

Wellness Newsletter

THE TIRE RACK

MARCH 2025



MEET OUR DISTRIBUTION CENTERS SERIES



New Castle, Delaware

The Delaware warehouse originally opened in 1997 in Newark, DE. The operation quickly outgrew this building so in 2002 the decision was made to move to New Castle, DE. A team led by Tom Veldman, Dan Dixon, Matt Edmonds, Jean Roberson, Brooke Gordon, Racquel Erickson, Robert (Buck) Jacobs, Mark Thompson, Eric Wootten, Mike Neal, Raphael Hammond, Donnie Adams and Chris Latkowski helped pack-up and move all inventory from Newark to New Castle. No small feat! The Delaware warehouse was shut down for 9 LONG consecutive days for the duration of the move while South Bend, Shreveport, and Reno fulfilled their orders. Only two short years after this move, Delaware was out of space. Having told themselves they'd never do that move again, the building in New Castle was expanded by 75,000 square feet. However, it turned out that still wasn't enough space. In 2006, Delaware added yet another 50,000 square feet. Now, nearly 30 years later, Delaware consistently ships the highest volume of tires for the company, operates the busiest CPU dock, and has leading numbers with packages moved through our Same Day Delivery service routes. Also, noteworthy, is their employee retention: 36% of their staff have been with us for 10+ years and 15 of those employees have over 15 years with the company.



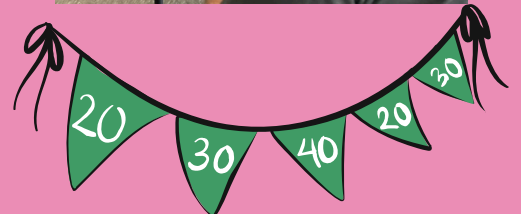
HISTORIC NEW CASTLE WAS FOUNDED IN 1651 BY PETER STUYVESANT TO PROVIDE THE DUTCH WITH COMMAND OF ALL RIVER TRAFFIC. IN 1682 WILLIAM PENN LANDED IN NEW CASTLE AND TOOK POSSESSION OF THE COLONY OF PENNSYLVANIA. IN 1704 PENN GRANTED THE LOWER THREE COUNTIES (TODAY'S DELAWARE) INDEPENDENT STATUS, WITH NEW CASTLE AS THEIR CAPITAL.

DELAWARE IS IN THE MID-ATLANTIC REGION, MAKING IT AN EASY DRIVE TO AND FROM NEW YORK NY, ATLANTIC CITY NJ, BALTIMORE MD, PHILADELPHIA PA, WASHINGTON DC, AND COSTAL BEACH TOWNS. DELAWARE IS 96 MILES LONG AND 39 MILES WIDE MAKING IT AN EASY STATE TO TRAVEL. DELAWARE IS ALSO HOME TO TAX-FREE SHOPPING WHICH MAKES IT AN ATTRACTIVE DESTINATION FOR BIG TICKET ITEMS.



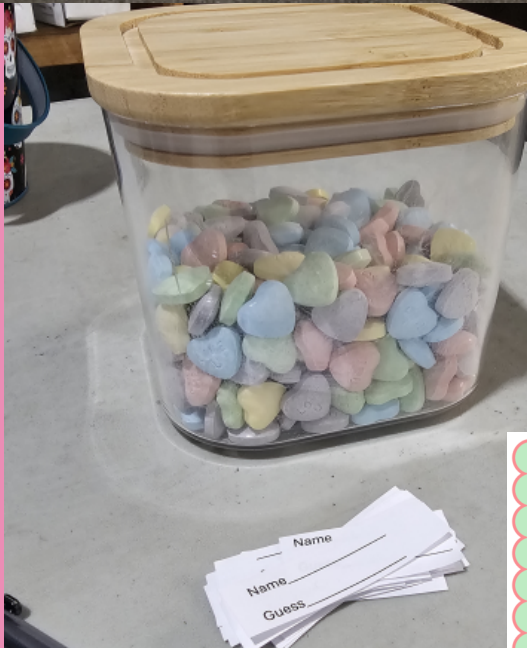
 **DELAWARE** 

February's Happenings









Name _____
Name _____
Guess _____





Corporate Climb Night



TIRE RACK[®]

Disrupting Traditional Tire Distribution

*Check out our
latest article
in Forbes!*





March

National Holidays

- NATIONAL PEANUT BUTTER LOVER'S DAY - 3/1
- FAT TUESDAY - 3/4
- ASH WEDNESDAY - 3/5
- EMPLOYEE APPRECIATION DAY - 3/7
- INTERNATIONAL WOMEN'S DAY - 3/8
- DAYLIGHT SAVINGS - 3/9
- NATIONAL WORKING MOMS DAY - 3/12
- WORLD KIDNEY DAY - 3/13
- PI DAY - 3/14
- ST. PATRICK'S DAY - 3/17
- NATIONAL LET'S LAUGH DAY - 3/19
- THE FIRST DAY OF SPRING - 3/20
- NATIONAL GOOF OFF DAY - 3/22
- NATIONAL VIETNAM WAR VETERANS DAY - 3/29





REGISTER NOW!

March 5 – 14

Join in the 2025 Spare Tire Contest TODAY!

The 2025 Spare Tire Contest is a 10-week challenge that will support you throughout your health journey with fun, inspirational and informative ways to reach your goals.

Scan to Register by March 14



IMPORTANT Weigh-in Dates

Initial: April 1

Midpoint: May 6

Final: June 10

Participate 1 of 3 ways:

- Lose weight on your own
- Lose weight as a team (5 people per team)
- Maintain your current, healthy weight

You Could Win a Prize for:

- 1st – 5th place winners in each of the individual and team categories
- 3 winners for the maintain category
- Weekly weigh-in raffles for fun, wellness-inspired prizes

The Spare Tire Contest is open to all full-time Discount Tire and Tire Rack employees. Testimonials, Registration links, Contest Rules, and What Can I Win prize list are now available on the KC Spare Tire Contest page for Discount Tire and shared via email for Tire Rack. For questions, please contact Benefits@DiscountTire.com.



2025 Prize List

TEAMS

First Place	\$200 each
Second Place	\$150 each
Third Place	\$100 each
Fourth Place	\$75 each
Fifth Place	\$50 each

INDIVIDUALS

First Place	\$200
Second Place	\$150
Third Place	\$100
Fourth Place	\$75
Fifth Place	\$50

MAINTAIN YOUR WEIGHT TO FEEL GREAT

Three Winners	\$300 each
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MORE CHANCES TO WIN! WEEKLY WEIGH-IN RAFFLES

Raffle prize drawings will take place after each weekly weigh-in. You are automatically entered in the weekly weigh-in raffle when you submit your weight online for that week.

Team and Individual winners for the 2025 Contest are announced in mid-July.

Maintain winners for the 2024 Contest are drawn following the 2025 initial weigh-in and announced in the Weekly weigh-in emails sent to registered participants.

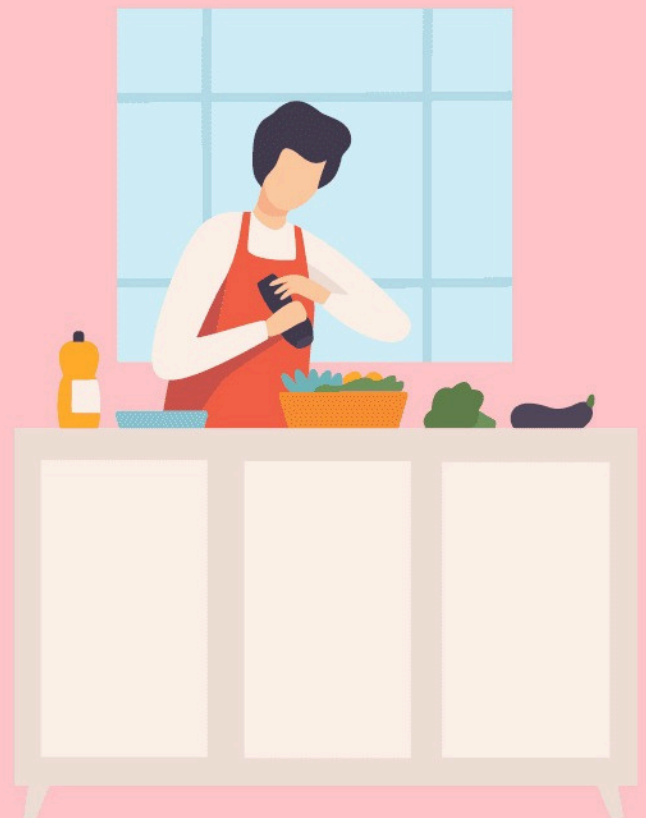
Weekly weigh-in winners are drawn weekly and announced in the weekly weigh-in emails sent to registered participants.

Available
March 1

NOURISH

Fuel your mind and body

Learn how to boost your energy and overall health by consuming the right foods as you head down the path toward a better you. Visit the Monthly Feature tile on your web portal or mobile app to learn about nutritious eating for your mental health.



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EMPLOYEE ASSISTANCE

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Nutritional Education
Mood and Sleep
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Find board-certified nutritionists near you covered by insurance.

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 BlueCross
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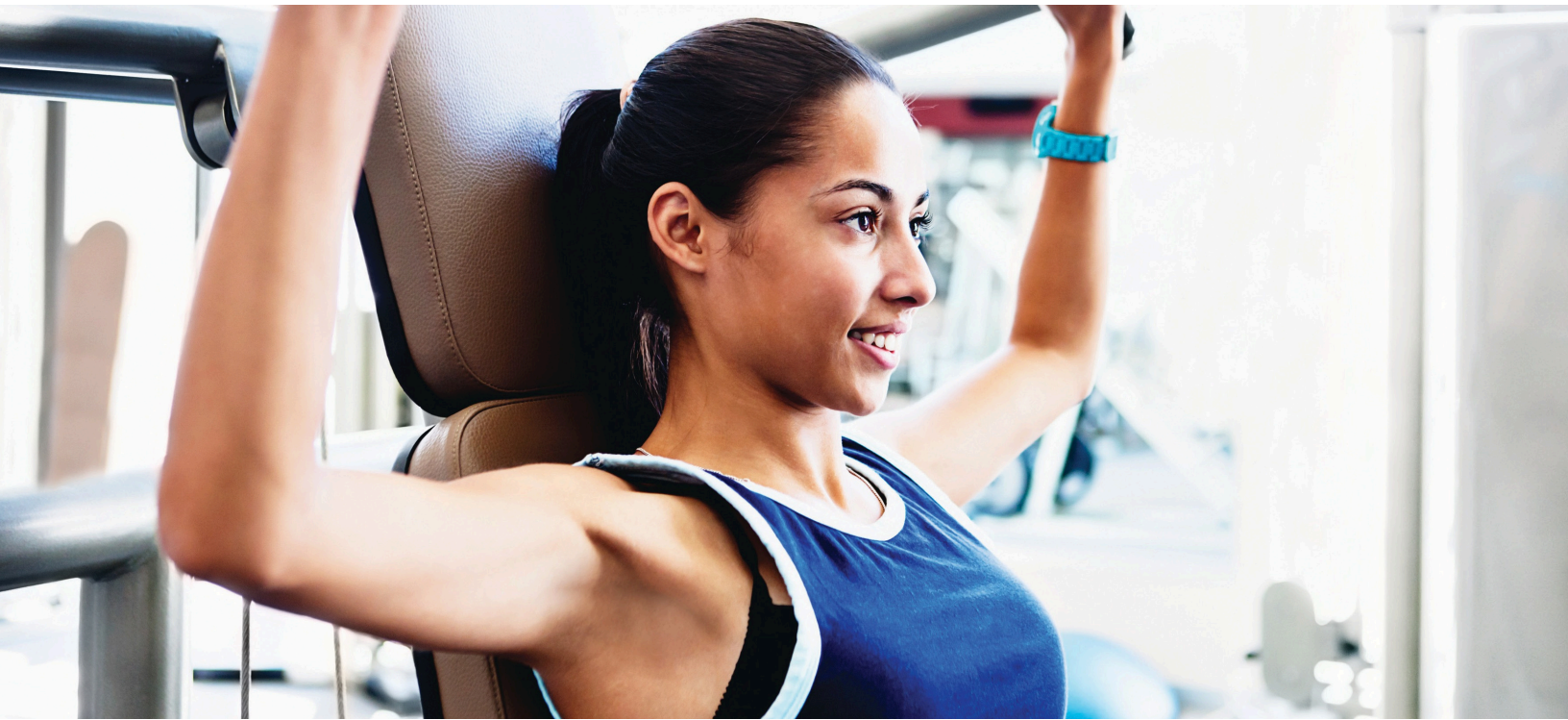
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BlueCross BlueShield
of Illinois



New Member Special: Pay No Enrollment Fee When you Join the Fitness Program in March.

Beginning March 1, new members can join the Fitness Program without paying the \$19 enrollment fee.¹ Sign up by March 31 to get this great deal!

The Fitness Program offers flexible options and access to a nationwide network of fitness locations.

Other features of the Fitness Program include:

- Online enrollment and tracking
- Automatic monthly payment withdrawal
- A choice of gym networks and studio classes to fit your budget and preferences
- Mobile app with check-in and activity history
- Access to thousands of digital fitness videos, live classes and fitness programs*
- Complementary and Alternative Medicine discounts on a variety of products and services through Choices by WholeHealth Living, a nationwide network of 40,000 health and well-being providers, such as acupuncturists, massage therapists and personal trainers. You can access this program when you join the Well onTarget Fitness Program.
- Weekly Blue PointsSM for regular visits: You will earn 2,500 points for joining the Fitness Program. Redeem points for gift cards for you or friends and family.²

*Digital fitness included in plan options. Or, you can select the Digital Only plan for a low monthly cost.



Reap the Rewards of Exercise

Regular physical activity is an essential part of healthy living. It can help you:

- Maintain a healthy weight
- Lower your blood pressure
- Manage stress
- Increase your stamina and strength
- Improve sleep
- Reduce your risk for several diseases
- Improve your overall health
- Boost your energy so you can go on family outings, play sports, dance, travel and engage in other activities that can make life more enjoyable

**"THIS PROGRAM IS AMAZING!
I HEARD ABOUT IT FROM A COWORKER AND
SIGNED UP IMMEDIATELY.
IT ALLOWS ME TO VISIT THE GYM CLOSE
TO MY HOME AS WELL AS ONE WITH
A VARIETY OF EXERCISE
CLASSES WITH MY FRIENDS. I BELIEVE
THIS IS THE BEST PROGRAM
OFFERED BY MY HEALTH PLAN!"**

– MEMBER

To enroll, log in to Blue Access for MembersSM at **bcbsil.com** and search for the Fitness Program under **My Health > Wellness**. You will need to enter the code **MARCHSAVE25** during enrollment to join for free by March 31. If you have any questions or prefer to enroll over the phone, call **888-313-5643** Monday through Friday, between 8 a.m. and 5 p.m., CT (7 a.m. and 4 p.m., MT).

1. New members must enter the coupon code, MARCHSAVE25, to qualify for free enrollment until March 31. Members who do not use this coupon code will be charged the standard fee. After March 31, the regular enrollment fee will apply to all new memberships. Members, and their covered dependents, must be 18 or older to join the Fitness Program. Taxes may apply. This offer may not be combined with any other offers.

2. Program Rules are subject to change without prior notice. See the Program Rules on the Well onTarget Member Wellness Portal for further information. Member agrees to comply with all applicable federal, state and local laws, including making all disclosures and paying all taxes with respect to their receipt of any reward. The Well onTarget member rewards redemption service is provided by an independent third party.

Well onTarget is an informational resource provided to members and is not a substitute for the independent medical judgment of a health care provider. Members are instructed to consult with their health care provider before beginning their journey toward wellness.

WholeHealth Living Choices program is administered by Tivity HealthTM Services, LLC. This is NOT insurance. Some of the services offered through this program may be covered by a health plan. This program is only available in Illinois, New Mexico and Texas.

The Fitness Program is provided by Tivity Health, an independent contractor that administers the Prime Network of fitness centers. The Prime Network is made up of independently owned and operated fitness centers. Prime is a registered trademark of Tivity Health, Inc. Tivity Health is a trademark of Tivity Health, Inc.

Blue Cross and Blue Shield of Illinois makes no endorsement, representations or warranties regarding third-party vendors and the products and services offered by them.



DISTRACTED DRIVING

- **Our brains can only focus on so much at once.** When we do other tasks while driving, it takes away attention from the road, making it harder to spot and react to dangers. **The less focus we have on driving, the higher the risk of a crash.**
- **When we use a phone while driving, we think we're multitasking, but we're not fully focusing on either task.** Our brains constantly switch between tasks, causing delays in reactions. Even a small delay can make a car travel several extra car lengths before stopping, increasing the risk of a crash.
- Cognitive distractions, like using a cell phone while driving, can reduce your ability to see important details on the road. **Drivers may look at their surroundings but miss up to 50% of what's in their field of view**, which could include crucial hazards like stop signs or pedestrians.



Eyes on the road



Hands on the wheel



Mind on driving

SUSTAINABILITY INITIATIVE

REDUCE
REUSE
RECYCLE

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.

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
TEAM!**

Connor Edwards
Facilities and Logistics

Matthew Decloedt
Facilities and Logistics

Nathan Timm
Tire Testing

John Byham
Accounting

Wade Conner
Purchasing

Justin Williams
Marketing

Sam Gower
Human Resources

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 here!

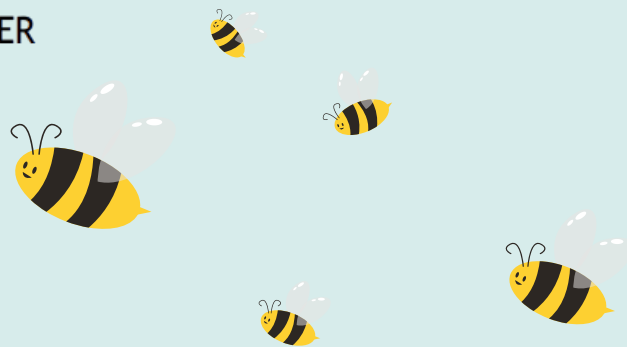
TIRE RACK®
.com



READING MONTH
BASKETBALL
SOCCER
FLOWER
BUGS

MARCH MADNESS
BOOK FAIR
PICNIC
SPRING
TREE

WARM WEATHER
VACATION
SPORTS
BEES
SUN



Sam's Segment

"Perhaps this is what this season is all about: trusting in the unknowns, finding gold in the little things, trading fear of what's uncertain for freedom to thrive within it."

Here's to a fresh month and a new season!



Frozen YOGURT BARK

.....Ingredients.....

Pinch of Salt
Strawberries
Blueberries
Granola

Nonfat Yogurt
Honey
Vanilla Extract
Lemon Juice



Add your favorite yogurt to a baking sheet covered in parchment paper - spread the yogurt, add your favorite toppings, freeze and enjoy!

COMEDY CORNER

What's the best way to get to the hospital after breaking your foot?

A Tow Truck! (Thanks, Bianca!)

Why are oak trees too forgiving?
Every March they "turn over a new leaf"

Sometimes February feels like it will last forever.....

But time Marches on!

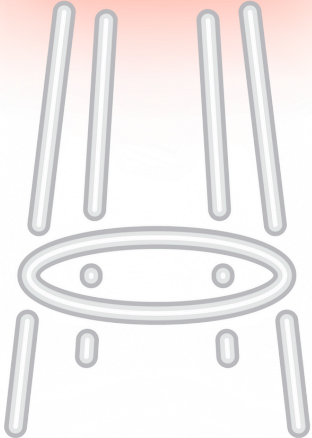
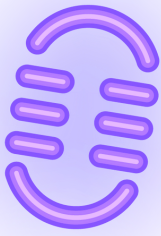
A man as been stealing the wheels off of police cars.
Police are working tirelessly to catch him! (Thanks, Adam!)

Why did the flower crash his bicycle?
He lost control of the petals.

It's springtime already?
You've got to be pollen my leg!

How do bees brush their hair?
With honeycombs.

What goes up when the rain comes down?
Umbrellas!



TIRE RACK
.com

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



This Month's Employee Shoutout

“Liz is wonderful to have on our team. Not only is she extremely knowledgeable and helpful when team members have questions, but she's also always doing little extra things that show she truly cares about her coworkers and Tire Rack as a whole. (For example, today I'm enjoying a piece of her delicious lemon blueberry loaf.) Thanks to Liz for being such an incredible asset to the team! I feel lucky to sit next to her.”



Liz Stickler
TRW Customer Care Specialist



TIRE RACK

WELLNESS WORKS

energize, empower, encourage

WELLNESS NEWSLETTER

EMPLOYEE SHOUTOUT

SCAN THE QR CODE

