



The Cobalt Chronicle

March 2021

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Welcome to Our First Edition

Welcome to **The Cobalt Chronicle**, our first edition of Cobalt Equipment Inc.'s Employee Newsletter! Our goal is to share useful information and unique insights about our industry, our company and how your work contributes to our overall success.

We hope you enjoy this regular publication and encourage your feedback and contributions for the next edition. Your comments, suggestions and support are always welcome! Stop by and see Michele in Human Resources for more information.

New Partnership Announcement

Building new partnerships is a key component to develop new business opportunities and our continued success. Cobalt Equipment Inc. is proud to announce our new partnership with Hayward Fire Station No. 7 Fire Chief Garrett Contreras and Assistant Fire Chief Scott Anderson. This community partnership establishes Cobalt Equipment Inc. as the sole provider for Alameda County Health Department testing and vaccination site set-ups.

Making a Difference in Our Community

Each month on behalf of Cobalt Equipment Inc., owners Rob and Kelly select a non-profit organization in the Tri-Valley to provide a donation that directly supports the local community. We are proud to announce their generous donation of \$10,000 to The School of Imagination & Happy Talkers in Dublin, California.

Founded in 2001, The School of Imagination & Happy Talkers is committed to offering groundbreaking early childhood education programs and helping to bring out the extra-ordinary in every child.

Heartfelt thanks to Rob and Kelly for their generosity and compassionate leadership in our community. In addition to their donation from Cobalt Emergency Services, the Federal government will also contribute a matching donation!



“The School of Imagination & Happy Talkers

is committed to offering...”



“The first round of COVID-19 vaccinations has begun for Cobalt employees...”

COVID-19 Vaccinations

President Rob Knabe has partnered with Fire Chief Garrett Contreras and Assistant Fire Chief Scott Anderson of Station No. 7 in Hayward to offer COVID-19 vaccinations for all Cobalt employees.

This is a special opportunity for our Company and we are pleased to be able to offer the vaccination. We are committed to provide and maintain a safe workplace that is free of known hazards, to minimize the risk of infectious disease in our workplace; at a customer site; and the community at large. **In order for employees to continue working at prison worksites, The California Department of Corrections and Rehabilitation (CDCR) has mandated a COVID-19 vaccination.**

The first round of COVID-19 vaccinations has begun for Cobalt employees. The vaccination will be administered at Fire Station No.7 located at 28300 Huntwood Avenue, Hayward, CA. This site represents a unique partnership between The Hayward Fire Department, Tiburcio Vasquez Health Center, and Alameda County Health Care Services Agency’s Emergency Medical Services (EMS) Division.

Employees will receive the Moderna vaccine that is administered in two doses. After your first dose, the appointment for your second dose will be



“The most common side-effects are a sore arm and sometimes fever, chills, tiredness and headaches for a day or two...”

Facts About Side Effects

As of March 21st, 2021, more than 124 million people have gotten at least one dose of their coronavirus vaccine, according to the Centers for Disease Control and Prevention (CDC) tracker. The vast majority who talked about their COVID-19 vaccine side effects or reactions described them as similar to a flu shot.

The most common side effects are a sore arm and sometimes fever, chills, tiredness and headaches for a day or two, according to the CDC. The majority of reactions beyond a sore arm happen after the second dose. Those are all signs your body is building an immune response.

These side effects usually start within a day or two of getting the vaccine. They might feel like flu symptoms and might even affect your ability to do daily activities, but they should go away in a few days.

If you have pain or discomfort, talk to your doctor about taking over-the-counter medicine, such as ibuprofen, aspirin, antihistamines, or acetaminophen, for any pain and discomfort you may experience after getting vaccinated. You can take these medications to relieve post-vaccination side effects if you have no other medical reasons that prevent you from taking these medications normally. It is not recommended you take these medicines before vaccination for the purpose of trying to prevent side effects, because it is not known how these medications may impact how well the vaccine works.

Cobalt On The Move

We are excited to announce that Cobalt Equipment Services will be relocating our operations to a 14,000 sq foot facility located off of Central Avenue in Livermore, CA.

Our new location features a huge 9,000 sq foot warehouse which is 3 times the size of our current warehouse, additional office space, plenty of employee parking, plus an additional lot in the rear of the building.

We begin the process and design phase of the new space in late-March and anticipate a target date to complete our relocation in the beginning of May 2021.



“Cobalt Equipment Services will be relocating to a 14,000 sq foot facility.....”

Human Resources News & Notes

Human Resources News & Notes will be a regular feature of “The Cobalt Chronicle” to help employees stay informed of key company and industry policies and important topics that impact your position. Have a question or need clarification? Just ask our HR Manager Michele Biggs for further information.

Did You Know?

Our contract with The California Department of Corrections and Rehabilitation (CDCR) includes special terms and conditions that require we maintain a “tobacco-free environment”.

What is our Smoke and Vape Policy?

It is the policy of Cobalt Equipment Inc. to prohibit smoking and vaping on all company premises to provide a safe and healthy work environment for all employees. *Smoking* is defined as the “act of lighting, smoking or carrying a lighted or smoldering cigar, cigarette or pipe of any kind.” *Vaping* refers to the use of electronic nicotine delivery systems or electronic smoking devices such as e-cigarettes, e-pipes, e-hookahs and e-cigars.

“Pursuant to Penal Code Section 5030.1 the use of tobacco products by any person on the grounds of any institution or facility under the jurisdiction of CDCR is **prohibited**.”

Smoking and vaping is permitted **only** in the following designated outdoor area: behind warehouse by the back fence. Proper disposal of all tobacco products is required.

Smokeless tobacco products such as chew are allowed **except** at a customer site. Proper disposal of tobacco juice is required.

Employees found in violation of this policy will be subject to disciplinary action up to and including immediate termination.



*“Did you know...our contract with The California Department of Corrections and Rehabilitation (CDCR) includes special terms and conditions that require we **maintain a “tobacco-free environment”.**”*



“Christian Calzada will take on a new role as our Inventory Control and Special Projects Manager...”

In the Spotlight

Our “In the Spotlight” section shares news and notes about employee development, opportunities and growth within the company.

This month we introduce Christian Calzada, who will take on a new role as our Inventory Control and Special Projects Manager.

Christian began his career with Cobalt in May 2019 during our efforts to support the SPSG Base Camp Fire Lodge and was instrumental in maintaining camp trailer operations as the Night Shift Manager. In August 2020 as demand for COVID-19 prison worksites rapidly grew, Christian returned to Cobalt and was a key contributor to field operations as our Site Services Manager.

As demand for new sites has eased, Christian will shift his focus to managing inventory control and special projects. Working with Human Resources, Christian will ensure OSHA workplace safety standards are followed throughout the warehouse and conduct regular trainings on OSHA workplace safety, emergency procedures and preparedness, and other relevant safety topics. Congratulations Christian and much success in your new role!

5 Great Tips To Stay Hydrated

Did you know that dehydration occurs just as easily in the winter as in the heat of the summer? Dehydration can occur when you have excessive fluid loss, or by not drinking enough fluids. Several symptoms that you may experience from being dehydrated include dry mouth, excessive thirst, dry skin, muscle cramps and headaches. Consider these **5 Tips for Staying Hydrated:**

Hydrated:

1. **Drink a glass of water first thing in the morning!**
 Drink a glass of water as soon as you wake up in the mornings. Or take a drink while you are brewing that morning coffee or tea.
2. **Carry a water bottle with you.**
 You are more likely to drink water if it is with you. It is also cheaper to fill up your water bottle throughout the day than buying bottles of water.
3. **Flavor your water!**
 Adding a few lemon slices, strawberries, or cucumbers to your water can add a whole new taste. Try adding frozen blueberries as ice cubes.
4. **Eat your water!**
 Staying hydrated is not all about beverages, your body is able to absorb water from the foods that we eat. Foods that have a high water percentage include cantaloupe, strawberries, spinach, watermelon, peaches, bell peppers, and cucumbers.
5. **There’s an app for that!**
 In the world of smart phones, there are apps for just about everything. Find an app that works for you, and track your water intake. Trackers also help to keep you accountable.

“Several symptoms that you may experience from being dehydrated include...”



