

In The Know NEWSLETTER



Our Mission:

Our mission is to serve the ever-changing needs of our patron/owners with timely delivery of quality products and services at competitive prices while efficiently utilizing cooperative resources to provide a local net savings that will service the financial needs of our cooperative.

Upcoming Dates:

- **401(k) plan changes effective**
May 1, 2019
- **Memorial Day**
Monday, May 27th
- **Final 6 month audit for Mohall/Sherwood**
May 28, 2019

Officers & Directors

Scott Johnson, President
Trent Johnson, Vice President
Marie Marshall, Secretary
Andy Fedje, Director
David Steeves, Director
Brad Fritel, Director
Steve Thompson, Director
RJay Paul, Director
Mike Heidlebaugh, Director
Daniel Lakefield, Director
Wayne Slaubaugh, Director
Darwin Peterson, Director
Steve Dockter, CEO
Travis Halvorson, General Manager

We Are Hiring

Seasonal CDL Driver (Mohall) | Refined Fuels CDL Driver (Rugby) | Agronomy Manager (Mohall)
Cashiers (Rugby, Towner, Mohall & Leeds) | Kitchen (Rugby, Towner & Mohall)

MOUNTAIN AWARD

— *envisioning a brighter future* —



Current at Envision's Rugby, Towner, Leeds and Woldford sites you will see "suggestion looking boxes" These are part of our awards program, "Mountain Awards". These boxes are also being created to place at our locations in Mohall and Sherwood. Until these boxes get put in place at our new locations please feel free to submit any nominations by email to: Miriah at: miriah.filler@envisioncooperative.com. You can find nomination forms on our employee portal, under Mountain Awards.

This award was established to recognize our employees for going above-and-beyond in providing excellent customer service!

Our customers along with your co-workers will be able to nominate individuals who they feel displayed loyalty, hard work, and a positive attitude for Envision. At the end of each month these nominations will be collected and read through by our Mountain Awards team. Each nominee will be entered into a monthly drawing (that will be drawn at random) to win \$50.00. At the end of the year at our Annual meeting all nominations for the entire year will be entered into a larger drawing. All nominees will be posted monthly on the employee portal and in our monthly newsletter.

Let's continue providing our patrons with excellent customer service!

Envision Rewards Additional Locations

Envision Rewards launched at the Mohall and Sherwood C-Stores as of April 1st! This is a rewards program that will be used at all 6 C-Stores. Through this program employees and customers are able to earn points, discounts and coupons through our Envision Rewards app or rewards card. Anyone who signs up for this program automatically gets \$0.03 off of gas and \$0.04 off fuel, and on Saturday it is \$0.05 off of gas and fuel. There are also daily specials going on each day of the week as well as buyer club. For more information on downloading the app and/or getting a rewards card, stop in at any of our 6 C-Store locations! Under the employee portal you can also click on Envision Rewards to learn more about this great program.



**Start Receiving
Rewards Today!**

Mountian Awards

FEBURARY & MARCH NOMINATIONS

Joni Swearson | Alyssa Schwan | LaRae Selvig
Chris Mattern | Darlene Sebelius
Nicole McIntyre | Melissa Anderson | Val Gilseth

We encourage everyone to nominate a co-worker that you feel has displayed loyalty, hardwork, and a positive "I Care" or "Can Do" attitude for Envision!

Nomination Form [Click Here!](#)

FEBURARY DRAWING WINNER
ALYSSA SCHWAN

MARCH DRAWING WINNDR
VAL GILSETH



Happy Anniversary

We thank you for all of your dedication and look forward to many more anniversaries!

Jack Bohm (4 years)
Alisha Braaten (4 years)
Joshua Brandt (13 years)
Chase DeMers (5 years)
Jerome Heth (6 years)
Phyllis Hiatt (4 years)
Robert Jackson (2 years)
Justin Kongslie (10 years)
Brenda Mcfarland (4 years)
Sydney Mensing (2 years)
Greg Moller (1 year)
Deborah Moucha (8 years)
Joshua Owens (1 year)
Debbie Pretzer (2 years)
Weston Slaubaugh (6 years)
Christine Trainor (2 years)
James Wolf (25 years)

Happy Birthday

From all of us to you!

Gary Storbakken 4/28
Robyn Atkinson 5/20
Gene Burkhartsmeier 5/3
Gary DeMers 5/14
Keith Dibble 5/5
Deanne Fedje 5/10
Danica Gardner 5/28
Jodi Guenther 5/12
Layne Howe 5/17
Caitlyn Jungberg 5/29
Bill Metzger 5/26
Nichole Moller-Mcintyre 5/22
Darren Opstedal 5/25
Carol Peterson 5/9
Ray Voller 5/30
Jason Ziolkowski 5/14

Taking Pride in our Communities



Throughout each year, there will be multiple volunteer opportunities within our communities and our company. As a company we strongly encourage all of our employees to volunteer and take part in these events. With the launch of our Envision Rewards program we will be setting up a volunteer points program. Every time an employee volunteers for a company event or an event our company is sponsoring, 100 points will be loaded onto your Envision Rewards account. At the end of each year at our annual meeting, recognition will be given to employees who have volunteered throughout the year.

If there are any specific organizations, groups, clubs or events that mean a lot to you as an individual please let us know. We are always looking for ways to support our local communities! Envision also has event shirts, these shirts are handed out to employees to use for any event that Envision sponsoring or apart of. Get in contact with Miriah Filler to get your event shirt for any upcoming Envision events!

Lyric Theater

Each quarter Envision volunteers at the Lyric Theater in Rugby (Jan., April, July & Oct). It is always the 2nd Sunday of that month and they ask that we have at least 3 people volunteer. The time frame is from 6:30pm - till movie is over. Each volunteer gets a free popcorn and drink for helping. Depending on how busy the night is volunteers may even get to watch the movie too! The next volunteer night will be Sunday, July 14th. If you are intrested in volunteering please visit with Miriah Filler. The theater typically updates us with a tentative schedule, so you have an idea of what movie will be playing the night you volunteer.



Safety Committee Meeting Minutes

March 21, 2019 – Mohall Agronomy Center

Meeting was called to order at 4:06pm. Present were Doug Brendsel, Tammie Krause, Jeff Dean, Paul Daeley, Jennifer Davis, Alisha Braaten and Claudia Dean. Quarter 4 Training should have been completed by March 31st. If you have not completed this session yet please do so!

Another reminder on the vehicle inspections into HR no later than the 5th business day of every month. Inspections need for February are # 10, #16 and #21. Please get these turned in as soon as possible. Vince K. was on site March 18th and again on April 15th. Quarterly Inspections (Based on Premium Plan Year) Not Yet Returned:

- a. Q1 of 2018 (Completed 5/23/18) – Mohall LP, Mohall NH3 & Sherwood Station
- b. Q2 of 2018 (Completed 8/13/18) – Mohall NH3, Hardware/Office, Machinery/Energy, Sherwood C-Store & Sherwood NH3/LP Plant
- c. Q3 of 2018 (Completed 11/8/18 & 12/11/18) - Agronomy, Bulk Petroleum, Hardware/Office, Machinery/Energy, Mohall LP, Mohall NH3, & Sherwood NH3/LP
- d. Q4 of 2018 (Completed 2/6/19 & 2/26/19) – All except Mohall C-Store. Safety Incidents/Accidents Received remain at ZERO since last meeting.

OSHA 300's posted all locations – will need to be up until April 30th, 2019.

LP Bottle Fill Training was held on March 14th @ 9:00 a.m. and 4 p.m. April 1st there was a Drug and Alcohol Training held at the Rugby Eagles and a Reasonable suspicion training for Supervisors plus an annual anhydrous ammonia training was held on March 27th in Berthold. No safety concerns were addressed at this time. Dakota Fire Extinguisher updated all the fire extinguishers on March 26th, 2019.

The Annual Evaluation of Safety Program, Annual Evaluation of Safety Program Goals, Updates of Safety Committee Charter were all discussed and finished for another year. WSI Annual Audit was completed on March 25th with Doug McHenry. Meeting was adjourned at 5:00 p.m.

Monthly Newsletters

Monthly newsletters be posted on the **Employee Portal** and emailed to all managers at the beginning of each month to be shared with all employees. Managers if you have information related to your department that you would like included in the monthly newsletters please submit all information to: miriah.filler@envisioncooperative by the 15th of the previous month.

Employee Portal:

www.envisioncooperative.com > bottom of the page, Employee Portal

Username: envisioncoop | Password: envision2019

Plan Updates To Help Your Account Grow



New plan features for the Co-op 401(k) Plan are coming May 1, 2019.

In conjunction with the company merger, the Co-op 401(k) Plan sponsored by Envision Cooperative will change effective May 1, 2019. Accelerated eligibility and new automatic plan features are designed to help you achieve your future financial goals.

Eligibility

Employees will have the ability to enter the plan if they are at least **age 18** and have completed **90 days of service**. This change will allow you to enter the plan earlier so that you can save more for retirement.

Automatic Enrollment and Automatic Increase

Starting May 1, 2019, **new automatic plan features** will help newly eligible plan participants start saving.

- **3% of pay will be contributed automatically** to the pre-tax plan account through convenient payroll deductions.
- The account will be **invested automatically in InvestMap™**, an age-based asset allocation approach.
- If an alternate election is not made, deferral rates will **increase automatically each year by 1%** up to a maximum of 6%.

Wondering Why 6% Is the Maximum Amount for the Automatic Increase?

Envision Cooperative matches your contributions \$1 for \$1 up to 3% of pay and 50¢ for every \$1 on the next 3% of pay that you save. By saving 6%, you can take full advantage of the entire matching contribution.

How Much Should You Save for Retirement?

The answer is different for each person. Several factors work together to help you determine how much to save, including your current age, your retirement age, your life expectancy, your current savings, your investments, how much income you will need for retirement and your current income. To further explore the right amount of savings for you, check out the Calculators and Tools on MillimanBenefits.com.