



Attendance Solutions & Beyond: A Success Story

ERN® employee success stories move us all, from other employees being inspired to tackle their own challenges and goals, success coaches learning best practices from their peers, and employers seeing how other companies benefit from strengthening their workforce and culture.

The immediate need.

A member employee of the *Southwest Michigan ERN* was referred to Success Coach, April Hall, for a Performance Improvement Plan. The employee was tardy to work in the mornings and it was becoming an attendance issue.

First issue solved.

April and the employee discussed the reasons why the employee was late and created a goal/action in getting to work on time. April suggested a journal to write down habits every day that could reveal a pattern. The employee did this for

April Hall, Success Coach, Southwest Michigan ERN, and other Success Coaches nationwide meet with ERN® employees remotely from their homes. Some companies and communities have not yet deemed it safe for Success Coaches to resume onsite. Meet your Success Coach by phone or video conference today!



three weeks, was not tardy, and started to get points deducted back from attendance. The employee was getting on the right track!

Building trust. Once April had helped the employee solve the immediate need, the employee felt safe and confident to go back for another issue, this time referring themselves. The employee was the only person in a household of four that was working. They were struggling and living paycheck to paycheck. The employee hoped April could offer guidance.

An unexpected budget fix. April suggested they analyze the employee's budget to assess monthly income and expenses.

April found that the employee had too much going out and not enough coming in. One of the problems was an extraordinary monthly cell phone bill. The employee didn't realize how much they were paying out until they logged into their account. After investigating, the employee found that they could switch carriers and save substantially.

Moving to the next step. April referred the employee to Kalsee Credit Union for more in-depth budgeting/credit rebuilding with one on one counseling. "April turned my life around," said the employee. "She is a very nice, smart and helpful person to talk to.

Ashland Richland Employer Resource Network®

Our goal...

Creating access and resources for employee success at work and in life.

Member Companies

- ◆ Brethren Care
- ◆ Hedstrom Plastics
- ◆ Kingston of Ashland
- ◆ Kingston Residence of Vermilion
- ◆ Mansfield Plumbing Products

Strategic Partners

- ◆ Accada
- ◆ Access Ohio
- ◆ Appleseed Community Health Center
- ◆ Associated Charities
- ◆ ERN USA
- ◆ Safe Haven
- ◆ The Ashland Salvation Army Ray & Joan Kroc Center

She helped me have more insight in managing my budget. She gave me options, and now I feel better about my finances. I plan to keep seeing her as long as I can. Thank you for everything!" *Source: SWMERN*

Brad Selan, Success Coach

brad@transformationnetwork.org
419-908-3273 (Cell)

Your company provides a Success Coach as a free and confidential benefit to assist you with any challenge or goal.

When employees succeed, the entire company succeeds!

Bethren Care

2000 Center St, Ashland

◆ Tuesday: 11:00am-12:00pm

Hedstrom Plastics

1850 Baney Rd, Ashland

◆ Monday: 9:00am-12:00pm

Kingston of Ashland

20 Amberwood Pkwy, Ashland

◆ Wednesday: 1:00pm-4:00pm

Kingston Residence of Vermilion

6010 W Lake Rd, Vermilion

◆ Thursday: 12:00pm-3:00pm

Mansfield Plumbing Products

6010 W Lake Rd, Vermilion

◆ Monday: 2:00pm-3:00pm

◆ Tuesday: 4:30pm-7:30pm

◆ Wednesday: 9:00am-12:00pm

◆ Friday: 9:30am-12:30pm



Budget Relief Through Pantries & Food Trucks

Are you behind on bills or are just getting by and would like to save a little weekly for emergency savings?

Rising food prices. Over the past 12 months, all six major grocery food group index costs increased, with the largest being meats, poultry, fish, and eggs, which rose 4.6%, while beef increased 5.3%. Cereals and bakery products and vegetables and fruits both increased 3.2%.

Increased demand and a supply shrink is likely to generate rapid price increases ahead. Make a plan!

A recent experience. One West Michigan ERN employee goes to Feeding America’s food truck once a month at a church near her house.

The box she was recently given for her household contained:

- ◆ large bag of chicken burgers
- ◆ large bag of meatballs
- ◆ large container sour cream
- ◆ large container cottage cheese
- ◆ large container of yogurt
- ◆ gallon of milk
- ◆ bag of apples
- ◆ bag of potatoes
- ◆ bag of onions

“I’m going to get organized and find a truck each week which could save up to \$200 a month,” she said.

“Planning meals around our finds and buying things to go with it could save us around \$2,000 a year.”

Many sites aren’t asking for income levels due to Covid-19. Ask your Success Coach for a list near you.

Sources: *Food Institute; WMERN*

Covid-19 Vaccine Availability & Precautions

Vaccine delays have caused frustration for those eligible in getting vaccinated.

Who can get vaccinated now.

- ◆ Residents and staff of nursing homes, assisted living facilities, veterans homes and other types of group homes and facilities; health care workers; and emergency medical responders (Phase 1A)
- ◆ Adults 65 and older, people with a congenital disability or qualifying medical disorder, and K-12 school employees (Phase 1B)
- ◆ Check with HR to see if vaccines are being given at your workplace.

Where you can get vaccinated now.

- ◆ Local vaccination sites, including local health departments, hospitals, health centers and pharmacies.
- ◆ In Ohio, visit the locator tool at: <https://vaccine.coronavirus.ohio.gov>
- ◆ In Michigan, find a site in your county: <https://www.michigan.gov/CovidVaccine>

Availability for other groups.

- ◆ May: other essential frontline workers and people age 16-64 years with a health condition that puts them at high risk for COVID-19 complications
- ◆ July: all essential workers
- ◆ August: ages 16 years and older

Precautions after vaccination. Those vaccinated with no symptoms of illness may still be carrying the live SARS-CoV-2 virus and spreading when they cough, breath or sneeze. Health experts recommend continuing to mask and social distance after vaccination.

Sources: *Smithsonian Magazine, Ohio Department of Health, State of Michigan*

Philosopher’s Square

“People do not decide their futures; they decide their habits and their habits decide their futures.” - *F. Matthias Alexander*

