

Happy Earth Month!

The month of April marks the celebration of Earth Month. This means not only celebrating our beautiful planet, but also being reminded of our commitment and efforts for the environment by adopting green initiatives across our organizational practices and operations.

At Medstar, we observe environmental protocols in terms of emissions, energy, and vehicle utilization efficiency. This includes having sustainable green logistics that embed environmental factors into our products and services, from dispatch to destination. We also utilize vehicles that originate from companies

that are environmentally committed.

Moreover, we are committed to the reduction of waste output by implementing paperless culture across our daily logistical operations. We use the GOIN' app for internal communications between our drivers,

operations, and management. Our records, documents, and other data are stored in and distributed through various online applications, sheets, documents and softwares, instead of printed materials.

Lastly, since the Company specializes in providing safe and reliable transportation services for people with health and mobility difficulties and needs, our commitment to exercise corporate environmental responsibility helps ensure the delivery of safe and reliable rides/transportation.

Medstar transportation services include Non-Emergency Medical Transportation (NEMT) for people who need access to healthcare and medical facilities, as well as ADA paratransit, microtransit, shuttles, fixed-route buses, vanpools, and guaranteed rides home. On the grander scale of things, being an environmentally-committed company helps reduce the harmful effects of transportation not only on our clients but also on the planet.

Happy Earth Month, everyone!

Congratulations on your retirement,



We want you to know that your hard work has not gone unnoticed and that you have made a significant difference in the lives of everyone you have worked with.

As you move on to the next chapter of your life, please know that you will be missed. You have been an integral part of Medstar, and we will always remember the valuable role you played in our company's success.

We wish you all the best in your retirement, Dave. Here's to hoping that this next phase of your life brings you happiness, fulfillment, and adventure.

Click [here](#) to watch the tribute video for Dave Shoop.

Medstar Speeding Prevention Training

Here is a recording of this month's safety topic.

[MSPT](#)



HUMAN RESOURCES CORNER

REDIRECT HEALTH CONTRIBUTIONS

Reminder/Announcement:

Upon reaching 90 days of employment, you will be eligible for health insurance benefit, which is cost-shared between the company and the employee. The Company will be paying all the administrative fees and a portion of the premium cost. Premiums of your policy will be deducted from your pay bi-weekly (every 15th & 30th of each month).

Please see the chart below and make sure that you understand the details of your chosen plan.

PLAN TYPE	Redirect Health -Plan Price	Employee participation Cost p/month	Employer participation Cost p/month
EverydayCARE without Hospitalization pricing*	Employee Only	\$ 145.00	\$ 75.00
	Employee & Spouse	\$ 260.00	\$ 150.00
	Employee & Child(ren)	\$ 260.00	\$ 150.00
	Employee & Family	\$ 385.00	\$ 260.00
EverydayCARE with Hospitalization pricing*	Employee Only	\$ 395.00	\$ 215.00
	Employee & Spouse	\$ 785.00	\$ 455.00
	Employee & Child(ren)	\$ 815.00	\$ 475.00
	Employee & Family	\$ 1145.00	\$ 750.00

If you have any questions or concerns regarding your policy please email hr@gomedstar.com or contact Redirect Health directly at RedirectHealth.com | 888-688-4734

ACCOUNTING CORNER

Guidelines to receive the +\$1/hour Monthly Driver Safety and Performance Bonus!

+\$0.50/hr - Performance Bonus (a positive evaluation from your dispatcher, superiors, and managers)

Reliability and Flexibility
Reliability consists of the extent to which an individual may be counted on to do what is expected of him. A reliable team member is one who has proven consistently that he/she can be depended on to show up for work on time, meet deadlines and contribute quality work. It's taking charge in moments of crisis and respecting deadlines.

Engagement and Involvement
Engagement describes the level of enthusiasm and dedication

a worker feels toward their job. Engaged employees care about their work and about the performance of the company, and feel that their efforts make a difference. An engaged employee is in it for more than a paycheck.

Superb Performance
Employee performance is defined as how an employee fulfills their job duties and executes their required tasks. It refers to the effectiveness, quality, and efficiency of their output.

Growth (Aspiring)
Employee growth is the continuous process of efforts for professional improvement

among the members of a company. It describes a team member's positive attitude toward new areas of training, development, and career growth. It aims to see the continuous evolution of employees as professionals and ultimately, as contributors to the growth of the business.

Positive Impact
The impact is about results (operational and financial impact). It's incremental progress toward a goal, leading to big outcomes. Each employee needs to see how their work is contributing to the success of the team and the organization of which they are a part.

+\$0.50/hr - Safety Bonus (based on actual records mostly from Fleetio and BambooHR)

- must maintain vehicle cleanliness
- must receive zero client complaints
- do not fail any vehicle evaluation
- must have zero at-fault accidents
- must not have infractions or violation tickets
- must be on time for most of the assigned trips
- must have zero call-outs for the month
- must complete their pre and post trips

STAY PRODUCTIVE THROUGH DESKTIME

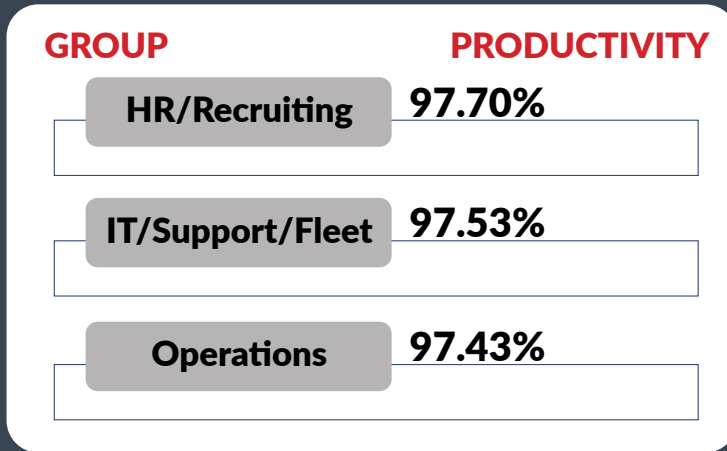
This month, our remote/office employees have started using DeskTime, a software that aims to boost productivity, work effectiveness and accountability, while automating our time-tracking processes.

Here are some reminders for all our DeskTime users:

1. Make sure that the DeskTime App is installed on your computer. Log in once your work shift begins and log out at the end of your shift. To ensure that you are completely logged out, right click the DeskTime icon and click **"Quit DeskTime"**.
2. Always check your **"DeskTime Time"**. Our Payroll Team will base your work hours on this. For PTOs, just file your time off through BambooHR.
3. No more screenshots! We turned off the screenshot feature for all our employees and contractors who have already been with us for more than 90 days.
4. We increased the idle time to 30 minutes. This means that you can take a break, read files, think and reflect, or just pause for a while without being marked as **"Idle"**.
5. For all inquiries, concerns and requests related to DeskTime, please email hr@gomedstar.com.
6. For technical difficulties and glitches which can be resolved right away, you can simply inform Jeff, our IT/Support Specialist.

We would also like to recognize everyone who have been productive in their respective roles for the past weeks:

Most Productive Teams



Chima Gelera	ACCOUNTING	100%
Rich Naval	HR/RECRUITING	100%
Haizel Baga	ACCOUNTING	117%
Ria Madlangbayan	OPERATIONS	102%
Yelena Balacano	ACCOUNTING	106%
Kristine Delos Reyes	ACCOUNTING	103%

Most Productive Individuals

Lastly, please remember:

**You can't do a good job if your job is all you do.
The wise rest at least as hard as they work.**

So let's use DeskTime not just to boost productivity but to ensure work-life balance.

Happy tracking! :)

MEDSTAR LAUGHS



Believe nothing and trust no one this April Fools' Day.

So it's just like any other day.

April Fools' Day is like a huge open mic night:

Millions of people go out of their way to demonstrate how unfunny they are.

What monster plays the most April Fools' jokes?

Frankenstein.

Did you hear about the guy who swapped the labels on the pumps at the gas station?

It was an April Fuels' joke.

Why was the donkey annoying his friend?

It was April Mules' Day.

Which day is the worst to propose on?

April Fools' Day.

MEDSTARSHOUTOUT



On April 10th, I received a very nice call from client MSM2160360 regarding her pickup and delivery. She stated that the driver was wonderful and that she came from Omak to take her. She said the driver was just lovely and she felt very safe, and her wheelchair was strapped down safely.

She asked if the same driver would be transporting her on April 14th and I said the same company would be arriving but was not sure who the driver would be. She said she appreciates this service and that it removes so much stress for her.

- Marcy from PFP



My wife and I use your service regularly and we are just beyond thankful for the service and for the wonderful way that that all of you, both from the phone and in the cars, serve the public.

It's a marvelous service and we so much appreciate you all. I've expressed it to the drivers, I always express it to the drivers but I haven't expressed that to you on the phone and I wanted to pass it along.

-Steve B., ZIP Client



All the drivers are professional (Garth, Renee, and Will), they know what they're doing, and they're observant. I like it when they talk to me. They're personable and caring, and I like ZIP's quality. I've also spoken to Duncan, Victor, Martha, Jayson, and Kaila.

They're very efficient and knowledgeable, and I appreciate it.

-Diane D., ZIP Client

HEALTH CORNER



Here at Medstar, we believe that a healthy driver is a happy driver!

So here are some tips on how you can stay healthy and happy:

First, have healthier dietary choices.

It was found that dietary choices concerning the types and amounts of food people consume are two important factors that bridge health and environmental sustainability. Poor dietary choices were found to be correlated with coronary heart disease (CHD), type II diabetes, stroke, and colorectal cancers. Viewed on a macroscale, poor dietary choices that increase production demand of chicken, dairy, processed red meat, and sugar-sweetened beverages can cause GHG emissions, scarcity-weighted water use, acidification, and eutrophication.

Second, reduce meat intake, especially processed meat, and increase plant-based food consumption.

High meat intake has been found correlative to a higher risk of colorectal cancer. Specifically, The World Health Organization's International Agency for Research on Cancer (IARC) identified processed meats as carcinogenic.

Third, have an informed health and environmental consciousness.

Individually understanding the impact of our dietary choices and food consumption vis-à-vis its impact on the environment can help us make informed and conscious decisions to opt for improvement and sustainability. While individually the impact may seem minimal, when people collectively and actively become conscious of health and environmental sustainability, the impacts can be more beneficial than we think

Welcome TO MEDSTAR!

We welcome the following employees who have recently been hired as drivers and office staff from March 15, 2022 until April 15, 2023.

JEFFERY P.

TRANSPORTATION

ERIC V.G.

TRANSPORTATION

RACHELLE B.

TRANSPORTATION

JENNY J.

TRANSPORTATION

MOHAMED A.

TRANSPORTATION

MARKA S.

TRANSPORTATION

MANUEL A.

TRANSPORTATION

CAMILLE M.

ADMIN. ASSISTANT

BECKY S.

TRANSPORTATION

JOSE P.

TRANSPORTATION

ALLASIA L.

DISPATCHER

AL S.

MECHANIC

SUZY A.

DISPATCHER

Welcome to the team! We are thrilled to have you onboard and we look forward to working together. As you begin your new journey with us, we encourage you to take the time to get to know your colleagues and your surroundings.

We believe in building a strong team culture, and we want you to feel comfortable and supported as you settle into your new role.

EMPLOYMENT ANNIVERSARIES

for April

1 YEAR

JAYE M.

APRIL 18

1 YEAR

JANINA ANA C.

APRIL 19

5 YEARS

KEVIN M.

APRIL 20

2 YEARS

JENNILYN S.

APRIL 21

1 YEAR

AMBER B.

APRIL 24

1 YEAR

OCTOBER B.

APRIL 25

11 YEARS

LIMETTA A.

APRIL 23

Your unwavering dedication and commitment to your job have been an inspiration to us all. Your hard work, perseverance, and willingness to go above and beyond have helped our company achieve great things and continue to thrive. We are truly grateful for your contributions and look forward to many more years of your invaluable service.

Know that we value you for all that you do, and we look forward to celebrating many more milestones with you in the future.

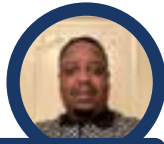
MEDSTAR'S BIRTHDAY WALL

APRIL 1



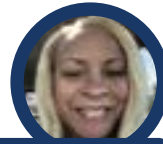
MATTHEW O.

APRIL 7



MERVIN H.

APRIL 8



TIA A.

APRIL 9



SILAS O.

APRIL 10



BROOKE B.

APRIL 12



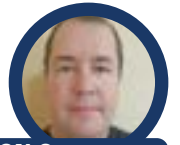
CODY C.

APRIL 14



JEFFREY L.

APRIL 18



RYON O.

APRIL 20



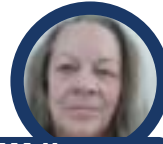
RAJESH K.

APRIL 20



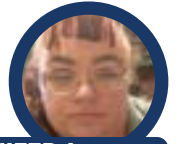
WARREN W.

APRIL 20



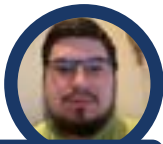
ROMA H.

APRIL 23



JENNIFER J.

APRIL 24



KALE G.

APRIL 24



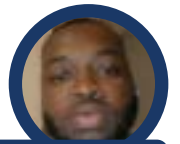
ADALI L.

APRIL 26



WILLIAM S.

APRIL 27



TREY R.

APRIL 30



ANDRES R.

“May the joy that you have spread in the past come back to you on your birthday. Happy Birthday!”

-FROM YOUR MEDSTAR FAMILY