

Honoring Hispanic Heritage Month & Mexican Independence Day

Mexican Independence Day is celebrated on **September 16** to commemorate the start of the Mexican War of Independence from Spain in 1810. The day is celebrated with parades, parties, and other festivities. **See the next page to learn more about how we are honoring Hispanic Heritage Month!**



one **BRINKS** mobile app



Our Miami team is doing a fantastic job improving the appearance of their branch and making it more Lean.

To boost team engagement they have renovated the break room, implemented an employee wall, gathered feedback, and more.

They even added a popcorn machine to boost morale and it has been a huge hit!

Visit the One Brink's app to read more and see pictures!

Benefits Open Enrollment Coming Soon

Action Required to Avoid Surcharge in 2025

Open Enrollment is just around the corner, and at Brink's, we are committed to supporting our employees, and offering a competitive benefits package. Nearly every year, healthcare costs continue to rise faster than almost any other company expense. In 2025, costs are projected to increase by 8 to 12 percent. Part of our commitment to you is to cover most of the cost increase so that you only see a small change in your monthly medical premiums.

However, to take advantage of this, **you need to complete two important steps:**

- 1. Download the Sydney app and register via the website.**
- 2. Complete your annual physical exam**

By completing these steps and enrolling in one of our Anthem plans, you will only see a marginal increase in your monthly premiums.

What happens if I don't complete these steps?

If you do not complete both actions, you will not only see a marginal increase in your monthly premiums but also incur a **\$50 monthly surcharge** on your medical premiums starting March 1, 2025, if enrolled in one of our Anthem medical plans.

When do I need to complete these steps?

- **By December 31, 2024 - no surcharge**
- **Between January 1, 2025 and February 28, 2025** - Surcharge begins March 1, 2025, but any surcharge collected will be reimbursed to you on your last paycheck in May 2025.
- **If you do not complete both steps by February 28, 2025** - Surcharge starts on March 1, 2025, and will remain in effect for the rest of the year.

Why is an annual physical important?

Regular annual physicals help detect potential health issues early, preventing costly emergency visits and catastrophic health events. By taking proactive steps with your health, you help control costs for everyone.

Need help finding a provider?

If you don't have a primary care provider, **register with Sydney** to explore in-network providers in your area. If scheduling a physical before February 2025 is challenging, you can request a **Home Kit through Catapult** to complete your physical at home.

If you have any questions, contact the Benefits Support Center at bsc@brinksinc.com or 866-248-3424. Please see the Quick Links section below for more information.



News You Can Use

Celebrating Hispanic Heritage Month @ Brink's

Yesterday marked the beginning of Hispanic Heritage Month. From **September 15 – October 15** we will celebrate the many contributions of Hispanic and Latinx Americans in the U.S.

The 2024 theme is **“Pioneers of Change: Shaping the Future Together.”** We will continue to recognize the achievements of Hispanic and Latinx Americans in the fields of business, medicine, education, sports, and health in our internal communications.

On the next page, you will see **a special section in the One Brink's Dashboard** that highlights history makers and a meaningful quote from them.

Also, **be sure to check the One Brink's app** for our Hispanic Heritage Month channel where we will feature a prominent figure each day.

As always, we encourage you to engage, listen and learn more about cultures and experiences that may be different from your own.

Let's make this a great Hispanic Heritage Month!

To learn more about our Latinx Employee Resource Group or become a member, please reach out to the team by email: **pueblo@brinksinc.com** or visit our page on the One Brink's app, and watch a video from Pueblo ERG leadership.



A Closer Look



Customer Focus:



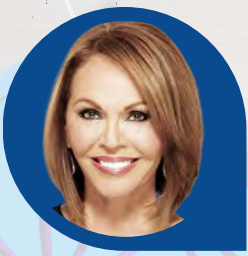
Baja Fresh is an **American chain of fast-casual Tex Mex restaurants** founded in California, in 1990 and headquartered in Scottsdale, Arizona.

The chain emphasizes fresh ingredients, each restaurant featuring a self-serve salsa bar.

At the time of its acquisition in 2016, the chain operated 162 restaurants in the United States, Dubai, and Singapore, most of which are franchised.

Let's continue to provide top quality service to Baja Fresh, **a valued Brink's customer.**





Maria Elena Salinas

With more than 30 years on screen, Maria Elena Salinas is the longest running female news anchor on U.S. television and was the first Latina to receive a Lifetime Achievement Emmy.

“My passions have remained the same: the Latino community, empowering women, and supporting Latino students and education.”

José Andrés

José Andrés is a Spanish chef, author and humanitarian and owner of numerous restaurants around the world. Andrés is also the founder of the nonprofit World Central Kitchen, a non-government organization that provides food relief to countries after natural disasters.



“The modernity of yesterday is the tradition of today, and the modernity of today will be tradition tomorrow.”



Luis von Ahn

Luis von Ahn created CAPTCHA, a cybersecurity system designed to block spam bots by generating random challenge-response tests for human verification. He later provided the program to Yahoo at no cost.

We use CAPTCHA for cybersecurity at Brink’s!



Coming Soon! Team Brink’s – Better Together

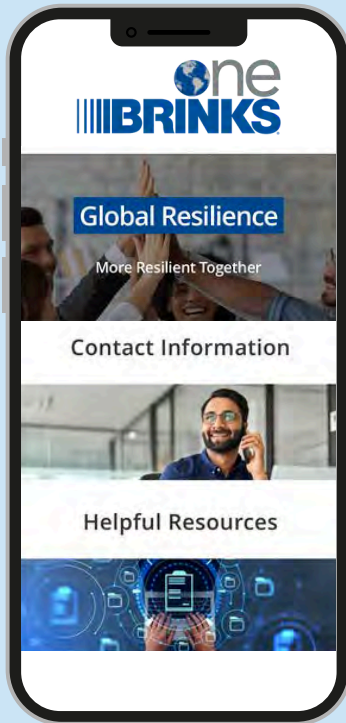
Our transformation journey at Brink’s has led us to **reimagine our purpose, vision, and values** that will serve as the roadmap to our future success.

The **new strategy and principles** are designed to unite Brink’s team members across the organization because we believe that we are Better Together than we are working in silos.

Mark your calendars for **September 30 – October 4** for our **Team Brink’s – Better Together** global launch week. During this week, we will share important messages, videos and information – **stay tuned!**



New Global Resilience Page on One Brink's App



The Global Business Resilience Team **now has their own page** on the One Brink's app!

- You will find the "Global Resilience" section on the bottom right of the home page.
- **Contact information, recovery tips and resources** – including Branch Business Resilience Playbook – are available on the page.
- You can visit the **social wall at the bottom** to hear directly from the team about major events impacting our branches.

For any questions, please reach out to the team at

GlobalBusinessResilienceTeam@brinksinc.com



Stay In the Loop

New Password Policy Requirements At Least 15 Characters Required

This month, the Global IT team is implementing **new password requirements** to align with updated information **security management policies**.



Here's a Look at What's Changing:

- Active Directory user account passwords **must be at least 15 characters long**.
- Active Directory accounts with beyond normal user level permissions, must have passwords **at least 16 characters long**.
- For Windows logins, Active Directory will begin to enforce the enhanced password lengths **this month**.
- The 15-character password requirement does not apply to application passwords for apps that are not integrated with Active Directory.

Please check your email for more information and for questions, contact BeCyberAware@brinksinc.com

E&C Week Begins Next Monday

The Pinnacle Award winning **Ethics and Compliance Week** is **returning September 23–27**. This year's awareness and learning event will focus on the global theme, ***We Do What's Right***.

Brink's team members will **receive special communications** featuring senior leaders sharing the importance of ethics and compliance in the workplace. The week also include events, games and prizes, depending on your location.

Thanks in advance for your participation & engagement!