

Happy Mom's Month: Shining the Spotlight on Medstar Moms

This month of May is dedicated to honoring the incredible women in our lives. And here at Medstar, we value and empower mothers, recognizing the importance of their health and well-being.

So in celebration of motherhood, we'd like to remind all our Medstar moms to prioritize their physical and mental well-being. Taking care of oneself is essential to maintain the energy and vitality needed to fulfill this demanding role. Here are some tips to ensure a healthy motherhood journey.

Physical and Mental Well-being:

Mothers often put their own health on the back burner

while tending to the needs of their loved ones. However, taking care of oneself should be a priority. Some key aspects to consider in upholding physical and mental well-being among mothers are: nourishing diet, regular exercise, self-care, support network, and stress management.

Balancing Responsibilities:

Juggling multiple responsibilities can be overwhelming for mothers. It is crucial to find a balance and avoid excessive stress. There are some strategies to balance responsibilities. For instance, mothers can delegate tasks. Share responsibilities with your partner, family members, or

trusted individuals, allowing you to have some time for yourself! Next, practice good time management which includes prioritizing tasks, setting realistic goals, and establishing boundaries to prevent burnout. Lastly, practice saying 'No'. Learn to say 'no' to additional commitments when you feel overwhelmed. Focus on what truly matters to you and your family.

Regular Check-ups:

Regular check-ups are very important yet often overlooked. Regular health check-ups are essential for early detection and prevention of potential health issues. Don't neglect routine visits to healthcare professionals, including gynecologists, general practitioners, and specialists, as needed. Be proactive in discussing any concerns or symptoms you may have to ensure optimal health.

Here at Medstar, we want to make sure that mothers are able to balance work and life. Here's what some of our Medstar moms have to say about working in the Company:

"Balancing work and life is much easier with Medstar because aside from giving us mothers the opportunity to work from home, we can still focus on motherhood and other responsibilities without spending extra hours commuting to and from work." -Nina, Administrative Assistant for Fleet

"Medstar has been extremely understanding and flexible in working with me to ensure I am able to attend my son's important appointments. They not only allow me to take time off but also offer the option to make those hours up. Management is and has remained extremely supportive of the family and provides help within reason." -Sheena, Dispatch Supervisor

"I love my schedule at Medstar. As soon as I'm done with my shift, I get to have quality time with my family. No more traffic and time wasted on the road. My kids had a blast at the movies when we were given tickets from last year's Christmas Party." -Xy-Za, Support Staff

Let's celebrate motherhood and express our gratitude to all moms! Their unconditional love, selflessness, and guidance have a profound impact on our lives. Let us make the most of this special day by expressing our gratitude to all remarkable individuals who have shaped us into who we are today.

Taking care of oneself is essential to maintain the energy and vitality needed to fulfill this demanding role.

SAFETY CORNER

AVOID DISTRACTIONS!



Avoid Distractions:
There are three main types of distractions while driving: visual (taking your eyes off the road), manual (taking your hands off the wheel), and cognitive (taking your mind off driving). The most dangerous kind of distracted driving is texting and driving. Here's why:

- Texting and driving combines all three types of distractions simultaneously.
- Texting and driving lead to slower reaction times than drunk driving.
- Using a cellphone while driving doubles the risk of being involved in a car accident.
- It can take up to 27 seconds to regain focus after texting while driving.
- Approximately 660,000 drivers in the US are using their phones while driving at any given time. And on average, 3,170 people are killed each year in accidents caused by distracted drivers.

During recent virtual audits, six drivers were caught

texting and driving. While texting is an important mode of communication, it's important to prioritize safety. Use hands-free options or pull over to a safe area before responding to any text. Your safety and the safety of your clients are a main priority. Remember, that text can wait! If necessary, you can utilize voice assistants

like "Hey Google," Siri, or Bixby. Additionally, there are numerous hands-free apps available for download from your cellphone's app store. Here are some useful links:

- [How To Set Up Automatic Hands Free Answering](#)
- [How to set up Auto-Answer on an iPhone Hands-Free Control](#)

Everyone is welcome to participate!

COWICHE BREW RUN

All proceeds benefit the People For People's Meals On Wheels Commercial Kitchen project

September 16, 2023
Cowiche Creek Brewery

REGISTER TODAY AND SAVE!
Fees go up July 1

July 1 - 31 5k - \$45 10k - \$50	August 1 - 31 5k - \$50 10k - \$55	September 1 - 15 5k - \$55 10k - \$60	DAY OF RUN/WALK IN 5k - \$50 10k - \$55
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For more info go to: pfp.org

Mother's Day is a special occasion to honor and appreciate the incredible women in our lives who have embraced the role of being a mother. And what better way to celebrate their love, sacrifice, and sense of humor than with some light-hearted jokes?

We have compiled a collection of delightful and family-friendly Mother's Day jokes that are sure to bring smiles and laughter to all the amazing moms out there. These jokes are meant to brighten the day and showcase the unique and often hilarious experiences that come with motherhood.



If your kids are giving you a headache, follow the directions on the aspirin bottle, especially the part that says 'keep away from children'.

Whenever I fill out an application, in the part that says "If an emergency, notify:" I put "DOCTOR". What's my mother going to do?

**Son: "Mum, stop making jokes you're not funny."
Mum: "I made you."**

**Daughter: Mum, I need my personal space!
Mum: You came out of my personal space.**



HR CORNER

STAY PRODUCTIVE THROUGH DESKTIME

We would like to commend all our Office/Remote Staff for their outstanding performance and dedication to our company's goals. During the previous weeks, our overall Productivity Rate was 94.38%, with 87.11% Effectiveness Rate.

Here are our most productive individuals and teams:

MOST PRODUCTIVE INDIVIDUALS

NAME	GROUP	PRODUCTIVITY	NEUTRAL TIME	WORKING HOURS/DAILY AVERAGE	IDLE TIME/DAILY AVERAGE
Duncan Domagsang	Operations	100%	0:42:25	8:30:17	0:19:43
Amber Brokaw	Operations	99%	2:23:35	9:05:45	0:41:02
Suzy Arambula	Operations	99%	1:52:19	8:19:17	0:43:06
Dawn Herrera	Operations	98%	2:54:13	8:14:40	0:11:30
Camille Matutina	HR/Recruiting	98%	2:52:21	8:14:43	0:29:19

CRITERIA:

- Highest productivity rate
- Total work hours should be within the threshold
- Idle time should be minimal
- Neutral time should be minimal

MOST PRODUCTIVE TEAMS

GROUP	PRODUCTIVITY	DESKTIME TIME	OFFLINE TIME
HR/RECRUITING	99.24%	11:41:14	0:42:25
OPERATIONS	97.73%	10:19:59	0:34:21
ACCOUNTING	96.94%	8:54:57	0:26:32

CRITERIA:

- Top 3 highest productivity rate
- Highest desktime time
- Lowest offline time

Finally, we would like to remind all our office/remote staff to always check your DeskTime time as this will be the basis of our Payroll Team in calculating your pay.

Once again, thank you for your continued hard work, dedication, and commitment to Medstar. We are proud of what we have achieved together and excited about what lies ahead.

TESTIMONIALS

On May 10, 2023 Roma (driver) picked my husband and me up from the VA Hospital and took us to the airport. She was such a blessing to us. She's very kind, helpful, and positive.

We just wanted to pass along a special thank you to her!

Karen S., client

Your driver, Adali, is a very good driver. She was attentive, professional, and is a good cautious driver. I really appreciate her.

Kay W., DAR client

Kudos to your driver Roma. She was an excellent driver for our trip last time.

Jim F., VA client

Your driver, Brittany, is super great all the way through our trip.

Marian M., client

ACCOUNTING CORNER

Employee exemption reminder for WA Cares Tax

As a reminder, the Washington State Legislature established a long-term care insurance benefit for all eligible workers to address long-term care needs for Washington workers. Beginning on July 1, 2023, Medstar must start collecting employee premiums for the new Long-Term Services and Supports Trust Program, known as WA Cares Fund, which will help provide long-term care insurance to WA employees.

Premiums will be paid entirely by employees through a 0.58% payroll tax remitted quarterly to the Employment Security Department (ESD). There is no employer premium under the law.

Applying for an exemption

It's the employee's responsibility to apply and notify Medstar by providing a copy of the approval letter from ESD. Please note that exempted employees cannot opt back into the program. The Washington Cares Fund team has a detailed site dedicated to the employee exemption process, which can be found [here](#). The ESD will process all WA Cares exemption applications submitted by June 1 before the July 1, 2023, start date for this new tax. Additional information on the Washington Cares Fund tax can be found on the [agency website](#).

Source: intuit@eq.intuit.com



Driver Compensation Updates

We heard you! We want you to know that we have been actively reviewing and analyzing the feedback we received from our Driver Compensation Survey, Comparison and Review. Rest assured that your voices have been heard, and your feedback is shaping the decisions we make. We appreciate your patience as we work through this process, as we want to ensure that any changes made are thoughtful, impactful, and sustainable.

As a result of your feedback, we are working diligently to address the key areas highlighted in the survey. Effective this year, we will have an annual performance review that will guide us in assessing yearly pay rate increases. The annual salary wage increase will be based on performance assessments, safety compliance, as well as the minimum salary wage, consumer price index, and employee location to account for each employee's cost of living.

We value your commitment and loyalty, and we remain dedicated to providing you with an exceptional working environment that supports your personal and professional growth. Once again, we extend our sincere gratitude for your participation in the survey and your dedication to our organization.

Together, we can create a rewarding and fulfilling experience for all our driver-employees.



Welcome TO MEDSTAR!

We welcome the following employees who have recently been hired as drivers and office staff from April 16, 2023 until May 20, 2023.

VIKAS S.

TRANSPORTATION

ALLAN T.

TRANSPORTATION

DAVID W.

TRANSPORTATION

CAROLYN G.

TRANSPORTATION

MANUEL P.

TRANSPORTATION

ELIZABETH T.

TRANSPORTATION

ESE V.

TRANSPORTATION

TAMRA F.

ADMIN. ASSISTANT

DAWN H.

TRANSPORTATION

ELAINE M.

TRANSPORTATION

BARRY W.

BUS. DEV. ASSOCIATE

BRADDAH S.

TRANSPORTATION

EMPLOYMENT ANNIVERSARIES

for May

9 YEARS

VYACHESLAV C.

MAY 1

8 YEARS

JEANIE B.

MAY 7

1 YEAR

PAUL F.

MAY 7

1 YEAR

BRIDGID M.

MAY 13

1 YEAR

TERRI H.

MAY 13

1 YEAR

TIA A.

MAY 20

5 YEARS

SCOTT B.

MAY 24

1 YEAR

RICARDO E.

MAY 25

8 YEARS

ESMERALDA C.

MAY 27

2 YEARS

JONATHAN C.

MAY 27

1 YEAR

JOHN M.

MAY 27

2 YEARS

MARTIN BARRON

MAY 27

20 YEARS

BENJAMIN E.

MAY 20

Your unwavering dedication and commitment to your job have been an inspiration to us all. We are truly grateful for your contributions and look forward to many more years of your invaluable service.

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 roles.

MEDSTAR'S BIRTHDAY WALL

MAY 2



YELENA C.- B.

MAY 2



VALERIE S.

MAY 3



JOSEPH B.

MAY 6



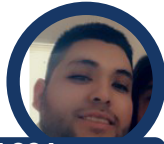
TREVONNE J.

MAY 9



ANDREW H.

MAY 13



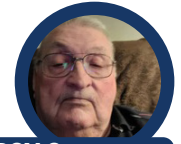
CARLOS L.

MAY 14



ARNEL V.

MAY 14



LEROY G.

MAY 14



MICHAEL R.

MAY 16



ROSARIO E.

MAY 16



KEVIN B.

MAY 18



NIKKA LYZEL I.

MAY 20



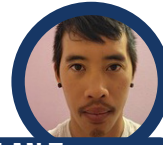
DENNIS G.

MAY 22



GARTH S.

MAY 24



ALLAN T.

MAY 24



THOMAS F.

MAY 24



JASON F.

MAY 24



DOYLE M.

MAY 27



JOHN T.

MAY 28



JONATHAN R.

MAY 29



BENJAMIN E.

MAY 31



EUNICE CAMILLE M.

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

-FROM YOUR MEDSTAR FAMILY