

Championing our Women Drivers

The month of March marks the International Women's Day (IWD). This day, we commemorate women's achievements in various areas and commit to accelerating women's equality. March is also the perfect month to put a spotlight on our women drivers.

Women have made great strides in terms of representation during the past century. In the 1920s, only 1 in 5 women were working, typically in roles like clerks, waitresses, teachers, or factory workers. Women's options have since expanded but many industries continue to be male-dominated. For example, in the transportation industry, only one in five drivers is a female.

In contrast, Medstar takes pride that 43.6% of our drivers are females. We see our female drivers as essential partners in our aim to drive health and happiness through service. Their natural attention to detail, great communication and people skills, and an inherent sensitivity to others make women an important contributor to the NEMT industry.

In most cases, it is exactly the opportunity to work with people that attracts female drivers in this career. According to Dana, "I chose

to be a NEMT driver because it allows me to help all kinds of people. I thrive on the positive feelings these interactions reward me. I am a very social person and enjoy seeing or making clients smile."

Working with people has allowed women drivers to find purpose in their role.

"My clients inspire me in many ways. I see clients who are as healthy as can be and some who find it difficult to even get up and start the day. Regardless, they keep going and that inspires me to keep doing what I am doing," shares Brigid.

She further advises, "Don't think of your job as just you driving people from place to place. It is more than that. It involves you being dedicated, able to communicate, open-minded, compassionate, respectful, caring, a listener, and one who is passionate about people's needs, has a love for driving, and is a team player."

This Women's Month, we stand with others in celebrating and championing the unique gifts our women drivers offer. We revel in the idea that we have women of all kinds and of various colors in our company. This diversity has brought with it greater innovation and ideas, and has amplified our ability to better connect and serve our clients.

Again, Happy Women's Day!



PHENOMENAL Women IN THE MANAGEMENT TEAM

"The world needs more women leaders" is among the clarion calls during the International Women's Day celebration. Fortunately, we at Medstar are way ahead of the curve. Aside from our CEO Justin, our management team is women-dominated, or rather women-empowered.

AHLISHA JOHNSON
OPERATIONS MANAGER



GEANA RIVERA
CALL CENTER MANAGER



SHEENA NORTHRUP
DISPATCH SUPERVISOR



ALEJANDRA CAZARES
SUPPORT MANAGER



BRANDY DIBBLE
SAFETY AND TRAINING MANAGER



ANNE GELENE DOMAGSANG
HUMAN RESOURCES & MARKETING MANAGER



MARIELLE ARCILLA
FINANCIAL CONTROLLER



"The world's prominent women leaders show the importance of honesty, courage, impact, and decisive action in leadership."

- Oprah Winfrey

ACCOUNTING CORNER

Best Tips to Lower Your Taxes (Legally)

1. SAVE FOR YOUR RETIREMENT

Contributions to an Individual Retirement Account (IRA) can be a great way to lower your tax bill. Company sponsored 401(k) plans are the most popular option. Experts recommend contributing either the full amount allowed or the maximum amount that will be matched by your employer. Medstar does 3% matching (graded vesting for employees who are already more than 2 years in service).

The two most popular IRAs are Traditional and Roth, and the difference between them is when your contributions are taxed. Traditional IRAs are usually pre-tax contributions, meaning your contributions are placed in your IRA before being taxed, lowering your taxable income for the current tax year. You won't pay taxes on your contributions until you withdraw the money.

Roth IRAs are taxed upfront. Although these contributions don't lower your tax bill in the present, the distributions you take when you retire, including earnings, are tax-free.

2. INVEST ON HEALTH INSURANCE

You can claim a tax deduction for the health insurance paid for yourself, your spouse, and your dependents. This means that the premium paid for medical, dental, or long-term care insurance can reduce your taxable income, dollar for dollar. Medstar offers health insurance after reaching 90 days of employment. You may also opt to upgrade your plan and include your dependents.

3. CONTRIBUTE TO YOUR HSA

Pre-tax contributions to Health Savings Accounts (HSAs) also reduce your taxable income. The IRS allows you to make HSA contributions until the tax deadline and apply the deductions to the current tax year. This means you can continue lowering your tax bill, even after December 31.

4. SETUP A COLLEGE SAVINGS FUND FOR YOUR KIDS

Originally created to help families save for college tuition, 529 plans were expanded by the Tax Cuts and Jobs Act of 2017 to cover savings for K-12 public, private, and religious school tuition. You can use up to \$10,000 of 529 plan funds per year, per student, to pay qualified educational expenses.

The contributions you make to a 529 plan are not tax-deductible at the federal level, but part or all of them may be tax-deductible at the state level (the rules vary by state). The earnings from a 529 account are not subject to federal tax, and the distributions are not taxed as long as they are used to pay for qualified educational expenses for the student named as the beneficiary of the plan. Another option under the 529 program is use a pre-paid college tuition plan for a qualified in-state public institution. This allows you to lock in current tuition rates no matter how old your child is.

5. MAKE CHARITABLE CONTRIBUTIONS

Making charitable contributions is another great way to reduce your tax bill. Donating cash, toys, household items, appreciated stocks and your volunteer efforts to qualifying charitable organizations can provide big tax savings.

Time spent volunteering isn't tax deductible, but expenses incurred while doing volunteer work may be deductible, such as the cost of ingredients for a donated dish and certain travel expenses when attending a charitable event (14 cents per mile in 2022). Your donations are only tax deductible if the organization you're donating to is a qualified nonprofit organization. You must itemize your tax deductions in order for charitable contributions to lower your tax bill.

Source: <https://turbotax.intuit.com>

HUMAN RESOURCES CORNER

A Gentle Reminder on Call Outs and Time Offs

CALLOUT

For all callouts including not reporting for any shift or leaving a shift early due to unforeseeable circumstances, employees are required to call and speak to a supervisor at least two hours before the start of their scheduled shift. If a supervisor is not available at the time of the call, they may speak directly to the dispatcher to inform them of the callout.

Text messages, emails, or overnight Bamboo Time Off Requests will not be accepted as a proper callout procedure and will automatically result in an unexcused absence, barring reasons outside of accordance with State and Federal Law.

**Call outs may result in disciplinary actions, loss of incentive bonuses, and/or termination.

LEAVE OF ABSENCE

Any time off, call out, or leave of absence (more than 3 consecutive work days) due to medical reasons requires written verification from a physician.

Any Time off request due to personal reasons or reasons not protected under State or Federal Law must be requested, via BambooHR, and approved by management prior to the leave of absence commencing.

Any leave of absence or time off taken without written approval/acknowledgement by management within a specified timeline may be considered job abandonment by the employee.

Exceptions due to pandemic or extreme health conditions will apply according to State or Federal Law. If any exceptions apply to the employee, these must be approved by the Human Resources department (hr@gomedstar.com).

FLEET AND SAFETY CORNER

MAKING SAFE TURNS



When making a turn, turn from the lane that is closest to the direction you want to go and turn into the lane closest to the one you came from. When making turns, go from one lane to the other as directly as possible without crossing lane lines or interfering with traffic. Once you have completed your turn, you can change to another lane if you need to.

Before you make a turn – Remember to use your turn signal at least 100 feet before you make your move. You should make your turns between 3 to 5 MPH.

Adjust to road conditions – Driving and turning safely means obeying speed limits and adjusting to the current road conditions. The faster your vehicle is traveling, the longer it will take to slow down. For example, at 60 mph it may take you 3 times as far to stop as it takes to stop at 30 mph.

Right turns – On right turns, avoid moving wide to the left before going into the turn. If you swing wide, the driver behind you may think you are changing lanes or turning left and may try to pass you on the right. If you swing wide as you complete the turn, drivers who are in the far lane will not expect to see you there and this may cause an unnecessary accident.

Left turns – When making a left turn, avoid starting the turn so soon that you are turning on the wrong side of the street. Make sure to leave room for oncoming vehicles to turn left in front of you by stopping behind the stop line.


Multiple lanes turning – If there are signs or lane markings that allow for two or more turning lanes, make sure to stay in your lane during the turn.

U Turns – You should only make a U turn when it is safe. U turns should not be made on any curve or when approaching the crest of a hill where your vehicle cannot be seen by others. Some towns and cities do not allow U turns. Make sure you know your local traffic laws.

Right Turn against a Red Light – Signal and stop for a red traffic light before the stop line, if there is one, or before entering the intersection. If there is no sign that prohibits a right turn on the red light, you may turn right. Be careful that you do not interfere with pedestrians, bicyclists, or vehicles moving on their green light.

HEALTH CORNER

Women's Health Checklist



We are celebrating Women's History Month and International Women's day all month long. One of the best things any woman can do for themselves is caring for their total health. Here is a quick checklist that includes screenings for many of the top health concerns affecting women:

 Schedule a well-woman exam

This is a great opportunity to get the most important screenings- cholesterol and blood pressure screenings, breast and pelvic exams, and if needed a Pap test.

 Blood-glucose level screening

If this wasn't included in your well-woman exam, ask to test your levels at your next appointment.

 Schedule a skin cancer screening with a Dermatologist

That little mole that popped up may be insignificant, but it's important to have regular skin screenings to ensure the changes in your skin are normal, and so your provider becomes familiar with those changes.

 Talk to your doctor about a Mammogram

Women in their early 40's may want to begin talking to their care providers about mammograms, and when it's appropriate to begin getting regularly screened.

 Get your blood pressure checked

If you are behind on regular check-up (we know it's easy to happen, no judgement) here is your friendly reminder. Regularly checking your blood pressure offers an important glimpse into your health and gives you the chance to keep your heart in good shape.

MEDSTAR LAUGHS



What do you call a woman Iron Man?

FE-MALE

What do you call a woman who knows where her husband is at all times?

A WIDOW

What do you call a short woman that became a mother?

MINI-MUM

A beggar walked up to a well dressed woman shopping on Rodeo Drive and said, "I haven't eaten anything in four days."

She looked at him and said, "Oh how I wish I had your willpower."

A diplomat is a man who always remembers a woman's birthday

but never remembers her age.

Have you heard about the bf who told his gf that she doesn't have to do the dishes on women's day?

He said, "Honey, you don't have to do the dishes today. Today is your day. You can do them tomorrow."

Why do most men wish a happy international women's day to Siri and Alexa?

The only two women who listen to men and do as they say!

MEDSTARSHOUTOUT



I am a client of Hopelink, and on Wednesday, March 7, my driver was Abdi M. He was incredibly professional, compassionate, and simply a joy to ride home with. He made sure I was comfortable and got me home safe and sound. This is the first time I was booked with your company, and I'm very thankful I ended up with your driver and he truly sets the bar high. I usually have a nice driver and ride with HOPELINK at least 3 days a week, so I have been with many drivers but he definitely stands out. I hope in the future I will be booked again with your company and that driver. I say your company since you as well have shown me the individuals you chose to hire. I hope he is recognized by your company since he definitely deserves it. Keep up the good work and you will have a FOREVER customer in me.

Cosandra C.
HOPELINK Client



I absolutely love working with Medstar because of their people-centric leadership. I've been working with them for over a year now and the management never fails to inspire us to be the best version of ourselves. I can't wait to grow more and learn more with my Medstar family.

Nikka I.



I love that while we are working remotely, we are always collaborating with each other. You can slack away your questions and someone will always respond. There are also a lot of engagement activities to look forward to and Medstar always uses them as a way to recognize and value their employees!

Bia C.

Welcome TO MEDSTAR!

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

- | | |
|--------------------------------------|-------------------------------------|
| CHARM, J.
BUSINESS DEV | DENAYE M.
CSR/DISPATCHER |
| CHESTER R.
TRANSPORTATION | DEAN R.
TRANSPORTATION |
| DEBRA V.
TRANSPORTATION | MICHAEL B.
TRANSPORTATION |
| CATHLEEN R.
TRANSPORTATION | VAN C.
TRANSPORTATION |
| ADRIANA G.
TRANSPORTATION | ROSARIO E.
TRANSPORTATION |
| SARAH H.
TRANSPORTATION | |

Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do.

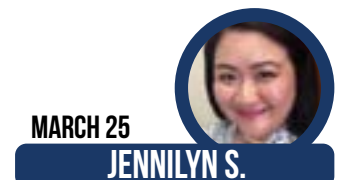
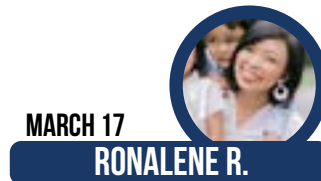
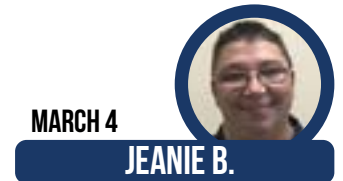
-Steve Jobs

EMPLOYMENT ANNIVERSARIES

for March

- | | |
|--|--|
| 2 YEARS
JESSICA P.
MARCH 1 | 2 YEARS
DANA J.
MARCH 1 |
| 2 YEARS
IKRA I.
MARCH 2 | 2 YEARS
FRITZ H.
MARCH 3 |
| 1 YEAR
CRYSTAL S.
MARCH 3 | 1 YEAR
GHIE A.
MARCH 14 |
| 2 YEARS
LARRY B.
MARCH 9 | 1 YEAR
ROBERT A.
MARCH 15 |
| 1 YEAR
GLYNIS N.
MARCH 14 | 4 YEARS
ANDRES R.
MARCH 18 |
| 4 YEARS
JACK D.
MARCH 18 | 1 YEAR
STEVEN M.
MARCH 25 |
| 2 YEARS
MARIELLE A.
MARCH 19 | 1 YEAR
MATTHEW O.
MARCH 18 |
| 1 YEAR
DULCE A.
MARCH 25 | |
| 6 YEARS
JUAN M.
MARCH 20 | |

MEDSTAR'S BIRTHDAY WALL



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

-FROM YOUR MEDSTAR FAMILY