

Wellness Newsletter

THE TIRE RACK

AUGUST 2025



MEET OUR DISTRIBUTION CENTERS SERIES



Roseville, Minnesota

Since opening its doors in March 2016, our Minnesota warehouse has remained in the same location, growing stronger through every challenge thanks to the dedication of its hardworking team. At the heart of the operation is a culture of teamwork, communication, and mutual support - values that keep things running smoothly even during the busiest seasons or harshest winters. One standout team member is Gayle Moe, our Office Manager, who has contributed an incredible 17 years of service to the company. Her leadership, experience, and steady presence have been instrumental in creating a positive and productive work environment where every team member feels supported and valued. Being part of a company that promotes professionalism, integrity, and respect continues to inspire the Minnesota team to give their best every day.



Known as the "**Land of 10,000 Lakes**", **Minnesota** actually boasts nearly **12,000 lakes** larger than 10 acres—making it a hub for outdoor beauty and recreation. It's home to the famous **Mall of America**, the largest shopping mall in the U.S., offering more than 500 stores, an indoor amusement park, an aquarium, and a wide array of restaurants and attractions. The state also hosts one of the most popular **state fairs** in the country, drawing millions each year for its food, music, and family-friendly entertainment. Anchored by the vibrant **Twin Cities** of Minneapolis and St. Paul, Minnesota offers a unique blend of culture, history, and innovation. And of course, the state is known for its **long, snowy winters**, often stretching from **November through April**, with temperatures that can dip as low as **-20°C** - but that doesn't stop Minnesotans from showing up strong every day.



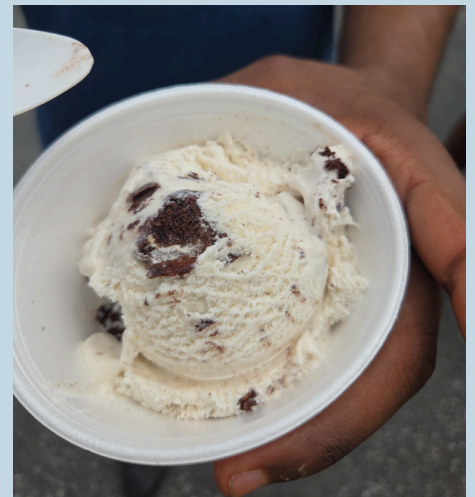
We're excited to announce that shipments from our **new Kent, WA facility** began Monday, 7/21, marking the **successful relocation** from our Burien center.

Thanks to incredible teamwork, **over 20,000 tires were moved**—expanding our regional capacity by 60% without disrupting operations. **A big thank you to everyone involved**, especially our Seattle team, IT Data Center, Help Desk, and traveling DC team members. Special shoutout to **Justin Bartley (DE)** for moving **5,343 tires solo!**

This marks the **first of two shared facilities with Discount Tire** launching this year. We're proud to continue delivering excellent service from this new location.

July's Happenings

Check out what we've been up to!









August

National Holidays

- NATIONAL SUNFLOWER DAY - 8/2
- NATIONAL FRIENDSHIP DAY - 8/3
- NATIONAL CHOCOLATE CHIP COOKIE DAY - 8/4
- NATIONAL WORK LIKE A DOG DAY - 8/5
- NATIONAL PICKLEBALL DAY - 8/8
- PLAY IN THE SAND DAY - 8/11
- NATIONAL RELAXATION DAY - 8/15
- NATIONAL TELL A JOKE DAY - 8/16
- NATIONAL NONPROFIT DAY - 8/17
- NATIONAL BACON LOVERS DAY - 8/20
- NATIONAL CUBAN SANDWICH DAY - 8/23
- NATIONAL DOG DAY - 8/26
- NATIONAL BEACH DAY - 8/30
- NATIONAL EAT OUTSIDE DAY - 8/31

Available
August 1

CONNECT

Improve communication skills

Forming meaningful connections and building your support network starts with good communication. Practicing healthy communication can help you enrich your life with positive relationships. Visit the Monthly Feature tile on your web portal or mobile app to learn how to become a more effective communicator.



Download
the mobile
app today!



1-888-881-5462



supportlinc.com
group code: **tirack**

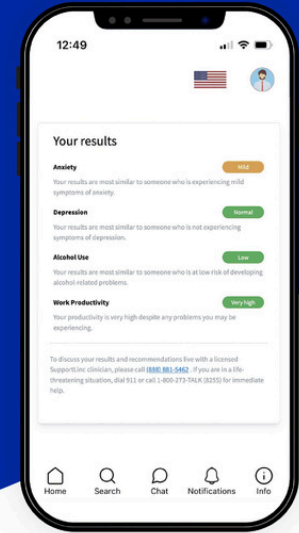
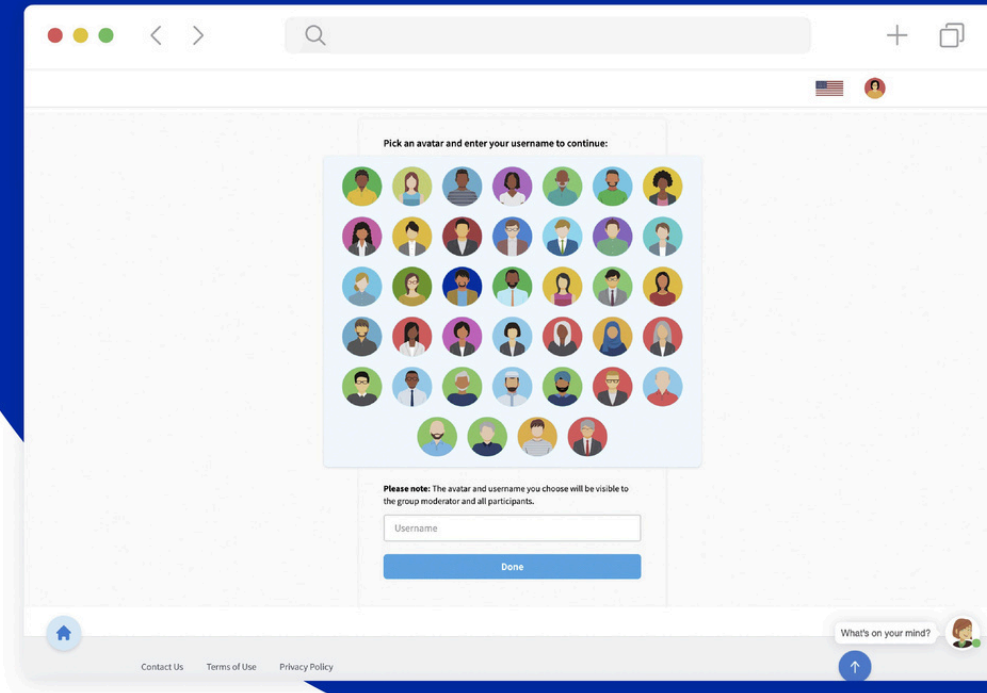
TIRE RACK
.com

supportlinc
EMPLOYEE ASSISTANCE



Digital group support

Live, moderated sessions



When you are coping with a challenge at home or work, group support can offer perspective, encouragement and, most importantly, the reassurance that you are not alone. Join confidential group sessions on various topics via the desktop or mobile platform. Answer questions, participate in activities and provide feedback anonymously.

Confidential group support

Get started with these simple steps:

1. Visit your web or mobile platform
2. Create account and enter your group
3. Find the Digital group support tile on the dashboard
4. Click to create an avatar and username
5. Select a topic session

Topics include:

- Avoiding addiction
- Caregiver support
- Coping with stress
- Grief
- Mindfulness
- Preventing burnout
- Self-care
- Sleep fitness

Get started!

supportlinc.com
Group code: **tirerack**



Download the
mobile app today!



IMPROVED
IMMUNE
FUNCTION

IMPROVED
SELF ESTEEM
&
CONFIDENCE

The Power of BEING

CONNECTED

**Social Relationships are
crucial for overall well-
being, influencing both
mental and physical health**



**Greater Sense of
Belonging and
Purpose**

FASTER
WOUND
HEALING

LOWER RISK
OF
MENTAL
HEALTH
ISSUES

🔥 Heat & Hydration

- Drink water every 15 - 20 minutes
- Wear light, breathable clothing
- Rest in shade/cool areas
- Know heat exhaustion vs. heat stroke (call 911 for stroke)
- Use cooling gear like vests or wraps

☀️ Sun & Skin Safety

- Use SPF 30+ sunscreen
- Wear hats and UV-blocking sunglasses
- Avoid direct sun from 10 AM - 4 PM
- Check your skin for unusual changes

💧 Smart Hydration

- Track intake - don't wait to feel thirsty
- Avoid sugary/caffeinated drinks
- Replenish electrolytes in extreme heat

⚠️ Common Hazards

- Fatigue can impair judgment - take breaks
- Use insect repellent; treat bites promptly
- Identify and avoid poison ivy, oak, and sumac
- Watch for wet floors and wear slip-resistant shoes

🚗 Other Summer Safety

- Never leave kids or pets in cars
- Check tire pressure - heat raises blowout risk
- Use grill safely - keep away from structures
- Know CPR and never swim alone



Drive **GREEN** With Eco-Friendly Car Sunshades!



Why Eco-Friendly Sunshades?

- ★ **Saves Energy:** Cuts air conditioning use, improving fuel efficiency (2-10% savings)
- ★ **Blocks UV Rays:** Lowers interior pressure by up to 50°F, reducing heat strain and protecting passengers

Eco-Friendly Material Options

-  **Bamboo**
-  **Organic Cotton**
-  **Biodegradable Materials**
-  **Upcycled Materials**

SUSTAINABILITY INITIATIVE
REDUCE
REUSE
RECYCLE

Key Sustainability Benefits

- ✧ **Preserves Interior:** Prevents dashboard cracking & upholstery fading from sun exposure
- ✧ **Improves Comfort & Safety:** Keeps cabin cooler, reducing burn risk from seatbelts and steering wheels
- ✧ **Reduced Carbon Footprint:** Less AC use = lower emissions and extended EV/hybrid range

Smart Design & Durability

Choose designs that last:

- ✧ **Foldable**
- ✧ **Accordion**
- ✧ **Umbrella-style**

How to Shop Sustainably!

- ✓ **Check for Certifications:** Look for "Recycled Content" or "Biodegradable" labels
- ✓ **Read Descriptions:** Understand materials and manufacturing practices
- ✓ **Opt for Durability:** A well-made sunshade reduces long-term environmental impact

G K B S E W V N N H F A B T N E M E T I C X E H
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BIRTHDAY PARTY
IMPRESSIVE
BEADING
SKIPBO
AUGUST
MOVIE
BUCKS

LUCKY FULTON
EXCITEMENT
GOODIES
SUMMER
CARDS
BINGO

FOOD SOCIAL
COMMUNION
OUTSIDE
SEWING
NAILS
PATIO

NEWSLETTER
FITNESS
DIAMOND
POKENO
JINGO
MUSIC

SUMMER

SAM'S SEGMENT

As we roll into August, summer's momentum is still going strong. In the fast-paced world of tire distribution, **it's easy to stay focused on the road ahead** - but don't forget to pump the brakes and *take a moment to recharge*. Whether it's a quick laugh in the warehouse or a quiet break between deliveries, every moment counts.

Let's keep the wheels turning and make the most of the season - **together**.





CREAMY LEMON HERB CHICKEN

INGREDIENTS

1/2 cup
all-purpose flour
Kosher salt and black pepper, to taste
2 Tbsp. olive oil
6 (4-oz.) boneless, skinless chicken thighs
1/4 cup white wine
3 garlic cloves, grated on a microplane
3/4 cup heavy cream
1/2 cup finely grated parmesan
1 lemon, zested and juiced
2 Tbsp. roughly chopped parsley
2 Tbsp. roughly chopped dill
2 Tbsp. sliced chives
2 Tbsp. thinly sliced basil
Lemon wedges, for serving

DIRECTIONS

1. Add the flour to a shallow bowl and season with salt and pepper. Heat a large skillet over medium-high, then add the oil.
2. Meanwhile, dredge the chicken in the flour, shaking off any excess. When the oil is shimmering, add the chicken to the pan and fry until golden brown and cooked through, 4 to 6 minutes per side. Transfer to a plate and set aside.
3. Carefully add the wine to the pan. Using a wooden spoon, scrape up any brown bits on the bottom of the pan to release the flavor, then add the garlic, cream, parmesan, lemon zest and juice, and a little more salt and pepper. Bring to a simmer and continue cooking until the sauce thickens slightly, 2 to 3 minutes.
4. Taste and adjust the seasonings with a little more salt and pepper as necessary, then stir in about three-fourths of the parsley, dill, chives, and basil. Return the chicken to the pan, turning to coat. Sprinkle with the remaining herbs and serve immediately with more lemon wedges.

COMEDY CORNER

Have you heard of the health
and safety joke?

There isn't one! Health and
safety is NO joke! - BN

Why did the fish cross the road?

To get to the other tide! - AK

Why did the grill go to therapy?

It was feeling a bit burned out.

Why don't eggs want to go
back to school?

They always crack under pressure!

What does the farmer say on
the last day of summer?

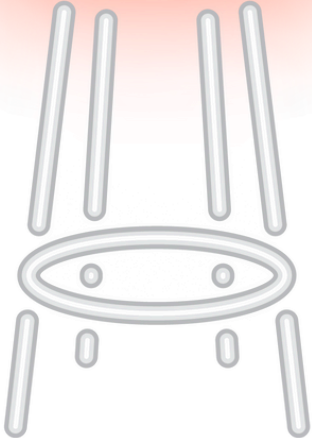
Oh my gourd!

Why is that calendar scared
every August?

It's about to fall!

Why did the ice cream truck
retire after summer?

It was tired of the daily meltdowns.



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



This Month's Employee Shoutout

Ashley consistently demonstrates an exceptional work ethic and a strong sense of reliability. She maintains a high level of productivity and brings a positive, team-oriented attitude to every task. Always willing to go above and beyond, Ashley supports both internal and external customers with professionalism and care. Her creative problem-solving skills make her an outstanding credit representative and an effective, results-driven collector. She takes initiative and embraces challenges head-on, always doing what it takes to get the job done.

Ashley has also been a valuable process partner to the Accounting team, diligently reaching out to customers who have not cashed their refund checks.

Ashley Dull
Principal Credit Representative



TIRE RACK

WELLNESS WORKS

energize, empower, encourage

WELLNESS NEWSLETTER

EMPLOYEE SHOUTOUT

SCAN THE QR CODE

