

2024 Goal-Setting is Here!



The Goal-Setting phase of our performance management process (PMP) at Brink's is getting underway this month. This year, we are introducing a new interactive job aid video and live workshops designed to help everyone develop meaningful goals that align with and contribute to organizational success.

Everyone will be encouraged to watch the video and join the workshops to apply the tools to prepare for their goal-setting meetings in February/March. Goal-setting meetings may take place during or after your 2023 Annual Performance Review.

Important Reminders:

- Create **SMART Goals** (Specific, Measurable, Achievable, Relevant, Time Based) – More to come in the upcoming live workshops
- 2023 Performance Review Ratings (Manager Eval & 2nd Level Approval) are due in Workday by **February 9**
- **Watch the interactive goal-setting video in the “Quick Links” section below!**
- 2024 Goals are due in Workday on **March 15**

Watch your email for more information on goals and let's make 2024 a great year!

**The Performance Management Process (PMP) does not apply to every employee. Check with your manager to confirm your PMP status*

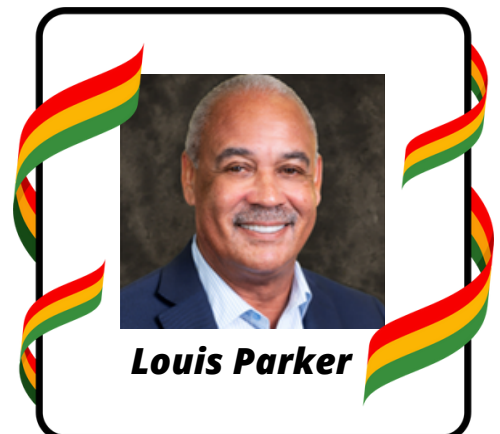
Save the Date: Black History Month Special Event

Join UNITY for the Black History Month special event **February 8** featuring **Louis Parker, Brink's Board of Directors member**. He will share **“Leadership Lessons”** from his successful business career.

Louis is the Co-Founder and Emeritus Board Member of Visible Men Academy, a transformational public, tuition-free K-5 charter school for at-risk boys, which he co-founded in 2012.

Throughout his career at IBM, Morgan Stanley, ADP and GE, he served in various leadership roles. Louis was Chief Executive Officer for multiple business lines within GE Capital, the financial services division of General Electric Company, and GE.

Please save the date for our live event at the Coppell office or the live broadcast for the entire U.S. team.



Welcome Ute Quinn, Brink's SVP & General Counsel



Ute Quinn

We are pleased to announce Ute Quinn as **SVP & General Counsel for Brink's North America, starting today.**

In this role, Ute will lead the North America legal team in providing advice and counsel on legal matters across the business. She will serve as a member of the North America Senior Leadership Team and the Global Legal Leadership Team.

Ute is a strategic legal business partner with significant experience advising companies in the areas of complex commercial transactions, conflict resolution, and risk, regulatory and compliance, most recently as Group General Counsel, Corporate Secretary & Chief Compliance Officer for DNO ASA in Oslo, Norway.

Ute received her bachelor's degree from Vassar College and her Juris Doctor from Temple University School of Law.

Please join us in extending a warm Brink's welcome to Ute!

Cyber Hacks: What is Open Source?

'Open source' refers to software programs whose **source code is freely available for users to view, modify, and distribute.** When it comes to company data, the dangers of using open-source tools include potential security vulnerabilities, lack of official support, and outdated security updates. As a result, these vulnerabilities can cause malware to enter the supply chain at any point, from initial code contributions to the final product. An attacker can take advantage of a single component in the chain, compromising the entire system and putting sensitive data at risk.



There are two major risks with using open-source tools:

- **Vulnerabilities.** These may include known vulnerabilities, vulnerabilities inherited from other libraries, vulnerabilities that have been fixed but reappear because of library versioning, and zero-days and half-day vulnerabilities about which little is known, making it possible for criminals to exploit them more easily.
- **Malware.** Sophisticated attackers are now using simple techniques to create libraries that appear to be innocent but contain malicious code.

In February, we will celebrate Black History Month with UNITY & host the Valentines Day Poetry Contest online.



Brink's Career Opportunities

Imagine the Possibilities...

To browse and apply to internal job opportunities in Workday:

- Go to <https://brinks.okta.com> in your internet browser
- Select Workday
- Select the Career icon
- Browse and apply to internal positions

Region 1

- Boise, ID - Cash Supervisor
- Oakland, CA - Full-time Trainer

Region 2

- Kansas City, MO - Branch Manager
- Minneapolis, MN - Branch Manager

Region 3

- Cincinnati, OH - Cash Supervisor
- Milwaukee, WI - Branch Manager
- Minneapolis, MN - Branch Manager
- Richmond, VA - Full-time Trainer

Region 4

- Philadelphia, PA - Vault Manager
- Maywood, NJ - Cash Manager
- Syracuse, NY - Branch Manager
- Maywood, NJ - Route Manager

Region 5

- Winston-Salem, NC - Vault Supervisor

BGS Openings

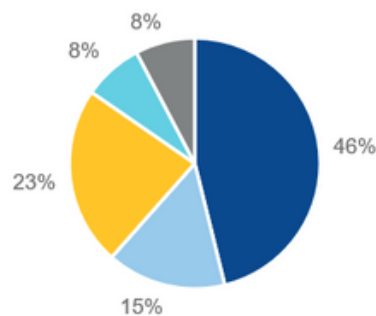
- New York, NY - Trade Show Manager
- New York, NY - Staff Accountant
- Salt Lake City, Utah - Quality Assurance Coordinator (Auditor)
- Salt Lake City, Utah - Inventory Control Coordinator
- WFH - Show Coordinator P/T
- LA, California - Manager Vault Services



Perry Wants to Know: *Question of the Week Results*



What is your New Year's Resolution?



- Improve overall health
- More time for self-care
- Improve finances
- Learn a new skill
- More time with family & friends



Check the Brink's Proud App or COSC Kiosk for a new question this week, we appreciate your participation!