

TEAM MEMBER

NEWSLETTER APRIL 2022 ISSUE 51



4M Mission: To provide world-class, innovative Building Solutions to world-class partners with energy, enthusiasm and excitement by Team Members who share in the success of 4M.

**CAUTION
WET FLOOR**



BEHAVIOR-BASED SAFETY AT 4M

Why do accidents happen? Very often, injuries occur in the workplace because of unsafe habits that workers have created. The critical question is WHY these bad habits formed in the first place. The answer may be as simple as taking a shortcut to complete a job quicker even though there was a significant risk of injury. For example, a 4M Team Member may have taken the shortcut many times in the past without consequence or harm. He may then incorrectly conclude that taking the shortcut has little or no risk for injury. The reality is that there was and is a substantial risk of injury. Still, the worker had avoided injury just out of luck, or ultimately lousy luck if he is later injured.

The science of behavior-based safety (BBS) is certainly not new, having its roots dating back to the 1930s. Herbert William Heinrich, who worked for Travelers Insurance, conducted accident studies and concluded that 88% of workplace injuries occurred from “man failures,” which were unsafe actions/ behaviors of workers. Dr. E. Scott Geller of Safety Performance Solutions coined the phrase “behavior-based safety” in 1979. BBS focuses on what people do, analyzes why they do it, and then applies a research-supported intervention strategy to improve safety for what people do. The ultimate goal of BBS is to prevent injuries through thoughtful, proactive intervention on those at-risk behaviors that can result in injury.

At 4M, our version of behavior-based safety starts with what we call “safety observations.” Supervisors and managers conduct planned “safety observations” every month. By observing Team Members at work, supervisors determine if some “critical behaviors” occur. Critical behaviors have a high potential for causing injury based on research of our accident history at 4M. For example, we have found that a significant number of severe strain and sprain injuries have occurred in the past by workers who overfill brute barrels with trash and then try to pull the excessively heavy bags out of the brute. By recognizing this critical behavior, we created intervention strategies and training protocols to minimize this unsafe practice.

**WHAT'S
INSIDE**



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WELLNESS
CORNER**

New and Improved!

SAFETY BINGO

More Winners. More Dollars. A Safer 4M!

Developing everyday safety habits keep everyone at 4M injury-free throughout the year. Working safely means talking about safety. Every day. It just makes sense to have fun in the process.

That is the point of Safety Bingo: keep safety top of mind by adding it into our everyday discussions.

But what's the link between safety and Bingo?

First, a bit of history. 4M Building Solutions drew its first Safety Bingo number about 15 years ago. We have made game adjustments through the years, but nothing like this year's game changes, which are the biggest and the best, including...

- Multiple winners (same day) collect the total prizes (no splitting winnings).
- If you win, you get the entire prize — 4M pays the taxes!
- More ways to check-in! Text, eHub, Email, and Friday Facebook Live (participate Fridays for even more incentives.)

If you are new to the company, or you are a 4M Team Member who has gotten away from blotting your card, here is how the program works. Consecutive accident-free days lead to daily Bingo number picks Monday through Friday.

A safety message accompanies every Bingo number. The game goes on for four months (or until a full card is drawn.) As safety habits take root, the company racks up more consecutive accident-free days, leading to more BINGO numbers drawn, resulting in increased chances for every single 4M Team Member to win cash — up to a **\$4,000 cash prize**.

A serious accident, though—anywhere in the company—suspends play for three to five days.

However, let us put aside that troublesome thought. If you have a winning card —AND you know the last safety message attached to your final winning number — **you win double the prize**. Since safety is the reason for all of this, let us assume you will most definitely have the safety message tied to your winning card. What can you win?

If you get any of these traditional card wins: Horizontal, Vertical, Diagonal, Big Z, Big X, Big M, or Big O, here's what you win, depending on which month you win, from month one to four: \$150, \$300, \$600, \$1,200.

If you cover your full card—lucky you! — you win big depending on which of the four months you hit and cover that final number. Cha-ching! \$500, \$1,000, \$2,000, \$4,000.



Think safety. Think safely. Think more money in your pocket. For the complete set of rules and details, from "What's a Big Z?" to "How do I get my Bingo card?" talk to your supervisor or check out our Rules Sheet on eHub.

Safety Bingo Winners 4th Qtr. 2021

Marquis Murray	\$75
Julieta Seling	\$75
Margarita Armendariz	\$150
Liliana Cruz	\$150
Juan Fernandez	\$150
Fabiola Maciel	\$150
Ana Mederos	\$150
Yesenia Ruiz	\$150
Todd Schaeffer	\$150
Ernesto Bermudez	\$300
Damian Luna	\$300
Regina Hendricks	\$600
Keith Schroeder	\$600
Luis Arreguin	\$2,000

TOTAL WINNINGS: \$5,000

New Certified Safety Managers Take a Bow!

Safety Certified Managers undergo in-depth safety training to provide orientation and training to their Team Members in 100% alignment with 4M's Safety Values and Mission. Here are those who just completed the steps that will lead to our pursuit of zero accidents.

Alexa Salas Andraca
Amanda Adams
Angela Lewis
Argelia Turner
Artisia Rice
Ashley Robbins

Diamond Safety Award Winners

The reward for making “safety” part of our everyday discussion is a safer environment for every single 4M Team Member. At our annual awards in mid-March, we recognized the best in the company, by spotlighting the following winners.

43 Diamond Safety Award Winners:

These accounts boast one year without a single OSHA Recordable incident, in addition to near-perfect Safety Audit Scores.



Full Card Winner
Luis Arreguin

16 Triple Diamond Elite Safety Awards:

These accounts boasted three or more consecutive years without an OSHA Recordable incident, in addition to near-perfect Safety Audit Scores.

All In Safest Region Award (2 winners)

2021 Co-Winner: Region 50

Jacksonville & Georgia, Regional Manager
Marc DiMarzo and team

2021 Co-Winner: Region 45

Indiana & Ohio, Regional Manager
John Banegas and team



All In Safest Division Award Central Division, John Hendricks, John Banegas, Matt Bruner and team

**“You are your last line of defense in safety.
It boils down to you.”**

— Kina Repp Workplace Safety Advocate

Avery Adams

Bruno Meloni

Carlos Gonzalez

Carlos Vasquez

Cindy Hernandez

Dawn Ross

Denia Olave

Derrick Johnson

Gabriela Ramirez

Jefrey Gordon

Jose Diaz

Kevin Jaeger

Lizeth Mejia Prado

Luz del Carmen

Guillen

Madison Hoskins

Maria Diaz

Nelson Irizarry

Orlando Martinez

Pablo Quezada

Patricia Doyle

Preston Monohon

Rhonda Reed

Rosa Lopez

Rosario Garcia

Scarleth Ramos

Saliha Salkic

Tiffanie Scott-Cook

Timothy Teasley

Victoria Jessup

Jeriel Wilson

Joao Semedo

CELEBRATING **OUR SUCCESSES**



Region 25 gathers for the annual company awards.

At 4M, our continuous goal is to acknowledge the hard work and accomplishments of the individuals and teams that help 4M stand out from its competitors.

That recognition comes in many forms throughout the year, from newsletter spotlights to sharing customer compliments specific to Team

Members to recognizing the individuals and teams advancing our Mars-shot goal. (\$150 in revenue by 2025.)

It always takes a team to distinguish a company from its competitors. And, make no mistake; we are standing out! We hope that all our Team Members—all members of the 4M Exceptional Family— recognize

how much they are valued and respected throughout the year.

This time, every year, we take a moment to dive even deeper into the previous year's successes and accomplishments across 16 States. While 2021 was a winning year for 4M, we spotlight individuals and regions operating at peak levels and performing at the top of their games.

2021 AWARD WINNERS



Region 45



John Banegas



Matt Bruner

All In & Driven to Win Region of the Year: Region 45/Indiana-Ohio, Regional Manager John Banegas

All In & Driven to Win District of the Year: Columbus, OH, District Manager Scott Day (page 5)

All In & Driven to Win Division of the Year: Central Division, John Hendricks, John Banegas, Matt Bruner and team



Region 45

Driven to Retain 100% Account Retention Award

Region 45 Indiana Ohio, Regional Manager John Benagas



Region 40

Region 40, Kansas City, Memphis, Little Rock, Regional Manager Paul Wilson



Region 55

Region 55, South Florida, District Manager Miguel Miloslavich



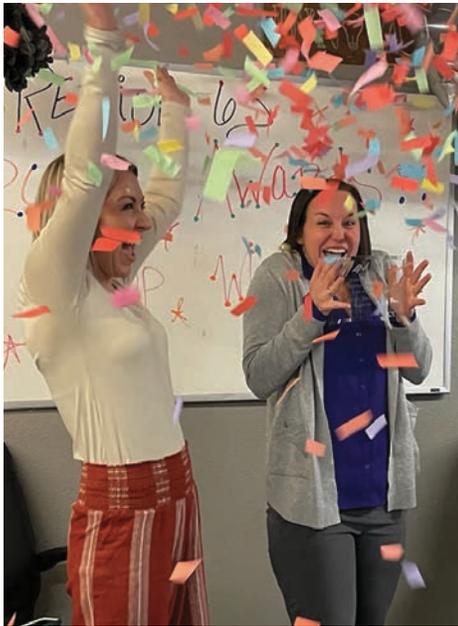
Chris Wieman (R)



Scott Day (L) and Edin Martinez (R)



Tim Fortner



Region 65

All In Top Gun Sales Champion of the Year Award

Chris Wieman, Vice President, Business Development

Driven to Win Regional Manager Sales Award

Region 65, Regional Manager Lacey Brown



David Veal



Terry Miller (L)



Nancy Delgado (C)

Driven to Win Account Manager/Field Manager Sales Award

Edin Martinez, Cornerstone Brands (West Chester Township, OH)

The All-In Account/Field Manager of the Year Award

David Veal, The Mosaic Company

All In Hourly Team Member of the Year Award

Nancy Delgado, in Region 55



Val Depina (R)

Driven to Win District Manager Sales Award

Tim Fortner

The Mitchel M. Murch Sr. 110% Salary Team Member of the Year Award Co-Winners

Terry Miller, Division Support Director
Val Depina, Operational Support Team

TEAM MEMBER SPOTLIGHT

RINA ANDRADE
4M Campus Manager
Webster University

“Never stop yourself from doing what you want. However you do it, if you want it, go for it.”



Rina Andrade on Campus

Rina Andrade, a 4M account manager at Webster University, lives the words she shared and works hard to meet her goals.

Rina’s career path began at age 7, working alongside her mother and father in the coffee and corn plantations of St. Luis, Santa Barbara, Honduras.

That is where her strong work ethic began, and it has served her well since. When she and a sister moved to San Pedro Sula to join five older siblings from the family of nine kids, Rina, then 14, took a job as a sewing machine operator making T-shirts. Never mind the minimum working age requirement of 17 — Rina solved that concern with her older sister’s work ID. Rina consistently balanced nine- to ten-hour workdays while attending school. Within five months, she had risen to Quality Inspector. By the time she left her position, at age 19, she had served for more than five years as the manufacturer’s Head Quality Inspector.

Rina recalls always being fiercely independent, so it was no surprise at the age of 19 when she headed to the U.S. with her older brother, Neco, a construction worker. Her solid English skills, sharpened by singing along with her favorite English bands, The Beatles and The Bee Gees, strengthened her confidence in the move.

The plan was five years in the States to establish her independence and make money, regularly sending portions home to support her family. “We had an older father and nine kids, so it was expected that the kids would contribute and help provide,” explains Rina. The family remains very united and supportive of each other.

Following a short stint in Baltimore, she landed in St. Louis, Mo., in 2006, year one of her journey, and has remained since.

Rina joined 4M in 2018, following ten years of consistent promotions to housekeeping and laundry managerial positions in critical departments at one of St. Louis’ most prestigious hotels.

The move to 4M was from a referral. She spotted early on how 4M was an excellent fit for her. “I was able to spend more quality time with my family, and I could see right away that it was a job that could become a career—a place you could retire.”

Rina joined 4M as an account manager overseeing seven buildings at West Port Plaza, an office, hotel, entertainment, and restaurant complex. Two years ago, she became 4Ms Campus Manager at Webster University, where she manages 38 Team Members supporting 30 facilities.

“I love my team. My approach is to trust what they do and show confidence in each of them. They are trained on 4M’s core vision, culture, and practices, so they are confident and ready to execute at any time. When you focus on the team, the clients are very happy. I know ours are.”

Rina and her Team regularly receive compliments from appreciative staff, like this message from an anonymous professor.

“Thank you for doing such a superb job.

I have taught here for 32 years, and these spaces have never been so clean!”

Rina and her husband, Rigoberto, have one daughter, 3-year-old Rose Rivera.

CUSTOMER COMPLIMENTS

These are just a few of the compliments received since the last newsletter from customers who took the time to share their positive experiences of outstanding service with us.

I just wanted to send a quick note to tell you how impressed we've been with Saliha "Sally" Salkic. Since she's taken over as the cleaning supervisor here at Hanley Corporate Tower we've seen an increase in her teams performance and have been very pleased with the services provided.

Sally goes above and beyond our expectations and ensures all things related to cleaning within our suites are communicated and taken care of in a prompt manner.

— Kyle Tiernan *Senior Manager, Facilities, NISA Investment Advisors, LLC*

4M increased their portfolio, DCM Group provided significant savings for their client while retaining the standard of service, and the seven crewmembers now all have a better lifestyle and Holiday Season. Very seldom in business are you able to be part of something that **positively impacts everyone involved**, this is one of those rare instances.

— Ron *Facilities Manager*

A hearty THANK YOU to the person who cleaned my office last night: I had a red fabric bag disintegrate and go everywhere, and the person who worked here last night cleaned it up beautifully! Even in some corners and under furniture. I am SUPER GRATEFUL!

— Linda Dahlgren *Building Tenant*

I just want to take a minute to thank you and your team for ALL the work they do. I sent out an email asking for assistance this morning, and within 2 minutes both **Adam** and **Hector** called me.

I asked for a team to come out in a rush today, and reset the conference rooms. It was not an easy task. They had it completed in 30 minutes and the room looks amazing.

Thank you so much for everything you do. It does not go unnoticed.

— Holly

Zelma is always professional, always in a good mood, and always willing to help, and she just overall does a wonderful job. Thank you for doing an outstanding job, and for going above and beyond to show our tenants you care!!!

— Bethany Kelly *Assistant Property Manager, DCM Group*

4M has been my cleaning partner for over 15 years at Summit Technology Campus in Lee's Summit, MO. With anywhere from 1,200 to 3,500 people on site a day over the years, I am still amazed at what a great job this team does keeping up with some big and strange challenges at times.

Many of them have been at 4M for over ten years and they have all shown up with a smile before, during, and after the pandemic with all of the challenges.

We are so lucky to have this fantastic team on-site and wanted to make sure they are recognized for their attitude, hard work, and dedication to this building.

— Colleen Fullerton *General Manager, US Asset Services*

AROUND THE 4M WORLD



JACKSONVILLE, FL



Account Supervisor Ylber with Almir.

Congratulations to **Almir Nistovic** on receiving his 5 Year Certificate of Achievement

EVERYWHERE 4M



March 21: World Down Syndrome Day. **4M Team Members around the country** wore colorful or mismatched socks to raise awareness, celebrate, and advocate for individuals and families living with Down Syndrome.



4M Team Members around the country showed their hearts on February 4th — National Wear Red Day—to help create greater awareness for the leading cause of death in the U.S. – heart disease and stroke. Know your risks and protect your heart.



JACKSONVILLE, FL



The team down in **Region 50** was so excited to get back to Safety Bingo! Especially now with the new changes and more chances to win.



MASSACHUSETTS



The 4M Healthcare Team after their annual safety audit.

Shoutout to our awesome **4M Healthcare Team Members!** We truly appreciate all the hard work they do every day. We couldn't do it without them.



FARMINGTON, MO



Congratulations to **Norman & Blake** on being our Good Works Ticket Winners for February! Thank you for what you do daily. It is truly appreciated.

All Good Works ticket winners automatically receive a gift card!

TEAM MEMBER **RECOGNITION**

CONGRATS TO GOOD WORKS WINNERS!

4M receives recognition from clients and supervisors hundreds of times each quarter praising our Team Members. Each recognized individual receives a "Good Works" Ticket for a month-end drawing for cash prizes. Good works tickets are unlimited per individual.

Alfred Hawkins
Alfredo Alvarez
Alma Nezc
Anteneisha Swan
Anthony Cowins
Aracena Maldonado
Austin Owens
Belinda Hutcherson
Blake Robison
Carlos Fernandez
Damian Banks
Dawn Katzenberger
Gladys French
Glenda Figueroa
Jessica Lopez
Jonathan Macias
Josh Howell
Julie Hayden
Kate Renda
Keith Robinson
Lazaro Villatoro
Marcos Agustin
Marili Tapia
Marlo Willis
Mckenzie Swan
Norman Jarvis
Olivia Palomares
Rosa Castillo and
Rosy Martinez
Seth Bridgeman
Sterling Allen
Tony Allen
Torenttia Watson
Victoria Chatman
William Spinner

IT PAYS TO HELP RECRUIT YOUR FELLOW TEAM MEMBERS

If you refer a new Team Member, and we hire your referral, you are eligible for a bonus for your efforts. Bonuses are unlimited. Join our most recent club members.

\$100 Bonuses

Adilia Garcia
Amelia Salinas
Amelia Villa
Angel Luciano
Astrid Perez
Blanca Chanocua
Pintor

Deloris Smith
Douglas Buth
Emanuel Lopez
Esperanza Galindo
Etelbina Romero
Gomez
Gabriel Arellano
Jordan Garcia
Jose Luis Jimenez
Moreno
Luis Butter

Maria Cortes
Marsell Wren
Natalie White
Sandy Pieper
Sulaika Mercado
Virginia Casarez
William Earls
Zaida Conrado

\$200 Bonuses

Angelica
Hernandez
Aracely Contreras
Arturo Aguilar
Contreras
Beatrice Casillas
Clara Caloch
Harold Reeder
Jeffrey Guerrero

Julio Suarez
Laura Camacho
Robert Greene
Romana Rodriguez
Rosa Colon
Rosa Francisco
Yeison Castro
Yesenia Ruiz

\$400 Bonuses

Rosa Bernal
Rukiya Ahmed
Norma Cruz Valdez

\$1,000 Bonuses

David Romero
Curry Wilkins

NEW MANAGEMENT TEAM MEMBERS

Congratulations to the following new Management Team Members and welcome to the Exceptional 4M Family!

Alberto Guerra	Jandira Soares	Pedro Ruelas
Alberto Zaragoza	Santos	Villalvazo
Angela Koenig	Jean Pierre	Philip Fulgham
Angela Lewis	Jefrey Gordon	Preston Monohon
Ashley Robbins	Joel Castro	Rachael Heard
Bruno Meloni	Jose Avila	Rafael Carranza
Camilla White	Joselyn Massari	Rhonda Reed
Cesar Gomez	Irizarry	Rosario Garcia
Chessica Odell	Kevin Jaeger	Saliha Salkic
Cindy Hernandez	Laura Brooks	Sharon Robbins
Cynthia Gillies	Lelani Dunlap	Stephanie Nash
Darlene Christian	Leslie Ramirez	Tiffanie Scott-Cook
Denia Olave	Margaret Mazza	Timothy Teasley
Emily Tennin	Maria Neves	Todd Vasel
Erica Liggans	Marilyn Radetic	Torry Grady
Eva Casillas	Nayeli Perez	Vanessa Lett
Gregory Gray	Nicole Thorpes	Victoria Jessup
Gustavo Veliz	Orlando Martinez	Virginia Smith
Hector Lopez Castillo	Patricia Doyle	Wesley Barnes

35 Years

Steven Crain

25 Years

Antonio Williams
Arniece Brown

20 Years

Evelia Perez
Christopher Wieman
Timothy Chrismer

15 Years

Annie Radford
La Vera Hobbs
Lucius Scott
Ylber Azizi

10 Years

Andres Santos
Donny Sykes
Duc Ha

5 Years

Alex Garcia
Almir Nistovic
Amin Sosa
Amy Selser
Brenda Currie
Cortez Little
David Taylor
Hector
Palmerin-Sanchez
Henky Rodriguez
Joseph Petrone
Juana Betancourt
Karen Griffin
Kimberly Cantu
Lubov Delgado
Madeleine Vargas
Manuel Mojarena
Marta Marrero
Musette Holder
Randy Grady
Roberto Pagan
Pacheco
Valerie Reyes

ANNIVERSARIES

The DailyPay experience is a complete financial wellness benefit that offers:

1. Pay Transparency

(track your available balance for free!)

2. Access to on demand pay *(for a small fee!)*

3. Savings features FREE!

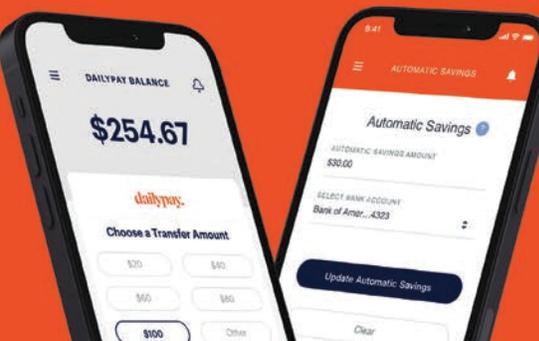
4. Access to financial coaching and education FREE!



dailypay. | **4M** Building Solutions

Spring into Savings

Get paid every day. Track your pay. Boost your savings.



DAILYPAY

A Terrific 4M Benefit When You Need It Most

Every two weeks. Whether you are hourly or salaried, that is when your 4M check hits your direct deposit.

Less predictable is what happens between those two paydays — the twists, turns, and side roads of everyday life and the unforeseen emergencies that affect your best-laid plans and budget. Anything can contribute to financial stress from unexpected car and home expenses to a billing mistake that could lead to late fees or checking overdraft fees. Or perhaps you just need a bit of extra cash for a special occasion.

Of course, there are options, like credit cards. But if it's cash you need, credit card cash advance fees and interest rates act as a heavy tax. Payday loans (and cash advance apps) may seem like options in a pinch, but often do a lot more harm than good. They are easy to get, painfully difficult to settle, and expensive.

When life happens, remember: You do not have to wait for a completed pay period to get money in your account. Many of our Team Members take advantage of a terrific 4M benefit called DailyPay.

DailyPay is considered one of the most consumer-friendly borrowing options because you are borrowing from yourself. You access the money you've already earned. After each shift, your earnings are added to your available balance in your DailyPay account. You can draw from your available funds when you need to do so. Your actual payday check will be your earnings minus your earlier withdrawal.

There are no monthly service fees or hidden costs. If you need your money now, you can pay a small fee of \$2.99 for same-day funds or \$1.99 for next day — equivalent to an ATM fee. Team Members who take advantage of this program enjoy lower expenses compared to other emergency loan options, particularly payday loans.

More About Typical Payday Loans

Payday lenders usually charge interest of \$15-\$20 for every \$100 borrowed. The average payday loan is \$375. Using \$15 per \$100 borrowed, the customer owes a finance charge of \$56.25 for a total loan amount of \$431.25.

Calculated on an annual percentage rate basis (APR) — the same as is used for credit cards, mortgages, auto loans, etc. — that APR ranges from 138% to more than 664% for payday loans in various 4M Markets.

Alabama:	456%
Florida:	304%
Illinois:	404%
Indiana:	382%
Kansas:	391%
Kentucky:	469%
Massachusetts/ Rhode Island:	261%
Missouri:	527%
Ohio:	138%
Tennessee:	460%
Texas:	664%

When considering any option for getting paid early, DailyPay offers the most consumer-friendly borrowing option that eliminates the possibility of late fees and overdrawing your checking account.

Get started today. Download DailyPay on the App Store, from Google Play, or ask your supervisor for assistance.

BULLETIN BOARD

FAQs *HR's Most Frequently Asked Questions*

Q: How do I get in contact with HR?

A: Call 314.535.2100 ext. 5. An HR representative will be more than happy to answer all your questions.

Q: What do I do if I cannot make it to work?

A: Call your supervisor or lead person; he/she must be notified four (4) hours before your shift begins. Prior written notice should be given to your supervisor or lead person if you know in advance you are going to be absent."

Q: How do I refer someone for employment?

A: In order to be eligible for our \$100 or \$1,000 Referral Program, verify the person you are referring completes an application. Under the question, "How did you hear about this position?" select "Employee Referral."

Q: I have a payroll issue and need help. Who do I contact?

A: If you have a paycheck issue, contact your local 4M office to speak to the Regional Coordinator. They will look into the issue and report it to Payroll to have it solved.



4M
in the
News

4M Jumps on Forbes Ranking

For the second consecutive year, 4M landed on Forbes' annual list and, in 2022, logged an impressive ratings jump from No. 427 to No. 89. Forbes surveyed 60,000 Americas at companies with at least 1,000 employees. Respondents' willingness to recommend their company to friends and family determined the list of 500 and rankings.

"We are proud of the tremendous increase in the Forbes rankings, said **Tim Murch**, CBSE, 4M Chairman and CEO. "The positive, rewarding experiences of our exceptional 4M Family Team support world-class service."



WELLNESS CORNER

THE BASICS OF EATING RIGHT

Eating right can sometimes be a challenging and confusing task. With numerous fad diets being promoted and conflicting opinions regarding some foods and even food groups, it can feel nearly impossible to get it right. It is important to note that every person is different and so are their nutritional needs. What works for your friend, neighbor, or sister, may not be the best for you and what your body needs. A great place to start is by talking with your Primary Care Physician or a certified nutritionist to get an idea of what you should be eating.

Source: Wellworks For You Newsletter

Incorporating a variety of vegetables and fruits into your diet is vital to obtaining essential vitamins and minerals that the body needs to function at its best. Fruits and vegetables are also voluminous and lower in calories than most other snack foods, which can help aid weight loss while keeping you satiated. Swapping out regular pasta and bread for whole-grain options is also part of maintaining a healthy diet and can be good for colon health. Vitamin D and calcium are important for bone health, especially in women as they get older.

The body stops increasing bone strength in women after 30, so you must incorporate foods that support good bone and joint health.

These are just a few tips regarding your nutrition and nutritional needs. Take a look at your "Wellworks For You" portal for more health and nutrition tips and resources, as well as monthly healthy recipes and a grocery list.



Building Solutions

2827 Clark Avenue

St. Louis, MO 63103



4M BUILDING SOLUTIONS

PHONE 314.535.2100

FAX 314.535.2218

4-M.COM

Find more details on eHub.

property distribution.

guardianship, estate management, and
Quickly and easily write a will including

FREE ONLINE WILL PREPARATION

actions, and more.
Find support for divorce and family law,
landlord/tenant issues, civil and criminal

LEGAL SUPPORT AND RESOURCES

Team Members are often surprised at the full breadth of services available.

Child and elder care, college planning, pet care,
and home repair.

WORK-LIFE SOLUTIONS

retirement, and estate planning.
Planners help with debt issues, tax questions,
Certified Public Accountants and financial

FINANCIAL INFORMATION AND RESOURCES

Resources for stress, anxiety, depression,
job pressures, grief and loss, family issues.

CONFIDENTIAL COUNSELING AND RESOURCES

Members access to professionals for confidential
assessments, short-term counseling, referrals,
and follow-up services for personal and/or work-
related problems. Services may be delivered via
phone, video-based counseling, online chatting,
e-mail interactions, or face-to-face.

At 4M's annual awards presentation, Tim
Murch, Chairman and CEO, closed out the
meeting by encouraging Team Members to
take care of themselves and keep an eye on their
co-workers during this particularly stressful time.
He cited two years of the pandemic, the breakout
of war in Europe, and even everyday stressors like
heavier-than-usual traffic, can and do weigh on
all of us.

Confidential Resources at Your Fingertips

EMPLOYEE ASSISTANCE PROGRAM

EMPLOYEE CONNECTSM
YOUR 4M EMPLOYEE ASSISTANCE
PROGRAM SERVICES
CALL 888-628-4824
GUIDANCENOWSM MOBILE APP
Download the GuidanceNowSM Mobile App
Username: LFGSupport
Password: LFGSupport