

When to Go to the Emergency Room

Difficulty Breathing, Shortness of Breath

This could be a sign of an asthma attack or even a heart attack. Any difficulty with breathing or shortness of breath should always be taken seriously and checked out by a medical professional. Women often experience shortness of breath when having a heart attack.

Chest or Upper Abdominal Pain or Pressure

If you feel discomfort or pain like a tight ache, pressure or squeezing in your chest lasting more than a few minutes, it could be a warning that you are having a heart attack. This pain may extend downward into your abdominal area and could feel like heartburn.

Fainting, Sudden Dizziness, Weakness, Lack of Mobility

These symptoms could be alerting you to a stroke, heart or circulation problem, seizure or dehydration. These are serious conditions that should not be taken lightly.

Any Sudden or Severe Pain

A severe headache (the worst you have ever had) could be signaling a brain aneurysm. Severe abdominal pain could indicate either an appendix attack or a stomach aneurysm. An acute shooting pain or heavy discomfort in the left arm could be a sign of a heart attack.

Changes in Vision

Sometimes stroke victims experience double vision or loss of part or all of their vision. If this occurs, the person should go to the ER immediately to be evaluated.

Uncontrolled Bleeding

If you have applied pressure to a wound for 15 to 20 minutes and it still has not stopped bleeding, then you should see a medical professional who can assess the injury.

Confusion or Changes in Mental Status

This includes difficulty speaking, unusual fatigue and feeling disoriented. These could be signs of a stroke, seizure, dehydration or another major problem.

Severe or Persistent Vomiting or Diarrhea

Continual vomiting and diarrhea means you run the risk of dehydration, which can lead to other serious conditions if left untreated.

Coughing or Vomiting Blood

Coughing or vomiting blood could mean a bleeding ulcer, tumor in the stomach or esophagus, or a serious lung disease.

Suicidal or Homicidal Feelings

Sometimes a person with a mental disorder begins exhibiting behavior that could be dangerous to that person or others around them. It is vital for a medical professional to see the person. Be sure to tell the ER staff what medications, if any, the person is taking.



When to Go to Your Doctor or Visit an Urgent Care Clinic

- ✓ Yearly Health Exams
- ✓ Well-Baby Checks
- ✓ Care of Minor Ailments
- ✓ Immunizations
- ✓ Flu Shots
- ✓ Minor Burns or Cuts
- ✓ Minor Illness
- ✓ Minor Sprains
- ✓ Ear Infections
- ✓ Fever
- ✓ Sore Throat
- ✓ Stomach Ache
- ✓ Headaches/Dizziness

Nurse24SM



Nurses are available 24/7 to help you understand medical tests or recent diagnoses; give advice on how to care for minor injuries or illnesses; help you prepare for your next doctor's visit; understand the side effects of your medications; and help you make healthy choices in your daily life ... at no extra charge to you. 1-800-318-2384.

The Pace Industries Health and Safety Management System

Do you know what the Pace Industries Health and Safety Management System is?

The HSMS consists of 4 main elements.

Element 1: Management Commitment and Associate Involvement

Senior division management must ensure that all Health and Safety Management System elements are maintained. This requires them to understand and be able to articulate to others the requirements, who is responsible for the various tasks, and demonstrate that they hold the site personally accountable for achieving all requirements. **Top management at each division must:**

- Ensure the Pace Industries Health and Safety Management System is implemented and maintained.
- Establish health and safety policy, targets and objectives.
- Ensure management leadership is actively involved in health and safety.
- Ensure all associates know their requirements related to health and safety.
- Hold all associates responsible and accountable for their health and safety performance.
- Communicate health and safety requirements effectively.



- Ensure health and safety are integrated into the everyday process.
- Include health and safety during the planning process to ensure adequate resources are available.
- Ensure all contract workers receive the same training as Pace associates.

Associate Involvement:

Each division must have a system for allowing associates to participate in the HSMS.

- Associates must understand their responsibilities in regards to health and safety.
- Associates are empowered and given the authority to stop any equipment and/or process that could cause harm to an associate.
- Report hazards and unsafe acts.
- Report all near-miss incidents, injuries and illnesses.

Element 2: Workplace Analysis

Each division must have a system in place to ensure the following take place:

- Routine safety inspections.

- Baseline and routine surveys (e.g., noise, air, etc.).
- Routine hazard and personal protective equipment (PPE) assessments.
- Near-miss and accident investigations.
- Trend Analysis.
- Hazard reporting system.
- Industrial hygiene reviews.
- Annual HSMS Self-Evaluation.

Element 3: Hazard Prevention and Control

Each division must have the following to prevent and control hazards in the workplace:

- Written OSHA required programs.
- Use the hierarchy of hazard control systems.
- Use of personal protective equipment (PPE).
- Conduct Emergency Preparedness drills.
- Have the availability of professional expertise in the areas of safety, occupational health and industrial hygiene.
- Have Occupational Health Care programs.
- Pre-operational inspections of equipment and processes.
- Preventive maintenance programs.

Element 4: Health and Safety Training

Everyone that enters the worksite including Pace associates, contractors and visitors must receive appropriate Health and Safety training. This includes:

- Hazard recognition and control.
- Annual OSHA required programs.
- The site's health and safety rules and policies.
- Responsibilities in health and safety.
- Personal protective equipment (PPE) use.

Dave Ramsey's CORE Financial Wellness

These days, everyone wishes their money would go further. Dave Ramsey's CORE Financial Wellness teaches you how to take control of your money so you can deal with whatever life throws at you. You'll gain more confidence with money so that you can give, save and spend wisely, agree with your spouse about money, and plan for your future. Our weekly workshop and online self-study will take you from where you are to where you want to be. It's not just a bunch of boring financial talk — it's fun and life-changing! With your membership, you will

have access to more than 14 hours of video training that will teach you how to:

- Develop good money habits and stretch every dollar.
- Get rid of debt and free up more savings.
- Make the right investments, plan for retirement and pay for college without loans.

Results That Last

We believe the best way to change your habits with money is to reinforce what you learn. Personal finance is 80% behavior and only 20% knowledge. With this proven plan,

you'll take part in live discussions and hands-on training activities that will help you put the principles to work. Contact your local HR office for more information about this workshop. As part of Pace's Wellness programs, this workshop is offered to our associates and their spouses at no cost. You can also visit www.pacecares.paceind.com to see more information and a preview video.



Earth Day April 22nd: The History of a Movement

Each year, Earth Day — April 22 — marks the anniversary of what many consider the birth of the modern environmental movement in 1970.

At the height of hippie and flower-child culture in the United States, 1970 brought the death of Jimi Hendrix, the last Beatles album, and Simon & Garfunkel's "Bridge Over Troubled Water." Protest was the order of the day, but saving the planet was not the cause. War raged in Vietnam, and students nationwide increasingly opposed it.

At the time, Americans were slurping leaded gas through massive V8 sedans. Industry belched out smoke and sludge with little fear of legal consequences or bad press. Air pollution was commonly accepted as the smell of prosperity. *Environment* was a word that appeared more often in spelling bees than on the evening news. Although mainstream America remained oblivious to environmental concerns, the stage had been set for change by the publication of Rachel Carson's *New York Times* bestseller *Silent Spring* in 1962. The book represented a watershed moment for the modern environmental movement, selling more than 500,000 copies in 24 countries and, up until that moment, more than any other person, Ms. Carson raised public awareness and concern for living organisms, the environment and public health.

Earth Day 1970 capitalized on the emerging consciousness, channeling the energy of the anti-war protest movement and putting environmental concerns front and center.

The Idea

The idea came to Earth Day founder Gaylord Nelson, then a U.S. Senator from Wisconsin, after witnessing the ravages of the 1969 massive oil spill in Santa Barbara, California. Inspired by the student anti-war movement, he realized that if he could infuse that energy with an emerging public consciousness about air and water pollution, it would force environmental protection onto the national political agenda. Senator Nelson announced the idea for a "national teach-in on the environment" to the national media; persuaded Pete McCloskey, a conservation-minded Republican Congressman, to serve as his co-chair; and recruited Denis Hayes as national coordinator. Hayes built a national staff of 85 to promote events across the land.

As a result, on the 22nd of April, 20 million Americans took to the streets, parks and auditoriums to demonstrate for a healthy, sustainable environment in massive coast-to-coast rallies. Thousands of colleges and universities organized protests against the deterioration of the environment. Groups that had been fighting against oil spills, pollution from factories and power plants, raw sewage, toxic dumps, pesticides, freeways, the loss of wilderness, and the extinction of wildlife suddenly realized they shared common values.

Earth Day 1970 achieved a rare political alignment, enlisting support from Republicans and Democrats, rich and poor, city slickers and farmers, tycoons and labor leaders. The first Earth Day led to the creation of the United States Environmental Protection Agency and the passage of the Clean Air, Clean Water, and Endangered Species Acts. "It was a gamble," Gaylord recalled, "but it worked."

As 1990 approached, a group of environmental leaders asked Denis Hayes to organize another big campaign. This time, Earth Day went global, mobilizing 200 million people in 141 countries and lifting environmental issues onto the world stage. Earth Day 1990 gave a huge boost to recycling efforts worldwide and helped pave the way for the 1992 United Nations Earth Summit in Rio de Janeiro. It also prompted President Bill Clinton to award Senator Nelson the Presidential Medal of Freedom (1995) — the highest honor given to civilians in the United States — for his role as Earth Day founder.

Earth Day Today

As the millennium approached, Hayes agreed to spearhead another campaign, this time focusing on global warming and a push for clean energy. With 5,000 environmental groups in a record 184 countries reaching out to hundreds of millions of people, Earth Day 2000 combined the big-picture feistiness of the first Earth Day with the



international grassroots activism of Earth Day 1990. It used the Internet to organize activists, but also featured a talking drum chain that traveled from village to village in Gabon, Africa, and hundreds of thousands of people gathered on the National Mall in Washington, D.C. Earth Day 2000 sent world leaders the loud and clear message that citizens around the world wanted quick and decisive action on clean energy.

Much like 1970, Earth Day 2010 came at a time of great challenge for the environmental community. Climate change deniers, well-funded oil lobbyists, reticent politicians, a disinterested public, and a divided environmental community all contributed to a strong narrative that overshadowed the cause of progress and change. In spite of the challenge, for its 40th anniversary, Earth Day Network reestablished Earth Day as a powerful focal point around which people could demonstrate their commitment. Earth Day Network brought 225,000 people to the National Mall for a Climate Rally, amassed 40 million environmental service actions toward its 2012 goal of A Billion Acts of Green®, launched an international 1 million tree planting initiative with *Avatar* director James Cameron and tripled its online base to over 900,000 community members.

The fight for a clean environment continues in a climate of increasing urgency, as the ravages of climate change become more manifest every day. We invite you to be a part of Earth Day and help write many more victories and successes into our history. Discover energy you didn't even know you had. Feel it rumble through the grassroots under your feet and the technology at your fingertips. Channel it into building a clean, healthy, diverse world for generations to come.



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PACE UPDATES

Pace Family Heroes



Pace Industries would like to honor any of our associates or their family members who are currently serving in the Armed Forces or who have served in the past. We would like to share your story with all of our associates on the Pace Cares website. If you would like to share your experience or let everyone know how proud you are of a family member, please submit your photos and stories on the Pace Cares website at: <http://pacecares.paceind.com/culture/pfh>.

My responsibility, our responsibility as lucky Americans, is to try to give back to this country as much as it has given us, as we continue our American journey together.

— Colin Powell

Thank you for your service and God bless!



Thank you to everyone who donated

at Pace Industries of Grafton, WI, to Adopt-a-Family through the Volunteer Center of Ozaukee County! Grafton ended up getting a total of \$675 from employees, and then Pace matched that donation. With a last-minute donation of \$25, Grafton ended up with a total of \$1,375.00 being donated. Pace Grafton was able to help 28 children, whose families were in need this past Christmas! That is outstanding! The volunteer center and their families send many thanks and hugs!

Below are the names of participants who helped make this donation possible:

- | | | | |
|--------------------------|-----------------------|-----------------------|------------------------|
| <i>Jamie Owens</i> | <i>Debbie Bradley</i> | <i>Dave Halle</i> | <i>Mike Defendi</i> |
| <i>Linda Neimeyer</i> | <i>Amy Sergio</i> | <i>Lori Welch</i> | <i>Mike Kinser</i> |
| <i>Dean Fechter</i> | <i>Mary Bert</i> | <i>Julie Holz</i> | <i>Kyle Kliner</i> |
| <i>Anthony Sperrazza</i> | <i>Joan Rabe</i> | <i>Annmari Stone</i> | <i>Terry Kraus</i> |
| <i>Angela Mayer</i> | <i>Ryan Nolte</i> | <i>Dave VanAssche</i> | <i>Brian Borchardt</i> |
| <i>Deana Rousseau</i> | <i>Mike Fillinger</i> | <i>Tim Stiebs</i> | <i>Bob Schuning</i> |
| <i>Laurin Otten</i> | <i>Steve Klug</i> | <i>Al Olson</i> | <i>Greg Johnson</i> |

BENEFITS UPDATE



Open Enrollment will be held from May 11th to May 22nd. This is the time that you can make changes to your benefits for the upcoming plan year.

Please watch for more information to come in the following months.