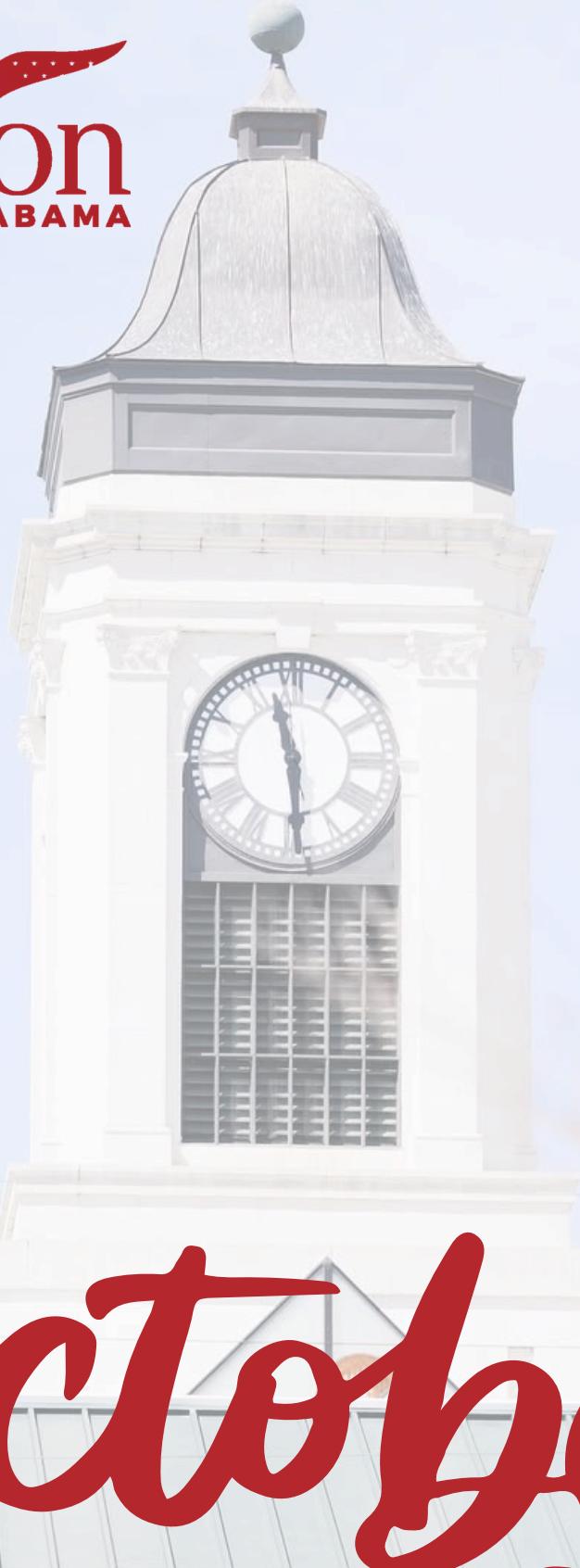


EMPLOYEE NEWSLETTER



October 2025

2025 NEEWOLLAH ON NOBLE

Saturday October 25



MAIN STREET
ANNISTON

Live Music • Food • Kid Zone
Costume Contest • Candy

12:00 PM - 4:00 PM

OCTOBER FUN FACTS



Zodiac Signs: Libra & Scorpio

Birthstone: Opal

Birth Flowers: Marigold & Cosmos



October 1 – National Pumpkin Spice Day

October 4 – National Cinnamon Bun Day

October 5 – National Do Something Nice Day

October 7 – National Chocolate Covered Pretzel Day

October 13 – Columbus Day

October 15 – National Grouch Day

October 18 – National Chocolate Cupcake Day

October 21 – National Pumpkin Cheesecake Day

October 27 – Navy Day

October 28 – National First Responders Day

October 31 – Halloween

PINK OCTOBER



BREAST CANCER AWARENESS MONTH

On Fridays We Wear Pink!



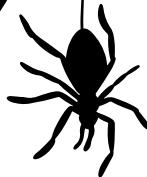
HAPPY Birthday



Abigail Wilkins
Amy Davis
Ashley Talley
Austin Baker
Barbara Welch
Billy Curvin
Brandon Connell
Brian Brockman
Cameron Smith
Canyon Mickler
Chantz Anders
Chase Heindl
Demarcus Fomby
Dustin Walker
Eric Roden
Henry Jackson
Jessica Leonard

Jonathan Cox
Keaonta Hines
Keith Brown
LaKea Bailey
Mary Brock
Nazita English
Nicholas Bowles
Paul Wade
Reed Hill
Rex Newton
Sarah Woolmaker
Shawn Morehead
Thomas OConnor
Tyler Bickford
Tylor Cornwell
Tyrone McGhee

HAPPY Anniversary



Demetrious Gaston 37 Years
David Rollins 27 Years
Brandon Connell 22 Years
Ricky Day 22 Years
David Thompson 22 Years
Bruce Barnes 18 Years
Toby Bennington 18 Years
Roger Hammock 13 Years
Patrick Lackey 13 Years
Shanika Stringer 11 Years
Alan Robison 10 Years
Larry Crotzer 9 Years
Benjamin Brown 9 Years
Matthew McAllister 8 Years
Dylan Grubbs 7 Years
Stephen Graham 7 Years

Shirlena Fluker 6 Years
Matthew Jerome 5 Years
Christopher Cardwell 4 Years
Ray Jones 4 Years
Jasmine Smith 3 Years
Deborah Horvath 3 Years
Shelby Shiflett 3 Years
Darlene Berta 3 Years
Keaonta Hines 2 Years
William Poole 2 Years
Cameron Smith 2 Years
Jaylen Jackson 2 Years
Alex Campbell 1 Year
Michele Elston 1 Year
Dalton Barnes 1 Year
Calvin Prince 1 Year

UPCOMING EVENTS

IN ANNISTON & SURROUNDING AREAS



Oct 11, 2025

Sat, 10:00 AM (CDT)



Anniston Museums and Gardens
Fall Fest



Oct 18, 2025

Sat, 10:00 PM (CDT)



Sinclair Social
Laughs and Loud Music @ Sinclair
33 W 10th St. Anniston, AL



Oct 25, 2025

Sat, 12:00 PM (CDT)



Main Street Anniston
Neewollah on Noble

Noble St in Anniston, AL 1025 Noble St, Anniston

THIRD THURSDAY: PROP-TOBER

Fun Ways to Make New Garden
Plants Over the Winter



Oct 16, 2025

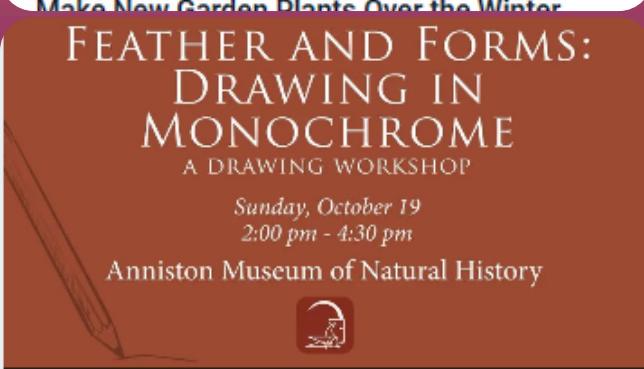
Thu, 10:00 AM (CDT)



Anniston Museums and Gardens
Third Thursday: PROP-tober . . . Fun Ways to
Make New Garden Plants Over the Winter

FEATHER AND FORMS: DRAWING IN MONOCHROME

A DRAWING WORKSHOP



Oct 19, 2025

Sun, 2:00 PM - 4:30 PM (CDT)



Anniston Museums and Gardens
Feather and Forms: Drawing in Monochrome



Oct 31, 2025

Fri, 3:30 PM - 6:00 PM (CDT)



Oxford, Alabama Parks and Recreation
Oxford P.A.R.D Annual Halloween Carnival
401 McCullars Lane, Oxford, AL, United States,

Employee Spotlight



Justin Hartley

Police Lieutenant

20 Years

What do you like to do in your off time?

Spend time on softball field with my daughter

What do you enjoy most about your job?

It's been a fun 20 year ride



Cameron Bearden

Firefighter EMT

2 Years

What do you like to do in your off time?

I enjoy fishing and working out

What do you enjoy most about your job?

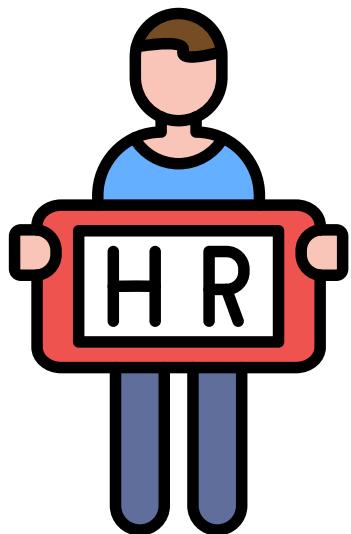
I really enjoy the people I work with and helping people out.



Barbara Welch
Recreation Aide Senior Center
1 Year
What do you like to do in your off time?
Decorate and cook
What do you enjoy most about your job?
I enjoy teaching and understanding my therapeutic group



Zack Murray
Equipment Operator I
6 Months
What do you like to do in your off time?
Spending time with my family
What do you enjoy most about your job?
Helping my coworkers and the citizens of Anniston

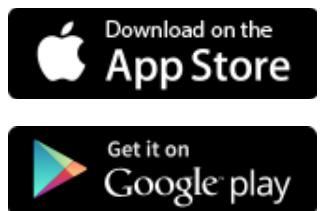
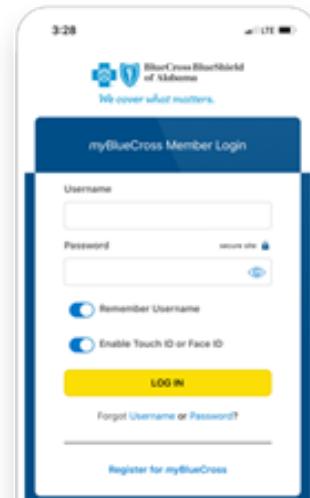


REMINDERS



BlueCross BlueShield
of Alabama

We cover what matters.



Please know that you can access your cards, claims, benefits/coverage information and other must have tools at [myBlueCross](#).

Remember you can login to KRONOS at anytime and update your contact information such as your phone number, email and mailing address, emergency contact, direct deposit and withholdings forms.

FROM THE HUMAN RESOURCES TEAM

Big thanks to everyone who participated in the Employee Spotlight! We're grateful for your time and effort in joining us for this, and we're excited to involve even more folks in the future. Thanks for doing a great job representing your departments and being such valuable members of the City of Anniston team.

*Thank
you!*

Bersheba Austin, HR Director

LaKea Bailey, HR Generalist

Amanda East, HR Clerk



Save the date for
OPEN ENROLLMENT
October 27, 2025
through
November 10, 2025



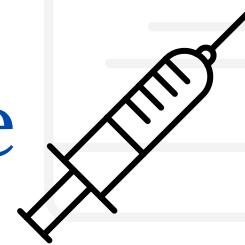
HEALTH AND BENEFITS FAIR



Wednesday, November 5, 2025

7:00 - 11:00

at the Anniston City Meeting Center



Flu shots will be available

It's that time of year to:

- Review your current health insurance plans to re-elect or change
- Enroll/re-enroll in one of the Flexible Spending Accounts Add/delete dependents to your coverage
- Review and update life insurance beneficiaries

You can learn more about 2026 Health, Dental, Vision, FSA, and other insurance options.

If you have any questions or need assistance, please do not hesitate to reach out to our HR department.



Healthcare Premium Increase

Effective January 1, 2026

Medical & Dental Employee Rates

2026 HEALTH Insurance Premiums (24 deductions per year)		
Tobacco User Rates		
Plan Type	Medical & Dental	Medical Only
Employee	\$113.59	\$110.78
Employee & Dependent	\$157.00	\$149.55
Employee & Spouse	\$199.48	\$193.87
Family	\$226.35	\$215.45

2026 HEALTH Insurance Premiums (24 deductions per year)		
Non-Tobacco User Rates		
Plan Type	Medical & Dental	Medical Only
Employee	\$103.59	\$100.78
Employee & Dependent	\$147.00	\$139.55
Employee & Spouse	\$189.48	\$183.87
Family	\$216.35	\$205.45

2026 DENTAL Insurance Premiums (24 deductions per year)		
Dental Only		
Employee		\$11.23
Employee & Dependent		\$29.81
Employee & Spouse		\$22.44
Family		\$43.57



Occupational Health and Wellness

Dear Valued Clients and Patients,

We want to inform you that our **Wellness Clinic** will be closed on the following dates:

October				
6 th Telehealth	7 th In Clinic	8 th Telehealth	9 th In Clinic	10 th In Clinic

We will be offering **Telehealth Appointments** during this time. We will also be available for COVID and other screening. We will be available for in clinic visits on days not listed above.

Although our physical doors will close in our Wellness Clinic, we will remain available to assist you with any of our wellness needs through our regular communication platforms, including:

- **Clinic telephone line (256-741-6464)**
- **Telehealth**

How to Schedule a Telehealth Appointment for Wellness

- For RMC Employees: Visit the RMC OccTelehealth page on the Intranet.
- For Industry Patients: Go to RMCCares@RMCCares.org
- In the search bar, type "Occupational Health".
- Click the green "Read More" link.
- Scroll down and select "Schedule a Telehealth Appointment Here".

Email communication (OccHealth@RMCCares.org)

We apologize for any inconvenience this may cause. Thank you for your continued trust and business. We are committed to serving you with excellence.



Medicare Education Webinars

Join us for a free educational
Medicare Webinar

Why SmartConnect?

SmartConnect is an exclusive service for you and your family members to explore all that Medicare has to offer, including great benefits and potential savings.

This no-cost service is available 365 days a year with no obligation to enroll in a plan. You can move to Medicare at any time! Even if you are enrolled in group coverage, you can still explore and enroll in a Medicare plan with no penalty.

Here are a few ways SmartConnect's licensed insurance agents will help determine the right decision for your needs:

- Compare the costs of your current health care coverage to a variety of Medicare plans
- Answer all of your questions
- Help you transition to Medicare if you find a plan you like



Register for a webinar here:
smartconnectplan.com/webinar

Medicare Education Webinars

Medicare Week

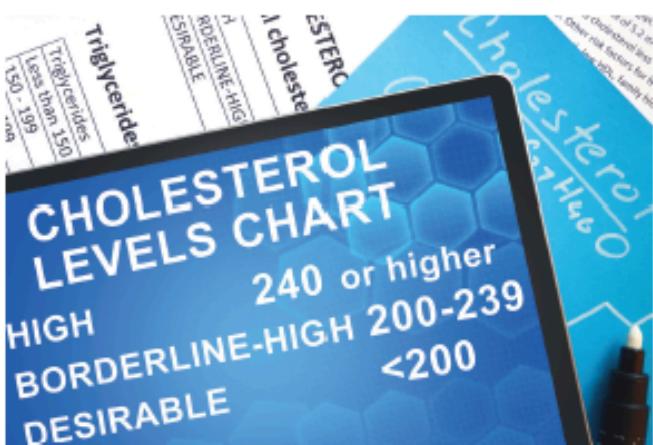
- Medicare Enrollment and Secondary Coverage
October 7th, 12:00 p.m.
- Medicare While Working
October 8th, 12:00 p.m.
- Medicare 101
October 9th, 2:00 p.m.
- Medicare 101
October 10th, 10:00 a.m.
- Medicare 101
October 11th, 10:00 a.m.

Future Webinars

- Medicare 101
October 14th, 7:00 p.m.
- Medicare Enrollment and Secondary Coverage
October 22nd, 12:00 p.m.
- Medicare While Working
October 31st, 10:00 a.m.
- Medicare 101
November 7th, 12:00 p.m.
- Medicare Enrollment and Secondary Coverage
November 11th, 12:00 p.m.
- Medicare While Working
November 13th, 12:00 p.m.
- Medicare 101
November 19th, 12:00 p.m.
- Medicare 101
December 3rd, 12:00 p.m.

*All times are listed in CST





What to Do

Your doctor may prescribe cholesterol lowering drugs, but, you have to do your part by exercising, eating right and following your doctor's advice. Take charge of your cholesterol level and reduce your risk for heart disease!

Lowering Your Cholesterol

We all have cholesterol in our blood-streams, but if your cholesterol level is too high, it could greatly increase your risk for heart disease — our nation's number one killer.

About a third of all American adults have a "borderline," cholesterol level, between 200 and 240 mg/dL.

Blue Cross and Blue Shield of Alabama cares about your health and wellness.

This is an informational series designed to provide you with specific ideas for a healthy and safe lifestyle.

AlabamaBlue.com/myBlueWellness



Blue Cross and Blue Shield of Alabama is an independent licensee of the Blue Cross and Blue Shield Association.

FYH-4 (Rev.11-2016)



If your doctor orders a blood cholesterol test, you will be given a number that relates to your overall cholesterol level. If your cholesterol is 240 mg/dL or higher, your risk for a heart attack is twice that of someone with a 200 mg/dL level.

Your doctor may order a second cholesterol test if your first number is too high; this test will determine your HDL and LDL numbers.

Understanding your cholesterol numbers:

It is important to understand what these two numbers mean. They are both cholesterol levels, but their meanings are very different. High-density lipoprotein (HDL) is known as the "good" cholesterol.

Low-density lipoprotein (LDL) is referred to as the "bad" cholesterol. Too much LDL increases your heart disease risk; on the other hand, a screening that indicates you have a high level of HDL is good news. This can actually reduce your risk for heart disease. Regular exercise is very important in reducing your LDL levels and raising your HDL levels.



Manage your cholesterol by following a few simple rules:

- Eat foods low in saturated and trans fats and cholesterol. Unsaturated fats are the best.
- If you are overweight, try to lose the excess pounds.
- Exercise at least 30 minutes most days of the week.
- Have regular cholesterol screenings.
- Limit your red meat intake each week.

IT'S FAST AND EASY TO CHOOSE A PROVIDER

With Our Online Provider Directory

With our vision insurance, you have access to advanced vision technology at many independent and retail providers, including popular national chains and regional favorites, as well as online retailers. That way, you receive vision care and services when and where it's convenient for you.

- ① Go to MutualofOmaha.com/vision
- ② In the Extensive Network section, click on the Locate a Provider link.
- ③ Enter a ZIP code or click on Use My Location to see providers in your area.



If you have questions or need additional assistance during business hours, contact our service team at **(833) 279-4358**.



Download the EyeMed Members app on your iphone, ipad or android to view benefit information and id card.



Underwritten by
United of Omaha Life Insurance Company
A Mutual of Omaha Company



EMPLOYEE ASSISTANCE PROGRAM - EAP

When life's a little much, reach out and get in touch.

Let's be real: life can be tough. When your responsibilities start to feel overwhelming and showing up each day with a smile on your face seems difficult, it's important to reach out for help. You can lean on your free and confidential Employee Assistance Program (EAP) for support.

We've got your back.

A free benefit from your workplace, the EAP can help you or anyone in your household:

- Be more present and productive at work
- Receive support when you don't feel like yourself
- Get help with responsibilities that are distracting or stressful
- Grow personal and career skills
- Be a caring, loving friend or family member
- Receive care after a traumatic event or diagnosis
- Make healthy lifestyle choices
- Improve and inspire daily life

We're here for you, always.

Life happens, regardless of the day or time. That's why we make ourselves available 24/7, even on holidays. So whenever you need to reach out, we're here for you.



Support Line
Call anytime
800-624-5544



Mobile app
Search for New
Directions EAP



Web
Visit eap.ndbh.com
for resources

SERVICES

- Counseling**
- Consultation on**
 - Finances
 - Legal needs
 - Managing employees
 - Life
- Crisis support**
- Coaching**
- Adult and child care resources**
- Personal and professional training**
- Digital behavioral health tools**

eap.ndbh.com
800-624-5544

Services are free and your employer will not know you reached out.

Flip this sheet over to see some common reasons people use EAP.



Halloween Cookie Pizza

INGREDIENTS:

- 1 roll (16.5 oz) refrigerated Sugar Cookie Dough
- 1/2 cup creamy peanut butter
- 1 cup candy corn
- 1/2 cup chocolate chips or raisins
- 1/4 cup vanilla ready-to-spread frosting (from 1-lb can)

DIRECTIONS:

- Step 1: Heat oven to 350°F. Spray 12-inch pizza pan with cooking spray. Break up cookie dough in pan; press dough evenly in bottom of pan to within 1/2 inch of edge.
- Step 2: Bake 16 to 20 minutes or until golden brown. Cool completely on cooling rack, about 30 minutes.
- Step 3: Spread peanut butter over crust. Sprinkle candy corn and chocolate chips evenly over top.
- Step 4: In small microwavable bowl, microwave frosting on High 10 to 15 seconds or until thin and drizzling consistency. Drizzle frosting over cookie pizza. Cut into wedges or squares.



Pay Period Ending
December 25, 2025 will
have a payroll check
date of January 2, 2026
