

# CAP NEWSLETTER

Vol. 2 – 11/01/2024

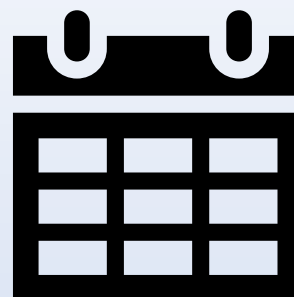




# CAP NEWS

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## UPCOMING EVENTS



**Dates & Times will be added as we get closer to 2025.**

	Events:	Feb	Managers Sales/Meeting	
Jan	Yearly Employee Meetings		Autotech	
	RSOT Training		RSOT Training	
Mar	Assistant Manager Training	Apr	Virtual Company Teams Meeting	
	Autotech		Autotech	
			Filter Sale	RSOT Training
May	Bootcamp	Jun	Virtual Company Teams Meeting	
	Tool Events		Tool Events	
			RSOT Training	
Jul	Tool Events	Aug	Virtual Company Teams Meeting	
			Tool Events	
			RSOT Training	
Sept	Managers Meeting	Oct	Sales Meeting	
	Autotech		Autotech	
			Filter Sale	
			RSOT Training	
Nov	Tool Show Bangor Cross Center	Dec	Managers Sales/Meeting	
	Autotech			



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## November - Coastal Workplace Anniversaries

First Name	Last Name	Department	Hired Month	Date Hired	Years Of Service
John	Boone	Delivery	November	11/01/2008	16
Daniel	Dyer	Manager	November	11/01/2009	15
Scott	Hinkel	Inventory	November	11/19/2007	17
Kerry	Parlin	Stockroom	November	11/19/2013	11
Bruce	Smith	Sales	November	11/13/2017	7
Joshua	Smith	Manager	November	11/01/2008	16
Michael	Bartlett	Counter	November	11/01/2019	5
Eugene	Occhiuzzi	Delivery	November	11/06/2019	5
Joshua	Stewart	Counter	November	11/11/2019	5
James	Wing	Counter	November	11/09/2020	4
Gary	Hewes	Counter	November	11/23/2020	4
Todd	Davis	Counter	November	11/30/2020	4
Natasha	Gagnier	Delivery	November	11/15/2021	3
Paul	Burgess	Delivery	November	11/29/2021	3
Adam	Palmer	Stockroom	November	11/28/2016	8
Andrew	Allen	Delivery	November	11/10/2022	2
Timothy	Morse	Delivery	November	11/25/2022	2
Roger	Dill	Delivery	November	11/28/2022	2
Hoyt	Hopkins	Delivery	November	11/06/2023	1
Dustin	Holt	Counter	November	11/13/2023	1



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## HAPPY "November" BIRTHDAYS

First Name	Last Name	Location	Birthday Month	Birthday Day
Joshua	Silevinac	Topsham	November	1
Dwight	Mills	Houlton	November	1
Douglas	Macmaster	Farmingdale	November	3
Richard	Willis	Farmingdale	November	5
Timothy	Booth	Bangor Warehouse	November	5
Tiffany	Grovo	Oxford	November	6
William	Locke	Auburn	November	6
Ryan	Bigelow	Lewiston	November	6
Joshua	McCormack	Caribou	November	6
Austin	Bedsaul	Waterville	November	10
Jessica	Girouard	Lewiston	November	11
Patricia	Boles	Owner	November	11
Parker	McCarty	Rockland	November	13
Andrew	Saunders	Sales	November	15
Keith	Leavitt	East Millinocket	November	16
David	Gagnon	Lewiston	November	17
Nicolas	Raymond	Houlton	November	18
Ryan	Burnham	Auburn	November	19
James	Cheviot	Rockland	November	20
Alan	Turner	Hampden	November	20
Steffan	Ross	Old Town	November	20
Cory	Nicholson	Lincoln	November	20
Joshua	Hills	Bangor	November	21
Larry	Smith	Rockland	November	25
Michael	Boles	Owner	November	26
Tyler	Malloy	Topsham	November	27
Marcus	Doyle	Machias	November	29



# CAP NEWS – New Hires & Changes.

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## OCTOBER - 2024

First Name	Last Name	Store	Position
Logan	Rennebu	Bangor Sylvan	Delivery
David	Richardson	Bangor Warehouse	Shuttle Delivery
Marc	Haines	East Wilton	Counter
Tiffany	Nichols	Ellsworth	Delivery
Dekota	Burns	Ellsworth	Counter
Ronald	Collins	Gray	Delivery
Mark	Cordeiro	Mexico	Delivery
Justin	Vignola	Old Town	Counter
Allison	Houle	Oxford	Counter
Kaleb	Wall	Rockland	Delivery
Angel	Robinson	Waterville	Delivery



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## CAP - \$ Referral Program \$

**First time reward (\$25)** to Sarah H in Gray for referring DJ McKenzie

**Second reward (\$50)** to Jake S in Bangor Sylvan for referring Brian Brown

**Third reward (\$100)** to Tyler S in East Wilton for referring Amanda Stevens

\$





# CAP NEWS – Local Events

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Thank you, Sue Thompson & Josh Silevinac for attending the Pathway Vineyard Church of Bruinswick's benefit car wash.

What a great Autumn day to spend outdoors.







# CAP NEWS – Local Events

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## A couple more photos from the Bangor WH - Retail Store Grand Opening.



Can you guess who this young NASCAR enthusiast is?



Even in the rain, these two represented CAP by parking cars & directing guests. Thank you!





# BETHEL GRAND OPENING 10/19/2024

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**\$20,277.00**

**TOTAL SALES FOR THE GRAND OPENING  
SATURDAY 10/19/2024!!**

Special thanks goes out to the crew listed below  
for making this a memorable  
Grand Opening Event!

Jeff Dexter, Matthew Boles, Marcia Jude,  
Chris Boles, Chris Dow, John Raymond, Mike  
Wilbur, Kelly Thiebault

Judy Henry, Scotty Bresette, Ben Jordan,  
Rod Legendre, Burt McNally, Kathy McNally,  
Bruce McDonald, Melissa Laliberty  
Phil Drouin, T.J. Newell, Chad Reed, Troy  
Lutz & Dakota Merrill.



# BETHEL GRAND OPENING 10/19/2024

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# BETHEL GRAND OPENING 10/19/2024

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# CAP NEWS – TECH Tips

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HOW TO

## PROTECT YOURSELF AGAINST PHISHING



  
Rexxfield®

Phishing is a common cyber-attack where scammers pretend to be trustworthy entities, like banks or online services, to trick you into revealing sensitive information, such as passwords or credit card numbers. They often use emails, fake websites, or messages that look legitimate. To avoid falling for phishing attempts, always verify the sender's email address, avoid clicking on links or downloading attachments from unknown sources, and check the website's URL before entering any personal information. When in doubt, contact the company directly using official contact details to confirm the communication's authenticity.



# CAP NEWS – PLAN FOR THE FUTURE

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Q4 2024 | Fall Edition



## Health. Wealth. Wisdom.



### Roth or Regular?

#### Taking Advantage of a Roth Contribution Option Can Give You Some Flexibility in Retirement

According to Vanguard's "[How America Saves 2024](#)," 82 percent of employers offer a Roth 401(k) option in addition to a traditional, or regular, 401(k) option. However, just 17 percent of employees contribute to a Roth. If you have access to a Roth 401(k) option through your employer, it can add some diversity and flexibility to your retirement income and tax strategy. Roth or regular? Here's what to consider:

#### Contributions

- Contributions to a Roth 401(k) are made with after-tax dollars, unlike a traditional 401(k), where contributions are made with pretax dollars.
- This means you pay taxes on the money before it goes into your Roth 401(k), but you don't pay taxes on the money (including any earnings) when you withdraw it in retirement. With a traditional 401(k), you pay taxes on the money (including any earnings) when you withdraw it in retirement.
- Both accounts share the same contribution limit. In 2024, you can contribute up to \$23,000 (\$30,500 if you're 50 or older). You can contribute to both accounts in the same year, as long as you keep your total contributions under that cap.

#### Withdrawals

- Withdrawals of any contributions and earnings from a Roth 401(k) are tax free, which can be beneficial if you expect to be in a higher tax bracket in retirement. However, certain criteria must be met:
  - The Roth 401(k) account must have been held for at least five years.
  - The withdrawal must have occurred when you reach at least age 59½.
  - Tax-free withdrawals can also be taken due to disability, or by a beneficiary upon your death.
- With a traditional 401(k), required minimum distributions (RMDs) must begin at age 73. Starting in 2024, however, a Roth 401(k) does not require RMDs during the account holder's lifetime. Each year you have the freedom to withdraw whatever amount you want from your Roth 401(k) and let the rest continue to potentially grow on a tax-deferred basis.

#### Employer Match

If offered, an employer match is typically available to you whether you save through a Roth 401(k) or traditional 401(k). For details on how your plan handles employer-matching contributions, check with your plan administrator.



# CAP NEWS – PLAN FOR THE FUTURE

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## Unraveling the Rising Cost of Living

### Understanding What Drives Higher Prices Can Help Improve Retirement Planning

According to the Employee Benefit Research Institute's 2024 Retirement Confidence Survey, 83 percent of workers are concerned that the higher cost of living will make it harder to save as much as they want toward retirement. If you're like most retirement savers, you've likely had concerns over the rising cost of living over the past few years. And for younger workers, it's the first time you've experienced an elevated inflation rate as an investor.

The cost of living, which reflects the amount of money required to maintain a certain standard of living, is influenced by several forces. Better understanding these factors and how they fit into your retirement planning process can help you prepare for future financial challenges. It can also motivate you to create an investment strategy that aims to stay ahead of rising prices over the long term. In addition, it can help you forecast a more accurate budget to meet your needs during retirement.



### Key Forces Behind the Rising Cost of Living

1. **Inflation.** Inflation is the general increase in prices of goods and services over time. It reduces purchasing power, meaning that consumers need more money to buy the same amount of goods and services. Inflation can be driven by excess demand over supply, rising production costs, or other factors.
2. **Housing costs.** Housing is often the largest component of living expenses. Rising demand for housing, limited supply, and increased costs of construction and land can drive up home prices and rents. Urbanization and population growth further worsen this issue, particularly in major cities.
3. **Wages and labor costs.** When wages increase, businesses may pass these costs onto consumers in the form of higher prices. While wage growth can boost living standards, if it outpaces productivity, it can contribute to inflation and higher living costs.
4. **Energy prices.** Energy costs, including electricity, gas, and fuel, significantly affect the cost of living. Fluctuations in global oil prices, geopolitical tensions, and supply constraints can lead to higher energy costs, affecting transportation, heating, and manufacturing expenses.
5. **Health care costs.** Rising health care costs, due to advancements in medical technology, increased demand for services, and an aging population, contribute significantly to the overall cost of living. Higher insurance premiums and out-of-pocket expenses add to household financial burdens.
6. **Education expenses.** The cost of education, including tuition fees, books, and related expenses, has been rising steadily. This places a financial strain on families and students, affecting their overall cost of living.
7. **Supply chain disruptions.** Events such as natural disasters, pandemics, and trade conflicts can disrupt product supply chains, leading to shortages and higher prices for goods. These disruptions affect everything from food to consumer electronics, contributing to a higher cost of living.

**For more information, please go to your complete payroll hub to read the full description of the plan and its benefits.**





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## See you in December - 2024



**Thank you for subscribing to our Newsletter!**