

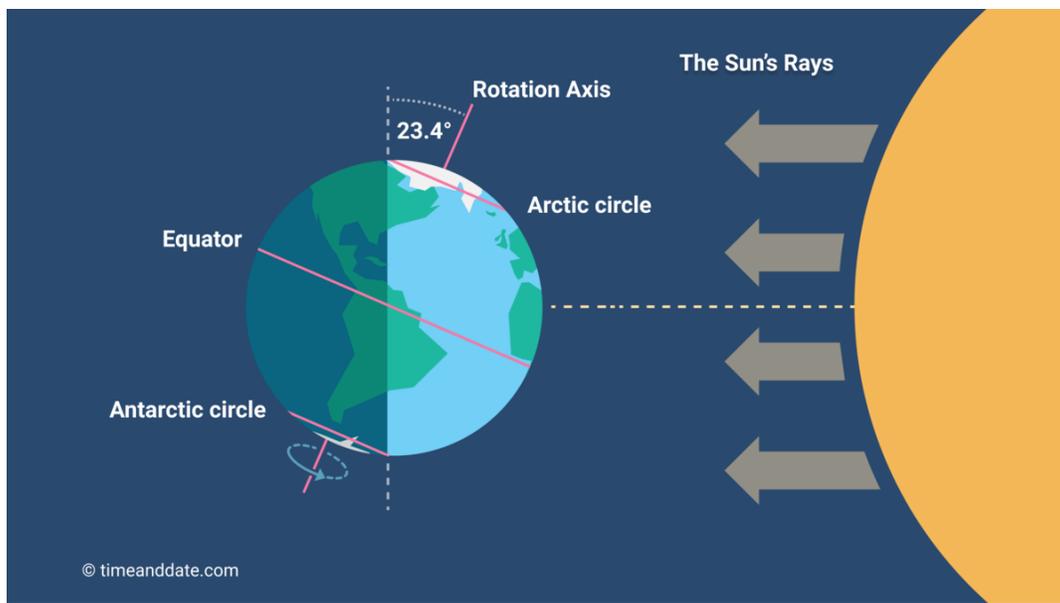
The

complete

News

Updated: June 24, 2022

It is officially summer in the northern hemisphere, with the past Tuesday being the brightest day of the year, especially nice if you have solar panels (If not, check with Complete Sun).



In the words of George and Ira Gershwin, “Summertime, and the livin’s easy.” Let’s all have some fun and stay cool this week wherever you are!

And as always, we appreciate your feedback, which you can send to chuck.k@complete1.com

Now Hiring!

We are currently filling the following positions:

- System Analyst
- Staff Accountant

- Call Center Supervisor
- Coming soon: Director of Sales

Check out all openings at our career site on [Indeed.com](https://www.indeed.com)

Do you know someone who might be interested? Refer them and take advantage of our [employee referral program](#) (\$300 after the referred employee hits 90 days).

Quarterly Offsite Leadership Meetings

You may have wondered where all your leaders were this past week? Well many were in Salt Lake City, Utah attending our quarterly leadership meetings, which have three expressed purposes:

- To build a strategy in support of our long-term vision,
- To develop our people into great leaders,
- To build a cohesive team through strong human experience

Strategy



When we envision our future, we will:

- Grow from a small company to a mid-size company in less than 5 years
- Sell all three of our services to clients (equipment recovery, first party collections, third party collections)
- Increase the size of our medical collections and solar sectors
- Diversify our customer base
- Make acquiring companies more effective through process

Core Ideology

While this vision is lofty and subject to change based on the realities of current economic conditions, our Core Ideology is based on a strong foundation:

- We strive to create jobs and value in the communities we serve
- We will continue to provide innovative solutions to our customers and recover lost assets
- We will continue to live Our Five Pillars

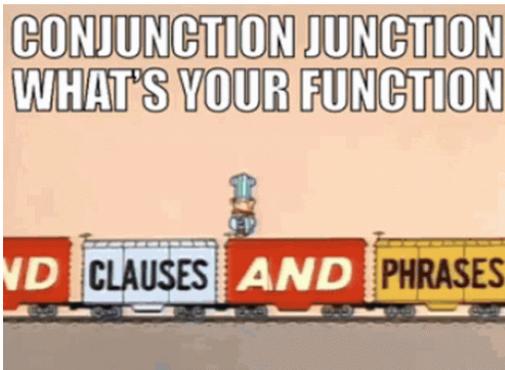


Team-Building

Through a collaborative effort with Big Brothers/Big Sisters, our leadership team built over 20 bicycles to provide to area youth in support of this one-on-one mentoring program. We heard from a Big/Little match, and heard what brought Rod and Tom together. Volunteering your time can make the world a better place and be a lot of fun too!



Communication about Communication



Have you ever wondered, “now that we’re one company, why don’t we have a common set of communication tools that make sense and will support us to do our jobs, stay connected and have fun?” Well, that light at the end of the tunnel is not a train, but a whole new set of tools for us to communicate with each other is a way that is standardized and will provide the level of access that each person needs for their job. This will be rolling out over the course of the next few weeks, so look for more to come!

News from Colombia

Welcome to the team!

Welcome our completely fabulous group of new teammates in Bogotá, Colombia!



Israel Castro and Juana Arenas



From left: **Jesús Zambrano, Cristian Rodriguez (trainer) and Alison Sánchez**

We're glad you're here!

Wendover winners!

According to the contest held for the month of May in the Colombian team, the 7 agents with more tickets were invited with a +1 to enjoy an afternoon of Go Karts!

In this event, the 4 competitors with the best times when completing the laps received a special medal.



- 1st Place was for Juan Gutierrez
- 2nd Place was for Camilo Pedreros
- 3rd Place was for Daniel Herrera
- 4th Place was for Oscar Lasprill



Clear the Air Challenge - UTAH



Taking the Challenge

If you haven't already noticed, air pollution in Utah is becoming an unwelcome reality. Poor air quality means increased illness, and other health complications along with environmental problems and diminished quality of life in our communities. The good news is that this summer you can compete in the **Clear the Air Challenge**. Enter as an individual or team— because with cleaner air, we're all winners. The Clear the Air Challenge, issued by business, government and community leaders, is all about improving air quality, reducing traffic congestion and conserving energy in Utah by eliminating unnecessary vehicle trips. By simply eliminating a few vehicle trips throughout your week, you can make a big difference in your community while competing for statewide recognition. Clear air is important to us. And the Clear the Air Challenge is an excellent opportunity to do something to make a positive impact and be a part of the solution. Take the Challenge and see firsthand what an empowering experience it is to not only make a positive choice, but to quantify your impact. See how many pounds of emissions, gallons of gas and dollars we can save when we work together!

Join our **“Complete Recovery”** team and let's see the impact our community can make when we work together. Register at ClearTheAirChallenge.org to take the Challenge and start making a difference. Track on the go. Input your weekly trips and miles saved from your smartphone! Just visit ClearTheAirChallenge.org from your phone to access our mobile-optimized site. So go ahead, rack up those miles.

Upcoming Events

Chet Kastner and Reyna Perez to visit Johannesburg, South Africa - July 9th -15th

USA Independence Day - Monday, July 4th Holiday - Centers closed

Waypoint to convert from Artiva to Quantrax July 5th

Getting to Know the Business: Communication - July 7th

Question of Week



Guess who won this week's Question of the Week...Drum Roll please...Marilyn Harris, Administration at Prince Parker in Charlotte, NC, who correctly identified RED BLUE and YELLOW colors of the Colombian flag. She will be receiving a \$10 Amazon gift card!

And thanks to Daniel Bohorquez for sharing this meme and **Adrian Lopez** who shared what the colors of the flag mean:

“The meaning of each color is the Red for the blood of the soldiers of the independence, the Blue are for the blue oceans and seas that surrounds us, and yellow is for all the wealth we have, that's why it's bigger than the rest of the colors.

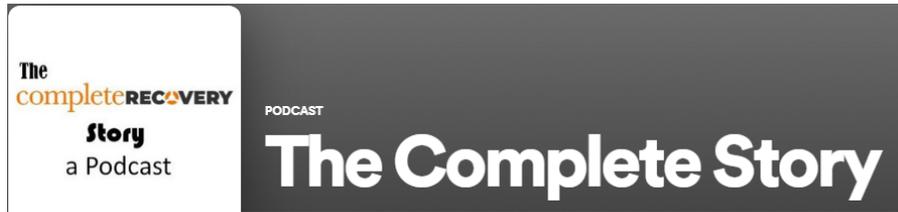
In latin america (there) are like 4 countries with this colors and the same Meanings.”

This week's question:

Name one bullet point from our strategy/vision.

E-mail your answers to chuck.k@complete1.com or look for a box at a center near you!

And don't forget to check out...



The Complete News committee is comprised of a diverse group of community members including: Miles Jensen, Candy Grady, Mariam Green (Taylorsville), Elizabeth Rodriguez (Texas), Tatiana Rodriguez (Bogata), Tammy Honeywell (Charlotte)