

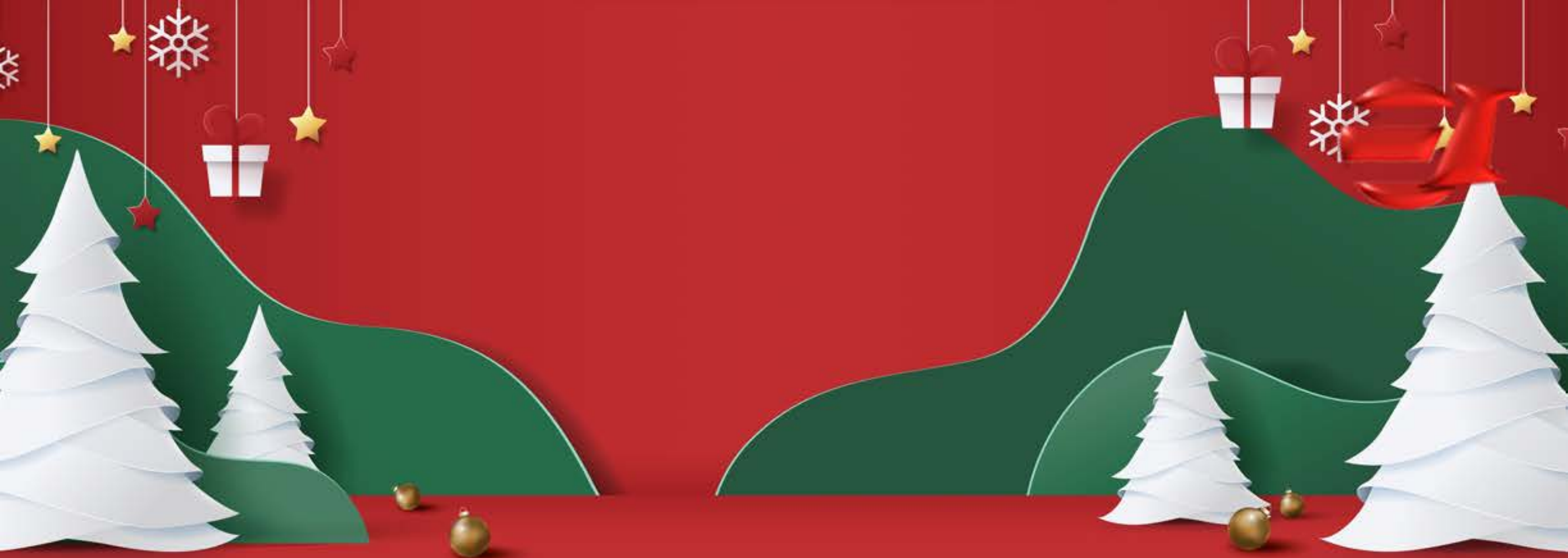


THE INTEGRITY'S DIGEST

NOVEMBER 30, 2023



5TH THURSDAY CHECK-IN



5th Thursday Check-In

Greetings, IntegrITS Family! We made it to another 5th Thursday Check-in. We hope you had a wonderful Thanksgiving holiday last week alongside family and friends. In keeping with the holiday spirit, today's Digest highlights 10 tips and ideas for December activities. But first, let's kick things off with a 5th Thursday trivia question:

Coffee is on Us!

The first 20 employees to email news@integrits.com with the correct answer to the trivia question below will win a \$10 gift card to Starbucks!

(NOTE: The gift cards will be sent to winners via email. We will simply reply to the email address you used to submit your answer, unless you indicate another preferred email address along with your response. If you do not receive a response from us, that means your answer is incorrect or we've unfortunately already awarded the 20 gift cards.)

Trivia Question:

Fill in the blanks: In an edition of "On Target with CCG," the team at Cooper Capital Group talked about _____-_____ funds that are designed to achieve growth early in your working years and then automatically shift to a more conservative allocation as you age closer to your retirement goal.

Note: you can find an archive of all our newsletters [here](#).

10 Christmas Ideas

1. Enjoy Christmas Lights



Grab a to-go cup of hot chocolate, bundle up, and take a walk through your neighborhood or drive around town to enjoy Christmas lights. If you'd like to add some more fun, [click here](#) to access a Christmas lights scavenger hunt sheet that you can bring along with you!

2. Host a Christmas Movie Marathon



Gather your family and/or friends for a Christmas movie marathon. [Click here](#) for an article we found listing where the best Christmas movies are streaming.

10 Christmas Ideas (cont.)

3. Make Stovetop Potpourri



Fill your home with the aromas of Christmas by whipping up some stovetop potpourri. [Click here](#) for a recipe.

4. Host an Outdoor Photo Contest



If you're hosting a gathering and would like to get some fresh air with your guests, consider popping outside for an outdoor photo contest. Have everyone grab their phones, head outside, and set a time for everyone to meet back up at a designated place. You can designate a judge to crown the photo contest winner! Source: [Outdoor Goodness](#)

10 Christmas Ideas (cont.)

5. Give an Unexpected Gift



Think of a population in your community that may not be able to celebrate with friends and family this Christmas season. Can you gift them something that might bring them holiday cheer? For example, consider reaching out to a nursing home to see if there are any residents who would especially benefit from knowing someone is thinking of them. Source: [Good Housekeeping](#)

6. Add a Christmas Tree Alternative to Your Décor



If you're wanting to spice up your decorating game, click here to gather ideas for Christmas tree alternatives. Source: [Country Living](#)

10 Christmas Ideas (cont.)

7. Host a “Favorite Things” Gift Exchange



We all have those items that we really enjoy or can't live without. Consider hosting a gift exchange where you all get to share your favorite things. You can facilitate the gift exchange like you would a White Elephant exchange. Set a price limit that is appropriate for your group and see what gifts your friends and family bring! Source: [Good Housekeeping](#)

8. Make a Christmas Wreath



We are amazed by how many variations of Christmas wreaths people have come up with. If you enjoy DIY projects, [click here](#) to check out a number of Christmas wreath ideas you can create on your own!

10 Christmas Ideas (cont.)

9. Create an Atmosphere of Hygge



Hygge is “a quality of coziness and comfortable conviviality that engenders a feeling of contentment or well-being (regarded as a defining characteristic of Danish culture).”

Here are some ways you can create an atmosphere of hygge this holiday season:

- Add fuzzy blankets and pillows all around your home
- Have lots of plants
- Put warm light throughout your home with soft lamps and fairy lights
- Include lots of natural materials, like wood and twine
- Decorate with memorabilia that makes you feel happy
- Always have yummy treats available!

Source: [In Its Season](#)



10 Christmas Ideas (cont.)

10. Rest

The Christmas season is notoriously busy, and we believe it is important to also have a plan for how you will rest and manage stress this season. Here is an excerpt from The Gottman Institute that we found especially helpful:

REST FROM “MAKING THE ROUNDS”

The first way to have a restful holiday is to cut out all the extra visits. You can spend so much time traveling to visit friends and extended family that you neglect your own holiday rituals. Sit down and decide which visits to prioritize, while putting your immediate family first. This may cause friction. However, consider a plan that allows you to connect in a more meaningful way with your closest loved ones.

REST FROM COOKING

In addition to making the rounds, another holiday time hogger is cooking. Now, cooking favorite recipes can be a fun tradition and one that connects families to their roots. But, it can often fall disproportionately to one family member. While everyone else enjoys the festivities, they work tirelessly in the kitchen. Keep it simple and order takeout. Maybe a unique non-traditional holiday carryout meal can be a new ritual that allows everyone to relax rather than worry about the menu.

REST FROM RUSHING GIFT TIME

A third highlight of the holiday season is exchanging gifts. So much careful time is spent shopping, wrapping, decorating, and waiting for the time to open them. Yet, in a matter of minutes, wrapping paper is obliterated and all gifts opened in a flurry. Instead, families can consider slowing down the process and opening gifts one by one. That way, everyone takes part in seeing what others gave and received. That level of restraint might take younger family members time to get used to, but it can make such a difference in actually connecting to each other during that sacred time of sharing.

REST FOR REST’S SAKE

Another idea for having a restful holiday is to, well, rest. Pick at least one “lazy day” during holiday vacation and try not to lift a finger. Cozy up in your matching family onesies, make hot chocolate and watch a movie marathon of your choosing. Or, immerse yourselves in your individual favorite activities while seated in the same room (such as the kids playing on their tablets while the adults read or take a nap on the couch). The purpose here is to pause from the constant activities that mark the season and actually rest and recharge. Make your holiday feel like an actual holiday.

REST FROM THE YEAR

A final suggestion for a restful holiday is to take time to rest from the year. This entails quiet reflection on the highs and lows of the previous twelve months. Think about what challenged you and what changed you. What hopes do you hold for the future? Then, do this individually, with your partner, or with your kids. Get quiet and be still to contemplate where you have been and where you are going.



Tip of the Week

As a reminder, open enrollment for the Insperity Health Care Flexible Spending Account Plan (FSA) has begun!

Enrollment will be open until December 31, 2023. To begin a Flexible Spending Account Plan or continue participation in the health care FSA each year, you must submit a new election during this annual open enrollment period. To enroll, login to the [Insperity Portal](#) and select “Enroll” next to the Insperity Health Care Flexible Spending Account Plan section in “Benefits.”

If you enroll by today, Nov. 30, your Health Care FSA will be active, and your funds will be available on your Health Care Spending Card (a debit MasterCard® issued by UnitedHealthcare) on Jan. 1, 2024.

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!

COMING SOON

We'll be back next week with another CEO's Corner from Mr. Carter.



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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