



Message from the President

Employee survey a first step in transforming Foundation's culture

Dear Colleagues:

Thank you to everyone who participated last month in our second survey about the culture of Colonial Williamsburg. As I mentioned at the Town Hall meetings in October, this survey is just one part of a broader, ongoing effort to transform the culture and values of our organization. I take these survey results very seriously, as they allow me to hear your voice and see Colonial Williamsburg from your perspective where we are today, what has (or has not) changed since 2014, and especially, where we need to be in the future to better delight our guests, take care of one another, and fulfill our mission.

Our 2016 Survey Results

Our culture today looks very similar to when I arrived in 2014, which is both good and bad. The good news is that the 2016 survey reconfirmed that guest satisfaction remains one of your top current and desired values. The 2016 survey results also reconfirmed that the Foundation is filled with creative, committed, and caring people who value accountability, integrity, and continuous learning. Your personal values and focus on our guests are outstanding; this is, I am sure, the reason why 98 percent of the guests we also surveyed this year say they are likely to recommend Colonial Williamsburg to their friends and family.

Unfortunately, the survey also reveals a disturbing gap between your personal values and the values you see currently on display at the Foundation.

In other words, the Foundation is not living up to your standards. This gap inhibits your personal and professional development, and prevents the Foundation from being more successful. Neither one is acceptable.

Specifically, the survey suggests that our culture today is still too bureaucratic and hierarchical, and suffers from the interrelated challenges of information hoarding and having a silo mentality. Further, there is a strong presence of fear and anxiety within our existing culture—stemming largely from our emphasis on cost reductions and one of its consequences: job insecurity. All of this contributes to a sense of confusion within divisions and across the Foundation.

These fears and anxieties do not entirely surprise me, given the amount and pace of change we have undertaken in the past two years. We have accomplished a great deal of good for the Foundation during this time, but there has clearly been a cost to many employees' sense of well-being. This worries me because of the toll it has taken on you, and because no one can realize their full personal and professional potential in a climate where they are afraid. We cannot build trust, develop a greater sense of community and help transform Colonial Williamsburg if we come to work worried about our jobs.

I wish that I could guarantee that everyone who wants to work at the Foundation will have a position here for life, but I can't make that promise. What I can promise is

that I will do everything in my power to ensure that any employee who upholds our standards and lives out our new mission statement will be treated with fairness, respect and dignity, that management will listen to your ideas, and that your personal safety and security will be protected.

One recent, tangible manifestation of listening to your ideas was our creation this year of the Mission Dream Team and asking this group of employees to help develop our Mission Statement. Another is the successor to this group: the Compass Culture Team. I have asked them to:

- Redesign the Foundation's approach to employee recognition in 2017 so that it is more meaningful to you and more fully aligns with our Mission Statement,
- Help us develop a Vision for Colonial Williamsburg to complement the Mission Statement, and
- Help us choose a clear set of core values that we can roll out in 2017 (so they come alive) and that we will then apply to specific policies (like employee recognition) and procedures (such as how we will work together more seamlessly as we engage and delight our guests).

These initiatives respond to the culture you desire and have expressed in the survey: one of teamwork, open communication, employee fulfillment, and employee recognition. In other words, a culture where you are connected to each other and our organi-

zation and are valued for the work that you do.

I, too, hope to see the same values as you do for the Foundation: accountability, guest satisfaction, financial stability, teamwork, open communication, employee fulfillment, and continuous improvement. But as my old boss, Colin Powell, always liked to remind me, "Hope is not a policy".

So here is my policy: I will recommit myself to modeling these values in our personal and professional behavior, every day. I will communicate with you more often and more clearly, and will direct the senior team to make these same commitments. We will hold ourselves accountable, myself included.

But the senior team cannot do this alone. Each of us, across the Foundation, needs to work to improve the culture by modeling the values we want to see. The encouraging news is that we have taken some major steps together these past two years and we are on the right path. Working together, I am confident that we can create a culture where each of us can achieve our fullest potential in helping to feed the human spirit and share America's enduring story.

Thank you,

Mitchell

Mitchell B. Reiss
President & CEO
Colonial Williamsburg



Colonial Williamsburg kicks off the holiday season with Grand Illumination on Sunday, Dec. 4.

CW employees enhance experience for Grand Illumination guests

Grand Illumination on Sunday, Dec. 4 is a unifying event that is enhanced by employees throughout the Foundation. During this season, employees from across the Foundation play an important role in helping guests create special holiday memories.

Holiday Tradition

The research and historical interpretation division arranges entertainment for guests who visit the Historic Area during Grand Illumination. Staff sets up and mon-

See 2016 Grand Illumination, page 2

From 'pig' to product, museum goes 'whole hog' for early iron!

In early America, certain sorts of "pigs"—made of iron—did indeed fly: off colonial docks to far-flung markets. Every object made using iron or steel—from a branding iron to a chandelier to a building—began its journey as a piece of iron ore. Although our 18th- and early 19th-century American ancestors used iron-made objects for their functionality, many were also works of art. It's these pieces that will finally get their due respect in a new exhibition at the Abby Aldrich Rockefeller Folk Art Museum; "From Forge and Furnace: A Celebration of Early American Iron" will open on Nov. 24 and remain on view indefinitely.

From the lightest tinplated cookie cutter to the heaviest tinned stove, iron implements were the essential wares of everyday life and commerce in early America. "From Forge and Furnace" will feature a wide array of approximately 100 objects including weathervanes and decorative eagles; utilitarian objects such as hinges, a pot lifter and a soldier-shaped doorstop; kitchen equipment such as wafer irons, ladles, skewers and toasters; household accessories such as firebacks and a miniature flat-iron; lighting fixtures including chandeliers and sconces; and tools and equipment including an eel spear, a branding iron, a gardening claw and an anvil.



Colonial Williamsburg photo
A highlight of the exhibition, "From Forge and Furnace," is a likeness of George Washington dressed in a toga which was sculpted as a four-foot-tall, hollow, cast-iron decorative statue for a stove, perhaps by J.L. Mott Iron Works.

"The Colonial Williamsburg collection is perfectly suited to support an exhibition such as this. Since the 1920s the Founda-

See From Forge and Furnace, page 3



EMPLOYEE NEWS

CW staff expresses concern over employee benefits at meetings

Colonial Williamsburg President and CEO **Mitchell B. Reiss** held three Town Hall meetings Oct. 3. **Nichole McDonald**, vice president of human resources, and members of her team answered questions that could not be addressed at the time.

Employee Incentive Bonuses

Did you mean everybody here will get the bonus?

In 2016, the \$50 monthly bonus opportunity is available to employees who are compensated at or below \$20 per hour (or \$42,000 annually). Plans for 2017 have not yet been finalized.

Employee Benefits

Does CW ever plan to bring back childcare services for employees?

There are no plans to offer child care services for employees. The R. F. Wilkin-son YMCA child care center offers Colonial Williamsburg employees a discount.

Does the foundation have any plans to institute paid maternity leave?

The sick pay policy is under review. Currently, the accrued sick time can be used as paid maternity leave. Changes will be communicated on the sick pay policy soon for an effective date of Jan. 1.

Are we still considering implementing 360 degree reviews? If so, when?

We are evaluating all our programs to better reflect the needs of the organization.

In regards to benefits, do you foresee letting us use sick time for doctor appointments?

The sick pay policy is currently under revision; however, here are a few key highlights. Employees will be able to use sick

time for doctor's appointments for themselves or family members. Changes will become effective Jan. 1.

Compensation

Why should the president and vice president of the United States make less than Colonial Williamsburg's CEO and vice presidents. How about a cut in pay for some of these Foundation salaries? Many other CEOs have done just that.

Compensation for our CEO and Vice Presidents is evaluated by the board each year to be sure that it is appropriate as compared to other like organizations.

What is the update on compensation study and salary adjustments?

The compensation study is complete. For more information, please speak with your Administrative Officer who will be able to speak to the plans for your particular division going forward.

Williamsburg Lodge and Marriott Transition

With the transition of the Williamsburg Lodge and Spa of Colonial Williamsburg to partnerships, I have not seen any press releases or Intranet information on what is happening or will happen to the employees there.

Regarding the Spa, Colonial Williamsburg has switched contractors who operate it. Under the previous arrangement as well as the current arrangement, Spa employees are not employed by Colonial Williamsburg. As for the Williamsburg Lodge, all employees of the Lodge will remain Colonial Williamsburg employees. The Lodge will become part of Marriott's Autograph collection of hotels, but it will still be operated by Colonial Williamsburg.

5-A-Day Challenge...We Have a Winner!

The Wellness Revolution's final employee challenge of the year, 5-A-Day, came to an end on Nov. 6. Congratulations to **Cathy Hellier** for eating so many fruits and vegetables over these last four weeks.

Cathy beat out some worthy opponents and not only ate her fair share of fruits and veggies but also walked away with a slow cooker and Williamsburg Farmers Market tokens. Enjoy and great job!

Now that Colonial Williamsburg has wrapped up a year of company-wide challenges, the Wellness Revolution team wants to hear from you. What type of challenge do you like best? Besides the

feeling of accomplishment and becoming more active and/or eating better, what type of prize motivates you to get to the finish line?

Still want to challenge yourself until the next employer challenge in 2017? Now is the time to try a peer challenge. Employees can sign up at www.myviverrae.com and challenge themselves and their colleagues. Employees should post their progress on Foundation Nation #wellnessrevolution!

Contact **Amy Goldschmiedt** at 7026 with any questions and to provide feedback.

2016 Grand Illumination

Continued from page 1

itors cressets that add to the ambience and light on Duke of Gloucester Street and live entertainment begins on stages at the Palace Green, Market Square, near the Gaol and the south side of the Capitol.

At 5 p.m., electric candle lights come on in the street-facing windows in the Revolutionary City. At 6:45 p.m. Colonial Williamsburg's Fifes and Drums signal the beginning of Colonial Williamsburg's holiday season. At 7 p.m., fireworks fill the sky over the Revolutionary City from four locations: the Governor's Palace, Market Square, and the north and south sides of the Capitol. Following the fireworks, the Fifes and Drums march down Duke of Gloucester Street.

Historic Area hospitality operations offer refreshment stands at Shields Tavern, Chowning's Tavern, Raleigh Tavern Bakery, Dubois Grocer and McKenzie's Apothecary.

There will be four other satellite hot beverage stations selling just cookies, cider and cocoa adjacent to stages at the Capitol, Governor's Palace and Courthouse. Barbecue, chili, cider, cocoa, cookies and soup will be sold at the pavilion in the back of Shields Tavern. Chowning's Garden will be offering hamburgers, hot dogs, roasted turkey legs, soda, chips and cookies during the event.

In addition, two food court areas on Nicholson and Blair Streets with local food trucks will be set up. Three trucks in each area will sell hamburgers, barbecue and hot dogs, along with other hand-held food offerings.

Barriers will be set up along Duke of Gloucester Street to maintain a safe viewing area for guests.

Guests can purchase Grand Illumination sweatshirts, long sleeve T-shirts, ceramic mugs and ornaments to remember their experience.

Online Information

Marketing created a web page for Grand Illumination at <http://www.colonialwilliamsburg.com/holidays/grand-illumination/> that includes an overview of Grand Illumination, a comprehensive list of events and information on the schedule. In addition to the website, guests can view a mobile site.

Virtual Ambassadors

Guests can check Facebook and Twitter throughout the weekend for the latest updates on weather and schedules. Guests also will have the opportunity to share photos and videos of their Grand Illumination celebration with us on Facebook, Twitter and Instagram using #CW-GrandIllumination.

Guest information

Employees can refer guests to pertinent

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Williamsburg
Trend Meets Tradition

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OVER 30 YEARS OF MODERN

Colonial Williamsburg photo

To celebrate its 80th anniversary, the WILLIAMSBURG brand purchased a 19-foot by 7-foot promotional wallboard for display at the High Point Home Furnishings Market in October. The board featured lifestyle photography with WILLIAMSBURG products and a list of licensees. The brand also hosted a panel discussion with interior design experts about how to style a "Trend Meets Tradition" look for clients.

program information and a map in the CW Map and Program Guide.

Traffic Safety and Parking

Williamsburg City Police will close Francis Street from York Street to North Henry Street, and South England Street from Francis Street to Newport Avenue at noon for Grand Illumination. The streets will be closed to automobiles, except guests going to King's Arms, Shields, Chowning's, the Williamsburg Inn and the Williamsburg Lodge. The city does this to provide adequate parking for tour buses bringing visitors to Grand Illumination.

City police will not allow employees who come to work after noon on Sunday to use Francis Street, so those employees must plan to park in lots outside the closed area, such as the Newport Avenue parking lot (Block 44) or Franklin Street lot.

To assure adequate parking for employees working during Grand Illumination, only employees with an on-duty parking pass, issued by security and safety, will be permitted to park in the employee lots along Boretourt Street, Franklin Street and in Block 44 that day.

Managers and supervisors are asked to call **Barbara Banks**, interim director of safety and security, at 7376 no later than

close of business on Dec. 1 with the number of on-duty parking passes you will need for employees who will work in your area on Grand Illumination.

Bus Route

Colonial Williamsburg bus operations will operate a Revolutionary City Bus Service that will be on a 30-minute schedule from 9 a.m. to 5:30 p.m. There will be Express Bus Service from Colonial Williamsburg's Regional Visitor Center to the Governor's Palace from 5:30 p.m. to 6:45 p.m. All bus service stops temporarily at 6:45 p.m. All service resumes from 9:30 p.m. - 10 p.m.

Operations

Property management will notify Historic Area residents about their role in the Historic Area lighting.

Facilities maintenance staff sets up and provides sound and lighting for the stages. Crews will clean up around the Palace, Magazine and Capitol to make it safe to set off fireworks at these sites. Weighted trash cans will be set out before the event and collected following Grand Illumination. Facilities maintenance provides several two-way communications for coordination. This department also will be responsible for cleaning up the debris from the fireworks.



ACROSS THE FOUNDATION

Jennie Churchill visits CW 70 years after Winston Churchill's visit

Jennie Churchill, great-granddaughter of former British Prime Minister Winston Churchill, visited Colonial Williamsburg on Tuesday, Nov. 8.

During her brief stay, Churchill and **Elisabeth Reiss**, the wife of Colonial Williamsburg President and CEO **Mitchell B. Reiss**, visited the Liberty Lounge, a complimentary space where ticketed Colonial Williamsburg military guests can relax and recharge in the Revolutionary City.

Churchill was photographed in the Liberty Lounge in front of a portrait of Winston Churchill and Dwight D. Eisenhower who visited Colonial Williamsburg in 1946. "She said her great-grandfather would be

pleased that service men and women were being acknowledged at the Liberty Lounge," Reiss said.

Coach driver **Adam Canaday** and footman **Lauren Neff** gave Jennie and Elisabeth a carriage ride in the Historic Area. Winston Churchill rode in a carriage during his 1946 visit.

Reiss and Churchill dropped into the shops in the Revolutionary City. "We tasted the American Heritage Chocolate drink."

Churchill also stayed in the Queen's Suite at the Williamsburg Inn.

The last time Churchill visited Colonial Williamsburg was 15 years ago with her grandmother, Pamela Harriman.



Colonial Williamsburg photos

Jennie Churchill, great-granddaughter of former British Prime Minister Winston Churchill, recently visited Colonial Williamsburg. (Photo top) During her stay, Churchill was able to take a carriage ride in the Revolutionary City. Driver **Adam Canaday** took **Elisabeth Reiss**, wife of Colonial Williamsburg President and CEO **Mitchell B. Reiss**, and Churchill on a tour of the Historic Area. **Lauren Neff** served as footman during the carriage ride and talked about the Rare Breeds program. (Photo right) Churchill had the opportunity to visit one of the newest attractions at Colonial Williamsburg—the Liberty Lounge—which officially opened Thursday, May 26. Located in the Margaret Hunter Workshop just off Duke of Gloucester Street, the Liberty Lounge is part of a broad military outreach initiative led by Reiss. Churchill and Reiss stood next to the photo of her great-grandfather. Winston Churchill and Dwight D. Eisenhower visited Colonial Williamsburg in 1946.



Colonial Williamsburg photo

Colonial Williamsburg's tavern chefs won the award for Best Tasting Dish with crab-stuffed scallops with grilled polenta and fried sweet potatoes.

CW chefs win in first March of Dimes competition

Four Colonial Williamsburg tavern chefs competed and won in the annual March of Dimes Chefs Signature competition Nov. 6 at the Doubletree hotel in Williamsburg.

"It's a friendly competition where chefs create their favorite dish," said **Mark Florimonte**, Colonial Williamsburg director of food and beverage and executive chef.

Chef **Linwood Blizzard**, executive chef for the taverns; chefs **Florence Allen** and **Tony Zurowski**, both of Shields Tavern; and chef **Stanford L. Johnston Jr.**, Campbell's Tavern; created crab-stuffed scallops with grilled polenta and fried sweet potatoes. The team won the award for Best Tasting Dish.

"The tavern chefs volunteered their time and efforts to compete for the first time," Florimonte said, "and they won."

This is the main fundraising event for the local chapter of the March of Dimes. Florimonte has participated in the event for 17 years. This year he stepped down as a chef and emceed the event. "It was an honor to be able to stand on stage and recognize the

team in front of an enthusiastic crowd of 300 people," he said.

"It was a humbling experience," said Johnston. "I greatly appreciate everyone that had something to make this possible and for giving us a chance to display what we can do. I am very humbled and proud that our food spoke for us and hopefully changed the perception that some folks assume about the Historic Taverns."

"I am honored to participate in saving a life," Allen said. "You never know when it is your turn to be in need. We had a great time participating in the March of Dimes Signature Chefs competition. Looking forward to next year."

"It was a privilege to work with our tavern team in support of such a noble organization," Zurowski said. "Thank you to Mr. Florimonte and the March of Dimes for giving us the opportunity to come together with a united purpose and pride."

March of Dimes raises money for research to prevent premature births.

"From Forge and Furnace"

Continued from page 1

tion's curators have sought out the full range of materials used in early America, both the fashionable and the utilitarian," said **Ronald Hurst**, the Foundation's Carlisle H. Humelaine chief curator and vice president for collections, conservation and museums. "Close inspection often reveals that even the simplest objects exhibit a period beauty all their own."

Among the most unusual and historically significant objects to appear in "From Forge and Furnace" is, alas, one of its least attractive. Known as an iron "pig" (so named for the way in which it is cast in the form of piglets nursing on a sow), it was cast at the Occoquan Furnace located in Prince William County, Va., sometime between 1755-1765. Why do we care about it today, and what makes this ugly piece of iron worthy of inclusion in an exhibition in an art museum? Its provenance. Little "piggy" like this one were also transformed into bar iron at Occoquan, and sold to local celebrities. In April 1758 George Washington placed an order for "two ton, of one-inch, square bars—One ton, of three-inch broad,

and half an inch thick, ditto." Unfortunately, although the furnace was in full blast by October 1759, it was apparently too late for Colonel Washington's needs and his money was refunded in November 1760. All was forgiven, however, as John Ballendine, who established the forge, was a frequent guest at Mount Vernon as was his sister, Fanny. As Charlotte (of *Web* fame) was known to have said of Wilbur, this hunk of iron is "Some Pig," which needs no lipstick to make it historically attractive.

"Things made of iron are so commonplace, and have been for so long, that they are generally overlooked and taken for granted," said **Erik Goldstein**, Colonial Williamsburg curator of mechanical arts and numismatics who curated the exhibition. "By gathering a wide variety of implements because they are all made from this metal, 'From Forge and Furnace' shows how truly beautiful and indispensable iron was to early Americans."

Along with the Occoquan Furnace pig iron in the exhibition will be numerous objects

that are far more beautiful and decorative. A graceful, eight-arm chandelier made of tinned sheet iron, iron and paint (made in America, possibly New England, 1800-1830) shows with its elegant, curving arms, crimped pans and perfect symmetry, that anything practical that could be made out of tinned sheet iron, could be both fanciful and fully functional. Examples like this one were most commonly used in large, public spaces such as churches, meeting rooms and taverns.

About a century after George Washington placed his iron order in Virginia, his likeness—dressed in a toga, no less—was sculpted as a four-foot-tall, hollow, cast-iron decorative statue for a stove, perhaps by J.L. Mort Iron Works; yet another highlight of "From Forge and Furnace." The design is closely related to that used by Sir Francis Chantrey (1781-1841) for his marble statue of Washington created in 1826 for the Massachusetts State Capitol Building in Boston. Both sculptures show Washington with a Roman toga draped over 18th-century garb, apparently intended to pacify

both extremes in the heated 19th-century controversy over the appropriate portrayal of America's founding father. Some artists preferred realistic contemporary clothing, but others wanted to ennoble and, perhaps, deify the late president by depicting him in ancient dress.

While neither grand, large nor patriotic, the simple pot lifter made of wrought iron in New England in the latter 18th to early 19th century is, quite simply, an especially attractive example of a practical device for lifting a hot pot or lid and is equally deserving of its place in exhibition spotlight. Folk art enthusiasts, iron lovers, culinary and early American historians alike are certain to be enlightened by objects like this one and so many more in this exhibition.

"From Forge and Furnace: A Celebration of Early American Iron" is made possible through major support from Bonnie and Ken Shockey (the Paul K. and Anna E. Shockey Family Foundation). Additional support was provided by Virginia J. Repas in memory of her husband, Paul Repas.



Photo by Jason Copes

Colonial Williamsburg Foundation collections photographer Jason Copes at work in the DeWitt Wallace Collections and Conservation Building photo studio.

Your Story

Museum employee sees CW through a different lens

EMPLOYEE NAME: Jason Copes
POSITION: Collections Photographer, Department of Collections and Conservation

YEARS OF SERVICE: I am a relative newcomer to The Colonial Williamsburg Foundation, as I have only been in my present position since January 2015. I previously served as the photographer at the Mariners' Museum in Newport News for 18 years before I came to Colonial Williamsburg.

WHAT I DO: As the official photographer for the Department of Collections and Conservation, I photograph all of the various objects in the vast collection of Colonial Williamsburg. Some of these photographs might be new additions to our collection or other objects that might be coming out of conservation status and going on display in our museums or in some historic building.

Many of my photographs have appeared in magazine articles, such as in Trend and Tradition, the new Colonial Williamsburg magazine and in other featured articles for our museums. Most of my photography work is done in my studio at the DeWitt Wallace Collections and Conservation Building at Bruton Heights, but I have also done photo shoots at the Art Museums of Colonial Williamsburg and in some of our historic buildings.

WHAT I LIKE ABOUT MY JOB: I have dedicated my life and career as a professional photographer and enjoy my work immensely. I have a Bachelor of Arts degree from Brooks Institute of Photography, a visual arts school in Santa Barbara, Calif. I taught studio lighting classes for several years at the college level before and while I was the photographer at the Mariners' Museum. I enjoy finding creative ways to photograph difficult or fragile objects and love the sheer variety of objects the Foundation has in our collection.

WHAT I DO TO IMPROVE THE GUEST EXPERIENCE: I have very little direct contact with our visitors to the Historic Area and the Art Museums of Colonial Williamsburg, as most of my work day is spent behind the scenes.

Since many of my photographs do appear in various magazines and publications, however, I take pride in the fact that my pictures and images allow our visitors, both actual and online, as well as readers, to see objects in our collections that they normally would not see. For example, I recently photographed musical instruments that appeared in Trend and Tradition magazine that our readers were able to see.

I have also done photographs of various fabrics, ceramics, and furniture for our products division to use as inspiration for new products or for making reproductions. When we receive any new objects for our collection, which might include ceramics and glass, furniture, metal work, musical instruments and even toys, I will photograph each one before they are placed in the care of our conservation staff where they are subsequently cataloged and stored.

MEMORABLE EXPERIENCES: When I came in for my interview here after applying for this job, I was absolutely impressed and amazed with the size of our studio in the Collections and Conservation Building. The Colonial Williamsburg Foundation has a tremendous resource here with a well-equipped photographic studio with the latest in digital equipment. This made a great impression on me.

BIGGEST ACCOMPLISHMENT: Having my images published in various books, magazines and professional journals has always been a great thrill for me. I have a number of photographs in the book, "Early Seating Upholstery: Reading the Evidence," written by our own renowned Leroy Graves, which is published by the Colonial Williamsburg Foundation.

I have also had many of my photos appear in various museum publications, exhibitions and books, including "Mapping Virginia" by William C. Woolbridge.

INTERESTS/HOBBIES: I love working with Legos, tinkering with electronics, cooking and, when I can, traveling. I also enjoy DJ'ing for my wife with my extensive music collection.

40% off during Employee Sale Dec. 15 - 16

Take advantage of the last employee sale of the year, Dec. 15 - 16. All employees, retirees and volunteers receive a 40 percent discount in all Colonial Williamsburg Foundation stores. Don't forget to bring your current ID card with the 2016 sticker to receive your discount.

Take 40 percent off all products with the exception of furniture, gift cards, His-

toric Trades products and Hartley Greens Creamware.

The sale also does not include www.shop.colonialwilliamsburg.com or previous purchases and cannot be combined with any other offers.

Shipping, holds, rain checks and gift wrap requests are not available during the sales.

Costume Design Center rents Santa suits

Colonial Williamsburg's Costume Design Center will rent out Santa suits this holiday season.

Suits come in medium, large and extra large sizes and consist of a coat, pants, belt, hat, wig, beard, boot covers and a bag. Cost is \$30 per day. Only cash will be accepted.

The suit must be returned by 8 a.m. the following morning to be dry cleaned. If it is

returned later than 8:30 a.m., the customer will pay \$30 for another day.

If the suit is needed for the weekend, it must be picked up on Friday and returned Monday morning by 8 a.m.

Proceeds from Santa suit rentals will go toward supplies for Christmas family baskets sponsored by the Costume Design Center.

Holiday spiral ham pickup scheduled

Colonial Williamsburg employees may pick up their holiday spiral hams 11 a.m. to 6 p.m. Dec. 14 - 15 in the Bruton Heights parking lot.

Tickets to pick up hams will be sent through the mail. Employees will receive

one ham per household.

Employees who can't make the pickup time may have a co-worker or friend get it for them. The co-worker or friend must have a spiral ham ticket to pick it up. No spiral hams will be available after Dec. 15.

CW supports Nov. 30 blood drive

Colonial Williamsburg and the American Red Cross will sponsor a blood drive from 10 a.m. to 3 p.m. Wednesday, Nov. 30 at the Woodlands Conference Center.

Those who wish to donate blood must be at least 17 years old, weigh 110 pounds and be in overall good health. Appointments are encouraged. To make an appointment, call 220-7029 and select option "5." Walk-ins are welcome.

Prior to donating, remember to drink

plenty of juice, water or other non-caffeinated fluids.

There is now a Rapid Pass option available to help save lives in less time! Visit redcrossblood.org/RapidPass and follow the instructions. Colonial Williamsburg's blood drives are coordinated by the Hospitality and Courtesy Committee in collaboration with the American Red Cross.

For more information, contact Jessica Tarr at jtarr@cwuf.org.

Remembering Friends...

Mr. Randy Ulrey died Nov. 6 in Williamsburg. He was a conference concierge at the Williamsburg Lodge and a four-year employee. He is survived by a brother.

Mr. Chester Duckworth died Nov. 5 in Williamsburg. He worked for the Foundation for 30 years in Hospitality as a maintenance serviceman from 1957 until his retirement in 1989. He is survived by his wife, a son, a daughter, five grandchildren and seven great-children.

Ms. Virginia Shaw Warren died Oct. 25 in Williamsburg. She had a 16-year career at Colonial Williamsburg, beginning as an escort in group visits in 1973. She was an historical interpreter from 1983 until her retirement in 1988. She is survived by her five children, seven grandchildren and five great-grandchildren.

Ms. Annelie Dippre, mother of em-

ployee **Dale Dippre**, died Oct. 1 in Williamsburg. She worked for the Foundation for 21 years. She began as an escort in group visits in 1966. She became an historical interpreter in 1983 and worked as a casual employee until her retirement in 1987. In addition to son Dale, she is survived by a daughter, three grandchildren and five great-grandchildren.

Mr. Nathan H. Tillage Jr. died Sept. 30 in Hayes, Va. His service to the Foundation was 21 years, beginning as a bookkeeper in accounting in 1953. He became supervisor for that department in 1957, assistant chief accountant in 1968 and was manager of cost and special accounting in 1973. He retired in 1975. He is survived by his wife, Mary, a former employee of the Foundation, a daughter, a son, four grandchildren and two great-grandchildren.

Marketplace

ONE TICKET TO ELF: 2 p.m. Dec. 17 at Chrysler Hall. Aisle seats, Orchestra Right. \$50. CALL: Mary at (757) 871-7131.

FOR SALE: Two light oak bookcases 30" wide x 84" high x 12.5" deep. Each has 6 adjustable shelves. They are \$50 each; **one light oak computer desk** 48" wide x 24.5" deep. Has pullout keyboard drawer, one pencil drawer, and one shelf. \$65. CALL: Sue at 870-1262.

FOR SALE: Heirloom Holiday Ornaments. Heirloom Handcrafted Christmas Ornaments created especially for you. Wedding event, colonial reproduction cloth, your favorite old baby clothes, football or basketball team colors, grandpa's old flannel shirt, or military colors can be skillfully transformed into beautiful ornaments that are special to you. 3 and 4 inch balls, \$12 and up. Unlimited cloth/color supply.

Bead and pearl work are extra. CALL: Gretchen Frederick at (757) 707-7333 text or call or email ptichop@gmail.com.

FREE NOTARY SERVICES for CW employees and family. CALL: Gretchen at (757) 565-8623 or e-mail her at gretchenk@cwuf.org.

ROOMMATE NEEDED to share a townhome located in The Oaks on South Henry Street, less than two miles from the Historic Area. Female preferred. Room is available now. CALL: Erin at (571) 224-6615.

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