

# Associate Engagement, Health, Wellness, & Safety

10/2/2017 (3rd Quarter 2017)

## Safety:

HR has been actively involved in the safety committee, and we have had our Loss Prevention team from Strategic Comp onsite to give additional recommendations to ensure everyone's safety.

We want to give a BIG shout out to Proper Tooling, Warren facilities, 540 days Loss time free on 1st shift! Keep up the amazing work and always help one another out to ensure everyone's safety in our workforce.

## Benefits and 401(k):

### 1. 401(K):

- a. Transamerica and Amber Maiani were present in Pulaski TN, for associate Engagement and 1-on-1 sessions. Overall, upon departure the two met with 41 associates and overall the associates increased by an average of 5% to their deferrals! Well done Pulaski!
- b. Future dates to be released for the other states (SN and MI)
- c. As a reminder you can call (800) 755-5801 or visit <https://proper.trsretire.com> to access your account, enroll, check balances, etc.
- d. DON'T FORGET

### 2. Open Enrollment for 2018 Calendar Year:

- a. Corporate HR and the Executive team are working on our annual open enrollment for the 2018 benefits. Dates are yet to be determined for associate training and meetings.
- b. Stay Tuned----As soon as dates are established we will be sending communications through the Proper TV as well as personal email addresses we have on file.
  - i. As a reminder if you need to update any personal data please do so at any web browser by navigating to [www.paycor.com](http://www.paycor.com) and signing in.

## Benefit Enhancements:

At Proper, we value our Team members and understand how benefit programs are an important part of the overall compensation package. As a result of a recent review of our benefits, we are pleased to announce the following enhancements to our benefit package!

### These enhancements include:

1. Adding another Holiday to our Christmas/New Year's Holiday package (US) bringing the total to 4 Holidays. Each Proper facility will assess their customer commitments and will schedule the 4 days to be taken as Holidays accordingly.
2. Associates are now eligible for the 401(k) benefit plan (US) the first (1st) pay period of the month after three (3) months of employment.
3. Safety Glasses reimbursement program up to \$100 (US/ Canadian). Each Proper facility will roll out this program in more detail in September. You will be notified shortly of the process, forms and participating stores in your area in order to utilize this benefit.

For more specific details on these enhancements, please contact your Human Resources Department.

## Health and Wellness:

Your local HR Team and assist you in using and setting up this product. Many great responses on the easy use of, time saving (no waiting an hour or more at the doctors), and quick responses.