



CONTRIBUTED PHOTO
The Golden Buckle Square Dance club held the first square dance in the Cooper Barn at the Thomas County Museum after its relocation from Breton, northeast of Colby, in 1994.

Dance club has long history

Square Dance Club has long History
Members of the Golden Buckle Square Dance club hung up their club dancing shoes on Jan. 9, 2009, after over 45 years of dancing as an organized club.
Thirty six dancers from the area attended.
The club was one of many area square dance clubs in the 1950's

and 60's, and drew as many as 300 dancers. when nationally known square dance caller Frank Lane came to Colby.
At the height of the square dance craze in 1968, the club grew to 100 members.
Frank Vacca, long time member of Golden Buckle, said "there are many highlights the club can look back to, and the ones that

stand out the most, are the barn dances held in the Prairie Museum's big barn for several years." Dancers recall over 280 dancers attended the first barn dance.
The club's members were successful in providing a wholesome fun-filled family form of recreation for many years, and will join the list of "the way it used to be."

Meeting on renewable energy will be held this week in Wichita

Salina — "There's still time to register to attend the Kansas Natural Resources Conference on January 29-30, at the Airport Hilton, in Wichita," said Dan Meyerhoff, steering committee chairperson. This year's theme is Renewable Energy – Renewable Resources. Several professional societies and organizations are sponsoring the conference and promoting the wise use and management of Kansas' natural resources.
"Registration information is available on the Internet at the Web site kansasnrc.net. Those interested in the conference theme should find that the conference speakers, concurrent sessions, and

tradeshow will provide a variety of information," said Meyerhoff.
Speakers who will address the conference theme are: Chris Risbrudt, the Director of the U.S. Forest Service – Forest Products Laboratory located in Madison, Wis.; Craig Cox, Midwest Vice President of Environmental Working Group (EWG) based out of Iowa; Brad Loveless, the chairman of the Westar Energy Green Team and the manager of Westar Energy's Biology and Conservation Programs; and Brian Obermeyer, the Director of The Nature Conservancy's Flint Hills Initiative, a community-based effort to preserve the last landscape expres-

sion of tallgrass prairie in eastern Kansas.
Presentations are divided among five subjects—Wildlife, Range and Forestry, Water, Fisheries and Energy—according to Charles Barden, member of the Society of American Foresters, who is handling presentation scheduling.
Conference brochure, registration form, concurrent session topics, tradeshow exhibiting information, committee chairs, and hotel information is available on the Internet at the Web site kansasnrc.net. Or, contact Dan Meyerhoff, at 785-625-2588 or e-mail at dan.meyerhoff@ks.usda.gov.

Hire employees likely to succeed

They don't say "Thank you!" to customers, help you find what you need or answer your question about merchandise or service. What has happened to standards in good customer service?

Have you ever seen an employee chat on the phone the entire time you're in a store? How about that "you're-bothering-me" attitude when you'd like to pay for your item?
I'm tired of it. I'm not patronizing establishments whose managers don't take the time to select, train, equip and demand excellence in customer service from their employees. As a consumer, I know I have choices, but the problem is annoying and it's not going away. By my standards, it's getting worse.

What's a business owner to do? I hear complaints about not being able to find good employees, about the revolving door, about pathetic attitudes, about employees just not showing up. It's got to stop if a business is to experience any level of success.

After all, you only have so many customers to alienate by ignorant, arrogant, oblivious front-line staff who are clueless. We all know it's a lot easier to maintain and build your business with satisfied existing customers than it is to "buy" a new customer through marketing and media.
So how do we fix this? First and foremost, hire the right person. Find someone who has your busi-



Susan Nickerson

- Smarter Workplace

nesses' values, an understanding of and adaptability to the culture of your workplace. Identify key behavioral characteristics like, "likes to smile," "is friendly and outgoing," "has a positive attitude" and "enjoys helping people" and start writing a better job description to define the work of the position and your expectations.
Recruit from a pool of candidates who are most likely to succeed. Where have your best employees come from? Can they help you identify viable candidates? Have your nearest public workforce center, now called KansasWorks, help you find candidates through free services, including revision of job descriptions and ads, scheduling job fairs and providing screening tests and assessments so you get prospects that meet your pre-defined qualifications.
Secondly, interview prospects using behavior-based questions. Ask "What if..." and "Tell us about a time when ..." questions. Past performance is a good predictor of future behavior. More truth comes out about a person's work ethics in interviews based on behavioral questions than any other interview method.
What about a good orientation

and a mentor? Training is such an important component of the successful employee's work life. Provide the understanding necessary to complete the tasks you have detailed in the job description. Send your employees to seminars or workshops. Allow them to enroll in a class that helps hone their skills. Match them with a seasoned worker who can coach them and answer questions, providing a good example of how the work is done in your company.
During quarterly reviews, ask them what information they need to learn and in what areas they would like to increase proficiency. A growing employee is an engaged employee. This performance evaluation is also a good time to discuss ideas employees have to perform more efficiently, opening the door to their ideas and showing them they are valued as a team member.
Finding and keeping good employees is hard work, but it's vital to bottom-line success and reduction in your stress. Turnover is estimated at 1.5 times the annual salary of your employee. The time and effort put into the search, interview, orientation and mentoring process will reap bountiful rewards in employee retention and satisfaction.
Susan Nickerson is west regional director for KansasWorks , workforce development.
"Doctors on Call" is scheduled through April, with some exceptions during membership campaigns and the holiday season, according to Lawrence Holden, the station's general manager and chief executive officer, and executive producer for the series.

'Doctors on Call' to focus on thyroid disorders

BUNKER HILL – Thyroid disorders will be the topic of discussion on the next edition of Smoky Hills Public Television's "Doctors on Call," scheduled for 7 p.m. Tuesday, January 27.
The guest panelists will be Shanon Custer, M.D., an inter-

nal medicine practitioner with Medical Specialists of Hays, and Charles Keener, M.D., from Great Bend.
A recorded encore presentation of the broadcast is scheduled for Sunday, Feb. 1, at 3:30 p.m.
A production of Smoky Hills,

LOCAL TV LISTINGS

sponsored by the

WEEKDAYS JANUARY 27 - FEBRUARY 2

	6 AM	6:30	7 AM	7:30	8 AM	8:30	9 AM	9:30	10 AM	10:30	11 AM	11:30
KLBY/ABC (4) (6)	Good Morning Kansas		Good Morning America				The Martha Stewart Show		The View		Millionaire	News
KSNK/NBC (3) (8)	News Cont'd		Today						Live With Regis and Kelly		Today	
KBSL/CBS (12) (11)	News Cont'd		The Early Show				The 700 Club		The Price Is Right		The Young and the Restless	
K15CG (2)	Lions	Maya & Miguel	Curious George	Sid the Science	Super Why!	Clifford-Red	Dragon Tales	Caillou	Sesame Street		Martha Speaks	Word-World
ESPN (28)	Sports-Center	Varied	SportsCenter		SportsCenter		SportsCenter		SportsCenter		SportsCenter	
USA (37)	Monk		JAG		Walker, Texas Ranger		Walker, Texas Ranger		Movie			
TBS (38)	Saved by Bell	Saved by Bell	Saved by Bell	Saved by Bell	Fresh Prince	Fresh Prince	Movie				Home Improve.	Home Improve.
WGN (39)	Chang-ing	Believer Voice	Hillbilies	Hillbilies	7th Heaven		Matlock		In the Heat of the Night		Nash Bridges	
TNT (40)	Angel		Charmed		Charmed		ER		Las Vegas		Las Vegas	
DSC (42)	Paid Program	James Robison	Paid Program	Paid Program	How It's Made	How It's Made	Cash Cab	Cash Cab	Overhaul'n'		The New Detectives	
A&E (47)	Third Watch		Crossing Jordan		The Sopranos		American Justice		Cold Case Files		Cold Case Files	
HIST (48)	Varied Programs											
NICK (55)	Barn-yard	SpongeBob	SpongeBob	Max & Ruby	Backyardigans	Go Diego	Wonder Pets	Dora the Explorer	Ni Hao, Kai-lan	Olivia	Dora the Explorer	Go Diego
DISN (56)	Handy Manny	Mickey Mouse	Einsteins	Tigger & Pooh	Mickey Mouse	Handy Manny	Imag. Movers	Einsteins	Charlie & Lola	The Wiggles	Movie	
FAM (58)	Sister, Sister	Sister, Sister	Sabrina-Witch	Sabrina-Witch	Step by Step	Living the Life	The 700 Club		Gilmore Girls		Full House	Full House
HALL (60)	Paid Program	Paid Program	I Love Lucy	I Love Lucy	The Waltons		Little House on the Prairie		Little House on the Prairie		Touched by an Angel	

WEEKDAYS JANUARY 27 - FEBRUARY 2

	12 PM	12:30	1 PM	1:30	2 PM	2:30	3 PM	3:30	4 PM	4:30	5 PM	5:30
KLBY/ABC (4) (6)	All My Children		One Life to Live		General Hospital		Rachael Ray		News	Access H'wood	News	ABC Wild News
KSNK/NBC (8) (8)	News		Days of our Lives		The Ellen DeGeneres Show		The Doctors		Jeopardy!	Deal or No Deal	News	NBC News
KBSL/CBS (12) (11)	News	Bold-Beautiful	As the World Turns		Guiding Light		Dr. Phil		Oprah Winfrey		News	Evening News
K15CG (2)	Reading Rainbow	Barney-Friends	Varied Programs			Lions	Arthur	WordGirl	Fetch! Ruff	Cyber-chase	Maya & Miguel	Business
ESPN (28)	SportsCenter		SportsCenter		Football Live	Sports-Center	NFL Live	Rome-Burning	Around the Horn	Interruption	SportsCenter	
USA (37)	Law & Order: Criminal Intent		Law & Order: Criminal Intent		Law & Order: SVU		Law & Order: SVU		NCIS		NCIS	
TBS (38)	Home Improve.	Home Improve.	Just Shoot	Just Shoot	Yes, Dear	Yes, Dear	King of Queens	King of Queens	Raymond	Raymond	Raymond	Friends
WGN (39)	WGN Midday News		Be-witched	Be-witched	Dream-Jeannie	Dream-Jeannie	Cosby Show	Cosby Show	Scrubs	Scrubs	Becker	Becker
TNT (40)	Without a Trace		Law & Order		Law & Order		Charmed		Charmed		Bones	
DSC (42)	The FBI Files		A Haunting		A Haunting		Varied Programs		Cash Cab	Cash Cab	Cash Cab	Cash Cab
A&E (47)	CSI: Miami		Crossing Jordan		The Sopranos		American Justice		Cold Case Files		Cold Case Files	
HIST (48)	Modern Marvels		Varied Programs									
NICK (55)	Backyardigans	Wow! Wubbzy!	SpongeBob	OddPar-ents	Varied Programs				SpongeBob	SpongeBob	Drake & Josh	Drake & Josh
DISN (56)	Movie Cont'd	Phineas and Ferb	Zack & Cody	Zack & Cody	Varied Programs							
FAM (58)	Sister, Sister	Sister, Sister	Sabrina-Witch	Sabrina-Witch	Full House	Full House	What I Like	What I Like	Gilmore Girls		My Wife and Kids	My Wife and Kids
HALL (60)	7th Heaven		7th Heaven		Little House on the Prairie		I Love Lucy	I Love Lucy	M*A*S*H	M*A*S*H	M*A*S*H	M*A*S*H

TUESDAY JANUARY 27

	6 PM	6:30	7 PM	7:30	8 PM	8:30	9 PM	9:30	10 PM	10:30	11 PM	11:30
KLBY/ABC 4 (6)	News (N) (CC)	Entertainment	Homeland Security USA (N) (CC)		Scrubs (N) (CC)	Scrubs (N) (CC)	Primetime: What Would You Do?		News (N) (CC)	Nightline (N) (CC)	Jimmy Kimmel Live (N) (CC)	
KSNK/NBC 3 (8)	News (N) (CC)	Wheel of Fortune	The Biggest Loser (CC)			Law & Order: SVU		News (N) (CC)		The Tonight Show With Jay Leno (CC)		Late Night
KBSL/CBS 12 (11)	News (N) (CC)	Inside Edition	NCIS Love & War (N) (CC)		The Mentalist Seeing Red (CC)		Without a Trace Once Lost (N) (CC)		News (N) (CC)	Late Show With David Letterman	Late Late	
K15CG 2	The NewsHour With Jim Lehrer (N)		Doctors on Call		Nova (N) (CC) (DVS)		Frontline/World Taking on the Mafia		World News	Romance	Charlie Rose (N) (CC)	
ESPN 28	College Basketball: Mississippi. (Live) (CC)		Kentucky at Kentucky		College Basketball: Purdue at Wisconsin. (Live)		Purdue at Wisconsin.		SportsCenter (Live) (CC)		NFL Live (N) (CC)	Sports-Center
USA 37	NCIS Faking It (CC)		House Needle in a Haystack (CC)		House Insensitive (CC)		House Half-Wit (CC)		Law & Order: Criminal Intent		Law & Order: Criminal Intent	
TBS 38	Seinfeld (CC)	Seinfeld (CC)	Family Guy (CC)	Family Guy (CC)	Family Guy (CC)	Family Guy (CC)	The Office	The Office	10 Items or Less	Seinfeld (CC)	Sex and the City	Sex and the City
WGN 39	Star Trek: The Next Generation (CC)		Star Trek: The Next Generation (CC)		Star Trek: The Next Generation (CC)		WGN News at Nine (N) (CC)		Scrubs (CC)	Scrubs (CC)	The Bob & Tom Show (CC)	
TNT 40	Movie: True Lies *** (1994, Action) A man lives the double life of a spy and a family man. Arnold Schwarzenegger. (CC)		Dirty Jobs (CC)		Dirty Jobs Goose Down Plucker (N)		Leverage The Snow Job (N) (CC)		Bones Yanks in the U.K. (Part 2 of 2)		Leverage The Snow Job (CC)	
DSC 42	How It's Made		How It's Made		Dirty Jobs (CC)		Wreck. Nation		Wreck. Nation		Dirty Jobs (CC)	
A&E 47	CSI: Miami 10-7 (CC)		The First 48 (CC)		The First 48 (CC)		Manhunters	Manhunters	The Beast Two Choices (CC)		The First 48 (CC)	
HIST 48	Modern Marvels Diamond Mines (CC)		The Universe (CC)		The Universe Strangest Things (N)		Extreme Trains Freight Train (CC)		Deep Sea Detectives (CC)		The Universe (CC)	
NICK 55	Zoe 101 (CC)	Drake & Josh	SpongeBob	Drake & Josh	Home Improve.	Home Improve.	George Lopez	George Lopez	Family Matters	Family Matters	Home Improve.	Home Improve.
DISN 56	Zack & Cody	Hannah Montana	Movie: The Wild ** (2005, Comedy) Tom Green. Voices of Kiefer Sutherland. (CC)		America's Funniest Home Videos (CC)		America's Funniest Home Videos (CC)		Zack & Cody	Hannah Montana	That's Raven	Cory in House
FAM 58	That '70s Show		America's Funniest Home Videos (CC)		America's Funniest Home Videos (CC)		America's Funniest Home Videos		The 700 Club (CC)		Kyle XY Electric Kiss (CC)	
HALL 60	Walker, Texas Ranger Tall Cotton		Walker, Texas Ranger (CC)		Movie: Wild Hearts (2006) A widower cares for his daughter at his family's farm.		Murder, She Wrote Home Care (CC)		Murder, She Wrote Deadly Bidding (CC)		Murder, She Wrote Shooting in Rome	

WEDNESDAY JANUARY 28

	6 PM	6:30	7 PM	7:30	8 PM	8:30	9 PM	9:30	10 PM	10:30	11 PM	11:30
KLBY/ABC (4) (6)	News (N) (CC)	Entertainment	Lost The Lie (CC)		Lost Jughead (N) (CC)		Life on Mars Take a Look at the Lawmen		News (N) (CC)	Nightline (N) (CC)	Jimmy Kimmel Live (N) (CC)	
KSNK/NBC (8) (8)	News (N) (CC)	Wheel of Fortune	Knight Rider I Love the Knight Life (CC)		Law & Order: SVU		Law & Order Lucky Stiff (N) (CC)		News (N) (CC)	The Tonight Show With Jay Leno (CC)		Late Night
KBSL/CBS (12) (11)	News (N) (CC)	Inside Edition	College Basketball: Wichita State at Bradley. (Live)			CSI: NY Veritas (CC)		News (N) (CC)	Late Show With David Letterman		Late Late	
K15CG (2)	The NewsHour With Jim Lehrer (N)		Farmboy (CC)		Make 'em Laugh: The Funny Business of America (N) (CC)			World News	As Time Goes By		Charlie Rose (N) (CC)	
ESPN (28)	College Basketball: Duke at Wake Forest. (Live) (CC)				NBA Basketball: Golden State Warriors at Dallas Mavericks. American Airlines Center. (Live)				SportsCenter (Live) (CC)			
USA (37)	NCIS Dead and Unburied (CC)		House Top Secret (CC)		NCIS Frame-Up (CC)		NCIS Probie (CC)		Law & Order: SVU		Law & Order: Criminal Intent	
TBS (38)	Seinfeld (CC)	Seinfeld The Nap	House of Payne	House of Payne	House of Payne	House of Payne	Meet the Browns	Meet the Browns	House of Payne	House of Payne	Sex and the City	Sex and the City
WGN (39)	America's Funniest Home Videos (CC)		Coach (CC)	Coach (CC)	Becker (CC)	Becker (CC)	WGN News	News- Radio	Scrubs (CC)	Scrubs (CC)	The Bob & Tom Show (CC)	
TNT (40)	Law & Order Corner Office (CC) (DVS)		Law & Order Talking Points		Law & Order Misbegotten		Cold Case It Takes a Village (CC)		Trust Me Before and After (CC)		Cold Case Justice (CC)	
DSC (42)	How It's Made		The Detonators (N)		MythBusters Motorcycle Flip (CC)		Cosmic Collisions Galaxies (N)		MythBusters Hindenburg Mystery		The Detonators	
A&E (47)	CSI: Miami From the Grave (CC)		Bounty Hunter	Bounty Hunter	Bounty Hunter	Bounty Hunter	Parking Wars	Parking Wars	Parking Wars	Parking Wars	Bounty Hunter	Bounty Hunter
HIST (48)	Modern Marvels Magnets (CC)		Modern Marvels Underwear (CC)		MonsterQuest (CC)		UFO Hunters Storm (N) (CC)		UFO Files Military- created aircraft. (CC)		Modern Marvels Underwear (CC)	
NICK (55)	Zoey 101 (CC)	iCarly (CC)	Sponge- Bob	Drake & Josh	Home Improve.	Home Improve.	George Lopez	George Lopez	Family Matters	Family Matters	Home Improve.	Home Improve.
DISN (56)	Zack & Cody	Hannah Montana	Movie: Bob the Butler ★★ (2005, Comedy) Tom Green.			Phineas and Ferb	Wizards- Place	Life With Derek	Zack & Cody	Hannah Montana	That's- Raven	Cory in House
FAM (58)	That '70s Show		Movie: Willy Wonka and the Chocolate Factory ★★★ (1971, Fantasy) Gene Wilder. (CC)			America's Funniest Home Videos (CC)			The 700 Club (CC)		Whose Line?	Whose Line?
HALL (60)	Walker, Texas Ranger (CC)		Walker, Texas Ranger (CC)		Movie: The Valley of Light (2007, Drama) Chris Klein, Gretchen Mol. (CC)			Murder, She Wrote Deadly Bidding (CC)		Murder, She Wrote Frozen Stiff (CC)		