

## Got Ahead with Stimulus Funds? Don't Stop Now!

Instead of getting your windfall and giving in to a well-deserved spending spree or even a break from work, use this unprecedented time of community, state and federal resources to move forward in a big way.

*Try meeting with your Success Coach to plan your stimulus spending, set and achieve short- and long-term goals at home, and gain skills to grow within your company. Now is the time to get ahead!*



### Planning Spending: Stimulus & Relief

Meeting with your Success Coach can be helpful in looking at your bills and debt to help you come up with a plan to get ahead. They can determine which resources you may be eligible, freeing up some of your income. "The pandemic has been unpredictable, changing many people's financial situations. It's important that employees plan how to spend their tax, relief, and stimulus to be best prepared for whatever may lie ahead," said Sharon Calhoun, Success Coach (*EaRNed Success ERN*). Find a small way to treat your family as a reward for this work.

### Setting Goals at Home: long & short term

What are tasks you need to do or bills you need to pay in the next two weeks? Once you are on track with bills, how much do you need in emergency savings to keep you going for several months if your work or family situation changed? What expenses may you have in the next few months such as car maintenance including brakes and tires? What are some short-term goals you'd like to accomplish like home improvement or a family camping trip this summer? Looking further ahead, what are some of your long-term goals such as home ownership? Your Success Coach can help you plan and achieve each step.

### Getting Ahead at Work: skills & culture

As an ERN® member employee, you have the good fortune of working for a company that really cares about your success and well-being. They are continually striving to improve your workplace "culture". Staying with the same company can build the advancements that come with seniority, loyalty and good standing. How could your work life be better? Is there a co-worker relationship you'd like advice on? Are there other positions at your company you may want to apply for if you had the skills? Ask your Success Coach about available training programs and funds. They can help you apply and figure out how to manage it within your life.

### Southwest Michigan Employer Resource Network

#### Our goal...

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

#### Member Companies

- ◆ CLO
- ◆ Edwards Garment
- ◆ Fibre Converters
- ◆ Outerwears
- ◆ ROI
- ◆ Summit Polymers - Sturgis
- ◆ Summit Polymers - Vicksburg

#### Strategic Partners

- ◆ ERN USA
- ◆ ISK
- ◆ Kalsee Credit Union
- ◆ Michigan Works! Southwest
- ◆ Sturgis Bank & Trust
- ◆ WE Upjohn Institute

Due to the pandemic, your Success Coach may not be currently available at your worksite, but they are ready to assist via a phone or video meeting. Take advantage of this free and confidential help to accomplish your goals and experience your dreams.

Sources: ERN USA

**Stephanie Bourne  
Success Coach**

Stephanie@ERNSuccessCoach.com  
269-330-0466 (cell)

Due to Covid-19, many ERN member companies have Success Coaches working remotely. We will resume workplace onsite success coaching when safe for each company.

Success Coach, Stephanie Bourne, is available exclusively (for now) by phone, text, email or online meeting for employees at the following companies:

- ◆ **CLO**
- ◆ **Edwards Garment**
- ◆ **Fibre Converters**
- ◆ **Outerwears**
- ◆ **ROI**
- ◆ **Summit Polymers - Sturgis**
- ◆ **Summit Polymers - Vicksburg**

ERN® Success Coaches are effectively assisting employees around the country with any challenge or need they have at work or home.

Seeing a Success Coach is free for you and confidential - a benefit from your employer. When employees succeed, the entire company succeeds!



## Start Fresh: New Expungement Laws

New expungement expansion laws could mean clearing your record and gaining better access to basic needs such as housing.

**Michigan.** April 2021 expansions under the "Clean Slate" laws include:

- ◆ up to three felonies and unlimited misdemeanors, excluding certain assault or weapons offenses and felonies that carry a maximum sentence of life in prison;
- ◆ many traffic offenses except operating while intoxicated or traffic offenses that caused injury or death are not; and
- ◆ marijuana-related misdemeanors if offenses would have been legal when recreational use was approved in 2018.

**Ohio.** New expungement bills that were passed include:

- ◆ Ohio House Bill 431 effective April 12, 2021 relating to Unlawful Sexual Conduct With A Minor who were under the age of 21; and
- ◆ Ohio House Bill 1 effective April 12, 2021 which Expands the Number of Convictions and people Eligible for Expungement.

### Your Success Coach can help.

Ask your Success Coach for links to necessary forms, the process to follow, a legal referral if necessary; encouragement along the way, and short- and long-term goal setting once you have a clean slate.

Sources: *Michigan.gov;*  
*ohioexpungementlaw.com;*  
*usnews.com; ERN USA*

## Staying Healthy in Mind & Body During Covid-19

After long periods of restrictions, it's easy to let our guards down, wanting to go back to "normal". It's important to continue to keep yourself and co-workers safe. Also, keep in mind, mental health can be just as much a priority in maintaining stability and continuing your road to success.

**Protecting yourself and others.** As positive cases and death rates remain high, do your part in wearing a mask, social distancing, and using hand sanitizers at the worksite and outside work. With weather warming up, meet with friends outside and social distance.

Remind children to practice Covid-19 safety during afterschool activities.

**Getting your vaccine.** The Covid-19 vaccine is free of charge and for anyone ages 16 and older. Be sure to get both vaccinations for increased protection.

- ◆ For Ohio employees, visit: [gettheshot.coronavirus.ohio.gov](https://gettheshot.coronavirus.ohio.gov) to schedule a vaccination
- ◆ For Michigan employees, visit: [michigan.gov/covidvaccine](https://michigan.gov/covidvaccine) to search for sites by county, health departments, pharmacies, and stores
- ◆ Your Success Coach can assist in scheduling if needed

**Caring for your mind.** Your Success Coach is available to provide support through normal everyday struggles as well as pandemic stress. An objective listening ear can make all the difference. If depression or anxiety is getting in the way of your success, they can also refer you to professional counseling. Source: *ERN USA*

