

# WELLNESS NEWSLETTER



## **TIRE RACK** *WELLNESS WORKS*

*energize, empower, encourage*

### THANK YOU FOR ALL THAT YOU DO

THE TIRE RACK WELLNESS WORKS PROGRAM IS DEDICATED TO SUPPORTING A HEALTHY AND HAPPY WORKPLACE CULTURE THAT IN TURN SUPPORTS THE HEALTH AND POSITIVE WELL-BEING OF ALL TIRE RACK EMPLOYEES AND THEIR FAMILIES. HERE'S TO YOU AND ALL THAT YOU DO FOR OUR COMPANY - THANK YOU!



### **SAM'S SEGMENT**

And just like that, we find ourselves wrapping up 2024, looking ahead at what's to come for the new year. As we are immersed into the hustle and bustle of the holiday season and thinking of what needs to be done, let us not forget just how far we have come and all that it has taken to get us here; turning each challenge into a new opportunity as we moved forward, regardless of what was thrown our way. Here's to you and all that you do!

# Tire Rack Awarded with EMPOWER Workplace Charging Certificate

Tire Rack received recognition as an EV-Friendly Workplace at the annual REACT Expo on November 19th. Presented by Drive Clean Indiana and funded by the U.S. Department of Energy, this certificate highlights Tire Rack's commitment to sustainability and its leadership as one of the select workplaces in Indiana to sign and fulfill the EV Workplace Charging Pledge.

Looking ahead, Tire Rack and Drive Clean Indiana aim to strengthen their partnership by exploring opportunities for expanding EV charging infrastructure. By leveraging CFI grant funding resources, the collaboration seeks to deliver cost-effective solutions that support Indiana's renewable energy goals while enhancing convenience for employees.



**REACT:** Renewable Energy & Advanced Clean Transportation

**CFI:** Charging & Fuel Infrastructure Program (U.S. Department of Transportation)



# Last Month's Happenings



WITH BUSY SEASON IN FULL SWING FOR MOST, OUR DCS MADE SURE TO KEEP THEIR TEAMS FUELED WITH SWEET TREATS AND GOOD FOOD!



TEAM NV TOOK PART IN NO-SHAVE-NOVEMBER!



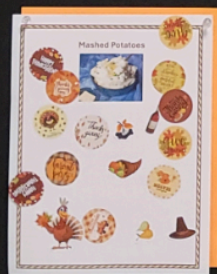
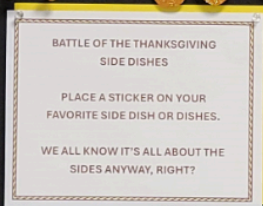


**MANY DCS GOT THEIR TEAMS  
TOGETHER TO CELEBRATE  
"FRIENDSGIVING" AMONGST  
CO-WORKERS - FROM SMOKED  
TURKEYS TO DELI PLATTERS,  
THERE WERE FEASTS TO BE  
HAD ALL OVER!**



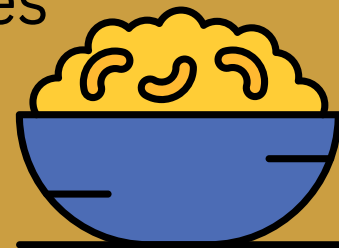
# GOBBLE TILL

# YOU WOBBLE



## BATTLE OF THE THANKSGIVING SIDE DISHES AT TIRE RACK HQ

- 1st place:** Macaroni and Cheese with 19 votes
- 2nd place:** Mashed Potatoes with 18 votes
- 3rd place:** Dressing/Stuffing with 15 votes
- 4th place:** Green Bean Casserole with 14 votes
- 5th place:** Cranberry Sauce with 12 votes
- 6th place:** Sweet Potatoes with 9 votes





# Happy Holidays



*Please see below for our holiday observance schedule:*

**DECEMBER 24TH - 1/2 DAY**

**DECEMBER 25TH - CLOSED**

**JANUARY 1ST - CLOSED**

**TIRE RACK®**



# The Traveling Yeti

*Can you guess where the Yeti is?*







# Find peace this holiday season

## Stay centered while you celebrate

Many different and sometimes difficult emotions may arise during seasonal celebrations. While the holidays can be exciting for many, the busyness of this time of year can make staying calm challenging.

The Holiday Toolkit presents valuable resources to help you unwrap holiday emotions, reduce stress and maintain your mental health, including:

-  **Tip sheets and flash courses.** Find tools for stress management, self-care and more.
-  **Mental health screenings.** Evaluate your mental health and access helpful resources.
-  **Budgeting worksheets.** Ease financial stress by creating a budget that works for you.
-  **In-the-moment support.** Reach licensed clinicians 24 hours a day, 365 days a year, even when other places may be closed for the holidays.





The Holiday Season can be filled with both joy and stress for many people. This can create feelings of anxiety or depression.

### Help Is Available

Contact April Buck Executive Health Nurse Case Manager at 480-599-2649 or [\\_april.buck@discounttire.com](mailto:_april.buck@discounttire.com) & [abuck@tirerack.com](mailto:abuck@tirerack.com)



## Tips for avoiding the Holiday Blues



Stick to normal routines as much as possible.

Get enough sleep.



Take time for yourself, but don't isolate yourself. Spend time with supportive, caring people.



Eat and drink in moderation. Don't drink alcohol if you are feeling down.



Get exercise—even if it's only taking a short walk.



Make a to-do list. Keep things simple.



Set reasonable expectations and goals for holiday activities such as shopping, cooking, entertaining, attending parties or sending holiday cards.



Set a budget for holiday activities. Don't overextend yourself financially in buying presents.



Listen to music or find other ways to relax.

## Remember

The holiday blues are short-term. Be patient. Take things week by week or day by day.

# COMEDY CORNER

What do gingerbread men use when  
they break their legs?

Candy canes!

What do snowmen eat for lunch?

Iceberg-ers

What's every parent's favorite  
Christmas Carol?

Silent Night

What did the icy road say to the truck?

Want to go for a spin?

How is a reindeer like a coin?

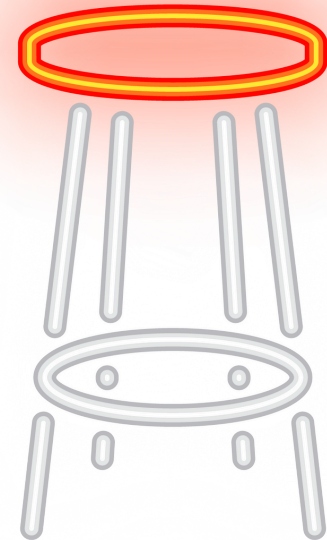
It has a head on one side and a tail on  
the other!

Where does a snowman keep their  
money? In a snowbank.

What do you get when you combine a  
snowman and a Dracula? Frostbite!

Why isn't the snowstorm invited to  
things anymore? It's too snowflakey!

*ft. Some of Adam's  
finest dad jokes!*



Want some more  
laughs?  
Make sure to follow  
**@tirerack**  
on all socials - scan  
the QR code!

# ASU Online 20% Scholarship Program



## 20% Scholarship

Offered to all Tire Rack employees and their dependents (spouses and/or children under 24) on eligible courses taken through ASU Online. Scholarships are limited to the employee and one dependent at any given time.



Scan the QR code or visit [discounttirefamily.com](https://discounttirefamily.com) for details.

## Online Portal

Created through our partnership with ASU and Instride, our online portal, [discounttire.instride.com](https://discounttire.instride.com), provides information about learning options, and allows you to confirm eligibility and start your enrollment process for ASU Online. Employees and their dependents **MUST** use the portal, to receive the ASU Online Scholarship.

## 200+ Online Degree Programs

Choose individual courses, or courses that count towards an online degree program. ASU Online offers over 200 degree programs that can be completed 100% online.

## Combine with Tuition Reimbursement

Eligible employees may also take advantage of the Company's Tuition Assistance Program (TAP), for reimbursement of eligible education expenses, such as tuition and books.

- Full-time - up to \$5,250 per year\*
- Part-time - up to \$1,000 per year\*

*\*For complete program guidelines, contact [HumanResources@tirerack.com](mailto:HumanResources@tirerack.com).*

## Spring 2025

**Session A:**  
Monday, January 13 -  
Tuesday, March 4

**Session B:**  
Monday, March 17 -  
Friday, May 2  
(classes may end Tuesday, May 6)

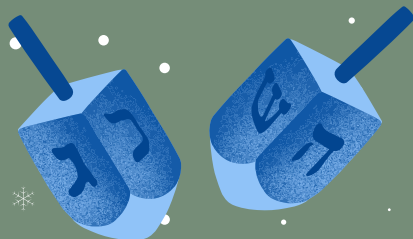
## Summer 2025

**Session A:**  
Monday, May 19 -  
Friday, June 27

**Session B:**  
Wednesday, July 2 -  
Tuesday, August 12



# WHAT'S HAPPENING IN DECEMBER?



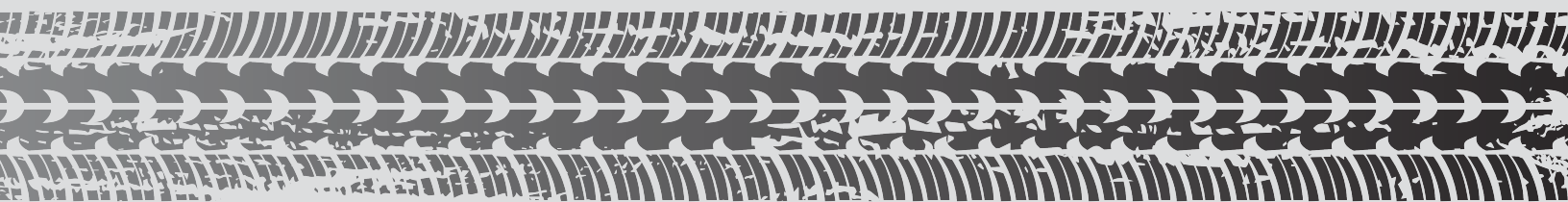


# **NEW EMPLOYEE BENEFITS BEGIN JANUARY 1ST, 2025!**



**KEEP AN EYE OUT FOR MAIL FROM  
BLUE CROSS BLUE SHIELD OF  
ILLINOIS & PRIME THERAPEUTICS!**

**Questions?** Email [HumanResources@tirerack.com](mailto:HumanResources@tirerack.com)





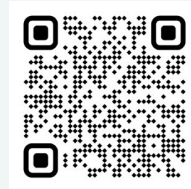
## Join us for a live webinar: Boost your savings

### Key takeaways

Join us for a live webinar to discuss:

- Why saving matters
- A look at your saving
- Saving in your plan
- Ways to save more

➤ [learningfromempower.com](https://learningfromempower.com)



**Sessions are available throughout the month.**

Register today. Use the link to the left or the QR code above to sign up for the session that best fits your schedule.

**Closed Captioning (CC) is available for all sessions. *Ofrecemos sesiones de educación en español.***

Investing involves risk, including possible loss of principal.

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# NOVEMBER'S EMPLOYEE SHOUTOUT

*Krysta Daugherty - Communications Team*



Krysta is a member of our Communications Team in the Mail Room at HQ in South Bend! Her co-workers have described her as “the kindest soul, who is always willing to help and always has a smile on her face.” Those who work closely with her love being on her team.

*Keep up the Great Work!*



# **TIRE RACK**

## *WELLNESS WORKS*

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## **EMPLOYEE SHOUTOUT**

SCAN THE QR CODE

