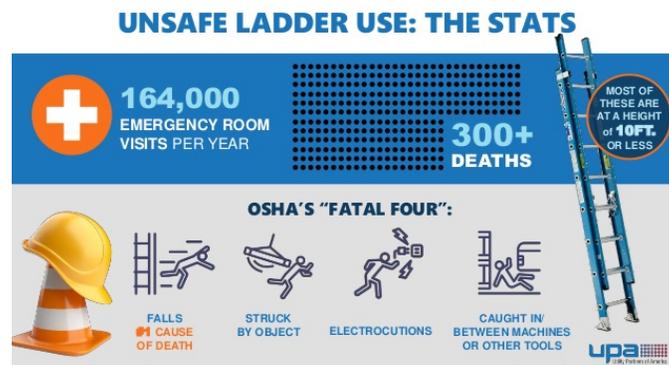


Ladder Safety

From American Safety Council, Inc.

Almost every home has one and chances are you have used one either at work or at home. Ladders are a common piece of equipment and appear to be harmless – and yet thousands of people are injured due to falls from a ladder each year. Understanding the different types of ladders as well as safe ladder practices are key to preventing falls and other potential injuries. While some of these dos and don'ts may seem obvious, it is important to keep things in perspective.

- Know your ladder. What weight can it hold? Is it safe to work around electricity? Read and follow all labels/markings on the ladder.
- Avoid electrical hazards! – Avoid using a metal ladder near power lines or exposed energized electrical equipment.
- Always inspect the ladder prior to using it. If the ladder is damaged, don't use it.
- Always maintain a 3-point (two hands and a foot, or two feet and a hand) contact on the ladder when climbing. Keep your body near the middle of the step and always face the ladder while climbing.
- Use a ladder only on a stable and level surface and do not place a ladder on boxes or other unstable bases to obtain additional height.
- Do not move or shift a ladder while a person or equipment is on the ladder.
- An extension or straight ladder used to access an elevated surface must extend at least 3 feet above the point of support. Do not stand on the three top rungs of a straight, single or extension ladder.
- **The 4 to 1 rule:** Set the ladder one foot out for every four feet up to the point of support. Rungs are one foot apart so it is easy to figure the angle.



May is Mental Health Month

From Urbandale Human Resources and MindSpring Mental Health Alliance (formerly NAMI of Greater Des Moines)



Each year millions of Americans face the reality of living with a mental illness. During May, Urbandale joins the national movement to raise awareness about mental health. Together, we can learn about, have compassion for and help anyone affected by mental illness get the appropriate support and quality of care to live healthy, fulfilling lives where no one feels alone in their struggle. Urbandale has partnered with MindSpring (formerly NAMI of Greater Des Moines) to offer a live webinar series for our employees about Mental Health each quarter for the remainder of the year. All sessions will be offered virtually and may be completed during work hours.

"The Stigma of Mental Illness" - Wednesday, May 19th, from 1:00 – 2:00 p.m. The first webinar will focus on how cultural bias impacts treatment, prevention & recovery. This one-hour session includes discussion on the origins of understanding mental illness, how misinformation is spread and how the stigma of mental illness impacts individuals and families. Learn tips for correcting negative perceptions and reducing stigma in this one-hour session.

"Work-Life Integration" – Monday, May 24th, from 12:30 – 2:30 p.m. Urbandale has partnered with Employee and Family Resources (EFR) to offer this live webinar for our employees. Finding a perfect balance between work and personal life can seem tricky. Instead of finding the perfect balance, EFR will help you find the best integration in your day-to-day life. This is a virtual meeting and may be completed during work hours.