



Volume 18, Issue 6
June 2022

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kribilla@atlasinsurance.com

CORE VALUES

Pono
Lokahi
Alaka'i
Ho'okele
Kakou
Imi'ike

Congratulations on Your Retirement, Ron!

By: Elaine Panlilio

They say the third time's a charm – June 30th was Ron Tsukamaki's last day as he retired from the insurance industry for the 3rd time! But we think he really means it this time. In fact, his wife already booked their European cruise the very next day Ron decided on a retirement date. We can tell that Ron's family is definitely excited about this next chapter of his life because during Ron's last week at work he's been telling us that his wife was already organizing their suitcases and travel essentials for their August European cruise! However, we here at Atlas – Ron's work family do miss him a lot already! Ron is a treasure trove of knowledge from his 51 years in the industry. As a Fire Protection Engineer and as an insurance professional, Ron handled the insurance program of some of the biggest multinational corporations with complex and unique exposures. But it his work in the AOA industry where Ron truly created a legacy. He will always be remembered as Mister Aloha, his kindness and willingness to help anyone who seeks his sage advice is what truly makes him memorable. And as one die-hard Star Wars team member puts it, he is our Master Yoda. I agree, he was our mentor, our friend, and the force is strong with that one!

Ron started the AOA unit at Atlas in 2005 when our president at that time, Myles Murakami asked him to evaluate the Sullivan Curtis Monroe AOA book that Atlas was thinking of purchasing. After 17 years, our AOA unit has grown by leaps and bounds under Ron's leadership, so we feel it was only fitting that we send him off in style! The AOA team got together for a final team-building pau hana Karaoke style and we let our hair down, by that I mean literally – Della's hair clip came lose and flew into my dinner plate as she rocked out!

A great time was had by all, they even had the most tone deaf team member (yours truly) to sing a chorus or two! The night of course wouldn't have been complete until Ron belts out his signature song, Sweet Lady of Waiahole. It's nights like those that you really come to appreciate the camaraderie and fellowship as a result of working long hours and spending time together as a team!



Congratulations on Your Retirement, Ron!, Cont.

Our Sales & Retention team wasn't about to be upstaged so we got together for a department pau hana in honor of Ron and watched a video compilation of well-wishes from all the people that Ron has worked alongside all these years. The video was put together by our talented video director, Brenda Pa! Some of the messages were heartfelt but some people just took it to the next level by promising to help Ron transition into a life of leisure and golf, even serenading him with a kazoo complete with a robot dance!



Congratulations Ron, I remember hearing you say it is the people that you work with that you will miss the most. We miss you too but we are also happy that you get to enjoy the things in life that matter most, making memories with your wife and family and seeing your grand kids grow up! Embrace those everyday pursuits that bring you joy and enjoy the fruits of your success and hard work!



Welcome, Serena!

Please welcome Serena Bertola to our Atlas Ohana! Serena is an Account Manager II in our Benefit's Unit. She brings customer service/account management experience working for Gentle Dental as a Patient Care Coordinator and Hawaii Dental Service as a Customer Service Representative with her most recent position as an Account Executive.

Welcome, Serena!

welcome



Atlas Out & About

In Hawaii, approximately 29,000 people aged 65 and older are living with Alzheimer's, and Hawaii is projected to see a 21% increase in Alzheimer's cases by 2025. To raise awareness and for this disease, Governor David Ige proclaimed the month of June 2022 as Alzheimer's & Brain Awareness Month. Kim Soares, Vice President of our Benefits Consulting unit is a board member for the Alzheimer's Association in Hawaii and had the honor to be present during the proclamation at the State Capitol!

Island Holdings started an Internship Program between companies and department heads did such a great job representing Atlas which gave each intern a much better idea about what we do here at the agency but also give them a better understanding about the insurance industry. We were excited to have them here!



Risky Business Corner

Workplace Violence

By: Chris Wong



There is no doubt that workplace violence has become more and more prevalent in today's society. More and more we are hearing incidents of workplace violence acts across companies of all sectors in the nation and there are millions of victims that succumb to this every year. While the media constantly portrays the larger, more shocking incidents, most workplace violence consists in less newsworthy activity that is equally as worrisome. These activities include threats of physical violence, harassment, intimidation, or other threatening behavior. According to the United States Department of Labor, over 70% of workplaces do not have a formal policy or program that addresses workplace violence. Failing to adequately prevent violent acts in the workplace has led to increased workers' compensation costs, property damage, and public negativity, just to name a few. To recognize signs of possible workplace violence and have a sound prevention plan in place is essential in today's world.

How to Identify Potential Signs of Violent Situations

There are often several red flags that can be detected before an employee commits an act of violence. Be alert and train employees to be alert for these indicators of potential workplace violence, stressing the importance of reporting any suspicious behavior:

- Intimidating, harassing, bullying, belligerent, or other inappropriate and aggressive behavior
- Conflicts with customers, co-workers, or supervisors
- Making references to weapons or idle threats
- Statements indicating approval of violence or identification with perpetrators of workplace homicides
- Desperate or suicidal statements
- Substance abuse
- Extreme change in normal behavior

Prevention Strategies

There are actions that you can take to protect your employees and mitigate the risk of workplace violence. Evaluate the workplace and identify both physical and administrative adjustments that you can make to lessen your risk of a violent incident.

Environmental Design

- Protect your employees using cash-handling policies such as locked drop safes, small amounts of cash to carry, and notices to visitors or clients that limited cash is available.

Risky Business Corner

Workplace Violence, Cont.

By: Chris Wong



- Explore the use of cashless transactions
- Install bullet-resistant barriers or enclosures with appropriately high and deep counters where interaction with the public is necessary
- Ensure good lighting, both internally and externally
- Limit the number of unlocked entrances and hiding places for workers.
- Design buildings and parking areas so that they do not have hiding places.
- Place garbage areas, outdoor refrigeration areas and other storage facilities in a way that does not unnecessarily expose employees by forcing them to walk distances alone or in poorly lit areas.
- Make use of security devices such as closed-circuit cameras, alarms, card-key access systems, panic-bar doors locked from the outside and geographic locating devices in mobile workplaces.

Administrative Controls

- When possible, increase the number of staff on duty at opening and closing hours
- Review work practices and staffing during money drops and pickups
- Consider the risk of assault when directing workers to take out garbage, dispose of grease, store items in external areas and transport money
- Institute policies and procedures that indicate a zero tolerance of workplace violence and provide direction for reporting and handling incidents.
- Provide training in defusing or de-escalating potentially violent situations, and inform employees of the risks of workplace violence.
- Establish procedures for obtaining medical care and psychological support after a violent incident.
- Establish a crisis response plan that describes procedures to follow in the event of an emergency.
- Establish an Employee Assistance Program (EAP) with trained counselors who are able to address workplace stress and violence issues. As a confidential service to employees, the EAP provider will assess whether a situation needs to be brought to management and can intervene in employee conflicts.

No amount of preventive action can guarantee there will never be an incident of violence at your workplace. It is essential that when a violent incident does occur, the response be timely and appropriate. After the incident, recognize that employees could be traumatized and provide appropriate counseling.

Atlas Gives Back!



F O U N D A T I O N

The Atlas Insurance Agency Foundation continuously gives back throughout the year with corporate sponsorships or straight donations to organizations/ non-profits. Please don't forget that Island Holdings will match your personal donation to a 501C3 \$1.00 for \$1.00, up to \$500 per employee. Contact Dana Tokioka at dtokioka@atlasinsurance.com for more details.

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