

# Clampco Clips May 2020



## INTRODUCING Telephonic Counseling

In response to Covid-19 and Shelter-In-Place guidelines, as part of LifeServices benefits, employees and families can now schedule appointments with our licensed, experienced counselors from the comforts of your own home.

Scheduling  
an online  
appointment  
is as easy as  
**1 - 2 - 3!**

**1** Call our toll free number  
(800.822.4847)

**2** Request an telephonic  
session with a counselor

**3** Our office will email instructions  
on setting up the telephonic session  
and call to verify the appointment time.

For questions, call LifeServices Today!



**LifeServices EAP**  
*Personal Service Every Time*

## A Note from the desk of:

### Jason Venner, Human Resources Manager

Hello everyone! The continuation of our efforts to remain essential and in operation move forward, and I wanted to take a moment to make sure that everyone is aware of [www.clampdocs.com](http://www.clampdocs.com) as a source of important information regarding COVID-19. We've been updating as things come about, and the older posts help paint a broader picture of how this pandemic has progressed over time, and also affected our everyday lives here at Clampco and at home.

We were at points anticipating some form of slowdown to occur here. Given our position within the market however, we have already benefitted from some insulation against what we're seeing in the news. Our current strategy is to position ourselves as best we can for continued customer service and to be ready for opportunities as they present themselves. After an initial scramble to register ourselves for the Shared Work Ohio plan, I'm glad to see that we haven't had to utilize it yet. We should still be walking through this "re-opening" of the economy with caution, and even though we plan on working full weeks into the foreseeable future, this plan allows us flexibility in the future. Please make sure you're logging in once a week and verifying your hours from the week prior. Instructions regarding this are posted in the lunchroom and on [www.clampdocs.com](http://www.clampdocs.com). See one of my team members for help.

It's also worth mentioning that May is Mental Health Awareness month, and right now, it's important to utilize coping strategies in order to be kind to ourselves. I don't always follow my own advice to be honest, but I know that having a network of support and love around me constantly reminds me to refocus on what's important. Find those things that make you feel good and that provide time away from the virus and work. If you sense that you're not feeling well, honor yourself by listening to those thoughts/feelings and reach out to a professional. At times over the course of my life I've reached out, and it's amazing how they can help you analyze/change the way you think, and help you feel better. If you're worried about the cost of seeing a specialist our Employee Assistance Program, Life Services EAP, offers you a number of free sessions. Reaching out is easy (330-835-9681).

May also brings change as we get ready for our benefit renewal regarding our health, dental, vision and life insurance. Our big hitters from last year were the preferred PPO plans on the medical side, an expanded "buy-up" provision with dental, the addition of separate vision insurance, and expanded short term disability benefits for hourly employees. We'll remain under contract with Guardian, so don't expect too many changes there. We'd like to keep Medical Mutual of Ohio as our health insurer, but I've still asked USI, our broker, to shop our medical plan to other carriers. This accomplishes two things: 1) it gives us the opportunity to see how we would sit with a different carrier regarding our current premiums and claims, and 2) it keeps MMOH honest! It's typical for insurance companies to see claims, prior or pending, and then increase their premiums, and sometimes you have to remind them that the customer needs to be serviced first! Also, the large majority of our group has been healthy, so I want to fight for every dollar if I can. This is the reason for our annual back and forth with carriers, which currently includes a list of six players (MMOH, Summa, United Health, Anthem, Aetna and Cigna). Your input this past year has also been helpful, so as we go forward, we'll have our eyes on reasonable pricing and quality plan designs that work even better for you. There's always room to improve!

Lastly, and since we don't know how long distancing will be in force, we'll be conducting our monthly safety sessions via our temporary computer lab (aka the lunchroom). Look for our benefit offerings and open enrollment education to come in June, along with tobacco cessation and other educational sessions, much like this month's 401k primer. Thanks for reading everyone, take care