

COMMONWEALTH OF KENTUCKY

BEFORE THE PUBLIC SERVICE COMMISSION OF KENTUCKY

RECEIVED

FEB 28 2007

PUBLIC SERVICE COMMISSION

In the Matter of:

Communication Workers of America and )  
International Brotherhood )  
of Electrical Workers' Request To )  
Enforce Commission )  
Order Regarding Windstream )  
Corporation's [sic] Compliance with )  
Spin-Off Conditions )

P.S.C. Case No. 2007-00069

**Windstream's Response  
To Petitioners' Motion for Emergency Relief**

Windstream Kentucky East, Inc. f/k/a Kentucky Alltel, Inc., Windstream Kentucky West, Inc. f/k/a Alltel Kentucky, Inc., and Windstream Communications, Inc. f/k/a Alltel Holding Corporate Services, Inc. (collectively, "Windstream" and mistakenly identified as Windstream Corporation in Petitioners' Motion) for their Interim Response to the Motion for Emergency Relief filed by the Communication Workers of America and the International Brotherhood of Electrical Workers (collectively, "Petitioners") state:

Introduction

Petitioners' Motion for Emergency Relief fails for three reasons. First, Petitioners' request for emergency relief is premised solely upon the alleged violation by Windstream of a commitment that Windstream not make any changes to its Kentucky workforce. However, this condition was advanced by Petitioners in Case No. 2005-00534 ("Approval Proceeding") but was rejected by the Commission in its May 23, 2006 Order approving the transfer of control of the Windstream ILECs. Second, Petitioners' Motion for Emergency Relief seeks relief with respect to general labor issues that are

not properly before the Commission. Third, Petitioners fail to make the requisite showing to obtain injunctive relief. Petitioners' Emergency Motion should be denied.

### Factual Background<sup>1</sup>

On December 2, 2006, Windstream Communications announced the elimination of a limited number of positions in sixteen of its operating states, including 46 positions in Kentucky, as part of the consolidation of its workforce to meet customer needs and the demands of the market place. Windstream values its employees and did not undertake this initiative without serious consideration of the affected employees and positions.

The Kentucky employees subject to the consolidation worked primarily in the assignment department and were encouraged to apply for other open positions in Windstream. In fact, positions are still available throughout Windstream Communications' operations. Of the 46 Kentucky employees affected, 7 bargaining employees accepted positions in other areas of Windstream's Kentucky operations, and 2 nonbargaining employees applied for and have been offered other positions in Windstream's Kentucky operations. One bargaining employee accepted an employment offer outside of Windstream.

Since the consolidation was announced in December 2006, Windstream has offered outplacement services to interested employees including resume building and tips for online job searching. To date, approximately 19 of the affected Kentucky employees have participated in these services.

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<sup>1</sup> Although this Response necessarily addresses some of the allegations set forth in the Petitioners' Petition, it is not intended to serve as Windstream's Answer to the Petition. Windstream is working to file its Answer as quickly as possible and certainly will do so within the period provided by the Commission.

Additionally, all Kentucky employees affected by the consolidation were offered severance packages depending on the terms of their bargaining contracts or other employment status. As set forth in more detail in the accompanying affidavit (attached hereto as Exhibit A), all affected employees will receive their final paychecks (including earnings and unused vacation) on March 9, 2007. All affected employees will receive their severance payments no later than March 23, 2007, although Windstream expects these payments to be made prior to this date. Specifically, CWA members will receive severance including an average of 35 weeks of pay, and IBEW members will receive severance including an average of 9.5 weeks of pay. In fact, in its recent contract negotiations, IBEW opened negotiations with a list of demands including that Windstream not close the service activation group ("SAG") center in Elizabethtown. The IBEW negotiations concluded with IBEW having withdrawn that demand and Windstream having agreed to an enhanced severance benefit. With respect to the 8 affected nonbargaining employees, 6 are eligible for severance of 52 weeks of pay, and 2 have applied for and been offered other jobs with Windstream in Kentucky. Significantly, none of the bargaining employees have alleged that any actions by Windstream were taken in contravention of the collective bargaining agreements or have filed a grievance, and Windstream's actions with respect to IBEW members are consistent with the parties' recent collective bargaining negotiations.

Because Windstream is seeking to position itself better to compete, it also has added employees to other areas of its Kentucky operations where additional resources

were needed. For example, during the same time periods as the consolidation, Windstream has added 14 additional engineering and sales positions in Kentucky.

On December 22, 2006, Petitioners wrote the Commission to object to the proposed employee reductions. Petitioners raised no objection to Windstream's plans to add positions to its Kentucky operations although such additions are still changes to Windstream's workforce which, according to Petitioners' theory, any workforce changes should be presumed to violate the Commission's Order in the Approval Proceeding. By letter dated January 5, 2007, the Executive Director of the Commission directed Windstream to respond to Petitioners' letter. Jeffery R. Gardner, President and Chief Executive Officer of Windstream, did so by letter dated January 12, 2007. In his letter, Mr. Gardner explained:

Consolidation of the assignment work to three locations yields benefits, such as greater operational consistency, productivity and accountability. Maintaining more employees in fewer locations allows us to better address job responsibilities and have fewer managers oversee more employees. Consolidation of work groups facilitates our ability to standardize processes and train employees. As a result, employees should be more efficient and better able to share work loads and cover absences. Further routine and new technology upgrades are more cost efficient since there are fewer locations over which to install and reconfigure the upgrades. These benefits in turn allow Windstream to be more flexible in responding to customers' needs.<sup>2</sup>

Mr. Gardner's letter also emphasized three times that the consolidation was not the result of the separation/merger transactions.<sup>3</sup> Further, he notes that the restructuring of Windstream's workforce did not violate the Commission's May 23, 2006 Order and, in fact, accomplishes the condition in the Commission's Order that Windstream adequately staff its operations to provide quality service.

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<sup>2</sup> *Id.* at 1-2.

<sup>3</sup> *Id.*

Petitioners took no further action until February 8, 2007 when they filed their "Petition for Enforcement of Order" (filed a full month after Mr. Gardner's letter and 2 months after the announcement of the workforce changes). Although the restructuring was to take effect on March 2, 2007, Petitioners did not seek any interim relief at that time. Nor did Petitioners seek interim relief from the Commission on February 15, 2007, when the Commission directed Windstream to answer or satisfy the petition within twenty days of the Commission's order (March 7, 2007). Instead, more than a week after the Commission's Order, on the afternoon of February 23, 2007, Petitioners filed their Motion for Emergency Relief, leaving only five working days before the effective date of the consolidation for Windstream to file this Response and for the Commission to act.

#### Argument

A. The Proposed Work Force Consolidation Does Not Violate The Commission's May 23, 2006 Order.

1. The May 23, 2006 Order.

The May 23, 2006 Order Petitioners seek to enforce and upon which they premise their Motion arose in connection with the application by various Alltel Corporation ("Alltel") subsidiaries and Valor Communications Group ("Valor") seeking approval for the separation of Alltel's wireline and wireless operations and merger of the separated wireline operations with Valor. Petitioners sought and were granted full intervention in the Commission proceedings. Petitioners focused their opposition to the approval application based upon claims, rejected by the Commission, that the terms of the separation and merger would leave Windstream financially unable to provide adequate, efficient and reasonable service. Nevertheless, Petitioners also requested the

Commission to premise any approval of the proposed separation and merger on the condition there would be no reduction in the Kentucky workforce. Indeed, in their post-hearing Brief, Petitioners proposed the following condition:

The Kentucky ILECs ***shall be required to maintain employees currently working at AKI***, with no reduction in compensation and full respect of union status and collective bargaining agreements.<sup>4</sup>

The employment level freeze proposed by Petitioners was rejected by the Commission. Indeed, nowhere in its Order does the Commission even address, much less adopt, Petitioners' request that an employment freeze be implemented. Instead, the Commission first noted that Windstream had agreed in the Approval Proceeding there would be "[n]o reduction in the employee headcount in Kentucky ... ***as a result of this transaction.***"<sup>5</sup> Nothing in Windstream's statements presents a conflict, therefore, with Windstream's workforce changes so long as any such changes are not the result of the separation and merger transactions (which the recent Kentucky workforce consolidation is not). The only other mention of employment in the Commission's Order, albeit an indirect one, was the requirement imposed by the Commission and accepted by Windstream that Windstream "shall employ and continue to employ adequate resources to meet the quality of service standards established by the Commission." Neither Petitioners nor the Attorney General allege Windstream has failed to satisfy this requirement.

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<sup>4</sup> Post-hearing Brief of the Communication Workers of America and the International Brotherhood of Electrical Workers at 23 (emphasis supplied).

<sup>5</sup> Order, *In the Matter of: Application for Approval of the Transfer of Control of Alltel Kentucky, Inc. and Kentucky Alltel, Inc.*, P.S.C. Case No. 2005-00534 at 4 (May 23 2006). Although the Commission Order quotes the hearing transcript, the same representation – no employee reductions as a result of the transaction – was made by the applicants in their responses to data requests.

2. Petitioners' Petition And Emergency Motion Conflates Their Rejected Condition With Windstream's Agreement Not To Reduce Employee Head Count As A Result Of The Separation/Merger Transactions.

Throughout their Petition<sup>6</sup> Petitioners treat Windstream's agreement not to reduce Kentucky employment **as a result of the separation/merger transactions** as the equivalent of Petitioners' rejected condition that there be no reduction in employee head count in Kentucky under any circumstances. Thus, Petitioners suggest that the Attorney General's proposed condition for approval of the separation and merger, which, like Windstream's, was limited to reductions "as a result of the transaction,"<sup>7</sup> is indistinguishable from Petitioners' rejected condition that the ILECs "be required to maintain employees currently working at AKI."<sup>8</sup> Indeed, Petitioners go so far to suggest "there could be no doubt in the minds of the Commission, or the Parties, that employment levels in Kentucky would be protected from reduction as a condition to approval of the application."<sup>9</sup> This inference simply is not supported by the record in the Approval Proceeding or the Commission's Order.

Although Windstream is without knowledge as to what the Petitioner's believed, the Commission's understanding of the testimony and discovery is reflected clearly in its Order. In its May 23, 2006 Order approving the separation and merger transactions, the Commission expressly acknowledged Windstream's clarifications that employee reductions in Kentucky would not be a result of the transactions:

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<sup>6</sup> The Petitioners' Motion simply incorporates "the arguments and proof contained in the original petition..." with respect to the question of whether work force consolidation violates the Commission's Order. Petitioner's Memorandum in Support of Emergency Relief at 5.

<sup>7</sup> Petition for Enforcement of Order at 4.

<sup>8</sup> *Id.*

<sup>9</sup> *Id.* at 5.

**“[n]o reduction in the employee headcount in Kentucky would occur *as a result of this transaction.*”<sup>10</sup>**

As evidenced by the condition proposed in its post-hearing brief, the Attorney General likewise understood that Windstream was agreeing only that reductions as a result of the separation/merger transactions would not occur: “The Kentucky ILECs will not reduce their levels of employees ***as a result of the transaction,*** if approved.”<sup>11</sup> Within the limits of the English language, nothing could have been clearer. It is within Windstream’s managerial discretion to manage its business responsibly including making changes to employment levels through the ordinary course of business so long as the actions were not occasioned by the separation/merger transactions.

Petitioners were free to disagree with the Commission’s determination and seek rehearing or appeal the Order approving the transactions. Petitioners did not do so and now are bound by the express language of the Commission’s Order. Indeed, there is probably nothing more telling about Petitioners’ contention that Windstream allegedly violated the Commission’s May 23, 2006 Order than the fact that Petitioners premise their argument not on the language of the Order but their inaccurate speculation concerning what was in “the minds of the Commission ... [and] the parties....”<sup>12</sup>

In summary, the Commission's Order acknowledged that no Kentucky workforce reductions would arise as a result of the separation/merger transactions and required

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<sup>10</sup> Order, *In the Matter of: Application for Approval of the Transfer of Control of Alltel Kentucky, Inc. and Kentucky Alltel, Inc.*, P.S.C. Case No. 2005-00534 at 4 (May 23 2006). Although the Commission Order quotes the hearing transcript, the same representation – no employee reductions as a result of the transaction – was made by the applicants in their responses to data requests.

<sup>11</sup> Post-Hearing Brief of Attorney General at 29 (emphasis supplied.)

<sup>12</sup> Petition for Enforcement of Order at 5.



Windstream to maintain adequate staffing to support service quality. Windstream is in compliance with all aspects of the Commission's Order.

3. The Work Force Consolidation Does Not Violate The Commission's May 23, 2006 Order.

Petitioners offer no evidence that the workforce consolidation was the result of the separation of Alltel's wireless and wireline operations and merger of the wireline operations with Valor. As Petitioners and Movants, CWA, IBEW, and the Attorney General bear the burden of proving that the workforce changes directly resulted from the transactions approved by the Commission in the Approval Proceeding.

Notwithstanding this burden, Petitioners offer no evidence (and cannot offer any evidence) indirectly, much less directly, tying Windstream's workforce changes to the separation/merger transactions. Instead, they content themselves almost entirely with excerpts from the testimony and discovery from the Approval Proceeding. Yet, because the excerpts do not address the changes at issue and necessarily cannot address them as the statements were made prior to the determinations made regarding the workforce changes, Petitioners by definition do not and cannot demonstrate that the changes are the result of the separation/merger transactions. Indeed, the statements relied upon by Petitioners were given in the course of the Approval Proceeding during early to mid 2006; Windstream personnel did not begin investigating the potential for the workforce consolidation until at least a month after the separation/merger transactions closed on July 17, 2006.

Equally important, the excerpts make clear that Windstream unambiguously limited its commitment concerning employment levels to agreeing there would be no reduction as a result of the transactions. For example, at page two of the Petition,

Petitioners excerpt Mr. Gardner's response to the Chairman's question concerning work force reductions as a result of the separation:

- Q. Would the applicants be willing to accept a condition that there would be no employee headcount [reduction] in Kentucky **as a result of this transaction being approved?**
- A. There will be no reduction in the employee headcount in Kentucky **as a result of this transaction.**<sup>13</sup>

Other excerpts offered by the Petitioners go one step further and make clear Windstream candidly disclosed the possibility there could be work force changes in Kentucky unrelated to the separation/merger transactions. For example, the possibility of workforce reductions unrelated to the transactions being considered by the Commission was underscored in Petitioners' excerpt of Mr. Gardner's response to a question by Commission staff at the hearing:

- Q. Do you see that you might have a goal of reducing these [employment] levels through attrition as opposed to laying off people?
- A. We don't have any specific plans in Kentucky. ***I mean over a long period of time, in the land line business, we've tried to get more efficient, and, when we do that and it affects people, we try to do that first through attrition, because that's what makes most sense,*** but, as [of] today, there are no current plans on doing anything with the work levels in Kentucky.
- Q. So that would include an increase or a decrease?
- A. Right. We have no plans as part of this transaction or any other immediate plans to change the workforce levels here in Kentucky.<sup>14</sup>

Most telling is Petitioners' failure to mention,<sup>15</sup> much less address, Mr. Gardner's assurances in his January 12, 2007 letter to the Executive Director of the Commission

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<sup>13</sup> Transcript of Hearing at 116.

<sup>14</sup> Petition for Enforcement of Order at 4-5 (emphasis supplied).

affirming that there was no relation between the transactions approved by the Commission in its May 23, 2006 Order and the workforce reduction announced in December 2006. Three times in his letter, Mr. Gardner explained the absence of any relationship between the two:

- “The elimination of the assignment positions was not a result of the Alltel’s separation/Valor merger transactions.”
- “The actions taken were not the result of the recent separation/merger transactions.”
- “There is no contradiction between the recent consolidation efforts and my prior testimony before the Commission because these reductions were unrelated to the separation/merger transactions.”<sup>16</sup>

Petitioners likewise ignore Mr. Gardner’s explanation that, without the synergies achieved by the separation and merger, “it is conceivable that Windstream would have been faced with other, more pressing challenges related to its operations,” including presumably, additional reductions.<sup>17</sup>

At the end of the day, Petitioners fail to produce any evidence of any relationship between the Alltel/Valor separation and merger transactions and Windstream’s workforce consolidation. Absent such evidence, and Petitioners provide none, they are not entitled to any relief, including the extraordinary remedy of an injunction.

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<sup>15</sup> Petitioners do present one comment made by Mr. Gardner in the letter. As discussed below, Petitioners’ interpretation of Mr. Gardner’s statement not only is incorrect but, if it were accurate, would undermine further, not help, their claim.

<sup>16</sup> January 12, 2007 letter from Jeffery R. Gardner to Beth O’Donnell, Executive Director, at 1-2.

<sup>17</sup> *Id.* at 2.

4. Mr. Gardner's January 12, 2007 Letter Is Not Contrary To His Testimony Nor The Evidence Presented By Windstream In Connection With The Approval Proceeding.

Petitioners' reliance upon Mr. Gardner's statement in his January 12, 2007 letter that the workforce reductions were "a continuation of workforce optimization efforts involving the closing and consolidation of various assignment groups that began as early as 2001"<sup>18</sup> is particularly puzzling. If read as Petitioners seemingly suggest, that Windstream planned the 2007 workforce consolidation prior to the hearing but failed to disclose it to the Commission and the parties, it still would not permit the Petitioners to demonstrate, as they are required to do, that the employee reductions were related to the separation/merger transactions. To the contrary, it would only further underscore the lack of causal relationship between the separation/merger transactions and the employee changes since the plans would have been made in 2001, more than four years prior to the conception of the transactions and the filing of application for its approval. Moreover, it should be emphasized that Petitioners' inference is not only unsubstantiated but is false. The facts of the workforce changes announced in December 2006 were not disclosed during the Approval Proceeding because they did not exist at the time of that proceeding.

In fact, fairly read, Mr. Gardner's statement makes clear the absence of any relationship between the Kentucky employee changes and the separation/merger transactions. Mr. Gardner's statement simply referred to the fact that similar workforce closings and consolidations have been occurring since 2001. As such, he was providing independent corroboration of the absence of any relationship between the transactions

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<sup>18</sup> Petition for Enforcement of Order at 3-4.

and the workforce consolidation. Nothing in Mr. Gardner's letter fairly can be read to suggest there was an existing workforce consolidation plan on the drawing board at the time of the Approval Proceeding. Indeed, Windstream and Mr. Gardner consistently explained at the hearing and in discovery that no such plans currently existed at that time but that workforce changes were always a consideration in responsibly managing a business.<sup>19</sup>

Mr. Gardner's recognition in his letter of similar assignment workforce closings and consolidations predating the one announced on December 2, 2006 is likewise consistent with the testimony and discovery in the Approval Proceeding. For instance, Mr. Gardner at least twice explained the ongoing need to achieve greater efficiencies – that would exist without regard to whether the separation/merger transactions were approved – and the possible effect on employment levels. Thus, he testified as set forth previously that efforts of the landline business to increase efficiencies do affect employees.<sup>20</sup> Even more significant is Mr. Gardner's explanation of the requirements of the marketplace and the inability of any company to agree to the sort of absolute workforce freeze the Petitioners seek to impose in this proceeding:

Q: All right, and the next one about maintaining employment levels, we've talked about that, but what about specifically employment levels of call centers and about compensation packages, and that sort of thing?

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<sup>19</sup> Joint Applicants' Response to CWA/IBEW Data Request No. 20 ( "There are no plans to change either the number or types of employees currently working at AKI or KAI if the transaction is approved."); Transcript of Hearing at 155-156 ("We do not have any specific plans in Kentucky... there are no current plans on doing anything with the work levels in Kentucky."); Transcript of Hearing at 162-163 ("We have no plans as a part of this transaction or any other immediate plans to change the workforce levels here in Kentucky."); Transcript of Hearing at 69-70 ("So, relative to the employee base in Kentucky, our statements all along have been we expect no changes. Operationally, nothing is going to change in Kentucky in our day-to-day operations.")

<sup>20</sup> Transcript of Hearing at 162-163.

- A I think what we can commit to, as a part of this transaction, is that we will not change the employment levels as a part of this deal. ***No company in this country can make a commitment that we will not - that employment levels will be unaffected over a five-year period of time.*** I can't make that commitment because I don't - I'll do my best - we'll do our best to manage this business in a way that precludes that, but we can't give assurances there. ***I don't think any public company could, and, you know, I think the market forces us to compete and pay our people properly.***<sup>21</sup>

At the hearing and in discovery, Windstream candidly disclosed that while there would be no workforce reductions in Kentucky as a result of the separation/merger transactions, it could not commit to a freeze of Kentucky employment levels in response to demands unrelated to the transactions. To the contrary, Windstream made clear it would remain subject to a marketplace-driven need to obtain greater efficiencies.

- B. The Commission's Injunctive Powers Lie In Petitioning The Franklin Circuit Court For Relief.

Petitioners ask the Commission to enter a temporary injunction enjoining Windstream from carrying out the Kentucky workforce consolidation (which was just one part of a larger workforce optimization plan across sixteen states) that was announced in early December 2006. Petitioners premise their request for such extraordinary relief based on their unsupported claim that the consolidation violates the Commission's May 23, 2006 Order. Yet, as Petitioners concede in their Petition, the Commission may obtain an injunction only by initiating an action in the Franklin Circuit Court to enforce its orders.<sup>22</sup>

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<sup>21</sup> Transcript of Hearing at 163 (emphasis supplied). See also, Joint Applicants' Response to Lexington-Fayette Urban County Government Data Request No. 21 (In response to the inquiry whether the Applicants would agree to some form of employment freeze, the Joint Applicants responded they "cannot accept unreasonable or severely limiting conditions that treat it differently from its competitors.")

<sup>22</sup> Petition for Enforcement of Order at 1, 5. See also, Petitioners' Memorandum in Support of Emergency Relief at 1

Kentucky Revised Statute 278.390 provides that “[t]he Commission may compel obedience to its lawful orders by mandamus, injunction or other proceedings *in the Franklin Circuit, or any other court of competent jurisdiction....*” Thus, if the Commission believes Windstream has violated the May 23, 2006 Order, and Windstream notes that there is no reasonable factual basis for such a belief, the Commission may file an action in the Franklin Circuit to enforce the order. Indeed, like any other administrative agency, the Commission is a creature of statute<sup>23</sup> and any exercise of authority by it must be grounded in statute.<sup>24</sup> Any reasonable doubts concerning an agency’s authority to exercise a power must be resolved against its existence.<sup>25</sup> By the same token, the Commission may not employ administrative remedies not granted it by statute.<sup>26</sup> Yet, Petitioners ask the Commission to do just that.

The specific relief sought by Petitioners in connection with their Emergency Motion raises three additional obstacles to their request. First, by waiting until the eleventh hour to file their emergency motion opposing changes that were announced to Petitioners three months ago, Petitioners have placed the Commission in the position of having to act without a hearing and without affording Windstream an opportunity even to file its Answer to their Petition. Kentucky Revised Statute 278.260(1) expressly affords Windstream an opportunity for hearing. Similarly, the statute provides that no such

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<sup>23</sup> *Public Service Commission v. Jackson Rural Electric Cooperative, Inc.*, 50 S.W.3d 764, 767 (Ky. App. 2000); *Department for Natural Resources and Environmental Protection v. Stearns Coal & Lumber Company*, 563 S.W.2d 471, 473 (Ky. 1978).

<sup>24</sup> *South Central Bell Telephone Company v. Utility Regulatory Commission*, 637 S.W.2d 649, 653 (Ky. 1982).

<sup>25</sup> *United Sign Ltd. V. Commonwealth*, 44 S.W.3d 794, 798 (Ky. App. 2000).

<sup>26</sup> *Revenue Cabinet v. Cherry*, 803 S.W.2d 570, 572-573 (Ky. 1990).

hearing may be held on less than twenty days notice.<sup>27</sup> Finally, by statute Windstream is “entitled to be heard in person or by an attorney and to introduce evidence.”<sup>28</sup> Petitioners’ Motion for Emergency Relief would require the Commission (without good cause and based on no reasonable substantiation of Petitioners’ false assumptions) to abandon each of these statutory protections.<sup>29</sup>

Second, Petitioners’ reliance upon CR 65 is misplaced. By their terms, the rules of Civil Procedure are applicable to proceedings in the courts.<sup>30</sup> Indeed, the civil rules do not apply in administrative proceedings until after jurisdiction has been transferred to the Court of Justice by the perfection of an administrative appeal.<sup>31</sup> Also problematic is that KRS 13A100(1), (4) provide that administrative agencies may enact rules that affect private rights only by means of administrative regulation promulgated in accordance with Chapter 13A of the Kentucky Revised Statutes. Unwritten policy, such as the Petitioners claim exists, is prohibited.<sup>32</sup> KRS 13A.130(2) in turn provides that any administrative action that is required to be the subject of a duly promulgated regulation is “null, void and unenforceable” in the absence of such a regulation. Even if it was statutorily authorized to grant injunctive relief, the Commission may do so only pursuant to a duly promulgated regulation. There being no such regulation, Petitioners’ request to the Commission is improper.

Third, even if Petitioners were entitled to invoke CR 65 in this proceeding they are not free to pick and choose those portions of the rules that will apply. Specifically,

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<sup>27</sup> KRS 278.260(2).

<sup>28</sup> KRS 278.206(3).

<sup>29</sup> *Public Service Commission v. Attorney General*, 860 S.W.2d 296, 298 (Ky. App. 1993).

<sup>30</sup> CR 1(1).

<sup>31</sup> *Board of Adjustment of the City of Richmond v. Flood*, 581 S.W.2d 1, 2 (Ky. 1978).



CR 65.05 requires that a party seeking an injunction post a bond, with surety, “in such sum as the court or the officer to whom application is made deems proper, for payment of such costs and damages as may be incurred by any person who is found to be wrongfully restrained or enjoined,”<sup>33</sup> Unless and until such a bond is posted the temporary injunction cannot take effect.<sup>34</sup>

“The concept of risk-free injunctive relief is unheard of,”<sup>35</sup> so that the party seeking a temporary injunction bears the risk the injunction is improperly granted. Where an injunction is wrongfully issued, the costs and damages recoverable against the bond, and which the bond must be set high enough to cover, include compensatory damages and costs.<sup>36</sup> These include “lost profits, costs and attorneys’ fees” that are ascertainable with reasonable certainty.<sup>37</sup> At a minimum, here they would include the salaries and benefits paid to the affected employees during the period they remain employed pursuant to the injunction, Windstream’s attorneys fees and costs and the other costs and expenses incurred by Windstream.

Nowhere in their Motion or Memorandum do Petitioners offer to post a bond with surety if a temporary injunction is granted. More fundamentally, nothing in Chapter 278 authorizes the Commission to require or hold such a bond, much less to sit as a trial

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<sup>32</sup> KRS 13A.130.

<sup>33</sup> CR 65.05(1).

<sup>34</sup> *Id.*

<sup>35</sup> *National Collegiate Athletic Association v. Lasege*, 53 S.W.3d 77, 88 (Ky. 2001).

<sup>36</sup> *Id.*

<sup>37</sup> *Pharo Distributing v. Stahl*, 782 S.W.2d 635, 637 (Ky. App. 1989).

court and determine the amount of damages sustained by the issuance of the injunction, including attorneys fees and costs.<sup>38</sup>

By their Motion for Emergency Relief, Petitioners invite the Commission (based on false inferences and an utter lack of proof) to exceed its jurisdiction, deprive Windstream of its procedural rights and act contrary to Kentucky law. It is an invitation that can and should be declined.

C. Petitioners Have Not And Cannot Demonstrate The Requisites For The Issuance of A Temporary Injunction.

Even if the Commission were empowered to grant injunctive relief, Petitioners fail to make the necessary showing to obtain such relief. The issuance of temporary injunctive relief is governed by CR 65.04(1), which provides as follows:

A temporary injunction may be granted during the pendency of an action on motion if it is clearly shown by verified complaint, affidavit, or other evidence that the movant's rights are being or will be violated by an adverse party and the movant will suffer immediate and irreparable injury, loss, or damage pending a final judgment in the action, or the acts of the adverse party will tend to render such final judgment ineffectual.

In applying this standard, Kentucky courts require a moving party to show three elements: (1) absent the injunction, they will suffer some irreparable injury; (2) a substantial question on the merits is present; and (3) the equities weigh in favor of issuing the injunction.<sup>39</sup>

First among equals is the requirement that the moving party show it will suffer immediate and irreparable injury absent the grant of the requested injunction. "A mere

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<sup>38</sup> *South Central Bell Telephone Company v. Utility Regulatory Commission*, 637 S.W.2d 649, 653 (Ky. 1982).

<sup>39</sup> *Maupin v. Stansbury*, 575 S.W.2d 695, 699 (Ky. App. 1978).

allegation that irreparable injury will result is insufficient.”<sup>40</sup> Rather, irreparable injury must be “clearly demonstrate[d] either by verified complaint, affidavit or other proof.”<sup>41</sup> Petitioners bear the burden, at a minimum, of proving by evidence—rather than mere allegation or conjecture—“the probability of irreparable injury.”<sup>42</sup> In sum, the injunctive relief sought by Petitioners is appropriate “only where absolutely necessary to preserve a party’s rights pending a trial on the merits.”<sup>43</sup>

1. Petitioners Fail to Show a Probability of Immediate And Irreparable Injury.

Petitioner’s Memorandum and the supporting affidavit of Mike Garkovich, President of IBEW Local 33272, set forth injuries Petitioners allege will result from the planned layoffs. Petitioners’ alleged injuries include both the impairment of certain retirement benefits accrued through employment with Windstream and the loss of certain insurance benefits afforded to Windstream employees. Nothing in these allegations indicate that these purported injuries are either immediate or irreparable.

As an initial matter, these claims are made against the background of IBEW’s recent contract negotiations, in which IBEW withdrew its demand in the negotiations that Windstream not consolidate certain positions in Elizabethtown and in which Windstream agreed to enhanced severance benefits. Notwithstanding other facts referenced herein that show that Petitioners cannot demonstrate irreparable injury, it is more than significant that IBEW just concluded labor negotiations in which it withdrew its opposition to the consolidation in Elizabethtown.

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<sup>40</sup> *Id.* at 698.

<sup>41</sup> *Commonwealth ex rel. Cowan v. Wikinson*, 828 S.W.2d 610, 612 (Ky. 1992).

<sup>42</sup> *Id.* at 613.

<sup>43</sup> *Id.* at 611.

(a) Petitioners' Claimed Injuries Do Not Constitute Immediate Injury.

In any event, to demonstrate that their rights will be immediately impaired absent the requested injunctive relief, Petitioners must demonstrate "an urgent necessity for the requested relief."<sup>44</sup> Delay in seeking enforcement of claimed rights, as Petitioners have engaged in here by waiting three months before filing their motions, cannot be used to manufacture the required showing of immediacy.<sup>45</sup> At a minimum, Petitioners' delay in seeking injunctive relief and IBEW's withdrawal of its demand pertaining to the Elizabethtown consolidation significantly undercuts Petitioners' claim for injunctive relief.<sup>46</sup>

(b) Loss of Employment Claims Do Not Give Rise To Irreparable Injury.

Even if Petitioners could demonstrate, which they cannot, an immediate need for the requested relief they have failed to demonstrate they will be irreparably injured in the absence of such relief. Kentucky law is clear that an injury is not irreparable, and cannot give rise to injunctive relief, where it can be satisfied through the payment of money.<sup>47</sup>

In *Cypress Mountain Coal Corporation v. Brewer*<sup>48</sup> the trial court entered a temporary injunction enjoining a coal hauling firm from terminating 25 individual coal

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<sup>44</sup> *Maupin v. Stansbury*, 575 S.W.2d 695, 699 (Ky. App. 1978).

<sup>45</sup> *Greene v. Eversole*, 177 S.W.2d 559, 560 (Ky. 1944) (two month delay without protest precluded injunctive relief).

<sup>46</sup> *Citibank, NA v. Citytrust*, 756 F.2d 273, 276 (2<sup>nd</sup> Cir. 1985) ("Delay in seeking enforcement of those rights, however, tends to indicate at least a reduced need for such drastic, speedy action.")

<sup>47</sup> *United Carbon Company v. Ramsey*, 350 S.W.2d 454 (Ky. 1961) (injury only irreparable if "there exists no certain pecuniary standard for the measurement of the damages").

<sup>48</sup> *Cypress Mountain Coal Corporation v. Brewer*, 828 S.W.2d 642, 644, 644-645 (Ky. 1992) ("A dollar amount derived from records concerning the coal tonnage hauled by owner/operators during the alleged contractual breach could certainly provide an accurate gauge with which to calculate a precise dollar amount.").

haulers who claimed they had a permanent right to provide coal hauling services to Perry Transport. On review by the Kentucky Supreme Court, the Court held that “extraordinary cause” had been demonstrated and dissolved the injunction.<sup>49</sup> In so doing, the Court explained that the injuries claimed by the coal haulers were measurable and compensable in damages and hence were insufficient to support the grant of a temporary injunction.<sup>50</sup> The Windstream Kentucky affected employees’ claimed injuries are indistinguishable in kind from those at issue in *Cypress Mountain* and hence are equally incapable of supporting a temporary injunction.

Courts in other jurisdictions have expressly held that the loss of employment and consequent loss of salary and fringe benefits and the incurrence of adverse tax consequences—injuries upon which Petitioners rely in this case—are not irreparable.<sup>51</sup> Indeed, the United States Supreme Court has made clear that only in extraordinary employment termination cases will the injuries be deemed irreparable.<sup>52</sup> Such a showing, at a minimum, requires the movant to demonstrate losses different in kind from that suffered by terminated employees generally.<sup>53</sup>

Petitioners cannot overcome these two hurdles in attempting to demonstrate the irreparable nature of the injuries they claim. First, the injuries alleged in the

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<sup>49</sup> *Id.* at 645.

<sup>50</sup> *Id.* at 645-646.

<sup>51</sup> See *Ciechon v. City of Chicago*, 634 F.2d 1055, 1057-1058 (7th Cir. 1980) (Reversing the district court’s injunction issued in favor of employees who suffered “loss of wages, employee benefits, and opportunities for promotion” as a result of government action alleged to be unconstitutional); *D’Aquisto v. Washington*, 640 F.Supp. 594, 626 (N.D. Ill. 1986) (loss of income, depletion of savings and difficulty finding other employment are remediable by damages and thus do not constitute irreparable injury.) *Hunt v. Bankers Trust Company*, 646 F.Supp. 59, 63 (N.D. Tex. 1986) (unfavorable tax consequences “represent losses which can be reduced to specific figures, for which damages provide a complete remedy”).

<sup>52</sup> *Sampson v. Murray*, 415 U.S. 61, 92 & n. 68 (1974).

<sup>53</sup> *Id.* at 92.

Memorandum and supporting affidavit from Mr. Garkovich do not differ in kind from the losses suffered by discharged employees generally. For example, in *Sampson v. Murray*, the Supreme Court held that loss of income, absence of savings, difficulty in finding employment and damage to reputation did not constitute the type of irreparable injury upon which an injunction may be premised.<sup>54</sup> Yet, these are the only types of considerations advanced by Petitioners in support of their Motion. Additionally, Petitioners' Motion and claimed injuries are factually incorrect in many instances (such as on the issue of 401K plans and availability of health insurance). Exhibit A attached hereto establishes the accurate circumstances for the affected Kentucky bargaining and nonbargaining employees.

Second, not only does the Windstream Affidavit of Susan Bradley (Windstream Senior Vice President of Human Resources) cast considerable doubt on Petitioners' claims, Petitioners can seek remedies including back pay and reinstated benefits if they prevail on the merits. Thus, with respect to both the alleged impairment of the retirement benefits and alleged loss of insurance benefits provided by Windstream, Petitioners could seek an award of damages such that they cannot claim to suffer irreparable harm in the absence of injunctive relief.

(c) Petitioners' Impairment of Retirement Benefits Claims Do Not Constitute Irreparable Injury.

According to Petitioners, the alleged impairment of retirement benefits arises because a number of employees affected by the consolidation have elected to retire. Specifically, Petitioners allege several potentially adverse consequences for these individuals: (1) the reinvestment of 401K proceeds with other vendors will result in fees

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<sup>54</sup> *Id.* at 91-92 & n. 68.

that diminish the value of the accounts; (2) the premature “invasion” of 401K plans will result in a tax penalty; (3) the receipt of retirement proceeds in lump sum payments will impair the cash value of their retirement funds; and (4) the fees and charges incurred through consultations with independent investment brokers.<sup>55</sup>

Petitioners fail to show, however, how any of these alleged injuries are irreparable or even accurate. To the contrary, to the extent that any of Petitioners' asserted injuries may be taken as accurate (which Windstream's Affidavit addresses in more detail), the injuries associated with the alleged impairment of retirement benefits are all economic in nature and capable of precise measurement. Accordingly, Petitioners can seek an award of money damages to compensate them for the alleged impairment of retirement benefits should the Petitioners prevail on the merits.

(d) Petitioners' Impairment of Insurance Benefits Claims Likewise Do Not Constitute Irreparable Injury.

This conclusion holds true with respect to the loss of insurance benefits alleged by the Petitioners. Again, Petitioners set forth a number of potentially adverse (and wholly unsubstantiated) consequences for the affected individuals: (1) retiring employees will not be entitled to COBRA benefits and will be forced to pay increased premiums for health care benefits; (2) all affected employees who have company-paid life insurance will lose that coverage and suffer a financial loss in procuring new coverage; (3) all affected employees who carry optional life insurance will lose the benefit of group premiums and be required to pay more for the same coverage; and (4) long-term disability benefits will require higher premiums than afforded through the

---

<sup>55</sup> Motion for Emergency Relief at 3-4.

Windstream group rate.<sup>56</sup> Basically, Petitioners contend that they will be harmed because they will have to pay increased premiums for a variety of different insurance coverage. In fact, CWA members receive as part of their severance packages (to be paid on or before March 23, 2007) "grossed up" medical insurance premiums for 6 months. This means that they receive, as cash, 100% of their medical insurance premiums and the associated taxes for 6 months. All employees - bargaining and nonbargaining - receive insurance coverage (with Windstream continuing its portion of the premium) through March 31, 2007.

Notwithstanding their inaccurate assertions concerning lost insurance benefits, Petitioners fail to show why the increased COBRA premiums amount to irreparable harm. Indeed, a potential measure of the harm for these alleged injuries simply would be the difference between the cost of the coverage provided through Windstream and the cost of obtaining that same coverage without the benefit of the Windstream group rates, and Petitioners can seek an award of money damages should they prevail on the merits. Accordingly, there is no irreparable harm, and Petitioners are not entitled to an injunction.

2. There is No Substantial Question on the Merits.

Petitioners likewise have failed to raise a substantial question on the merits of their claim. Indeed, as discussed above, their Petition seemingly is premised upon a condition for approval of the transactions they advanced but this Commission rejected, is not borne out by the evidence they cite, is contradicted by the record evidence and seeks relief that is beyond the Commission's authority.

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<sup>56</sup> *Id.* at 4-5.



3.. The Balance of the Equities Precludes Issuance of the Injunction.

Injunctive relief is disfavored under Kentucky law, and the Supreme Court has recognized its potential for harm when misapplied:

Injunctive relief . . . has great potency for harm when misapplied, and for this reason courts consider every application for its employment in the light of its consequences to both parties, and to that end consider the “balance of inconvenience,” frequently withholding the granting of an injunction when the benefit to the plaintiff will be small in comparison to the injury to the defendant.<sup>57</sup>

Here, this balance of inconvenience weighs against issuance of the injunction.

In describing the magnitude of harm they contend will result if the requested relief is not granted, Petitioners fail to address a critical deficiency in their argument. The layoffs being implemented by Windstream are consistent with the terms of the Collective Bargaining Agreements, and the affected employees have no right to continued employment with the company. Indeed, IBEW members concluded recent contract negotiations having withdrawn their demand regarding opposition to the Elizabethtown consolidation and with Windstream having agreed to enhanced severance packages. Moreover, Petitioners cannot successfully prosecute the argument that equity somehow favors affording the requested relief when Windstream is abiding by the terms of the agreements negotiated by Petitioners and when there is gainful employment outside of Windstream. (See, Exhibit B which contains classified advertisements showing examples of available employment outside of Windstream in both the Elizabethtown and Lexington, Kentucky locations.)

This is especially so in this case because of the impact that the requested relief will have upon Windstream and its Kentucky customers. The Kentucky workforce

reductions were undertaken as part of a larger consolidation effort that spanned Windstream's 16 states and sought to increase Windstream's operational efficiencies and responsiveness, thereby also improving customer service. "Undoing" just the Kentucky piece of the larger plan (as Petitioners seek to do) results in harm to Windstream in the form of redundancies in costs and positions which hinders Windstream's efforts to increase its efficiencies and customer responsiveness.

For example, one consideration of the overall plan was to bring Windstream's employee to supervisor ratio more in line with Windstream's peer counterparts. While the peer average is approximately 18.33 employees to 1 supervisor, Windstream's average was 11.4 employees to 1 supervisor prior to the consolidation. After the consolidation becomes effective on March 2, 2007, Windstream hopes to achieve an improved average of 14.2 employees to 1 supervisor. Such consolidation, for example, allows supervisors to manage employees more efficiently and provides opportunities for Windstream to standardize its policies and procedures. The public interest is served by allowing Windstream to proceed with its plans to responsibly manage the company in a way that gains operational efficiencies, allows Windstream to better compete in the marketplace, and to be more responsive to its customers. The equities, therefore, should be balanced in favor of Windstream.

For the reasons set forth herein, Petitioners have not and cannot demonstrate that they will suffer irreparable injury. Their asserted injuries, even if taken as true which they are not, may be made whole by monetary damages which by law cannot be said to be irreparable. Additionally, Petitioners cannot succeed on the merits as they have offered no proof (other than their false assumptions) that Windstream has acted in

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<sup>57</sup> *Bartman v. Shobe*, 353 S.W.2d 550, 554 (Ky. 1962).

violation of the Commission's Order in the Approval Proceeding. The public interest is better served by denying Petitioners' requested relief and allowing Windstream to proceed within its managerial discretion to operate its business responsibly and efficiently in order to continue providing quality service to its customers in the Commonwealth.

Respectfully submitted,

**Windstream Kentucky East, Inc.,  
Windstream Kentucky West, Inc., and  
Windstream Communications, Inc.**

A handwritten signature in black ink, appearing to read 'Mark R. Overstreet', written over a horizontal line.

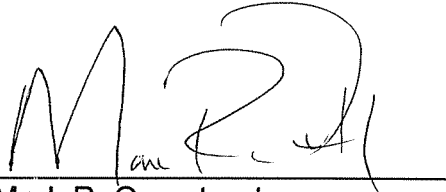
Mark R. Overstreet  
R. Benjamin Crittenden  
STITES & HARBISON, PLLC  
421 West Main Street  
P.O. Box 634  
Frankfort, KY 40602-0634  
Telephone: (502) 223-3477

CERTIFICATE OF SERVICE

I hereby certify that a copy of the foregoing was served by United States First Class Mail, postage prepaid and by e-mail, on this 28<sup>th</sup> day of February, 2007 upon:

Dennis Howard  
Office of the Attorney General  
Suite 200  
1024 Capital Center Drive  
Frankfort, Kentucky 40601  
e-mail: [dennis.howard@ag.ky.gov](mailto:dennis.howard@ag.ky.gov)

Don Meade  
Priddy, Cutler, Miller & Meade, PLLC  
800 Republic Building  
429 West Muhammad Ali  
Louisville, Kentucky 40202  
e-mail: [dmeade@pcmmlaw.com](mailto:dmeade@pcmmlaw.com)



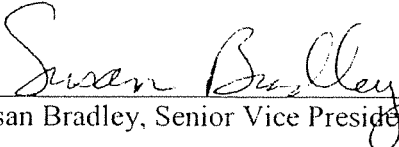
Mark R. Overstreet

**EXHIBIT A**

**AFFIDAVIT OF SUSAN BRADLEY  
IN SUPPORT OF WINDSTREAM'S RESPONSE TO  
PETITIONERS' MOTION FOR EMERGENCY RELIEF**

1. The consolidation announced in December 2006 did not result from the Alltel separation/Valor merger transactions.
2. Windstream did not begin reviewing the potential for consolidation efforts until at least one month after the close of the separation/merger transactions on July 17, 2006.
3. Windstream first announced these consolidation efforts in December 2006. Since the announcement, Windstream has been transitioning, training and hiring employees at the consolidated centers. If the Windstream corporate consolidation plan is altered by Kentucky-specific delays or changes, Windstream will incur duplicate expenses and encounter operational redundancies.
4. A total of 46 employees in Kentucky were initially affected by the reduction in force. Of these 46 Kentucky employees, 26 are represented by CWA, 12 are represented by IBEW, and 8 are non-bargaining.
5. Windstream began negotiating a new collective bargaining agreement with IBEW on January 22, 2007. Those negotiations opened with a list of demands from IBEW, which included a demand that Windstream not close the service activation group in Elizabethtown. The negotiations concluded with IBEW having withdrawn that demand and Windstream having agreed to an enhanced severance benefit. As a result, certain IBEW members in the service activation group with less than 10 years of service received enhanced severance packages, which essentially doubled their severance package. Four IBEW members were eligible and will receive enhanced severance packages in accordance with the new collective bargaining agreement.
6. Kentucky employees affected by the consolidation have the opportunity and were encouraged to pursue other available positions with Windstream. Positions are currently open at Windstream's facilities in Cornelia, Georgia, Charlotte, North Carolina, and Export, Pennsylvania. Export, Pennsylvania is a bargaining location.
7. Windstream has offered outplacement services to all affected employees. Approximately 19 of the affected Kentucky employees have taken advantage of these outplacement services.
8. All actions by Windstream have been consistent with the collective bargaining agreements in Kentucky. Neither CWA nor IBEW has filed a grievance to the contrary.
9. During the same time periods as the consolidation, Windstream has added 14 positions to its Kentucky operations in engineering and sales.

10. Two non-bargaining employees affected in Kentucky have applied for openings in other areas of Windstream's Kentucky operations. Both have been offered positions, and as of this date, one employee has accepted.
11. Severance for non-bargaining employees includes:
  - Receipt of regularly scheduled paychecks plus unused vacation on March 9, 2007;
  - Receipt of 52 weeks of severance pay to be distributed on or before March 23, 2007 (with the exception of a single individual who has applied for and been offered another position with Windstream in Kentucky); and
  - Retention of current health benefits through March 31, 2007 and COBRA eligibility through September 2008.
12. Of the 26 affected Kentucky employees represented by CWA, 2 employees applied for and accepted other employment with Windstream, 1 employee left voluntarily for employment outside of Windstream, and 23 are eligible for severance.
13. Severance for employees represented by the CWA includes:
  - Receipt of regularly scheduled paychecks plus unused vacation on March 9, 2007;
  - Receipt of an average of 35 weeks of severance pay to be distributed no later than March 23, 2007;
  - Retention of current health benefits through March 31, 2007 and COBRA eligibility through September 2008;
  - Receipt of cash payment (pursuant to the CWA collective bargaining agreement) representing 6 months of "grossed-up" medical insurance premiums (100% of the premium plus applicable taxes) to be paid on or before March 23, 2007; and
  - Windstream pension plan.
14. Of the 12 affected Kentucky employees represented by IBEW, 5 elected to accept the severance package. The remaining 7 affected IBEW members "bumped" – *i.e.*, claimed other bargaining unit IBEW positions. This action by the 7 IBEW members resulted in 2 IBEW members receiving severance packages. Consequently, only 7 of the initial 12 IBEW members were affected by the consolidation, and all 7 received severance benefits.
15. Severance for employees represented by the IBEW includes:
  - Receipt of regularly scheduled paychecks plus unused vacation on March 9, 2007;
  - Receipt of an average of 9.5 weeks of severance pay to be distributed no later than March 23, 2007;
  - Retention of current health benefits through March 31, 2007 and COBRA eligibility through September 2008; and
  - Windstream pension plan.

  
Susan Bradley, Senior Vice President of Human Resources


COUNTY OF PULASKI )  
 )  
STATE OF ARKANSAS )

AFFIDAVIT OF SUSAN BRADLEY

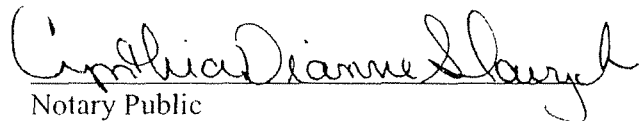
Before me, the Undersigned Authority, on this 27<sup>TH</sup> day of February, 2007, personally appeared Susan Weeks, who, upon being by me duly sworn on oath deposed and said the following:

My name is Susan Bradley. I am over the age of twenty-one (21), of sound mind, and competent to testify to the matters stated herein. I am employed by Windstream Communications as Senior Vice President of Human Resources. I have personal knowledge of the enumerated items set forth below and believe them to be true and correct to the best of my information, knowledge, and belief.

Further, Affiant sayeth not.

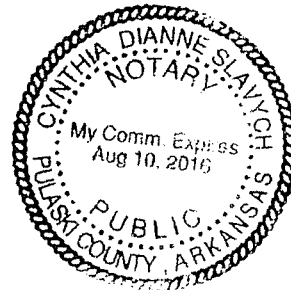
  
\_\_\_\_\_  
Susan Bradley, Senior Vice President of Human Resources

SWORN AND SUBSCRIBED TO BEFORE me this 27<sup>th</sup> day of February, 2007, to certify which witness my hand.

  
\_\_\_\_\_  
Notary Public

My Commission Expires:

8-10-16



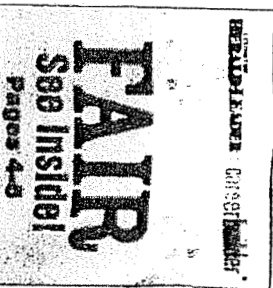


**EXHIBIT B**



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COLUMBIA/ADAIR WATER COMMS.  
WEB ID: HL1149871
- CONSTRUCTION SUPERINTENDENT**  
KELLEY CONSTRUCTION  
WEB ID: HL1154267
- CONSTRUCTION SUPERINTENDENTS**  
ALLIANCE CORP  
WEB ID: HL1150731
- CUSTOMER SERVICE**  
WEST AT HOME  
WEB ID: HL1150943
- BOOKKEEPER**  
NAYARD DAVINSON MCGEE  
7107
- RECEIPIENT RECEPTIONIST/CLERK**  
H.C. OF THE BLUEGRASS  
WEB ID: HL1153019
- ASSISTANT DIRECTOR**  
CENTRE COLLEGE  
WEB ID: HL1153104
- ELECTRICIANS**  
ART'S ELECTRIC  
WEB ID: HL1152825
- ENGINEERS & TECHNICIANS**  
ODP ENGINEERS  
WEB ID: HL1149379
- FINANCIAL ANALY/ACCOUNTING**  
TEXAS GAS TRANSMISSION  
WEB ID: HL1151114
- MAINTENANCE**  
ARTS ELECTRIC  
WEB ID: HL1152835
- MAINTENANCE DIRECTOR**  
PIMLICO MAJOR  
WEB ID: HL1154479
- MOS COORDINATOR**  
PIMLICO MAJOR  
WEB ID: HL1154489
- NURSES & CHS**  
PIMLICO MAJOR  
WEB ID: HL1154476
- NURSING STAFF**  
MAYSRIR MAJOR  
WEB ID: HL1154155
- PARALELAL**  
LAW FIRM  
WEB ID: HL1152515
- PROJECT MANAGER**  
GRW ENGINEERS INC  
WEB ID: HL1151289
- QA NURSE**  
PIMLICO MAJOR  
WEB ID: HL1154496
- RECEPTIONIST**  
BLUEGRASS ADD  
WEB ID: HL1153092
- RN**  
PIMLICO MAJOR  
WEB ID: HL1154504
- SALESPERSON**  
AIM NATIONAL/LEAS  
WEB ID: HL1150201
- STUFF RN**  
HOSPENCE OF THE BLUEGRASS  
WEB ID: HL1153095
- THEALYSTS/FRMANT CONTACT**  
NORTHLEY COMMUNITTY CARE  
WEB ID: HL1149250
- WAW BOY/TROCK DRIVER**  
BLUEGRASS BUSINESS SERVICE  
WEB ID: HL1153365
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SALAMANTIN HOSPITAL  
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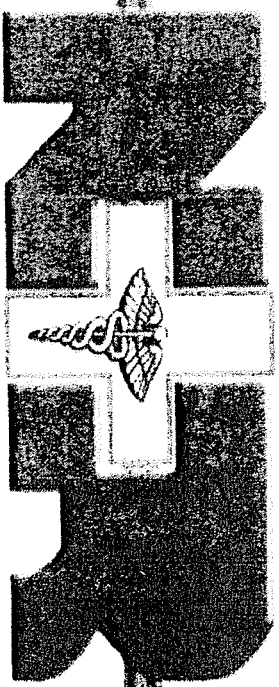
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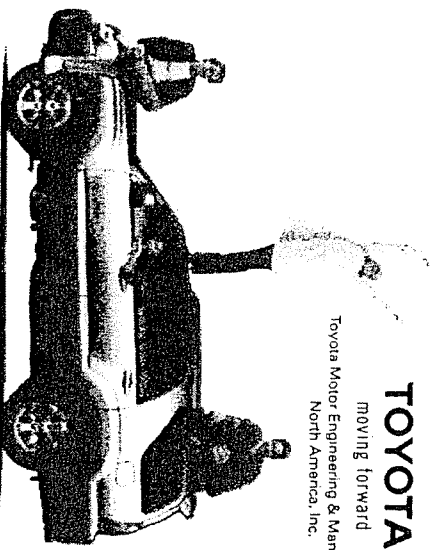
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## 508 CUSTOMER SERVICE

# WORK FROM HOME

Looking for the perfect work at home opportunity? West at Home is the answer. This is your opportunity to be your own boss, set your OWN hours, and work from your OWN home!

West at Home is represented by West Telemarketing, a pioneer in the call center industry. Registrations are now open for independent contractors to handle incoming calls for a variety of products and services on behalf of its premier clients in a variety of industries including wireless, retail, internet and restaurant.

Go to [www.WorkAtHomeAgent.com](http://www.WorkAtHomeAgent.com) for more detailed information and a complete list of requirements. You can also register to become an independent contractor right online!

## 514 DRIVERS

### DELIVERY DRIVER

Electrical Contractor has openings for a delivery driver to transport materials and parts to various job sites. Will also assist the Material Expeditor in pulling orders. Year-round work. Must be able to drive 50+ hrs/week. 1000/hr - 1100/hr. Excellent Benefits! Call toll free 1-800-311-5000 and leave voice-mail message. EOE

**DRIVER/WAREHOUSE**  
Perform deliveries & warehouse operations. Ins. EOE  
11/17/05, 100 Middle Ave., Lex., KY 40508

**Feder Home Delivery**  
FedEx Home Delivery drivers are needed for driving exp. req. required. \$45,000 gross income. \$20,000 Take Home. 400-525-4800. M-F 9-5. EOE

## 509 CHILD CARE NEEDED

### Job opening A.S.A.P. at Versailles Montessori

1st year or a teacher. 8:00am-5:00pm. \$8,000/yr. Possibilities for growth and great work ethic a must! Send cover letter and resume to: VMS 480 Pinkerton Ave., Versailles, KY 40383, or email to: [montessori@louisou.com](mailto:montessori@louisou.com)

### Looking for a Child Care Provider??

Check out Classification 407 in the Home and Professional of the Herald-Leader Classified Marketplace!

### MANCHESTER CENTER

has immediate FT openings for 300+ teachers in its NA EYC Accredited program for 3 & 4 yr olds. 1/2 planning time daily, competitive salary, benefits available. Email resume to: [cdl@manchestercenter.com](mailto:cdl@manchestercenter.com) or call: 403-451-1100. EOE

### The Meeting Place

Van, box truck, driver, 1000-1200. Send to: BGMS, 833 Lexington Blvd, Lexington, KY 40511. EOE

### 516 EDUCATION

Spencerian College, located at 1575 Winchester Road, offers GREAT CAREER OPPORTUNITIES!

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Spencerian College, located at 1575 Winchester Road, offers GREAT CAREER OPPORTUNITIES!

# Berea College

Learning, Labor, & Service

## Dream Challenge Succeed

Network Specialist III - S0514335  
Communication Network Systems

This position will lead and supervise the implementation of the VoIP data and video technology in the departments of the University. Overseas assignment for VoIP implementation for all University phone system upgrades. Cisco Call Manager complying with Cisco and UK CNS Network Guidelines. Minimum requirements are a Bachelor's Degree plus 3 years related experience, or the equivalent CCNA preferred.

See for yourself what makes UK one great place to work. To view complete job summary and apply for job #S0514335, a UK Online Application must be submitted at [www.uk.edu/jobs](http://www.uk.edu/jobs). If you have questions, contact (859)252-9555, press "2". Application deadline is March 11, 2007 but may be extended.

UNIVERSITY OF KENTUCKY

The University of Kentucky is an equal opportunity employer and encourages the participation of women in all levels of employment.

**ELECTRONIC ENGINEERING:** Associates Degree with three years electronic experience or equivalent military experience.

**RECEPTIONIST:** Must have great phone etiquette and be able to use a six line switchboard. Computer knowledge is a must. Receive and sign for packages and mail daily. Hours are M-F 4PM - 9:00 PM and Sat 7:30 AM - 4:00 PM.

**GRADUATE EMPLOYMENT SERVICES SPECIALIST:** Requires Bachelor's degree in related field, minimum two years related experience, and proficiency in Microsoft computer programs. Excellent communication (oral and written), customer service and telephone skills are essential. Ability to work evening and weekend hours as required.

For Consideration send resume to:  
Marian Hudson [mhudson@spencenhan.edu](mailto:mhudson@spencenhan.edu)  
FAX to 859-977-5408

Mail: Spencenhan College, 1575 Winchester Rd, Lexington, KY, 40505

## CENTRE COLLEGE

### ASSISTANT DIRECTOR OF ANNUAL GIVING

#### CENTRE COLLEGE

Centre College is seeking an applicant to fill the position of Assistant Director of Annual Giving. This individual is responsible for programs associated with the cultivation, solicitation, and stewardship of Centre College's young alumni and senior class members. Responsibilities include but are not limited to maintaining and coordinating the Young Alumni Giving Campaign by creating targeted direct mail solicitations, recruiting volunteers and coordinating Centre College events and programs, soliciting young alumni for housing events and for the Young Associates Society, and overseeing National Phi-Kappa, Phi Kappa Psi, and Phi Kappa Sigma chapters. Qualifications include: Bachelor's degree, excellent education and fundraising skills, fluency with higher verbal and written communication skills, fluency with higher education and fundraising, flexibility in work schedule to allow for evening and weekend work with occasional travel and a desire to invest his or her time and energy in the service of Centre College. Director of Human Resources & Administrative Services, Centre College, 600 W. Walnut Street, Danville, KY 40422. Review of resumes will begin immediately and continue until position is filled.

**CENTRE COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER**

**510 DENTAL**  
REPAIR/REPLACEMENT for Dental/Orthodontic. Ref'd. Fax to 966-4688. DENTAL - 11/17/07. 4Days a week. 8AM-5PM. Exp. preferred. Call 266-6546.

**DENTIST**  
HYGIENIST/RECEPTIONIST for busy Lex office. Fax resume or call 859-268-8770.

**EXP DENTAL**  
Need 4 days/week. Ref'd resume. See 266-6700.

**FINANCIAL**  
FINANCIAL COORDINATOR - Full FT w/ great benefits. Must have exp. in dental field. Financial arrangements, billing, scheduling, etc. Call 276-5422 or email: [hr@hmcdoctors.com](mailto:hr@hmcdoctors.com)

**New England**  
Office seeks part-time full-time staff members. Exp. in dental and orthodontic. Knowledge of the dental field is a plus. Call 276-5422 or email: [hr@hmcdoctors.com](mailto:hr@hmcdoctors.com)

**WANT A Well-14583**  
Lexington dogman. Nice seeks 5000. 14583. 859-263-0030

**512 DOMESTIC**  
Looking for Night Tutor. Urassan. Call 276-5422

**514 DINNERS**  
AIRBAS seeks local College driver. Class A. Including 17' trailer. Dealer's vision, 401K. Full-time training. 500 Credit/Dr. Call 276-5422

**Desirable Qualifications:**  
Bachelor's degree in related field, degree in early childhood education preferred. Experience with early intervention through birth to three years. Demonstrated written and oral communication and interpersonal skills. Ability to work evenings and weekends. Demonstrated organizational skills.

**Qualifications:**  
Bachelor's degree with experience and training in Early Childhood Education, or related field. Experience in providing direct services to children, youth, and their families. Demonstrated organizational skills.

**OUR HOUSE AT THE PRINCETON**  
an early learning center. is now hiring for  
Infant - 2 Year Old Teachers  
Experienced preferred. Do not train. Apply in person. Lexington, KY. Phone: 859-263-0030 for further questions.

**ABSVILLE**  
Visit [www.kctcs.edu](http://www.kctcs.edu) click on "employment opportunities" for more information. Women are encouraged to apply.

and expanded pre-owned inventory.

**JACK BURFORD**  
On the Bypass in Richmond

**504 COMPUTER**  
**504 COMPUTER**

**DIRECTOR HOSPITAL INFORMATION SYSTEMS**

Baptist Healthcare System is seeking an experienced information technology manager to lead the overall Central Baptist Hospital information systems activity as part of a centralized IT function within BHS. Located in Lexington, Kentucky, the position establishes and implements IT related policies, procedures and standards, and oversees their compliance and organizational goals. Analyzes and manages resource requirements including personnel, software, equipment and facilities; manages project teams in the implementation of hospital software applications.

Requires a minimum of a Bachelor's degree and eight years related experience managing IT in a multi-entity healthcare environment for five years direct experience managing IT in a multi-entity healthcare environment. Strong management skills and extensive project management experience are required. Occasional in-state travel is required.

For confidential consideration please send a resume to [recruiter@bhal.com](mailto:recruiter@bhal.com) and visit [www.bhal.com](http://www.bhal.com)

**BAPTIST HEALTHCARE SYSTEM**  
www.bhshl.com  
Equal Opportunity Employer

**500 ADMINISTRATIVE**  
**500 ADMINISTRATIVE**

**ADMIN ASSISTANT**  
needed to handle a correspondence, making scheduling, info, create reports, etc. Send resume to: Lexington, KY 40588.  
Post for Sale  
Find a Friend  
Herald/Leader Classifieds

**Berea College**  
Learning, Labor, & Service

**Dream Challenge Succeed**  
Network Specialist III - S0514335  
Communication Network Systems

**UK**  
UNIVERSITY OF KENTUCKY

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**502 AUTOMOTIVE**  
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**ADMINISTRATIVE ASSISTANT**  
Kentucky Science and Technology Center and (w/contract) a fast-paced, non-profit based in Lexington, seeks highly skilled, self-motivated FT Administrative Assistant to support a new Enterprise Fund team of four, which provides seed money to 11 to 5 small & medium size Kentucky companies. Duties include: client contact, compliance monitoring, grant management via system/e-mail, and electronic filing/scan/one data entry, draft & proofread correspondence, process invoices & purchase orders, calendar management, etc. Job description.

**503 COMPANIONS**  
**503 COMPANIONS**

**Part Time Elderly care**  
859-423-4000

**504 COMPUTER**  
**504 COMPUTER**

**HELP DESK**  
Self-motivated, team player, excellent communication skills, and excellent customer service skills. Send resume to: Allstate Construction, P.O. Box 40422, Lexington, KY 40522

**506 CONSTRUCTION**  
**506 CONSTRUCTION**

**Construction Superintendent**  
needed for new construction. Bid for projects in central & eastern KY. Send resume to: Allstate Construction, P.O. Box 40422, Lexington, KY 40522

**509 CHILD CARE NEEDED**  
**509 CHILD CARE NEEDED**

**PAINTERS needed**  
Willing to be trained. Starting pay \$8-10. 859-263-0030

**506 CONSTRUCTION**  
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**Roofers**  
Tremco Inc. is seeking experienced built-up roofers to perform maintenance repairs and inspections. The qualified candidates will have 5 years experience and drive. Communication skills with the ability to read, write and communicate fluently in English. Tremco Inc. pays well. Tremco offers an excellent opportunity for serious workers to advance their careers. Please call 1-800-942-9861 or fax to 859-263-0030. EOE.

**509 CHILD CARE NEEDED**  
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**General laborers for commercial construction**  
take pride in their work. For more info. call 859-407-8167.

**509 CHILD CARE NEEDED**  
**509 CHILD CARE NEEDED**

**CONCRETE PUMP Truck Operators**  
859-970-9665

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HYGIENIST/RECEPTIONIST for busy Lex office. Fax resume or call 859-268-8770.

**EXP DENTAL**  
Need 4 days/week. Ref'd resume. See 266-6700.

**FINANCIAL**  
FINANCIAL COORDINATOR - Full FT w/ great benefits. Must have exp. in dental field. Financial arrangements, billing, scheduling, etc. Call 276-5422 or email: [hr@hmcdoctors.com](mailto:hr@hmcdoctors.com)

**New England**  
Office seeks part-time full-time staff members. Exp. in dental and orthodontic. Knowledge of the dental field is a plus. Call 276-5422 or email: [hr@hmcdoctors.com](mailto:hr@hmcdoctors.com)

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**516 EDUCATION 516 EDUCATION 516 EDUCATION**

**KENTUCKY COUNCIL ON POSTSECONDARY EDUCATION**

The Council on Postsecondary Education, an agency of the Commonwealth of Kentucky, and the state's coordinating agency for postsecondary and adult education, seeks energetic, organized, and self-directed individuals to serve in the following positions:

**Senior Associate, Adult Education Curriculum and Instruction**

This person leads Kentucky's adult education system-wide efforts in curriculum development and alignment with postsecondary standards, curriculum content standards, developmental education, assessments, and learning disabilities.

**Qualifications:** A master's degree in education or a related field and at least two years adult education experience are required. A doctoral degree is preferred. The successful candidate will have strong leadership, organizational, communications, and interpersonal skills as well as a demonstrated knowledge of curriculum development, pedagogy, for adult instruction, and assessment.

**Salary:** Low to mid \$60's with full benefits package, commensurate with experience.

The deadline for receipt of resumes is March 9, 2007.

**Associate, Adult Education Curriculum and Instruction**

This position supports and assists in activities in the areas of curriculum development and alignment with postsecondary standards, curriculum content standards, developmental education, assessments, and learning disabilities.

**Qualifications:** A bachelor's degree in education or a related field and at least one year adult education experience are required. Candidates with an advanced degree in adult education and/or equivalent experience in curriculum development will be given special consideration. The successful candidate will have strong organizational, communications, and interpersonal skills as well as a demonstrated knowledge of curriculum development, pedagogy, for adult instruction, and assessment.

**Salary:** Low to mid \$40's with full benefits package, commensurate with experience. The deadline for receipt of resumes is March 23, 2007.

Interested applicants should send a cover letter, resume, and name and contact information for at least three references to:

Pat Sawyer  
Director for Human Resources  
Kentucky Council on Postsecondary Education  
1024 Capital Center Drive, Suite 330  
Frankfort, KY 40601  
PALMCA.SAWYER@KY.GOV

Detailed job descriptions are available on the Council's Web site at <http://www.cpe.ky.gov>. The Council is an equal opportunity employer.



**522 ENGINEERING 522 ENGINEERING 522 ENGINEERING**



**GMG/GLA**

**Facilities and Process Engineer**

CMC/GLA, an automotive wheel manufacturer



**GMG/GLA**

CMC/GLA, an automotive wheel manufacturer located

**526 FINANCIAL 526 FINANCIAL 526 FINANCIAL**



Texas Gas Transmission, headquartered in Owensboro, KY, is a natural gas transportation company with 6,000 miles of pipeline and revenues exceeding \$250 million. We are seeking experienced professionals for positions located in Owensboro, KY in the following areas:

**Financial Analyst I, II, III, Sr**

**JOB NUMBER: 07-017**

**PRIMARY DUTIES AND RESPONSIBILITIES:** Prepare financial statements for audit and work with auditors to ensure employee benefit plans assets are properly accounted for, recorded, and disclosed. Prepare Form 5500s for multiple benefit plans in compliance with ERISA requirements. Provide information to actuaries as needed for their inclusion in various studies and valuations. Create and process accounting entries to book monthly charges and accruals. Reconcile benefit related general ledger accounts and prepare monthly account analyses. Provide various reports and analyses for financial reporting for benefit related SEC disclosures. Provide backup and support for other Treasury and Payroll functions as needed.

**QUALIFICATIONS AND SKILLS:** Excellent computer skills, particularly Excel. Two to five years work experience in accounting and/or benefit analysis preferred. Must possess ability to interact and communicate effectively with all levels of employees. Ability to multi-task and work under strict deadlines is essential. Strong analytical skills are required. Must be able to maintain the strictest level of confidentiality. A Bachelor's degree in accounting is required.

**Gas Accounting Rep I, II, III, Sr**

**JOB NUMBER: 06-015**

**PRIMARY DUTIES AND RESPONSIBILITIES:** Prepare and tender customer invoice packages, including measurement statements, allocation statements, storage statements, imbalance statements and invoices to assigned customers monthly. Prepare journal vouchers for the recording of gas revenues and gas activity to the General Ledger. Prepare various internal and external reports related to gas revenues and gas activity. Communicate and provide assistance to customers on matters relating to the Customer invoice package and transportation services.

**QUALIFICATIONS AND SKILLS:** Knowledge of the natural gas industry; knowledge of the Texas Gas system or the ability to learn quickly; Excellent computer skills; strong analytical skills; Strong interpersonal and communication skills; Ability to handle stressful situations and time constraints; and the ability to handle customer complaints diplomatically. Bachelor's degree required, preferably in Accounting.

**Financial Analyst I, II, III, Sr**

**JOB NUMBER: 07-011**

**PRIMARY DUTIES AND RESPONSIBILITIES:** Preparation of consolidated financial statements; Preparation of annual budget; Preparation of monthly budget center and account analyses; Revenue analysis; Financial statement analysis; Preparation and review of federal regulatory reports; Assist with financial system software upgrade process; Interaction with other departments and upper management; and Preparation of and support for SEC filings, internal management reports, special projects, etc.

**QUALIFICATIONS AND SKILLS:** Knowledge of GAAP; Excellent computer skills, particularly Microsoft Excel and Word. Two to five years work experience in accounting and/or SEC reporting preferred; Work experience with a regulated utility is a plus; Ability to interact effectively with all levels of employees; Ability to multi-task and work under strict deadlines is essential. Must be able to maintain the strictest level of confidentiality. A Bachelor's degree is required, preferably in Accounting.

**Accountant I - II - Sr; Accounting Analyst Sr**

**JOB NUMBER: 07-015**

**PRIMARY DUTIES AND RESPONSIBILITIES:** Complex capital project unitizations to assets; Depreciation analysis and preparation; Overhead calculations and monitoring; Annual rate model preparation and monthly monitoring of Allowance for Funds (Used During Construction); Preparation and entry of journal vouchers; Reconciliation of asset and project systems' activity to general ledger; Project status monitoring; Interaction with other departments; Preparation of support for external filings, management reports, special projects, etc.

**QUALIFICATIONS AND SKILLS:** A Bachelor's degree in accounting required. Strong technical skills including ability to read schematics, maps and engineering drawings. Excellent computer skills, preferably including Microsoft Excel, Access and Word. Ability to interact effectively with all levels of employees. Ability to multi-task and work under strict deadlines is essential. Knowledge of Smartstream financial system or the ability to learn quickly. Must be able to maintain the strictest level of confidentiality. Knowledge of the natural gas industry is desirable.

These positions will be filled at a level commensurate with the candidate's skill and experience.

**530 HELP WANTED**



**COAL MINE SAFETY AND HEALTH INSPECTOR FEDERAL EMPLOYMENT SCREENING**

7:50 AM  
March 30 - April 1, 2007

Union College  
310 College Street  
Barbourville, KY 40904

The Mine Safety and Health Administration is conducting a recruitment drive for Coal Mine Inspectors throughout District 7. Candidates with Underground and/or Electrical experience are strongly encouraged to attend.

A minimum of one-year of mining experience performing a full range of tasks and operating a variety of mining equipment is required. After passing math and writing tests, interviews will be conducted for possible employment.

Specific requirements and online registration for MSHA-07-07-D7 is located at [www.dohr.state.ky.gov](http://www.dohr.state.ky.gov)

For more information about MSHA's Inspector Career/Intern Program please contact: [recruitment@msha.gov](mailto:recruitment@msha.gov) or Email: [Occupational\\_Employee@msha.gov](mailto:Occupational_Employee@msha.gov) (1)877



**COAL MINE SAFETY AND HEALTH INSPECTOR FEDERAL EMPLOYMENT SCREENING**

MARCH 3 - 4, 2007

PIKEVILLE COLLEGE COMMUNITY TECHNOLOGY CENTER  
118 COLLEGE STREET  
PIKEVILLE, KY 41601

The Mine Safety and Health Administration seeks candidates for Coal Mine Inspectors throughout District 6

A minimum of one-year of experience performing a full range of tasks and operating a variety of equipment is required. All applicants must bring a resume in order to participate.

Friday - March 3, 2007  
Testing Sessions  
0 8:00 AM - 5:00 PM

• Work on environment issues within the Facilities Department.

- Collect and record specific information and be able to report required information clearly and precisely to Management.
- Operate equipment, conduct tests, analyze and summarize results, coordinate equipment, installation and modifications.
- Create and modify standards and condition sheets as necessary.

The candidate must be able to work from verbal or written instructions and be self-motivated and self-directed. Also, must be able to provide sound engineering practices and methods within the guidelines of company policies. In addition, have a familiarity of laws and regulations in regard to facilities.

Applicant must demonstrate good work and excel computer skills. Be able to work in a team environment and communicate well with others.

For the successful candidate, we provide a competitive starting salary based upon knowledge and experience and a very attractive benefits package that includes excellent medical and dental insurance. To be considered for membership on our team, please forward your resume and salary requirements to:

CMC/CIA  
125 Wheat Drive  
Paris, Kentucky 40361  
An Equal Opportunity Employer

**522 ENGINEERING**

**Senior Designer/Engineer**

Applies knowledge of computer science, engineering, and mathematical analysis, requiring frequent internal technical communications in Japanese. Performs technical liaison between the company and Japanese parent to achieve the most suitable electronic design environment for the company. Requires Bachelor's degree in Electric Engineering or a related field, and at least 12 months of knowledge and training of EDS TeamCenter, Zuken OS-1, and Solidworks. Send resume to:

**Hitchachi Automotive Products (USA), Inc.**, Attn: David Edwards, 965 Warwick Road, Harrodsburg, KY 40330

**522 ENGINEERING**

**Senior Designer/Engineer**

Applies knowledge of computer science, engineering, and mathematical analysis, requiring frequent internal technical communications in Japanese. Performs technical liaison between the company and Japanese parent to achieve the most suitable electronic design environment for the company. Requires Bachelor's degree in Electric Engineering or a related field, and at least 12 months of knowledge and training of EDS TeamCenter, Zuken OS-1, and Solidworks. Send resume to:

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**524 ENGINEERING**

**Senior Designer/Engineer**

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**Senior Designer/Engineer**

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**Hitchachi Automotive Products (USA), Inc.**, Attn: David Edwards, 965 Warwick Road, Harrodsburg, KY 40330

**Systems Engineer**

A large manufacturer of automotive components in West-central Kentucky seeks Systems Engineer to design and develop information and operating systems software for manufacturing automotive ECU, ATCU, and related products, through application of principles of computer science, engineering, and mathematical analysis, requiring frequent internal technical communications in Japanese. Performs technical liaison between the company and Japanese parent to achieve the most suitable electronic design environment for the company. Requires Bachelor's degree in Electric Engineering or a related field, and at least 12 months of knowledge and training of EDS TeamCenter, Zuken OS-1, and Solidworks. Send resume to:

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**526 FINANCIAL**

**ACCOUNTANT**

At Dana Corporation, we're looking for an experienced accountant to join our team. You'll be responsible for analyzing and maintaining the company's general ledger, preparing financial statements, and assisting with tax returns. We offer a competitive salary and benefits package. To apply, send your resume to: [www.dana.com/careers](http://www.dana.com/careers)

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**528 RESTAURANT**

**Are you able to multi-task?**

Join our team as a multi-tasker in our restaurant. We're looking for someone who can handle everything from food preparation to customer service. We offer a competitive salary and benefits package. To apply, send your resume to: [www.dana.com/careers](http://www.dana.com/careers)

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**JOIN A LEADING DESIGN FIRM**

Expand your knowledge of the design process. We're looking for a talented professional to join our team. We offer a competitive salary and benefits package. To apply, send your resume to: [www.dana.com/careers](http://www.dana.com/careers)

**EXPLORE YOUR SKILLS**

Join our team as a multi-tasker in our restaurant. We're looking for someone who can handle everything from food preparation to customer service. We offer a competitive salary and benefits package. To apply, send your resume to: [www.dana.com/careers](http://www.dana.com/careers)

**LOAN OFFICERS**

Join our team as a multi-tasker in our restaurant. We're looking for someone who can handle everything from food preparation to customer service. We offer a competitive salary and benefits package. To apply, send your resume to: [www.dana.com/careers](http://www.dana.com/careers)

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*We thank all applicants for their interest in our company, but we can only respond to those candidates chosen for interviews.*

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**528 RESTAURANT**

**Are These Your Characteristics?**

- Earns the company money
- Tells the truth
- Discreet
- Keeps promises
- Respects authority
- Teaches everyone something new daily
- Makes pre-shift huddles mandatory, not optional
- Evaluates first then acts
- Exhibits grace under pressure, speaking with quality, speed and value.
- Makes people want to work for her/him
- Runs the business as if it's her/his
- Derives energy to the 9th daily
- Develops his/her subordinates.

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- Evaluates first then acts
- Exhibits grace under pressure, speaking with quality, speed and value.
- Makes people want to work for her/him
- Runs the business as if it's her/his
- Derives energy to the 9th daily
- Develops his/her subordinates.

**528 RESTAURANT**

**Are you able to multi-task?**

Join our team as a multi-tasker in our restaurant. We're looking for someone who can handle everything from food preparation to customer service. We offer a competitive salary and benefits package. To apply, send your resume to: [www.dana.com/careers](http://www.dana.com/careers)

**528 RESTAURANT**

**Are you able to multi-task?**

Join our team as a multi-tasker in our restaurant. We're looking for someone who can handle everything from food preparation to customer service. We offer a competitive salary and benefits package. To apply, send your resume to: [www.dana.com/careers](http://www.dana.com/careers)

**COOKS BY DESIGN**

Apply for a job as a cook in our restaurant. We're looking for someone who can handle everything from food preparation to customer service. We offer a competitive salary and benefits package. To apply, send your resume to: [www.dana.com/careers](http://www.dana.com/careers)

**DISHWASHER**

Apply for a job as a dishwasher in our restaurant. We're looking for someone who can handle everything from food preparation to customer service. We offer a competitive salary and benefits package. To apply, send your resume to: [www.dana.com/careers](http://www.dana.com/careers)

**MANAGEMENT TRAINING**

Apply for a job as a management trainee in our restaurant. We're looking for someone who can handle everything from food preparation to customer service. We offer a competitive salary and benefits package. To apply, send your resume to: [www.dana.com/careers](http://www.dana.com/careers)

**530 GENERAL HELP WANTED**

**U.S. Department of Commerce Census Bureau FIELD REPRESENTATIVE**

Fayette County, Kentucky

\$11.01 per hour. Car allowance mileage paid. Work part-time each month on a continuing basis conducting personal and telephone interviews throughout Fayette County, Kentucky. The work requires you to be available days, evenings, weekends and up to 8 hours per day during the interview period. To qualify, you must:

- Be a qualified citizen in Fayette County, KY
- Be able to speak and write English
- Be 18 years old or older
- Have a valid driver's license & automobile to use for work
- Have a private home telephone (non-cellular)

These positions are temporary with the potential to become permanent without further competition.

Interested applicants should call weekdays, between 8:00am, and 4:00pm at 1-888-772-6995 by March 9, 2007, for testing and interviewing information.

The Census Bureau is an equal opportunity employer. The agency provides reasonable accommodations to applicants with disabilities.

**IMMEDIATE OPENINGS**

EXPERIENCED Salespersons / Selling

Opportunities, 1st & 2nd shift, Lexington, KY open

Production/Assembly 8:00-18:00, 1st & 2nd Shift

Manufacturing Engineers, 1st shift pay based on production.

CALL 333-0991

**530 GENERAL HELP WANTED**

**GENO'S FORMAL AFFAIR**

1st now hiring for the following work areas:

- Order Pickers
- Stockers
- Final inspection
- Quality inspection
- Alterations
- Sizing/pressing & Retail Sales
- Drivers

1st now hiring for the following work areas:

- Order Pickers
- Stockers
- Final inspection
- Quality inspection
- Alterations
- Sizing/pressing & Retail Sales
- Drivers

**530 GENERAL HELP WANTED**

**STONEMAN**

Part time, Full time, OT & some Sat. required. Genoa's of Fayette an excellent salary & benefits position. For an excellent salary & benefits position, call (859) 225-2501

**530 GENERAL HELP WANTED**

**PHONE REPAIR**

Phone repair, 1st shift, 1st shift, 1st shift

Apply for a job as a phone repair technician in our store. We're looking for someone who can handle everything from phone repair to customer service. We offer a competitive salary and benefits package. To apply, send your resume to: [www.dana.com/careers](http://www.dana.com/careers)

**530 GENERAL HELP WANTED**

**STONEMAN**

Part time, Full time, OT & some Sat. required. Genoa's of Fayette an excellent salary & benefits position. For an excellent salary & benefits position, call (859) 225-2501

**Ryder**  
Duties of this position include:  
• As a former 300  
• Customer service representative  
• and driver/Dispatcher  
• Training - sign  
• The position will be responsible for  
• Providing direct sales support  
• Recruiting and training customer service  
• supply chain  
• manager  
• This position is responsible for  
• providing information  
• For more  
• information  
• about  
• Ryder System, Inc.  
• visit  
• [www.Ryder.com](http://www.Ryder.com)  
• at the Career Fair!

**TRUGREEN • CHEWLAWN**  
TO BE THE BEST JOIN THE BEST!  
\$40K - 1st Year Earning Potential.  
We are looking for Career Minded  
professionals to join our team! NOW HIRING!  
Sales Reps • Route Manager  
For more details, visit us at the Career  
Fair OR Call  
859-621-7965

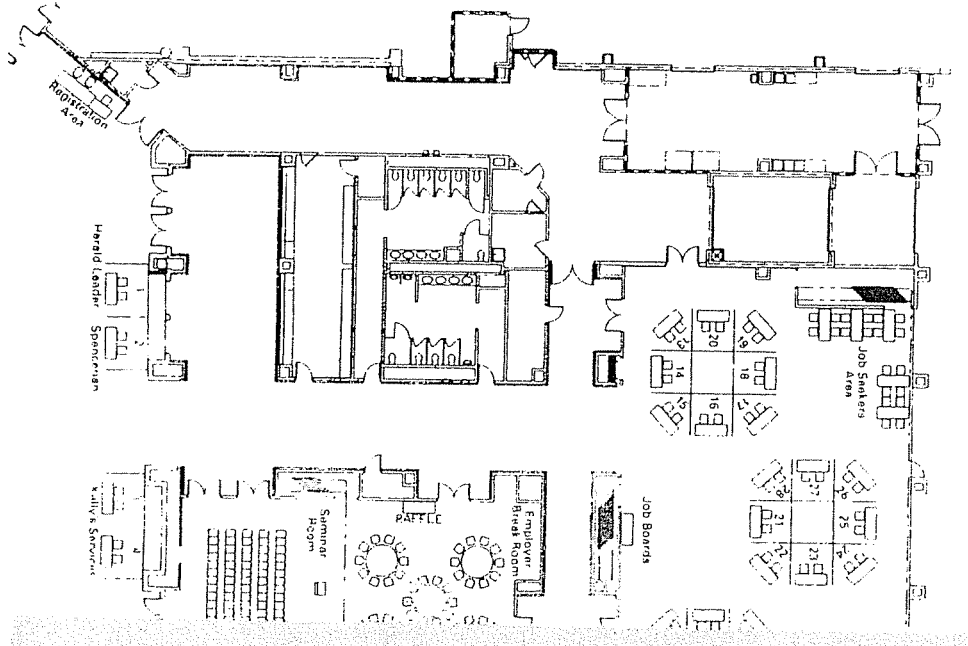
**JOIN OUR PROFESSIONAL ADVERTISING SALES TEAM**  
If you're a team player who feels at home in the field, we have an opportunity for you. The Lexington Herald-Leader's Advertising Sales Division is expanding its team of Outside Sales Account Executives.  
Compensation is salary plus commission, with an excellent benefits package.  
If you're interested in a career with Lexington Herald-Leader's Advertising sales team, step up and apply online at [h-ljobs.com](http://h-ljobs.com) or send your resume to [chrazer@herald-leader.com](mailto:chrazer@herald-leader.com).  
We recognize and appreciate the benefits of diversity in the workplace. Those who share in this belief are encouraged to apply. EOE  
**Come Visit Us at the Career Fair!**  
**LEXINGTON HERALD-LEADER**

**GENESIS CARE**  
The Genesis Care team is currently hiring for the following positions:  
• Housekeeper  
• Spa Esthetician  
• Hair Stylist  
• Cooks  
• Room Service Servers  
• Host/Hostess  
• Bellstand  
• Prep Cooks  
• Concierge  
• Coat & Bag Attendants  
• Nail Technician  
• Massage Therapist  
• Banquet Servers  
• Restaurant Servers  
• Bartenders  
• Bussers  
• Recreation Attendant  
• Security  
If you are interested in applying for any of these positions, please visit us at:  
[www.genescare.com](http://www.genescare.com)  
<http://genjobs.hairinfo.com>

**Bring Us Your Credits**  
**Bring Us Your Dreams**  
Call Today!  
(859) 276-4357  
(800) 467-6281  
**Sullivan University**  
Katherine C. Carron, Director of Admissions

**TEAMWORK • SUPPORT • PROFESSIONALISM**  
At Bluegrass, we welcome the opportunity to include new professionals with talent and energy to our staffing complement. We believe, without question, that we are one of the finest organizations within which to build one's career. We are accredited by the Joint Commission on Accreditation of Healthcare Organizations. We operate in 17 counties within the Central Kentucky Region and have over 90 programs, including an excellent inpatient component at Eastern State Hospital, the oldest, continuously operating state psychiatric hospital in the country.  
**We will be hiring for the following positions at the Career Fair:**  
• Registered Nurses  
• LPN's  
• Mental Health Associates  
• Social Workers  
• Psychologists

**MONDAY, FEBRUARY 26 • 10**  
**NEW LOCATION**  
**HERITAGE HALL IN THE LEXINGTON CENTER**  
**FREE PARKING**  
**COX STREET LOT**







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**TR**  
5 P.M.

LINGTON CENTER

**WE WELCOME THE MAYOR'S TRAINING CENTER!**  
Visit [kellys.com](http://kellys.com) for more on-site jobseeking consultation.

**CAREER RESOURCE CENTER**

- |   |                                     |
|---|-------------------------------------|
| 1 Lexington Herald-Leader                   | 22 Office Suites Plus               |
| 2 Spencerian College                        | 23 Trugreen Chemlawn                |
| 3 & 4 Kelly's Services - Presenting Sponsor | 24 Ryder Integrated Logistics       |
| 5 Mayor's Training Center                   | 25 Aflac                            |
| 6 Sullivan University                       | 26 Qualex Manufacturing, LC         |
| 7 Careerbuilder.com                         | 27 Woodmen of the World             |
| 8 Strayer University                        | 28 Cracker Barrel                   |
| 9 Cumulus Broadcasting                      | 29 Staffing Resources               |
|   | 30 Big Ass Fans                     |
|   | 31 Kentucky Medical Research Center |
|   | 32 Hobart Corporation               |
|   | 33 Ultimate Choice                  |
|   | 34 Primetrica                       |
|   | 35 Nurses Registry Home Health      |
|   | 36 The Home Depot                   |
|   | 37 EDS                              |
|   | 38 Kroger                           |
|   | 39 Lexington Center Corporation     |
|   | 40 Tempur-Pedic                     |
|   | 41 Collins Man O War Ford           |
|   | 42 Radisson Hotel                   |
|   | 43 Amazon.com                       |
|   | 44 Securitas Security               |

**MAIN SHOW FLOOR**

- |                                   |
|-----------------------------------|
| 13 Volt Services Group            |
| 14 Bluegrass Regional MH-MR Board |
| 15 Enterprise Rent-a-Car          |
| 16 Ostram Sylvania                |
| 17 Marriott Griffin Gate Resort   |
| 18 Willstaff Worldwide            |
| 19 Countrywide Home Loans         |
| 20 YH America                     |
| 21 Central Kentucky Blood Center  |

**FOR DIRECTION TO THE JOB FAIR PLEASE VISIT**  
[WWW.KENTUCKY.COM/CAREERBUILDER](http://WWW.KENTUCKY.COM/CAREERBUILDER)

**DRIVE HERE!**

**MAP**

**NOW HIRING IN WINCHESTER KY:**

Help Desk Support Agents Must be 18 years of age, high school diploma/GED computer literate, excellent customer service skills Background Screen & Drug Testing Required for these positions.  
**Call for Details!**

Kelly Services  
800-530-2732 or 859-744-0961  
EOE/Never an applicant fee

**NOW HIRING IN RICHMOND & BEREA KY:**

Production/Assembly Must be 18 years of age, high school diploma/GED, ability to do repetitive lifting, work overtime and weekends as needed, 1st or 2nd shift and/or 12 hour shifts Background Screen & Drug Testing Required for these positions.  
Kelly Services offers: Weekly Paychecks, Referral Bonuses.  
**Call for Details!**

Kelly Services  
800-530-2732 or 859-744-0961  
EOE/Never an applicant fee

**NOW HIRING IN GEORGETOWN KY:**

Kelly Automotive Services Group provides complete staffing services to the automotive manufacturers and the leading automotive suppliers. ASG provides automotive customers with quality professionals including:

- Engineers
- Designers
- Information technology specialists
- Technicians
- Financial & procurement specialists
- Manufacturing facility supervision
- Light Industrial Employees
- Human Resource Professionals

**NOW HIRING FOR EXPERIENCED FORK-LIFT OPERATOR POSITIONS!!**

Temporary to permanent positions in a warehouse environment. Full-time and Part-time hours available for 1st & 2nd shifts.

Over \$400 Gross weekly pay  
Optional insurance benefits available.  
\$50 Referral Bonuses paid for each referral (must work 160+ hours)

Six months fork-lift experience necessary. Minimum 10th Grade Education required. Favorable drug testing & criminal background ran (paid for by Kelly).

**Stop by and apply today in the Georgetown Kroger Shopping Center, behind Blockbuster & Popeye's!**  
Open Monday through Friday 8-5

Washington Square  
1002 Lexington Rd. Ste. 4  
Georgetown  
502-570-0900



**KELLY**  
AUTOMOTIVE SERVICES GROUP

Email Resume to: [JACKS11@kellyservices.com](mailto:JACKS11@kellyservices.com)  
or call 859-396-2268

**NOW HIRING IN LEXINGTON & NICHOLASVILLE:**

**Webasto**  
*Food the drive*

Webasto Roof Systems- Immediate assembly/Temp-hire positions available. \$9.50/start - high school/ GED, drug/background check required.

Immediate light industrial/warehouse positions available in Nicholasville. All shifts available - drug/ background check required

Please Call:  
1-800-305-0104

# Radisson

We are hiring professionals for the following positions:  
 • Food Service  
 • Housekeeper  
 • Bart/Banquet Mgr  
 • Banquet House Person - Front Desk  
 Please send us our copy of the Career Fair to learn more.  
 Or apply in person, email or by fax to:  
**Radisson Hotel Lexington**  
 369 W. Vine St., Lexington, KY 40507  
 Food Services to: 606-251-1970  
 Other: 606-251-1970  
 EOE



**RETAIL MANAGEMENT TRAINING**

- Competitive Salary with Bonus Potential
- Comprehensive Benefits Including Health and Life Insurance 401K
- Career College degree or extensive management experience
- Excellent Communication Skills and Strong Desire to Lead People

We send resume to:  
 Kroger Co.  
 Attn: Human Resources  
 P.O. Box 32360  
 Louisville, KY 40232



**LEXINGTON CENTER**  
 (Ramp Arrival)

Priority hiring for the following Part Time positions:  
 • Commission Clerk, Stand Helper, & Stock Person  
 • Shipping/Receiving/Inventory - Box Office Ticket Seller  
 • Security Guard, Officer, & Shop Security  
 • Agency Director of Human Resources  
 Lexington Center Corp., 430 W. Vine St.  
 Lexington, KY 40507  
 EOE • E Mail: [lexington@lexingtoncenter.com](mailto:lexington@lexingtoncenter.com)  
 606-253-4477 Ext. 3332  
 See you at the Herald Leader Job Fair Mon. Feb 26 Heritage Hall

## Central Kentucky bloodcenter

Central Kentucky Blood Center will be offering the Career Fair to hire for the following positions:

**Phlebotomists - Experienced and QJ1**

**Distribution Technician**

**CDL Driver/Medical Screener**

**Admin. Assistant**

**Components Lab Manager**

**Lab Tech - QJ1**

**Traffic Coordinator**

**Stockroom Assistant**

**Payroll/Benefits Coordinator**

See you at the Career Fair

## amazon.com

**Work hard. Have fun. Make history!**

Amazon.com is currently looking for hard working, energetic individuals to work in a fast paced warehouse environment.

- Full time opening positions available - (8:30am - 5:30pm)
- Must be able to work weekends as well.
- Great Pay: \$10.00/hour with monthly bonus program

**Amazon.com**

To apply visit us at the Career Fair or  
 177 Vine St., Lexington, KY 40511  
 NO PHONE CALLS, PLEASE  
[Amazon.com](http://Amazon.com) is an Equal Opportunity Employer

Please visit our booth at the Herald-Leader/Careerbuilder **CAREER FAIR**

We are seeking applicants for:

**PRODUCTION SUPERVISOR**  
 (2nd & 3rd shifts)

**MANUFACTURING ENGINEER**

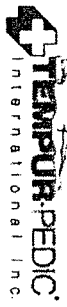
**YH America, Inc.**



Old Country Store

Now Accepting Applications for all Positions:  
 3 LOCATIONS -  
 - BETHLEHEM -  
 And in LEXINGTON -  
 Henderson Plaza, Winchester, Va.

APPLY IN PERSON - OR -  
 SEE YOU AT THE HERALD LEADER JOB FAIR  
 MON. FEB. 26, LEX. CENTER/HERITAGE HALL



**New Year - New Opportunities**

Tempur-Pedic, Inc. the company that's Changing the way the world sleeps (TM) is growing and has several openings at our Lexington, KY Corporate Headquarters following is a sampling of the opportunities available:

**Openings:**

- Demand Planner
- Import/Export Coordinator
- Customer Service Manager
- Customer Service Representatives

**Managers:**

- Product Manager
- Market Research Analyst
- Marketing Research Manager

## VOLT SERVICES GROUP

We have openings for the following positions:

- Accountants
- Call Center Positions
- Warehouse Workers
- Maintenance Technicians
- Writers
- Professional Personnel

Stop by our booth at the **Job Fair at the Hyatt Regency, Mon. Sept. 18**, to see what wonderful opportunities we have for you!

1510 Newtown Pike,  
 Suite 124, Lexington, KY 40511  
[www.volt.com](http://www.volt.com) • [kroger@volt.com](mailto:kroger@volt.com)  
 T: 859-254-2512; F: 859-231-0025

OSRAM SYLVANIA will be attending the Careerbuilder Career Fair.

We are looking for experienced professionals in the following areas:

- Vision Engineer
- Process Engineer
- Mechanical Design Engineer
- French Speaking Accounting Assistant

EOE

## R Staffing Resources Inc.

now has openings for the following positions:

- Local Drivers
- Manufacturing
- Sales
- Accounting
- Admin.
- Housekeeping/Laboratory

Visit us at the Career Fair to fill out an application OR Please call for more details (859) 219-1847

## JOIN OUR TEAM

**CHALLENGE. TEAMWORK. OPPORTUNITY. READY FOR AN ORANGE APRON?**

**HOW HIRING:**

- Full and Part-time Benefits
- Tuition Reimbursement
- Paid Time Off
- 401(k)
- Bonus Opportunities
- A Career with Growth Opportunity

**Positions:**

- Overnight Freight Team Members
- Garden Associates
- Sales Specialists
- Sales Associates
- Loss Prevention

**STRAYER UNIVERSITY**

We fit your life.

1.866.324.5917

**Office Suites PLUS**

**SITE ACQUISITION MANAGER FOR DEVELOPMENT OR LEASING**

Dynamic company seeks an energetic real estate professional to assist in our growth. Duties include but not limited to conducting and preparing overall market analysis as well as preparing detailed competition studies.

**Requirements:**

- Four-year college degree
- Minimum 3 years experience in real estate or directly related field
- Financial analysis experience
- Extensive travel is required

Those not attending the Career Fair should apply online at: [www.officesitesplus.com](http://www.officesitesplus.com)

EOE

**Kentucky Medical Research Center**

An organization that evaluates new medications for the treatment of various conditions, such as high cholesterol, diabetes, hypertension, depression, rheumatism & insomnia, seeking experienced people to fill the following:

- Office Manager
- Receptionist
- Research Coordinators

Please fax resume to 859-276-1020, or email [recpr@kentuckymedicalresearch.com](mailto:recpr@kentuckymedicalresearch.com)

Please visit us at [www.kentuckymedicalresearch.com](http://www.kentuckymedicalresearch.com)

Or See you at the Job Fair Feb. 26 at Heritage Hall in the Lexington Center.

**ultimate choice TRAV**

Ultimate Choice Travel is recruiting motivated individuals for dynamic and lucrative business opportunities. Enjoy deeply discounted travel prices for you and your family while capitalizing on the TRILLION DOLLAR travel industry and become an Independent Travel Referral Agent! Openings in all areas of the country. Let us show you how to improve your financial future with a growing travel industry that is fun and exciting!

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 Peggy Warren (609) 227-6600 or  
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**Aftac**

A Fortune 500 Company named one of the "100 Best Companies to Work for in America" by Fortune Magazine. We are looking for PROFESSIONALS for the Central/Eastern Kentucky area. Visit us at the Career Fair, or call 859-294-0075.

**Will Staff**

WORLDWIDE

- CNC Machine Operator in the Richmond area, \$11-16 an hour.
- Industrial Cleaners in the Georgetown area, \$9 - 9.35 an hour.
- Quality Inspectors in the Georgetown area, \$9 an hour
- Supervisor positions in the Lexington and Richmond area, \$13-16 an hour.

For more details, visit us at the Career Fair OR Contact Chery or Lorenna (859) 381-1166

## HOBART

Now hiring for the following positions:

**Business Systems Manager** Dennis Peart, BSBA, Business Engineering or related field or 10 years equivalent exp. leading a production team. 5+ years managerial exp in mg assembly/manufacturing. Salary: \$40,000.00. 38 Corporate Dr., Jct. I-75/VA, Danville, Kentucky 40422 or email to [Sherry.Denney@hobart.com](mailto:Sherry.Denney@hobart.com)

**Quality Assurance Engineer** Dennis Peart to the Part Mgr. BS Mechanical, Bachelor in Industrial Engineering or 10 years equivalent exp. 5 years in Quality Assurance. Hobart Corporation, 38 Corporate Dr. Danville, Kentucky 40422 or email to [Sherry.Denney@hobart.com](mailto:Sherry.Denney@hobart.com)

See us at the Herald Leader Job Fair Mon. Feb 26, Lexington Center

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Start your new sales career with Woodmen of the World today!

- Make more money
- Be your own boss
- Feel good about what you do

**Phillip Pace - State Manager**  
 859-263-8656

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 Insurance Protection • Financial Security

**Spencerian College**

On The Sullivan University-Lexington Campus

"Quality Education for..."

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- Must Possess:**
- Computer/Internet Skills
  - Superior Verbal & Written Communication
  - Excellent phone voice
  - Great Multi-Tasking Ability
  - Prior customer service experience
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- We provide full paid training. All successful candidates are required to possess a high school diploma or equivalent & successfully pass a background check & drug screen.

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E-MAIL at [mroha@insight.com](mailto:mroha@insight.com)  
Insight offers a competitive benefits package which includes: paid time off, medical, vision and dental, 401(k), tuition reimbursement and complimentary cable services.  
EOE**

## GENERAL HELP WANTED

## INDUSTRIAL & MANUFACTURING

## LAW & LEGAL

## MEDICAL & INSTITUTIONAL

**Winchester Forme Dairy**  
a division of The Foster Co., a process manufacturer of frozen dairy and dairy products. Winchester, KY at the Industrial Park off of I-64. We are currently seeking to fill the following position:

**Maintenance Mechanic**  
Weekend 12hr shift Fri-Sat-Sun, 4:30pm - 5am (Starting pay \$18.50/hr, shift premium will apply)  
Responsibilities of this position include preventive maintenance, but not limited to: general building maintenance, shop electrical projects, building maintenance and general projects. Candidates will provide on-site assistance in industrial maintenance and equipment repair. The ideal candidate will have a minimum of 3 years experience in a manufacturing environment. Knowledge and skill in electrical, mechanical, and welding. The ideal candidate must possess the ability to troubleshoot and diagnose equipment issues, read and interpret blueprints and equipment manuals. Degree or training in a technical field preferred. **Apply to: Donny Miller, P.O. Box 670, Winchester, KY 40391-0670. Email: [wdm@winchester.com](mailto:wdm@winchester.com)**  
EOE: Supplemental Drug-Free Workplace

**FELKER BROS. CORP.** a manufacturer of stainless steel pipe and tube, has an opening for a **Plant Manager** in our Glasgow, KY facility. The position is responsible for all production, shipping/receiving and maintenance operations, which includes 6 supervisory and 42 production personnel.  
Requirements for this position include welding and forming experience, supervisory experience, project management training, strong communication skills and knowledge of environmental and OSHA regulatory compliance.  
We offer a competitive wage and benefit package, to include health, life, disability and dental insurance, and holiday (11 per year) and vacation, profit sharing and 401(k) plan. We also provide a family-friendly work environment.  
Interested candidates should forward a completed application and resume to:  
**FELKER BROS. CORP.**  
Attn: HR Dept. - PM  
125 Beaver Trail Rd., Glasgow, KY 42141  
Application are available at:  
[www.felkerbrothers.com](http://www.felkerbrothers.com)  
As equal opportunity employer we do not discriminate.

**CCU STAFF ATTORNEY**  
Commonwealth Credit Union, Kentucky's largest Credit Union, has a career opportunity for a Staff Attorney to manage and direct its collections litigation, corporate issues, and review vendor contracts. Candidate should have a minimum 3 years experience in collection litigation, debt-credit, employment law, federal bankruptcy law and financial institutions (credit union preferred). KY law license is required. Interested candidates, please send resume, salary requirement and contact information to:  
**Commonwealth Credit Union**  
Attn: Human Resources  
P.O. Box 978  
Frankfort, KY 40602-0978  
Applications will be accepted until the position is filled.  
In addition to our positive, team approach to doing business, CCU offers a competitive salary and benefits package. Come and experience first hand what others are talking about!  
EOE - M/F/D/V

**PACU and ED RNS**  
University of Kentucky Albert B. Chandler Hospital has been recognized a Magnet Hospital in recognition of the outstanding nursing care at UK Chandler Hospital and Kentucky Children's Hospital UK Chandler Hospital is the first in Lexington and the 38th among 5,000 hospitals in the nation to have earned this achievement!  
PACU: Experimental PACU nurses provided 89% variance required. PACU or ICU experience preferred. Shifts available are 3, 12-hour shifts each week: 11 am - 11 pm or 7 pm - 7 am  
ED: 30 experienced RN openings immediately available due to expansion of our newly renovated ED. Shift available is 7 pm - 7 am  
If you are looking for a challenging and rewarding position, come join us at UK Chandler Hospital! We offer an excellent salary and benefits package, flexible scheduling, continuing education and a work environment that supports all staff.  
Interested applicants should contact:  
Nursing Recruitment  
University of Kentucky Chandler Hospital  
800 Rose St. H161, Lexington, KY 40536-0393  
(859) 323-5851 or (800) 233-5851  
[www.mcc.uky.edu/uknursing/](http://www.mcc.uky.edu/uknursing/)

**Get The Job You Deserve!**  
IMMEDIATE OPENINGS  
ALEXANDRIA

**40 INDUSTRIAL & MANUFACTURING**

**540 INDUSTRIAL & MANUFACTURING**

**540 INDUSTRIAL & MANUFACTURING**

**PLANT MANAGER**  
Requirements for this position include welding and forming experience, supervisory experience, project management training, strong communication skills and knowledge of environmental and OSHA regulatory compliance.  
We offer a competitive wage and benefit package, to include health, life, disability and dental insurance, and holiday (11 per year) and vacation, profit sharing and 401(k) plan. We also provide a family-friendly work environment.  
Interested candidates should forward a completed application and resume to:  
**FELKER BROS. CORP.**  
Attn: HR Dept. - PM  
125 Beaver Trail Rd., Glasgow, KY 42141  
Application are available at:  
[www.felkerbrothers.com](http://www.felkerbrothers.com)  
As equal opportunity employer we do not discriminate.

**FOOT CARE MAINTENANCE/REPAIRS/STAFF**  
Preferred applicants must have good mechanical skills, strong work ethic, high school diploma or GED plus two to three years experience, good oral and written communication skills and basic math skills. Basic computer skills helpful but will train if needed. Responsibilities include tracking, monitoring, cleaning and repairing all tools documenting all tool activity, keeping necessary repair parts in stock, monitoring platform lifts and manuals for safety. Keeping tool diagrams updated. Full benefits pkg. Salary negotiable.  
Based on education and experience  
Apply for job in person at 411 Bolinas St., Frankfort, Ky. mail returned to P. O. Box 524, Frankfort, Ky. 40602, e-mail returned to [amh0101@artisticlectrics.com](mailto:amh0101@artisticlectrics.com), or fax returned to 502-223-7468. (Equal Opportunity Employer)

**UKHealthCare**  
Dream Challenge Succeed

**LINK-BOLT**  
CONSTRUCTION EQUIPMENT  
After 6 months of employment (Minimum) TOE

**540 INDUSTRIAL & MANUFACTURING**

**540 INDUSTRIAL & MANUFACTURING**

**ATTN: INSURANCE AGENTS**  
Regional Office for a National Health Insurance Company is expanding its operation. Are you looking for a company that:  
**\* PROVIDES LEADS!**  
**\* HAS AN A+ RATING**  
**\* OFFERS \$100K 1st YR Potential**  
**\* HAS COMPLETE "PAID" TRAINING**  
**\* \$200K+/Yr mmmmm. opportunity.**  
If you are looking for these benefits, then you owe it to yourself to see what we have to offer. Call 859-299-0128

**Qualified RN's, PT's, OT's, and CNA's**  
**Full and Part-Time**  
**Laurel and Whitley Counties**  
**Home Health Agency expanding to your area.** We are a leading provider of home health services in 53 counties in Kentucky and Tennessee. If you are a registered nurse, therapist or CNA who enjoy making a difference in the lives of your patients, then we have an opportunity for you.  
Our benefits are very competitive. Home health experience preferred. **Call now!**

**Division of Restorative Dentistry**  
**Faculty Opening**  
The University of Kentucky College of Dentistry is seeking applications for a fulltime, non-tenure track position in the Division of Restorative Dentistry. Applicants must have a D.D.S. or D.M.D., or an equivalent degree from an institution accredited by the Commission on Dental Accreditation and qualify for a Kentucky dental license. Formal CDR training and experience are desirable. Responsibilities include teaching in the predoctoral education program, participation in scholarly activity, and reading patients in the intramural faculty practice.  
Salary and rank commensurate with experience. Send curriculum vitae and names of three references to: Dr. James E. Haulbach, Chief, Division of Restorative Dentistry, D638 Chandler Medical Center, 800 Rose Street, Lexington, KY 40536-0297  
The individual offered the position will be required to pass a pre-employment drug screen

**540 INDUSTRIAL & MANUFACTURING**

**548 LAW & LEGAL**

**552 MAINTENANCE**

**558 MEDICAL & INSTITUTIONAL**



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## UK NURSING OPPORTUNITIES



# Adrenaline Rush

This is your opportunity to be part of the unique and dynamic Emergency Department Internship at UK Albert B. Chandler Hospital.

Apply now to participate in this full-time, five-month program that provides structured emergency nursing course material, high acuity training and supervised clinical emergency nursing experience. Applicants must be registered nurses with less than one year of critical care experience or new nurse graduates. A one-year work commitment beyond the program is required. Chosen candidates must be fully available for any shift during and after completion of the internship.

UK Chandler Hospital has been redesignated a Magnet® hospital in recognition of the outstanding nursing care at UK Chandler Hospital and Kentucky Children's Hospital. UK Chandler Hospital was the first in Lexington and the 38th among 6,000 hospitals in the nation to have this recognition.

Competitive salary, flexible scheduling, continuing education, an excellent benefits package and a dynamic work environment await you at UK.

The ED invites all interested nurses to an Open House  
**Wednesday, March 7, from 8 a.m. to 10 a.m. and 7 p.m. to 11 p.m.**

For more information, contact:

Office of Nurse Recruitment  
UK Chandler Hospital  
800 Rose Street, H161  
Lexington, KY 40536-0293



558 MEDICAL & 558 INSTITUTIONAL 558 MEDICAL & 558 INSTITUTIONAL 558 MEDICAL & 558 INSTITUTIONAL 558 MEDICAL & 558 INSTITUTIONAL 558 MEDICAL & 558 INSTITUTIONAL



At Samaritan Hospital,  
we work hard to exceed  
patient's expectations.



**Samaritan**  
HOSPITAL

### INFECTION CONTROL PRACTITIONER/ ENVIRONMENT OF CARE COORDINATOR

Full-time. Current unrestricted KY RN licensure or certification as NIA/ASCP. Three to five years of experience in infection control required. CIC and or completion of CDC or APIC training program preferred.

### DIRECTOR BEHAVIORAL HEALTH

Responsible for the clinical and administrative activities for the Adult and Child/Adolescent units. Position requires psychiatric program, minimum of one year management experience, proven experience in regulatory requirements and demonstrated progressive professional responsibilities. RN required. BSN preferred.

### REGISTERED NURSE

FT and PRN positions. Current KY RN license required.

- Surgery
- ICU/Vascular
- Telemary
- Emergency (11a - 11p)
- PACU

### SURGICAL TECHNICIAN

Full-time, day shift + call. High school diploma/GED required. Graduate of Surgical Technology Program or equivalent experience required.

### M.T. or M.L.T.

FT evening position available. MLT or MT (ASCP) or equivalent required.

### RESPIRATORY CARE PRACTITIONER

FT days. Requires current KY RCP license. ACLS and PALS within one year of hire.

### DIAGNOSTIC IMAGING TECHNOLOGIST

FT position. Current KY Radiation Operator certification and AART. Current BCLS required. Position requires an excellent team player who is well organized, highly motivated, with 3 - 5 years case management experience, minimum of one year management experience and demonstrated progressive professional responsibilities. RN required. BSN preferred.

### RADIOLOGY SUPPORT STAFF

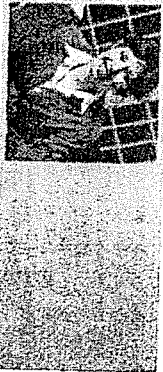
Full-time day position. High school diploma required. Typing skills and an ability to communicate effectively with experience in a medical setting preferred.

### ENVIRONMENTAL TECHNICIAN

Full-time evening positions. High school diploma/GED preferred. Medical facility housekeeping and floor maintenance experience preferred. Ability to read, write and carry out verbal & written instructions and interact effectively with patients, visitors and staff.

### HELP DESK SUPPORT, LEVEL I

FT, Days (6 AM start) with rotating on-call. Provides front line software and hardware support in a Microsoft environment. Printer hardware support and 1-2 yrs IT experience required. AS400, A+, NET+, MCSA preferred.



### POWER PLANT OPERATOR

Full time position responsible for maintaining boilers and other hospital equipment. Minimum of three to five years experience, preferably in the healthcare industry. Vocational/technical school training preferred.



570 OFFICE & CLERICAL 570 OFFICE & CLERICAL

RECEPTIONIST/PROCESSOR
Join The Jockey Club and be part of the thriving medical industry. We have an immediate opening for an experienced professional receptionist.

Qualified candidates should direct their current resume with victory history and requirements to:
The Jockey Club
Attention: Recruiting
1111 JOCKEY CLUB
421 Corporate Drive
Lexington, KY 40503
FAX: (659) 224-2710
Recruiting@jockeyclub.com



The Jockey Club is an equal opportunity employer. Visit our website at www.jockeyclub.com

Burgess Ave Development District RECEPTIONIST
The Burgess Ave Development District is accepting applications/resumes for the position of Receptionist. The ideal candidate should be very prompt/dependable, willing to work hard, go the extra mile, have a high level of initiative, possess the ability to interact on a professional basis with other professionals, as well as the general public. The candidate should also possess the ability to work independently as well as a team player.

EXPERIENCED ACCOUNTING ASSISTANT
Must be experienced in a fast-paced office environment. A minimum of 3 years of experience in a similar position is required. Excellent communication skills and computer proficiency are a must. Salary and benefits commensurate with experience. Send resume to: 1111 Jockey Club, 421 Corporate Drive, Lexington, KY 40503. This is a non-union job.

570 PROFESSIONAL 570 PROFESSIONAL

You Have a Future With The Lexington Fayette Urban County Government

LABORATORY TECHNICIAN (SALARY SENIORS)
024-002-108-511 - CLOSING DATE MARCH 12, 2007
SALARY RANGE: \$11,400 - \$17,776 PER HOUR
SUPERSEDED

DATA ENTRY - ADVANCED
Duties include: advanced level professional engineering work related to design and construction of water, sewer, and utility systems. Requires Bachelor's degree in engineering and 2 years of professional experience in the area of advanced design and construction of a Professional Engineer License. Possession of a valid driver's license.

FOR RENTERS INFORMATION, REPAIRS, REPAIRS AND EVALUATION, VISIT THE HUMAN RESOURCES DIVISION, LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT BUILDING, 200 EAST MAIN STREET, FIRST FLOOR, FLEXIBLE ROOMS, LEXINGTON, KENTUCKY, ONLY (CABLE CHANNELS) OR OUR WEB SITE: http://www.lucg.com/jobs. Application is required. Questions may be submitted with application. Equal Opportunity Employer.

Case Manager FAYETTE HOMECARE/CONSUMER DIRECTED
Elmwood Ave Area Development District
Duties include: providing case management services to clients in the home. Requires a Bachelor's degree in social work or a related field and 2 years of experience in a similar position. Salary and benefits commensurate with experience.

570 PROFESSIONAL 570 PROFESSIONAL

CLASS TV WATER PLANT OPERATOR NEEDED FOR THE NEW COLUMBIANA DAIRY COUNTY REGIONAL WATER PLANT

The Lexington Fayette Urban County Commission is seeking applications for the position of Class TV Water Plant Operator. This is a new position that will be created for the new Columbiana Dairy County Regional Water Plant. The operator will be responsible for the operation and maintenance of the Class TV Water Plant. The position is located at the Lexington Fayette Urban County Regional Water Plant. The position is a full-time position. The position is a career position. The position is a professional position. The position is a technical position. The position is a supervisory position. The position is a management position. The position is a leadership position. The position is a team player. The position is a problem solver. The position is a team player. The position is a problem solver.

WEB/DESKTOP SUPPORT SPECIALIST
Bachelor's degree in computer science or related field and 1 year of experience is required. On an equivalent combination of education and experience. When provided, the required knowledge, skills, and abilities. Experience in a university computing environment is preferred. For a detailed job description and to apply online, visit: http://jobs.lucg.com/jobs/108000310. Registration #06080310.

STAFF ASSISTANT/GENERAL ASSISTANT (POLICE)
024-002-108-511 - CLOSING DATE MARCH 12, 2007
SALARY RANGE: \$10,000 - \$16,000 PER HOUR
SUPERSEDED

CLINIC OPERATIONS MANAGER, STUDENT HEALTH SERVICES
EKU
Duties include: managing the day-to-day operations of the student health services. Requires a Bachelor's degree in business administration or a related field and 3 years of experience in a similar position. Salary and benefits commensurate with experience.

570 PROFESSIONAL 570 PROFESSIONAL

Assistant Director, Continuing Education & Distance (CE&D) Non-Degree Programs
EKU
Requires a degree in Business Management, Instructional Technology, Education, or related field and 3 years of directly related experience required. Experience in professional development and training preferred. For a detailed job description and to apply online, visit: http://jobs.lucg.com/jobs/108000310. Registration #06080310.

Assistant Quality Manager
KMDMK, a Krypton certified pure polymer manufacturer located in Mt. Vernon, KY, is seeking an Assistant Quality Manager. The ideal candidate will have a Bachelor's degree in Chemical Engineering or a related field and 3 years of experience in a similar position. Salary and benefits commensurate with experience.

Girl Scouts - Staff Opportunities!
Membership Recruitment Specialist
Northwood Area
Membership Recruitment Specialist
Fast-growing environment, recruit girl scouts, participate in summer leadership, community partnerships, volunteer training, some evenings. Some evening, weekend, and occasional travel. Additional benefit package, 4A equivalent. Excellent benefits, 401(k), and professional development. To schedule an interview, please call 606-338-1161. We are an equal opportunity employer. M/1/07/7

Opportunities at SAVA
A national, L.T.L. company with a long history of providing high quality, innovative products and services. We are currently seeking qualified individuals for various positions. For more information, please visit our website at: www.savacorp.com. We are an equal opportunity employer.

Lexington, KY
The Lexington, KY office is currently seeking qualified individuals for various positions. For more information, please visit our website at: www.savacorp.com. We are an equal opportunity employer.

576 SALES 576 SALES

Cosma Aircraft Company World leader in the business jet and general aviation industry. Is currently seeking proposals for sales representation in Kentucky. Airport location is required. Preferred locations that are near major metropolitan areas. Aircraft sales experience is required. Please reply to: Kentucky Sales Opportunity 3155 H. Dean Hollow, Wichita, KS 67205 Or call: 316-722-8172

SALES REPRESENTATIVE
Recess Vending, a leading supplier of highly quality products for the North American food industry, is looking for an energetic, enthusiastic Sales Representative. As a key member of our Marketing team you will have the following responsibilities: Managing and generating individual sales accounts, product quality and performance and direct customer relationships. Manage stakeholder relationships, including plant managers, purchasing agents and accounting representatives. Develop marketing strategies and their sales strategies. Requirements: 4 years supply experience. Prior experience in a food or food related industry (mechanical systems plant or equipment sales). Must have the ability to secure sales/marketing strategies. Marketing, Economics or Business Degree. We offer competitive wages and benefit packages commensurate with experience. For immediate consideration submit your resume online at: www.recessvending.com Job ID: 334248. We are an equal opportunity employer. M/1/07/7

RETIRED AGENTS NEEDED IMMEDIATELY
Looking for ways to make MONEY? The Herold-Leader's Retention Factor is as soon as possible. Three collection agents.

AM
Making exceptional money is up to you! For immediate consideration, email your letter of interest or resume to: floyd@herold-leader.com by March 15, 2007.

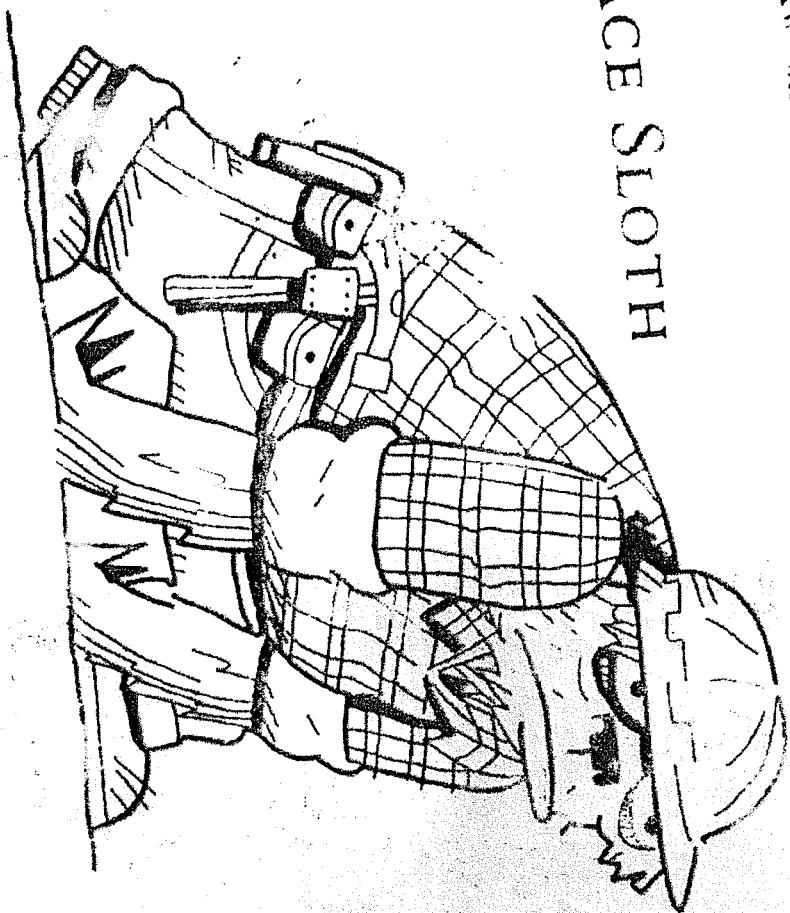
AM
Making exceptional money is up to you! For immediate consideration, email your letter of interest or resume to: floyd@herold-leader.com by March 15, 2007.





WORKER SURVIVAL: A COMPLETE GUIDE

# WORKPLACE SLOTH



Workplace

5

How to  
start yourself:

Ask The Workplace Sloth how it's recruited. You can usually escape between the words "I'm" and "fine." Get to CareerBuilder.com and find a better job.

RANGES

DANGER LEVEL

spineless

evil

27

Do more than just survive the workweek. Find a new job at the place with the most.



# Education & Career Training

**Enroll Today For A Better Tomorrow**  
 Become a Dental Assistant  
**In Just 8 Weeks**

*Tuition Assistance • Professional Faculty*  
*Evening & Weekend Classes*

Call our 24 Hour Phone Line!  
 Frankfort: 1-800-930-5595 • Lexington: 1-800-820-2651  
 Register online at: [www.academyofdentaldentalassisting.com](http://www.academyofdentaldentalassisting.com)  
**Make \$28,000-\$32,000 a Year!**



**Academy of Dental Assisting**



**JOIN OUR PROFESSIONAL ADVERTISING SALES TEAM**  
 If you're a team player who feels at home in the field, we have an opportunity for you. The Lexington Herald-Leader's Advertising Sales Division is expanding its team of Outside Sales Account Executives.

Our Dynamic team is looking for forward-thinking, creative and consultative sellers who enjoy developing, selling and managing their own accounts while helping customers to grow their businesses.

Compensation is salary plus commission, with an excellent benefits package.

If you're interested in a career with Lexington Herald-Leader's advertising sales team, step up and apply online at [h-jobs.com](http://h-jobs.com) or send your resume to [citrazen@herald-leader.com](mailto:citrazen@herald-leader.com). We recognize and appreciate the benefits of diversity in the workplace. Those who share in this belief...

Full Time, Part Time Security Officers  
 We are currently seeking qualified personnel to staff our security business. We need Full Time, Part Time Security Officers for Evening, Night and Weekend shifts.  
 Pay Range: \$9.00 - \$9.50  
 Applicants must have a minimum of 1 year of experience in a similar position.  
 BackGround Check

**589 TRUCK DRIVERS**  
**589 TRUCK DRIVERS**

**DRIVERS**  
 Regional Owner Ops Needed  
 Solo or Fleet Owners & Company Drivers

Jack R. Kelley Inc., National Leader in Transportation  
 2 1/2 OTS, Clean and Greasy has a career for you  
 Hazmat and/or Hazmat, Call 800-225-5525  
 502-767-7070  
 Pre-employment Drug Screen req'd

**578 SECURITY**

**587 TEAMLEADING**  
**TEAM LEADERS**  
 859-403-7231

**586 TRAINERS**  
 115 511

**586 MAINTENANCE**  
 1145 88

**588 TRUCK DRIVERS**

**588 CLASS A CDL DRIVERS**  
 859-643-1712

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**586 PART-TIME**  
**AVON ELEM**  
 800-971-5110

**DRIVERS**  
 Excellent Wages  
 Benefits, Earned  
 Bonus, Drive  
 Home, No  
 OTR, No  
 Hazmat, No  
 Contact PECO  
 859-887-5598

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 Bonus, Drive  
 Home, No  
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 Hazmat, No  
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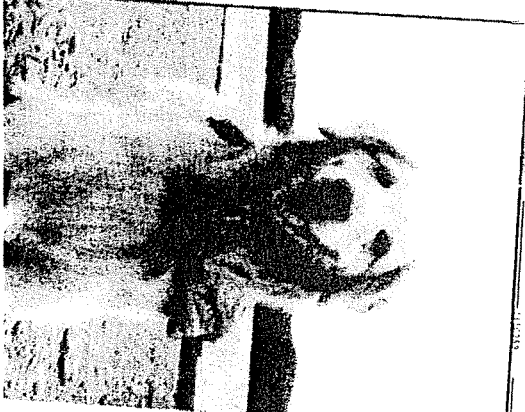
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**588 TRUCK DRIVERS**



The place  
 to get your  
 golden.

3 lines, Fri., Sat., & Sun., just \$29.10!

Call toll free: **800-933-7355**  
 Call locally: **859-233-7878**

# Come for the opportunity Stay for the opportunities

We'll challenge you. We'll excite you. We'll reward you. And that's just in your first assignment. If you like to contribute, there's a whole career waiting for you at Fidelity.

▶ **401(k) Specialist**

- Requisition # 0702517
- 40 open positions available immediately
- Respond to our customers' inquiries and have a consultative dialogue to uncover their financial needs in regard to 401(k) plans
- Provide plan-specific information, investment and distribution options, guidance and education
- Necessary to obtain Series 6 & 63 licenses. We will provide you comprehensive, industry-leading training and resources to help you obtain these
- This position offers a competitive base salary plus opportunities for quarterly bonuses and overtime

▶ **Manager, Customer Service**

- Requisition #0701741
- Multiple openings available
- Provide leadership to a team of 15-20 licensed 401(k) specialists and help them to further develop their skills
- Be a coach, facilitator, team member, and technical resource for industry, retirement, and systems knowledge
- Analyze business statistics to identify trends, forecast volumes, and evaluate staffing requirements
- Participate in multiple site projects and initiatives
- This position offers a competitive base salary plus annual bonus opportunities

▶ **Financial Representative**

- Requisition #0701341
- 40 open positions available immediately
- Engage our customers and provide assistance to help them obtain financial success today and in the future. Have consultative dialogue with each customer to look for and identify unstated financial needs.
- Provide financial direction and make stock trades, as well as assist with portfolio management, asset allocation, and investment management.
- Obtain Series 7 & 63 licenses if you do not already possess them. You will participate in an industry-leading, comprehensive training program to ensure your success in obtaining these licenses.
- This position offers a competitive base salary plus opportunities for quarterly bonuses and overtime. EOE

To learn more, visit [fideliitycareers.com](http://fideliitycareers.com)



**93 Education**

**NSU CORPORATION**

**INDUSTRIAL MAINTENANCE W/ ELECTRICAL EXPERIENCE**

NSU Corporation in Bogota, KY has the immediate opening for the above position. If you are experienced in the related field and want a career with a leading automotive parts supplier in central KY, you may send a resume or CV out to us with a letter of recommendation at the local employment services or at NSU Corporation.

NSU Corporation offers a competitive salary and excellent benefit package.

**NSU CORPORATION**  
 1835 SONDRA ROAD  
 SONORA, KY 40378

**95 Employment**

**CAREtenders**

Caretenders Home Health

Come join our team of professionals today!

**PHYSICAL THERAPIST**  
 Occupational Therapist

**OCCUPATIONAL THERAPIST**

**SPEECH THERAPIST**

Please Contact:  
 Barbara Poole-Caretenders.com  
 Phone: 1-270-234-2273  
 Fax: 1-270-234-1807  
 1483 E. Dixie  
 Elizabethtown, KY 40101

**HARDIN COUNTY DETENTION CENTER POSITION AVAILABLE**

**FULL TIME COOK**

WITH AT LEAST 3 YEARS EXPERIENCE

The Hardin County Detention Center will be accepting applications for the above listed positions until March 31, 2007. Applications are available at the office of the Hardin County Detention Center, 100 Lawson Blvd., Elizabethtown, KY, Monday - Friday from 10:00 a.m. to 4:00 p.m.

Hardin County is an equal opportunity employer.

**CALL CENTER REPRESENTATIVE**

Are you a self-starter? Do you have excellent communication skills? Do you have a strong desire to succeed? If so, we have an exciting opportunity for you. We are seeking individuals who are motivated, energetic, and have a strong desire to succeed. We offer a competitive salary and excellent benefits package. We are an equal opportunity employer.

Interested persons should send resume to:  
 Linda Smith, The News Enterprise,  
 100 West Union, Elizabethtown, KY 40101  
 No phone calls please.

**Wood County Community College**  
 100 West Union, Elizabethtown, KY 40101

**THE NEWS-ENTERPRISE**

**CAREER OPPORTUNITIES**

Have an interest in Graphic Design?

Join Our Team.

The purpose of this position is to produce illustrations of photographs.

Position requirements are:

- Bachelor's in Management or Operating Systems
- 3-5 years of experience in the field
- Able to communicate effectively
- A high school diploma or GED
- A 40-hour flexible credit schedule

Please submit your resume to:  
 Lydia Lessor  
 The News Enterprise  
 100 West Union, KY 40101  
 Minimum 3 years experience in the field of graphic design is preferred.

**95 Employment**

**ACCEPTING APPLICATIONS**

Now Hiring for the following positions:

- Receptionist
- Office Assistant
- Bookkeeper
- Sales Representative
- Customer Service Representative
- Warehouse Associate
- Forklift Operator
- Inventory Control
- Quality Control
- Shipping/Receiving
- Production
- Maintenance
- Safety
- Training
- Supervision
- Management
- Administration
- Accounting
- Marketing
- Sales
- Customer Service
- Human Resources
- Information Technology
- Legal
- Compliance
- Risk Management
- Insurance
- Real Estate
- Financial Services
- Healthcare
- Education
- Non-Profit
- Government
- Consulting
- Engineering
- Architecture
- Construction
- Manufacturing
- Transportation
- Logistics
- Retail
- Wholesale
- Distribution
- Import/Export
- International
- Multinational
- Cross-Cultural
- Global
- Diverse
- Inclusive
- Equitable
- Fair
- Just
- Right
- Good
- Beautiful
- Wonderful
- Amazing
- Incredible
- Unbelievable
- Mind-blowing
- Jaw-dropping
- Mouth-watering
- Heart-melting
- Soul-soothing
- Spirit-lifting
- Mind-expanding
- Soul-enriching
- Spirit-empowering
- Mind-energizing
- Soul-fulfilling
- Spirit-fulfilling
- Mind-fulfilling
- Soul-fulfilling
- Spirit-fulfilling

**INSIDE NATIONAL CLASSIFIED ADVERTISING SALES REPRESENTATIVE**

Are you a self-starter? Do you have excellent communication skills? Do you have a strong desire to succeed? If so, we have an exciting opportunity for you. We are seeking individuals who are motivated, energetic, and have a strong desire to succeed. We offer a competitive salary and excellent benefits package. We are an equal opportunity employer.

Interested persons should send resume to:  
 Linda Smith, The News Enterprise,  
 100 West Union, Elizabethtown, KY 40101  
 No phone calls please.

**LINCOLN TRAIL DISTRICT HEALTH DEPARTMENT ACCOUNT CLERK II**

Starting Salary \$24,100 per year

Minimum requirements include:

- Bachelor's degree in Accounting or related field
- 2 years of experience in a similar position
- Ability to communicate effectively
- A high school diploma or GED
- A 40-hour flexible credit schedule

Please submit your resume to:  
 Lydia Lessor  
 The News Enterprise  
 100 West Union, KY 40101  
 Minimum 2 years experience in the field of accounting is preferred.

**THE NEWS-ENTERPRISE**

**CAREER OPPORTUNITIES**

Do you find your job boring?

This position offers a variety of duties including producing illustrations of photographs and printing plates for offset press.

Position requirements are:

- Bachelor's in Management or Operating Systems
- 3-5 years of experience in the field
- Able to communicate effectively
- A high school diploma or GED
- A 40-hour flexible credit schedule

Please submit your resume to:  
 Lydia Lessor  
 The News Enterprise  
 100 West Union, KY 40101  
 Minimum 3 years experience in the field of graphic design is preferred.

**ALL STAR TRUCKING, INC. DRIVERS WANTED**

Now Hiring for the following positions:

- Driver
- Warehouse Associate
- Forklift Operator
- Inventory Control
- Quality Control
- Shipping/Receiving
- Production
- Maintenance
- Safety
- Training
- Supervision
- Management
- Administration
- Accounting
- Marketing
- Sales
- Customer Service
- Human Resources
- Information Technology
- Legal
- Compliance
- Risk Management
- Insurance
- Real Estate
- Financial Services
- Healthcare
- Education
- Non-Profit
- Government
- Consulting
- Engineering
- Architecture
- Construction
- Manufacturing
- Transportation
- Logistics
- Retail
- Wholesale
- Distribution
- Import/Export
- International
- Multinational
- Cross-Cultural
- Global
- Diverse
- Inclusive
- Equitable
- Fair
- Just
- Right
- Good
- Beautiful
- Wonderful
- Amazing
- Incredible
- Unbelievable
- Mind-blowing
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- Soul-enriching
- Spirit-empowering
- Mind-energizing
- Soul-fulfilling
- Spirit-fulfilling
- Mind-fulfilling
- Soul-fulfilling
- Spirit-fulfilling

**ELIZABETHTOWN COMMUNITY & TECHNICAL COLLEGE**

Now Hiring for the following positions:

- Instructor
- Support Staff
- Administrative
- Maintenance
- Safety
- Training
- Supervision
- Management
- Administration
- Accounting
- Marketing
- Sales
- Customer Service
- Human Resources
- Information Technology
- Legal
- Compliance
- Risk Management
- Insurance
- Real Estate
- Financial Services
- Healthcare
- Education
- Non-Profit
- Government
- Consulting
- Engineering
- Architecture
- Construction
- Manufacturing
- Transportation
- Logistics
- Retail
- Wholesale
- Distribution
- Import/Export
- International
- Multinational
- Cross-Cultural
- Global
- Diverse
- Inclusive
- Equitable
- Fair
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- Incredible
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- Mind-blowing
- Jaw-dropping
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- Mind-energizing
- Soul-fulfilling
- Spirit-fulfilling
- Mind-fulfilling
- Soul-fulfilling
- Spirit-fulfilling

**MANUFACTURING ENGINEERING MANAGER**

Are you a self-starter? Do you have excellent communication skills? Do you have a strong desire to succeed? If so, we have an exciting opportunity for you. We are seeking individuals who are motivated, energetic, and have a strong desire to succeed. We offer a competitive salary and excellent benefits package. We are an equal opportunity employer.

Interested persons should send resume to:  
 Linda Smith, The News Enterprise,  
 100 West Union, Elizabethtown, KY 40101  
 No phone calls please.

**LOOKING FOR A FUN JOB & FLEXIBLE SCHEDULE?**

Are you a self-starter? Do you have excellent communication skills? Do you have a strong desire to succeed? If so, we have an exciting opportunity for you. We are seeking individuals who are motivated, energetic, and have a strong desire to succeed. We offer a competitive salary and excellent benefits package. We are an equal opportunity employer.

Interested persons should send resume to:  
 Linda Smith, The News Enterprise,  
 100 West Union, Elizabethtown, KY 40101  
 No phone calls please.

**EXPRESS DELIVERY SERVICE**

Now Hiring for the following positions:

- Driver
- Warehouse Associate
- Forklift Operator
- Inventory Control
- Quality Control
- Shipping/Receiving
- Production
- Maintenance
- Safety
- Training
- Supervision
- Management
- Administration
- Accounting
- Marketing
- Sales
- Customer Service
- Human Resources
- Information Technology
- Legal
- Compliance
- Risk Management
- Insurance
- Real Estate
- Financial Services
- Healthcare
- Education
- Non-Profit
- Government
- Consulting
- Engineering
- Architecture
- Construction
- Manufacturing
- Transportation
- Logistics
- Retail
- Wholesale
- Distribution
- Import/Export
- International
- Multinational
- Cross-Cultural
- Global
- Diverse
- Inclusive
- Equitable
- Fair
- Just
- Right
- Good
- Beautiful
- Wonderful
- Amazing
- Incredible
- Unbelievable
- Mind-blowing
- Jaw-dropping
- Mouth-watering
- Heart-melting
- Soul-soothing
- Spirit-lifting
- Mind-expanding
- Soul-enriching
- Spirit-empowering
- Mind-energizing
- Soul-fulfilling
- Spirit-fulfilling
- Mind-fulfilling
- Soul-fulfilling
- Spirit-fulfilling

**ELIZABETHTOWN COMMUNITY & TECHNICAL COLLEGE**

Now Hiring for the following positions:

- Instructor
- Support Staff
- Administrative
- Maintenance
- Safety
- Training
- Supervision
- Management
- Administration
- Accounting
- Marketing
- Sales
- Customer Service
- Human Resources
- Information Technology
- Legal
- Compliance
- Risk Management
- Insurance
- Real Estate
- Financial Services
- Healthcare
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- Spirit-empowering
- Mind-energizing
- Soul-fulfilling
- Spirit-fulfilling
- Mind-fulfilling
- Soul-fulfilling
- Spirit-fulfilling

**MANUFACTURING ENGINEERING MANAGER**

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 Linda Smith, The News Enterprise,  
 100 West Union, Elizabethtown, KY 40101  
 No phone calls please.

95 Employment

ATTENTION OTR DRIVERS local company needs CDL drivers with 2 years experience...

ATTENTION: Warehouse Employees needed A rapidly growing regional consumer company has a warehouse opening...

AUTO BODY TECHNICIAN Must have experience in auto body repair, sheet metal welding and light mechanical...

BOB EVANS RESTAURANT Now accepting applications for all positions. Apply in person Monday thru Friday...

CARPENTER AND CARPENTER HELPER, experience in residential building preferred...

CHILD CARE TEACHERS NEEDED State scholarship training available. No experience necessary...

Communication Director Nelson County KY The Nelson County KY Box 12 is accepting applications...

EXPERIENCED CONTRACTORS needed to install Dish Network Satellite systems...

CONSTRUCTION COMPANY now hiring skilled carpenters and electricians...

CUSTOMER SERVICE REPS/ CALL CENTER in Elton, Shepherdsville and Louisville...

7-14 OTR DRIVERS \$1,000 Sign-On Bonus!!!

For information call 1-800-756-0500 ext. 806. If letterhead please mail application to 183 Progressive Drive, Taylorville, KY 40171...

HELMWOOD HEALTHCARE CENTER LPN 7AM - 7PM SHIFTS Paid Weekly Apply in person 106 Decks Drive Elizabethtown

95 Employment

DOMINO'S PIZZA- NOW hiring Drivers and inside personnel Apply in person...

DRIVER CDL-A For Truck Transport, in Elizabethtown - Needs 1 driver - Great Home Time - 95% Drop & Hook...

DRIVER: Don't just start your career start a RIGHT! Company sponsored CDL training in 3 weeks...

ENERGY SPORTS & FITNESS is looking for an energetic self motivated hard working person...

EXPERIENCED LANDSCAPE FOREMAN NEEDED for a local landscaping company...

EXPERIENCED MEDICAL BILLER preferable certified coder, needed for medical office...

HOUSEKEEPING/FRONT DESK/MAINTENANCE 1-3 beds, 2 multi level, centrally located...

dish NETWORK Management Trainees Enjoy working with people? Want flexible hours?...

Cracker Barrel NOW HIRING ANYTIME Cooks Servers Dish We are looking for outgoing, fun, friendly...

1-888-637-2855

Ask for Driver Recruiter E.O.E. M/F/D/V

95 Employment

EXPERIENCED WOODWORKERS to work in custom cabinet/millwork shop...

FRONT OFFICE REPRESENTATIVE busy medical clinic has immediate opening for a part time office receptionist...

IMMEDIATE OPENING Class A CDL Driver 2 years experience needed Flatbed Regional loads...

INDUSTRIAL SECURITY SERVICE INCORPORATED is looking for security officers to work part time & full time...

INSTALLATION TECHNICIAN Immediate opening for installer of security for home theater, structured cabling...

OTR/REGIONAL DRIVERS Run 48 states and Canada Home 2-3 weeks/weekends...

HOUSEKEEPING/FRONT DESK/MAINTENANCE 1-3 beds, 2 multi level, centrally located...

LIFEWAY For Youth Kentucky We Provide: Income Assistance, Supplemental Education...

Farm Worker, Diversified Crop

needed Employment dates are as follows 03/23/2007 - 12/20/2007 Guaranteed 374 of contract hours...

AUTO TECHNICIAN comes to you! Home based immediate openings for experienced Auto repair technicians...

95 Employment

LOCAL FLATBED CO. Seeking Class A CDL. Must have a clean driving record & 2 years experience...

RESTAURANT FRANCHISE is accepting resumes for all levels of management, in Louisville and Elizabethtown areas...

LYNDON MILLWORK seeking Project Manager. Experience in subcontracting and wood working profitable or will train...

NORTHWESTERN MUTUAL SEEKS SALES PARTNER Northwestern Mutual is expanding and desires a physical presence in E-Town, Frankfort, and Owensboro...

WAREHOUSE JOBS Hiring for APL Logistics in Shepherdsville All shifts For Forklift and Roach Truck Driver...

WENDY'S Seeking friendly, energetic, and nice people for one of America's Largest Quick Service restaurants...

POOL PLUS Pools Plus is now hiring Service Technicians Apply online for all positions...

RECEPTIONIST Full time position with benefits open for receptionist in veterinary office...

67 Child Care

A NOTICE TO READERS Kentucky Early Childhood Program is seeking qualified individuals...

ACCEPTING CHILDREN IN DAYCARE CENTER 10000 Hwy 229, Elizabethtown, KY 40126...

95 Employment

LOVE YOUR (next) JOB! Brantley Security is currently hiring Security Officers for various shifts and sites...

Qualified candidates will have a clean police report, verifiable work history and clean drug screen...

Apply at 1325 S 4th Street or www.brantleyservice.com EOE

Medical Receptionist full time person needed for front office in a busy specialty office...

TS TRUCKING NOW HIRING Local dump truck drivers. Home away night. Experience required...

Varsity Contractors Inc. Varsity Contractors is hiring a part time maintenance person at Town Hall...

WAREHOUSE JOBS Hiring for APL Logistics in Shepherdsville All shifts For Forklift and Roach Truck Driver...

WENDY'S Seeking friendly, energetic, and nice people for one of America's Largest Quick Service restaurants...

97 Child Care

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95 Employment

SOMEONE WHO FEELS CALLED and strong desire to be a leader in church leadership...

STAFF ASSISTANT Shaw Farm Insurance in Radcliff is looking for someone with a working knowledge of Missouri Office and the ability to type 55 wpm...

TS TRUCKING a new accepting applications for a full time diesel mechanic for our Elizabethtown Terminal...

Medical Receptionist full time person needed for front office in a busy specialty office...

TS TRUCKING NOW HIRING Local dump truck drivers. Home away night. Experience required...

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ACCEPTING CHILDREN IN DAYCARE CENTER 10000 Hwy 229, Elizabethtown, KY 40126...

199 Wanted

MALE SEEKING MALE ROOMMATE - to share large room in Elizabethtown, KY...

All real estate advertising in this newspaper is subject to the Fair Housing Act which makes it illegal to advertise any preference, limitation or discrimination...

TS TRUCKING a new accepting applications for a full time diesel mechanic for our Elizabethtown Terminal...

Medical Receptionist full time person needed for front office in a busy specialty office...

TS TRUCKING NOW HIRING Local dump truck drivers. Home away night. Experience required...

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WENDY'S Seeking friendly, energetic, and nice people for one of America's Largest Quick Service restaurants...

Own it year Sell it minute

4 ACRE PRIVATE

ACCEPTING CHILDREN IN DAYCARE CENTER 10000 Hwy 229, Elizabethtown, KY 40126...

102012c issues Mail  
resumes to PO BOX 1895  
E'town KY 42701 or email  
heather@vnet.com  
hondy@tdn.com

Ask for Ann Manager  
**Cracker Barrel**  
1917 Etc. office Bldg  
Elizabethtown KY  
270-275-1100

WEBS Trucking is hiring  
**7-14 OTR DRIVERS**  
**\$1,000 Sign-On Bonus!!!**  
...  
For information call 1-800-256-0090 ext 606 If interested please  
fax out application at 103 Progressive Drive Taylorsville KY 40071  
Fax to 502-477-6916 or email to ash@webstruck.com

**HELMWOOD  
HEALTHCARE CENTER**  
**LPN**  
7AM - 7PM SHIFTS  
\* Paid Weekly  
Apply in person  
106 Dixie Drive  
Elizabethtown

**Warehouse Leads**  
13.00 Per Hour  
Logistics Environment  
Must Have Excellent Computer Skills  
Benefits And Paid Time Off  
Send Resume To:  
dana@carroll@spherion.com  
or Fax: 502-966-9664

**McDonald's**  
"Career Fair"  
Monday, March 5th  
517 West Dixie Ave., E'town  
9-11 am and 2-5 pm  
Hiring for all shifts and positions  
at all E'town locations Glendale,  
Hodgenville and Lebanon Jct  
Some Benefits Include:  
• Competitive pay  
• Flexible Schedules  
• College Tuition Assistance  
• Bonuses  
• Medical & Dental Insurance available

**For Youth  
Kentucky**  
We Provide:  
Training!  
A supportive, Pleasant Team  
Supplemental Income  
...  
Visit our website [www.ky4youth.com](http://www.ky4youth.com)

**Farm Worker, Diversified Crop**  
needs 3. Employment dates are as follows:  
**03/23/2007 - 12/20/2007**  
Guaranteed 3/4 of contract hours. All tools  
provided at no cost. Free housing provided  
for non commuting workers.  
Transportation and subsistence reimbursed  
to worker upon completion of 50% contract.  
Pay rate of \$8.24 per hour  
Equal Opportunity Employer  
Interested workers should contact the local State  
Workforce Agency. Reference Job Order: KY0235120  
Thomas Academy Farms/Miller & Son Farms  
Madison County, KY

**AUTO  
TECHNICIAN**  
Conway Heaton has immediate openings  
for experienced Auto repair technicians.  
Excellent pay and benefits. Additional  
paid training. Training available. Lead &  
assistant opportunities.  
Contact Steve Caldwell  
**CONWAY-HEATON**  
Ford • Mercury • Chrysler • Dodge • Jeep

**CCA**  
Marion Adjustment Center  
LPN  
...  
Marion Adjustment Center  
1000 E. Main St. Marion, KY 40356  
(270) 692-9622 or fax to (270) 692-1333

**CCA**  
Marion Adjustment Center  
LPN  
...  
Marion Adjustment Center  
1000 E. Main St. Marion, KY 40356  
(270) 692-9622 or fax to (270) 692-1333

Locations and Radcliff  
Between 3-5pm daily.  
**97 Child Care**  
\* A NOTICE TO READERS -  
Kentucky Law requires pro-  
fessionals in child care to in-  
clude their address in their ad.  
It is the direct responsibility  
of the advertiser to provide  
responsibility to the child care  
center. If you are a provider  
and your address is not in-  
cluded in your ad, you will  
not be considered for a posi-  
tion. Please include your ad-  
dress in your ad.  
ACCEPTING CHILDREN in  
my home. I have 3 bedrooms,  
3 bathrooms, 4300 sq. ft. of  
E'town. Call 270-275-1100 or  
(270) 735-5106

**POOLS PLUS**  
Pools Plus is now hiring  
Service Technicians  
Apply online for all  
positions  
[www.poolsplusonline.com](http://www.poolsplusonline.com)

**RECEPTIONIST** Full time  
position. We are now open  
for receptionist in a variety of  
locations. Previous work experi-  
ence in a veterinary office is re-  
quired. Job includes some  
Saturday hours. Applicant  
should apply in person to  
Helmwood Veterinary Clinic,  
804 North Dixie Avenue, Eliza-  
bethtown, KY.

**RESIDENCE TEAM** The Life  
Connection Inc. in Sarona has  
several positions available for  
individuals interested in provid-  
ing direct care & supervision to  
developmentally disabled & 2nd & 3rd  
shifts available. High School di-  
ploma or GED required. Bache-  
lor's degree preferred. Fax re-  
sume to (270) 324-4959 or call  
(270) 324-4956

**SECURITY OFFICER** - Towne  
Mall Towne Mall has an im-  
mediate opening for a Security Of-  
ficer. Officers maintain a highly  
visible and reassuring pres-  
ence through their frequent pa-  
trol of the property. By their  
presence they act as a deter-  
rent to crime and vandalism  
and help maintain a safe envi-  
ronment for our visitors, cus-  
tomers and employees. Quali-  
fications include basic computer  
skills, excellent communication  
skills including verbal and writ-  
ten. Applicants must be a Col-  
lege, High School or GED  
Graduate. Prior security or cus-  
tomer service/hospitality expo-  
rience preferred. Please fax  
your resume to (270) 769-1282  
or mail to Towne Mall Man-  
agement Office 1704 North  
Dixie Hwy, Elizabethtown, KY  
42701 EOE

**99 Caregiver**  
CAREGIVER NEEDED: Imme-  
diate employment. Hours of  
operation: 6:30-3:30 P.M. Ex-  
perience preferred. Fax re-  
sume to (270) 769-1282 or  
call (270) 769-1282

**100 Business  
Opportunities**  
AVOID FRANCHISE SNAKE  
When it comes to business and  
opportunities there are many  
options. For those interested  
in buying a business or fran-  
chise without getting  
scammed, visit the Federal  
Trade Commission at Wash-  
ington D.C. 20580

**SMITH BROTHERS TRUCK-  
ING** is now accepting applica-  
tions for over the road drivers.  
Home on weekends \$35 cpm  
Call 800-467-3010 ext 10 for  
details.

**Own i  
year  
Sell it  
minut**

4 ACRE PRIVATE

**We c  
help y**

Let one of us  
create an ad  
sell your lot

**KENTUCKY CI**

*It's Easy, It's Quick, It's*