

IMMUNOTALK

ISSUE 30 • JANUARY 2025

A MESSAGE FROM THE CEO

Happy New Year and welcome back! I hope you all enjoyed the Holiday Season and had an opportunity to recharge. While our Finance team is busy closing the books for December, I can unofficially (but confidently) report that we had a very strong year. So, on behalf of the Executive Leadership Team, I want to express our deep gratitude for your hard work and contributions last year.

We must now turn our eyes to the year ahead. Our industry enters 2025 in a state of plasma inventory surplus with limited near-term opportunities for incremental plasma supply. With strong competitors in the mix, this makes for a challenging environment that will test our mettle and resilience. Nonetheless, I am encouraged by our many strengths, which include our reputation, people (expertise), and ability to persevere. And rest assured, we will always give 100% to capitalize on every opportunity that arises.

In this month's edition of ImmunoTalk, we talk about an important compliance activity related to Safety—the posting of OSHA 300A forms in your centers. We also celebrate six centers that have achieved the significant milestone of 180 days with no safety incidents. And we have important reminders from HR concerning Total Rewards—be sure to read them! Many thanks to **LaBrannon Russell, Ryan Taylor**, and **Cindy Hampton** for these bulletins.

Join me in recognizing and celebrating our teammates who will hit significant service anniversary milestones this month: **5 years: Daniel Broadnax**, Corporate Quality Equipment Specialist; and **6 years: Nazeer Jabbour**, Director of Operations; **Crystal Joseph**, NCD Senior Onsite Manager, and **Camila Spencer**, Director of Quality. Congratulations to each of you, and thank you for your loyalty!

As always, be sure to check out Kudos Korner, which features activities and photos from **Paducah, Bellmead, Newark, and Ruston**.

I look forward to meeting some of you during my center visits as we tackle this year's corporate initiatives.



"I am encouraged by our many strengths, which include our reputation, people (expertise), and ability to persevere."

Marvin Dyke
CEO

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OSHA: WHAT'S TO COME

BY: LABRANNON RUSSELL

With the New Year here again, it is time for the company's annual OSHA reporting to come around once again. As a reminder, Title 29 CFRs, specifically part 1904, describes the requirement that employers are to report and document any work-related injuries, illnesses, or fatalities. This is done yearly, to be completed by March 2nd for the prior year.

What to Expect?

- Each center's employee incidents will be reviewed and assessed by the regulatory department. Incidents that are deemed 'recordable' will be submitted to OSHA via their online tracking system.
- The regulatory department will input appropriate EIR information on OSHA form 300A, which will be sent out to each center containing their incident data for the year.
- When received, the centers post their OSHA 300A form in the breakroom (or a location that is visible to all employees) so that all employees have an opportunity to review the summary of last year's OSHA 300 data. This summary is posted from February 1st to April 30th.
- Once this data is submitted, the regulatory department will calculate the company TRIR and DART rates to evaluate current safety procedures and areas for potential improvement. See below for more on this.

$$\frac{\# \text{ Work-Related Incidents} \times 200,000}{\# \text{ Total Employee Hours}}$$

TRIR | Number of recordable incidents per hour worked

$$\frac{\# \text{ Injuries resulting in Days Away, Restricted, or Transferred} \times 200,000}{\# \text{ Total Employee Hours}}$$

DART Rate | Number of incidents resulting in days employee/s were away, worked on restriction or required a job transfer per hour worked

TRIR: The regulatory team introduced this acronym during April's continuing education session last year. As a reminder, The Total Recordable Incident Rate or TRIR is an equation that allows employers to "grade" how well their safety procedures are protecting their employees. Using data from the OSHA 300 form, companies can formulate these data points that allow them to know their incident rate, and how those rates compare to other businesses in the industry.

To calculate the TRIR we need the number of recordable incidents (incidents that will be reported to OSHA) and total employee hours worked. The calculation is done by multiplying the number of reportable incidents which have occurred on-site by 200,000. Then divide that number by the total number of hours worked that year.

DART: The DART rate differs from an incidence rate by adding in more detail to the measure. The TRIR measures the frequency of events but doesn't tell you how many of the injuries were severe. The DART rate is also a frequency measure, but it only measures the number of severe cases where an employee has missed time, had restricted work, or had to be transferred to another job due to incident/injury. To Calculate the DART rate, using the data from the OSHA 300 form multiply the number of injuries that led to days away from work, restricted or transferred by 200,000. The total of that equation is then divided by the total number of hours worked by all employees at the facility.

SAFETY

180 DAYS WITHOUT AN INCIDENT

BY: RYAN TAYLOR

Congratulations to **Ruston**, **Morristown**, **Fayetteville**, **Newark**, **Salisbury** and **Baton Rouge**.

Each center reached an impressive milestone of 180 days without a safety incident! For this outstanding accomplishment each center received their shipment of the 180-day safety incentive, which includes an ImmunoTek Safety Hoodie. Below are group photos of all six centers proudly wearing their new Safety Swag.

Their efforts ensure a safer workplace for everyone, and we are incredibly proud of their commitment to our emphasis on safety. Let's keep up the great work!



TOTAL REWARDS ANNOUNCEMENTS

BY: CINDY HAMPTON

2025 Benefit Deductions

Your first 2025 paycheck was issued on January 3rd, making this a great time to review your pay stub. Ensure your benefit deduction amounts match your 2025 benefit enrollment. If you notice any discrepancies or a deduction is missing, please get in touch with benefits@immunotek.com. A missing deduction means you are not enrolled for that benefit in 2025.

Dependent Care Account (FSA)

With the 2024 calendar year now closed, take a moment to review your Dependent Care Account with Wex for any unused funds. You have 90 days from year-end to submit reimbursement requests for these funds. If you were enrolled in a 2024 Dependent Care Account, log in to your Wex account today to check your balance and submit any outstanding claims.

2025 Wellbeing

As we kick off the new year, here are two key wellbeing resources for employees:

- **401(k) Plan and Employer Match**

Remember the 401(k) plan, which includes increased contribution limits for 2025. You can earn the full employer match by contributing at least 5% of your salary. You can also access a dedicated financial advisor through Creative Planning for personalized support beyond the 401(k) plan.

Contact: Jennifer Martin, 469-564-823, jennifer.martin@creativeplanning.com

- **\$1,000 UHC Wellness Incentive**

Employees enrolled in an Immunotek medical plan with UHC can earn a \$1,000 wellness incentive through UHC Rewards. To learn more, log in to your myuhc.com account or visit the Mental Health and Wellbeing page on the **Total Rewards Hub**.



KUDOS KORNER

Paducah collected over 1000 canned goods from donors! Spearheaded by DCT II Tana Howard, the canned goods were donated to the Paducah Cooperative Ministries, which help feed seniors in Paducah and the surrounding counties. This is the second year that the center has collected canned goods for the community and it was a great way to get our donors involved!



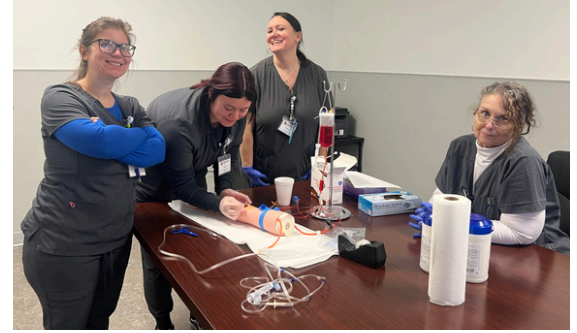


KUDOS KORNER



Ruston had a Christmas Door Competition. The team really enjoyed this challenge and competing against one another. Such a great team building activity!

Bellmead kicks off Spirit Week with dress up like Grinch/Santa and ugly sweaters. What a fun way to celebrate the holidays!



Newark held an amazing safety and training workshop with venipunctures and scrubs.



Paducah participated in the Paducah Christmas Parade!

Phlebotomist **April Crouch** and DCT II **Taylor Bradley** designed the float idea and worked endless hours securing and decorating.



WE WANT TO HEAR FROM YOU!

Recognize your teammates or a center team for their accomplishments

Spotlight@immunotek.com



ANNIVERSARIES

1 YEAR

Blessing Oluwatola	Latadra Gent
Brittany Neal	Leslie Denton
Brysondenette Andrew	Lugenia King
Calvanesha Clarkson	Michele Caldwell
Ciera Wheeler	Nicholas Rodriguez
Courtney Campbell	Nichole Johnson
Cynthia Peterson	Nicole Peters
Danesha L Rogers	Rahim Cameron
Deante Smith	Samantha Cunningham
Dorothy Hunter	Samaya Canada
Haley Stover	Savanna Mansfield
Heidi Kendall	Shadae Carroll
Jalyn Mosley	Tashawna Jamison
Jody Reid	Teliah Majors

2 YEAR

Amanda Simmons	Kailey Bonner
Betty Fuson	Latora Traylor
Domenique Minervini	Misty Mcalpin
Genell Dillion	Sharie Coleman
Indya Quinn	Shyntaya Hunter
Joel Luna Thibaud	Tonia Payne
	Vatrice Nunnally

3 YEAR

Dustin Kelly
Reed Smith
Richard Owens
Travis Bell

5 YEAR

Daniel Broadnax

6 YEAR

Camilla Spencer
Crystal Joseph
Nazeer Jabbour

CELEBRATIONS

BIRTHDAYS



Abbott, Whitney	Julius, Meghan
Ahmed, Hawa	Kendall, Heidi
Archer, Gentry	Kizer, Tierney
Arnold, Kimmer	Kleiner, Sean
Babcock, Lucinda	Luna Thibaud, Joel
Bartolo campos, Mario	Madrid, Marcy
Basha, Omnia	McKenzie, Christopher
Brown, Kiyada	Medina, Vanessa
Browning, Ava	Mingo, Dexter
Broz, Abbigail	Montague, Desreen
Buchanan, Chelsey	Moreno, Justin
Burnett III, Winton	Morlang, Ambrosia
Burns, Briana	Muhammad, Ryhad
Bussey, Dekayla	Murray, Tyre
Callender, Nathan	Nieves, Joanna
Carroll, Tina	Ollery, Jonathan
Carruthers, Nikcole	Palafox, Paulina
Carter, Ebony	Parkinson, Amanda
Castle, Vonetta	Patterson, Christopher
Chege, Takiyah	Payne, Jamarian
Collins, Delaney	Phillips, Nicole
Cope, David	Price, Blake
Cornelison, Garret	Pridgeon Jenkins, Rashunda
Crayton, Dominique	Rebollar, Adrian
Davis, Stephany	Reitzel, James
Decker, Rheagan	Roby, Carol
Dugenske, Kiefer	Ross, Ashley
Dunning, Courtney	Ross, Ashley
Ellis, Alexandria	Rust, Kristen
Fontenot, Tyler	Samuel, Nautica
Foster, Deondra	Schwartz, Jenna
Fowler, Christine	Shunnarah, Hanna
Franklin, Dedra	Siebert, Kelly
Garcia, Adriana	Solis-Vazquez, Erika
Garcia, Brenda	Sparks, Kathryn
Gent, Latadra	Stanley, JRonrico
German, Bo	Stewart, Chelsea
Griffin, David	Sundermeyer, Heather
Hampton, Cindy	Taylor, Ryan
Haskins, Matthew	Tyson, Jamelia
Havard, Emaleigh	Valentine, Abigail
Hinton, Samia	Velasco, Evelyn
Hogans, Khyla	Walton, Michelle
Hood, Lana	Warner, Kaleb
Hunter, Dorothy	Warnock, Charrisa
Jackson, Chantella	Watts, Roberta
Johnson Jr., Freddy	Whitehead, Veronica
Johnson, Jayda	Wilkes, Lindsey
Johnson, William	Williams, Saddie
Jones, Lenora	Williams, Yasmin
	Young, Jamichella