



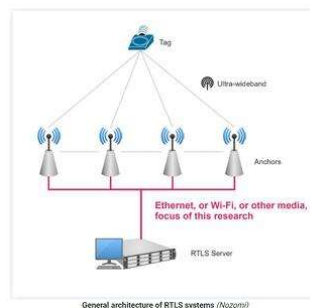
## September Newsletter

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### UWB Vendors Vulnerable to MiTM Attacks

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UWB based RTLS systems were shown to be vulnerable to man-in-the-middle attacks and location data manipulation during Black Hat 2022. Unencrypted location data was accessed via the Wi-Fi network when hackers bypassed the WPA2-PSK-protections using weak default passwords provided by UWB vendors. A [white paper](#) summarizing the hack was published in August by Nozomi Networks.



The vulnerability is especially concerning since UWB is used in personnel safety and precious goods tracking. Knowing the location of UWB anchors, the RSSI values in the unencrypted Wi-Fi packets provide the keys to deciphering location, or even worse, replacing RSSI values resulting in bogus locations information.

BLE 5.0, on the other hand, uses AES-CCM encryption to ensure packet data is not sent in the clear. At AiRISTA, we use connection based BLE communication that is encrypted and secure with non-default passwords and only allowed from our devices (whitelist).

## Staff Safety #1 Reason Nurses Consider Leaving

**Safety, flexibility, and work environment are top priorities for surveyed nurses.**

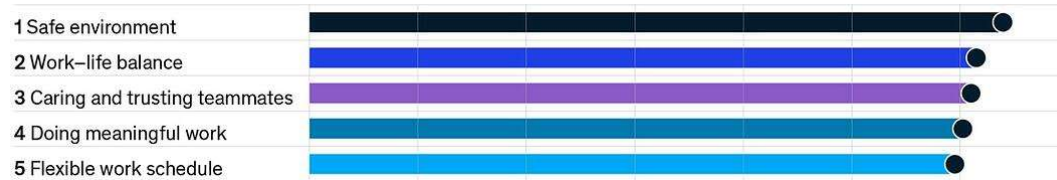
Factors affecting surveyed nurses' decisions about whether or not to stay in current position,<sup>1</sup>

% of respondents ranking factor as important (n = 710)

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Surprisingly, neither compensation nor potential for advancement are in the top 5 reasons that nurses are considering for leaving their current position according to a recent McKinsey [report](#).

The global survey found that in the US, the number of nurses considering leaving jumped 10 percentage points between Feb 2021 and Nov 2021. This contributes to a McKinsey estimate of a shortage of nursing positions between 200,000 and 450,000 by 2025.

"If companies make a concerted effort to better understand why employees are leaving and [take meaningful action to retain them](#), the Great Attrition could become the Great Attraction."

### AiRISTA Insights

#### Articles We Found Interesting And We Thought You Might Too

##### [When Will The COVID-19 Pandemic End?](#)

"These endemic conditions are likely to continue through the summer and autumn, unless and until immunity-evading new variants emerge. As immunity wanes, however, the next stage remains highly uncertain. In this update, we discuss the outlook, the current and potential future use of boosters and therapeutics, and the shifts in response strategies to the COVID-19 crisis around the world." McKinsey

##### [A Simple Way to Introduce Yourself](#)

"Many of us dread the self-introduction, be it in an online meeting or at the boardroom table. Here is a practical framework you can leverage to introduce yourself with confidence in any context, online or in-person: Present, past, and future." Harvard Business Review

### [Winning Back Your Workers](#)

"Employees left the workforce in record numbers last year, and many are staying away. Companies need to rethink how to win them back." McKinsey

### [Gartner's Magic Quadrant for Indoor Location Services](#)

AiRISTA has been named a LEADER in Gartner's Magic Quadrant for Indoor Location Services, 2022, for its ability to execute and completeness of vision. For insights into the market and trends, [click](#) for your free report.

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### **AiRISTA is Hiring**

We are experiencing growth as customers embrace our simplified approach to location based services. If you would like to be part of our team, we are looking for people with experience in Sales, Customer Service, Systems & Solutions Engineers, and Project Managers. Send us an email at [HR@airista.com](mailto:HR@airista.com) or visit <https://www.airistaflow.com/service/careers/>

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AiRISTA, 913 Ridgebrook Rd, Suite 110, Sparks, Maryland 21152, United States

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