

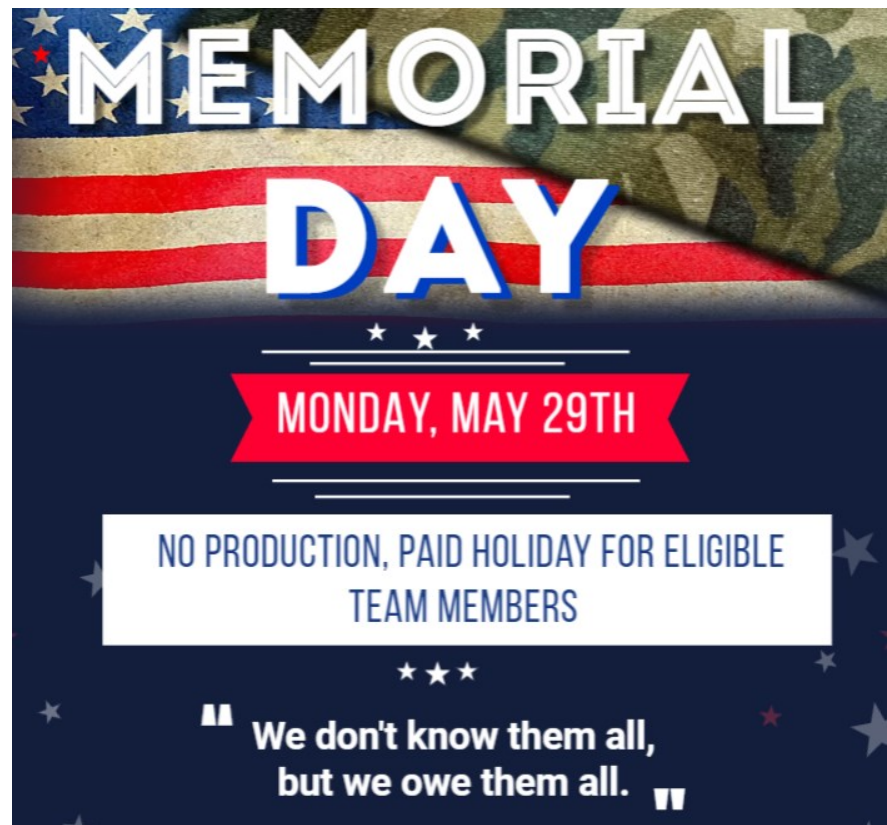
The Concrete Truth

HAPPY BIRTHDAY!

Coby B Solis	05/07
Reymundo Solis	05/11
Ivan Moreno	05/15
Amy N Shaffer	05/18
Samuel I Jamison	05/19
Alexander Q Wilson	05/23/7
Aaron C Cutarelli	05/25
Felipe Zapata	05/26

HAPPY WORK ANNIVERSARY

Eryk Smith	1 yr
Michael A Jenkinson	2 yrs
Cristian Barron	2 yrs
Ethan A Bowman	3 yrs
Ryan P Byers	7 yrs
Ross A Mohler	11 yrs
Zachary J Pridemore	15 yrs
Jeremiah R James	15 yrs
Cody D Mikesell	20 yrs





Employee Assistance Program (EAP):

Metcon offers all employees & their families six free confidential EAP services. Our EAPs addresses a broad and complex body of issues affecting mental and emotional well-being, such as:

- ⇒ Alcohol and other substance abuse
- ⇒ Stress & Anxiety
- ⇒ Grief
- ⇒ Family problems
- ⇒ Financial/budgeting services
- ⇒ Psychological disorders

You will have 24/7 access to live counselors who offer free and confidential assessments, short-term counseling, referrals, and follow-up services.

All you or your family member will need to do is call the following numbers and let them know that you work at Metcon.

Employee Care Fidelity HealthCare (Dayton):

(937) 208-6626

OR

Guardian EAP: (800) 386-7055

Dedicate yourself to continuous personal improvement you are your most precious resource.

May 2023

Metcon™

Road to Challenge – May

May's wellness challenge is the Metcon Soccer game on 05/20/23 @ 10am. If you are interested in playing; please contact HR.



Metcon
ONLINE WEEKLY CHECK-IN
EntreLeadership WEEKLY REPORT

THIS WEEK'S WINNERS:

- WEEK 1:** Jeremiah James & Mark Gilden
- WEEK 2:** Ryan Byers & Gabe Cottrell
- WEEK 3:** Connor Crist & Trey Ebersole
- WEEK 4:**

Next 4 weeks we will add anyone who completes their check-in into a raffle for \$25 Metcon Bucks that can be used to purchase anything on the Metcon Webstore.



Building a motivated culture where we can achieve more together!

Spring Bucket List

Fun for the whole family!

- Start a garden
- Pick berries
- Collect and paint rocks
- Build a bird feeder
- Start a garden
- Decorate an Easter tree
- Read Spring books
- Plant sunflowers
- Catch butterflies
- Watch a sunset
- Make homemade ice cream
- Have a garden tea party
- Visit a new park
- Fly a kite
- Visit your grandparents
- Pay it forward
- Make lemonade
- Go to the zoo

TELADOC.



Teladoc gives you access 24 hours, 7 days a week to a U.S. board-certified doctor through the convenience of phone, video or mobile app visits. It's an affordable option for quality medical care.

<p>1</p> <p>Talk to a doctor anytime, anywhere you happen to be</p>	<p>2</p> <p>Receive quality care via phone, video or mobile app</p>	<p>3</p> <p>Prompt treatment, talk to a doctor in minutes</p>
<p>4</p> <p>A network of doctors that can treat every member of the family</p>	<p>5</p> <p>Prescriptions sent to pharmacy of choice if medically necessary</p>	<p>6</p> <p>Teladoc is less expensive than the ER or urgent care</p>

GET THE CARE YOU NEED

Teladoc doctors can treat many medical conditions, including:

- Cold & flu symptoms
- Allergies
- Pink Eye
- Respiratory infection
- Sinus problems
- Skin problems
- And more!

With your consent, Teladoc is happy to provide information about your Teladoc visit to your primary care physician

Talk to a doctor anytime



#7 Scientifically Proven Benefits Of Gratitude.

- 1 Gratitude opens the door to **better relationships**.
- 2 Gratitude improves **physically health**.
- 3 Gratitude improves **psychological health**.
- 4 Gratitude enhances **empathy** and **reduces aggression**.
- 5 Grateful people **sleep better**.
- 6 Gratitude improves **self-esteem**.
- 7 Gratitude increases **mental strength**.

10 Morning Gratitude Affirmations

1. Thank you for this new day.
2. I'm filled with happiness and gratitude.
3. I'm grateful for another chance to live my life.
4. I'm grateful to feel the air in my lungs and the beating of my heart.
5. I'm thankful simply for being alive.
6. Thankfulness, appreciation and sincere gratitude are part who I am.
7. I'm grateful for who I am and for what I have.
8. I invite gratitude into my heart.
9. Today I will have an attitude of gratitude.
10. Thank you for the blessings this day will bring.

Roadside Service



We are looking into offering the convience of having a representative from AAA help team members sign up and offer payroll deduction options for road side service with AAA.

We are also looking into other benefit options but once we have more information we will share. But to continue any discussion we would first like to know if there is enough interest from team members.

If interested please let HR know.

Common benefits

Roadside assistance:

- Up to four tows of 3-7 miles per year
- Fuel, flat tire, dead battery services
- Car lockout services up to \$50

Classic benefits, plus:

- Four tows up to 100 miles each
- Free fuel delivery
- Higher lockout limit of \$100

Same as AAA Plus benefits with:

- A 200-mile tow, three 100-mile tows
- \$150 lockout limit, for car or home
- Trip disruption coverage up to \$1,500
- One day free rental car with tow

METCON UNIFORMS

At the beginning of 2023 we added the hi-viz uniform shirt option. As of now, anyone who ordered these shirts have received them.

As a Metcon team member we remind you that our dress code policy is designed to provide team member safety and professional appearance. Therefore we ask that all team members to follow the following guidelines:

GUIDELINES

- OSHA regulations require all team members to have sleeves therefore no cut off shirts are permitted on jobsites.
- No competition wear permitted.
- Make sure you wear your hi-viz
- Team members must always present a clean & professional appearance.

Metcon^{LTD}

