



JULY 2016

TRICOR NEWS

A PUBLICATION OF
TRICOR COMMUNICATIONS

WHAT IS ALL THE BUZZ ABOUT AT THE BCCX FARM?

By Tina Sampson

The team at the Bledsoe County farm has begun a new program that's creating quite a buzz – beehives!

In recent years, the beekeeping industry has grown to offer more job opportunities, and other correctional industries have taken notice and started beekeeping programs. With this information, TRICOR began exploring the prospect and decided it would provide great job training for our program participants, as well as generate funding for offender programs and farm operations.

TRICOR recently purchased 12 small “nucleus colonies” from Cave Hollow Bee Farm in Dowelton, TN. Since then, two of the stronger colonies have split, increasing the number to 14 hives.

“The number of bees in each hive varies depending on the hive’s strength, but each has the potential to grow as many as 60,000 -100,000 bees per hive,” said Rick Smith, farm supervisor II, who has also picked a few other names such as ‘king bee’ and the ‘bee whisperer.’ The technical term; however, is apiculturist, which means “the raising and care of bees for commercial or agricultural purposes.”

To operate the beehives, one offender builds the wooded hive bodies known as “supers,” and three offenders help with the inspections and feedings. No offenders are assigned as beekeepers, and all of them have other responsibilities on the farm.

The ultimate goal is to produce and sell the honey, but no honey will be removed this year to ensure the young colonies survive through the winter.

“The colony needs at least 40-50 pounds of food for winter, and we anticipate having an estimated surplus 10-20 pounds of honey per hive next summer,” said Smith.

He also explained that the beekeeping process is year round, and that winter months are spent preparing for spring and summer, building and accumulating hive components. Late summer and fall months honey is extracted and colonies prepared for winter. Keeping the bees from leaving, “swarming” by providing ample room and the colony disease, pest and parasite free is a continual process.

Mr. Smith was introduced to beekeeping by his father who was a honey bee preservationist and hobby keeper; and when he caught his first swarm of bees at an early age, his lifelong fascination with bees began. He explained that almost every family had a “stand of bees” to pollinate home gardens or orchards, and provide honey for the extra holiday baking or gifts.

“My dad understood the importance of preserving honey bees and passed that on to me and his grandchildren. And now I’m happy to pass it on to the offenders and employees here at the farm,” Smith said.

Important information to know is that beekeeping and preserving honey bees isn’t just about producing honey. Honey bee populations have been declining since the mid-1940s and rapidly declining since the 1980s. According to the U.S. Department of Agriculture, honey bees pollinate 80 percent of flowering crops, which constitutes one-third of everything we eat, making preservation a real priority to maintain our food supply.



Drones workers (males) and one queen bee make up the bee population. Note the queen has been marked with a white dot on her thorax for easy identification. She can be hard to find among 60,000 working bees!



Emily O’Malley Laursen and Mike Studer, state apiarist who stopped by for an inspection in June, in their bee suits.

Human Resources Performance Evaluation Process

Wow! Where did FY2016 go so fast? It is that time of year when we close out our past year and start our new year. This even includes our Performance Evaluation Process. In the spirit of continuous improvement, we are going to conduct our FY2017 performance process using the EDISON system. The use of EDISON will eliminate the numerous copies and passing of paper throughout the organization. This will not only save time, but I believe a few trees may also be spared!!

First, let's finalize FY2016 on time and effectively. You should be completing your final self-evaluation and forwarding to your supervisor by Friday, July 22nd. The supervisors should complete their section and forward to their reviewers by July 27th. The reviewer should review and return by the 29th. Then you will meet with your supervisor and sign by August 2nd. We must stay on time because our TRICOR Incentive Plan includes individual performance outcomes.

For FY2017, we will coordinate our performance plans through EDISON. As in the past, each of us will develop four goals with our supervisors, once the goals are agreed upon they will be entered into EDISON. They will be forwarded to the reviewer who will sign electronically and return to the supervisor and employee for signature. This process will be followed similarly for the interim reviews. All employees will receive training on the use of the EDISON Performance Management System during the next few weeks. The Human Resources/Talent Management Staff will be meeting with all employees during August to ensure everyone is comfortable with the system and that all goals are SMART goals.

The decision was made to use the Performance Evaluation EDISON process as a result of comments from our team members that the system was cumbersome. It is our intent to have the new system be easy, consistent and result in SMART Goals and clear direction of our individual goals. More details will be coming next week, if you have any questions or concerns, **please call Julie Perrey (615) 741-1800 or Nikki Turner (615) 741-1843.**

TRICOR Has Launched Its Facebook Page!



If you have any questions or would like to submit a story idea,
please contact the Director of Communications and
Marketing @ tina.sampson@tn.gov

Common Grammar Mistakes Even Smart People Make

Let's face it, correct grammar is important, and its power should never be underestimated. How well you use words can make a lasting impression on people. Use words skillfully, and people may perceive you in a positive light and view you as poised, persuasive, intelligent and funny. But even a small grammatical slip, which we all make, can have the opposite effect.

It's a topic that worries a lot of people, so you're not alone if you are concerned about your grammar. And if you're not concerned with proper grammar, then you probably should be. The best recommendation is to read the columns in TRICOR News, identify words you use incorrectly and practice saying using it the correct version over and over. Remember when we were younger, and the teacher made you write something 100 times? Well you may want to try that technique. It also helps to read about the most common mistakes too, like the ones listed below:

Irregardless and unthaw

These are not words. The correct words are regardless and thaw with no prefixes.

Bring and take

Bring the papers to my office.

Take these papers to the receptionist.

See the difference there? People bring things toward you, and take things away from you.

A lot and alot

Two separate words. I have a lot of work to do.

Affect and Effect

Affect is a verb. I don't want my work to affect your schedule.

Effect is a noun. My works has had a huge effect on your schedule.

Loose and Lose

My dog escaped and is running loose. I have loose change in my pocket.

I hate when I lose my keys. I hope my team doesn't lose the game.

If I lose weight, my clothes will be loose.

Lay and Lie

Lay can replace some variant of the word put. Please put/lay this over there.

If that doesn't work then you should use lie. I'm so tired, I want to lie down.

