist many individuals resolve issues that impacted their ability to take on new endeavors in life. The outstanding customer service provided to our veterans is so greatly appreciated."

An estimated **2,000 veterans** were assisted at the overall event in accessing services and resources that included health care, housing, counseling, legal aid, clothing, haircuts, dental, and vision.

CLERK CONNECTION

Unit gets top *billing* in Arizona for third year in a row



The First Team (from left) - Bryan Romero, Eva Sanchez, Diana Eaton, Milan Milic, Cassandra Salt, Mona Oliva, Linda Blair, Richard Gonzalez, and Stella Ramirez-Munoz.

For the third year in a row, a well-deserved TIP of the cap goes to the **Billing and Deferral Unit** for finishing first in Arizona in court collections. TIP is actually the abbreviation for the Tax Intercept Program that collects monies owed to the court through intercepting the tax returns from non-compliant individuals. In 2018, the Billing and Deferral Unit that manages TIP, collected **\$2,076,876**, which was the highest amount for the year among the various participating Arizona courts. This amount is also the third most the Office has ever collected since participating in the state collections program, which

started in 1996. The Unit's efforts far exceeded that of the other courts in the state. Ranking second in 2018 was the Tucson City Court, which collected \$1,103,871, and in third place was the Phoenix Municipal Court, which had \$1,079,575 in collections.

"What a great honor this is for our Office and especially for our hardworking staff who earned this special recognition," Deputy Director **Mike Nimitz** said. "I congratulate our excellent Billing and Deferral team on this outstanding accomplishment for not only finishing first in Arizona in 2018, but also for doing it three years in a row."

Who was next in line to avoid having lines?

The Northeast Office (NE) recently became the next in line in the Office to help Clerk of the Court customers avoid standing in line. This month, NE became the fifth Office location to implement Qmatic, a customer management system which provides a more efficient process for customers to be served and eliminates the need for them to stand in line. Qmatic is already in place at the Downtown File Counter, the Customer Service Center, and the Southeast and Northwest Offices. The plan to implement Qmatic at NE has been in the works for several months.

"It is great to have Qmatic now implemented at Northeast," Deputy Director **Nancy Rodriguez** said. "It has been very successful at our other office locations and so it is a welcome improvement to our service for both our customers and staff at Northeast."

With the new system, customers check in at one of two, touch-screen kiosks and receive a numbered ticket for marriage licenses, passports, public records, or document filing, which alleviates them from having to stand in line before being served.



CLERK CONNECTION

Customers and rain pour on Valentine's Day

Throughout the year, the staff of the Marriage License and Passport Office (ML&P) have a heart to serve those whose hearts are set on getting married. However, on Feb. 14 (Valentine's Day), their heart to serve beats a little faster due to the increase of couples who arrive at the doors of the ML&P Office to purchase a marriage license. Traditionally, Valentine's Day is the busiest day of the year for the ML&P staff to issue marriage licenses to couples. On average, the Office issues about double the amount of licenses than they do on a normal business day. This year, was no exception. Despite it being a rainy day, which may have been a deterrent to some couples, the Office still issued **120 marriage licenses**, which is the second highest amount of licenses that have been issued when Valentine's Day falls on a Thursday. The highest amount of marriage licenses issued on a Thursday Valentine's Day is 132 in 2013. The all-time daily record for Valentine's Day marriage license issuance was 221 in 2014, which was on a Friday.



2019
Thurs. Feb. 14
120
marriage
licenses

In recognition of Valentine's Day being on the 14th, the following are 14 years of the total amount of licenses ML&P staff issued on Valentine's Day or the Friday before when the holiday fell on a weekend.

Marriage licenses issued on Valentine's Day and the Friday nearest to Valentine's Day



Timely Service

Timely Service - A section of recent email messages, note cards, phone calls, and letters about Clerk employees who provided *timely service*.

CO-WORKER COMPLIMENTS

To: SEA Courtroom Clerks, Tracy Henninger, Kristi Gilmet, and Korenna Tessier-Pothier

From: Esar Divinagracia

"I want to commend and show my gratitude for all the **SEA Courtroom Clerks**, as well as my supervisors, **Tracy Henninger** and **Kristi Gilmet**, for their unwavering support in my role as a courtroom specialist. Their attitude, support, and shared knowledge, allowed me to utilize my own resources and contribute to the overall effectiveness of the services we provide! Without the unique perspective of the SEA clerks and supervisors, I would not have been able to undertake my new role as a courtroom clerk. Lastly, a HUGE thank you to my team lead, **Korenna Tessier-Pothier**, who has been responsible for my training as both a specialist and clerk. Without Korenna's unique perspective on learning, I would not have been able to learn the procedures and responsibilities as quickly as I did!"

To: Francis Horst, Gene Yamamoto, Chuck Gobble, Scott Hensel, Dave Rosenthal, and Gene Parker

From: Debora Wells-Guevara

"In the spirit of Valentine's Day, I want to acknowledge Francis, Gene Y., Chuck, Scott, Dave and Gene P. for their help over the past two weeks bringing to fruition CCB-Room #148. You all are so easy to work with and your individual professionalism and support has been very 'sweet.' Thank you all!"

CUSTOMER COMPLIMENTS

About: Maridel Soileau

An attorney who does probate work called the Office to compliment Probate Registrar **Maridel Soileau**. He had a very difficult issue regarding an old probate matter. He was put in touch with Maridel who was able to reach a resolution with the complex matter. She was able to assist him

in coming up with a less time consuming and less expensive solution. The attorney said he was very impressed with Maridel and her level of customer service. He said her help was invaluable and that she was a pleasure to work with.



About: Gladys Alonso

Court Operations Supervisor Cheryl Marzella said a customer recently called the Office to share how extremely helpful **Gladys** in Support Services was in looking up documents for an older case. She said Gladys found it quickly and explained to her what she needed to do in a very friendly, helpful manner.

About: Ken Shipley

A judicial assistant (JA) sent an email to the Office complimenting the assistance **Ken Shipley** provided to him when he was able to expedite getting him some documents that were urgently needed. The JA said, "I am glad to have people like Ken to help in our time of need."

About: Mirna Cocoma Bermejo and Glenda Bernal De Villa

Mirna and **Glenda** in Support Services both were recently the recipients of compliments from customers for their service. The first customer said Mirna was a delight, very patient, and did a great job putting her at ease. The second customer said Glenda was fabulous, went above and beyond, and she was polite and thorough in her efforts.



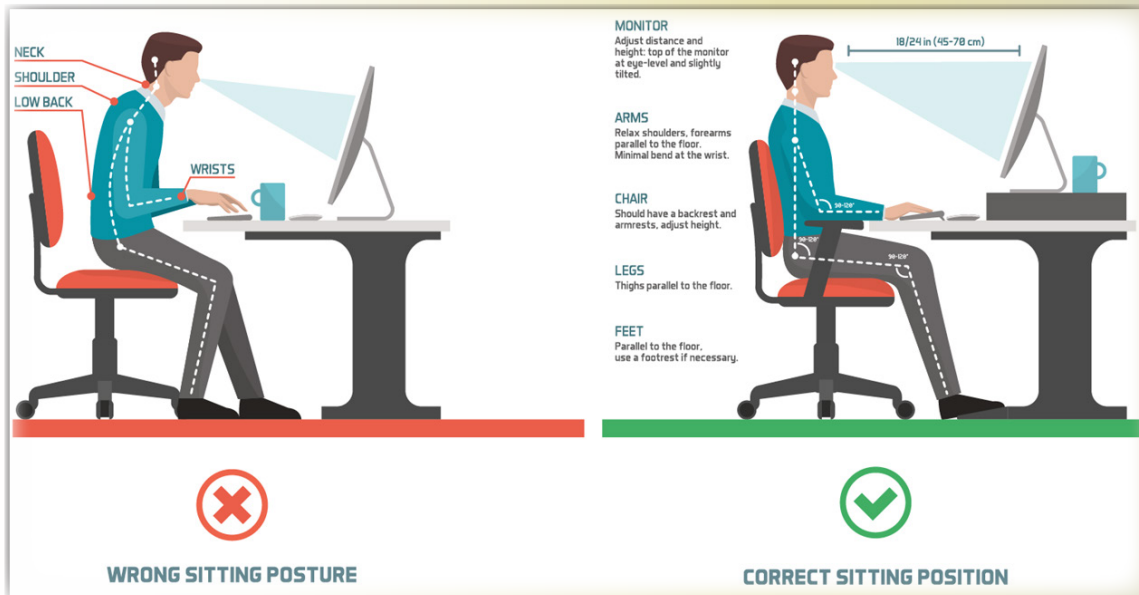
The HR BUZZ

News from the Clerk of the Court's Office Human Resources Team

Hello COSC Staff! New Year! New You!

The Clerk's Office wants to ensure your work environment is set up to maximize efficiency and reduce discomfort and fatigue. The first step is evaluating your own work station and posture. Let's take a look at some of the most common mistakes that employees make with sitting and workstation arrangement.

In the graph below, the individual on the left is sitting on an elevated chair, sitting forward, has his wrists raised, is slouching, and he is looking down at the screen. This posture can cause discomfort in the back, neck, shoulders, wrists, and legs.



In comparison, the person on the right has adjusted their seat so their feet are flat on the floor, hips and knees are positioned at a 90° angle, their back has full contact with the backrest, arms are parallel to the floor and the monitor is at eye level.

How do you feel at your desk throughout the day? Do you need some ergonomic assistance? The first step in achieving an optimal Ergonomic workstation is to perform a self-evaluation. Employees can visit the [Wellness Portal](#) through MyMC for a PDF guide. The guide will walk you through the process of achieving an “ergonomically correct” posture and workstation. In addition, you can create an account on an interactive portal called Briotix Works. Briotix works is a third party vendor contracted through Maricopa County designed to help employees achieve results specific to their ergonomic concerns. After completing self-assessments, if you believe you require further ergonomic assistance, you may do so by requesting an accommodation through the Americans with Disabilities Act (ADA). You will be given documents for your physician to return to substantiate the accommodation. Please contact **Yesenia Houghton**, HR Analyst at 602-506-0071 or at houghtony@cosc.maricopa.gov for further information and to obtain the required documents.

Formspace.com. <https://www.bing.com/images/search?view=detailV2&id=AFB0412BAFB6462DE34DDAE9EF60FABC4C14641E&thid=01P.IWMTQkTUuuNHnu6ksrweRAHaEo&mediurl=https%3A%2F%2Fformspace.com%2Fwp-content%2Fuploads%2F2017%2F07%2Fergonomics4.png&exp=1563&expw=2500&q=ergonomics&selectedindex=0&ajaxhist=0&vt=0&eim=1,2,6>

Clerk Work

Work projects within the Clerk of the Court's Office

A decline in numbers is an incline in e-efficiency

In a recent Courtroom Services report that provides a comparison of January 2018 to January 2019, it revealed signed original minute entries (ME) went down for courtroom clerks **63.4 percent** during the one-year time period. According to Business Analyst **Jennifer Myers**, the downward trend is the result of the Criminal iCISng eSentencing initiative that first began in Sept. 2017 as a pilot with five judicial officers. She said, "Prior to eSentencing, when minute entries were created for sentencings by courtroom clerks, the minute entries were manually scanned into the electronic court record because of the defendant's fingerprint and judicial officer's original signature. With the new eSentencing initiative, fingerprints and signatures are electronically captured on the eSentencing orders, and the documents are electronically uploaded into the electronic court record, which has caused the reduction in the amount of original minute entries."

Minute Entries

In total in 2018, there was a reduction of over 27,500 clerk-created ME (25,000 as a result of the CR Bench beginning to use eSentencing Orders in January 2018 and 2,500 as a result of the CR Bench beginning to use eDisposition Orders in November 2018).

Besides reducing the ME courtroom clerks have to generate, other benefits of eSentencing include: reducing the amount of manual scanning by Clerk staff; eliminating the possibility to misplace a sentencing ME in the physical scanning process; the quality of the electronic fingerprint on eSentencing orders is better than obtaining manual fingerprints; the electronic fingerprints can immediately be sent to the Department of Public Safety repository; eSentencing orders have replaced four types of sentencing ME and six disposition orders have replaced ME; and customers are receiving eSentencing orders sooner.

Red-ily willing to support Healthy Heart Month

On Feb. 1, several staff members were red-ily to start the month off in support of Healthy Heart Month. They did so by wearing the color red as part of a countywide effort called "Wear Red Day," that was sponsored by the County Wellness Program to encourage employees to take care of their heart health. Below are photos of those who wore red in the Office.



1) From left (front row) - Joe Legander, Chief Deputy Chris Kelly, Jennifer Wight, Alejandra Larios, Clerk of the Court Jeff Fine, Lesa Schaubeck, Lisa Kellar, Yesenia Houghton, Lori Fiscus, and Chris Cerrato. (Back row) - Chris Driscoll, Chief Technology and Innovation Officer Rich McHattie, Deputy Director Mike Nimtz, Anita Avila, Deputy Director Nancy Rodriguez, Jeanette Farrison, Kristin Venable, and Ryan Harris. **2)** From left (front row) - Maria Reyes, Gladys Alonso, Cecilia Alfaro-Arndt, and Gloria Rodriguez. (Back row) - Margarita Yanes, Mirna Cocoma Bermejo, Leslie Resendis Pedroza, Cynthia Ferriegel, Annette Ortiz, Ashlyn Johnson, Melanie Fay, Edith Witherspoon, Glenda Bernal de Villa, and Gina Castaneda Medina; **3)** From left -Carla Chestang, Flor Rivas, Pam Crawford, Charlotte Concholar, Janet Baldon, and Lillian Barnett; **4)** From left (first row) - Cindy Lett, Tracy McMillian, Kathleen Slabaugh, and Sandra Mejia. (Back row) - Jennifer Bailey and Kathy Hartley.

Employee Spotlight

This Month: **Lillian Barnett**



Title: Exhibits Team Lead | **Years with Office:** 23 years

Something You Enjoy About Your Job: The interesting people and learning new things.

What Are Some of Your Job Responsibilities: Customer service, round research, training employees, counter coverage, processing, tours, etc.

Your First Job: I was a receptionist for Century 21.

Hometown: Northfield, Ohio

Something Memorable You Have Done: I spent two years in Iran and I have seen many sights in Europe.

A Favorite Activity: I love to travel and sightsee.

Best Vacation Spot: Hawaii or any tropical paradise.

Favorite Meal: Thanksgiving dinner. My favorite part of the meal is the turkey and stuffing.

Favorite Place To Eat Out: Olive Garden

Favorite Sports Team or Sport: The Arizona Diamondbacks

Who Is Someone You Would Like To Meet: George Clooney or Gordon Ramsey

Favorite TV Show/Movie: *American Idol*, *Chicago Med*, and *Chicago PD*

Your Favorite TV When Growing Up: *The Partridge Family*

Do You Have A Hobby Or Special Collection: I like hummingbird and fairy figures.

Something You Are Proud Of: Graduating from ASU. I majored in Graphics and minored in Business.

What Would You Like To Be For A Day: A bird.

What Are Somethings On Your Bucket List: I would like to go to Australia. I would also like to go to New York City on New Year's Eve and I would love to go to the Grammys or Emmys Award shows.

Before Working Here, What Was An Interesting Job You Had: Creating logos and artwork for a design group.

What Do You Like Most About the Office: The people I work with.

What Advice Do You Have For A New Clerk Employee: Be patient, be appreciative, and be humble.

Do You Have A Favorite Quote: "One day at a time."



What Do You Like To Do In Your Spare Time: I like to draw, paint, and do crafts.

What Is Your Dream Car: A Mustang

Do You Have a Favorite Animal: Zebra

Favorite Fruit and/or Vegetable & Least Favorite: Favorite - oranges and grapes. Least favorite - sprouts and squash.

Who Would You Like To See in Concert: Rolling Stones

Have You Ever Won Anything: Yes, I won \$500 on a slot machine once.

A Pet Peeve: Dirty dishes in the sink. They need to be done right away.

Do You Have Any Hidden Talents: I have a creative side to me.

Who Has Been The Most Influential Person In Your Life: My Dad because he was honest, kind, and truthful, yet tough. He was a Marine.

Best Advice Someone Has Given You: Appreciate everything in your life, be thankful and humble.

The Inside Track

on Employee News

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MARRIAGE

- Congratulations to Southeast Adult Filing Counter's **Joana Alonso**, who got married on Feb. 9.

OFFICE ANNIVERSARIES

The following Clerk of Court employees celebrate a milestone anniversary with the Office this month:

20 YEARS - **Michael Kay** and **Olivia Hernandez**

5 YEARS - **Lisa Nevenhoven** and **Janet Baldon**

Congratulations!

NEW EMPLOYEES

The Clerk of the Superior Court's Office welcomes the following new employees:

- **Courtroom Clerks** - **Catherine Ratliff, Dawn Vernon, LaToya Collins, Sondra Thompson, Heather LeMaitre, and AnaMarie Sherman**
- **Criminal Financial Obligations** - **Christina Nekho**
- **Communications Office** - **Tiarra Earls Haas**
- **Customer Service Center Marriage Licenses and Passports** - **LeAnn Baukol**
- **Downtown Filing Counter** - **Christopher O'Neill and Shantel Tavares**
- **eFile Team** - **Michelle Bouise**
- **Executive Assistant to the Clerk** - **Fernando Castillo**
- **Family Support Services** - **Elizabeth Cruz**

Welcome!

EMPLOYEE MOVES

- **Esar Divinagracia** was promoted from serving as a Courtroom Services Specialist to become a Courtroom Clerk.
- **Lindsey Hill** was promoted from serving as a Courtroom Services Specialist to become a Courtroom Clerk.
- **Megan Ortega** was promoted from Courtroom Clerk to Courtroom Clerk Lead.
- **Ken Shipley** was recently promoted to the position of court operations supervisor of the Customer Service Center's Public Records. He also oversees the Specialty Desks and Film Alcove. He was previously working as the Quality Assurance Review/Training Coordinator.
- **Jessica Fotinos** was promoted from Document Management Administrator to become the new General Counsel for the Office.



EMPLOYEE EFFORTS

Maricopa County is sponsoring a food drive from March 4 - 28 to help St. Mary's Food Alliance stock its food bank. See [this flyer](#), which provides more details about this effort.

Special Features

Where in the world has the Record Times been?

Newsletter is found somewhere over the rainbow

Each month, employees are invited to submit photos of themselves with the newsletter while they are on vacation. Last month, the newsletter was seen with an employee who took a white snowy mountain trail in Switzerland up to an altitude of 6,000 feet for a view of the area. This month it is seen with an employee who followed the yellow brick road to get a view of a Wizard of Oz attraction with the newsletter.

Pictured to the right is Criminal Financial Obligations' **Micaela Rios**, who was in Liberal, Kansas. She was visiting "Dorothy's House and the Land of Oz attractions." It includes a replica of Dorothy's home from the movie, *The Wizard of Oz*, and a museum related to the classic movie. Micaela said she once lived only five miles from this attraction, but never went to see it.

You may submit a photo of yourself with the *Record Times* at any time. To submit a photo: **1)** Print the newsletter front page; **2)** Take a photo(s) with the page during your vacation; **3)** Email the photo to Len Keso with your name, department, and a description of the photo, along with any other interesting details of the photo/vacation. Anyone who submits a photo, will receive a Maricopa County lapel pin (pictured here).



VOTE for the All-Time Best Newsletter/Employee Photos Ever Taken

A little over a year ago, weekly Office emails titled "Times Gone By" were sent to staff showing the top photos of employees on vacation posing with the newsletter. The photos were categorized by similarities and all employees were invited to vote for their favorite ones. Over the past year, the top two photos employees voted on in each category were highlighted in the newsletter.

Now, to find out which photos are the overall best -

All of the pictures that have been featured as the best by category are now going to compete against one another. They have been organized by geographical location to make it easier for employees to vote on so that it can be determined which photos are the **best of the best ever taken**. This month, the top photos voted on by employees were organized into THE DISTANT LAND REGION.

****View the photos below and send your vote on your favorite one via email to Len Keso.****

Vote for your favorite - This Month: The Distant Land Region



India - Red Fort



China - The Great Wall



Australia - w/ a koala



Turkey - w/ guard



Japan - DisneyWorld