



## Inside this issue:

Traditional	2-4
Program/Tribal	5-6
Health/Life	6-7
Tribal/Life	8-9
Calendar of Events	10
Announcements	11



## Schedules:

### Government Office Hrs:

Mon-Fri 8 AM–5 PM

### Roseburg Clinic Hrs:

Mon-Fri 8 AM–4 PM

### Canyonville Clinic Hrs:

Mon-Fri 8 AM–5 PM

[Appointments are encouraged - Walk-ins are always welcome.](#)

## Office Closures

## Cow Creek Native Language: A Treasure from the Past

### Speakers of Takelman: The Cow Creeks' Language Stephen Dow Beckham

**"Géhi aga p'im ít!awát!iwin lān ganàu."**

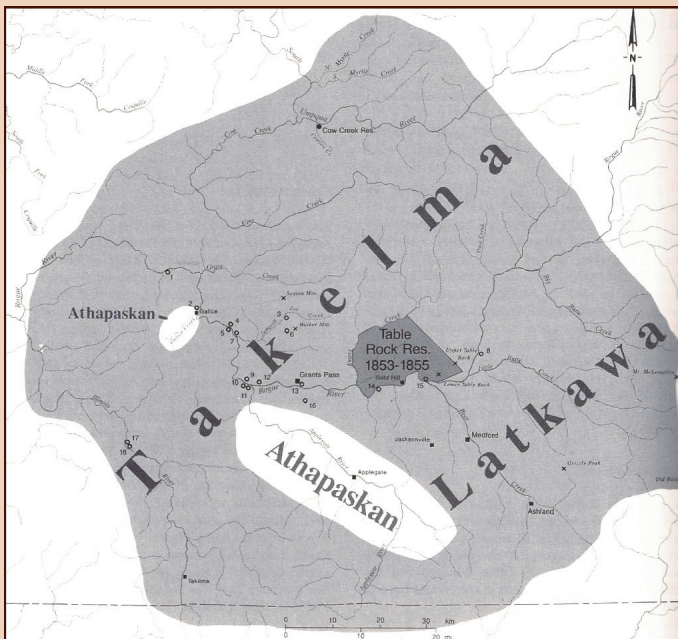
**[Right there these salmon are always caught in fishing nets.]**

Frances Johnson (Gewishwashan), the last fluent speaker of the language of the Cow Creeks, died in 1934. Born in the watershed of Jump Off Joe Creek near Grants Pass, she survived the horrible events of the Rogue River Indian wars and removal in 1856 to the Grand Ronde and Coast reservations.

Johnson first worked as a language and oral literature informant in July and August, 1906, for Dr. Edward Sapir, a young scholar who became one of the foremost linguists in the United States in the first half of the twentieth century. Sapir traveled to western Oregon to try to salvage information on rapidly vanishing Native American languages. He also interviewed Wolverton Orton to record information on the structure and vocabulary of the Chasta Costa who lived in the Rogue River canyon. The Chasta Costa spoke an Athabaskan language related to that of the Navajo and Apache.

Johnson, the sister of George Harney, a prominent leader in the 1870s on the Coast Reservation who traveled to Washington, D.C., on behalf of Oregon Indians, was a fluent speaker of Takelman. Classed in the Takelman-Kalapuyan division of Penutian, her language was related to that of the Kalapuya who lived from Yoncalla north to Willamette Falls in Oregon City. Other Penutian languages in Oregon included Coosan (Coos language), Siuslawan (Siuslaw language), Yakonan (Alsea language), and Molallan (Molalla language).

In 1933, Johnson traveled to south-western Oregon with Dr. John Peabody Harrington, field ethnographer of the Smithsonian Institution. As soon as she reached Canyonville she began naming creeks, villages and other locations. Har-



## A Treasure from the Past (continued from front page)

rington, who had a strong interest in “ethnogeography” recorded dozens of place names from Johnson during their exploration of her former homeland. Johnson said she was born at *Dak'ts!asin*, a village in the watershed of Jump Off Joe Creek. She said her mother's father was from *Ta'waxki*, probably Evans Creek at the present town of Rogue River.

Takelman-speakers had two major dialects. *Latkawa* was the language of those living along the Rogue River from Shady Cove downstream to the vicinity of Table Rock. They held the main Rogue Valley and shared the Bear Creek watershed at Medford and Ashland with the Shasta whose major villages were in the Klamath watershed in north-western California. *Takelma* (or Lowland Takelma) was the language of people living on the South Umpqua and Cow Creek, Wolf Creek, the Rogue River downstream to the mouth of Galice Creek, and in the Illinois Valley south to the summit of the Siskiyou.

### The Cow Creeks were thus speakers of Takelma in their various villages and band groups:

- (1) Miwaleta Band who lived along the north bank of Cow Creek upstream to the vicinity of Cow Creek Falls.
- (2) Tara-gun-sau Band who lived on Council Creek and the south side of Cow Creek as well as along the South Umpqua River upstream from Canyonville.
- (3) Myrtle Creek Band who lived in the watershed of Myrtle Creek that flowed west into the South Umpqua River.
- (4) Wartahoo Band who lived in the upper Cow Creek Valley in the vicinity of Glendale, Azalea, and farther east.

There is some evidence for a Northern Takelma dialect spoken along the upper Rogue in the vicinity of Prospect. Johnson gave examples of the words “little” and “horseflies” in three dialects, but little is known about the Northern Takelma speech.

English	Takelma	Latkawa	Northern Takelma
little	<i>toso</i>	<i>totsit</i>	<i>totsxwanaps</i>
Horseflies	<i>winsa</i>	<i>thleantkan</i>	<i>thleantkan</i>

The eastern neighbors of the Takelmans were the Southern Molalla who lived in the Western Cascades on the headwaters of the South Umpqua and upper Rogue. Athabaskan-speakers resided on Applegate River, Galice Creek, in the Rogue River canyon, and in the Upper Coquille watershed beyond the crest of the Coast Range.

### Takelman words identified many aspects of their lives:

Black acorns: yana yahals	crawfish: libis
Camas: dip	hunting bow: gal
roasted camas: hix	elkhide armor for war: k'apas
wild tobacco: o-p	pine house planks: wili-s-idibi
steelhead salmon: yols	summer brush shelter: gwas-wili
Chinook salmon: domxau	woman's basket hat: yup
freshwater mussel: t!ak	Cow Creek: Hagwal

**A Treasure from the Past (continued from page 2)**

These terms reflected the seasonal movements of the Cow Creek Band of Umpqua. In the winters, they resided in permanent lowland villages along Cow Creek, the South Umpqua, and Myrtle Creek. With the coming of summer, families moved to the high country along the Rogue-Umpqua Divide. Here they established hunting camps for elk and deer, while women and children picked and preserved huckleberries and tanned hides. With coming of winter rains, they returned to the valleys. Nature played a vital role in all aspects of their lives.

**Among Frances Johnson's narratives is "How a Takelma House Was Built."**



The people are building a house. They set a post in the ground and then another and another. In four places they set posts. Next they placed beams across the top of the four posts; and above these they put one across, just once. And just then they made the wall. Then on top they placed the house boards made of sugar-pine lumber. Then they finished it on top and on either side. They finished it. Then they made a door and on the top a hole for going out of the smoke. Then they made a ladder, notched, for going down to the floor; and the house wall they made.

Then they finish it, all cleaned inside. No rush mats they spread out inside; people sit on such. The fireplace is in the center so that they are seated on either side of the fire. In that way, indeed, was the house of people of long ago. In winter their house was such. But in summer they were sitting [in the open]. Just a brush shelter they placed around, so that the fireplace they made in the middle. Thus they dwelled in summer, not as in winter in a house.

Takelma storytelling was a well-developed art. Accomplished storytellers recounted familiar myths, historic accounts, and sometimes narratives of personal adventures. They used gestures, voice modulation, and sometimes launched into a short song. In the tale "Panther and Coyote," the teller sang a lament in 4/4 time: "Alas, O elder brother! Alas, O elder brother! Alas, O elder Brother! O elder Brother! O elder Brother!" The words "o-bē-ya' (elder brother) started on a high pitch and then fell. Each time the syllables were repeated the initial pitch rose higher and then fell to a lamenting low sound, creating much sadness.

The Cow Creek Band of Umpqua lived in a world of language complexity. Their neighbors on all sides spoke markedly different tongues: Molalla, Klamath, Shasta, Karuk, Shasta Costa, Upper Coquille, and Upper Umpqua. Their world was isolated not only by rugged mountains and forests but by people with whom communication was exceedingly difficult, if not impossible.

## Natural Resources Department News



### Tribal Garden

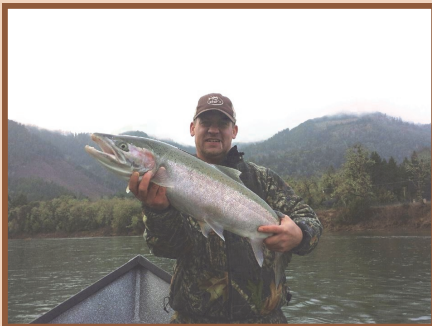
Hello from your Tribal Garden and the Natural Resources Department. It's been busy this winter with Ken Grizzle, our Tribal Garden Specialist, and Dustin Looney, Assistant Gardener, harvesting winter crops and preparing the garden for spring planting. There is some winter produce available such as cabbage and potatoes.

The Tribal Garden is open Monday through Friday 8:00 a.m. to 4:00 p.m. and weekends by appointment. To get to the Tribal Garden take exit 101 from I-5 and head to Yokum Road. Please contact Ken at: (541) 530-6979 prior to visiting the garden to see what is ready for harvest. Volunteers are always needed and very appreciated as the garden is busy year round.

### Umpqua National Forest Annual Day – Use & Camping Pass

Camping passes for the Umpqua National Forest are available to Tribal members at no cost. For more information and to obtain a pass please contact Janet Cooper at: [jcooper@cowcreek.com](mailto:jcooper@cowcreek.com) or (541) 677-5575.

## 2014 Umpqua Fisheries Enhancement Derby Results



Scott Van Norman at the 2014  
Umpqua Fisheries Enhancement Derby

The 2014, Umpqua Fisheries Enhancement Derby was a huge success with a total of 22 teams participating from throughout the state. The Tribe sponsored 8 teams of anglers. There was a record number of attendees for the dinner and auction as well with the total reaching 607.

A total of 287 fish were caught in the two day derby. The winning teams were:

- 3H Wood & Giustina Land & Timber with 26 fish
- Weyerhaeuser with 20 fish
- Seneca Jones with 18 fish
- Goshen Forest Products with 17 fish

The derby, dinner and auction have been held annually for the last 22 years by Umpqua Fishery Enhancement. The funds raised from the derby are utilized to enhance the Umpqua Basin.

## Hunter education classes are available!

Don't wait to sign up for a class, they fill fast. See some of the classes available in your area; at ODFW's licensing sales website under the View all Classes/Workshops link. Sign up online, at a license sales agent, or an ODFW office that sells licenses.

Students may choose to take the hunter education course entirely in a classroom setting or by independent study (online or by workbook). Independent students must pass a required field day that includes live fire exercises before getting certified.

Tribal members that live outside of Oregon need to check with the local fish & game office for times and location. All youth are required to have passed a certified hunter safety course to participate in the Tribal hunts.

You can contact Scott Van Norman, Wildlife Specialist at 541-677-5575 or [svannorman@cowcreek.com](mailto:svannorman@cowcreek.com)

## Cultural Happenings

### ~ 2014 Culture Camp ~

This year Culture Camp will be June 20th, June 21st, and June 22nd. Please watch your mail for the Culture Camp information and class sign up packet towards the end of March.

Please return your Culture Camp packet to Tabbitha Johnson, Cultural Education Assistant by May 16, 2014 in order to ensure you receive a t-shirt for this year. The packets can be mailed or emailed to:

**Mail-** Cow Creek Government Office  
Attention: Tabbitha Johnson  
2371 N.E. Stephens, Suite 100  
Roseburg, OR 97470

**Email-** TJohnson@cowcreek.com

For any questions or if you haven't received your packet by the end of March, please contact Tabbitha Johnson at: TJohnson@cowcreek.com or (541) 677-5575.

### **Master Food Preserver's Program**

Are you into canning? Would you like to get into canning? We have an opportunity for you. There are limited spaces available for Tribal members to attend the Master Preservers Program. These openings are on a first come first served basis.

The program starts April 1, 2014. The deadline to register is March 15, 2014.

**If you are interested please contact Tabbitha Johnson, Cultural Education Assistant at: TJohnson@cowcreek.com or (541) 677-5575.**

## "Tribal Election Coming Up"

**The Tribal General Council Nominations Meeting is scheduled for Sunday, May 18<sup>th</sup> at 10 a.m.**

**The Tribal General Council Elections Meeting is scheduled for Sunday, August 10<sup>th</sup> at 10 a.m.**

All General Council Meetings will be held at the Cow Creek Tribal Government Offices located at 2371 NE Stephens Street, Roseburg, OR.

The procedures for the nominations for the Tribal Board of Directors Election are as follows: Any registered voter of the Tribe present at the May meeting each year may nominate. Each person may nominate one individual for the election in August. **Reminder:** Nominees must be present at the Nomination Meeting to accept their nomination. When nominations are closed, no other nominations will be accepted. A nomination will be considered complete when the nominee has accepted the nomination in writing. Nomination acceptance forms will be furnished to all candidates present at the meeting.

Candidate acceptance forms will be placed on the ballot in the order the nominations were made. Ballot packets including instructions will be mailed out to registered voters of the Tribe from Wicks Emmett, CPA by July 11<sup>th</sup> and are due back to Wicks Emmett by August 8<sup>th</sup>. If you are a registered Tribal voter and do not receive a ballot, contact the Government Office at 541-672-9405 or 1-800-929-8229 to request one be mailed to you.

Tribal members are encouraged to maintain an updated registration card including a signature, as well as keeping an up-to-date address on file. Any new or updated voter registration card needs to be completed and turned in to the Government Office by May 16, 2014. If you would like to register to vote, you may call the Government Office to request an application be sent to you. **Reminder:** Voter Registration is closed from May 18<sup>th</sup> thru August 10<sup>th</sup> 2014.

## Introducing a New Provider in the Clinics



Cow Creek Health and Wellness Clinics want to share that we have more sunshine in our forecast! To add to our joy of Spring renewal, we are welcoming Amy Lamb, FNP, to our clinic. She comes with high recommendations and training and we are very pleased she has decided to join our group. She makes her home in Glide where she enjoys raising a few farm animals. You may see her riding her bicycle during lunch breaks as she enjoys being active. Bring a little sunshine into your life and visit our clinic soon welcoming Amy Lamb, FNP.

\*\*\*\*\* ATTENTION \*\*\*\*\* ATTENTION \*\*\*\*\* ATTENTION \*\*\*\*\*

## Contract Health Services Tribal Dental Health Plan

CHS & TDHP are programs that require all other sources of payment are utilized first before CHS pays.

**Effective 05/01/2014** if you have Medicaid/Oregon Health Plan (OHP) you must utilize that coverage before Cow Creek Tribal Dental. **If you go to a dentist that does not accept OHP, you need to find a dentist that works with OHP or you will be responsible for the bill as CHS will not cover it.** With all the changes to Oregon Health Plan (OHP) especially in the Dental program OHP now covers preventative care as well as major dental care.

If you have other insurance such as Nesika or Regence, etc. this doesn't change anything for you. CHS is still the payor of last resort.

CHS would like to thank everyone for their help in this endeavor which will save the program a lot of money and help to keep CHS within budget.

If you have questions please call CHS at 541-672-8533 local or long distance call 800-935-2649.

## New Tribal Pharmacy Partnership



1813 W Harvard Ave, Ste 210  
Roseburg, OR 97471  
541-229-1112

Cow Creek Tribe is happy to announce our partnership with Hometown Drug as our Tribal Pharmacy. We have a pharmacy inside of their pharmacy. Please help with the success of our pharmacy by using it for all of your medication needs. Contract Health Services patients will still have no copay or out of pocket when using this pharmacy. They will bill CHS direct.

If you live in the south county we are able to have your medications sent to our South Clinic in Canyonville via courier or you could have your medications mailed to you. Please let the pharmacy know if you would like either of these services.

### Pharmacy Hours:

Monday-Friday	9:00 am-6:00 pm
Saturday	9:00 am-1:00 pm
Sunday	closed

## Youth Education Program Museum and Swimming Event



"The youth went to the Pioneer Indian Museum in Canyonville and learned about the plank house that was constructed by Cow Creek Tribal members. After the museum tour, the youth went to the RV park and had pizza and went swimming. Many smiles could be seen throughout the day. The next YEP event will take place on April 12th, which will be the annual Easter Egg Hunt. Look for a flyer in the mail."

## Tribal Event Reminders

# NATIVE AMERICAN FAMILY DAY

**SO Southern OREGON UNIVERSITY**

**Friday, April 11, 2014  
12 PM - 7 PM**



### Workshops include:

- Discovering SOU
- Admissions requirements
- Financial Aid
- Student & Faculty Panel
- Campus Tour



**High school students and families are welcomed!**

Contact Info:  
Marvin Woodard, 541-552-8791  
Southern Oregon University  
Multicultural Resource Center

## Spring Break Culture DAYS



**Come one come all!!**

**All ages welcome!**

During Spring Break this year we are having days filled with Cow Creek Culture and tons of FUN!! Lunch is provided each day.

If you have questions or would like to RSVP please contact:

Tabbitha Johnson at 541.677.5575 or [tjohnson@cowcreek.com](mailto:tjohnson@cowcreek.com)

Date	Time	Activity	Location
Monday, March 24	10 am- 2 pm	Language Day	Gov. Office
Tuesday, March 25	10 am- 4 pm	Table Rock Hike	Meet @Gov. Office
Wednesday, March 26	10 am- 4 pm	South Umpqua Falls Trip	Meet @ Gov. Office
Thursday, March 27	10 am- 2 pm	Shinny Tournament	TBA
Friday, March 28	10 am- 2 pm	Fish Education Day	Amacher Park

## Natural Resource Jobs

### Wetlands Biological Aide

Division: Cow Creek Government Office  
 Location: OR-Roseburg - Cow Creek Government Office  
 Position #: 198  
 # of openings: 1



**Position Title:** Wetlands Biological Aide **Department:** Natural Resources

**Reports to:** Environmental Specialist **FLSA Designation:** Hourly

**Date Written/Revised:** 2/14/2014 **Approved by:** NR Director

#### Position Purpose:

This position is responsible for collecting field data on wetland habitats and resources on tribal trust lands and the Ancestral Territory of the Tribe. This is a short term, seasonal position with funding for 2 part time workers (20 hours a week) for 144 hours each (potential for more hours if funding allows). Duties will include wading in water, identification of wetland characteristics, recording of field data, recording of GPS points and working in teams of 2.

#### Essential Functions:

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Proper handling and care of field equipment</li> <li>• Correctly identify plant species, soils, aquatic animals (field guide materials will be on hand)</li> </ul> | <ul style="list-style-type: none"> <li>• Record data on habitat, species present and location</li> <li>• Drive to and from sampling sites</li> <li>• Potential for hiking long distances</li> </ul> |
|---|---|

#### Qualifications:

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• High School Diploma or equivalent</li> <li>• Clean driving record</li> <li>• Effective verbal and written communication skills</li> <li>• Active listening skills</li> <li>• Able to work outside in adverse weather conditions (heat, rain or cold)</li> </ul> | <ul style="list-style-type: none"> <li>• Must be physically capable to perform duties at hand</li> <li>• Able to follow a standardized protocol to collect data</li> <li>• Able to work with others</li> <li>• Able to Implement safety precautions</li> </ul> |
|--|--|

### Seasonal Gardener

**Division:** Cow Creek Government Office  
**Location:** OR-Roseburg - Cow Creek Government Office  
**Position #:** 195  
**# of openings:** 2

**Position Title:** Seasonal Gardener **Department:** Natural Resources

**Reports To:** Orchards and Garden Specialist **FLSA Designation:** Non-Exempt

**Date Written/Revised:** 3/4/13

#### Position Purpose:

The Seasonal Gardener position's main purpose is to support the Tribal Gardens staff in operation of the Tribal Garden.

## Natural Resource Jobs (continued from page 8)

### Essential Functions:

- Fruit tree pruning and maintenance.
- Planting and maintenance of vegetable garden.
- Operation and maintenance of irrigation system and garden equipment.

### Qualifications:

- High school diploma or GED, required.
- College education, preferred.
- Experience in organic gardening, pruning, composting, vegetable and fruit propagation and irrigation.
- Experience in operating farming equipment and basic mechanic abilities.

- Work with composting.
- Work with Tribal members and volunteers on maintenance and harvest.
- This position will work weekends. Other duties may be assigned as needed.

- Valid Oregon Driver License and the ability to comply with the company's Drivers Policy.
- Ability to handle multiple priorities and tasks.
- General understanding of the Cow Creek Umpqua Tribe.

TO APPLY FOR EITHER OF THE POSITIONS ON THE PREVIOUS PAGE, PLEASE TYPE THE LINK BELOW, PRINT OUT APPLICATION AND SEND IT TO:

COW CREEK GOVERNMENT OFFICE  
ATTN: HUMAN RESOURCES  
2371 NE STEPHENS, SUITE 100  
ROSEBURG, OR 97470

<http://www.cowcreek.com/images/documents>

## Tribal Youth Accomplishments



Kodi-Ann Yepp, Brittney Malone & Cougar  
Buschmann at Drum Practice



Vanessa Neiman  
University Southern California  
Graduated with BS in Psychology and Classics  
May 2013

# April 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		<b>1</b> Get Active 11am-2pm (Gym @ South Clinic)  Zumba Class 5:30-6:30 PM South Clinic Education Rm	<b>2</b> Get Active 11am-2pm (Gym @ South Clinic)	<b>3</b> Get Active 11am-2pm (Gym @ South Clinic)  Zumba Class 5:30-6:30 PM South Clinic Education Rm  Elder's Culture Class 1-4 PM Gov Library	<b>4</b> Get Active 11am-2pm (Gym @ South Clinic)  Elder's potluck & bingo @7F Huckleberry Rm 12:00 PM	<b>5</b>
<b>6</b>  AA Mtg 6 PM Gov Office	<b>7</b>  Get Active 11am-2pm (Gym @ South Clinic)	<b>8</b> Get Active 11am-2pm (Gym @ South Clinic)  Food Bank 9-12 PM  Zumba Class 5:30-6:30 PM South Clinic Education Rm	<b>9</b> Get Active 11am-2pm (Gym @ South Clinic)	<b>10</b> Get Active 11am-2pm (Gym @ South Clinic)  Zumba Class 5:30-6:30 PM South Clinic Education Rm	<b>11</b>  Get Active 11am-2pm (Gym @ South Clinic)	<b>12</b>  YEP Easter Egg Hunt @ Bare Park
<b>13</b>  AA Mtg 6 PM Gov Office	<b>14</b> Get Active 11am-2pm (Gym @ South Clinic)	<b>15</b> Get Active 11am-2pm (Gym @ South Clinic)  Zumba Class 5:30-6:30 PM South Clinic Education Rm	<b>16</b> Get Active 11am-2pm (Gym @ South Clinic)	<b>17</b> Get Active 11am-2pm (Gym @ South Clinic)  Elder's Culture Class 1-4 PM Gov Library  Zumba Class 5:30-6:30 PM South Clinic Education Rm	<b>18</b>  Get Active 11am-2pm (Gym @ South Clinic)	<b>19</b>
<b>20</b>  AA Mtg 6 PM Gov Office	<b>21</b> Get Active 11am-2pm (Gym @ South Clinic)	<b>22</b> Get Active 11am-2pm (Gym @ South Clinic)  Food Bank 1-4 PM  Zumba Class 5:30-6:30 PM South Clinic Education Rm	<b>23</b> Get Active 11am-2pm (Gym @ South Clinic)  Cultural Trauma History Presentation @ 7F	<b>24</b> Get Active 11am-2pm (Gym @ South Clinic)  Zumba Class 5:30-6:30 PM South Clinic Education Rm	<b>25</b>  Get Active 11am-2pm (Gym @ South Clinic)	<b>26</b>
<b>27</b>  AA Mtg 6 PM Gov Office	<b>28</b>  Get Active 11am-2pm (Gym @ South Clinic)	<b>29</b> Get Active 11am-2pm (Gym @ South Clinic)  Zumba Class 5:30-6:30 PM South Clinic Education Rm	<b>30</b> Get Active 11am-2pm (Gym @ South Clinic)			

## Announcements

### Births/New Enrollments

Twila Jean Buchman, Sophia Madeline Roark

### Obituaries

Gary James Estabrook

## Future Events

On April 23, 2014 there will be a Tribal Cultural Trauma History presentation at Seven Feathers. Daycare will be provided for those that need it. Rhonda Malone is the contact for more information on this event. She can be reached at: Rmalone@cowcreek.com or 541-677-5575.

On May 17, 2014 there will be a Rock Shelter hike up the North Umpqua River.

**June 20, 21 and 22, 2014 is the date for Culture Camp at Bare Park**

### ~ Chief Miwaleta Day - New Date ~

Chief Miwaleta Day has been moved back to the original date of Saturday, June 7, 2014.

Contact the Culture Department for more information on any of the events listed above. The phone number is 541-677-5575 or e-mail Tabbitha at Tjohnson@cowcreek.com or Rhonda at RMalone@cowcreek.com.

## Address and Phone Number Updates, Very Important!



If your address has changed, the Address Change forms are available on the Cow Creek Website to print and mail, or call the Government Office at 541-672-9405 to have one mailed to you.

**Address changes can no longer be made over the phone.**

Those who have minor children who are not living in their households should also make sure their children's updated addresses are on file at the tribal Government Office. Trust Fund Statements, youth related events and other information won't be relayed properly if mailing addresses are not correct.

## Tribal Identification Cards



Tribal Identification Cards are available to all tribal members upon request. To obtain an I.D. card, contact Janet at the Cow Creek Government Office at 541-677-5575 or 800-929-8229. You will be sent an application to fill out and sign. You will be required to enclose a photo and mail the completed application back to the Government Office for processing. Properly filled out applications will be processed with the tribal Chairman's signature and will be mailed back to you. **Tribal I.D. cards are legal documents and are accepted as legal proof of identity.**

*Cow Creek Band of Umpqua Tribe of Indians*  
*2371 NE Stephens St. Suite 100 Roseburg, OR 97470*  
*Phone: 541-672-9405 Fax: 541-673-0432*  
*Toll Free: 800-929-8229*



ONLINE JOBS...GO TO: [uidchr.com](http://uidchr.com)

Visit us online @ [cowcreek.com](http://cowcreek.com)