



Kent Companies  
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"Leaders in Concrete"

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# The Finishing Touch

**Goals**  
+Purpose  
+Value  
+Endurance  
+Culture  
=Profitability  
**(Bottom Line)**

## KENT COMPANIES INTRODUCES EMPLOYEE WELLNESS PROGRAM

At this November's "Make It Happen" meeting, the new Kent Companies Employee Wellness Program was introduced. No one doubts that people who develop a healthy lifestyle have fewer injuries and illnesses and enjoy happier and longer lives. Fewer injuries and illnesses lower workers' compensation and insurance premiums, reducing costs and increasing benefits and compensation.

Kent Companies Employee Wellness Program will feature five distinct components, and will be available to both employees and their spouses.

The five components of the Kent Companies Employee Wellness Program are:

1. Weight Control. Kent Companies has made arrangements with Weight Watchers to begin a "Weight Watchers at Work" program. An informational organizational meeting was held on Monday, January 28<sup>th</sup> at 7:00 p.m. in the Grand Rapids office. The Weight Watchers meetings will be structured so that employees can either attend the Grand Rapids meetings or use a voucher system to attend meetings in their locale.



### NOTICE

**NO SMOKING  
UNLESS YOU'RE ON FIRE**

2. Tobacco Cessation. An informational meeting will be held in early February for those who wish to quite smoking or using other tobacco products. The program will utilize phone counseling sessions and subsidized nicotine replacement therapy. Announcements will be distributed through paychecks with information on dates and times for the kick-off of this program.

3. Financial Peace. Statistics indicate that the primary cause of problems in marriages today is money. Effectively controlling financial resources and saving for the future should be every person's goal. For many, this seems to be an insurmountable problem with no end in sight. To help employees develop financial peace and a sound financial plan, Kent Companies is sponsoring the Dave Ramsey Financial Peace University for employees and their spouses. Orientation sessions were held during the second week in January and the six-week course is already under way. Additional courses will be offered in the coming months.



4. Stretch and Flex. At the January Foremen's Meeting, Kent Companies vice presidents, division managers, superintendents, project managers, and foremen started a cold and windy day in the parking lot learning the basics of the new Stretch and Flex program. It is Kent Companies' intention that by February 1<sup>st</sup> every Kent Companies employee will start the day with twelve stretching exercises. Statistics reveal that 43% of soft tissue injuries occur in the first two hours of work. Stretching and flexing muscles before starting work will reduce incidences of strains, sprains, and pulled muscles.

5. Substance Abuse Assitance. Alcohol and drug abuse prevention and treatment have always been a part of the benefits Kent Companies offers. Kent Companies will continue to offer assistance to individuals seeking help with these issues. If you would like further information on this component of the Employee Wellness Program, please contact Dave Turner or Chuck VanVliet.

It is Kent Companies intent that the five components of the Employee Wellness Program will help each employee and their families eliminate unhealthy habits and contribute to long and healthy lives. If you have any questions about any part of the Employee Wellness Program, please call the office or contact us through e-mail at: [kcwellness@kentcompanies.com](mailto:kcwellness@kentcompanies.com).

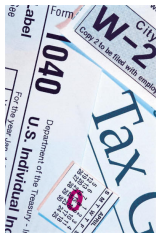
**The bottom line....it starts with me!**

## The Little-Known “Saver’s Credit”

The Saver’s Credit is an important tax credit designed to encourage retirement savings to low- to middle-income Americans. Eligible households can build their nest eggs for retirement with some extra help from Uncle Sam.

According to recent survey data, very few Americans are aware of this existing tax credit. The survey found that only 9% of American adults who fall within the income eligibility requirements are familiar with Saver’s Credit.

Several possible sources of confusion around the Saver’s Credit exist, including:



- The 1040EZ form, the tax form commonly used by low- to middle-income taxpayers, does not provide for claiming the Saver’s Credit. Forms 1040, 1040A, or 1040NR (along with Form 8880) must be used.
- The Saver’s Credit is nonrefundable and may only be applied towards the federal income taxes owed in a given year. If an individual or household has no tax liability, then the Saver’s Credit would not be treated by the IRS as a refund.

### Who is eligible for the Saver’s Credit?

For single individuals, anyone earning \$25,000 or less is eligible. For the Head of household, the income limit is \$37,500. For those who are married and file a joint return, the income limit is \$50,000. Additionally, the taxpayer must be 18 years or older by the end of the tax year and cannot be a full-time student or be claimed as a dependent on another person’s tax return.

Depending on filing status and income level, taxpayers may qualify for a credit of up to \$1,000 annually (up to \$2,000 if filing jointly) when making eligible contributions to a qualified retirement plan, such as a 401(k).

### What are the benefits of the Saver’s Credit?

The Saver’s Credit can essentially be viewed as a government “matching contribution” for eligible individuals and households to help offset the impact of saving for retirement. In general, for every dollar contributed to a qualified retirement plan or traditional IRA, taxpayers can defer that amount from their current overall taxable income to lower their federal income taxes. At the end of the year, when they prepare their federal tax return, they may claim the Saver’s Credit by subtracting the applicable tax credit from the federal income taxes owed. The taxpayer may be eligible for a 10%, 20% or 50% Saver’s Credit rate based upon the following income levels:

### Taxpayer’s Adjusted Gross Income

### Credit

Married Filing Jointly	Head of Household	Single or Married Filing Separately	% of Contribution
\$0-\$30,000	\$0-\$22,500	\$0-\$15,000	50
\$30,001-\$32,500	\$22,501-\$24,375	\$15,001-\$16,250	20
\$32,501-\$50,000	\$24,376-\$37,500	\$16,251-\$25,000	10
Over \$50,000	Over \$37,500	Over \$25,000	0



Heart of West Michigan  
United Way

A very big thanks to the twenty-two Kent employees that pledged a total of \$15,080.00 in donations for 2008. This year was one of our most successful campaigns ever. With the economic forecasts looking darker every day, the needs of our community will probably be greater in 2008 than in other recent years. Your generosity will go a long way to make life better here in Michigan for those that need help.