

the **PENCOR** Report

JANUARY 2015 | VOLUME 6 | ISSUE 1

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Follow a healthy lifestyle with healthy recipes, exercises, and more. Read more here!

PENCOR'S FAMILY OF COMPANIES:

Blue Ridge Communications
TV-13/TV-11
PenTeleData
Pencor Super Store
Pencor Wireless
Penn's Peak
Penn's Peak Radio | Roadies | No Peaking
Palmerton Long Distance
Palmerton Telephone Company
Times News | East Penn Publishing
TN Printing
Pencor Construction
Pencor Electric
Claude's Creamery

2014 YEAR IN REVIEW

AS USUAL, 2014 WAS A VERY BUSY YEAR FOR THE PENCOR FAMILY OF COMPANIES. HERE ARE A FEW STATISTICS:

3,012 Facebook page likes

48 flavors of premium hand dipped ice cream.



Over 70 studio guests including Queensryche, Pablo Cruise, Ryan Pelton, Jesse's Girl, astrologer Ray Sette, Kendall Phillips, and Kip Winger of Winger.

PENN'S PEAK **RADIO**.com



Over 70 phone interviews including Ziggy Marley, Ted Nugent, Rod Argent of The Zombies, Tommy James, Roger Earl of Foghat, Michael Lardie of Great White, Bill Leverty of FireHouse, Chasin' Crazy, Stars of "The Private Lives of Nashville Wives," Chelsea Bain, and Chris Lane.

Increased number of Facebook fans by 423, for a total of 1,614 page likes.



Completed 1,219 depot repairs as of December 1, with November 2014 as their best month ever with 161 repairs.

Almost 334,000 Total Customers

Copyright infringement accounts for 96.8% of all tickets handled

The average number of kbps per user in 2014: 360 (up from 244 kbps in 2013)

PenTeleData.



4,189 Facebook Page Likes

Most popular Hot Spots include:
Sacred Heart Hospital - 6,561 logins,
Camelback/Camelbeach Ski Resort - 4,088 logins,
Parkside Inn in Palmerton - 4,023 logins.

Total DSL Customers: 726

Total number of landline customers: 5,618



PENCOR
SERVICES, INC.

(continued on next page)

PENCOR

SERVICES, INC.

YEARS OF SERVICE

JANUARY

55 years

Donald Reinhard

35 years

Harold Henry – Palmerton Telephone
Kathy Sterling – Blue Ridge
Lehighon

30 years

Cindy Mellinger – Blue Ridge Ephrata

20 years

Michelle Easton – Blue Ridge
Lehighon
Carla Teichert – Pencor Accounting

15 years

Todd Diehl – Blue Ridge Ephrata

10 years

Thomas Dyson – Pencor Maintenance
Michael Haydt – PenTeleData
Jason Will – Cable 11

5 years

Joseph Andrews – Blue Ridge
Mansfield
Matthew Fleisher – Blue Ridge
Duncannon

Retirees for January

Frank Sestok – Palmerton Telephone – 39 years
Robert Tracy – Times News – 37 years

HR Corner

Dental Plan Benefits

The company's dental plan pays 100% of all the usual, customary and reasonable dental charges up to the annual maximum dental benefit of \$1,650. The annual deductible is \$25, which is waived for routine exams and prophylaxis.

Orthodontics treatment (covered for dependent children to age 19) is covered at 50%, after the deductible is met. When the dental maximum benefit is reached, no additional coverage is provided until the next benefit period (calendar year).

Coverage is subject to the exclusions, conditions, and limitations as described in this Certificate of Coverage.

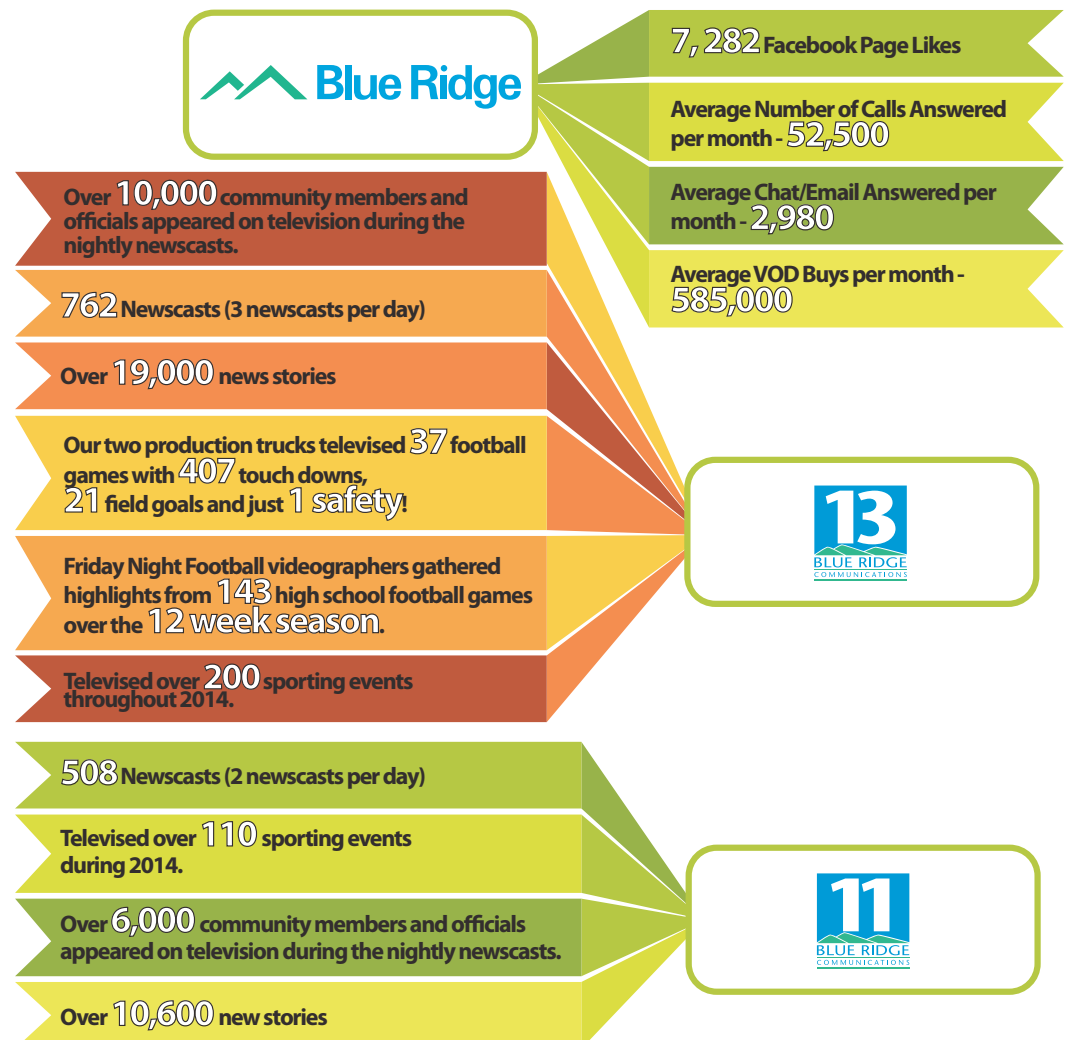
EMPLOYEE FUN FACTS

KIM CLEMENTS, ADMINISTRATIVE ASSISTANT, PENN'S PEAK

- Kim is married to Frank Clements, Engineering Manager at PenTeleData. She has one son, Aiden, Age 10, and a stepson, Caleb Heller, who is a Technical Support Representative at PenTeleData.
- She is a Palmerton High School graduate.
- She is a member of the Palmerton Run Group.
- Kim spends her spare time running and is currently training for her first marathon, which will be held in Orlando, Florida in January. Stephanie Hammer, who works in PenTeleData Commercial Sales, will be running with her. It will also be Stephanie's first marathon.
- Kim visits Cape Coral, FL at least twice a year to see family.
- Her first job was at Kmart in the shoe department.
- Her favorite movies are *Pitch Perfect* and *Bridesmaids*.
- Kim likes to eat at A1 Japanese Steakhouse and says that her favorite food is anything that she doesn't have to cook herself. She hates cooking.
- Her grandmother always told her not to make a big purchase on a Friday, a rule she tries to follow.
- If Kim could visit anywhere in the world, it would be Hawaii, because it looks beautiful and she would love to see where *Lost* was filmed.



2014 YEAR IN REVIEW (CONTINUED)





2014 - 2015 SEASONAL FLU SHOT

**FOR ALL FULL-TIME,
NON-UNION EMPLOYEES AND
THEIR DEPENDENTS ON PENCOR'S
BENEFIT PLAN:**

If you choose to receive the vaccine **at your doctor's office**, the vaccine is covered under Pencor's benefit plan.

If you would like a flu shot voucher for Rite Aid Pharmacy or info for Newhard Pharmacy in Northampton, please email
jlreinhard@pennspeak.com

Remember to take picture ID with you when you go to the pharmacy. Rite Aid and Newhard can only vaccinate people 18 years of age or older.

If you choose to receive the vaccine at another location, Pencor will reimburse you the cost of the vaccine **up to an amount of \$30.00.**

To receive reimbursement, please submit the paid invoice, your name, and home address to **ethompson@pencor.com**.



WELL, WELL, WELL

WELLNESS UPCOMING EVENTS

Pencor Gym/Fitness Center Use Incentive - *GET READY FOR SPRING 2015!*

For the months of January 2015 – April 2015

If you are a FULL-TIME, NON-UNION EMPLOYEE ON PENCOR'S BENEFIT PLAN, Pencor will reimburse up to \$15.00 per month* that a gym/fitness center is used a minimum of 8 dates that month.

Reimbursement will occur at the end of the 4 month period.

For example: If you meet the above criteria for 1 mos., you will be reimbursed \$15.00; for 2 mos., \$30.00; for 3 mos., \$45.00; and for 4 mos., \$60.00.

Use = Personal Workout completed OR Fitness Class attended

PLEASE UNDERSTAND THAT TO QUALIFY, THE WORKOUT MUST TAKE PLACE IN A GYM/FITNESS CENTER.

RECREATIONAL ACTIVITIES, THOUGH THEY MAY BE OF PERSONAL BENEFIT, DO NOT QUALIFY FOR THE REIMBURSEMENT.

Documentation needed for reimbursement:

1. A printout from your gym of workout dates or class dates (minimum of 8 dates/ month) attended. Alternatively, you may submit a calendar of workout dates or class dates (minimum of 8 dates/month) signed by gym owner/personnel/instructor.
2. Receipts for your monthly payments. At the end of the four month period, please send completed documentation to Joan Reinhard at 613 Third St. Reimbursement checks will be sent to your home address. **Please allow 20 days from submission of documentation until you receive your check.**

Have a great workout!

**If the total monthly cost of gym membership/classes is less than \$15, the amount paid by the employee will be the amount reimbursed.*



WELLNESS JACKPOT PROGRAM

January is the perfect time to join the WELLNESS JACKPOT PROGRAM!

All full-time, non-union employees on Pencor's benefit plan are eligible to participate.

Wellness Jackpot is an online incentive program which rewards you with scratch-off game cards. The game cards reveal point values which may be redeemed for brand name merchandise. Game cards are earned on a monthly basis by completing various wellness criteria set up by Pencor. In addition, the program will allow you to gain entry into monthly, quarterly, and year-end nation-wide drawings. The drawings will provide you with the opportunity to win dream vacations, big cash prizes, merchandise, and gas cards. The program rewards you for living a healthy lifestyle! You can learn more about the program by visiting the following link:

<http://www.wellnessjackpot.com/winners/>

Included in the Wellness Jackpot Program is the OPTION to complete a Health Risk Assessment (HRA).

Upon completing the HRA, you will receive a confidential report from the Wellness Jackpot Program. This report will provide you with valuable information on your overall wellness, current fitness level, heart health, stress coping skills, eating habits, and recommended preventative exams. Your individual report is for you and your doctor. Pencor does NOT receive reports on individuals. We will only receive a consolidated report on the wellness of our employee population. It is this consolidated report which is of value to our company in planning our wellness program!

IF YOU'D LIKE TO SIGN UP FOR THE ONLINE WELLNESS JACKPOT PROGRAM, PLEASE COMPLETE THE FOLLOWING WAIVER AND RETURN TO jlreinhard@pennspeak.com.

For the Wellness Jackpot Program Waiver visit: <http://intranet.pencor.com/?p=4424>



WELL, WELL, WELL

FRESHEN UP FOR THE NEW YEAR!



The New Year is a time to start fresh with a new attitude, new goals and hopefully a positive outlook. If changing your eating habits is on your list of resolutions this year, try these tips to get your New Year off to a fresh start!

Clean house –

January is a great time to clean out your pantry and refrigerator. Go through every shelf, get rid of expired items and make a bag to donate food you don't need. Invest in some good containers to store grains and other bulk items and re-organize your shelves to make those staple and specialty items more accessible. Wipe down the refrigerator shelves and clean out those holiday leftovers.

Put planning into action –

Planning takes time, but is a good habit, saving time and angst when dinner rolls around. Planning also saves money at the grocery store. Keep a running grocery list throughout the week as foods run low. Then on the weekend, plan a week's worth of meals. Use a blank calendar to pencil in your ideas and get your family involved in helping select menu items. You may want to set theme nights to add some structure and give you thought starters for meal ideas. From that, make any necessary additions to your grocery list...and off you'll go to the store to stock up for the week.

Isn't Technology Grand? –

Download a grocery list app like "Out of Milk" or "Grocery IQ" to your smart phone and share it with your spouse. You can scan barcodes of commonly used items as you run out and automatically add them to your list, set up categories to make your shopping easier and arrange your list by aisle. Some apps even allow you to download coupons directly to your phone and - for those of you who still like a printed list - most apps will allow you to make a hard copy.

Lighten up –

Recovering from holiday indulgences may be as simple as just lightening up your meals. Swapping lean protein choices into your meals can help you get back to a healthy mealtime routine. Mix up your dinners by adding seafood, lean pork, dried beans and peas in place of beef, chicken or heavier meals. Meatless Mondays and Fish-full Fridays are a great way to incorporate more healthful meals into your week and you may find some new family favorites.

Improve your Mood –

While it's grey outside, loading your dinner plate with colorful foods may instantly improve your mood and has the added benefit of helping to improve your health! Filling your plate half full of fruits and vegetables adds fiber to fill you up and antioxidants to keep your immune system strong. Seafood is another great mood booster. In addition to omega-3 fatty acids, many types of seafood are good sources of vitamin D and vitamin B12. All three nutrients have been linked to lower rates of depression.

Be adventurous –

Eating well doesn't have to be difficult. Think of it as an adventure and a way to explore new foods and find new recipes to spice up your meals. We have a tremendous variety of food at our fingertips today – more than our parents or grandparents could have ever imagined and yet, most of us stick to the things we are comfortable and familiar with. Challenge yourself and your family to try one new food or recipe a week and you'll be amazed at how much fun you can have. Not everything will be a success, but that's okay. At the end of the year, if half of the things you've tried are keepers, you'll have 26 new recipes or new foods your family will enjoy.

Bon Appétit!

Source: *Oldways and the Oldways Nutrition Exchange* - www.oldwayspt.org
 and *Starkist* - www.starkist.com

“Without self discipline success is impossible, period.”

Lou Holtz



B. FREE

Be free of what others think about you. Do not be locked down by what others may say about you. On the same hand be aware of what you say about others. Are you spreading rumors or are you speaking the truth with compassion?

All the negativity can be like a lock and chain keeping you from soaring.

B. A NEW YOU

Not that there is anything wrong with the old or current you. Stop for just a moment and catch your breath. The holidays are a whirlwind of activity and sometimes you make resolutions that you just can't accomplish. You are doomed from the start. How do you hit the pause button and set yourself up for success? You may need to look at your environment and see if it is conducive to helping you reach your goals. If your goal is to stop smoking, hanging out with smokers may be counterproductive and may ultimately sabotage your goals. Check all your behaviors and keep them consistent with your goals.



B. INFLUENCED

Is it possible to influence a group of people to live healthier? Organizations spend billions of dollars trying to influence you to buy their products or vote their way. We can influence healthier behavior in the same way. Changing the environment to one that supports healthier behavior is one way to go. Sharing success stories is another great way to influence healthier behavior. Many times people feel alone thinking nobody has ever gone through what they're experiencing. Sharing stories gives hope to those who may need that influence to get started. Be your own marketing expert and influence yourself.



B. SKILLED

Relying on will power may not be in your best interest. Will power has a shelf life. It may be better to learn new skills to help you accomplish a goal. If we want a different outcome we will need a new skill set. Think about your desired outcome and what skills you may need to help you reach your goals.

B. Tipped Off

Hottest Fitness Trend of
2015– Body Weight Exercise

BENECON
Benefit Administrators & Consultants

147 W. Airport Road • Lititz, PA 17543
Mailing address:
PO Box 5406 • Lancaster, PA 17606
717.723.4600
888.400.4647

Practically Speaking

Reality in Real Life

Television is filled with what is termed reality shows. In real life if you want to lose weight you are not taken away from your job and your family, placed in a camp and yelled at by trainers.

In real life you juggle work, family, drive past 25 fast food places a day, take kids to sports practice, do laundry and the list goes on. Oh, and then you try to hit the gym or find time to grab a walk around the block. In real life it's hard not to order a number 7 with soda and large fries. You're busy, you're hungry and you're frazzled.

In real life you need to be conscious and remember to order the salad with grilled chicken instead of chicken fingers and fries. In real life you need to order a water instead of automatically saying a large soda.

Great trainers and coaches rarely yell at you; they understand their roles and don't practice psychology. Plus, they work in coordination with the medical community.

You have a busy life and you may just need some guidance to become the best you possible.

Mark

B. ACTIVE

Doing something is almost always better than doing nothing. Only you know where your finish line is but I know that everyone's starting line is different. This is why one-size-fits-all programs may not work for you. What if we pledge to do a little more each week? We develop new skills that support our new habit of exercise or activity.

Start slow and build momentum. Did the turtle beat the rabbit in that famous fable? Do not compare yourself to anyone else. Just keep doing your best each and every time. We can't ask for more than that.



B. NUTRITIOUS



Pro-oat-tein bread

- ◆ 3 cups quick oats
- ◆ 1 Tbsp. baking soda
- ◆ 1 Tbsp. baking powder
- ◆ 5 scoops vanilla whey protein powder
- ◆ 1 1/2 cups no sugar added apple sauce
- ◆ 1/2 cup honey
- ◆ 2 eggs

Makes 12 servings: 1 serving has 234 calories, 3 grams protein, 35 grams carbs, 10 grams of fat, 2 grams fiber.

Directions: Preheat oven to 350. Place all ingredients in a bowl and mix well with a fork. Place in a small loaf pan and cook for approximately 45 minutes.



If you have a question you would like answered, please contact me at mkrug@ConnectCare3.com
www.ConnectCare3.com

