



Becoming Your Best Self

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

July—Self-Care Summer

Summer is a time to slow down and relax, but it can also be a busy season.

Adopting a summer of self-care routine for your mind and body can do wonders to improve your energy throughout the hectic time.

Not sure where to start? Get outside, set aside time for rest, socialize, buy summer clothes that fit, HYDRATE, and move in ways you find fun.



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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.

The survey closes July 12th, so snap that QR code!



Social Wellness Month

Healthy relationships are a vital component of health. The health risks of being alone or isolated in one's life are comparable to those associated with cigarette smoking, blood pressure, and obesity.

Drs. Gay and Kathlyn Hendricks share five secrets to growing a vital, conscious relationship.

1. **Become a master of commitment.** Knowing precisely what you are committing to, and judge whether you can follow through on the commitment.
2. **Make commitments you can stand by.** Being honest and empathetic to each other's feelings, hopes, and dreams is important in a relationship.
3. **Break the cycle of blame and**

criticism. It is crucial to own your part in the relationship dynamic.

4. **It can be helpful to shift your attention away from "fixing the other person" and onto more creative expressions for resolving conflict.** Shifting focus will help you inject more positive energy into the relationship.
5. **Become a master of verbal and nonverbal appreciation.** Showing appreciation to others is critical to healthy relationships.





July is National UV Safety Month

Each July, the mission is to spread awareness about how important it is to protect our eyes and skin from the side effects of UV rays.

Skin cancer is the most common of all cancer types, and skin cancer risk factors are present daily, although the dangers are more significant during the long days of summer when you may spend more time in the sun.

Most doctors tell patients to check their skin once a month in front of a full-length mirror.

How to do a skin check:

- Check your face, ears, neck, chest, and belly.
- Check the skin under your arms and on both sides. Also, check your fingers and under your fingernails.
- Sit down, check the front of your legs, the tops of your feet, and in between your toes.
- Use a hand mirror to check your buttocks, lower and upper back.
- Use a comb and a hairdryer to part your hair to check your scalp.

What to look for:

- A new or changing growth, spot, lump, or bump on the skin
- A sore that bleeds or doesn't heal
- A rough or dry red area that might crust or bleed
- New itchiness, soreness, or pain
- A rough bump or a mole that's new or changing

If you find something new or different during a self-exam, draw a circle around the area with a marker or pen. Please take a photo of it, and make an appointment with your doctor.

For more information, call the American Cancer Society at **1-800-227-2345** or visit www.cancer.org/skincancer.

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July is Parks & Recreation Month

Since 1985, people in the United States have celebrated Park and Recreation Month in July to promote building strong, vibrant, and resilient communities through the power of parks and recreation and to recognize the more than 160,000 full-time park and recreation professionals — along with hundreds of thousands of part-time and seasonal workers and volunteers — that maintain our country's local, state and community parks.



This year's theme — **“Where Community Grows”** — celebrates the vital role park and recreation professionals play in bringing people together, providing essential services, and fostering the growth of our communities.

To find a National Park near you visit
<https://morethanjustparks.com/list-of-national-parks-by-state/>.

Feeling the heat? Keep your cool & stay safe!

When temperatures rise, so does the risk of heat stroke. Heat stroke can happen with prolonged exposure to or strenuous activity in hot temperatures. A less severe (but still concerning) condition called heat exhaustion can lead to heat stroke.

Heat exhaustion begins with general muscle weakness, sudden excessive sweating, nausea and vomiting, and possible fainting. A heat stroke is when your body's internal temperature reaches over 103 degrees. You should take symptoms like loss or change of consciousness, agitation, confusion, hot, red, and dry skin seriously and **call 911**.

HEAT EXHAUSTION

HEAT STROKE

Dizzy, lightheaded or fainting
Confusion/disorientation

Loss of consciousness
Seizure or strange behavior

Headache or vision changes

Elevated temperature

Excessive sweating & thirst

Chest discomfort &
labored breathing

Difficulty breathing

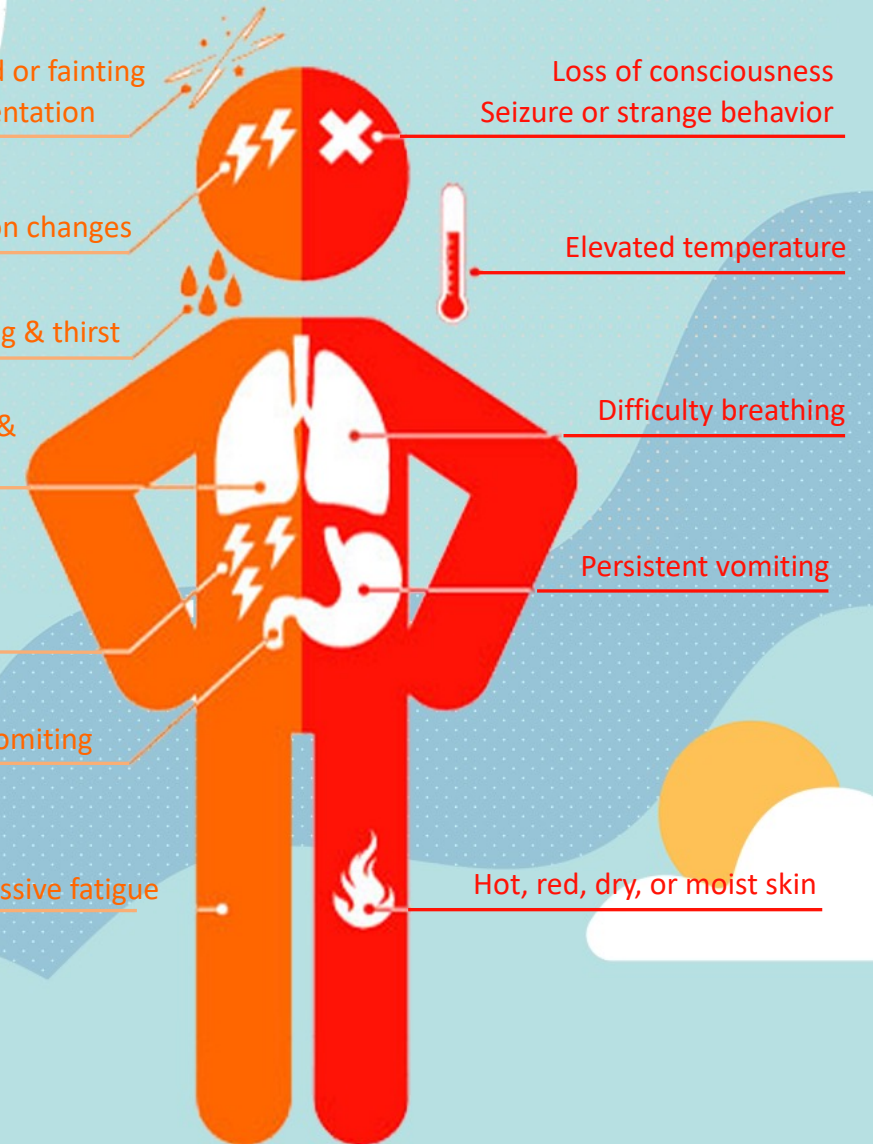
Muscle cramps &
abdominal pain

Persistent vomiting

Acute nausea & vomiting

Weakness or excessive fatigue

Hot, red, dry, or moist skin





Improve your communication skills with these 6 tips

Everyone should feel comfortable and confident sharing their ideas because when you do, your team is more productive, and together, you can bring innovative, business-boosting ideas.

- 1. Know your goal:** Maybe you keep butting heads with a co-worker or feel shy sharing your ideas with your manager. Whatever the case, pinpoint your communication goal so you know what you're working toward and can develop a strategic plan to achieve it.
- 2. Practice active listening and empathy:** People want to be listened to when talking. Active listening shows you care about and understand what they say and allows you to retain details you might need later. You can do this by making eye contact, leaning in, and nodding when they speak.
- 3. Be curious:** While you're the center of your inner world, showing interest in your neighbor's situation helps you learn more about them and makes them feel seen.
- 4. Use clear language:** Getting to the point plainly helps avoid confusion. Speaking briefly with deep meaning is a learned skill, but it's worth the effort. Vague language can lead to misunderstandings, mistakes, and even arguments.
- 5. Be open to feedback:** When you open yourself up to constructive criticism, you foster collaboration and a growth mindset. You learn valuable lessons by trusting those around you, their expertise, and their feedback.
- 6. Look for common interests:** If something fascinates you, it intrigues someone else, too. Even if they aren't sharing your interests might encourage them to share something about themselves.



What's a movement hallway?

Kelly Starrett, DPT, explains that range of motion, or ROM, is how your joints and limbs move through their available space, while mobility is being able to express those ranges with control to accomplish tasks. Starrett likens native ROM (the ROM we're born with) to a wide, spacious hallway that begins to shrink in size if we don't maintain it.

In your 20's, you likely have a big movement hallway, and as you age, your hallway gets narrower and narrower due to things like injury and disease. However, if you keep access to your native ROM, your movement hallway stays open.

To keep and restore ROM and mobility, you should focus on targeted movements that train your joints, muscles, tendons, ligaments, nerves, and brain to work harmoniously.



Looking to improve or build your ROM?

Check out Kelly Starrett's YouTube for 100 MobilityWOD Episodes





Therapist-backed tips for taking criticism like a champ

Criticism is a natural part of being a person existing around other people—it's a given when we work on a team, live with friends, and post content on social media—and it's sometimes going to feel bad. But there are therapist-approved ways to help criticism sting a little less or, at the very least, to help you find some worth in words you might not like.



1. **Ask for clarification or more information.** You could try something like: “What makes you say that?” or “Can you tell me a little more about why you see it that way?”
2. **Consider it could be just a difference of opinion.** Receiving feedback doesn't automatically mean you did something wrong; it could be the other person's different views.
3. Test drive criticism before you reject it. Viewing their critique as an experiment you can try out for your benefit can help you see the positives in whatever the criticism is. Then, if you don't like how things are going, you can change course.
4. **Give yourself time with your emotions.** Acknowledge how you feel and create space for whatever those emotions are. Because you're not resisting them, they'll likely pass more quickly.



What are you cooking this July?

When corn takes over every farm stand and you're sick of eating it straight off the cob, this zesty, creamy corn salad is the most delicious way to use it all up — and the spicy-sweet hot honey chicken it's served alongside will become your new grilling season go-to.

Hot Honey Chicken:

- 1 pound, boneless, skinless chicken thighs
- ¼ cup olive oil
- 2 tablespoons freshly squeezed lemon juice
- 2 tablespoons [hot honey](#), plus more for drizzling
- 1 teaspoon freshly grated lemon zest
- 1 garlic clove, minced
- kosher salt and pepper

Corn Salad:

- 6 ears of sweet corn, kernels cut from the cob
- 2 green onions, thinly sliced
- ¼ cup chopped fresh cilantro
- ¼ cup sour cream
- 2 tablespoons freshly squeezed lime juice
- 1 tablespoon freshly grated lime zest
- kosher salt and pepper

Instructions:

- Place the chicken in a glass dish or resealable bag. Whisk together the olive oil, lemon juice, hot honey, lemon zest, garlic and a big pinch of salt and pepper. Pour it over the chicken and marinate for at least 30 minutes or even overnight.
- Preheat the grill to the highest setting. Once hot, place the chicken on the grill and cook for 5 minutes, or until the chicken easily flips. Flip and the chicken and grill for 5 to 6 minutes more, or until the internal temperature of the chicken reaches 165 degrees F. Let the chicken rest for 5 to 10 minutes before serving. Drizzle with extra hot honey.
- To make the corn salad, place the corn, green onions and cilantro in a bowl.
- In a smaller bowl, whisk together the sour cream, lime juice, zest, and a big pinch of salt and pepper. Stir the sour cream mixture into the corn until combined. Taste and season more if needed.
- Serve the chicken with the corn, and enjoy!

WHAT'S IN SEASON

In July

This will vary depending on time of the month and where you live.

Apricots	Mangoes
Arugula	Melon
Basil	Okra
Beans	Peaches
Beets	Plums
Blackberries	Raspberries
Blueberries	Sorrel
Cherries	Strawberries
Corn	Summer squash
Cucumbers	Tomatoes
Eggplant	Watermelon
Fennel	





The 3 best money moves to make this July

We're halfway through 2023 as of this month, so it's time to give your various accounts and investments a check-up.

- 1. Do a mid-year check-in on your budget, taxes, and investments.** Much like your teeth, your finances need a sound check and cleaning every six months. People tend to spend more as the weather gets warmer, and there's nothing wrong with increasing your "fun stuff" budget. Regardless of the season, it's crucial to avoid overspending, pay your bills on time and add to your savings to the best of your ability.
- 2. Plan for (and save on) summer travel spending.** Travel is booming again this year, especially international trips, as countries lift their COVID-19 restrictions. One essential checklist item many people forget is the additional fees imposed by U.S. mobile carriers when traveling outside the country.
- 3. Take advantage of back-to-school sales tax holidays.** School may be out for summer, but deals on back-to-school expenses will start later this month in several places. Sixteen states (Alabama, Arkansas, Connecticut, Florida, Iowa, Maryland, New Mexico, Ohio, Oklahoma, Puerto Rico, South Carolina, Tennessee, Texas, Virginia, and West Virginia) have sales tax holidays on back-to-school items in July and early August.



Build a brighter future!

The experts at Principal can help. Sign up for 401(k) savings, talk with a financial advisor, and learn about investing. Visit www.principal.com and get started today!



Real support for real life

Our Employee Assistance Program (EAP) gives you access to a library of wellness webcasts that are researched and developed by subject matter experts to help you reduce stress, stay healthy, and perform at your best.

Live and on-demand webcasts combine lecture, discussion, and experiential exercises and last about an hour.



Check out the webcast library, here: <https://bit.ly/3IOzuDC>

100% FREE, enter your address to start watching.

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

Trained & Qualified

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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

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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

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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: \$15-30, 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: \$500, 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: \$500, 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:
conglobal@cignahealthcare.com

Prescription Drugs, caremark.com

RxGRP: RX21AV
844-203-6363
800-237-2767 (Specialty Rx)

Telehealth MDLIVE 24/7,

mycigna.com
888-726-3171

Smart Connect,

gps.smartmatch.com/conglobal
833-859-1314

Omada,

omadahealth.com/conglobal
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/conglobal
877-738-7874

