

June 2007  
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# Hedahls Headlines

EMPLOYEE NEWSLETTER

## Anniversaries & New Employees

Traditionally, June is a big month for hiring and that makes it a big month for anniversaries too. We've got lots of both this month, plus a promotion to boot.

First, we missed an anniversary last month: **Terry Talk** of Detroit Lakes has a combined 10 years on the job. For June we have lots more. Celebrating five years on the job are **Joey Richey** of Bismarck, **Jason Johnson** of Sisseton, and **Vernon Deaton** of Glendive. Celebrating 20 years is **Lori Alfstad** of BENCO Equipment. Celebrating 35 years is **Dick Hedahl**. And celebrating 25 years is **Steve Kronemann** of Fergus Falls. Hedahls has a tradition of recognizing employees with 25 years of service and of featuring those employees in the newsletter.

**Steve Kronemann** has had two career jobs since high school—both in auto parts and both beginning on June 1. On June 1, 1976, Steve started working at Car Quest in Fergus Falls, side by side with his uncle and baptism sponsor. Then on June 1, 1982, Steve began work at A&B Automotive Center in Fergus Falls, which later became Hedahls Auto Parts. He's been there since, marking 25 years with the same company today!

Steve remembers that in 1982, there wasn't a computer in the entire store. About a year later, they got one computer on the center post for everyone to use, and Steve said it got pretty crowded around that center post. In 1984, when Hedahls bought A&B, each counterman got a terminal. He also remembers that it took a while to get used to using the computer catalog and that at first the guys at the counter were much quicker with the huge paper catalogs than they were with the computers.

With a chuckle, Steve recalls that when vehicles were changing from point system to electronics, there were a number of the old-time mechanics who said, "It will never last!" and expected that we'd be going back to the point system.

Steve became manager of our Fergus Falls store in July 2001, and in an industry that seems to be constantly changing, he has to be constantly learning. Steve's approach is to "keep my eyes and ears open" because there are new things to learn every day. That daily challenge to stay on top of things is helped by the people he works with—"a good bunch of guys." That make the days more enjoyable.

Steve will be receiving his 25-year pin from Dick Hedahl later this month. Congratulations, Steve, and thank you for 25 years on the job.

We also have a number of new and returning employees. Please welcome them.

**JASON MUNSON** – Red is new in our Carrington store at the counter and outside sales. From New Rockford, he has three brothers. Jason enjoys fishing, camping and working on motors.

**BRANDON MOSER** – Brandon is new at the counter in our Aberdeen store. From Aberdeen, he has one sister. Brandon enjoys watching car races.

**ROBERT CARLSON** – Rob is also new at the counter in our Aberdeen store. From Aberdeen, he has two sons and one daughter. Rob enjoys hunting, fishing, and racing.

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All Hedahls stores and divisions will be closed on  
**Wednesday, July 4.**

*Have a safe and restful Fourth of July!*

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**ALBERT GRAMLOW** – Buzz is new on delivery for our Aberdeen store. Originally from Fullerton, ND, he has 13 grandchildren. Buzz enjoys fishing.

**CODY BURKE** – Burke is new in the shop at Main Street Tire. Originally from Williston, he has two sisters. Burke enjoys cars and motorcycles, hunting and fishing, and sports of all sorts.

**KARRIE TIMM** – Karrie is new on delivery for our Bismarck store. From Bismarck, she has one son. Karrie enjoys fishing, hunting, volleyball, and art.

Among our returning employees are **Levi Hansen** in Glendive, **John Gietzen** in Bismarck, **Steve Norstedt** in Bismarck, and **Terry Talk** in Detroit Lakes (pretty special to be a new employee and a 10-year employee all in the same newsletter).

Finally, **Josh Shantz** has been named the assistant manager of BENCO II in Shakopee. Congratulations, Josh.

# Hedahls Fun Run

Mark your calendars for Saturday July 21. It's the Hedahls Fun Run. Here are a few things you might want to know and share with your friends and customers.

- Everyone is welcome—employees, customers, friends and relatives.
- The Fun Run is free.
- You don't need a motorcycle, hot rod or classic car to participate. You can bring the family trickster and grandma if you want and just go for a Saturday drive with us.
- If you would like to join us en route, the times should look something like this, give or take 15 minutes.
  - ◆ Leave the Hedahls Bismarck store parking lot at noon CDT
  - ◆ Arrive at Captain's Cabin in Washburn about 1:00 pm CDT
  - ◆ Arrive at the Saddle Sore Saloon in Golden Valley for something to eat about 2:30 pm CDT (also the tour of the motorcycle museum)
  - ◆ Arrive at the Sunset Inn in New Salem about 5:30 pm CDT
  - ◆ Arrive at the Bismarck store parking lot about 6:30 pm CDT

- The Bismarck store is really digging in to make this possible. Travis and his crew are in charge of eats and fun. Arnie Zahn is the game master, and Mike Laib is driving the chase vehicle and pulling the trailer.

Hope to see everyone there. Any other comments, concerns, or questions, call me. Thanks, Dale



## The Route (approx. times)

1. Noon CDT: From Bismarck store parking lot—1804 north to Washburn with a stop at the Captain's Cabin
2. 1:00 CDT: Alternate 200 west to Golden Valley
3. 2:30 CDT: Stop at the Saddle Soar Saloon in Golden Valley
4. Tour John Lindemann's Motorcycle Museum (great collection of old Harleys & classic cars)
5. 4:30 CDT: East to Beulah & 49 south to 94 and Sunset Inn in New Salem
6. 5:45 CDT: East on 94 to Hedahls parking lot in Bismarck for brats, burgers, drawings and door prizes.

**All traffic laws apply.**

**Hedahls is not responsible for accidents or injury. A chase vehicle and trailer will be provided.**

# Call Paul



## Company Transfers

With the size of our company and the amount of inventory we transfer between stores it's important that we keep track of everything being shipped and received. One way to help the shipping store is to print a received copy back to that store. They know you have received the product and their inventory is correct. It is not an inconvenience for the receiving store and it makes it so much easier for the shipper.

Here's a reminder on how to do this:

1. From the POS Screen press **F1**
2. Choose **15**, press **ENTER**
3. Type your **Authorization** and press **ENTER**
4. At the Transfer Screen type the **Transfer Number**, **ENTER**
5. At Change Which Line choose **1**, **ENTER**
6. On Line 1 change the S to an **R** (received)
7. Tab down to Line 6 Written by and put **your initials** there, then **ENTER**
8. At Change which line? ...Type **0**, **ENTER**  
This will take you to the end of the transfer
9. You will be at Change which line? again. Hit **A\*** and **ENTER** to receive all
10. This will take you to the P=Print option. Choose **P**, **ENTER**
11. You now choose **F**, **ENTER** to print only at the shipper location. If you choose B, you will print at both locations. Although it isn't necessary to print in the receiving store you have that option
12. Your last step is Do you want to print immediately? (Y/N) Choose **Y**, **ENTER** and it is done.

If you did not get an item, be sure to correct both the received and the shipped columns.

Follow these steps and you will make it much easier for all stores transferring inventory.

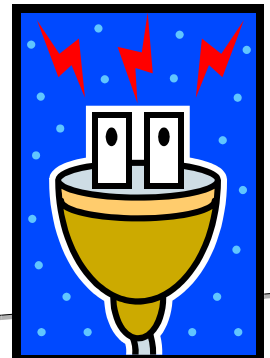
Thanks for your help.

# Safety First!

## Summer Electrical Tips

The following tips come from the Electrical Safety Foundation International (ESFI) for your safety this summer. ESFI reminds you that water and electricity can be deadly, so follow this advice.

- ❑ Summer is the season for swimming and boating. Awareness of electrical hazards around water can prevent deaths and injuries.
- ❑ Sailboats often have masts of 30 feet or more, which are dangerous when they come into contact with overhead power lines. Staying at least 10 feet away from overhead power lines can help prevent lethal electrical hazards.
- ❑ Use outlet covers on outdoor receptacles near swimming pools.
- ❑ Keep cords and electrical devices away from pools.
- ❑ Never handle electrical items when you are wet.
- ❑ Use a ground fault circuit interrupter (GFCI) to help prevent electrocutions and electrical shock injuries. Portable GFCIs require no tools to install and are available at prices ranging from \$12 to \$30.
- ❑ Electrical devices such as circuit breakers, fuses, GFCIs, receptacles, plugs and switches can malfunction when water and silt get inside. Replace those that have been submerged.
- ❑ Do not allow power cord connections to become wet. Outdoors, dangers such as power lines in contact with water can pose electrical hazards. Indoors, submerged outlets or electrical cords may energize the water, a potential lethal trap. Before flipping a switch or plugging in an appliance, have an electrician check the house wiring and appliance to make sure it is safe to use.
- ❑ When using a wet-dry vacuum cleaner or a pressure washer, be sure to follow the manufacturer's instructions to avoid electric shock.



# MONEY MATTERS

## Year-End Flex Notes

Proof of health screening tests for the 2006-2007 Flex Plan year must be submitted to Darlene at Headquarters by July 6. Eligible employees can earn \$25 for each test they have during a plan year (cholesterol, blood pressure, cancer, and blood sugar). That goes for spouses too. The benefit money will be added to the employee's July 13 pay. To qualify for this plan year, tests must be completed by June 30.

Any money still in your reimbursement accounts must be used this plan year or you lose it. This means you must incur the expense by June 30. But you have until August 24 to claim your reimbursement from the 2006-2007 plan year. To "incur" a reimbursable expense, you must have had the service or procedure performed, or have received the medication or product from your healthcare provider. You may not prepay an expense to beat the deadline. All claims must be submitted after the date of the service or procedure or the date the medication or product is received. Also, you go by the date of the service, procedure, medication or product, not the date you are billed or the date you pay. In other words, if you incur an expense before July 1, but are not billed until after July 1, that expense is reimbursable with funds from this year's plan.



## ESOP/401(k) Investments

You should have discussed your ESOP/401(k) investments during your recent sign-up session for the Flex Plan. Eligible employees can invest up to 15% of their income in the ESOP. And for eligible employees, everything you invest up to 6% of your income will be matched by Hedahls, fifty cents to the dollar. This investment is tax-deferred until you take it out. All eligible employees are encouraged to take advantage of this opportunity to plan for the future. If you've changed your mind about your investments, you have until July 1 to make a change. After that, you'll have to wait until December. Just contact Darlene at Headquarters if you have any changes.

## Flex Plan Packets

When you become eligible to enroll in our benefits plan, you will be mailed a packet of information from Asset Management, the consultant for our benefits plan. Hang on to this packet. You'll need it to enroll in our benefits program. Stash it away in a safe place so you'll know where to find it when you need it later for reference or for any questions you might have.

All current employees who are eligible on July 1, 2007 have already received these packets. Any future new employees will receive their packets when they are eligible. When you get updates to your plan or new insurance booklets, cards, etc., we recommend that you keep this new information with your packet so you'll know where to find that too.

**Dick Hedahl and Harold Larson will be traveling to all the stores and divisions to hold ESOP meetings with employees, but the schedule has not been finalized.**