



Anniversary & New Employees

One multiple-of-five anniversary this month. **Jason Teske** of our Bismarck store celebrates five years on December 30.

We also have four new employees this month. Please welcome them. **PATRICIA GROSS** – Pat is new in our Carrington store running deliveries and helping with billing. Originally from West Fargo, she is married with two daughters, a son, seven grandkids, with another on the way. Pat enjoys cooking, canning, camping, and fishing.

OSCAR ARANDA – Oscar is a new tech for BENCO IV in Fargo. Originally from Eagle Pass, TX, he is married with three daughters and one son. Oscar enjoys hunting and ice fishing.

GREGORY SONMOR – Greg is new in the warehouse and on delivery for our Fergus Falls store. From Dalton, MN, he is married with one son. Greg enjoys fishing and golf.

BROOKS SALHUS – Brooks is new in PB&E for our Bismarck store. From Driscoll, ND, he is married with a son and two daughters. Brooks enjoys hunting, fishing, and body work.

December
2008
Volume 17
Number 3

Hedahl's Headlines

EMPLOYEE NEWSLETTER

Dick Ulrich Retires



In the spring of 1964, Dick Ulrich began a job that became his profession. Dick started work at the auto parts store in Glendive, Montana that he now manages. At the time, it was called QB&R Automotive Supply. Bismarck, ND-based Hedahls Auto Parts bought QB&R in 1967. Dick Ulrich was working as a counter salesman at the store at the time. He always enjoyed his work and his customers appreciated his help.

In 1991, when longtime store manager John Athas retired, Dick Ulrich was named store manager. The Sidney, Montana Hedahls Store was also assigned to Dick in 1992. Dick has

successfully run both Montana stores ever since.

Now Dick has announced his intention to retire at the end of the year 2008, after over 44 years with the store. Congratulations to Dick Ulrich on 44 years of service to the auto parts industry in Montana. Thank you for a career of dedication to your customers, your employees and your company.

The Glendive store will have a party at the store for Dick the afternoon of December 16 starting at 3:00 pm. Customers, friends and family are invited to wish Dick well on his retirement. We will repeat the event in Sidney the next morning from 9:30 to 11:30 am.

Retired, but not left alone, Dick has agreed to help his successors in their transition. Long-time Hedahls employees have been named to take over for Dick – Mike Bender has been named manager of the Glendive store and Mike Kurtz will run the Sidney store. So you will still be able to find Dick Ulrich at the Hedahls store occasionally, but he will be in a much more relaxed attitude. He will be retired, mostly.

Health Fairs Aim for a Healthier You



We've held Health Fairs now in all our locations, with good participation. Not all the numbers are in yet, but so far we know 79 flu shots were administered to 119 employees and spouses. In addition to the flu shots, participants had the chance to complete their health screening tests for blood pressure, blood sugar, and cholesterol at the wellness fairs.

Be sure you turn in your proof of assessment to Darlene Birney at Headquarters to qualify for the health screening test wellness dollars for this year. You have until the end of June for that. Remember, we don't need to know your results. Just that you had the tests.

Also, you'll want to keep track of the numbers you received at the Health Fair. These will be useful to you for the Health Risk Assessment (HRA) you can complete online in January. Read all about it in the story on the next page. The numbers they'll want are blood pressure, total cholesterol, good cholesterol (HDL), bad cholesterol (LDL), height, and weight. These will help the HRA create your health profile.

Whatever your New Year's resolutions might be, a healthier you can fit in nicely.

Investment Adjustments

For those of you with ESOP/401(k) investments, December is one of two times during the year when you can change the amount you are investing (June is the other time). Simply contact Darlene at Headquarters before the close of business on December 28, and let her know what you want changed. There will be forms to fill out, so give yourself time to get the forms back to Headquarters. Fax is OK.

Return sign up forms

By now, you should have received sign-up forms for our Employee Stock Ownership Plan (ESOP). All employees (fulltime, part-time, and temporary) must complete one of these forms. You should indicate one of three choices:

- Enrollment in the plan if you are eligible,
- 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, you are to 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 28.



Read this!

This is how you register to win the HD-TV.

WELLNESS NEXT PHASE: HEALTH RISK ASSESSMENT

The expanded 2008/2009 Hedahls Wellness Program has several phases. We have recently completed the Health Fairs at all of our locations. The next phase in our new program is the Health Risk Assessment or HRA. Our Wellness Program is designed to help everyone lead a healthier lifestyle. One of the components of leading a healthier lifestyle is to know what your current health status is. A Health Risk Assessment will allow you to evaluate your own situation and determine what risks you are facing to your health.

Our health insurance provider, BCBS of North Dakota has developed a website that will allow you to manage your health online. One of the first pieces of this web site you need to complete is the HRA. This will give you the tools to establish a baseline for yourself about your own health. You will be able to access the site from any broadband internet connected computer. You can access it at work if you choose, or use your home computer. The site is called [NDWellnessCenter](http://www.ndhealthcenter.com) and it gives you access to a number of online tools to manage your health, called [MyHealthCenter](http://www.ndhealthcenter.com). You will need your health numbers to complete the HRA. These were given to those of you who participated in the recent Health Fair at your store. The rest of you can get them from your own doctor or clinic. They include blood pressure, cholesterol, height and weight. [MyHealthCenter](http://www.ndhealthcenter.com) can be used to help you quit smoking, lose weight, track your exercise regimen and maintain healthy eating habits.

Go to www.ndhealthcenter.com and look around. After January 1, 2009, you will be given an access code number and can then set up your own personal user name and password to allow you to evaluate your own personal health information. This is a secure site. Your information is only available to you through your user name and your own password. It all starts after January 1, 2009. The first thing you will need to do is take the HRA. This assessment will allow you to participate in the rest of the features available on the website.

One of the most asked-for benefits we have had over the years has been support for a health club for every employee. MyHealthCenter has a

feature that will reimburse you for participation in a health club, up to \$20 per month. BCBSND has established working relationships with health clubs all over our territory. Your health club will be sent \$20 per month to apply to your account every month you exercise regularly. See the NDWellnessCenter web site for details. And there are many other ways to earn while you get healthy.

We have set up a link to a video about MyHealthCenter on the [Hedahls.com](http://www.hedahls.com) website in the **Employees** section, under the [Wellness and Benefits Program Page](http://www.hedahls.com/benefits/Wellness%20and%20Benefits%20Program%20Page). Or go directly to the video page at <http://www.hedahls.com/benefits/MyHealthCenter.html> and then click on the MyHealthCenter. You can also access the NDWellnessCenter web page here as well.

As Mr. Spock said in Star Trek, "Live long and prosper." Whether you take that as advice or well-wishes, the Hedahls Wellness Program can help you accomplish it.

The screenshot shows a web browser window displaying the Hedahls website. The browser's address bar shows the URL <http://www.hedahls.com/benefits/MyHealthCenter>. The website header includes the logo for HEDAHL'S PARTS PLUS and the text "NDWellnessCenter.com". A navigation menu on the left lists: Home, Locations, HQ, About Hedahls, Contact Us, Related Companies, Employees, What's New, Site Map, Useful Links, Featured Items, and Installer Partners. The main content area features a video player titled "MyHealthCenter Video" with a play button and a message "[Broadband required to view this video]". Below the video player is a circular logo with the text "WELLNESS" and "HEDAHL'S HAS IT!". At the bottom of the page, there is a footer with contact information: "100 E Broadway Avenue Bismarck, ND 58501", "1-800-HEDAHL", "fax: 1-701-221-4251", and "hedahls@hedahls.com". The footer also includes a copyright notice: "Copyright © 2008 || Hedahls Parts Plus|| All rights reserved" and a list of links: "Home || Locations || HQ || About Hedahls || Contact us || Related Companies Employees || What's new || Site map || Useful Links || Featured Items || Installer Partners".

Holiday Hours

Christmas and New Year's Day are both on Thursday this year, and all stores and divisions of Hedahls will be closed.

Christmas Eve and New Year's Eve are both business days for us. Each manager will determine the times his or her store or department will be open and schedule the staff accordingly. Anyone who wants to have a vacation day on either of those days should arrange it with his or her manager.

Closing times for each day will be designated by the store manager, since each community will have its own needs.

Holiday Party

Friday, December 12
6:30 p.m. – Social
7:30 p.m. – Dinner
Kelly Inn in Bismarck

Please plan to join us!

You and your spouse or guest are welcome at any of our holiday parties. Just let us know.

Regional Holiday Parties

- Aberdeen-Redfield – Jan. 3 at 6:00 p.m. – The Flame
- Bismarck-Mandan – Dec. 19 at 11:30-2:00 – the store
- Carrington – January
- Detroit Lakes – January
- Dickinson – Dec. 12 at 6:30 p.m. – Eagles Club
- Fergus Falls – Dec. 10 at 7:00 p.m. – Mabel Murphy's
- Glendive-Sidney – Dec. 20 at 6:30 p.m. – Jordan Inn
- Milbank – Jan. 10 at 7:00 p.m. – Shenanigans
- Sisseton – Dec. 20 at 7:00 p.m. – Hippen Steak House
- Watertown – Dec. 24 at 4:00 p.m. – the store
- Yankton – January

Peace
on Earth

