

## Transportation Solutions Lead to Job Success

Have you ever thought about trying a free and confidential workplace benefit to help you tackle any difficult challenge? Last year, Michigan ERN Success Coaches helped resolve 7,894 home and work issues, many of which were threatening employment. **One success story.** Connie, a single mom and Payroll Specialist at GT Independence, suddenly found herself needing auto repairs, but didn't have enough emergency savings. After receiving a referral from Connie's supervisor and meeting with Sarah Beckle, Success Coach (*Southwest Michigan ERN*), she found out that she qualified for two

**"I think having a Success Coach available at my employment has been the best experience I have ever had."**

**Connie Monson,  
GT Independence  
Payroll Specialist**

funding sources that would cover the repairs. Connie and Sarah met to complete applications for the ERN Hardship &

*Sarah, Success Coach (left), and Lizzie, supervisor, celebrate recent employee success and teamwork*



Savings loan and state grant. A week later, she had two checks payable to the mechanic and a repair appointment.

**"Having the ability to refer employees to a success coach for such a wide variety of obstacles has been a blessing!"**

**Lizzie Pollman,  
GT Independence  
Team Leader**

**Paying it forward.** Connie is sharing her story to help others. "My experience through this program has been amazing," said Connie. "I think 'Life' happens and, most of the time, we are not prepared for it. It has been great to work with Sarah. I hope others connect with her that need help. It made it possible for me to fix my truck, and Sarah made it a painless and easy process!"

**A tool for supervisors.** Lizzie Pollman, GT Independence Operations Team Leader, realized that Connie was struggling and is thankful she has a resource expert available to look at situations as a whole. "Often a team member is faced with a challenge that we want to help with, but don't know quite how," said Lizzie. "I love that our company utilizes a Success Coach."

**Reliable transportation is essential for job success.** When basic needs aren't being met, it can be hard to focus and require time away to find solutions. "Lost productivity can put an employee at risk of losing their job," said Sarah. "Helping them overcome a barrier can be difficult, but also so rewarding. Once a transportation barrier is removed, getting to work is much easier."

### Southwest Michigan Employer Resource Network

#### Our goal...

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

#### Member Companies

- ◆ Bell's Brewery, Inc.
- ◆ Fabri-Kal
- ◆ Greenleaf Hospitality Group
- ◆ Impact Label
- ◆ Summit Polymers

#### Strategic Partners

- ◆ Michigan DHHS
- ◆ Kalsee Credit Union
- ◆ Michigan ERN
- ◆ WE Upjohn Institute

#### Get on the fast track.

Whether it's helping you find co-workers to ride share, a better bus route, funds for auto repairs or credit improvement information so you can purchase a vehicle, your Success Coach is ready to assist you. Feel free to call, email text or stop by your Success Coach office today. *Source: Michigan ERN*

**Kelli Adams, Success Coach**  
Kelli@ERNSuccessCoach.com  
269-338-1974 (cell)

Your company offers Success Coach services to assist with any personal, home or work challenge. You succeed - your company succeeds!

**Bell's Brewery, Inc**

8690 Krum Ave, Galesburg

◆ Tuesday: 1:00pm-5:00pm

**Fabri-Kal**

4141 Manchester Rd, Kalamazoo

◆ Wednesday: 1:00pm-5:00pm

**Greenleaf Hospitality Group**

100 West Michigan Ave, Kalamazoo

◆ Tuesday: 7:30am-11:30am

**Impact Label**

8875 Krum Ave, Galesburg

◆ Thursday: 8:00AM-12:00pm

**Summit Polymers**

5858 East N Ave, Kalamazoo (Plant 18)

◆ Monday: 12:00pm-4:00pm (1<sup>st</sup>)

◆ Monday: 12:00pm-4:00pm (3<sup>rd</sup>)

◆ Monday: 12:00pm-4:00pm (4<sup>th</sup>)

4750 Executive Dr, Portage (Plant 1)

◆ Monday: 12:00pm-4:00pm (2<sup>nd</sup>)

1<sup>st</sup>/2<sup>nd</sup>/3<sup>rd</sup>/4<sup>th</sup> = week of the month

**Walk-in Welcome**

Call, email or text for appointments.  
Off-site meeting locations available.  
Request additional times if needed.



## ERN Financial Partners Help Change Lives

Have unexpected challenges made it difficult for you to get to work or concentrate on your job?

**Emergency relief.** As a safety net, ERN member company employees are appreciating the Hardship Loan & Savings Program.

**Loan success.** Last year Michigan ERN employees borrowed \$351,001 (\$1,000 loans), and ended up with \$182,521 in savings (\$520 per loan).

**Bigger goals.** "We had a 'Bridge Loan' member call to tell us how much he appreciated the program," said Velvet Fuller, Marketing Director of AAC Credit Union. "He started with an auto repair loan and then worked to improve his credit with a goal of home ownership. His paid loan gave him the positive credit boost that qualified him for a mortgage. We are so happy for him!"

**Requirements.** Qualifications include one year with the company and good standing. Repayments and savings are automatically deducted from paychecks.

**Get the ball rolling.** Contact your Success Coach to see if your ERN participates. They will help you with a budget and may have suggestions on how you can save money. If you meet requirements, you will see a banking partner to sign paperwork.

After emergencies are under control, you can move on to long term goals.

Source: AAC Credit Union; Michigan ERN

## Alcohol in the Workplace: Addiction & Recovery

Drinking can greatly impair your efforts at home and on the job. When it becomes habitual, it can destroy everything you hold near and dear.

**Alcohol issues at home.** Research shows that marriages in which only one spouse drinks heavily ends in divorce

**April is Alcohol Awareness Month** 50% of the time. Binge drinking on the weekend was reported by 24% of teens and young adults.

**Alcohol and the workplace.** Alcohol abuse is one of the top 10 reasons why employees get fired, often involving:

- ◆ missing too much work
- ◆ not getting along with coworkers
- ◆ not being able to perform tasks
- ◆ performing work with errors

**Workplace statistics.** About 20% of workers across industries and company sizes said a coworker's on or off-the-job drinking threatened their productivity and safety. The cost of excessive alcohol use reached \$249 billion in 2010 or about \$2.05 per drink. Of all these costs, the highest by far was a loss in workplace productivity (72% of the total cost). Alcohol was a factor in at least 11% of all workplace deaths.

**Recovery is one step away.** Your Success Coach can confidentially determine resources in which you may qualify and refer you for professional help. Source: Huffingtonpost.com

## Philosopher's Square

"When everything seems to be going against you, remember that the airplane takes off against the wind, not with it." – Henry Ford

