

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

The month of November opens the doors to the season of hustle and bustle - whether it's studding tires, cleaning the house for guests, or listening to your uncle go on about politics at the table - the list is endless. That's why it's more important than ever to take a moment to yourself and remember your "why."

Discount Tire named 2024 Smartway Excellence Award recipient

Each year the U.S. Environmental Protection Agency awards a small percentage of Smartway certified shippers and carriers for their continued efforts in reducing the CO₂, NO_x, and PM footprint.



This year, Discount Tire is being awarded the 2024 Smartway Excellence Award for being an industry leader in freight supply chain environmental performance and energy efficiency. Through its partnership with its carrier partner DHL, Discount Tire has implemented several initiatives that have reduced miles on the road, created more efficient deliveries, and help to provide better service to stores.

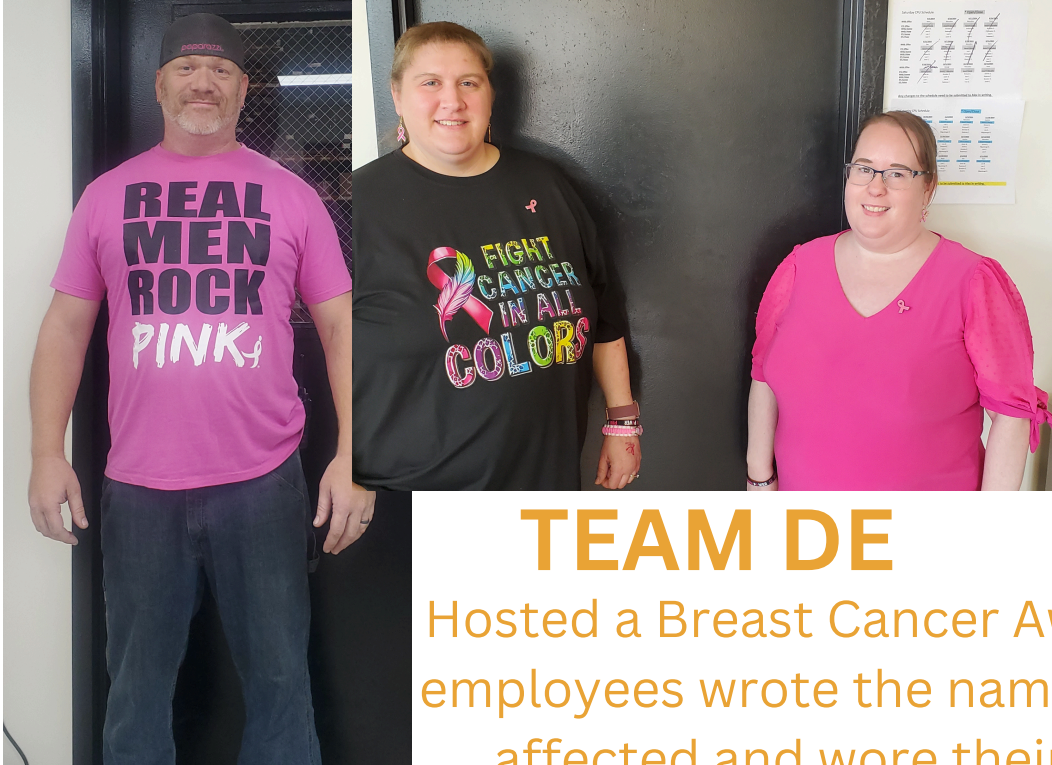
This award from the U.S. Environmental Protection Agency honors Discount Tire for its progress and commitment to sustainability ship our products and collaborate with our carriers to reduce freight emissions in our transportation network and in the communities we serve.

Learn more about the Smartway program by visiting <https://www.epa.gov/smartway> or using the QR code below.

SCAN ME



Last Month's Happenings



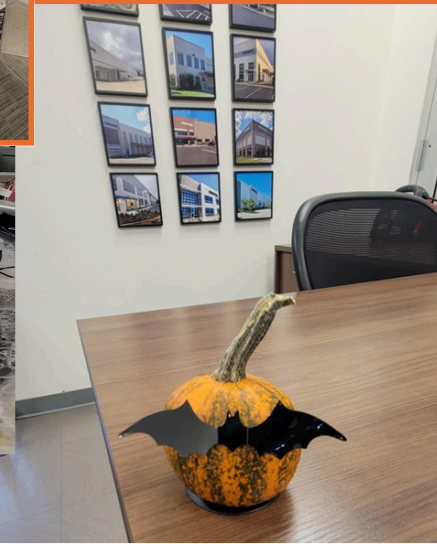
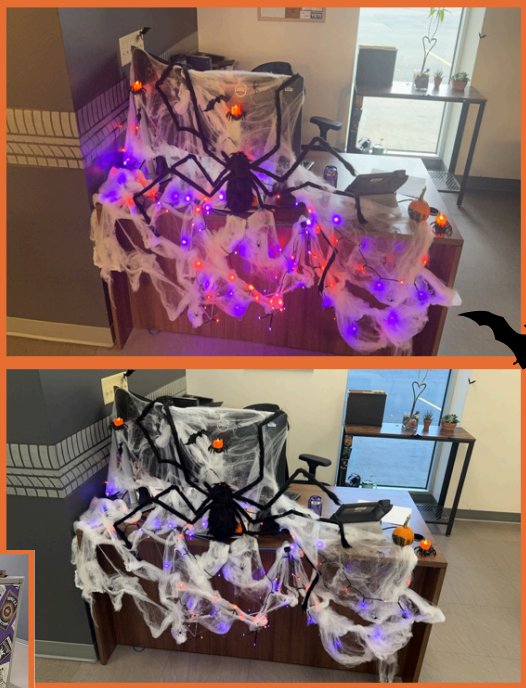
TEAM DE

Hosted a Breast Cancer Awareness Day where employees wrote the name of their loved ones affected and wore their best pink attire!



They also had a pumpkin decorating contest - check out the creativity on these!



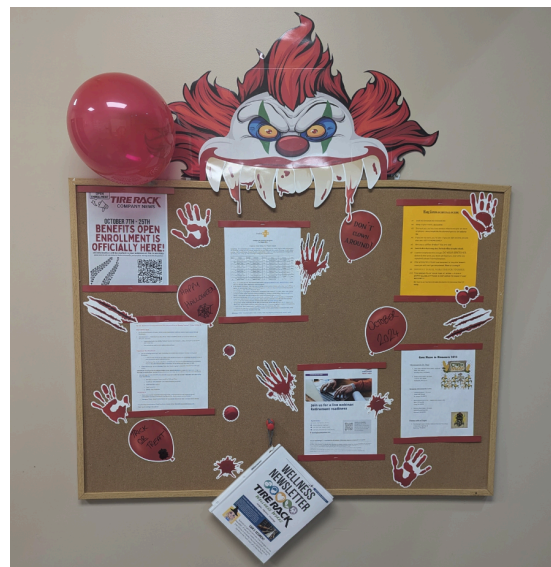


TEAM CT'S
Annual desk decorating
competition - guess who won!



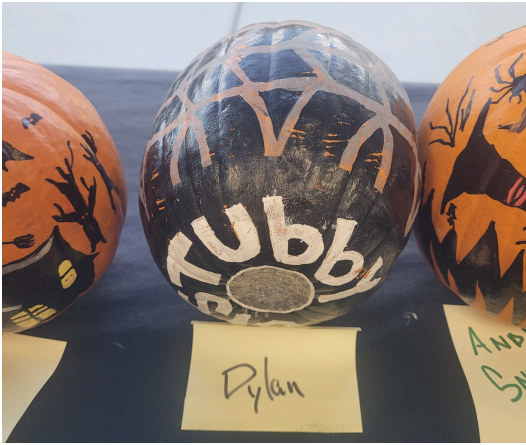
TEAM MN

Also got into the
spooky spirit with
goodie bags, a desk
decorating contest,
and quite the
creative bulletin
board!



TEAM NV

Had a pumpkin decorating contest for all customers and visitors to be able to vote on - everyone loved having a fun way to pass the time while they waited for tires. Great job, Team NV!



Team SB







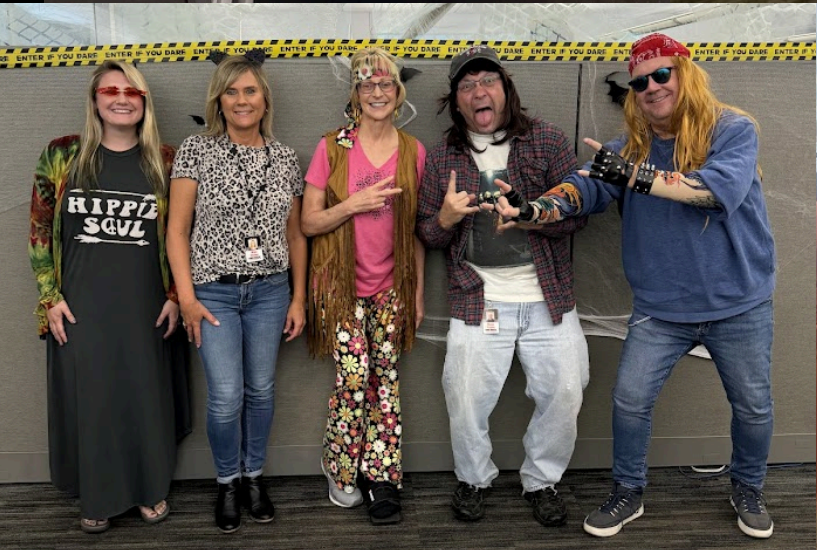
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HALLOWEEN

happy
Thanksgiving

We will be closed on November 28th
Have a Safe and Happy Thanksgiving!



TIRE RACK®

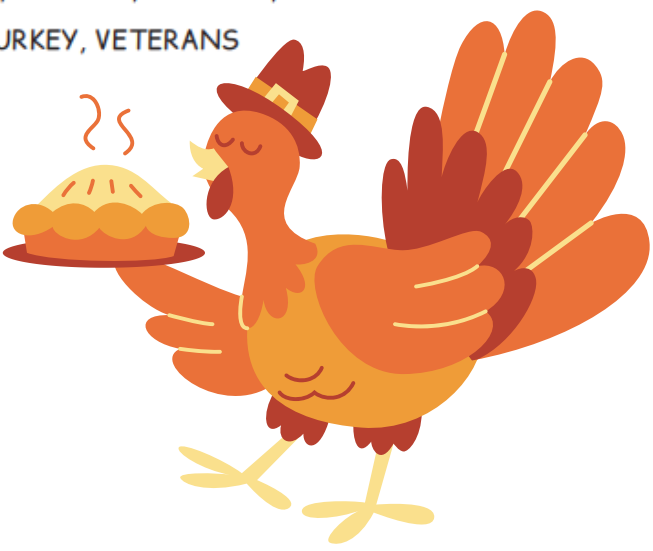


The Traveling Yeti

Can you guess where the Yeti is?



ACORN, APPLE CIDER, AUTUMN, BLACK FRIDAY, BONFIRE, CHILLY, CORNUCOPIA,
CRANBERRY, FAMILY, FEAST, FOOTBALL, GOBBLE, GRATITUDE, GRAVY, HARVEST, HAYRIDE,
LEAVES, MIGRATORY BIRDS, NATIVE AMERICAN, NOVEMBER, PECAN, PILGRIM, PUMPKIN,
REMEMBRANCE, SCARF, STUFFING, SWEATER, THANKSGIVING, TURKEY, VETERANS



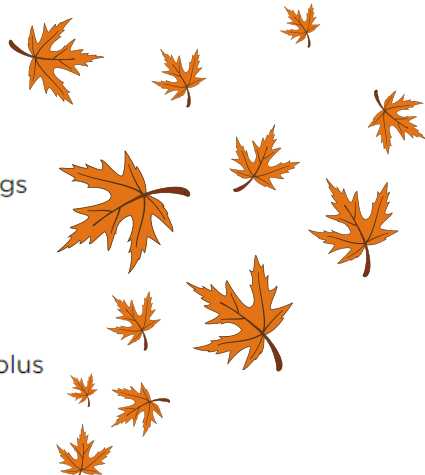
November



Sausage-and-Wild Rice-Stuffed Acorn Squash

Ingredients

- 1/2 c. wild and brown rice blend
- 1/4 c. dried cranberries
- Kosher salt and freshly ground black pepper
- 2 small acorn squash, halved and seeded
- 3 Tbsp. olive oil, divided
- 1 yellow onion, finely chopped
- 8 oz. sweet Italian sausage, casings removed
- 2 cloves garlic, chopped
- 1 tsp. fresh thyme
- 1/4 c. flat-leaf parsley, chopped, plus more for serving



COMEDY CORNER

What's the best way to stuff a turkey?
Serve it pizza and ice cream.

Did you hear about the turkey that
plays baseball?
He covers first baste.

What kind of bagel travels on
Thanksgiving?
A plain bagel.

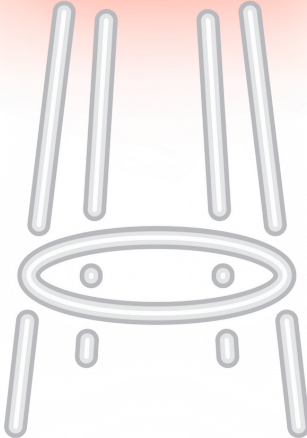
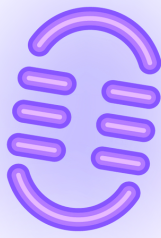
How do little pumpkins cross the
road?
With a crossing gourd.

Did you hear about the pumpkin pie
that apologized?
It was a piece offering.

What do sweet potatoes wear to bed?
Yammies.

Why don't side dishes tell jokes?
They're too corny.

What do you call a sad cranberry?
A blueberry.



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

\$0

cost to you



Personalized pain care that gets you moving

Relieve joint and muscle pain with personalized exercise therapy at no cost to you. On average, participants reduce their pain by 68%.¹

- Virtual sessions anytime, anywhere
- Unlimited 1-on-1 health coaching
- Motion-tracking technology for instant form correction

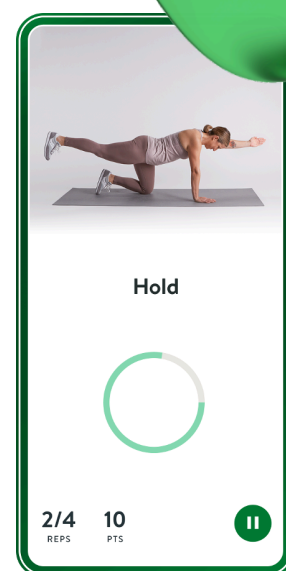
Your family may be eligible, too!



To learn more and apply, scan the QR code or visit

hinge.health/discounttire

Questions? Call (855) 902-2777



"I've definitely noticed I can do daily activities without having to be totally scared of moving or doing something that could cause pain!"

- Cory Ciarrocchi, Tire Rack Employee & Hinge Health Member

Participants must be 18+ and enrolled in a Discount Tire medical plan through UHC or BCBS.

¹After 12 weeks, in a study of chronic knee and back program participants. Bailey JF, et al. Digital Care for Chronic Musculoskeletal Pain: 10,000 Participant Longitudinal Cohort Study. J Med Internet Res 2020;22(5):e18250.



IT IS COLD AND FLU SEASON AGAIN. EVERY YEAR, 20 TO 40 MILLION PEOPLE IN THE US CATCH THE FLU AND COUNTLESS OTHERS SUFFER THE EFFECTS OF SEASONAL COLDS. BELOW ARE SOME HANDY TIPS FOR COMBATING SEASONAL VIRUSES AND STAYING HEALTHY.

1. WASH YOUR HANDS: Hand washing is the single most effective way to prevent the spread of diseases.

2. REST: Get lots of extra rest. This will allow your body to heal. Ideally adults need 7-9 hours of sleep per night, kids need as many as 12 hours of sleep per day including naps depending on age!

3. STAY HYDRATED: Drink lots of water, herbal tea, broth, and juice (in moderation). Avoid liquids that make dehydration worse like alcohol, coffee, and caffeinated sodas.

4. STAY HEALTHY:

- Consider getting a flu shot
- Make healthy choices
- Exercise
- Take a multi-vitamin
- Avoid sick people
- Use hand sanitizer in public places.



When should you stay home from work/school?

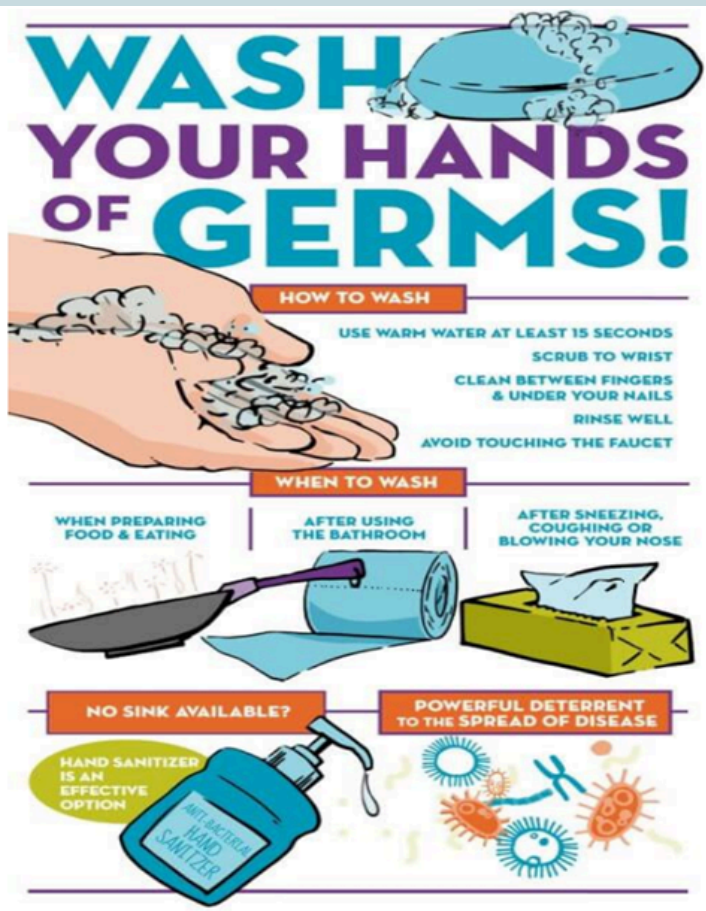
- When you have noticeable symptoms like coughing, runny nose, sore throat, fever, body aches
- If you feel too unwell to perform your usual activities
- Until your symptoms are improving and you are fever free for 24 hours without the use of medication

When should you see a Doctor?

- If the cough/cold/flu symptoms don't go away after a few weeks
- If you're coughing up thick, greenish-yellow phlegm
- Audible Wheezing
- Experiencing a fever
- Experiencing ankle swelling or weight loss

REMEMBER THAT THE EXECUTIVE HEALTH AND COMPANY WELLNESS DEPARTMENT IS HERE FOR YOU!

Please reach out if you need advice or help finding a provider @ **480-599-2649** or **april.buck@discounttire.com**.





WHAT'S HAPPENING IN NOVEMBER?

Thanksgiving





OPERATION GRATITUDE

SAYING "THANK YOU" TO ALL WHO SERVE

"OUR MISSION IS TO SAY THANK YOU TO OUR MILITARY AND FIRST RESPONDER COMMUNITIES, AND TO HONOR THEIR SERVICE BY CREATING OPPORTUNITIES FOR ALL AMERICANS TO EXPRESS THEIR GRATITUDE."



In 2023, Tire Rack was able to donate over 730 handwritten cards and letters - join us as we pick up our pens and cards the entire month of November!

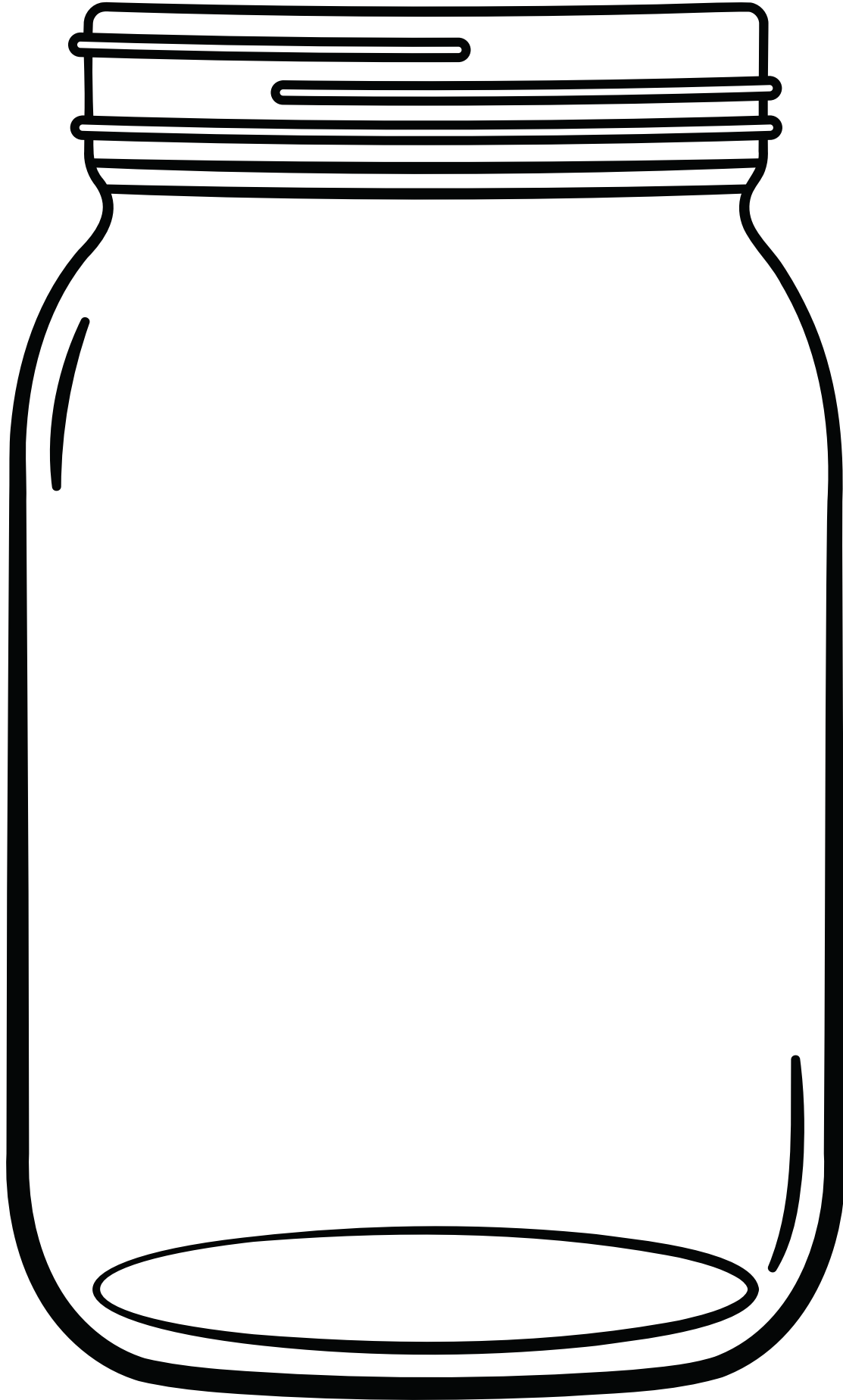
All cards and letters are to be sent to HQ by 11/30/24 attention EWP - Operation Gratitude



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What are you grateful for this year?



Print this page and write or draw it inside this jar!

NOVEMBER'S EMPLOYEE SHOUTOUT

Carly Rose - Retail Bay Sales Lead



Carly is our Retail Bay Sales Lead in South Bend - whether you're a customer or an employee putting in a personal order - many of you have crossed paths with her! In a fellow employee's own words, "Carly was extremely patient while I was trying to decide what size tire to purchase. If she shows that same amount of patience with customers, she deserves this shoutout and much more!"

Keep up the Great Work!



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EMPLOYEE SHOUTOUT

SCAN THE QR CODE

