

Great Morning! We can't do all the amazing things we do as a team if we're not all healthy and able to do it. Understanding such, at this past company meeting we introduced a new company benefit that all team members are eligible for: an annual paid Preventative Day off. This morning, I'd like to explain a few of the reasons 'why' we did so, additional clarity on how/when to best use it, etc.

People make things happen and the people on our team keep Vandalia Rental humming like a well-oiled machine. But, let's not forget that 'well-oiled' means that we have to down it every now and again for preventative maintenance. Or, we risk unexpected maintenance being required. Our team isn't a whole lot different. To keep everyone running at peak performance, ensuring we're out every business day chasing our vision of becoming the high-water mark that all our competitors are measured against, we've got to make sure we're all safe and healthy. And, while we've always encouraged everyone on the team to make their health and well-being a priority for themselves and their family, we acknowledge that there's sometimes a financial detriment when you do. So, we implemented an annual paid Preventative Day off. While we know it won't solve every medical thing that pops up, it does give everyone a day that they're in no way financially penalized by taking. Our goal is that everyone utilizes this day to stack as many preventative and age-related screenings in as possible. It likely won't be a very fun day; but, the alternative is way worse... Below are some of the reasons why we think you should begin to schedule your 2025 appointments now for later this year:

- Being sick really sucks. It's not fun, no one likes it, and preventative medical treatment is much friendlier than dealing with the alternative. Not to mention, it can even be lifesaving at times. Medical needs always become a priority, but if you choose to do it preventatively, you're less likely to be forced into doing it reactively. And, you're less likely to have to deal with being sick. Probably the biggest win!
- When our team is healthier, our health insurance renewal costs go down. None of us want large premium increase in medical premiums. Utilizing this Preventive Day benefit will allow you to take a paid day off to get a medical checkup/physical, age-related screening or other wellness appointment to keep your health front and center without requiring the use of vacation or personal time.
- There is zero cost to you for medically appropriate preventive care. Our medical insurance, and most others if you're not on our plan, cover all medical preventive services at 100%.
- Our current insurance provider, Anthem, will reward you (with money). If you utilize the "My Rewards" program for meeting preventive medical milestones, can you be financially rewarded for doing so. Yes, with the Preventative Day benefit, you can come out money ahead by doing this! Anthem provides rewards you for completing a wellness check, cholesterol screening, eye exam, flu vaccines and much more. Check it out. And, if you're not sure how or where to do so, reach out to HR and they can quickly walk you through it (very easy process).

All team members have now received 8 hours of Preventive Day in their time off accruals of Paylocity. This must be taken in full, 8-hour increments, must be scheduled in advance, and approved by your supervisor well ahead of your scheduled, paid Preventative Day off. Preventative Day benefits will not carry over year to year, but will reset each calendar year on January 1<sup>st</sup>. There is a verification form on the Self-Service Portal in Paylocity that must be signed by your healthcare provider and returned to HR (Stephanie Brannon) upon completion of your preventive care visit.

So, let's review. Preventive care costs you nothing and you may even qualify for Anthem rewards (money) to make it a net gain. Make sure you take full advantage of this benefit each year and keep your health a priority.

1. **Plan ahead** – Choose a day that works for your schedule and preventive care needs
2. **Submit request** – Submit your request through Paylocity the same way you would request vacation or personal time
3. **Confirm approval** – Confirm your approval with your supervisor
4. **Verify** – This is about proactive health, not illnesses. Verification from your healthcare provider is required to use the Preventive Day. Obtain the verification form from the Self-Service Portal in Paylocity

If you have questions, reach out to HR for further information. Here's what else I've got for today to pass along:



We have 4 new team members joining our team this week. Here are what they shared as their team member introductions: Jan Eshelman (top left) is joining our team in Beechmont as a mechanic. *Hey everyone, I'm Jan and I'm excited to be a part of the team. I've been married to my wife, Sabrina, for 11 years, and we have four amazing children: three sons (all grown up and living on their own) and one daughter who is in high school. As a family we love spending time outdoors, whether it's kayaking, fishing, hunting, camping, or taking in a baseball game. Recently we have picked up bowling as a family activity and it has been a lot of fun. Looking forward to getting to know all of you and working together.*



Ryan Green (top right) is joining our team in Beechmont as a driver. *I am hard-working, adventurous and resourceful. I love spending time with my family and friends. I am excited about starting with team ORANGE!!!*



Drac Plummer (bottom left) is joining our team in Beechmont as a driver. *I recently got married on June 7<sup>th</sup>, 2024. I have 2 sons, 1 daughter, and 9 grandkids. I love riding my Harley and working. I feel blessed to wake up everyday to try and make a difference in life. I am excited to be joining the team!*



Scott Andrews (bottom right) is joining the team in Columbus as a driver. *I was born on May 3rd, 1981, in Arizona, and spent most of my school years in Arkansas. Moved to Ohio in 2001 and in 2005 I met the most amazing, beautiful woman. She had 3 amazing daughters that I'm proud to have helped raise. Of those 3 daughters we have 6 amazing grandkids ranging from 13 to 1, one of which lives with us. We see all of them almost every day and love spending time with them. I have a huge passion for cars. We love to visit racing and drifting events as often as we can. I also love the outdoors and going on hikes with the family is one of my favorite things to do.*

## WEEKLY WIN

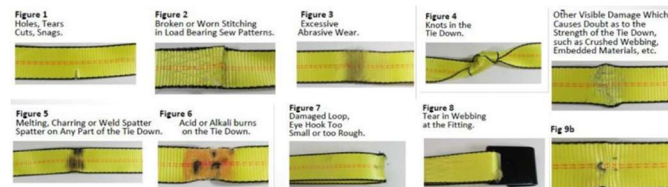
Brian Brumbaugh's (Account Manager, District 1) customer, Shook Construction, set up a booth at the Dayton Hoopla Stem Challenge and they displayed one of our man lifts at their booth. Aaron from Shook Construction said the following, *"I just wanted to say thank you sincerely for the generosity of Vandalia Rental in donating the man lift for Shook Construction's Booth at the Dayton Hoopla Stem Challenge. This is one of the largest volunteer events of the year Shook participates in, and it takes a lot of manpower and resources to execute. Your lift was a main attraction in our hands-on construction display. For the entire duration of the event a line of children and parents were waiting for the scissor lift experience. It was exhausting, but well worth the effort to see the joy on everyone's face. We made sure that your logo was on display for the photo opportunity parents were taking with their kids."*



## SAFETY SECOND

### - Defective Ratchet Straps

A ratchet strap tiedown must be **removed from service** if any of this damage is visible. If you're not sure, it probably needs replaced!



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Team Member Birthday and Anniversary Milestones			
Bryan DeVilbiss	Anniversary	03/24	17-yrs
Mitch Greive	Birthday	03/28	
Andrew Burt	Anniversary	03/30	5-yrs

Last Week's Fleet Additions		
Cat/Cls	Qty	Description
89 - 124	1	WATER TRUCK, 4,000GAL – DIESEL <i>(New Cat/Cls)</i>

**Important Upcoming Dates**

- March 31<sup>st</sup> – Deadline to submit HRA claims

I hope everyone’s NCAA tournament brackets aren’t already busted yet! That’s a wrap for today...

Happy Renting! –Kurt