



RSC Employees

March 1, 2023

NEWS & REMINDERS

Rollins Celebrates Women's History Month

Activities planned to promote women's history and achievements throughout March

Today marks the start of Women's History Month and Rollins Workplace Inclusion (WPI) will celebrate by acknowledging the social, economic, and cultural achievements of women.

National Women's History Month is the honorary observance of the month of March in the United States. It was designated in 1987 by the U.S. Congress, in recognition of women's many accomplishments throughout history. A variety of agencies, schools, and organizations observe the month by focusing on the "consistently overlooked and undervalued" role of women in history.



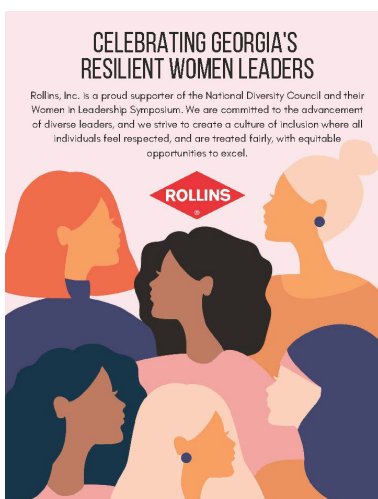
WPI is hosting activities throughout the month to recognize women in history and of today.

March 8 | International Women's Day

Weds. Mar. 8@2 pm | Women+ Resource Community: International Women's Day Event

Join Women+ Resource Community in the breakroom at 2170 for an [in-person drop-in event](#) featuring sweet treats and fun to celebrate this special day.

March 24 | Women in Leadership Symposium



Rollins is a sponsor of a symposium themed, "Rising in Resilience: Achieving Empowerment through Advancement & Adaptability." The Atlanta Women in Leadership Symposium brings together a diverse mix of successful women leaders who educate, inspire, and encourage women to reflect on their goals as they strive to move higher in their organizations.

March 28 | Rollins Women Leaders: "A Shattering Glass Ceilings" Conversation

WPI will host a conversation among a diverse group of women from across Rollins and our family of brands, who have chartered their own paths, and in many cases, shattered glass ceilings to get to where they are today. Stay tuned for more information about this event.

Throughout the Month of March

Get to know Rollins women who have "shattered glass" in their careers, through weekly features in Bug Bytes and on LinkedIn. More to come next week.

To learn more about WPI check out our video and website.



Women's History Month: Women Leaders in "A Shattering Glass Conversation"

Meet participants who will discuss breaking barriers in pest control

On [Tuesday, March 28 at Noon](#), [Rollins WPI](#) is hosting a half-dozen women leaders from across the company and its family of brands, who cover key roles in operations, sales, training, acquisitions and more for a candid, virtual conversation about working within a male-dominated industry and ways they each have shattered glass ceilings during their careers. Over the next few weeks, we will feature the participants in this discussion. In honor of International Women's Day today, we're sharing the first two. Read on to learn more!

Originally from Chicago, IL, **Amani Halim** is no stranger to hard work and determination. In her 22 years at Orkin, she has held multiple positions ranging from office manager to Region Administrative Assistant, to Account Manager, and Branch Manager.

In 2019 and in 2020, when the world faced the onset of the COVID 19 pandemic, Amani became the first female Branch Manager to be inducted into Chairman of the Chairman's Club for two consecutive years. Amani maintained her Chairman's Club membership as she transitioned into her current role, Midwest Commercial Region Sales Manager.

These are monumental accomplishments, and to reach these milestones, Amani faced challenges head on, while accumulating many wins. She has attended President's Club a total of 13 times, and in 2022 she attended the Women's Forum, hosted by the National Pest Management Association. When asked what inspires her, Amani said, "I believe in investing in myself daily, and I don't watch TV. I either read books or listen to motivational speakers. I love my job and enjoy helping and empowering my team daily."

Natasha Oldham is the founder and General Manager of MissQuito Mosquito Control, the first women-led company at Rollins. She began her career in the pest control industry as an HR Specialist with Trutech Wildlife Service. As Natasha worked her way up to Division HR Manager, she supported all HR functions for the Wildlife Division of Trutech. Critter Control, the Industrial Fumigant Company (IFC). After about eight years in Human Resources, she transitioned to Operations with the creation of MissQuito Mosquito Control in December 2020.

When asked about her career passions, Natasha said, "I am passionate about supporting and empowering women in their professional and personal lives, and am hoping to create a lasting legacy for young women in the pest control industry for years to come."

Natasha has a bachelor's degree in Business Administration and an MBA in HR Management.





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March 15, 2023

Women's History Month: Meet the Participants in "A Shattering Glass Conversation"

Meet the women leaders who will discuss breaking barriers in pest control

Born and raised in Queens, New York, **Monique Roche** has always valued family, education, and pursuing her career goals. Monique began her career at Orkin in 2006 at Commercial Branch 315 in New York, as a Customer Service Coordinator. In 2012, she saw an opportunity at the North Florida Region administrative center and decided to take the leap and move to Orlando, Florida. Within one year, Monique was promoted to Office Manager. During her time there, she voluntarily learned the technical side of pest control by enrolling in commercial, Purdue, AIB, and [Gold](#) Medal training. She also received certifications through Texas A&M Pest Management. Monique went on to graduate from The University of Central Florida with a bachelor's degree in Integrated Business.

In 2021, Monique approached her Region and Division about opportunities to progress in her career, which led to her being promoted to Region Administrative Assistant of 659 Southern Commercial.

Monique has helped lead her Region to become top across Orkin and has attended President's Club two years in a row. In recognition of her contributions the Southeast Division will be sending her to Purdue Global University to earn her master's degree in Leadership and Management this year.



"I am blessed beyond imagination," says **Alfreda Jeter**, Executive Administrator to Rollins President and CEO Jerry Gahlhoff. Alfreda is originally from South Carolina and has lived in Georgia for 43 years. She attended Spartanburg Methodist College in Saxon, South Carolina, studying Liberal Arts. Alfreda is an active member of her community which includes volunteer service with her friends and family at Destiny World Church.

Alfreda began her career at Rollins in 2009. She has a financial and investment background and is well-versed in each of Rollins' brands.

Alfreda is married with two sons and four granddaughters, and she enjoys sunny vacations on the beach, sharing junk food and watching cartoons with her grands, and supporting the life goals and accomplishments of her family.

Alfreda's career tagline is, "We have not because we ask not."

Women's History Month: Meet the Participants in "A Shattering Glass Conversation"

Meet the women leaders who will discuss breaking barriers in pest control

Mark your calendars, [Tuesday, March 28 at Noon](#), [Rollins WPI](#) is hosting women leaders from across the company and its family of brands, for a candid, virtual conversation about working within a male-dominated industry and ways they each have shattered glass ceilings during their careers.

Read on to learn more about the final two participants!



For the past 14 years, **Debbie Catka** has served as the Training Director for HomeTeam Pest Defense, to which she brings an unmatched mix of knowledge, culture, and tenacity. She jokingly says that she's originally from Dallas and these days you don't find many 'native' Dallasites. Debbie's parents emigrated to the U.S. from Lima, Peru and she is proud of the work ethic, emphasis on education and personal independence they instilled in her.

Prior to joining HomeTeam, Debbie was Vice President of Training and Communications for CTX Mortgage, a division of CENTEX Corporation. CENTEX owned HomeTeam and sold operations to Rollins in 2008. Following the acquisition Debbie moved over to HomeTeam, and as Director of Training, she focuses on building her organization's benchmarking strength through various leadership development programs. In 2022, Debbie was selected to serve as Rollins Workplace Inclusion's Training and Education Task Force leader.

Debbie earned a bachelor's in Business Finance and Marketing from the University of Texas at Dallas and for the past 12 years she has served as a group leader in Bible Study Fellowship (BSF International).