

Wellness Newsletter

THE TIRE RACK

FEBRUARY 2025



MEET OUR DISTRIBUTION CENTERS SERIES



Sparks, Nevada

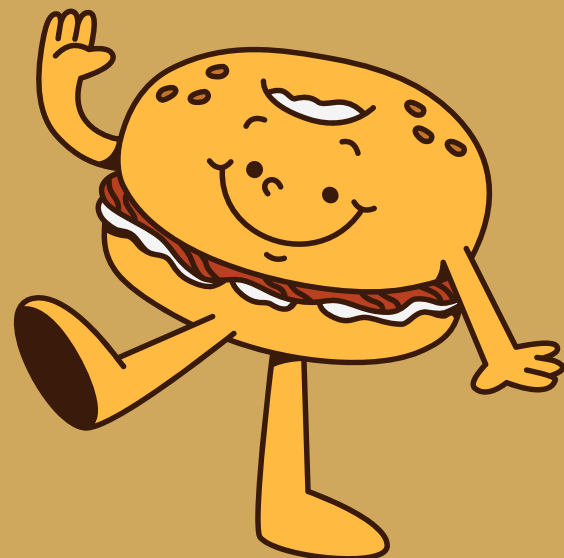
The Nevada facility first opened in Sparks, Nevada, in 1990. During its time in the original warehouse, it became the second facility to establish its own adjustments department, setting a precedent for larger warehouses to follow. In 2007, as the Sparks location outgrew its space, the company relocated 17 miles east to the scenic desert at the Tahoe Reno Industrial Center, the largest industrial park in the world. When the new facility opened, it was frequently visited by longhorn steers, though they have since been rounded up. Today, the facility is often visited by wild mustangs and coyotes. After 12 years in the new location, the company broke ground on a major expansion, which employees refer to as “the expansion.” The company is proud that 23% of the team has been with them for 11 to 27 years.



January's Happenings



The month of January was filled with a slow but steady ease into the new year - from a meditative drawing class, to national bagel day, employee encouragement and appreciation - check out some of the featured photos from across the country!





TOGETHER WE CAN
DREAM • BELIEVE • LEAD • ACHIEVE





february

National Holidays

- **GROUNDHOG DAY - 2/2**
- **ROSA PARKS DAY - 2/4**
- **WORLD CANCER DAY - 2/4**
- **VALENTINE'S DAY - 2/14**
- **SUPER BOWL SUNDAY - 2/9**
- **PRESIDENT'S DAY - 2/17**
- **RANDOM ACTS OF KINDNESS DAY - 2/17**





Tour de Cure. ARIZONA

**DISCOUNT
TIRE**

**AMERICA'S
TIRE** **TIRE RACK**

Official Sponsor



REGISTER

diabetes.org/arizona56

Saturday, February 15, 2025

Goodyear Ballpark

1933 S. Ballpark Way, Goodyear, AZ 85338

FUNDRAISE & TRAIN

\$250 ADULTS 18+ / \$50 YOUTH

FUNDRAISING MINIMUM

Join Team **One Discount Tire**! Register now & get your own fundraising page. Pay or fundraise \$125, and Discount Tire will match it! All Team **One Discount Tire** members will receive a free DT cycle jersey (while supplies last). Raise \$1,000+ to earn Champion status and get VIP perks! Living with diabetes? Get VIP access as a Red Rider too.



RIDE

3 ROUTES

Sign up to ride one of the three fully supported routes. The *family fun* route is perfect for all ages and bikes. The metric century and half century routes will take you to the scenic Estrella Mountains and the iconic Phoenix Raceway to do laps like the NASCAR pros!



VOLUNTEER

[SIGNUP.COM/GO/25TDCAZ](https://signup.com/go/25TDCAZ)

Cycling not in your wheelhouse? That's okay!

We need volunteers! Come out to support team One

Discount Tire as a volunteer! signup.com/go/25TDCAZ

For more information contact Nichole Brown-Fox at nbrown@diabetes.org.



February 20, 2025

National Love Your Pet Day



Scan the QR code
to show us your
favorite pet photos!

Have any Tire Rack themed
photos? We want to see them!



This month, we are focusing on giving back to the animals!

Want to learn more ways on how to give back to
your community? Email EWP@tirerack.com

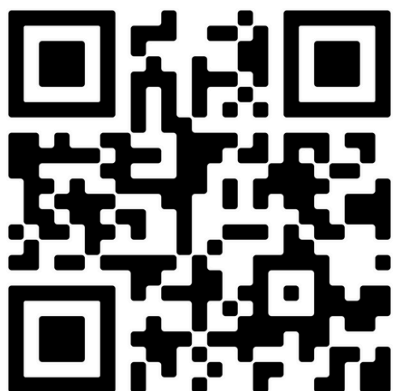
Sustainability at Tire Rack: Creating Local and Global Impact

The Sustainability Committee at Tire Rack is committed to implementing impactful changes in our daily operations to support both local communities and the global environment. By prioritizing efforts such as reducing energy use, increasing recycling, cutting waste, and tracking greenhouse gas emissions, we strive to make a meaningful difference around the world.

Each member plays a crucial role in representing their department, ensuring that new policies are communicated effectively and that all employees have an opportunity to contribute ideas. Meet your sustainability committee on the right!

Member	Department
Connor Edmonds	Facilities and Logistics
Matthew Decloedt	Facilities and Logistics
Nathan Timm	Tire Testing
John Byham	Accounting
Wade Conner	Purchasing
Sam Gower	Human Resources
Justin Williams	Marketing
Larry Shead	Warehouse

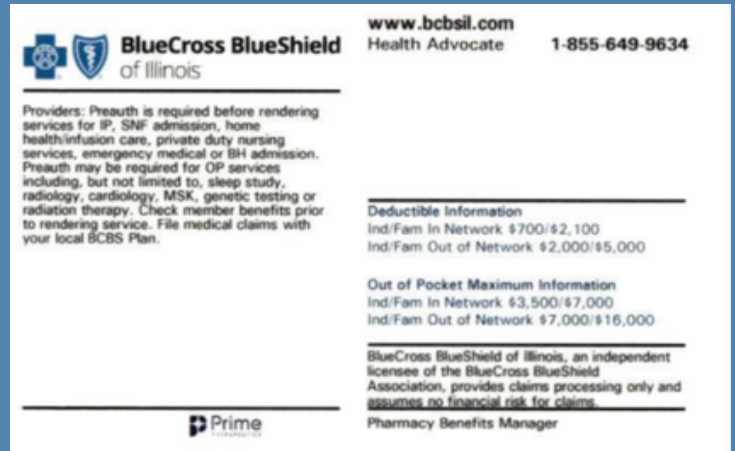
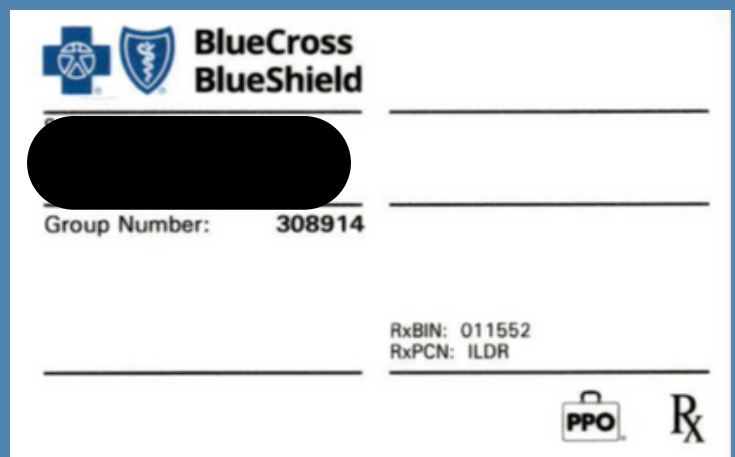
We are committed to continuously improving our sustainability efforts based on feedback and suggestions from everyone at Tire Rack. If you would like to make your voice heard, please submit your ideas or initiatives here!



SCAN ME



TIRE RACK
.com



DON'T FORGET TO USE YOUR NEW INSURANCE CARDS, AND TO TOSS OUT YOUR OLD ONES!

***If you did not receive your BCBSIL insurance card by mail at the address on file in Workday, you can download the BCBSIL app from your device's app store. After registering and logging in, you will have access to a digital version of your insurance card.



DENTAL AND VISION CARDS WILL REMAIN THE SAME!



Introducing Express Scripts Pharmacy

YOUR NEW MAILED ORDER OR HOME DELIVERY PHARMACY

To start using the home delivery service, go to express-scripts.com/rx or call **833-715-0942**

Please note: first time users will need to register before logging in with your **BCBSIL ID number** starting with DTF to register.

If you had refills left on prescriptions through CVS Caremark mail order, those should have transferred to Express Script, all you will need to do is initiate!





ENCOURAGING ACADEMIC ACHIEVEMENT

The Tire Rack Dependent Scholarship Program is available to **college-age**

dependents, ages 17–24, of all **full-time employees** with at least three consecutive years of full-time service by **March 15, 2025**.

If you have children who are eligible, please encourage them to apply by the **March 15th** deadline. You can find additional information about the scholarship program and access the application from the following website:

www.TireRackDependentScholarship.com



New applications must be submitted by: March 15, 2025

For more information, please contact the Scholarship Office:

Kim Miller and Alexis Rhodes

Diane and Bruce Halle Foundation

Email: scholarships@discounttire.com

Phone: 480.515.7500

www.TireRackDependentScholarship.com

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 for details.

Online Portal

Created through our partnership with ASU and Instride, our online portal, 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.*

Spring 2025

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

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

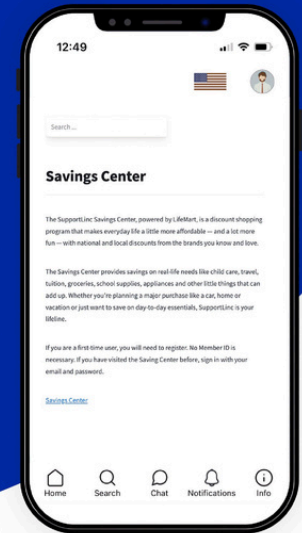
Summer 2025

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

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



Savings Center



Bills, healthcare, retirement savings and taxes take enough out of your paycheck. The Savings Center can help you maximize the spending power of your earnings by finding you exclusive discounts. When you visit the Savings Center, you can shop quality name brands at discounts of 25 to 70 percent off regular retail prices!

Register for free

1. Visit the SupportLinc website and type "Savings Center" in the search bar
2. Follow the instructions to register your work or personal email address
3. Explore a wide array of discounts from leading name-brand retailers as well as discounted tickets
4. Redeem discounts online, through catalogs and select in-store merchants

Get started!

supportlinc.com

Group code: **tirerack**



**Download the
mobile app today!**



Monitor Placement:

- Keep the screen clean and adjust brightness/contrast for comfort.
- Position the monitor directly in front of you, 20-26 inches away, with the top tilted 10-20 degrees back.
- Avoid glare by positioning monitors away from windows and direct lighting, or use a glare filter.
- Set the monitor height at eye level, adjusting slightly for bifocal wearers.

What is an OSHA Official's favorite drink?

Safe Tea!

Adjusting Your Chair:

- Avoid sitting in one position for too long; alternate between sitting and standing.
- Adjust the backrest to support your lower back's natural curve.
- Ensure feet are flat on the floor, knees level with hips, and thighs parallel to the floor.
- Elbows should rest lightly on armrests, and avoid using them to slouch.

Desktop Placement:

- Desk height should align with elbow height for light tasks.
- Keep frequently used items within easy reach and maintain enough space for leg movement.
- If using a document holder, place it at the same height and distance as the monitor.

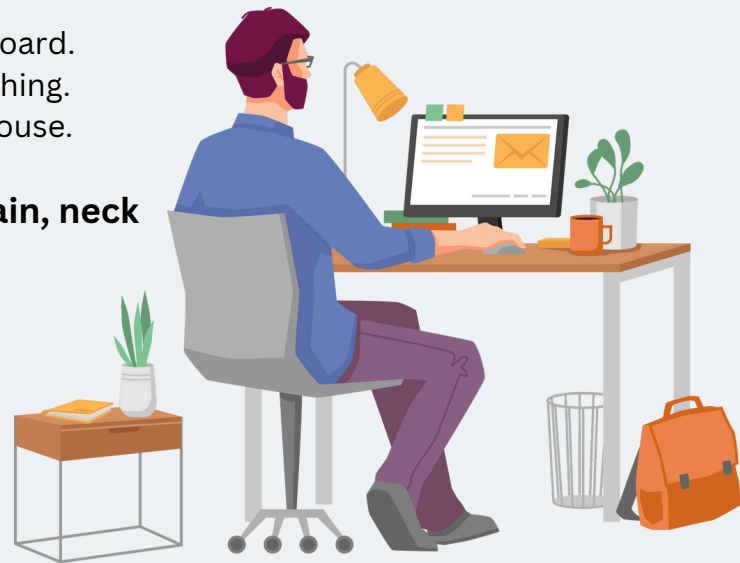
Keyboard and Mouse Placement:

- Position the keyboard so that arms are relaxed at your sides and forearms are parallel to the floor.
- Keep the mouse at the same height and close to the keyboard.
- Maintain neutral wrist positions and avoid excessive reaching.
- Rest hands in your lap when not using the keyboard or mouse.

These ergonomic adjustments help reduce eye strain, neck and back pain, and wrist discomfort.

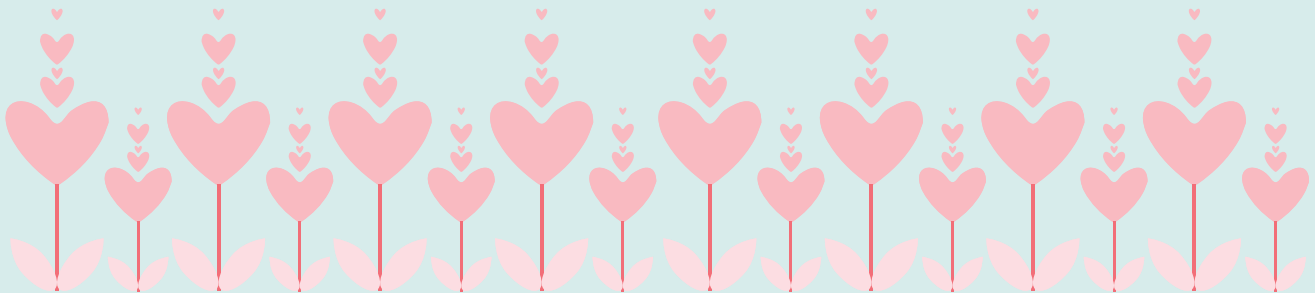
Did you Know?

The biggest workman's comp settlement to date was in 2018, where a 29-year-old nanny from LA received \$11.3 million after sustaining a severe brain injury while on a ski trip in Colorado with her employer as she was caring for their young son.



O	D	Z	C	J	Y	A	D	G	O	H	D	N	U	O	R	G	A	B
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D	B	K	P	S	U	I	R	A	U	Q	A	Y	V	A	S	N	O	W
F	Y	R	A	U	R	B	E	F	N	R	Z	F	N	K	I	P	F	E
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C	L	I	J	D	M	H	P	X	N	K	A	J	Y	A	V	S	V	E
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AQUARIUS
 CANDLELIGHT
 CARNATION
 CHOCOLATE
 COZY
 CUPID
 FEBRUARY
 FIREPLACE
 FRIENDSHIP
 GROUNDHOG DAY
 HEART
 HUG
 KISS
 LEAP YEAR
 LOVE
 MARDI GRAS
 PINK
 PISCES
 PRESIDENTS DAY
 RED
 ROMANCE
 ROSES
 SKIING
 SNOW
 SWEETHEART
 VALENTINE
 WINTER



Sam's Segment

“Though no one can go back and make a brand new start, anyone can start from now and make a brand new ending.” - Carl Bard

Here's to a new month, & the new opportunities that come with it



Sam's Famous Chili

Ingredients

- 1LB ground beef
- 1LB ground Italian sausage
- 1LB ground chorizo
- (2) 28oz cans of diced tomatoes
- (2) cans of tomato paste
- 1 green pepper, diced
- 1 red pepper, diced
- 1 yellow pepper, diced
- 1 orange pepper, diced
- Six Gun Chili Mixin's (or use your favorite chili mix!)

Cooking Instructions

1. Brown all 3lbs of ground meat
2. Wash and chop all peppers
3. In a 7 QT crockpot, mix the diced tomatoes, tomato paste, peppers, and seasoning.
4. Add in browned meat, stir and cook on low for 7-8 hours.

Don't have a crockpot? No problem! Cook on low on the stove, stirring occasionally, until all ingredients are warm and peppers are soft.

Optional Toppings

- shredded cheese
- fresh jalapeños
- sour cream
- fresh cilantro
- my personal favorite, cornbread!
- tortilla chips



COMEDY CORNER

Do you have a date for Valentine's Day?

Yes, February 14th

What month is the best for coffee?

Feb-BREW-ary!

Did you hear the one about the
guy who ate a frog?

He's probably going to croak.

What do you call a cold puppy?

A chili dog

Why does a chicken coop only
have two doors?

Because if it had four it would be a
sedan!

Why do sweaters tend to
hang out together?

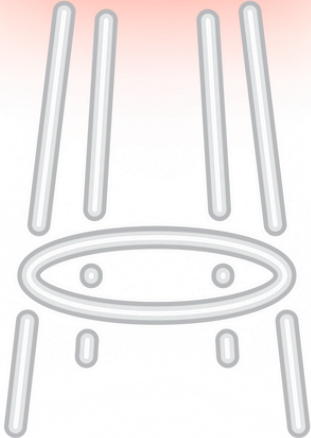
They're pretty close-knit

Did you hear about the archeologist
that got fired?

His career is in ruins

What kind of underwear
do lawyers wear?

Briefs!



Want some more
laughs?

**Make sure to follow
@tirerack**

on all socials - scan
the QR code!

Available
February 1

RECHARGE

Energize your daily life

When you begin implementing healthy habits, having enough energy is vital. Take steps this month to improve energy levels and jumpstart your journey. Visit the Monthly Feature tile on your web portal or mobile app for tips on boosting your motivation for work, hobbies, family and more.



Download
the mobile
app today!



1-888-881-5462



supportlinc.com
group code: **tirerack**

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EMPLOYEE ASSISTANCE



This Month's Employee Shoutout

“Chloe is a reliable and dedicated coworker who is always willing to help, even if it falls outside of her usual accounts payable responsibilities. When her teammates are busy or out of the office, she steps up to the plate and ensures tasks are completed on time. Chloe takes great care in supporting her coworkers, closely monitoring the accuracy of her work to maintain high standards. On both a personal and professional level, she is a valuable team member who fosters a positive and supportive work environment.”



Chloe Burks
Sr Accounts Payable Specialist



TIRE RACK

WELLNESS WORKS

energize, empower, encourage

WELLNESS NEWSLETTER

EMPLOYEE SHOUTOUT

SCAN THE QR CODE

