

## ‘Tis the Season to be... grateful!’

This year has been a challenging year for many individuals, families, and even businesses, not just in the State of Washington, but across the globe. But it has also been a year of opportunities and growth for Medstar Transportation. We have expanded rapidly in various regions and we have added a lot of talented and committed individuals to our Team.

Indeed, we’ve come through a year of pandemic, filled with both challenges and victories. But how reassuring it has been to know that we can count on all of our wonderful Medstar employees regardless of what faces us. Your support, dedication, and the extra hours that you worked have helped us achieve our goals and enjoy many successes. Each one of you has given valuable contributions to Medstar and we are very proud of you.

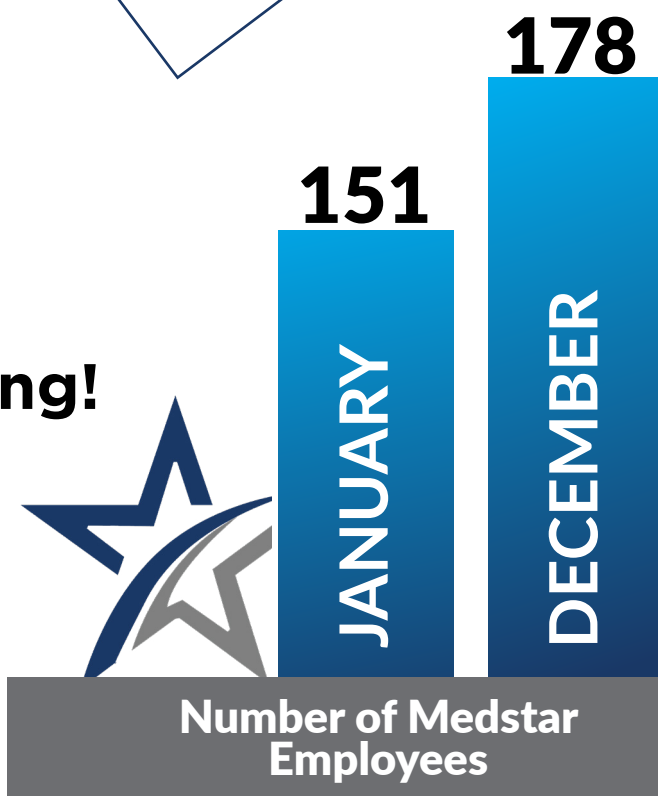
So this Christmas season, we offer our best wishes and happiness to you and your families as we look forward to another year of exciting opportunities. Let new beginnings signify a new chapter filled with pages of success and happiness, written by the ink of hard work and service.

Happy Holidays!!

## Medstar is rapidly growing!

Incredible things are not made by a single person but by a team. From 151 employees in January 2021, we now have 178 employees, 131 drivers and 47 office staff!

How awesome is that!



Medstar is rapidly growing...  
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In addition, we are excited to find out through the Employee Satisfaction Survey that 86.7% of Medstar Employees see themselves working for Medstar in the succeeding

years. Here are other positive comments that we got from our employees who love and enjoy working for Medstar.



“ I really appreciate the management team for being understanding with having sick and taking time off. They take good care of employees and make sure that they feel better.

“ I really do love my job and how I get to help people every day.

“ I love working for Medstar. We get to help those who need us. Thank you and I am proud to be part of the Medstar Team.

“ At this time, I feel that everyone is doing a great job.

## Compensation & Benefits Review

All Medstar employees are eligible for benefits after 90 days of employment.

### BASE PAY RATE

Your base rate will vary depending on the type of service and location of your trips.

### BONUSES AND INCENTIVES

One of our core values as a company is that WE OPERATE WITH A SERVICE MINDSET— We work together as a team to delight our customers and exceed their expectations. As you perform well and grow in the organization, your supervisors are seeking opportunities to reward that.

### PAID TIME OFF

**(Holidays, Vacation, and Sick days)**  
Our PTO policy allows you to accrue hours and use your PTO balance for different reasons. We will accrue PTO hours at a rate of 1 hour for every 40 hours of service (except on-call hours).

### MEDICAL INSURANCE

Redirect Health: Health Insurance with two different plans to choose  
Sedera: Medical Cost Sharing Program

### 401(K) PLAN

Human Interest: Retirement and investment account with one of the widest markets for investment.

### DISCOUNT PLANS FOR CELLULAR DATA

FirstNet: Pre-authorizes program that offers discount plans for cellular services.

### Do you have any questions?

Reach out to the Human Resource Department and schedule a 1-on-1 meeting with an HR representative, or send an email to [hr@gomedstar.com](mailto:hr@gomedstar.com).

# MEDSTAR HOLIDAY RECIPE IDEAS



## Bacon-Wrapped Asparagus

by Ria M.

### Ingredients

Bacon  
Asparagus  
Quickmelt Cheese  
Butter  
Soy Sauce  
Brown Sugar  
Toothpick



### Directions

1. Wash and cut the asparagus about 3 inches in length. Trim the woody end.
2. Slightly fry the bacon until it renders fat (do not overcook or make it crispy or you will have a hard time wrapping).
3. Wrap the asparagus and cheese with the slightly fried bacon. Use a toothpick to hold everything in place. Put the wrapped asparagus in a baking pan.
4. Pour the sauce into the wrapped asparagus and put in the oven for about 10 minutes.

### Sauce:

1. Melt butter on low heat.
2. Slowly add sugar and soy sauce.
3. Stir until everything is melted.

## Chocolate Cupcakes

by Rob D.

### Ingredients

1/2 cups flour  
1 cup cocoa powder  
1 1/2 teaspoon baking powder  
1 teaspoon baking soda  
1/2 teaspoon salt  
4 large eggs  
1 cup sugar  
1 cup brown sugar  
2/3 cup oil or apple sauce  
4 teaspoons vanilla  
1 cup buttermilk



### Directions

1. Preheat oven 350\*
2. Mix all dry ingredients in a large bowl. Using a second large bowl with the mixer, mix all wet ingredients.
3. Slowly add dry ingredients. Mix until smooth.
4. Line muffin tins. Fill muffins to 1/2 full (will puff up nicely). Bake for 20 minutes.

### Butter Cream Cheese Frosting

1/2 cup butter (1 stick) softened  
1 8 oz package cream cheese  
2 teaspoon vanilla  
4 cups powdered sugar

1. Mix butter cream cheese and vanilla until very well blended.
2. Add powder sugar 1 cup at a time until mixed. Turn mixer on high whip until it is fluffy like whipped cream.
3. Spread as much as desired on cupcakes.

## Chicken Macaroni Salad

by Gelene D.

### Ingredients

1/2 kilo macaroni noodles  
1 big chicken breast  
300-500 ml of mayonnaise  
1 can (836 g) pineapple chunks or tidbits  
2 to 3 pieces, medium-sized carrots  
1 big white onion, finely chopped  
1/2 cup sweet pickle relish  
3 hard-boiled eggs, diced  
1 cup diced cheddar cheese  
1/2 cup raisins  
salt and pepper



### Directions:

1. Cook macaroni noodles according to package cooking instructions.
2. In a pot, boil the carrots in water for 15 to 20 minutes, or until cooked.
3. Drain the carrots and let them cool. Peel the skin then dice.
4. Boil the chicken breast in water with salt.
5. Drain the chicken breast, then shred (1 inch length).
6. Drain the pineapple chunks or tidbits.
7. Combine all ingredients while adding salt and pepper.
8. Refrigerate, then serve.

## Crock Pot Sweet Kielbasa

by Brandy D.

### Ingredients

2 Pounds Kielbasa - sliced into bite size pieces  
1 Cup Apple Sauce  
3/4 Cup Brown Sugar - packed  
2 Tablespoons Yellow Mustard  
1 Tablespoon Minced Garlic



### Directions

1. Add all ingredients to a 3qt crock - pot or larger.
2. Stir well.
3. Cover and cook on LOW for 6 hours. Stir occasionally.
4. Serve on WARM with toothpicks.

## HEALTH CORNER:

### December 5 to 11 is National Influenza Vaccination Week

FROM REDIRECT HEALTH:

It's incredibly important to keep yourself healthy and protected from the flu this time of the year. As we have been taking up preventative measures to protect us from COVID-19, a lot of these same measures can help against the flu as well! Here are a few CDC recommended tips on preventing the seasonal flu.

Get your flu shot! Every adult and child older than 6 months is eligible for the flu vaccine every year. This is especially important for people who are at higher risk such as those with chronic health conditions or in a healthcare setting.

- Clean and disinfect surfaces that may be contaminated, especially if you are in a public setting.
- Wash your hands with soap and water. When soap and water is not available, use an alcohol-based hand rub.
- Avoid touching your eyes, nose, and mouth. This is an easy way for the virus to get from your hands into your body.
- Cover your cough! Using a tissue to cover your cough and sneezes is important. No tissue? Cough or sneeze into your elbow, not your hands!
- Sick? Stay home! The CDC recommends staying home for at least 24 hours after your fever is gone to reduce the likelihood of others getting sick.



Reference: <https://www.cdc.gov/flu/resource-center/nivw/index.htm>

## EMPLOYMENT ANNIVERSARIES for *December*

**Your hard work, dedication, and commitment are very much appreciated! Congratulations and we hope to have you here at Medstar for many, many more years to come.**

7 YEARS

**GODFREY**

DECEMBER 1

1 YEAR

**ABDI M.**

DECEMBER 8

1 YEAR

**KEN H.**

DECEMBER 11

2 YEARS

**KELVIN G.**

DECEMBER 20

1 YEAR

**JR H.**

DECEMBER 22

10 YEARS

**DUNCAN M.**

DECEMBER 28



# Welcome to the MEDSTAR team!

We welcome the following employees who have recently been hired as drivers and office staff from November 15 until December 15, 2021.

**FRITZ D.**

Call Center

**ADAM S.**

Transportation

**MARIA A.**

Transportation

**JERMAAL L.**

Transportation

**MOISES A.**

Transportation

**WENDY S.**

Transportation

**MAYRA G.**

Transportation

**QUINN M.**

Transportation

**SHAWN B.**

Transportation

**SELEDONIO M.**

Transportation

**ANDI C.**

Call Center

**FAITH W.**

Transportation

**DOUG J.**

Transportation

**VIRGINIA M.**

Transportation

## MEDSTAR'S BIRTHDAY WALL



DECEMBER 1

**SLAVIK C.**



DECEMBER 2

**FRITZ D.**



DECEMBER 5

**JONATHAN F.**



DECEMBER 7

**MARTY E.**



DECEMBER 9

**CONNOR D.**



DECEMBER 12

**QUINN M.**



DECEMBER 14

**KATHY N.**



DECEMBER 17

**CON J.**



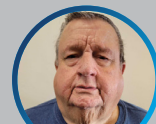
DECEMBER 19

**MARTIN B.**



DECEMBER 26

**JERMAAL L.**



DECEMBER 27

**TRAVIS C.**



DECEMBER 31

**MICHAEL B.**

*Happy Birthday,  
everyone!*