



Becoming Your Best Self

ConGlobal's Thrive Wellness program helps employees succeed in every aspect of their lives.

June is Pride Month

The LGBTQ+ community is one of strength, resilience, and beauty.

The world celebrates Pride Month in June to commemorate the Stonewall Uprising. A gay bar called Stonewall Inn in New York City was raided by police in late June 1969, targeting its patrons based on their sexual orientation, gender identity, and gender expression. This raid on the Stonewall Inn sparked six days of protest and violent clashes that catalyzed the gay rights movement.

Today, as we celebrate Pride, we know that recognizing a community so beautiful, diverse, and resilient isn't just reserved for a month of the year. Celebrating the LGBTQIA+ community isn't reserved for a moment in time because creating an inclusive and equitable society is not reserved for a moment in time.



For true inclusion and belonging, focus on the locus

You've probably heard about diversity, equity, inclusion, and belonging and how leaders everywhere challenge the status quo at work and across society.

To foster and maintain a genuinely inclusive culture where employees feel a deep sense of belonging, leaders, and employees must shift their behaviors and mindsets to embrace change for it to truly stick.

We all operate with some sense of a locus of control. What's that? It's the idea that we control our environment, decision space, opportunities, and future. When change arises, it pokes at our locus of control.

And while we all exist on a spectrum of what beliefs we hold close to our hearts, our locus of control helps inform how we respond to change.

There are two types of locus of control:

- **Internal locus**, the main events of my life are controlled by internal forces—my decisions, actions, goals, and desires.

- **External locus**, the main events of my life are controlled by external forces, fate, God, or societal structures.

These distinctions are important because productivity, resilience, and retention rely on how much control people believe they have over their lives.

For our communities (both personal and professional) to operate at their best, it matters deeply who feels in control of their lives and the opportunities available.

Together, we can build a more equitable future that allows everyone to reach their full potential.



Values: Our Mission in Action

At ConGlobal, our core values align with our mission, support our culture, and serve as a declaration of how we treat each other, our customers, and our partners.

The ConGlobal community contributed to developing our values, which reflect our commitment to becoming the world's go-to experts in terminal operations and our mission of taking care of each other, our customers, and our business.



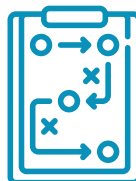
Zero-Harm

We do our work in a way that will not harm people, products, equipment, or the environment and communities we serve.



Service Quality

We set high standards for performance and deliver a remarkable customer experience.



Teamwork

We embrace differences, celebrate authenticity, and partner with each other and those we serve.



Integrity

We do what we say we will do. We do the right things, the right way, for the right reasons.



Human Ingenuity

We are a learning organization that uses our expertise to build lasting solutions and capabilities.



June is Men's Health Month

Statistics indicate that men die on average 4.5 years earlier than women for largely preventable reasons. June is the perfect time to take action to live a healthier, happier, and longer life!

Here are the top 5 things doctors wish their male patients would do:

1. **Take advantage of preventative care.** You should always have an annual visit to your doctor to make informed medical decisions on screenings based on your age and risk factors.
2. **Perform regular self-exams.** Testicular cancer is the #1 cancer among young men. Yet 62% of those at risk don't know how to check themselves. If you feel something different, call your doctor.
3. **Move more.** Do more of what makes you feel good. Take a walking meeting. Park further away at the grocery store. Get off the bus a stop early or take the stairs.
4. **Spend time with people who make you feel good.** Life can throw us curveballs. Yet even when things get tough, there's a lot we can do to look after ourselves and others. Catch up, check in, and make time for your friend and family; it's good for you!
5. **Avoid tobacco products.** Few activities impact your health as negatively as tobacco does. It increases your chance of cancer, heart attack/disease, and cataracts. Quitting gives you more money, you'll notice how flowers and food smells, your meals will taste better, and your skin will look healthier.



If you don't have a primary care physician, visit [myCigna.com](https://www.mycigna.com) to search for one.



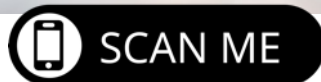
Let's get personal about National Safety Month

June is National Safety Month, a dedication bringing extra attention to the safety issues faced from the workplace to any place. Regardless of whether you are on the job, on the roads, in your community, or at home, to be safe, you must feel safe, which means something different for each of us; *it's personal*.

This June, the National Safety Council encourages you to think about four areas of safety;

- Emergency Preparedness
- Slips, trips, and falls
- Heat-related illness
- Hazard Recognition

Take the SafeAtWork Pledge





June EAP Opportunities

Our Employee Assistance Program (EAP) is a voluntary, work-based program offering free and confidential assessments, short-term counseling, referrals, and follow-up services to employees with personal or work-related problems.

We know there is not a “work you” and a “home you” so we’ve built our wellness program to support physical health, mental and emotional wellness, healthy diet and nutrition, work-life balance, sound financial habits, corporate culture, and workplace safety.

This month we’re providing new resources to support our team. All employees are welcome to attend.



Employees can call in to join at **1-630-733-1123**.

Embracing Compassion

- **June 14 at 1 pm ET**, the phone conference ID is: 723 279 88#
- **June 15 at 11 am ET**, the phone conference ID is: 621 473 913#

Understanding Depression

- **June 20 at 11 am ET**, the phone conference ID is: 278 689 553#
- **June 21 at 4 pm ET**, the phone conference ID is: 644 192 307#

Please note the unique conference ID for each session.



Summertime Pet Hazards

Did you know we offer pet insurance through Nationwide? We do!



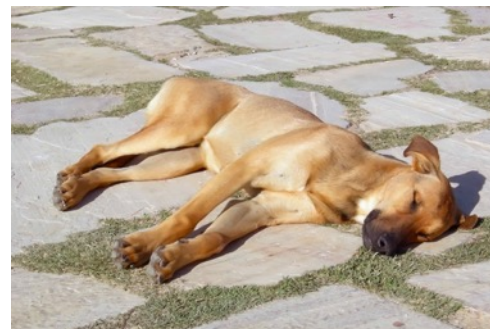
Foxtails—this grass is in yards, walking paths, and hillsides. Foxtails can become embedded in eyes, ears, and paws, and because they are barbed, it requires surgical removal. Tip: check your pet after being outdoors.



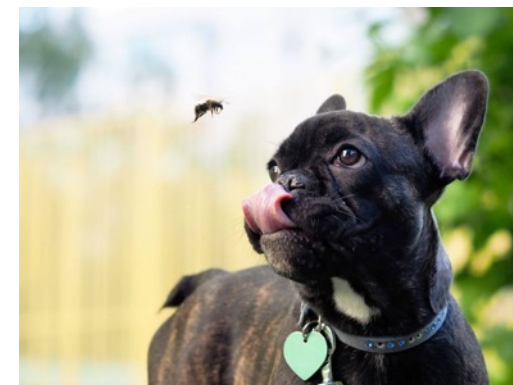
Pool chemicals and blue-green algae—swimming is one of the joys of summer weather, but check the water is safe before you let your pooch dip their paws. Blue-green algae is a dangerous bacteria that grows in stagnant water and is deadly if it's swallowed.



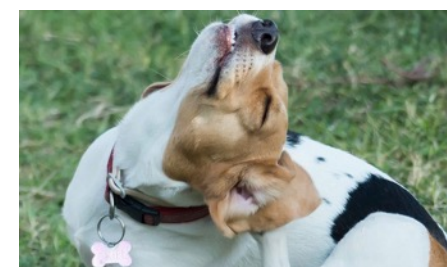
Sunburn and Burns—pets can get sunburns and skin cancer, and hot sidewalks can burn paw pads. If you doubt whether it's too hot to walk your dog, check the pavement's surface with your bare hand. If you can't comfortably hold your palm on the surface for 10 seconds, then your dog's paws are at risk of getting burnt.



Heatstroke—it only takes a few minutes to reach deadly temperatures inside a parked car, even with open windows. Signs your pet may have heatstroke include rapid panting, vomiting, weakness, and seizures.



Insect bites, stings, and ticks—in warm weather, bugs and parasites thrive. Bug bites and stings will likely become red, swollen, and painful. While most bites aren't serious, it's important to act quickly if swelling is rapid or their breathing is affected. If you live in an area known for ticks, it's sensible to speak to your vet about treatments or repellents



Ear infections—water can become trapped in ears after bathing or swimming. Tip: ask your vet about ear-cleaning products.

Your body is begging you to stop having coffee for breakfast!

If your main reason for rising in the morning is coffee, you're heads in the right place. A steamy mug of coffee on a brisk morning or an iced cold brew in summer. It's joy in a cup.

But while coffee is life-giving, it is not a meal.

Coffee is typically absorbed within an hour of consumption and blood caffeine levels can peak anywhere from 15 minutes to two hours post sip. Having no food in your stomach can speed up this process, but there are drawbacks to an all-coffee brekky.



1. Coffee is devoid of energy (aka calories). Starting your day with a balanced meal is one of the key pillars of a nourishing diet. Your breakfast should include protein, healthy fat, and high-fiber carbs to keep your blood sugar (and energy) stable through the morning.
2. It can hike up stress and anxiety. Moderate to high amounts of coffee (think 4 cups) can heighten anxiety particularly in people who are caffeine sensitive. Coffee is a central nervous system stimulant and can raise blood pressure and that is pronounced when you consume it on its own.
3. It might mess with your gut. Coffee-for-breakfast can also mess with your gut microbiome. It's no secret the beloved drink stimulates intestinal mobility.

If that first sip of coffee is one of your favorite moments of the day, join the club. Just don't fall for the idea that the drink is a proper meal replacement. Cheers to pairing your flat white with a balanced breakfast for optimal gut health, stress levels, and blood sugar balance.

10 hacks every grill-meister should know

Grilling isn't just a tradition it can also be one of the healthiest ways to cook. There's no oil to add extra fat and calories; no heavy breading or frying to weigh grilled meat down.

- 1. Control your temperature.** It's the most critical rule for cooking outdoors and the only way to nail it is with a meat thermometer.
- 2. Clean your grill/grates.** Before you fire up your grill it's a good idea to ensure everything is clean. Your grilled meats will taste better, and your grill will last longer.
- 3. Take your time to flavor your meat with smoke.** Meat absorbs aromas, but it takes a lot of time for smoke to penetrate the meat well. The best wood chips to smoke: apple, cherry, hickory, and walnut.
- 4. Dimple your burgers.** To cook a burger to perfect doneness, dimple it. Form the ¾-inch thick burger and make a deep depression in the center with your thumb. Burgers tend to puff up under heat causing uneven cooking. The dimple prevents it.
- 5. Pound chicken flat before cooking.** Chicken's natural teardrop shape makes them difficult to cook evenly on a grill.
- 6. Dry your meat.** Dry food surfaces brown better, so if you aren't marinating pat your food dry before placing it on the grill. Then apply a fine coat of oil to the meat (and not the grate) to promote browning.
- 7. Double up on tools.** To prevent cross-contamination designate one tool for raw meat and one for cooked.
- 8. "Grill" burgers in a cast iron skillet.** Burger-meisters Bobby Flay and George Motz cook on a flat-top grill because of the direct conduction of heat. You can mimic a flat-top on your grill by using a cast-iron skillet.
- 9. Know when to use direct heat.** Direct heat (when the heat source is directly below food) should be used to cook pieces of meat that are small and tender and will cook in 20 minutes or less. Bone-in pieces take longer and should be cooked over low heat.
- 10. Keep an eye on the flame.** Quick flare ups are what sear your meat, but too many will result in a crisp, burnt outer layer. To prevent this, make sure you remove extra fat before putting meat on the grill.



5 Stretches that can help with back pain

More than 65 million Americans have back pain. It might be mild and pass on its own or chronic and impact your quality of life. In many cases, some simple-at-home stretches can go a long way toward easing back pain.



Child's pose—this common yoga post gently stretches the muscles of the low back, which are likely contracted if you're in pain. Begin on your hands and knees, extend your arms in front of you and slowly sit your hips back on your heels, dropping your head and chest downward.



Cat/Cow Pose—this dynamic movement moves the low back muscles in two directions and builds on the child's pose to lengthen contracted muscles and soothe soreness. It can also increase core strength and overall balance. Begin on your hands and knees. Your spine should be parallel to the ground. Then, round your back stretching your mid-back between your shoulder blades. Then let your stomach fall downward as you gently arch your back.



Supine twist—this stretch helps stretch your lower back and glutes, which can tighten when you're experiencing low back pain, ultimately causing more pain. Begin by lying on your back with your knees bent and your feet flat on the floor. Extend your arms out in a "T" position. Keep shoulders on the ground, gently roll the knees to one side, and repeat on the other.



Knee-to-chest stretch—like other stretches, this pose lengthens and stretches low back muscles. Begin by lying on your back with your knees bent and feet flat on the floor. Bring your hands to rest either behind your knees or below your kneecaps.



Supine figure 4 stretch—this classic yoga pose opens up the hips, stretches the outer glutes, and your piriformis which can contribute to a tight lower back. Lie on your back with both knees bent and feet planted on the floor. Lift your right leg, flex your foot, and cross your ankle over your left thigh.



How to receive constructive criticism

Do you know how to accept the feedback and back off the defensive?

Receiving criticism from a co-worker, a colleague, or someone you don't fully trust can be challenging. Here is a 7-step process on how to receive criticism with tact and grace.

1. **Stop your first reaction.** Stay calm and try not to react at all. Maintain a calm demeanor.
2. **Remember the benefits of giving feedback** and try to understand the motivation and perception of the person delivering the criticism.
3. **Be a good listener.** Listen closely and focus on understanding the other person's comments and perspective.
4. **Say thank you.** You don't have to agree with the feedback, but expressing gratitude demonstrates that you recognize the efforts of your colleagues who are working towards your improvement.
5. **Take time for reflection.** Allow yourself time to process the feedback and consider how to apply it to improve your performance.
6. **Ask questions** to deconstruct the feedback and share your perspective. Get more clarity by asking for specific examples, acknowledging the non-disputable part of the feedback, and asking for concrete solutions.
7. **Request time to follow up.** If it's a more significant issue, ask for a follow-up meeting to agree on the next steps.

The logo for Conglobal Thrive, featuring the word "CONGLOBAL" in a bold, black, sans-serif font above the word "thrive" in a white, cursive font, all contained within a blue rectangular frame with a white diagonal stripe.

CONGLOBAL
thrive

YOUR voice OUR CONGLOBAL

Let us know how you feel about your job
and ConGlobal. We'll use your feedback to
make this a better place to work.

Survey launches on June 28 and is open for 2 weeks

Trained & Qualified

EQUIPMENT OPERATIONS

Trained &
Qualified

Inspected &
Ready

Follow
Operating
Standards

Follow
Intended Use



ConGlobal is committed to providing employees with opportunities to grow and develop.

Our safety program provides the structure, standards, and processes required for each of us to operate effectively and safely.

And, at ConGlobal, we offer opportunities for experts and novices, so it's important that we're all thinking about training and qualification in the same way.

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We expect employees to be trained and qualified.

What this means to us is:

- Employees can identify existing and predictable hazards in the surrounding or working conditions that could cause harm.
- When exposures are identified, employees take prompt corrective measures to eliminate them.
- Equipment is only operated by employees who have completed the necessary training and successfully demonstrated their abilities.
- Qualification records are kept up-to-date for each employee.

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ConGlobal uses a safety training matrix to ensure employees are appropriately trained and qualified.

The matrix provides leaders with guidance to ensure employees have appropriate training for each piece of equipment and how we keep track.

Our training program is multifaceted:

- Formal instruction, including comprehension tests
- OJT or practical training that includes demonstrations and exercises
- Observation and evaluation of the operator's performance

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We expect employees to utilize and engage with our training materials.



Refresher training is retraining for a task or equipment you previously trained in to refresh your memory and ensure your knowledge and execution are current.

Up-skilling expands your knowledge and expertise for new tasks or additional equipment.

Retraining occurs when an operator

- Operates equipment in an unsafe manner
- Is involved in an accident or near-miss
- The conditions of the workplace change
- Or every three years per regulations

Inspected & Ready

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We expect employees to inspect equipment and ensure it is safe to operate.

Every piece of equipment requires a Vehicle Condition Report (VCR) before operation. The VCR process happens daily, on every shift, and with every operator. Terminal Managers regularly audit this process to ensure compliance and consistency.

If a vehicle does not pass the inspection process, employees should immediately escalate the issue to a manager so it can be Locked Out/Tagged Out until a mechanic can look at it.

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We expect employees to be alert and drive defensively

What that means to us is:

- Employees are fit for duty—well-rested, substance-free, and alert
- Always wear a seatbelt
- Distraction-free driving requires your full attention
- Employees scan roadways and adapt to their surroundings
- When following, employees adhere to the two-second rule
- Understand the distance needed to react
- Adjust the speed at railroad crossings, we consider all crossings as “live”
- Aware of environmental hazards like rain, snow, or fog

Zero Harm—is also Environmental



When a vehicle or equipment's engine is running but not in motion or use, it's in a state of idling.

While some idling is unintentional and cannot be helped, prolonged idling wastes fuel, increases the need for maintenance, and causes pollution.

We can eliminate the possibility of a runaway vehicle by turning them off when they are unattended.

Each year we track and report on our Scope 1 & 2 emissions. Our reduction efforts are gaining ground—Scope 1 we've reduced 5,000 metric tons! Together we will make a difference!

Follow Intended Use

EQUIPMENT OPERATIONS

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We expect employees to use equipment as it was intended.

We never use tools or equipment outside of the manufacturer's recommendations and ConGlobal's Safe Operating procedures.

When operators use equipment in a manner outside those recommendations, safety incidents occur. And any safeguards or protection designed to protect the operator become ineffective increasing the risk of injury.

If you do not have the tool or equipment you need for the job, contact your supervisor or manager. Do not "make due" or find a shortcut.

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We expect employees to mount and dismount equipment correctly.

What this means to us is:

- Adhering to our safety standard of 4-points-of-contact
- Never mounting or dismounting moving equipment
- Step only on designated walking paths
- Avoiding stepping or standing on areas outside the platform catwalk
- Changing your step technique based on the equipment (side-stepping on railcars)



When to go to the ER, Urgent Care, or your doctor

TELEHEALTH	DOCTOR'S VISIT	URGENT CARE	HOSPITAL ER	FREESTANDING ER
<p>Your Cost: \$0 Copay</p> <p>MDLive is an excellent, no-cost resource when you or a family member have a health concern.</p> <p>MDLIVE helps with</p> <ul style="list-style-type: none">• Allergies• Ear problems• Flu• Fever• Pink eye and more	<p>Your Cost: \$15-35, or 20% after deduction</p> <p>Your primary doctor is low-cost non-urgent care for illnesses and injuries, vaccinations, exams, screenings, or specialist referrals.</p> <ul style="list-style-type: none">• Generally, the best place to go for non-emergency care• Establish medical history for future care	<p>Your Cost: \$35, or 20% after deduction</p> <p>Urgent care is moderately priced care for illnesses and injuries that are not-life-threatening.</p> <ul style="list-style-type: none">• Urgent care has extended hours (nights, weekends, and holidays)• It can be used when your doctor's office is closed• Many have online or phone check-in	<p>Your Cost: \$400, or 20% after deduction</p> <p>Hospital emergency rooms are fairly expensive and should be used for serious or life-threatening emergencies.</p> <ul style="list-style-type: none">• Open 24/7• Long wait times• Expect multiple bills for services (doctor, facility, and specialists)	<p>Your Cost: \$400, or 20% after deduction</p> <p>Freestanding emergency rooms are the most expensive option, and you could be transferred to a hospital.</p> <ul style="list-style-type: none">• Open 24/7• Services don't include trauma care• Many are out-of-network and charge more than your health plan's fees• Charges extra facility and lab fees

*Costs shown are for in-network services.



Know where to go for care.

It's important that you know where to go for medical care when you need it. There are some big differences between visits to your primary care provider and visits to the emergency room, such as cost, time spent waiting for care, and follow up.

Medical, mycigna.com
Group # 3343748
800-244-6224

Cigna Personalized support
Email: its_talktocigna@cigna.com

Prescription Drugs, caremark.com
RxGRP: RX21AV
844-203-6363
800-237-2767 (Specialty Rx)

Telehealth MDLIVE 24/7,
mycigna.com
888-726-3171

Omada, omadahealth.com/itsc
888-409-8687

Dental, DeltaDentalLL.com
Group # 20497
800-323-1743

Vision, eyemed.com
Group # 1022502
866-939-3633

Flexible Spending Accounts,
hrsimplified.com
888-318-7472

Employee Assistance Program,
mycigna.com
877-622-4327

Voluntary Plans, voya.com
Group# 726940
800-955-7736

Life & AD&D, voya.com
Group # 726940
800-955-7736

Disability, voya.com
Group # 726940
800-955-7736

STD & FMLA,
voya.absenceresources.com
844-206-4102

401(k), principal.com
Plan # 820829
800-547-7754

Pet Insurance,
petinsurance.com/its
877-738-7874

