

# PRINT NW

## Employee News

September 2018

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We invite your comments, suggestions,  
articles, and photos. Email Lena Smith at  
lenas@printnw.net.

Please update your mailing address in the  
Paylocity Employee Self Service Portal.

#### **EDITOR / COPYWRITER**

Lena Smith/Alison Bailey

#### **CONTRIBUTORS**

Tamara Hakala, Direct Mail  
Michelle Becker, WF Finishing  
Tiffany McPeak, Promo  
JoAnna Sohnrey, CSR  
Courtne Martin, CSR  
Zoe Stoy, CSR  
Alison Bailey, Account Exec  
Jeff Stallings, President & COO

#### **PHOTOGRAPHERS**

Tyler Johnson, WF Finishing

#### **PRINTING**

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## PRESIDENTS CORNER

Team,

The last newsletter reported our statistical successes. We talked about the contracts we'd won and achievements we'd accomplished.

Since the last newsletter, I've met with every department in the conference room and talked about the most recent achievements.

Phase I of Political  
Savers Halloween  
Largest month ever for apparel and promo  
GoWireless

And many more.

Most importantly, we talked about a renewed focus on our core values and people.

As I write the content for this President's Corner, I cannot help but reflect on how crucial it is for us to collectively realize what is important to us as a group.

I believe what is important can be written in a few sentences that can translate to everything we all do both personally and professionally. If we realize what the most important things are, we can work together to build a community and family that is functional, supportive, encouraging, and able survive the test of time. This realization and bond should keep all of us moving in the right direction and keep us accountable to each other. When we are down or off track, someone will pick us up. When we are excited and doing something special, someone will celebrate with us. We will always look in the mirror first, blame no one, and create positive outcomes.

This means we put the customer, each other, and our community first. We work together every day to build a positive outcome. We are transparent and honest with each other; there is no better way to strengthen our relationships and avoid becoming disconnected. We support and encourage each other when we are down or frustrated. We give Impressions to each other using Paylocity to make sure everyone in the company celebrates achievements. We promote and support personal wellness because we believe everyone should feel good about themselves and work toward betterment in all aspects of life. Most importantly, we have to be accountable to each other and have those tough conversations in a positive way, because sometimes ignoring a problem or situation not only makes it worse but comes across as not caring about the team and our end goal.

Print NW matters. It matters to our customers, our friends, our families, our communities, and to each other.

Please keep working hard on the little things.

Thanks,

**Jeff**



**printnw.rocks**





## **NEW INSURANCE ADVOCATE FOR EMPLOYEE BENEFITS**

We are excited to announce our new partnership with OneDigital to help improve the administration and quality of your Employee Benefits Program. This memo highlights new resources now available to you.



OneDigital offers you a Customer Advocate Center to help you better understand your benefits and get assistance when you need it. Here are a few examples and how to contact them:

- Educate you on how to use your benefits.
- Help you understand enrollment options
- Facilitate resolution on eligibility/billing issues.
- Assist you with Claims.
- Interpret insurance payment outcomes.
- Provide alternative suggestions to satisfy your needs as a patient.
- Locate In-Network Providers or ordering new ID cards.

**Phone: (866) 736-6640**

**Email: [service@onedigital.com](mailto:service@onedigital.com)**

**Online Chat: [www.onedigital.com](http://www.onedigital.com)**

You can also reach out to our new local Advisor, Jessica Hays for more escalated issues including:

- Understanding and appealing claims or pre-authorization denials.
- Large claimant billing and explanation of benefits.
- Prescription medication authorization.

**Jessica Hays | OneDigital, Gig Harbor**

**Direct: (253) 313-5008**

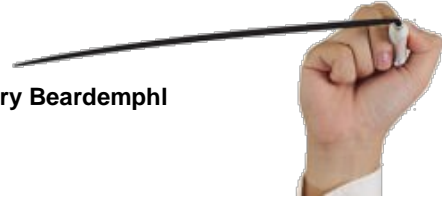
**Email: [JHays@OneDigital.com](mailto:JHays@OneDigital.com)**

It's important to us that the benefits we offer take care of you and your family. Insurance can be complicated and if you have a benefits-related inquiry, OneDigital is ready to work with you. Their sole focus is employee benefits and simplifying the healthcare journey.

Should you have any questions regarding this memo or this transition, feel free to contact HR or Jessica Hays.

## LEAD BY EXAMPLE

By Jeffery Beardemphl



A special shout out to Todd Wells and Don Gortowski. The last few months some changes have happened, and Todd Wells was happy to step up and do what needed to be done. In addition to managing all the maintenance projects and normal, day to day issues, Todd has taken on the Installation Department and the training of new Installers.

And Don is right behind him. Todd recently went to Ft. Lauderdale for several days to get some additional vehicle wrap training and Don stepped up and, not only handled all the maintenance business with Wayne Cabrerass help. Don also has taken a lead role in the Installation group.

Both Todd and Don have been great examples of leadership. Taking on whatever needs to be done and doing it to the best of their abilities. We know it's been a tough couple of months and we appreciate everything you are doing; all the long weeks and late hours. Thank you.

# WELCOME ABOARD

By Michelle Becker

Print NW is growing every month and with that growth have come many new faces. Here's your chance to get to know the recent newbies! Let's give a warm welcome to Print NW's newest employees!

## **Christopher Ely - Printable Coordinator**



Likes: Star Wars

Dislikes: Bad Traffic

Quote: "It's not wise to upset a Wookiee."

## **Jeremy Escalante - Wide Format Operator**



Likes: Going to the movies

Dislikes: Food that isn't spicy

Quote: "Appreciate quality."

## **Shanna Frizzi - Inventory - Lead**



Likes: Quilting, being in nature, and Italian food

Dislikes: Congestion; as in crowded rooms

Quote: "Having a soft heart in a cruel world is courage; NOT weakness."

## **Michael Leckie - Pressroom - Feeder**



Likes: Cars and bacon cheeseburgers

Dislikes: Traffic

Quote: "Ride or die."

## **Shelby Bronstrop - Prepress Technician**



Likes: Video games and cats

Dislikes: Sports

Quote: "There is no angry way to say bubbles."

## **Jacki Traweck - Wide Format/Install - CSR**



Likes: Playing the drums

Dislikes: Mushrooms

Quote: "The right thing and the easy thing are never the same."

## **Patrick Abay - Sales Assistant**

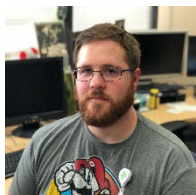


Likes: Basketball

Dislikes: Dishonesty

Quote: "Would I rather be feared or loved? Easy. Both. I want people to be afraid of how much they love me."

## **Robert Sevin - Prepress Technician**



Likes: Video games and cats

Dislikes: Sports

Quote: "There is no angry way to say bubbles."

# Meet Your Leads!

By Michelle Becker

Print NW is [second] home to many unique individuals. This became quite apparent after obtaining each leads response when asked three simple questions. Let's meet those that supervise your departments!

## **Miguel Colon - Assembly Lead**



Likes: Baseball, softball, and Puerto Rican food

Dislikes: Rude people

Quote: "Do unto others as you would have them do unto you."

## **Donnie Gortowski - Install Lead**



Likes: Riding dirt bikes

Dislikes: Traffic

Quote: "Get 'er done."

## **Jenna Alcaide - Digital Lead**



Likes: Cooking and experimenting with food

Dislikes: Messy rooms

Quote: "Just keep smiling!"

## **Naritha Chim - WF Finishing PM Lead**



Likes: Keeping good company

Dislikes: The smell of Palmolive dish soap

Quote: "Be happy with what you have while working for what you want."

## **Tyler Johnson - WF Finishing AM Lead**



Likes: Photography

Dislikes: Jared from Wide Format and George Clooney as Batman

Quote: "...And bake!"

## **Kami-Jo Sullivan - Logistics Lead**



Likes: Reading.. A lot!

Dislikes: Raw Onions

Quote: "We do not see people as they are. We see them as we are."

## **Nickii Carvalho - Prepress Lead**



Likes: Relaxing at home with her cat and fiancé.

Dislikes: Loud noises and rattling.

Quote: "Have you tried turning off and on again?"

## **Mary Morin - Shipping & Receiving Lead**



Likes: Card making and crocheting

Dislikes: Bad drivers

Quote: "Are you achin' for some bacon?"

## **Zoe Stoy - CSR Lead**



Likes: Dogs, being sarcastic, & taco bowls

Dislikes: Spicy food & Lima beans

Quote: "And though she be but little she is fierce."



# WALKING FOR HEALTH



**by Tamara Hakala**

There are many health benefits to adding a walking regimen to your day: it can boost your immunity

and memory; help maintain a healthier weight, lower your blood pressure and help curb stress eating.

According to the HHS (Health & Human Services); "Adults (18-64 years old) should get at least two and a half hours (150 minutes) each week of moderate-intensity aerobic physical activity. You need to do this type of activity for at least 10 minutes at a time as intervals shorter than this do not have the same health benefits<sup>1</sup>.

*Moderate-Intense Activity* translates to walking 2 miles in 30 minutes, think a nice brisk walk.

How about a little challenge? During your breaks at work take a quick lap or two around the outside of the building, which is 0.20-mile loop; do this for a week or two, then bump it up to 2 laps during your 10-minute break for a few weeks then go crazy and do 3 laps. Mix it up, walk one direction for one lap, than go the other for the next lap. To help keep you motivated, grab a teammate or a few to walk with or get a friendly competition going on. If you can't find someone in your immediate department, come see me in mailing and I'll walk with you.

It's pretty easy to get your steps in. When at the store, park at the far end of the parking lot, walk up and down all the aisles in the store, grab your puppy or children and go for a walk. If you love the

great outdoors, go for a hike. We live in the beautiful Pacific Northwest, so there are a lot of places to explore and hike, just pick a direction and go. Hmm, this sounds like an idea for a Print NW outing.

If walking isn't your cup of tea, here are some fun alternatives; a 20 minute pickup game of basketball, 40 minutes of gardening, or run 1.5 miles in 15 minutes. If you love music, bust a move, twist and shout and dance (we've been known to do so in mailing). Whichever activity you choose isn't important, all that matters is getting up and moving. Just a friendly reminder, headphones are not allowed on the production floor. They are a safety hazard and company policy but feel free to use a speaker to listen to music.

Hope to see everyone putting their best foot forward, helping each other stay motivated and moving. I would also love to hear about any challenges and competitions any of you have going on, just keep it fun and safe. <sup>1</sup> <https://www.hhs.gov/fitness/active/physical-activity-guidelines-for-americans/index.html>)

**Eli5**

**Explain it Like I'm Five**

From Reddit/ELI5

**Question:** Why does your back hurt after standing still for a certain amount of time, but not after walking for the same amount of time?

**Answer:** Believe it or not, standing in one place is way harder on your body than walking. The muscles in your lower back are always tense when you stand. Whereas when walking, they flex and relax repeatedly. Imagine doing 20 pushups in 5 minutes compared to doing one push up for 5 minutes straight.

**Lesson:** It's important for those of you who stand for long periods of time at work to get moving and let those muscles flex and move!



By Alison Bailey

Print NW gives back to our community! Non-profit and community-oriented organizations all over the region utilize our services, and we support them in sponsorships, in-kind donations, and, occasionally, participating in events. This is small sampling of accounts we support. Next time you're working on one of their projects, know that we might be helping to make it a reality for them!



WE MAKE  
A LIVING  
BY WHAT WE GET,  
BUT WE MAKE  
A LIFE BY  
WHAT WE GIVE.

winston churchill

Over the next year you are going to hear and see a lot of information and internal programs around wellness. Financial wellness, health wellness etc. One of the initiatives we want to include is Giving. **We are looking to incorporate volunteering and charity-related activities into our culture at PRINT NW.** Whether it be a coat drive for a local school or getting a group of employees together to volunteer at a food bank, giving is good. **Giving makes you feel good! And when you feel good it is a lot easier to be positive and happy.** Someone once said giving is the most selfish thing you can do because it always makes you feel good.

Start thinking about ways that you and PRINT NW can work together to give back to the community. This is one of the initiatives that our **new Wellness Committee** will be working on in the coming year.

*If you have any suggestions or would like to participate on the Wellness Committee, Please see Lena or email: [LenaS@Printnw.net](mailto:LenaS@Printnw.net)*

# SPOTLIGHT



**By Alison Bailey with Adam Lindgren**

Now that we are on the other side of our first 2018 political season, we thought it would be fun to get some back story on this tradition from the rep who manages the accounts. Alison Bailey interviewed Adam Lindgren so we could all learn more about where this work comes from and what makes it special

***How long have you been managing the political accounts?***



*Adam Lindgren is a Vice President of Sales for*

*Print NW.*

Going on eight years. We hadn't been in this type of work before and strategically decided to get involved when Bruce Dammeier ran for a seat in state congress in 2009. Bruce definitely helped introduce me to a few key players but I would say the team at Print NW played the biggest role in our success because of how we deliver. It is a cut throat business and if you miss deadlines or make a mistake, that campaign will move on to another vendor.

***Did you play a role in bringing political business to Print NW or did you inherit the tradition?***

The first three years I went to every kickoff event and political party I could find. I went to so many that a legislator came up to me and asked if I was running for office. About four years in, we merged with ABC Printing in Lacey. Bob Kagy, ABC's owner, did political

work for years and his connections helped take us to a new level. It was great to learn from someone who has been in the business. He was a huge help to me.

***What makes the political accounts unique?***

The speed and intensity is what makes this type of work so unique. We'll get art at 5pm and drop 20K pieces in the mail next day. What is impressive is we'll have as few as five and as many as twenty jobs like this daily. And we need to collect payment before they drop!

***How do we treat them differently?***

Because of the speed, we can't sit on a job for an hour; you constantly have to be pushing them through so Katrina and I are always on. During the heat of political, Katrina and I are on email working between 6am and 11pm.

***What's the hardest part of political for you? For our team as a whole?***

The volume and intensity. It is a lot of extra hours for everyone and we are all pushed to the limit. By the last week or two you are tired. The timelines, art, and mail lists are constantly changing so keeping track of it all and not making mistakes along the way can be challenging.



***Have we ever printed anything unusual or out-of-the-ordinary for a candidate trying to stand out?***

Two pieces come to mind. One had a recording of a toilet flushing when you opened it. The other was a very personal postcard that listed your ten closest neighbors' voting history (not who they voted



for but if they voted in the past four elections). It is all public record and legal but as you can imagine it drew a huge public outcry and made all the local news channels. The intent was to get people to vote.

***Of all the political seasons you've been through have any of them stood out to you as different (more challenging/rewarding/noteworthy in another way)?***

Last year's presidential election was by far our biggest year. In the heat of it we were dropping almost 250k pieces a day. We are now one of the biggest political printers in the state and we continue to grow in the field. One of the more rewarding stories: We have been working with one of the top consultants in the state. He has been doing political consulting/campaign management for over 25 years, and never in his career has he had a smoother more successful year working with a printer. We are such a big part of what they do and to find a printer you can trust to always get the job done is a huge deal. This is a testament to how good we are from the front end all the way to delivering to USPS.

The more experience we gain as individuals, the better we are as a team.

Big thanks to everyone who worked so hard during another hugely successful political season!

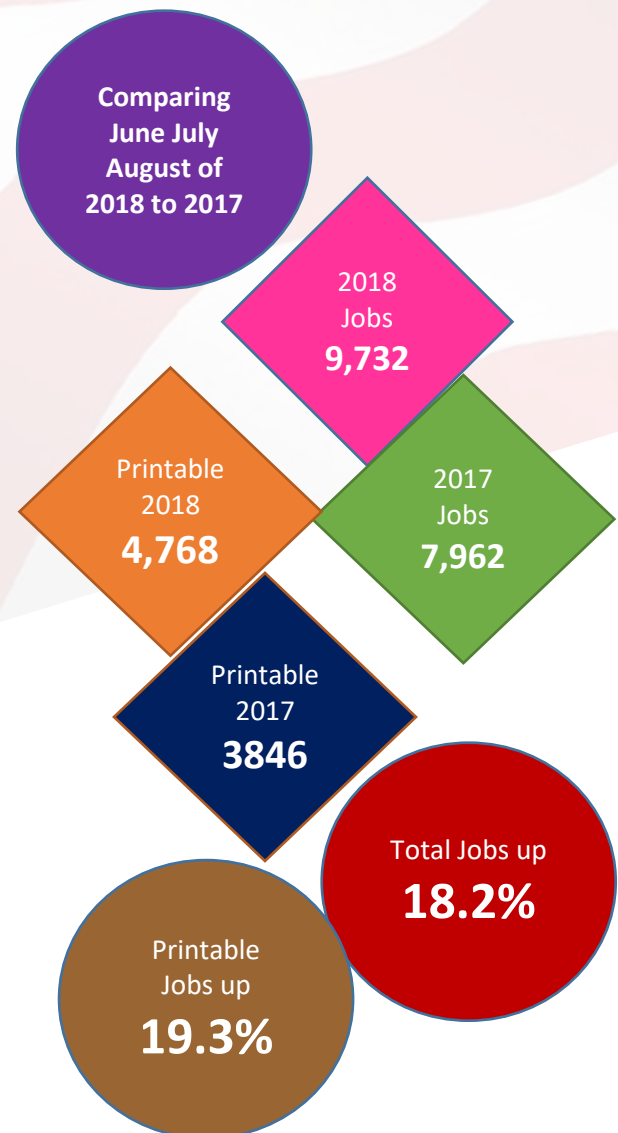


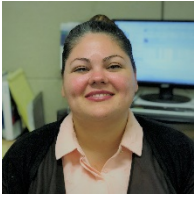
**Election Day is  
November 6  
Don't forget to VOTE!**

# By the Numbers



It was a busy few months working through Political, Savers, and everything else. Here's some numbers!





By Tiffany McPeak

# Escaping the *Average*

Do you ever ask yourself where your career is going, or where you want to be in five or ten years? What are the answers to those questions? Can you honestly say you are excited for the next ten years?

Whether you are years into the career of your choice or just starting out, you are in control of your own development and where you go in life. Developing yourself professionally can help update your knowledge, enhance your performance, and keep up with/ahead of the job market. There are many avenues available to you that include internal and external resources.

## **External resources include:**

Reading professional journals, books, research papers, articles, etc.

Coaching, mentoring, training courses, academic study, conferences, YouTube, Udemy.com, and webinars

Voluntary work, fundraising and event management

Research activities, blogging and publishing articles

Training others and giving presentations or speaking at a conference

Spending time with other departments, customers, suppliers, trade bodies or stakeholders

Joining committees, professional associations, campaign groups and participating in industry forums

Apprenticeships, internships, work shadowing.

## **"To invest**

**in yourself** is the best

**investment of all"**

***There are also resources here at PRINT NW that can help you.***

The company is as invested in you as an employee as you are in the company and they work to provide resources for employees.

Those resources can include:

Online courses through Fred Pryor, Udemy, Printing Industry of America

Books. Hard copies may be available in Lena's office.

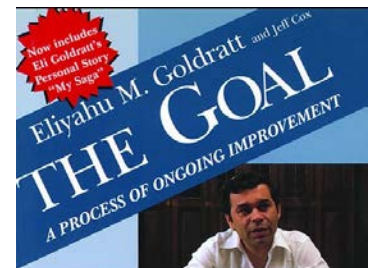
The online training library in Bridge

Local training seminars

If you are interested in any of the resources that PRINT NW offers, speak to your manager or contact HR and Training department for more information.

## **Need more incentive?**

The company is currently offering \$50 to anyone who reads/listens to **The Goal** and completes the program in Bridge. It is a management-oriented novel that is available on



Bridge. While it might not be the most suspenseful thing you have read, it does have a lot of great information that you can use every day.

## **What else do you get besides great knowledge and \$50?**

Once complete you now have unquestionable bragging rights. To receive the incentive, print the certificate of completion at the end of the course turn into HR. Don't forget to make sure you notify Jeff Stallings that you completed the course and provide any feedback on the book.

# What's Happening

In Promo & Apparel  
By Tiffany McPeak

## New Vendors

To meet our customers wants and needs, we must be able to provide new and interesting products, as well as stay up on market trends. Some of the recent requests from our customers have included custom imprinted Yeti products. We worked with Yeti directly to add the option of custom imprinted Yeti products to our wide range of promotional offerings.



## New Company Gear Site!



If you want to get more production t-shirts, hoodies, or long sleeve shirts check it out!

**PRINTNWGEAR.NET**

## Columbia Bank - Fair Day Tees

If you attended the Washington State Fair this year you may have seen the blue Columbia Bank tees that PRINT NW produced just for the occasion.

Each year, Columbia Bank puts in a large order for their fair tees. This year we produced 1,130 shirts! A big thanks to Kathy, Justice and everyone in Production who worked hard to be able to get these out just in time for the event.



**OCTOBER  
BREAST  
CANCER  
AWARENESS  
MONTH**

**By Michelle Becker**



With October right around the corner now is the time to get your annual breast examination completed. It is recommended to have an examination performed by a professional once a year. As well as performing monthly self-examinations.

Unfortunately, it is predicted that 1 in 8 women will develop invasive breast cancer in her lifetime. And if that statistic wasn't scary enough it is estimated that 266,120 new cases will be diagnosed in 2018 alone.

Prevention is the best way to fight cancer. Together we can find a cure. While there are many charities that fund cure research here are a few options to consider when donating:

- Breast Cancer Research Fund
- National Breast Cancer Coalition Fund
- Breast Cancer Prevention Partner
- Dr. Susan Love Research Foundation
- Lynn Sage Cancer Research Foundation





***The summer was filled with some fun employee events. We had a nice BBQ Potluck. Korina coordinated a painting experience at Pinot's Palette. And JoAnna hosted a river float!***

***It's so great to see employees spending some time together away from the daily grind at work. If you have an idea for an employee event, see Lena in HR.***



# FLOATING





# MORE SUMMER FUN...

On August 10 we had a grand old time at our Potluck BBQ. Thanks to the masterful meat wrangling of Larry Sablan and all the wonderful and diverse dishes contributed by our employees! Everyone enjoyed each others company while sampling a wide range of dishes. We give away some prizes, played some corn hole. Overall, it was a fantastic day.



## IMPORTANT DATES

*We may be closed for additional days around the holidays this year. Those decisions are based on production needs and will be determined as we get closer to each holiday. Please check with your manager for the specific plan in your department.*

October – POLITICAL

October 31 – Halloween – Costume Contest!

November 6 – Election Day

November – Open Enrollment

November 15 – Company Meeting

November 22 – Thanksgiving Holiday – Closed

December 12 – Employee Holiday Potluck

December 13 – 401k Enrollment Meeting

December 25 – Christmas Day – Closed

January 1 – New Year's Day – Closed

## SEPTEMBER: NATIONAL SUICIDE PREVENTION AWARENESS MONTH

By Lena Smith

### On August 6, 2006 I got the most dreadful phone call of my life.

Something that I don't share with many people is that my Dad lost his battle with depression and alcoholism and committed suicide. He fatally shot himself with a gun he pilfered from a friend's bedroom. His death by his own hand was difficult for us all to understand. We'll never know for sure what the final collection of events was that lead him in those afternoon hours to steal a gun from a friend's house, sit in the car at a local park while listening to a baseball game, and then when the game was ended, lift that gun and take his own life. I learned many hard lessons after my dad died. I witnessed the carnage that a single bullet can create. I learned that suicide is preventable.



I know that we all have our dark moments, but there is no reason for anyone to feel that suicide is the only option left. It is so excruciatingly sad to lose someone you love to suicide. I have felt the heartbreak cause by suicide first-hand.



Considering recent news stories surrounding celebrity suicides and because we all need to know what resources are available should we or a loved one be struggling personally, I would like to encourage everyone to familiarize themselves with our Employee Assistance Program. I have worked with this program for several years assisting employees who are struggling with depression, addiction, financial stresses and more. They are an amazing group of professionals who are available to help any employee of Print NW and their family members; 24 hours per day, 7 days per week.

Here is an overview of the program and its benefits.

### What is an EAP?

The Employee Assistance Program is a **confidential**, professional assessment and referral service provided by your employer. Assessment is face-to-face and offered by licensed behavioral health professionals close to where you live or work. In addition to assessment, many employers offer a menu of Work/Life services and resources.

The EAP is available 24-hours per day, 7-days per week. A customer service representative will always greet you by phone and a provider is always immediately available for telephone consultation.

### How Much Does It Cost?

There is NO COST to you, your spouse or domestic partner or children up to age 26 to utilize EAP services.

*If you or someone you know needs help, call 1-800-273-8255 for the [National Suicide Prevention Lifeline](https://www.suicidepreventionlifeline.org). You can also text HOME to 741-741 for free, 24-hour support from the [Crisis Text Line](https://www.crisistextline.org).*



## How Do I Contact You?

There are several ways you can contact the EAP.

- **(800) 777-4114** -- Our main number -is answered 24-hours per day, 7-days per week.
- **(800) 777-4969** -- Our toll free TTY number for the hearing impaired.
- E-mail us at [info@firstchoicееap.com](mailto:info@firstchoicееap.com) or schedule an appointment from the EAP website.

## Is This Service Confidential?

Yes, the Employee Assistance Program is confidential. We take the privacy of your information as seriously as we take the privacy of our own. Your right to confidentiality is protected by law. We do not release any information unless you specify in writing what information is to be released, and to whom.

## Are There Exceptions to Confidentiality?

There are certain behaviors and actions that the EAP, in the interests of public safety, is required by law to report. These include threat of harm to self or others as well as child abuse and elder abuse.

## What Kinds of Problems Are Covered by the EAP?

The EAP responds to all kinds of requests for assessment and life concerns. It's normal for people to have more than one concern at a time. Here is a brief list of issues and concerns that Team EAP can help you respond to:

Relationship Concerns	General Stress
Traumatic Stress	Family Problems
Work Stress	Depression
Anxiety	Impulse Control
Domestic Abuse	Parenting Problems

School Performance  
Grief & Loss  
Work Performance  
Gambling Addiction  
Alcohol Abuse  
Caregiver Burnout

Adolescence  
Life Transitions  
Communication Skills  
Sleep Problems  
Drug Problems

## What Are Work Life Resources?

Many of the companies we serve also make Work Life Resources like Eldercare Consultation, Childcare Referral, Legal Consultation, ID Theft Resolution, Financial Consultation and/or Nurseline available to employee families. Contact the EAP if you have questions about which Work Life Resources are available through your employer or for more information about a specific service or topic.

## What Can I Expect When I Contact the EAP?

When you call our toll-free number, you will speak with an EAP professional who will ask a few brief questions. We'll need to know your name and the company you work for, the type of problem you are experiencing and your preferences about location & time for meeting with a provider. It's also important for the EAP to clarify your contact information and preferences about receiving E-mail or voicemail messages. The EAP will connect you to a provider with experience working with your concerns and in a location convenient to where you work or live.

Team EAP at First Choice Health is at your service. We look forward to meeting your needs and exceeding your expectations for client care and customer service.

**(800) 777-4114**

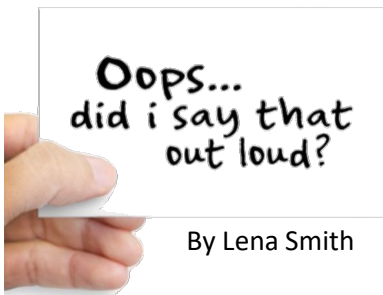


**[www.FirstChoiceEAP.com](http://www.FirstChoiceEAP.com)**



user name is: **printnw**

*If you or someone you know needs help, call 1-800-273-8255 for the [National Suicide Prevention Lifeline](#). You can also text HOME to 741-741 for free, 24-hour support from the [Crisis Text Line](#).*



By Lena Smith

### What's with all this "wellness" talk anyway? Right?

PRINT NW is dedicating more resources and time towards ensuring that our employee wellbeing is supported. There will be new information, Lunch and Learns, and other resources made available to employees over the coming months.



These resources and programs will address all 5 aspects of employee wellbeing; Career, Social, Financial, Physical, and Community.

As one of our Wellness Initiatives, PRINT NW will provide a Fit Bit Flex 2 to each employee who wishes to register for our Well Steps Program. In the coming weeks, you will see more information, including how to sign up for the program and select a fitness tracker.... Stay Tuned!

***I am happy to announce the Print NW is creating and deploying a Wellness initiative for all employees within Print NW. This program is being created because we believe all employees need to be mindful of what wellness and healthy living can do for their lives and the people around them.***

***Healthy living and overall wellness can help with many things. Energy level, self-confidence, body image, mental focus and relationships. While each person has a different view of wellness, Print NW wants to help by encouraging and supporting our employees.***

***Well Steps is a comprehensive program created to help increase awareness and support the smallest changes in lifestyle that lead to healthier living.***

***Please join me to work towards a healthier living. ~Jeff***

