

# MLICA Scoop

LAND IMPROVEMENT CONTRACTORS ~ MICHIGAN CHAPTER

2026 ISSUE 1

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## From the Lead Plow, Dave Kemp, President MLICA

I know we're all looking forward to getting back out in the fields after a long, cold winter. I hope everyone is doing well and that your families are healthy.

For those of us who own businesses, it's encouraging to head into the season with an administration that is focused on supporting our industry and looking out for our best interests. That gives us a renewed sense of confidence and optimism as we gear up for the work ahead.

Please keep our service members in your thoughts and prayers as they continue to fight for the freedoms we enjoy.

Thank you for all that you do to make the earth a more productive place—one lateral at a time.

Wishing you a safe and successful season,

Dave Kemp  
MLICA President



## FEATURES

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# Highlighting Excellence: Michigan LICA's 2025 Scholarship Winner

## Grace Brown

Michigan LICA is proud to recognize Grace Brown as a 2025 scholarship recipient, honoring her outstanding academic achievements, dedication to the dairy industry, and passion for continued learning. Grace, currently a junior at Michigan State University, is pursuing a degree in Animal Science with a concentration in dairy and has earned an impressive 3.966 GPA.

Grace's journey into the dairy industry began during her junior year of high school when she started working on a local dairy farm. What began as a curiosity quickly grew into a clear passion. Through her involvement in FFA and 4-H dairy judging teams, Grace discovered both her admiration for cattle and the wide range of opportunities within the dairy industry. That early hands-on experience set her on a path that continues to shape her academic and career goals today.

At MSU, Grace has fully immersed herself in her studies and the dairy program. Over the past year, she has gained valuable experience working in two university labs, contributing to research in bovine leukemia virus (BLV) and milk microbiology. These opportunities have allowed her to combine her love for working with animals and her strong analytical skills. Looking ahead, Grace plans to either pursue graduate studies or begin a

career in the dairy industry, with interests in herd management or working with MSU Extension or UDIM.

Grace's strong work ethic and character have not gone unnoticed. Kathy Sneller of Starward Farms praised Grace's hands-on abilities and independence, noting that her work across various aspects of the farm has given her a well-rounded understanding of dairy operations. "She will represent the industry well," Sneller shared.

Similarly, MSU Professor and Dairy Club Advisor Lynn Olthof highlighted Grace's dedication to learning, leadership, and service. From staying after class to ask thoughtful questions to serving on the MSU Dairy Club executive board, Grace consistently demonstrates initiative and a genuine desire to grow. Beyond academics, she is deeply involved in her church and college ministry, where she is known for her positivity and willingness to serve others.

Grace Brown exemplifies the qualities Michigan LICA seeks to support—commitment, curiosity, leadership, and a passion for agriculture. We congratulate her on this well-deserved recognition and look forward to the impact she will make in the dairy industry.



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# Diary of an Executive Director

*While at the National LICA Winter Convention in Las Vegas, I took a few brief moments to share some thoughts with those at devotions, and feel those thoughts are worth sharing here.*

*For the past few years, I've noticed a simple phrase showing up in home décor: "Choose Joy." At first, it just felt trendy. But the more I saw it, the more it became a gentle nudge to my heart — a reminder that joy isn't always something that finds me... it's something I can choose.*

*WE can choose joy.*

*Around that same time, I began seeing posts from Power of Positivity on Facebook, Short, encouraging messages would pop into my news feed at exactly the moments I needed them most. Eventually, I subscribed to their Messenger messages. A recent message read:*

*"I woke up today.  
I am healthy.  
I am blessed.  
I am alive.  
Thank you, God."*

*What a powerful perspective shift. Before the rush. Before the stress. Before the "what-ifs." Just gratitude.*

*This year for my birthday, one of my best friends gave me a simple bracelet etched with the words: "Find Joy in the Journey." I've worn it often. It reminds me that life is not just about the destination — it's about who we become along the way.*

*Bad and unexpected things happen to everyone. For me, becoming a lefty was certainly not part of the original plan. But in the process, I've realized my brain is stronger because of it. I've learned patience. I've gained perspective. And I've been reminded that things could be worse than they are.*

*Joy doesn't mean everything is perfect. Positivity doesn't mean pretending life is easy. It means choosing gratitude in the middle of it. It means trusting that God is still working, still strengthening, still blessing — even when the path looks different than we imagined.*

*So today, I choose joy. I choose the power of positivity. I choose to find joy in the journey.*

## UPCOMING EVENTS

### CHECKOUT

<https://www.licanational.com/virtual-committee-schedule/>

FOR THE COMPLETE LIST OF UPCOMING VIRTUAL COMMITTEE MEETINGS

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### NATIONAL LICA VIRTUAL BOARD MEETING MONDAY, JULY 20, 2026

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# What are the Best First Aid Kits for Your Business?

BY TERRY K WELSH | ASHA, INC.

## Considering First Aid Kits For Your Business:

- ⇒ What are the best first aid kits?
- ⇒ Where is the best place for them?
- ⇒ How should they be maintained?
- ⇒ What records should be kept?

The answers depend on your specific operations, personnel, and your uses and objectives for the kits.

## There Are 2 Common Objectives:

**Compliance** and **Practical Use**...Both are important, and both are related.

For most businesses where employees travel to worksites in cars or trucks, and most employees have current CPR First Aid training, a smart, simple and cost-effective solution for kits to consider is this:

***Keep a compliant kit in the truck, and carry a small emergency pack in a tool kit or on a tool belt.***

## Assess your risk and Prepare accordingly:

Unless your operations have:

- 1) Few or no serious hazards,
- 2) Very low risk of a severe injury, and
- 3) **Prompt access** to dependable emergency medical care, consider this:
  - a) Carry an up-to-date, well-stocked [ANSI/ISEA Z308.1-2021 compliant](#), Class B kit in a Type IV container in at least 1 vehicle on the job site near work operations. See the list and notes below.
  - b) Customize your kit with additional supplies as may be useful and appropriate according to your assessment. Get professional medical advice or guidance if needed. See [29 CFR 1910.151](#) and [Appendix A](#).
  - c) Train all or most workers in CPR-AED-First Aid and
  - d) Have them all carry a sealed pack of genuinely needed supplies for immediate, initial use (until the vehicle's first aid kit is retrieved) in a foreseeable emergency. This pack usually includes:
    - i) A pair of liquid-proof Gloves,
    - ii) A Breathing barrier (shield), and possibly,
    - iii) A Compress and Bandage for bleeding\*,

iv) Irrigation for burns\*, and

v) Anything else that may be needed immediately.

**\*Notes to iii) & iv)** Useful basic items are: A sealed, stack of clean gauze pads; A roll of cohesive bandage, A bottle of eye/skin wash (or at minimum, a bottle of water).

## See Table of Classes and Types of First Aid Kits and Required Supplies per ANSI/ISEA Z308.1 - 2021 on next page.

## Type IV Kit Containers:

Intended for portable use in mobile industries and/or outdoor settings where there is potential for damage to kit supplies due to environmental factors and rough handling is significant. These kits must have a means to be mounted in a fixed position and must be corrosion, moisture and impact resistant (meet the performance requirements of ANSI/ISA Z308.1-2021 Section 5.2.5). Typical applications for Type IV first aid kits include the transportation, utility and construction industries, and the armed forces. Per Section 7 of ANSI/ISEA Z308.1-2021, each kit must be labeled with its contents and their locations must be visibly marked. All labeling and markings must be legible, permanent and if adhesive labels are used they must not be easily removed.

## Sources

[Granger - First Aid Kit Requirements: Components, Use, Inspection and Placement](#)

[ANSI/ISEA Z308.1-2021](#)

[OSHA 29 CFR 1910.151](#)

[OSHA January 2007 Letter of Interpretation](#)

*This article is for information purposes only based on the references cited. It is offered without charge and is not for advice.*

| Classes and Types of First Aid Kits and Required Supplies per ANSI/ISEA Z308.1 -2021 |                  |              |                   |                            |  |
|--------------------------------------------------------------------------------------|------------------|--------------|-------------------|----------------------------|--|
| First Aid Supply                                                                     | Minimum Quantity |              |                   | Minimum Size or Volume     |  |
|                                                                                      | Class A Kits     | Class B Kits | U.S.              | Metric                     |  |
| Adhesive Bandage                                                                     | 16               | 50           | 1 x 3 inches (in) | 2.5 x 7.5 centimeters (cm) |  |
| Adhesive Tape                                                                        | 1                | 2            | 2.5 yards (yds)   | 2.3 meters (m)             |  |
| Antibiotic Application                                                               | 10               | 25           | 1/57 ounce (oz)   | 0.5 gram (g)               |  |
| Antiseptic                                                                           | 10               | 50           | 1/57 oz           | 0.5 g                      |  |
| Breathing Barrier                                                                    | 1                | 1            | N/A               | N/A                        |  |
| Burn Dressing (gel soaked)                                                           | 1                | 2            | 4 x 4 in          | 10 x 10 cm                 |  |
| Burn Treatment                                                                       | 10               | 25           | 1/32 oz           | 0.9 g                      |  |
| Cold Pack                                                                            | 1                | 2            | 4 x 5 in          | 10 x 12.5 cm               |  |
| Eye Covering (with means of attachment)                                              | 2                | 2            | 2.9 square in     | 19 square cm               |  |
| Eye/Skin Wash                                                                        | 1                | 0            | 1 fluid oz        | 29 milliliters (ml)        |  |
|                                                                                      | 0                | 1            | 4 fluid oz        | 118.3 ml                   |  |
| <a href="#">Foil Blanket</a>                                                         | 1                | 1            | 52 x 84 in        | 132 x 213 cm               |  |
| First Aid Guide                                                                      | 1                | 1            | N/A               | N/A                        |  |
| Hand Sanitizer                                                                       | 10               | 20           | 1/32 oz           | 0.9 g                      |  |
| Medical Exam Gloves                                                                  | 2 pair           | 4 pair       | N/A               | N/A                        |  |
| Roller Bandage                                                                       | 1                | 2            | 2 in x 4 yds      | 5 cm x 3.66 m              |  |
|                                                                                      | 0                | 1            | 4 in x 4 yds      | 10 cm x 3.66 m             |  |
| Scissors                                                                             | 1                | 1            | N/A               | N/A                        |  |
| Splint                                                                               | 0                | 1            | 4 x 2.4 in        | 10.2 x 61 cm               |  |
| Sterile Pad                                                                          | 2                | 4            | 3 x 3 in          | 7.5 x 7.5 cm               |  |
| <a href="#">Tourniquet</a>                                                           | 0                | 1            | 1.5 in (width)    | 3.8 cm (width)             |  |
| Trauma Pad                                                                           | 2                | 4            | 5 x 9 in          | 12.7 x 22.9 cm             |  |
| Triangular Bandage                                                                   | 1                | 2            | 40 x 40 x 56 in   | 101 x 101 x 142 cm         |  |

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# WHERE KNOWLEDGE MEETS CONNECTION: 2026 WINTER CONVENTION HIGHLIGHTS

The 2026 Michigan LICA Winter Convention & Annual Meeting was a tremendous success, bringing together members, associates, and industry partners for two days of learning, networking, and celebration.

This year's schedule was packed with engaging educational sessions covering a wide range of timely topics. Presenters delivered valuable insights while encouraging open dialogue, creating an interactive environment where attendees felt comfortable asking questions and shaping the conversation to fit their real-world experiences. From legislative updates to emerging technologies and safety practices, each session provided practical takeaways for today's contractors.



A new highlight for 2026 was the opportunity for MLICA members and their employees to participate in an OSHA-compliant First Aid/CPR/AED training and certification course, offered at a discounted rate. This hands-on training reinforced Michigan LICA's commitment to safety and workforce development.



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Beyond the classroom, the convention offered plenty of opportunities to connect. Associate Mingles and exhibit time allowed attendees to build relationships, exchange ideas, and learn more about the products and services that support the industry. The annual auction once again brought energy and generosity to the event, with members enthusiastically bidding on items in support of LICA initiatives.

One of the most meaningful moments of the convention was the presentation of the 2025 Scholarship award to Grace Brown. With her parents in attendance, the recognition highlighted Michigan LICA's continued investment in the next generation of agricultural leaders.

Michigan LICA extends a special thank you to the 2025 Board of Directors for their thoughtful input in shaping this year's educational sessions. Their efforts helped ensure a well-rounded program that truly resonated with attendees.

Overall, the 2026 Winter Convention showcased the strength of the Michigan LICA community—committed to education, safety, connection, and supporting the future of the industry.

## MOMENTUM IN MOTION: LICA'S WINTER CONVENTION SETS THE COURSE FORWARD

The National LICA Winter Convention kicked off on Sunday, March 1, with a strong sense of purpose and forward momentum. LICA's new CEO, Dennis Mikula began the day by meeting with committee chairs, where he shared his vision for strengthening and streamlining committees to make them more effective and impactful across the organization.

Following that session, Dennis brought together the state Executive Directors for a collaborative working meeting focused on identifying key priorities for the next 90 days.



Together, the group established three foundational areas of focus designed to strengthen the organization at every level. From there, Executive Directors divided into three task groups aligned with those priorities:

- ◆ **Marketing Group** – Focused on elevating LICA's national profile and strengthening its voice across the industry
- ◆ **Values & Benefits Clarity Group** – Working to clearly define and expand the value members receive from LICA
- ◆ **Retention Group** – Dedicated to enhancing member engagement and delivering consistent value to contractors

Each group will work closely with Dennis over the next three months to align efforts, share ideas, and build meaningful momentum that supports LICA members nationwide.

Monday afternoon drew contractor members from across LICA for a Caterpillar contractor focus group. The

discussion of the focus group was highly engaging and provided valuable, real-world insight into the needs of today's contractors. Members openly shared what matters most when making equipment purchasing decisions, including performance and reliability, dealer support, service, and long-term value. The conversation also opened the door for continued dialogue with equipment manufacturers, reinforcing the importance of hearing directly from LICA contractors.

Monday evening brought everyone together for the annual banquet and awards ceremony, a time to celebrate leadership and recognize outstanding contributions across the organization. Outgoing President Jeff Schell was honored during the traditional desk set presentation alongside Cailey Dierking from Caterpillar, marking the close of his



service as President. Steve Anderson was welcomed back into leadership as President with a strong belief in personal relationships and the value of direct, face-to-face communication. The evening also highlighted this year's award recipients: Pat McConnell (OH LICA) was named LICA Lady of the Year, Ted Lashley (NE LICA) received Contractor of the Year honors, and Maura Dibble (NY LICA) was recognized for Top State.



Looking ahead, National LICA will host its 2026 Virtual Summer Board Meeting on Monday, July 20. This

# NATIONAL HAPPENINGS

## MOMENTUM IN MOTION CONT.

important meeting will bring together national leadership from across the country to review committee progress, discuss key issues, and help guide the direction of the association.



In the weeks leading up to the Board Meeting, National LICA Committees will hold a series of virtual meetings to continue advancing their work, address industry topics, and provide valuable input that helps shape organizational priorities. Dates, times, and access information for these meetings will be shared by the National Office as they are finalized.

While virtual meetings may not offer the same face-to-face interaction and camaraderie that many value, they do provide an opportunity for broader participation and continued engagement. Members are encouraged to stay involved, contribute to discussions, and help keep LICA moving forward.

The Winter Convention made it clear—there is a renewed energy and shared commitment to strengthening LICA, enhancing member value, and positioning the organization for continued success.



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## Baked Salmon With Herbs & Lemon

Makes: 4 servings

### Ingredients:

- ◆ 16 oz. salmon (or any white fish)
- ◆ ¼ tsp. paprika
- ◆ ¼ tsp. onion powder
- ◆ ¼ tsp. garlic powder
- ◆ ⅛ tsp. black pepper
- ◆ ⅛ tsp. dried oregano
- ◆ ⅛ tsp. dried thyme
- ◆ 1 Tbsp. lemon juice
- ◆ 1 ½ Tbsp. margarine (melted)

### Preparations:

1. If using frozen fish, thaw it in the refrigerator according to package directions.
2. Preheat the oven to 350 F.
3. Separate (or cut) the fish into four pieces. Place the fish in a 13x9-inch baking pan.
4. Combine the paprika, garlic powder, onion powder, black pepper, oregano and thyme in a small bowl.
5. Sprinkle the herb mixture and lemon juice evenly over the fish. Then, drizzle the melted margarine on top.
6. Bake until the fish flakes easily with a fork, about 20 to 25 minutes.

### Nutritional Information: (per serving) Source: MyPlate

|                |       |
|----------------|-------|
| Total calories | 229   |
| Total fat      | 15 g  |
| Protein        | 21 g  |
| Sodium         | 95 mg |
| Carbohydrate   | 1 g   |
| Dietary fiber  | 0 g   |
| Saturated fat  | 3 g   |
| Total sugars   | 0 g   |

This article is intended for informational purposes only and is not intended to be exhaustive, nor should any discussion or opinions be construed as professional advice.

Readers should contact a health professional for appropriate advice.

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# MENTAL HEALTH MINUTE

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## The Relationship Between Nutrition and Mental Health

The link between nutrition and mental health is becoming increasingly clear as research continues to show how profoundly food influences the brain. Nutrients affect everything from neurotransmitter production to inflammation levels, gut health and blood sugar stability. When these systems are supported, people often experience steadier moods, sharper thinking and better emotional resilience. While nutrition isn't a replacement for professional mental health care, it forms a powerful foundation that can enhance overall well-being and complement other forms of support.

Try the following nutrition tips to support a healthy mind:

- **Prioritize whole, minimally processed foods.** Choosing whole foods, such as vegetables, fruits, whole grains and lean proteins, can help stabilize blood sugar levels, which can prevent the mood swings and irritability that often follow highly processed meals. By reducing the intake of processed foods, you create a more stable internal environment that supports emotional balance.
- **Eat a variety of colorful fruits and vegetables.** Colorful produce is rich in antioxidants, which protect brain cells from oxidative stress, a process that can contribute to cognitive decline and mood disorders. Additionally, fruits and vegetables provide vitamins like folate and vitamin C, which are essential for the production of neurotransmitters such as serotonin.
- **Stay hydrated.** Proper hydration is essential for maintaining concentration, memory and overall cognitive function. Drinking enough fluids throughout the day can prevent the mental fatigue and emotional instability that often accompany dehydration.
- **Be mindful of caffeine intake.** Caffeine can be helpful in moderation, but excessive intake may disrupt sleep patterns and increase feelings of jitteriness or anxiety. Because sleep is essential for emotional regulation, too much caffeine can indirectly worsen mood. Being mindful of timing and quantity, such as avoiding caffeine late in the day, can help maintain balanced energy and support better mental health.

March is National Nutrition Month, so it's a great time to ensure you're eating well for your body and mind. For further nutrition guidance or support, contact a registered dietician.

## Research Links the Use of AI With Depression and Anxiety

As artificial intelligence (AI) tools become embedded in daily life, a growing body of research is raising concerns about their potential impact on mental well-being. A [recent study](#) suggests that frequent or emotionally driven use of AI chatbots may be associated with higher rates of depression, anxiety and irritability among U.S. adults. While researchers emphasize that these findings show correlation rather than causation, the patterns have sparked questions about how people are using AI and what that means for mental health.

Given the emerging evidence, mental health professionals encourage mindful, balanced use of AI. Consider the following tips for using AI responsibly:

- **Avoid using AI as your primary source of emotional support.** General-purpose chatbots are not replacements for trained mental health professionals.
- **Be critical of AI-generated advice.** AI can make mistakes, misunderstand context or provide responses that are unhelpful or emotionally risky.
- **Use AI as a tool, not a companion.** Keep interactions task-focused (e.g., writing help, research summaries) rather than relationship-driven.
- **Check in with yourself emotionally.** Notice whether AI use leaves you feeling calmer, or more lonely, anxious or dependent.
- **Set time constraints.** Limit AI conversations during periods of stress to avoid habitual or compulsive use.
- **Seek human connections.** Prioritize talking with friends, family or colleagues when you need support. AI should supplement, not replace, human relationships.
- **Consult professionals when needed.** If you're experiencing persistent depression or anxiety, human clinical care remains the safest and most effective option.

As AI continues to evolve, researchers will continue to monitor its effects on daily life and mental health. If you are struggling with feelings of anxiety or depression, consider reaching out to a mental health professional who can offer guidance and support.

## Build Healthy Habits With “Wellness Stacking”

Building healthy habits doesn't have to mean overhauling your entire lifestyle. In fact, small, meaningful changes are often the most sustainable. That's the idea behind wellness stacking, a method that helps you build better routines by pairing new habits with behaviors you already do every day.

**By linking a new action to an existing routine, you create a simple structure that makes healthier choices easier and more automatic.**

Wellness stacking works because your brain thrives on predictable patterns. Existing habits, such as brushing your teeth or making your morning coffee, act as “anchors.” When you attach a small wellness habit to one of these anchors, your brain begins to connect the two behaviors. Over time, the new habit requires less effort because it becomes part of an established routine. This reduces the mental load of having to remember to be healthy and makes consistency feel natural rather than forced.

Getting started with wellness stacking is simple. First, identify your daily anchor habits—the things you do without thinking. These might include waking up, sitting

down at your desk, eating lunch or winding down at night. Next, choose a small wellness habit that aligns with your goals, such as drinking a glass of water, stretching for one minute, taking a brief walk or practicing a few deep breaths. Attach the new habit to the existing one using a clear structure. Then, keep the new behavior small, easy, and repeatable to help it stick. Here are some examples of habit stacks:

- After I wake up, I will drink a full glass of water.
- While my coffee brews, I will do one minute of light stretching.
- When I sit down at my desk, I will take five deep breaths.
- After lunch, I will take a five-minute walk.
- Before brushing my teeth at night, I will write down one thing I'm grateful for.
- After I turn off the TV, I will prepare water or snacks for tomorrow.

By connecting tiny wellness habits to moments already built into your day, you can create sustainable changes. Reach out to a health care professional for further guidance.

## U.S. News & World Report Reveals Top 2026 Health Trends

This year, U.S. News & World Report (U.S. News) replaced its long-running Best Diets annual rankings with a **Top Health and Nutrition Trends** report. The findings reflect survey results from a panel of 58 experts, including doctors, dietitians and health researchers. The experts were asked which emerging health trends would have the greatest impact in 2026. Here are their top predictions:

- 1) **Expanded use of glucagon-like peptide-1 (GLP-1) drugs**—About 1 in 5 adults have used GLP-1 medications, and usage rates are rising as costs decrease and pill versions of these formerly injectable drugs become available. GLP-1's popularity will grow as its use broadens beyond obesity and Type 2 diabetes, tackling other conditions.
- 2) **Integration of artificial intelligence (AI) and wearable technology**—Wearable tech can reveal simple health information, and can provide real-time information and personalized recommendations when paired with

AI. Many people are opting for smartwatches and smart rings that track metrics, such as physical activity, sleep and food.

- 3) **Greater use of “food as medicine”**—While this concept isn't necessarily new, it does recognize that the foods consumed directly impact health. Experts predict a return to the basics of whole, nutritious food this year.

While plant-based food, sustainable sources and meat alternatives used to dominate the U.S. News's diet rankings, those trends landed at the bottom of this new health report. Today's reality is that more people are focusing on ways to incorporate animal products they consider sustainable and ethical.

Consult your doctor for more information about these health trends or for guidance in setting your own health goals for the year.

## Understanding Kidney Health

March is National Kidney Month, making it a great time to take charge of your health by lowering your chances of developing kidney disease. Kidneys filter blood to remove waste products and excess water, creating urine. They also produce vital hormones that help create red blood cells, promote bone health and regulate blood pressure.

- kidney disease:
- Diabetes
  - Family history of kidney disease
  - Heart disease
  - High blood pressure
  - Excess weight
  - Smoking

Taking care of your kidneys is essential because they work continuously to keep your body healthy. Regular testing can help detect early signs of kidney issues, while limiting over-the-counter pain relievers reduces the risk of kidney damage. Healthy habits, such as daily exercise, plant-based protein and hydration, support kidney function and can help protect your kidneys for the long term. Contact your doctor for more information about kidney health and warning signs of kidney disease.

**The National Kidney Foundation reports that 1 in 3 adults are at risk for kidney disease.**

Kidney disease is the 9th leading cause of death in the United States. Today, 14% of adults are affected by kidney disease—and 90% of them don't know it. Most won't have symptoms unless their kidneys fail. There are some physical signs of kidney disease, but most people attribute them to other conditions. Here are risk factors for



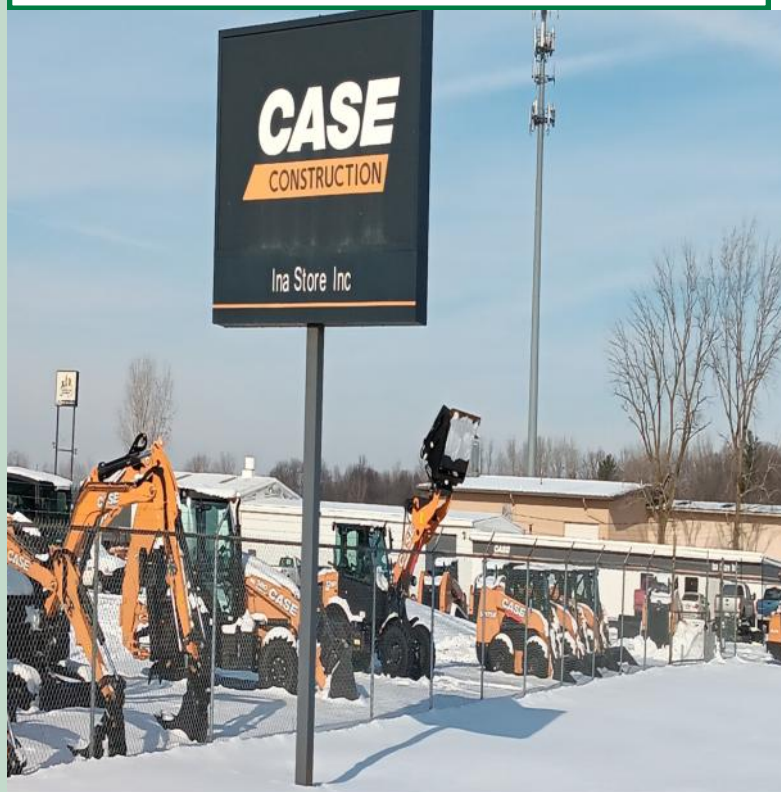
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This article is intended for informational purposes only and is not intended to be exhaustive, nor should any discussion or opinions be construed as professional advice.

Readers should contact a health professional for appropriate advice.

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