

The LH Connection

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FEBRUARY IS AMERICAN HEART MONTH



Since 1963, February has been declared American Heart Month. This month is dedicated to raising awareness about cardiovascular diseases, including heart disease and stroke – the nation’s first and third leading causes of death, respectively. Throughout the month, funds are raised for increased research and education. This month also marks the third annual “Go Red For Women” initiative, designed to raise public awareness of the fact that heart disease is the number one killer of women, claiming more women’s lives than the next six causes of death combined.

THE ABCs OF PREVENTING HEART DISEASE AND STROKE

Cardiovascular diseases can often be prevented, so understanding these diseases and their causes is life-saving information. The American Heart Association recommends these three simple steps to reduce ALL the modifiable risk factors for heart disease, heart attack, and stroke:

- A**void tobacco
- B**ecome more active
- C**hoose good nutrition

HEART DISEASE RISK FACTORS

Through clinical studies, the American Heart Association has identified several factors that increase the risk of heart disease and heart attack. Some of these factors can be controlled, treated, or modified, while others cannot.

Factors that cannot be controlled:

- Increasing Age
- Gender (men are at greater risk)
- Heredity (including race – African Americans, Mexican Americans, American Indians, native Hawaiians and some Asian Americans are at greater risk)

Factors that can be controlled, through lifestyle changes or medicine:

- High blood cholesterol
- High blood pressure
- Smoking

Also, February is...

- Black History Month
- Pet Dental Health Month
- National Diversity Book Month for Children
- National Parent Leadership Month
- UTSA Financial Aid Awareness Month

And don't' forget to celebrate Presidents' Day & Valentines Day

Announcements From LH

Excellence At Work

Performance Awards

LH Would like to say Thank You to all of our employees for their hard work & also to those who received special recognition for their performance and/or excellent customer service:

Charvette Rush

Perfect Attendance Winners

Congratulations to all our employees who had perfect attendance during the month of January! Each person who has perfect attendance will receive a coupon redeemable for gifts at the company store (www.lhenderson.com/prizes.htm) and are eligible for a drawing for one of three cash awards. The winners of the drawing are:

The monthly winners of the January 2008 \$100 cash awards are:

Latishma Kashyap
Steve Yu
Carolina Solorzano

We want to hear from YOU! Do you have an announcement you'd like to share with the company Or a question you like to ask to be included in a future newsletter – please share with us. Email questions, comments and stories to hr@lhenderson.com.

Employee Assistance Program (EAP) Balancing home and work is challenging. Guardian's Employee Assistance Program (EAP), Work Life Matters, is a confidential support service for members who need counseling on issues that impact their lives. For fast and anonymous service, call 800-386-7055.

The Employee Hotline is available 24/7. Make a suggestion, grievance, comment - anonymously. All matters received on the hotline will be handled in the strictest of confidence. You may access the employee hotline in one of two ways, either via email at employeehotline@lhenderson.com; Or via our web site at www.lionelhenderson.com, click on Contact Us and then the Employeehotline link.

LH WELCOMES NEW STAFF

Sheila Sykes-Davis, working in Washington, DC

Lawrence Baer, working in Washington, DC

Audrey Sugar, working in Sacramento, CA

Elizabeth Lee, working in San Diego, CA

Sarah Horvath, working in San Diego, CA

FEBRUARY BIRTHDAYS



Angela Dilworth
Billy Barrett
Cherise Reid
Doris King
Lindsey Jones
Maiesha Riley
Mario Martinez
Marquita Johnson
Mary Jones
Naomi Faalau
Paul Lacombe
Paul Prater
Richard Laczynski
Stephanie Vazquez
Tamica Reaves
Tiffany Lee
Veronica Washington Robinson
Yvette Freeman



Perfect Attendance Program

Have you ever heard of the phrase “time is money?” At Lionel Henderson & Co., Inc., you give us your time, we’ll “show you the money” if you qualify for our monthly, quarterly or yearly drawing for \$100, \$250, or \$500!

Sounds simple enough, huh? Here are the house rules:

Who’s eligible?

All regular full-time non-exempt LH employees are eligible.

What is the criteria?

Monthly: No unexcused absences or tardiness. No vacation without 48 hours pre- approval (calling in the morning of absence will disqualify you). No leave without pay. No disciplinary actions for attendance or tardiness, either formal or informal, during the month.

Quarterly: Must meet all monthly requirements for the entire quarter. The quarters are defined as January-March, April-June, July-September, and October-December.

Yearly: Must meet quarterly requirements for all four quarters during the calendar year. An individual who begins employment after January 1st is ineligible for the yearly award. They are, however, eligible for the monthly and quarterly awards.

I like money, how much can I win?

Monthly: All qualified employees will receive a LH perfect attendance coupon. And three randomly selected qualified employees will receive \$100 each (less taxes).

Quarterly: Three randomly selected qualified employees will receive \$250 each (less taxes)

Yearly: Three randomly selected qualified employees will receive \$500 each (less taxes) and a Perfect Attendance Plaque



Now the big question--when do I get my money when I win?

Drawings will be conducted by LH Human Resources by the 15th of each the month. Winners will be announced via the LH monthly newsletter and they will receive a memo from Human Resources. The cash award is distributed each month on the 2nd (normally on the 25th of the month) payroll check.



How do I redeem my coupons for prizes?

Go to www.lhenderson.com/prizes.htm to see a list of all the perfect attendance prizes that are offered. Then, you must submit your request with the *original* coupons to the corporate office at:

4827 Laguna Park Drive, Suite 3
Elk Grove, CA 95758



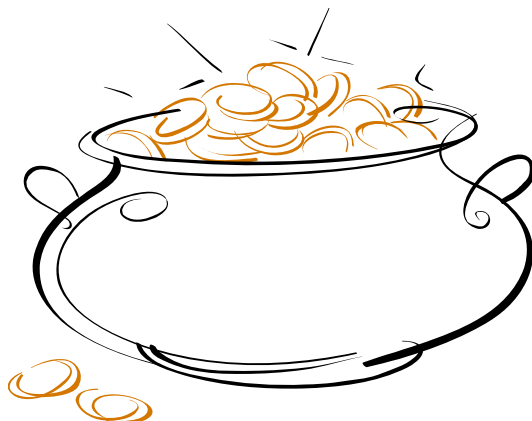
What if I lose one of my coupons?

If you lose a coupon, please submit a request to Human Resources for a replacement. You **MUST** submit your request for coupon replacement withIN 30 days of receipt. For example: An employee received a coupon in August 2007 for July's perfect attendance, they must submit a request for replacement by September 2007.



How long are coupons good for?

Perfect attendance coupons are good for 1 year from the issuing month. After one year, coupons are no longer redeemable.



Congratulations to Krupa Modi

(IRS, Oklahoma)

Krupa and her husband welcomed Baby Rohan on January 29th, 2008. He weighed 5 lbs 11oz.

