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# Hedahls Headlines

EMPLOYEE NEWSLETTER

## Anniversaries & New Employees

We have three multiple-of-five work anniversaries this month. **Reuben Schatz** of Linton celebrates five years, **Jerry Ryan** of Aberdeen celebrates 15 years, and **Arnie Zahn** of Bismarck celebrates 20 years. Congratulations, guys!

We also have six new employees this month. Please welcome them.

**DEREK DENNIS** – Derek is a new service tech with BENCO II in Shakopee. From Shakopee, he has two brothers and two sisters and he himself is a twin. Derek enjoys hunting, fishing, and cars, and he's a fire fighter.

**WILLIAM RAWSON** – Bill is a new tire tech at Main Street Tire Co. Originally from Brownsboro, TX, he has one son. Bill enjoys softball and working on cars.

**MALVENE ALLENDORF** – Mel is new on delivery at our Bismarck store. From Bismarck, she is married. Mel says she enjoys camping, and her dog is her life.

**DAVID SCHNEIDER** – David is new on delivery with our Bismarck store. From Bismarck, he has one sister. David enjoys hunting, fishing and Frisbee golf.

**SHEILA NELSON** – Sheila is new on delivery and in shipping/receiving for our Sidney store. Originally from Stanley, ND, she has four brothers and one sister. Sheila enjoys hunting, fishing, hiking, and "anything outdoors."

**RANDOLPH SCHNEIDER** – Randy is new in the machine shop of our Dickinson store. Born in Bismarck, he also lived in Glendive and Jamestown before serving in Vietnam. Then he worked in Montana for a time before returning to North Dakota. He has two brothers and one sister. Randy enjoys hunting and fishing, photography, and racing little remote cars.

## Wellness Plan Additions

The Hedahls Wellness Program has changed some for this year. We have two primary wellness factors that you can control to lead a healthier lifestyle – tobacco use and weight. We have used these two factors since our program started in 1993. They are two of the most important factors in a healthy lifestyle and two of the most controllable, if you so choose. The Hedahls Wellness Program is designed to encourage everyone to pick the healthy choices.

In the early years of our plan, you qualified for your weight and tobacco-use markers prior to July 1, and then ran with those Wellness Dollars for the full Plan Year. We added a smoking cessation option later, but it required you to successfully complete the course before the Wellness Dollars kicked in.

Our 2007-2008 plan has a new feature that allows you to earn your Wellness Dollars during the Plan Year by participating in alternatives with weight loss or tobacco cessation plans. Here is how they work:

### The Weight Factor or Body Mass Index (BMI)

Check out the Body Mass Index chart on our website ([Hedahls.com](http://Hedahls.com), then [Employees / Wellness Plan Summary / Benefits Brochure / bmi chart](#)). If your BMI is 30 or greater, you can still qualify for the Wellness Dollars by taking these steps: **(Continued on the next page)**

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1. See your medical doctor. He or she will determine if it is medically advisable for you to attempt to reduce your BMI to below 30.
2. If your doctor signs the form saying it is medically advisable for you to attempt, you can then have your doctor prescribe a plan to reduce your BMI and thus reduce your weight. If your doctor does not prescribe a specific plan or medication, you can still comply with the program by enrolling in a commercially available weight loss program, if your doctor will sign the form allowing it. If your doctor stipulates on the form that it is not medically advisable for you to attempt to comply, you can get the Wellness Dollars anyway.
3. Turn in the completed form and proof of enrollment (if indicated) to Darlene at Headquarters, and she will set up the Wellness Dollars on your next pay check.

### Tobacco Use

If you use tobacco products you can still qualify for the Wellness Dollars by taking these steps

1. See your medical doctor. He or she will determine if it is medically advisable for you to attempt to quit using tobacco.
2. If your doctor signs the form saying it is medically advisable for you to attempt to comply, you can then have your doctor prescribe a plan to stop using tobacco. If your doctor does not prescribe a specific plan or medication, you can still comply with the program by enrolling in a commercially available Tobacco Use Cessation program, if your doctor will sign the form allowing it. If your doctor stipulates on the form that it is not medically advisable for you to attempt to comply, you can get the Wellness Dollars anyway.
3. Turn in the completed form and proof of enrollment (if indicated) to Darlene at Headquarters, and she will set up the Wellness Dollars on your next pay check.

Either form can be printed from the [Hedahls Web Site](#) under the [Employees](#) link / [Wellness Plan Summary](#) / [Benefits Brochure](#) / [Alternatives](#). Or you can get them from Darlene at Headquarters. Both of these lifestyle choices will help you lead a healthier life. Get started now, and good luck with your plan.

## Let's Quit Smoking!

The Blue Cross-Blue Shield of North Dakota (BCBSND) Health Insurance plan we currently have in our Benefits Program now covers prescription and over-the-counter (OTC) tobacco cessation products.

Here's how it works:

Schedule an office visit with your doctor, and get a prescription for a tobacco cessation product. Take the prescription to your pharmacy and ask the pharmacist to submit your claim electronically. Because OTC products work well and are cost-effective, BCBSND will cover them if your doctor writes a prescription.

If a brand-name prescription drug has a generic version, only the generic version will be covered.

You will be charged a co-pay and our standard 20% co-insurance applies. This program can also be used to comply with our rules for the Hedahls Wellness Dollars for Non-Tobacco Use.

Call Harold Larson, Darlene Birney or Dick Hedahl with questions.

## Potassium for what ails you!

Potassium is an important nutrient that lots of people don't get enough of. According to an article in Healthy Choices, potassium promotes good muscle and nerve health and helps to balance your body's fluid levels. It may also improve blood pressure, lower stroke risk, slow bone loss, and reduce the incidence of kidney stones.

Good stuff. Where do I get some? Bananas, of course, but also cantaloupe, honeydew, potatoes, and tomato and prune juices. Whole grains also supply us with potassium, as do low-fat dairy products, beans, fish, molasses and almonds.



Goodyear belts & hoses are now available from Uni-Select's Mason City warehouse. A second source for you when NEMAC is out of what you need.