

Human Resource Updates

Upcoming Dates to Remember.....

April 10th Friday

Good Friday Holiday, no work for Sabin.

April 15th Wednesday

Tax Day Deadline for 2019 tax returns.

May 25th Monday

Memorial Day, no work for Sabin

WELCOME NEW HIRES.....

It is my pleasure to announce the new members of Sabin Metal:

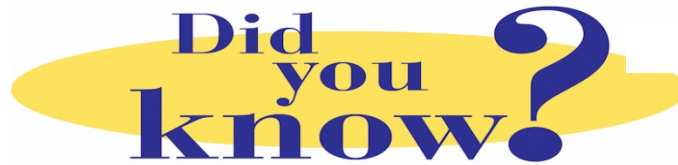
- Corey Rodriguez – Dept # 11 HGP
- Nicole White – Dept # 11 HGP
- Nevin Smith – Dept # 11 HGP
- David Housley Jr. – Dept # 11 HGP
- Ricky Knox - Dept # 3 Furnace
- Corey Messmer – Dept # 3 Furnace
- Brennan Colella – Dept # 3 Furnace
- Eric Hamsher – Dept # 9 HPO
- Zayis King - Dept # 9 HPO
- James Pepe – Dept # 9 HPO
- Maria Palmer – Dept # 9 HPO
- Joshua Johnson – Dept # 28 Maintenance/Welder
- Jordan Kuhn - Dept # 24 Maintenance/Carpentry/heavy equipment
- Dylan Green – Dept # 45 Maintenance /Pollution Control
- Alexander Hull – Dept #18 Lab
- Jefferey Kibler – Dept # 41 Security
- Katelynn Howden – Dept # 48 Clerical/Operations Office

Congratulations on New Promotion!!

- David Eldridge - Maintenance Foreman / Pollution Control

Best Wishes for a Happy Retirement

- Clarence Marshall – 36 ½ years of service
- *As you go into this next phase of your life, may you enjoy the very best that life has to offer. Thank you for your years of service and congratulations on your retirement!!*



Your Retirement Readiness Checklist.....

When you're contemplating over your retirement readiness there's more to consider than just your current savings. This checklist will help near-retirees determine if they really are ready:

- **Take Inventory of your assets** – you need to figure out where you stand financially & evaluate your budget.
- **Build an emergency Fund** – Before you take any major financial steps, you want to be sure you're protected should things not go according to plan.
- **Eliminate all debt** – Since your income is likely to decrease, any fixed payments will start to take up larger share of your expenses. If your nearing retirement, its time to take a look at the debt column of your inventory.
- **Determine your retirement needs** – Before you can retire you have to decide "how you want to retire". Consider where you want to live & what your expenses will be.
- **Square away Health Insurance** - Healthcare is one of the biggest expenses you'll face in retirement. Consider where you'll be getting health insurance coverage.

And last but not the least.....

- **Inform HR about your plan and Don't forget to say goodbye to your coworkers** - Make sure to inform HR department about your plan of retirement, HR has forms for you to fill out. ***DON'T WAIT UNTIL THE LAST MINUTE.*** HR will have to process your retirement papers, order your retirement watch, organize your retirement party, and send all notification/information to corporate office so you will get your retirement packet on a timely manner.
When you're ready to retire, DON'T forget to say goodbye to your coworkers, don't just disappear!!

What to expect upon retirement?

- Sabin will pay for your health insurance for 3 months after retirement.
- Retirement watch engraved with your name & years of service
- You will get a Thanksgiving gift card from Walmart or Wegmans to help towards your thanksgiving festivities.
- You will continue to receive our newsletter (Nugget) to keep you up to date of what's going on in the Sabin world.

401(k) Contribution Limits for 2020

The IRS announced on 11/7/19 the 2020 plan year: Employees can contribute \$19,500 in 401K contributions for 2020, an increase of \$500, while the combined employer & employee contribution limit rises by \$1,000 to \$57,000. For participants ages 50 & over, the additional "catch-up" contribution limit will increase to \$6,500, up by \$500.

N.Y. State Human Rights Law: GENDA

Gender Expression Non-Discrimination Act (GENDA). Enacted on January 25, 2019 and effective February 24, 2019. Amends the Human Rights Law by adding "gender identity or expression" as a protected category. This protects the way a person expresses gender through speech, dress and behavior.