

December 2003
Volume 12
Number 3

Hedahls Headlines

EMPLOYEE NEWSLETTER

New Employees

We have no multiple-of-five employment anniversaries this month, but we do have four new employees. Please welcome them.

AMY JO HOYT – Amy Jo is new on delivery in our Dickinson store. She's from Dickinson and enjoys snowmobiling and singing. And she must be pretty good at the singing: She made it through the first two rounds of an American Idol competition and would have competed in the third round (the one to qualify her for the TV show), but she had a schedule conflict. Perhaps another time!

ERIC ADAMS – Eric is also new in Dickinson, working delivery and the counter. From Dickinson, he has one sister. Eric enjoys working on cars and installing car stereos. He also enjoys recreational sports like snowmobiling, motocross, and NASCAR.

DAVID TEWKSBURY – David is new at the counter in our Sisseton store. Originally from Groten, SD, he has an eight-year-old daughter. David's interests include bowling, pool, and riding motorcycle.

RANDY HORTER – Randy is new at the counter in our Webster store. Originally from Bristol, SD, he has two daughters. Randy enjoys music, reading, cars, and leatherwork.



Holiday Hours

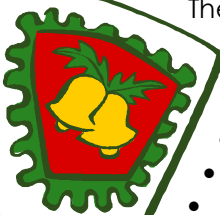
Christmas Day and New Year's Day fall on Thursday this year. These are both company holidays for all Hedahls stores and divisions, meaning eight hours of paid vacation each day for full-time employees. On Christmas Eve and New Year's Eve, business is usually light, especially in the afternoon, and often we work with a leaner crew and close early on these days. When your store closes on those days, punch out. You will be paid for the hours that you work those days. Talk to your manager about the schedules.

Regional Holiday Parties

The Bismarck-Mandan holiday party was held this past weekend, as was the Sisseton party. Several regional holiday parties are planned or planning to be planned. Below is a listing of other company gatherings.

- Aberdeen-Redfield: 5:30 on Jan. 10 at the Flame Restaurant
- Beulah: sometime in January
- Detroit Lakes: TBA
- Dickinson: 7:00 on Jan. 3 at the Elks
- Fergus Falls: TBA
- Glendive-Sidney: 6:00 on Dec. 13 at the Ranger Lounge in Sidney
- Hettinger: 7:00 on Dec. 13 at the Pastime Steak House
- Linton: sometime in January
- Watertown: in-store social hour at the end of the day on Dec. 24

Santa
North Pole
Hot off





Good Fat/Bad Fat

Columbia University has a great Web site called "Go Ask Alice" that offers answers to health questions. Since a lot of people are confused about HDL and LDL (good fat and bad fat), I thought I'd see what Alice says. Whoever she is, she knows her fat facts.

The "good fat/bad fat" you've heard about refers to fat's potential to cause disease. All fats have the same amount of calories, but their chemical compositions vary. Fats are made of chains of carbon and hydrogen atoms. The saturation refers to whether all the available spaces on the carbon atoms are bonded to hydrogen atoms, or if there are any hydrogen atoms missing. The three forms of fat found in nature are:

Saturated Fats: These fats have all of their carbon atoms filled with or saturated with hydrogen. Saturated fat is primarily found in high fat cuts of meat, poultry with the skin, whole and 2 percent dairy products, butter, cheese, and tropical oils: coconut, palm, and palm kernel. An eating plan high in saturated fat can cause a person's bad cholesterol (LDL) to rise.

Monounsaturated Fats: These fats have one space missing a hydrogen atom, instead containing a double bond between carbon atoms. Monounsaturated fat is found in olive oil, canola oil, peanut oil, and in most nuts and nut butters. This type of fat does not cause cholesterol to increase. When a person substitutes monounsaturated fat for saturated fat, it helps to lower the bad cholesterol, and protects the good cholesterol (HDL) from going down.

Polyunsaturated Fats: These fats have more than one space missing in the carbon chain, and contain more than one double bond as a result. Two major categories of polyunsaturated fats are Omega-3 and Omega-6 fatty acids. Omega-3 means there is a double bond in the third space from the end of the carbon chain. These fats are extremely healthful in that they protect against sudden death from heart attack. They also can help a person lower his or her triglycerides. Omega-3s are used by the body to produce hormone-like substances with anti-

inflammatory effects.

The best sources of Omega-3s are fatty fish, such as salmon, sardines, mackerel, herring, and rainbow trout, among others. Canola oil, walnuts, and flaxseed also contain some. Omega-6 fats have a double bond in the sixth space from the end of the carbon chain. These fats are found in oils such as corn, soybean, cottonseed, sunflower, and safflower. Omega-6 fatty acids are incorporated into hormone-like substances that promote inflammation. If one replaces saturated fats with Omega-6 fats, their total, bad, and good cholesterol levels may go down.

The other type of fat that is found in food, but isn't natural, is:

Hydrogenated Fats (also known as Trans-Fats): These are manufactured fats. They occur when hydrogen is added to a polyunsaturated fat to make it a solid at room temperature. However, instead of having the qualities of a polyunsaturated fat, it takes on the traits of a saturated fat. Hydrogenated fats are found in many brands of margarine, and in vegetable shortening. A clue in determining a less healthy fat is when it is hard at room temperature; for example, stick margarine has more trans-fats than softer tub margarine. Now some companies are making "trans-fat" free margarine products. Beware of snack items, such as crackers, cookies, and chips — many contain hydrogenated fats because they allow for a longer shelf life than butter or other fats would. Currently, hydrogenated or trans fats are not listed separately in the Nutrition Facts section of the food label. You need to read the ingredient section to find them.

Smart Talk

Recently at the national Dupont Champion jobbers meeting, I heard a statement that makes the most sense of anything I've heard in years. "It's not how much you know, it's what you do with what you know that's important."

Think about it next time you hear someone talking smart.....

Thanks, Dale

Alice

Let's Eat: Celebrating Without Overdoing

Here's a bit of good news. You know those five pounds that the average American is supposed to gain between Thanksgiving and New Year's? Well, it turns out that's only true for about 10% of us. Still, most of us will gain a little over a pound, and the latest studies suggest that pound sticks



with us for life. But we don't need to be a slave to the statistics. There are ways to battle the spread even as we confront the buffet table. Several informational Web sites offered similar advice:

- Avoid going to a party on an empty stomach. A high protein snack before will make you less likely to overeat.
- Look over the offerings first. Select your favorites, but limit your portions.
- Focus on the vegetable tray, but avoid the dip.
- Drink lots of water.
- Eat high-fiber foods (raw vegetables, whole grains, etc.) to help you feel satisfied.
- Eat slowly and chew thoroughly. And remember that it takes up to 20 minutes to feel full.
- Move away from the food at a party.
- Focus on your friends and family at holiday gatherings, not the eating.
- Limit your alcohol intake.
- Choose pretzels or unbuttered popcorn over chips or crackers.
- Save the sweets for last.

As much as possible, try to keep up your exercise routine during the holidays. And finally, if you find you have overdone it a bit, don't use that as an excuse to throw all your healthy eating practices out the window. Move on sensibly toward that Happy New Year.

The Hedahls National Sales Meeting • February 20-21

Big Wheels for BENCO's Big Business



BENCO has grown in recent years. We are selling lots more equipment than ever before. We have outgrown the capacity of our smaller trucks. When we haul a big load of equipment to be installed, we have been experiencing truck breakdowns that cause delays and extra cost. With this new truck (pictured at left), we are able to load all of the equipment needed for each job and not worry about overloading the truck. For those who care to know, here are the specs on the new truck: It is a 2003 Chevrolet Kodiak Medium Duty Crew Cab 16,000 GVW truck with a 510 horsepower Duramax 6600 Turbo Diesel engine and an Allison automatic transmission, and best of all from the perspective of the guys driving it, Air Ride Seats. The flat bed design with hydraulic boom makes loading equipment easy, fast, and safe.

ESOP Summary Plan Description on Web Site

The Summary Plan Description for our ESOP is now posted on our Web site. Go to the Employees Only section and click on "ESOP Summary Plan Description" to access this detailed description of the plan.

ESOP Sign-Up Deadline

You should all have your sign-up forms for our Employee Stock Ownership Plan (ESOP). **All employees** (full-time, part-time, and temporary) must complete one of these forms, indicating one of three options if you are eligible: first-time enrollment in the plan, re-enrollment "as is" if you want no change, or re-enrollment with a change in the amount you are investing. **Even if you do not qualify for the ESOP or if you are not interested in investing**, we ask that you fill out the form with your employee number and store or division, and mark the appropriate choice. These forms need to be returned to Darlene Birney at Headquarters by **December 12**.

Wearable News

Many of you have asked for sweatshirts to wear to work, and our supplier now has some. They are also offering a great price for a limited time on our denim shirts.

Sweatshirts While Supplies Last:

Closeout Special Prices while supplies last.

\$15.50 + tax sizes S to XL

\$17.50 + tax size 2XL

\$18.50 + tax sizes larger than 2XL

The price includes logo and name on each.

Colors: Black, Forest, Natural, Navy, Sunflower, and Wine.

Larger sizes have the same add-on prices. Lots of sizes available, except the following:

No small and medium in Wine,

No small in Sunflower,

No medium in Forest Green

Special Price on Denim Until Jan. 1:

Special Prices through December

\$14.50 + tax Special Price.

These are the same denim shirts we have bought in the past. They are on sale until the end of December. The price includes a logo and name on each.

Colors: Denim, Dark Denim, Natural, Hunter, Khaki, and Black. Larger sizes have the same add-on prices as other shirts.

The Hedahls Web site shows the sale prices on denim shirts and the order options for sweatshirts. Go to **Employees Only** and click on **Order your Hedahls shirts online**. All the current cost-sharing rules apply.

Oil Access

Last month we discussed how easy it is to find all the numbers in the computer that concern antifreeze by just typing the word ANTIFREEZE in the part number on the P1 screen.

Bill Edwards has also set up the OIL code so you can bring up all brands of oil type on the P1 screen. This can be done by just typing in the oil type at the part number on the P1 screen. As an example I typed 10W40 on the P1 screen for the Bismarck store and a page of 10W40 part numbers with quantities displayed.

If you have other areas where this feature could be set up and used, please let Bill or me know.



CALL PAUL