

# GCE·xpress



**Lori Kain**

Senior Director of Government  
Affairs and Advocacy

## Legislative review for 2025:

This year, there were major shifts in federal workforce and employment policy

with direct relevance for disability-inclusive employment. Here are three key points from 2025:

- On January 21, 2025, President Trump signed Executive Order 14151, titled Ending Radical and Wasteful Government DEI Programs and Preferencing, which rescinded prior federal mandates on diversity, equity, inclusion and accessibility (DEIA) for the federal government and its contractors. This places a greater emphasis on “merit-based” hiring.
- The Department of Labor continued moving ahead with plans to phase out sub-minimum wages. What does this mean? This reinforces the principle that workers with disabilities deserve full wages just like anyone else in the workplace and not piece rate for a wage, determined by a time study, which is found in most sheltered work centers.
- The Federal Shutdown started in early October and ended just before Thanksgiving and was the longest in history. The impact of the shutdown was felt by millions across the country, including GCE. On two contracts, we had team members who ended up being furloughed (sent home). Once the shutdown ended, they were able to come back to work.

Remember, whatever party you tend to follow and vote for during elections—which could be Republican, Democrat or Independent—you have a voice, and it is important. You can contact your congressional leaders at their local offices or call/email their offices in Washington, D.C. They all have contact information on their websites for their offices in the state they represent and how to contact them at their office in Washington, D.C. **Your voice matters!**

## A note from Dwight

Team GCE, let's talk about the results from the Team Member Engagement survey you took in August.

First, a huge thank you for taking the time to complete it! Your feedback is what helps us grow stronger together.

These results guide our leadership team on what to improve and what to keep doing well over the next year. We had 1,359 team members—that's 85% of our workforce—complete the survey. That level of participation shows how much you care about shaping our future. What we learned:

- Overall, **favorability was 84%**. That means most answers were positive—about 1,141 responses—with only 11% neutral and 5% negative. Those are incredible numbers!
- The highest-rated survey prompt was **“I have a good idea what is expected of me,”** at 92% favorability. This tells us that our communication is working, and you know what's needed to meet our mission and serve customers.
- Another strong result was **“I feel proud to work for this organization,”** at 89% favorability. That pride is the heartbeat of our success!
- On the lower side: “Communication between departments is effective” scored 71%, which is a little lower than last year. This will stay a focus for senior leaders across LifeView Group, our parent organization.
- Interestingly, when asked what we're doing better this year, communication was the top category (10% of comments). Most of these comments were about communication between leaders and team members and how often information is shared from the top down.

Here's the big takeaway: We're doing great, and we're moving in the right direction—but we're not stopping here. Each of you play a role in making this organization even better. Your voice matters, your ideas matter, and together, we'll keep building a workplace we're all proud of.

Let's keep the momentum going! Thank you for everything you do every day to make GCE strong.



Dwight Davis  
GCE President

## Team Member of the Quarter

**Jason Seabolt, a member of the GCE contracting team,** has been named GCE's Team Member of the Quarter.

Jason consistently exceeds expectations through exceptional attention to detail, proactive risk management, and a deep understanding of complex contract requirements. He routinely goes beyond his core duties by identifying opportunities to streamline contract workflows, resulting in a 100% response rate for all contracting actions within 48 hours. This is a marked improvement from two years ago.

Jason is a constant source of support for co-workers and plays a key role in fostering a collaborative, respectful and positive work environment. He consistently offers guidance to peers on complex contract language and acquisition procedures, often volunteering his time to review documents or clarify regulatory questions.

Beyond his technical expertise, he brings a positive, solution-focused attitude that motivates others. He regularly recognizes team achievements, celebrates milestones and promotes inclusivity. His steady professionalism and willingness to listen have helped de-escalate conflicts and maintain team cohesion, making them a key contributor to a healthy and supportive workplace culture.

Jason is a disabled veteran and is committed to helping other veterans navigate through transitioning from the military to civilian world. Jason is a proud member of Disabled American Veterans (DAV), through which he contributes to an organization that provides a lifetime of support to veterans of all generations, their families and survivors—at no cost.

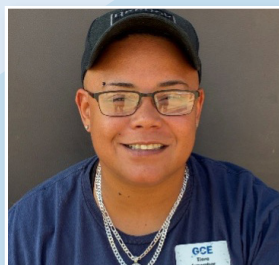


### *Eglin Air Force Base, Fort Walton Beach, Florida*

**Congratulations to Justin Kelley on his new role as project manager at the Breeze Dining Facility.** Justin's previous role at GCE was food service supervisor. Site leadership knew that it was Justin's time to run this contract site, and Justin was up for the responsibilities of this new role. Ben Rhodes, director of operations, noted, "Justin's desire to grow and develop over time and not rush into anything, was appreciated by everyone. He consistently sought new responsibilities and challenges and was always finding new and effective ways to communicate with and lead a diverse group of team members. Justin brings a 'never settle' viewpoint every day."



### *Fort Knox, Kentucky*



**A hearty congratulations to Tiara Ortiz on her recent promotion to barracks supervisor.** GCE leaders at this custodial contract site shared, "Tiara is always motivating team members and loves to see others succeed. She is genuine in everything she does at work every single day. Tiara strives to contribute to the team, and we appreciate her contributions."



We are delighted to announce that **Heather Harris** has been promoted to **shift leader on the custodial contract**. Heather's dedication and hard work have truly paid off. Despite facing challenges, she has shown us all that determination knows no bounds. Heather's journey is an inspiration to us all, proving that a disability is not a limitation but a stepping stone to success.

**Congratulations to Lourdes (Cat) Vazquez** on her recent promotion to **shift lead**. The Fort Knox management team shared, "Lourdes has never let her disability stop her from reaching her goals at GCE. She demonstrates a high level of professionalism, dedication and commitment to excellence. Her great attitude inspires others around her and makes everyone feel like anything is possible."



**Congratulations to Jonathan Rhoads** on his recent promotion to **warehouse supervisor**. Site leadership notes, "Jonathan has played a key role in supporting efficiency, safety and collaboration across the warehouse team. He demonstrates an initiative-taking approach to problem-solving."

### *Naval Air Station Pensacola (NAS), Florida*

**Congratulations to Jess Rocafort** on his promotion to **kitchen manager II**. "Jess has a dedicated and positive work ethic. He is a diligent leader whose guidance is instrumental to the complexities associated with the kitchen manager's duties, and he solves any issues that may arise. He leads by example and inspires success to his team members that work under his leadership," noted Eric Gonzalez, GCE food service project manager.



### *Armed Forces Retirement Home (AFRH), Gulfport, Mississippi*



Cortez Simms was recently promoted from day shift supervisor to project manager on the custodial team. He started at AFRH over 14 years ago as a custodian and worked his way up to his new role at GCE. Cortez knows every task associated with being a custodian, including how to strip and buff floors. His expertise helps his team, especially new team members in training who are just starting out. He is truly an inspiration to everyone including the residents at home. They truly appreciate his caring and kind personality. Cortez is an exceptional leader who is dedicated to providing top tier results for the AFRH.

## Protecting company assets while working remotely or traveling

As the year winds down and many of us find ourselves on the road, working remotely or taking some well-deserved time off, it is important to remember that security does not stop when we leave the office. Each of us plays a role in protecting LifeView Group's people, information and resources, no matter where we work.



**Kenny Ware**  
Facility Security Officer (FSO)

Keep your devices secure. Our laptops, phones and other work tools hold information that supports our mission of "helping people." When you are on the go, keep these items in your possession or locked away securely. Avoid leaving equipment unattended in vehicles or public places, and if something is lost or stolen, reach your security point of contact right away. Prompt communication allows us to respond quickly and protect the organization.

FSO Insight: In my experience, most device-related incidents happen not because of theft, but due to momentary lapses, such as leaving a laptop in a car or a badge on a table. Simple awareness can prevent big problems. Taking an extra moment to secure your equipment ensures we maintain the trust that our clients place in us.

Work safely on the network. Public Wi-Fi networks may be convenient but can expose company data to unnecessary risk. Always connect using LifeView Group's (GCE's parent organization) secure VPN and disable automatic Wi-Fi connections to ensure your devices do not accidentally join unsecured networks. These small steps build trust in the systems that keep our work running safely and smoothly.

FSO Insight: Cybersecurity and physical security go hand in hand. Even when we are not in the office, how we connect matters. Every time we use our VPN or secure network, we help protect sensitive information that supports our shared mission.

Be mindful of where and how you share information. When we are outside the workplace, it is easy to forget that casual conversations or phone calls can be overheard. Whether you are in a café, airport or rideshare, take care not to discuss sensitive company details in public settings. Protecting our information is one way we take care of each other and uphold the confidence of our clients and partners.

FSO Insight: I often remind teams that "loose talk" can unintentionally reveal key details to the wrong audience. Practicing discretion, even during friendly conversation, is one of the most effective ways to safeguard our people and projects.

As we wrap up the year, let us continue to treat people right, take care of each other and never settle when it comes to safeguarding what matters most. Security is a shared responsibility, and by staying aware and connected, we help protect our mission and one another—wherever work takes us.

## Safety update

Wet floor signs are not just plastic triangles. They are the first line of defense against slips, falls and liability. Every GCE team member plays a vital role in safety by placing signs immediately whenever the floor is wet from mopping, spills or weather.



**Jonathan Broussard**  
Safety Professional

### Why wet floor signs matter

- Prevent injuries: Warns, reduces others of slick surfaces and reduces fall risks.
- Protect against liability: Demonstrates safety compliance and due diligence.



- Boost professionalism: Shows your commitment to a safe, clean environment.
- Meet safety standards: Aligns with OSHA and facility protocols.

### Liability concerns you should know

Failure to use wet floor signs appropriately can lead to serious legal consequences:

- Negligence claims: If someone slips and there were no warning signs, your company could be held liable.
- Insurance issues: Lack of signage may void coverage or increase premiums.
- Reputation damage: Safety incidents can harm trust with clients and facility users.

Bottom line: Wet floor signs are a legal safeguard. Using them consistently protects both people and the business.

### When to use wet floor signs

Place signs in visible, high-traffic areas when:

- Mopping or scrubbing floors
- During restroom cleaning
- Cleaning spills
- Anytime floors are damp or slick.
- After rain or snow near entrances
- Tip: Use signs at both ends of the wet area and remove them once dry.

### Best practices

- Inspect signs regularly for damage or fading.
- Train new staff on proper placement.
- Use bilingual or pictogram signs when possible.
- Document incidents and sign usage.

**Final reminder:** Wet floor signs are a simple but powerful way to keep everyone safe while also protecting your team from liability. Make them a non-negotiable part of every cleaning routine.

On October 8 and 9, GCE had its Surveillance Audit for ISO 9001. We are happy to report that no nonconformities (things that do not meet the required standard or rule) were identified, and we were able to close a prior audit nonconformity. One observation was cited,



**Heatherlee Martin**  
Quality Program Manager

and measures have been implemented to ensure that we address this potential problem area to ensure that we are proactive in our commitment to our quality management system. All of us are responsible to continuously improve our processes to ensure that we are not only meeting but exceeding our customers' expectations.

GCE is committed to delivering high quality services. One way to guarantee that we are delivering on that promise is by inspecting through CompuClean. If utilized correctly, it is a valuable tool that shows areas that need improvement, tracks progress, shows trends and provides reports to our customers, auditors and inspectors to validate our commitment to quality. Like any process, we are continuously improving the capabilities of the CompuClean program, further training and adoption will assist in our mission to be the partner of choice for our current and future customers.

### Alx Rodriguez, Food Service, Quality Specialist

Using a mobile phone app to conduct inspections at our various sites has opened the door to having even more supervisory team members included in the process than in the past. The more sets of eyes looking for and correcting issues, the better. With that in mind, there is no limit to the number of inspectors a site can have (contract specific), and we can get the process started

on nothing more than a quick email or Teams message with a first and last name, and a gce.org email address (or email of choice). Meeting our quality inspection goal is easier when the load is shared. It is also a fantastic tool for new supervisors, as it creates the need to look at an area of concern with a critical eye and act on it with a corrective action on the spot. CompuClean is one of the many tools we use to meet the extremely high standards food service must keep when it comes to quality food, service and the safety of our food and customers.

### **Devon Sonley, Custodial, Quality Specialist**

Consistency is very important in cleaning and custodial work. When cleaning tasks are performed the same way every time, no areas get missed. Skipping steps or changing routines can leave places dirty or unsafe. A steady routine helps keep all areas clean and well-maintained.

Using standardized cleaning methods also helps chemicals work properly. Many cleaners need a dwell time to kill germs. If steps are performed too quickly or in the wrong order, the chemicals cannot do their job. Following the same steps every time gives chemicals the right time to work and helps keep everyone safe.

Having the same team follow the same process makes work easier and more consistent. Team members know exactly what to do and how to do it. This helps the team work faster, reduces mistakes and keeps training simple. Even if someone is new, a clear routine makes it easy to follow along.

When custodial work is consistent, it protects the building, the staff and everyone who uses the facility. Small habits, done the same way every day, make a big difference in keeping spaces clean and safe for all.

## **Helping Hands**

*Many of our team members experience unforeseen financial hardships. Our Helping Hands employee-assistance program provides emergency assistance to those in need, powered by team member donations throughout the year. Just one dollar from your paycheck bi-weekly can help.*

In FY2025, **77 team members** received emergency help — up from 60 last year! Your donations helped pay for food, rent, electricity, car repairs and more. In total, we gave out **\$88,630.31** in aid — nearly double what we gave last fiscal year.

Also, **250+ team members** received grocery gift cards to help feed themselves and their families. As we enjoy our holiday meals, please know your kindness helped others do the same.

Here are just a few ways your support made a difference:

- Helped a homeless team member who was finally approved for a secure, stable living environment
- Car repairs for a single mother experiencing an unexpected vehicle breakdown
- Funeral costs for several team members and their loved ones
- Rent and utility aid for a team member recovering from a serious illness

Your contributions embody our value to “take care of each other,” and we are honored to work for an organization with such a caring, compassionate culture. As we begin a new fiscal year, requests for help are already coming in. Thanks to you, we’re ready to support those facing personal challenges.

On behalf of the Helping Hands Committee and everyone you’ve helped — thank you. You’ve made a real difference.

For questions about the Helping Hands program, now and throughout the year, ask your supervisor or project manager for more information or contact [LGIhelpinghands@lifeviewgroup.org](mailto:LGIhelpinghands@lifeviewgroup.org).

For supervisors or project managers who need assistance: GCE Helping Hands committee representatives are Lori Kain and Pam Aman.

***Small acts of kindness create big positive shifts in the workplace! Choose positivity – it fuels teamwork and purpose.***

Keep up with GCE stories and recognition by following us on Facebook, LinkedIn, and Instagram.

