



**5TH THURSDAY
CHECK-IN**



Photo Contest: Fall Memories

Greetings, IntegrITS Family! Inspired by the autumn leaves, we're changing things up a bit for this 5th Thursday Check-In. In lieu of IntegrITS Trivia, we are introducing our first ever photo contest! Our IntegrITS Family is spread across so many locations, and we would like to create increasingly more opportunities for us to connect and learn about each other. This photo contest's theme is "Fall Memories."

Here are the details:

Our Fall Memory Photo Contest is open to all members of the IntegrITS Family. Submit a photo you have taken (or that has been taken of you and/or your friends/family) that documents one of your fall memories. The photo can be from this year or years past. You can share any photo memory, but here are a few examples if you need help thinking of ideas:

- A photo from one of your favorite fall vacations
- An artistic photo capturing fall foliage
- Family and/or friends gathering for the holidays

All photo entries will be published in the November 21st issue of *The IntegrITS Digest*. You have from today through November 20th to submit your photo. We will then open it up to all employees to vote for their favorite photo submission.

The top three contestants with the most votes will receive a \$50 electronic Amazon gift card!

Submit your photo entry here: <https://integrits.com/photo-contest-fall-memories/>

Submission deadline: November 20, 2024 | 5pm (PST)

(Limited to one submission per employee)

Entries will be published in our November 21 issue of *The IntegrITS Digest*.

Voting will be open from November 21 - December 4.

Winners will be announced in our December 5 issue of *The IntegrITS Digest*.

5 Ideas for the Holiday Season



1. Curate a list of positive conversation starters for the Thanksgiving dinner table.

There is always talk this time of year about conversation topics to avoid at the Thanksgiving table. However, let's flip the script and think about the connections we hope to make with our friends and family around the dinner table. You can come up with your own questions, or you can use the following resource to help you build a list of conversation starters.

Resource: [Conversation Starters for Thanksgiving – Free Printable](#)



2. Incorporate a new décor trend into your holiday decorations.

Disco balls, pastels, and ribbons galore are trending this year. Sounds a bit strange on paper, but click on the article below to see how these unique designs can make your home stand out this holiday season!

Article: [These 5 Red-Hot Christmas Decorating Trends Are Coming to Town in 2024](#)



3. Make our own advent calendar.

Countdown the days until Christmas with a creative, DIY advent calendar this year.

Article: [12 Creative Advent Calendars You Can Make to Count Down the Days Until Christmas](#)

5 Ideas for the Holiday Season (cont.)



4. Try a new holiday recipe.

Pumpkin spice chocolate chip cookies. Turkey cranberry sliders. Curried sweet chili ribs. We came across these and hundreds of other mouthwatering recipes at the website below. Whether you find a recipe using this resource or elsewhere, learning how to cook something new can be a fun holiday activity for you and your family!

Website: [bon appetit - Holidays](#)



5. Consider hosting a holiday party.

From a small potluck dinner at your home to a large party at a venue, there are options for gathering family and friends that cater to every type of host. If you decide to host a gathering, we came across an article with planning recommendations that might be helpful to you.

Article: [The ultimate Christmas and holiday party planning guide](#)



Tip of the Week

Daylight saving time ends this Sunday, November 3, and our clocks will “fall back” an hour at 2am. Our IntegrITS Family located in states that do not observe daylight saving time will miss out on getting an extra hour of sleep this weekend, but you can always go to bed an hour earlier than usual if you'd like to join in!

We recently announced that Calm Health is now available to UnitedHealthcare members at no additional cost as part of your health plan. Calm has provided tips on adjusting to when daylight saving time begins and ends. The article also includes resources within the Calm app that might help your body adjust. [Click here](#) to learn more.



The IntegrITS Suggestion Box

We have created a space online where you can submit feedback, questions, or any other insight you have. Suggestion box entries are submitted anonymously, however, if you would like our Team to reach out to you individually, you can include your name and contact information. [Click here to visit The IntegrITS Suggestion Box.](#)



Coming Soon

Join us next Thursday for another message from Mr. Carter in The CEO's Corner.

Employee Referral Bonus Program

At the end of each quarter, everyone who refers a prospective employee who makes it to the interview process will be entered into a raffle for a \$500 gift card. We will select two winners from this pool of contestants—meaning two people have the chance to win a \$500 gift card each quarter! Furthermore, we will enter all employees who refer a job applicant into another raffle (regardless of the stage they make it to in the hiring process), with the winner receiving a \$250 gift card.

We have a number of job openings across multiple IntegrITS locations ([IntegrITS Opportunity Central](#)). Let's work together to find the best candidates for these open positions!

Comments / Questions

If you have any comments or questions about this week's newsletter, email us at news@integrits.com.

We have also created a website where we are storing the archives of all our newsletters to date:
<https://integrits.com/digest-archives/>.



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You are receiving this email because you are one of our incredible IntegrITS Employees, or you are an extended member of the IntegrITS Family.

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