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Hedahls Headlines

EMPLOYEE NEWSLETTER

Darlene Birney's Retirement

Technically, Darlene Birney has worked for the same company for 46 years. She started working for QB&R Automotive in 1964. When Hedahls bought QB&R in 1967, she became an employee of Hedahls, and she has worked faithfully for us ever since. And now, after a professional lifetime of ensuring that all employees are properly paid, Darlene is retiring, at the end of this year. We know what you're thinking: how are we going to get paid! You'll be glad to hear that Darlene will be working to train her replacement, even if it takes some hours into the new year.

So given 46 years in a job that touches every single employee where it counts, it seems like a good idea to announce Darlene's retirement party on December 16 at 2:00 at Headquarters. Join us.

Our very best wishes to you, Darlene. And here's to a happy retirement for you and Ross.

Employee Anniversaries

We have two multiple-of-five work anniversaries in December, but no new employees to report. **Karla Schmidt** of Watertown celebrates five years, and **Carol Skarie** of Detroit Lakes celebrates 20 years this month. Congratulations to you both!

Hedahls Computer System Upgrade

By Dick Hedahl

Hedahls bought its first computer system in 1971. We were the first auto parts company in this region to computerize. It was made by Mylee Company, and its only function was to keep track of our inventory. By 1983 we had added to the Mylee system, but it was time for an upgrade. We bought our first NCR Computer. Those of you who were around then will remember that it was really a major upgrade. It was expensive and sophisticated. The NCR served us well until our next upgrade in 1993 when Cooperative Computing Inc. sold us their J-Con and ADIS systems. CCI's main selling feature was a computer catalog system. While they were auto-parts specific, the CCI system was not very robust. By 1999, it was clear that another upgrade was needed.

Along the way, however, we also added PC's to the mix. These PC's gave Headquarters the ability to more efficiently communicate and handle the administrative functions of a headquarters operation.

Some of you will remember the fiasco called "Y2K." That was the disaster that was projected to crash most older computer systems on January 1, 2000. That is the day that any date in a computer that did not have a 4-digit year would collapse. We decided to buy our new Ultimate computer system and implement it on January 1, 2000. Most folks said, "Are you nuts? You are actually going live on Y2K?!?"

I said, "Sure. I'll have two computers that are Y2K compliant. Surely if one goes down, the other one will still work. What are the odds?" It turns out the Y2K was a bust, and both of the computers survived just fine.

By early 2001 another upgrade was needed. But this time it was our PC network. At the time, we were using slow Frame Relay architecture

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Hedahls Hilton West



I'm sure that by now everyone in the company knows we're having an oil boom in the western part of the territory. The stores included in this bonanza are Sidney, Dickinson, Williston, Crosby and Minot, which are sitting either on top of or on the edge of the Bakken formation. The Bakken formation is estimated to contain 3 to 4.5 billion barrels of oil, stretching from Canada southwest across western North Dakota and Eastern Montana and down into Northern Wyoming. The Bakken is the largest oil field ever discovered in the continental 48 states covering 590,000 acres. In comparison the Texas oil fields cover 140,000 acres.

Then in October the Tyler formation was discovered, which encompasses southwestern North Dakota and northwestern South Dakota, which includes our Dickinson and Hettinger stores. When you combine the Bakken and the Tyler and combine it with the Madison formation which was discovered back in the '50s. It is estimated that we have far more oil than Saudi Arabia. That's the upside. The downside is while the influx of people is great, there is no place for them to live and Williston has probably been hit the hardest. Currently there are more than \$1,320,000 in active building permits on the books in the city of Williston. This number includes two new hotels, 80+ homes, and several apartment buildings. People are coming in literally from all 50 states, and they're living in campers, FEMA trailers, and man camps. A man camp is a group of little huts or trailer houses that house sleeping rooms and usually have common eating facilities and common baths and shower facilities. Near as I can tell the man camps currently house somewhere between 1,500 to 1,800 people.

If you are lucky enough to find

a motel room in Williston, Sidney, Dickinson and Minot, the room that used to cost you \$40 to \$60 now costs you \$100 to \$150 a night. Last month I worked the counter at the Sidney store for a couple of weeks and had to stay in Glendive because there were no motel rooms in Sidney, so that means I drove 100 miles a day for a place to sleep. One day Hilary was at the Williston store and noticed that there was a room approximately 18ft x 20ft full of cores. After asking a lot of questions and a lot of snooping, he and the entire Williston crew created what I affectionately like to call the Hedahls Hilton West. It's basically a motel room in the store. I have to tell you that I consider myself somewhat of an expert on motel rooms and this room is a lot nicer than a lot of motels I stay at. And it is without a doubt the quietest motel room I've ever stayed in.

So hat's off to Hilary, Kevin, Josh, Crystal and Lane at the Williston store for all of their hard work. I, for one, really appreciate it. When you look at the picture, you'll notice the walls are bare, but we're working on that. Thanks, Dale



Inside the Hedahls Hilton West

Renewing MyHealthCenter

Our Enhanced Wellness Program requires you to perform an annual Health Risk Assessment (HRA). On January 1, each of us will be able to renew our www.MyHealthCenter.com registration. This Blue Cross/Blue Shield of ND program is a part of our Enhanced Wellness Program that we began in 2008.

You can then go online and take the Health Risk Assessment. Everyone who was a participant in 2010 has a login name and number that was established last year. If you are a new employee since January 2010, you will be sent a sign-up packet from Pam at Headquarters with your January 7 paycheck. The packet will contain a letter from BCBSND along with informative brochures (regarding [MyHealthCenter](http://MyHealthCenter.com) on the NDWellnessCenter.com website and how to get started with the online HRA.

If you have forgotten your username and password, you can find it by clicking on the **Forgot My Username** tab and filling in the asked for info. Or you can call the Support Line at 1-866-300-6949.

A drawing will be held again this year among all those taking their HRA for 2011. You will have until **Monday, February 28** to complete your Assessment which then also qualifies you in the drawing for a **46" Flat Panel HDTV** or a **Nintendo Wii Fit**. Your qualification is free and requires nothing additional on your part to get signed up. Your name will automatically be included in the drawing when you have completed your HRA.

Call **Dick Hedahl** or **Pam Weisenburger** at Headquarters if you have questions.



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 27.

Investment Adjustment

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 27, 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.



iPad Drawing Winner

One-hundred-fifty people participated in our health fairs this fall, which qualified them all for the drawing for the iPad giveaway. Previous drawings were completed with many, many little slips of paper thrown into a box, mixed around, with a blind pull. The process went high-tech this time. Each of the health fair participants was assigned a number, then on a random number generating website that Harold Larson found, with Pam Weisenburger running the mouse, the number that was generated was 117. And that was the lucky number for **Joyce Stahlecker**, the wife of **Earl Stahlecker** of our Yankton store. Congratulations, Joyce.

