

PROGRESSIVE

quarterly

Our Progressive Hero: Brenda Spidel

Learn more about Brenda and find out why she's this quarter's Progressive Hero.

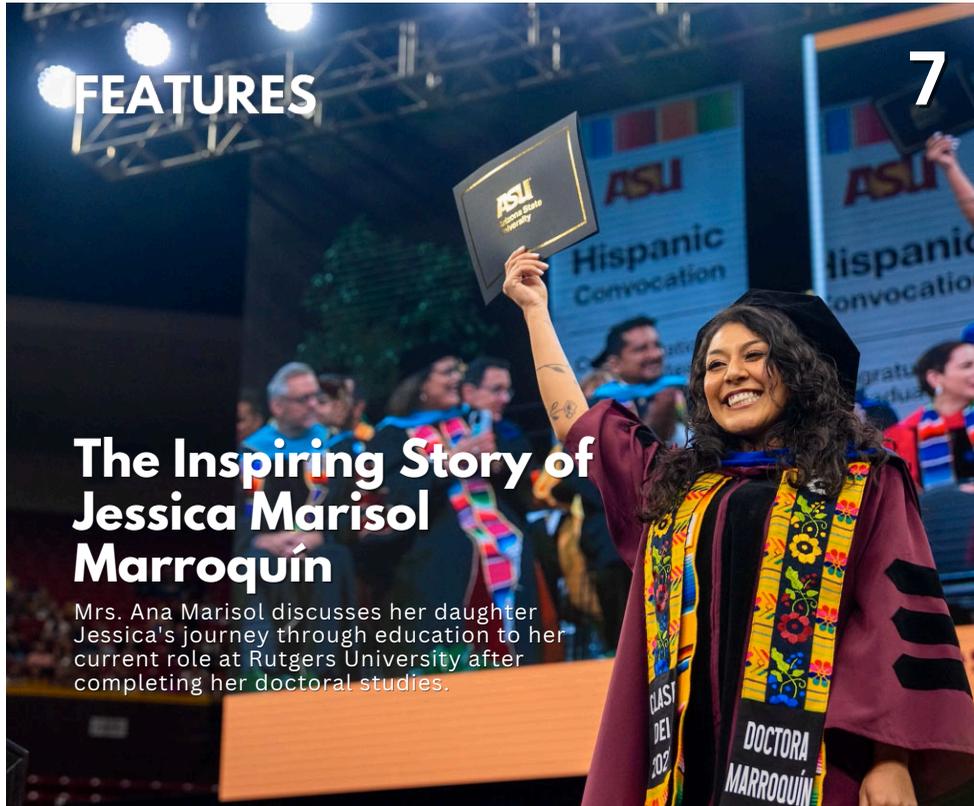


Introducing California Flat Sweet Onions from Progressive Farms

Grown under the warm California sun, these onions are bursting with flavor and sweetness, perfect for every dish.

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The Inspiring Story of Jessica Marisol Marroquín

Mrs. Ana Marisol discusses her daughter Jessica's journey through education to her current role at Rutgers University after completing her doctoral studies.



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PHOTO PROVIDED BY: BRENDA SPIDEL

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PROGRESSIVE quarterly

EDITOR-IN-CHIEF
Dr. Oscar Guzman

ART DIRECTOR/PRODUCTION
Amanda Nojadera

CONTRIBUTORS
Brenda Spidel, Marty Kamer, Ana Crider, Mike Blume, Lisa Fetterhoff, Jeannie Berger, Ana Marisol, Daniel Rosinski, Arturo Coronado, Alan Pizana, Beatriz Gutierrez, and Alejandra Villacres

RECIPES
Jaime Greger

CONTACT INFORMATION
Phone: (323) 890-8100
marketing@progressiveproduce.com

Progressive Produce
15130 Northam Street
La Mirada, CA 90638

Progressive Quarterly is a quarterly publication produced and edited by Progressive's dedicated workers.

LETTER FROM THE EDITOR

Hello Progressive and Keystone!

As we enter the vibrant spring season, I'm thrilled to share some heartwarming news: our family is growing! In this edition of the **Progressive Quarterly**, we're delighted to share a glimpse into the personal lives of our team members by introducing you to the adorable faces that make up our extended Progressive and Keystone family.

From the chubby cheeks of babies to the mischievous grins of toddlers and the proud expressions of parents and grandparents, these photos capture the essence of love, laughter, and the joy of growing together.

As we welcome new members into our family, we're also excited to embrace fresh ideas and perspectives in our publication. Whether you're a seasoned contributor or a newcomer with a story to tell, we invite you to join us in shaping the future of the **Progressive Quarterly**.

Let's cherish this season of growth, connection, and new beginnings together as we strive to make each issue better than the last. **pq**

Dr. Oscar Guzman is the Editor-in-chief of Progressive Quarterly as well as the Vice President of Marketing and Sales for Progressive Produce. Letters to the Editor can be emailed to marketing@progressiveproduce.com



2024 Q1 State of the Company

BY: MARTY KAMER



Team Progressive:

I hope that so far in 2024 you are experiencing success here at work, as well as health and happiness in all aspects of life.

Spring has Sprung! With the clocks now one hour ahead, the days are longer, and the weather gets warmer. What a beautiful time of year!

This Spring, particularly, signifies a “new beginning” and is the idyllic time to focus on our business. In our lightning-fast-paced world of fresh produce, we operate in a constantly changing environment. For this reason, we must always be looking ahead and thinking about the next 5 - 10 and even 20 years. You can count on Progressive to EVOLVE, making the necessary changes to ensure sustainable growth in 2024 and beyond.

I thoroughly enjoy the longer days brought on by Spring, but the reality is we still only have 24 hours in a day. One of the things I love most about our company, regardless of the season, day or night, is that we bring *energy and a great attitude* to make the most of every day.

I am super proud to be on Team Progressive! It is an incredible honor to serve you. I remain humbled by the opportunity and wake up excited about the challenge. Thank you for what you continue to do each and every day!

The fresh produce business is fraught with imperfections. It's our *relentless pursuit of excellence* that will continue to separate us from our competition.

I am proud of the GOALS that all teams have set for themselves this year. It's fun to see us pushing for new heights.

When we work together as a team, we consistently deliver on our *mission of produce excellence thru partnership and performance*. The achievement of our Goals is always a result of our Teamwork.

Wherever you work, whatever your role, you are making a positive impact. It's the collective commitment from all the Great People at Progressive that makes all the difference!

Thank you to everyone who has reached out to me personally. Your input is appreciated, and I look forward to continuing to engage with you! **pq**

Best,

Marty Kamer is the CEO of Progressive Produce and can be reached at marty@progressiveproduce.com or by phone at 301.346.2009.



Our Progressive Hero Brenda Spidel

foreword by Marty Kamer



I consider myself fortunate to have the privilege to work directly with Brenda for the past 23 years. Seeing her recognized as a Progressive Hero is long overdue. This recognition will come as no surprise to those who have had the pleasure to interact with Brenda.

Brenda is *Right People Right Seat* personified. Recently, someone asked me what Brenda's current role entailed. My answer was simple, "Everything".

As Office Administrator for the Keystone Division, Brenda wears many hats and juggles many balls. Day or night, weekday or weekend, Brenda brings *energy and great attitude*, supporting every function and everyone at Keystone. Quite simply put, Brenda "makes work happen" while making everyone and everything better along the way.

For some, our Core Values is a concept that hangs on the wall and gets discussed in meetings. For Brenda, she lives it. To me, this means everything.

Brenda's passion for work is clear every day, as she exemplifies our Core Value, treat the business like you own it. Her peerless professionalism, pursuit of excellence, and productivity inspires me and many others.

I can't tell you how many times over the years, someone outside of our company has said "I wish we had somebody on our team like Brenda". I can tell you how many times over the years, Brenda has been a "lifesaver", when managing my business travels.

Congrats, Brenda! Thanks for all you do! **pj**

PQ: Walk us through your day at Keystone

Brenda: One thing for certain... each day at Keystone is different and challenging. My day can be filled with coordinating travel arrangements and meetings, preparing presentations and communications, as well as working with food safety and compliance.

The goal of being an administrative assistant is to take care of whatever is needed, welcome others to reach out with requests for help to complete tasks and projects, and give me opportunities to use my knowledge and learn new things. I always welcome the challenge when given a project that I may know little about, where I can research and complete it as needed.

When I joined Keystone, I was given the opportunity to learn about the produce business, bringing some things to Keystone from my past job experiences and, of utmost importance, adding new knowledge about pretty much all there is to learn about the produce industry.

What is your favorite produce item?

I enjoy all produce items!

What is the best piece of advice you've received?

Strive to not live in the past and always move forward. Holding a grudge does not make you strong. It makes you bitter. Forgiving doesn't make you weak it sets you free.

How many years have you been at Keystone?

23

What's something most people don't know about you?

My initial introduction to produce was as a kid to earn a little money - picking up potatoes from the fields, picking cherries, strawberries, and peaches. I sort of came "full circle" in the produce business.

How many years have you been in produce?

23



Brenda and Steve, her husband, both enjoyed their 50th High School Class Reunions recently.

What do you like to do in your free time?

“Me Time” - relaxing at the beach... sitting on the beach, walking for miles, and listening to live music.
 “Other Time” - enjoying our blended family of 6 Children and 17 Grandchildren. We have various activity schedules on our fridge throughout the year - from Dance to Girl’s Softball, Basketball, Field Hockey, Track, T-Ball, Middle School Baseball, and College Baseball.

What's on your bucket list?

I am taking a road trip to visit old friends and mentors whom I have not seen for some time. One of my key mentors, of whom I have fondest memories from the mobile hydraulic crane industry prior to Keystone, is 94 years old and lives on Skidaway Island in Savannah, GA. Savannah will be one of our first stops.

Which Core Value do you resonate with?

All Core Values are important to me. The core value I resonate with the most is that we work as a team and are always respectful of others. Some of the fondest days I will ever forget are those spent on my grandparent's farm during the summer. Everyone had their farm chores and worked as a team. Team effort and being respectful of others were instilled in me early on. I am fortunate to have the opportunity to work with employees who live our Core Values, including working as a team and respecting others.

If you had one superpower, what would it be and why?

To be a version of Superwoman and strive to bring peace and joy to the world. **pg**



“Brenda is the calm insightful support ensuring so many functions are on point. We are focused working in and on the business, while Brenda confirms that industry shows and meetings have equipment, presentation materials and fresh produce for professional exhibitions. She makes certain that reservations are made and we arrive to our many national and international destinations. She has even been known to find missing cell phones at international airports! That in itself is sorcery! The list of her contributions goes on and on! We are very fortunate and thankful to have Brenda as a co-worker!”

-- Ana Crider, Director of Finance and Admin



“One of Brenda’s greatest strengths, and she has many, but what I always think of, is her ability to plan travel. This task can easily be forgotten, but is so critical. Shows, Product for Displays at Shows, Particular needs at Shows including different events, Flights, Hotels, Rental Cars, Presentations needed, and everything you can ever possibly think of when it comes to travel – she is always on top of it. And she stays on top of it, so in the unlikely event something has to change (and it seems like this happens a lot), it’s never a worry because she is on top of it!!! Her trip itineraries make is so easy to travel, as we have all the pertinent information at our finger tips. Thank you Brenda, as your attention to detail and follow through for every aspect of travel, is just one of many tasks you do that make you a Progressive Hero to me!”

-- Mike Blume, VP of Sales and Marketing



“A Progressive Hero exemplifies our Core Values. When I think of Brenda, I think of someone who is kind, detail-oriented, and reliable. In all my years of working with Brenda, I have never heard her say an unkind word about anyone. Her organizational skills are unmatched, especially her famously detailed travel itineraries. I never have to worry about a travel emergency when I know that Brenda is only a phone call away. Brenda is a shining example of working as a team and always respecting others.”

-- Lisa Fetterhoff, Director of Operations



“When I think of Brenda, a smile immediately comes to my face. Brenda was my first introduction to Keystone Fruit Marketing. HR was told that we had acquired Keystone Fruit, and we were to fly back to meet everyone and set them up with all of our benefits and into Paycom. That sounded just fine until we realized we would be flying into Baltimore and traveling a few hours to Greencastle, which had something unfamiliar to us. SNOW! I started worrying since I had never driven in snow and was unfamiliar with the East Coast. Then Brenda came to the rescue! She called me and said I understand you will be joining us and wanted to see if you needed anything. At first, I was embarrassed to tell her, but then I decided to be honest and said, “Yes, we need help. We are two Southern California girls who don’t know anything about driving in snow and are worried.” She said, “Oh, don’t worry about that! We would never make you drive all that way in weather you aren’t familiar with. I have already booked a shuttle, and they will pick you up from the airport and take you to the hotel. Andrew will pick you up and bring you to our office in the morning. If you need anything else, just let me know.” Brenda was so kind and genuine that we immediately felt like this would be a great partnership. We have known each other for years now, and I can honestly say she is one of the nicest people I have ever met.”

-- Jeannie Berger, VP HR/Food Safety/IT/Admin

The Inspiring Story of Jessica Marisol Marroquín

BY: DR. OSCAR GUZMAN



In a candid and heartwarming interview, Mrs. Ana Marisol offers a glimpse into her daughter's remarkable journey, Jessica Marisol Marroquín, and the unwavering support of their family through trials and triumphs.

Their story, one of resilience and fortitude, inspires many.



Ana Marisol

Mrs. Marisol begins by reminiscing about Jessica's early years, recalling her daughter's unwavering love for education. "She loved school," Mrs. Marisol reminisces, her voice filled with pride. "It's been a part of her life since she was three years old."

Following Jessica's completion of her doctoral studies in social work at the University of Arizona in May 2023, she embarked on a new chapter in New Jersey, seizing a promising opportunity at Rutgers University. Despite the initial uncertainties of relocation, Jessica embraced the challenge wholeheartedly, finding fulfillment in her work. "She's discovering new passions and interests," Mrs. Marisol shares, her eyes lighting up with pride.



However, Jessica's journey to success was not without its challenges. Mrs. Marisol recounts her daughter's sacrifices to pursue her dreams, including juggling work and studies. "She never wavered, even when it became overwhelming," Mrs. Marisol reflects, her admiration for Jessica evident.

The interview takes a poignant turn as Mrs. Marisol reflects on the profound impact of their Guatemalan heritage on their family's narrative.

"We arrived in the United States in '93," she reveals, underscoring the challenges of acclimating to a new country and culture. "We make tremendous sacrifices to ensure a better opportunity for our children," she adds, expressing gratitude for the opportunities they've been afforded.

Throughout the conversation, Mrs. Marisol emphasizes the invaluable role of Progressive Produce, their employer, in supporting their family's aspirations. "Our job has been a financial and emotional lifeline," she notes. It's provided stability and allowed us to support Jessica in her endeavors. We had stability here, especially during the pandemic when work was uncertain for many others."

As the interview draws closer, Mrs. Marisol's pride in her daughter's accomplishments shines through. "We couldn't be prouder of Jessica," she beams. "She's determined to create a better life for herself, and we're here to cheer her on every step of the way."

In sharing their story, Mrs. Marisol hopes to inspire others facing similar challenges. "It's essential to acknowledge the resilience of immigrant families," she asserts. "We're grateful for the opportunities we've been given and committed to making the most of them."

pp

Introducing California Flat Sweet Onions from Progressive Farms

Discover the unique charm of California Flat Sweet Onions, exclusively brought to you by Progressive Farms. These onions are not just ordinary onions; they are a premium variety cultivated under the perfect conditions of the warm Californian sun. Their rich, sweet flavor makes them incredibly versatile and a must-have ingredient in your culinary repertoire.

Perfect for a variety of cooking techniques, these onions can transform your grilling adventures, enhance your sautéing, or add a crunchy, sweet, raw element to your salads and sandwiches. Each onion is carefully grown and harvested to ensure peak flavor and optimal freshness.

Experience the essence of California with every bite. Progressive Farms' California Flat Sweet Onions are more than just a food item; they are a way to bring a piece of California's agricultural excellence into your home. Available exclusively from Progressive Farms this May—prepare to taste the difference and elevate your meals with a product as vibrant and dynamic as the state itself. [pq](#)





**PROGRESSIVE
PRODUCE**

FROM THE FARM
— ESTD. —

SWEET ONIONS.

— 1967 —
TO YOUR KITCHEN

KEYSTONE

EST. K M 1977
F

FRUIT MARKETING

A DIVISION OF PROGRESSIVE PRODUCE LLC

EMBRACING TECHNOLOGY FOR ENHANCED FOOD SAFETY

Our Journey with Provision Analytics

by Arturo Coronado



In the fast-paced world of fresh produce, ensuring the best safety and quality of our products is a top priority at Progressive Produce. Our commitment to maintaining and exceeding industry standards in food safety is a journey that never ceases. We continue to innovate and adapt, ensuring that our standards not only meet but also set benchmarks in the

industry. Our committed dedication over the years has led to the creation of a solid internal food safety program. We rigorously comply with the Food Safety Modernization Act (FSMA), adhere to social compliance standards, sustainability and meet the high expectations of our customers. Our adherence to local, state, and federal laws, coupled with our commitment to delivering high-quality products, has been instrumental in establishing our reputation for excellence.

In our quest to always be at the vanguard of food safety, we are thrilled to partner with Provision Analytics, a company specialized in developing digital food safety solutions that redefine efficiency and effectiveness. Their cloud-based software is designed to streamline food safety and quality

assurance processes, making them more manageable and reliable than ever before.

This software is a game-changer for our operations. It simplifies recordkeeping with digital templates, automatic schedules, rules, and alerts that enhance compliance.

This system centralizes all food safety and quality data in one hub, providing automatic history tracking and customizable reporting. The software not only makes audits faster and more straightforward but also offers enhanced process analysis capabilities. This integration significantly reduces the risk of human error and ensures that we are always audit-ready, fully compliant with food safety regulations, and ahead in efficiency and accuracy.

The adoption of Provision's software is a pivotal step in our journey towards a safer and more technologically advanced future. It strengthens our commitment to being industry leaders in both the quality of our produce and the integrity of our food safety practices. As we embrace this new chapter, we invite our employees to continue to elevate our standards, ensuring that Progressive Produce remains synonymous with trust, quality, and innovation in the fresh produce industry. **pq**

YOUR TRIP JUST GOT BETTER

Introducing Travel and Remote Support Services!

by Alan Pizana



Exciting news! We've added a fantastic new category to our service request system – 'Travel and Remote Support.' This one's designed with your travel needs in mind, and we can't wait to tell you all about it.

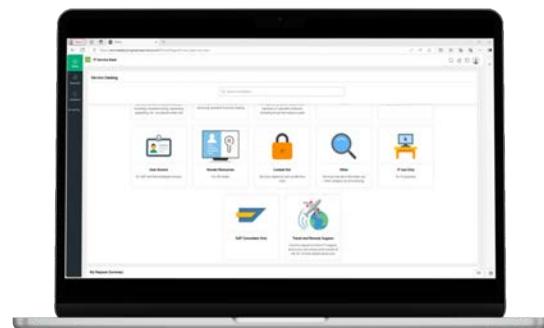
This category is your IT travel companion, specially crafted to make your tech experiences abroad,

especially outside the United States, hassle-free. Whether it's device connectivity, security measures, or any specific IT needs during your adventures, this category has got your back, ensuring a streamlined and efficient support experience.

By sharing this info upfront, you'll help our IT support team get prepped for your journey, ensuring a seamless and secure experience.

We're beyond excited to have you explore this new category and are here to provide top-notch support during your travels. If you have questions or encounter a bump in the road, don't hesitate to contact our fantastic support team.

Safe travels! **pq**



Here's how to use the new category:

- Log in to our service request system: <https://servicedesk.progressiveproduce.com>
- Select the "Travel and Remote Support" category when creating a new request.
- Fill in the details about your upcoming travel, the devices you'll be using, and any specific IT support requirements.

Use this request to inform IT support about your upcoming travel outside of the U.S.



Think Safety Work Safely

In February, we hosted a safety event featuring our updated safety logo with Chip's new friends, and everyone received goodie bags with themed treats and giveaways.

Thanks to everyone's dedication, we're fostering a culture of safety and well-being in our workplace! [pq](#)



**BAKED MAYAN SWEETS ONION DIP****INGREDIENTS****Dip**

- 2 cups Mayan Sweet Onions, diced
- 1 tbsp unsalted butter
- 8 oz whipped cream cheese
- 1 cup mayonnaise
- 1 cup Parmesan cheese, freshly grated
- 2 tsp black pepper, freshly ground

Topping

- 1 Mayan Sweet Onion, sliced
- 3 tbsp unsalted butter

Prep Time: 20 mins**Cook Time:** 55 mins**Servings:** 4**DIRECTIONS**

1. Preheat oven to 350° F. In a saucepan, melt 1 tbsp of butter over medium heat. Add diced sweet onion and sauté for 5–6 minutes. When sweet onions are softened and translucent, remove from heat and set aside to slightly cool.
2. In a bowl, combine whipped cream cheese, mayonnaise, Parmesan cheese, sautéed sweet onions, and pepper. Mix well.
3. Pour and gently spread the dip mixture into an 8" oven-safe baking dish. Bake for 50–55 minutes.
4. While the dip is baking, make your sautéed sweet onion topping. Using the same saucepan, melt 3 tbsp of butter over medium heat. Add the sweet onion slices and sauté for 10–12 minutes. When onions are softened and caramelized, remove from heat and set aside.
5. Remove baked sweet onion dip from the oven. The dip is done when it is melted, bubbling, and the top has a dark brown crust. Add caramelized sweet onions to the top.
6. Serve with your favorite pita chips, crackers, and baguette or veggies like sliced bell peppers, snap peas, carrots, and celery. Enjoy! **pq**



Jaime Greger, the Senior Marketing Coordinator at Progressive, is the mastermind behind the company's delicious recipes.

INGREDIENTS

- ½ lb (225g) chorizo sausage, diced
- 1 cup diced Russet potatoes (about 2 small potatoes)
- ½ cup diced onion
- ½ cup diced bell peppers (any color)
- 6 large eggs
- ¼ cup milk
- ½ cup shredded cheddar cheese
- Salt and pepper to taste
- Cooking spray or butter for greasing the muffin tin
- Jalapeno (optional)
- Fresh Chives (optional)

Prep Time: 25 min

Cook Time: 45 min

Servings: 6



POTATO CHORIZO EGG BITES - BY DR. OSCAR GUZMAN

DIRECTIONS

1. Preheat your oven to 350° F (175° C) and grease a 12-cup muffin tin with cooking spray or butter. This will prevent the egg bites from sticking.
2. Over medium heat, cook the diced chorizo in a skillet until it's browned and slightly crispy, about 5–7 minutes. Use a slotted spoon to remove the chorizo from the skillet and set it aside on a plate lined with paper towels to drain any excess grease.
3. Add the diced potatoes in the same skillet using the remaining chorizo grease. Cook for about 5–7 minutes or until they become tender and browned. Add the diced onion and bell peppers to the skillet and cook for 3–4 minutes until the vegetables are softened.
4. In a bowl, whisk together the eggs and milk until well combined. Season with salt and pepper to taste.
5. Divide the cooked chorizo evenly among the greased muffin cups. Spoon the cooked potato, onion, and bell pepper mixture over the chorizo in the muffin cups. Pour the egg mixture over the ingredients in each muffin cup, filling them about ¾ full. Sprinkle shredded cheddar cheese over each egg bite, and add a slice of jalapeno for spice.
6. Bake in the oven for 20–25 minutes or until the egg bites are set and lightly golden. To check for doneness, insert a toothpick into the center of one; it should come out clean when they're ready.
7. Allow the potato and chorizo egg bites to cool in the muffin tin for a few minutes before carefully removing them with a fork or knife. Garnish with fresh parsley or cilantro if desired, and enjoy! **pq**



UPCOMING Q2 ANNIVERSARIES

JESUS MONTOYA	47	SULEMA ALVAREZ-SALINAS	5
ROMUALDO GONZALEZ	38	VELEYIN CONTRERAS	5
RIGOBERTO MEZA HERNANDEZ	34	DENISE PALMER	5
MIGUEL LOPEZ	28	CAROLINA CARRILLO	5
TINA MARTIN	26	RUBEN HINOJOSA	5
JOSE QUEVEDO	25	TYLER STEELE	5
DAVE WALKER	25	DOMINIC DEFRANCO	5
BRENDA SPIDEL	23	GIL MARIN	4
ATILIO CALDERON	23	MISAEAL CONTRERAS	4
HERIBERTO GARCIA	22	ELIXANDRO ARIAS RAMIREZ	4
CESAR PACHECO HERNANDEZ	19	WILLIAM MENDEZ	4
GUILLERMO GARCIA	19	MIRIAM MARQUEZ	4
JOSE GABRIEL LUNA	19	LORENZA MARTINEZ	4
JESUS RAFAEL ESCOBAR CANALES	19	ADAN DE LA TOREE IBANEZ	4
BEATRIZ GUTIERREZ	18	BENITO RODRIGUES	4
JOEY JACKSON	17	JUAN VALDEZ	4
JUAN CHAVEZ	15	GUADALUPE BAUTISTA	4
CORY STAHL	15	MARVIN FUENTES	3
SHAWN RIKER	14	SANTIAGO DEL ANGEL RODRIGUEZ	3
LUIS MERCADO	13	OSCAR MOSQUEDA	3
JOSE MORALES JR	13	RAFAEL RAMIREZ	3
VERONICA RODARTE	13	FRANCISCO RAMOS	3
ANDY WEBB	13	JASON ADRIAN CORNEJO	2
JUAN BRAVO	13	ALEXISS SCOTT GONZALEZ	2
STUART GUERRA	13	CELEDINA DE GONZALEZ PARRA	2
SANDRA ROBLES	11	DARWIN RUIZ	2
ALEJANDRO PEREZ	10	EYLEEN SARAH PADILLA BANEGAS	2
ROBERTO CASTANEDA	10	VY PHUONG LE	2
MIYUKI ESCOBAR	10	CARLOS JUAREZ	2
ROBERTO MARTINEZ	9	BRANDO BECERRA	2
SHANNON BANTUGAN	8	DARWIN FRANCO OVIEDO	2
CAROLYN GAGNON	8	CRISTIAN ARGUETA	2
DENYS BOLANOS	8	RAMON FIGUEROA HERNANDEZ	1
DAVID LUNA	7	CLAUDIO MARTINEZ	1
VINCENT THOMAS SALDANA	7	NARCISO RODRIGUEZ	1
JESSICA PARRA	7	JOHNNY ABDOU	1
SEAN BARGANSKI	7	MARIAELENA DE ARELLANO	1
BARYA HOEL	6	DANILO MORA	1
FRANCISCO JAVIE PLACENCIA	6	FIDEL CRUZ RUIZ	1
ARTURO CORONADO	6	MARIA FLORES	1
SARAI GARCIA	6	HENRY ARAGON	1
TARA OLSON	6	ISRAEL CEBALLOS	1
HERIBERTO HIDALGO	6	JESUS TORRES	1
ALAN WONG	6	MIGUEL CASTELON	1
DURCMON TREVARR KIRK	6	MAINOR JOSUE VELASQUEZ	1
JOSE ALBERTO ROMERO GARCIA	6	EDWIN ELI VELASQUEZ SANDOVAL	1
ROBIN OWENS	6	MAURITANIA GARCIA	1
MARIO HERNANDEZ PENA	5	JHONATA SIMON	1

YEARS OF SERVICE THROUGH 2024

Upcoming Birthdays

April

1 - Galo Ibarra Yanez and Amber Reyna
2 - Gil Marin and Yolanda Vargas Martinez
3 - Misael Contreras, Heriberto Hidalgo, and Elixandro Aria Ramirez
5 - Alan Pizana
7 - William Mendez
8 - Roberto Castaneda, Roberto Rincon Gonzalez, and Brenda Spidel
9 - Jose Quevedo

10 - Francisco Javie Placencia and Ralph Tafolla
11 - Veronica Cordova
13 - Mirian Luna and Miriam Marquez
14 - Jorge Sanchez
15 - Ramon Pena Juarez
19 - Esteban Montoya and Paul Boulanger
21 - Noemi Diaz
23 - Jose Alberto Romero Garcia
26 - Tyler Steele
27 - Lorenza Martinez
30 - Raymundo Flores

May

1 - Alejandro Perez
6 - Alexiss Gonzalez
8 - Cesar Luis Escobar Sibrian
10 - Antonio Jara Vazquez, Jesse Montoya, and Joey Jackson
17 - Edgar Guerra Jr and Julio Escobar
19 - Robert Barratt

25 - Juan Bravo
26 - Eduardo Zazueta
27 - Andrew Rorie
28 - Atilio Calderon
29 - Alex Taxis

June

2 - Israel Parra and John Spigler
3 - Gabriela Nino De Rivera
4 - Dan Borer
6 - Norberto Veronica Bustos, Luis Alcides Escobar Canales, and Andrew Mashler
7 - Alejandro Gonzalez
9 - Jason Adrian Cornejo and Willy Tol
12 - Miguel Lopez
17 - Juan Valdez

19 - Denys Bolanos
24 - Juan Pablo Gonzalez
25 - Daniel Rosinski
26 - Pablo Moreno Martinez, Maria Cedenos Montes, and Guadalupe Bautista
27 - Sarai Garcia
30 - Luis Arevalos Rincon

Stay healthy and stay on budget

Living healthier can seem like a lot of extra work and expense. But eating fresh, quality foods and staying active don't have to drain your bank account. With the right plan, you may find that healthier choices can actually save you money.



6 budget-friendly ways to maintain your health



1. Plan your grocery trips

Make a shopping list before you head to the store. Don't shop when you're hungry. You're more likely to grab treats you don't really need. Stock up when healthy foods you like are on sale.



2. Keep up with your health

Stay up to date with all your health check-ups, including dental and vision. Regular doctor's visits can help prevent health issues or catch them early.



3. Switch to water

Swap sugary soda, sports drinks or juice with plain water. It's free and helps you flush waste out of your body.



4. Find free ways to be more active

You can stay active without joining a fancy gym. Go for a hike on a local trail. Crank up some music and dance in your living room or garden. Spend a sunny day doing yard work.



5. Ditch tobacco

Using tobacco is bad for your health and your wallet. If you smoke a pack a day, quitting can save you up to \$2,340 per year.³ You can also lower your risk of heart and lung disease and many cancers.



6. Manage your stress

Instead of retail therapy, find low-cost ways to chill. Read a book. Take a warm bath. Meet a friend to walk and chat. Learn a deep-breathing practice.



DID YOU KNOW?

Replacing one daily can of regular soda with plain water saves around 56,000 calories and \$185 per year^{1,2}



For legal disclaimers, scan the QR code or visit [Aet.na/Disclaimers](https://aet.na/Disclaimers).

¹CDC.gov. "Rethink Your Drink," Reviewed June 7, 2022. https://www.cdc.gov/healthyweight/healthy_eating/drinks.html

²Canton Repository: "Will there be an end to the soda price increase? Not likely. Here's why." Sept. 9, 2022. <https://www.cantonrep.com/story/lifestyle/food/2022/09/09/no-end-in-sight-to-the-soda-price-increase-heres-why-inflation-pepsi-co-coca-cola/65468587007/>

³Smokefree.gov, "Quit for My Finances," Accessed Oct. 16, 2023. <https://60plus.smokefree.gov/quit-smoking-60plus/why-you-should-quit/quit-for-my-finances>

Change your habits, change your life

We all have habits – some good, some not so much. But did you know you can train your brain to form new, healthier habits?

Here are some ways to make changes for the better:



5 tips to create healthier habits



1. Set SMART goals.

SMART stands for Specific, Measurable, Attainable, Realistic and Timely. For example, if you want to eat more fruits and veggies, set a SMART goal. Pledge to eat at least two fresh fruits or veggies each day for one week.



2. Pick a time and place.

Habits are more likely to stick if you work them into your regular routine. So if you always watch the news after work, take a 30-minute walk on the treadmill at the same time.



3. Replace your old habits with new ones.

Swap old habits for new, healthier ones to retrain your brain. Maybe you drink coffee with sugar every morning before work. Instead, drink hot herbal tea with a teaspoon of honey.



4. Don't let slip ups knock you off track.

On busy or stressful days, you may forget and fall back into your old routine. Don't be hard on yourself. Just try to get back to your new habit the next day.



5. Give yourself time to adjust.

It takes an average of 66 days for a change to become a habit. Some people take much longer.¹ Be patient with yourself. In time, you may find that you don't miss your old habits.



DID YOU KNOW?

There are actually 4 parts to any habit:²

- **The cue** – sparks the behavior
- **The craving** – drives us forward
- **The response** – the habit itself
- **The reward** – how we feel afterward



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¹Gardner B, Lally P, Wardle J. Making health habitual: the psychology of 'habit-formation' and general practice. Br J Gen Pract. 2012 Dec;62(605):664-6. doi: 10.3399/bjgp12X659466. PMID: 23211256; PMCID: PMC3505409. Available at <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3505409/>

²Clear J. How To Start New Habits That Actually Stick. Available at <https://jamesclear.com/three-steps-habit-change>. Accessed October 25, 2023.



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