

# SR SADOFF IRON & METAL INFORMER

PEOPLE, TEAMWORK, EXCELLENCE

ISSUE

Q3

VOLUME 17

## To all Sadoff Associates:

The vision of Sadoff Iron & Metal Company is to be the Preferred Choice in Recycling and our mission to accomplish this is to incorporate customer focus, attain operational excellence, find innovative solutions and manage risk. We do this through investment in our people, teamwork and adhering to the standards of excellence.

Continuous improvement of our system and programs is an integral part of us realizing our vision and mission. With this said we are moving away from a stand-alone, quality based, system based in ISO 9001:2015 and enhancing our standards of excellence with investment into an integrated management system (IMS). This new approach will build on our current quality based ISO 9001:2015 program and align our quality, safety and environmental management activities through certification to the ISO 14001 and OSHAS 18001 standards respectively. This enhancement will become the new foundation of our IMS.

### Safety, satisfaction and prevention of pollution for this we are all accountable.

In our journey to be the preferred choice and meet our above policy we are committed to:

- Complying with customer, legal, regulatory and other requirements related to our products/services, processes, environment, occupational health and safety and commitment to continually improve the effectiveness of the integrated management system, keeping in mind the community, standards of excellence and technological advancements.
- Monitoring our performance using performance metrics to continually improve our processes and services.
- Promoting the understanding of our customers' (both internal and external) needs and expectations, in combination with a culture of exceeding customer expectations.
- Prevent or reduce pollution and waste, and the conservation of natural resources by their responsible and efficient use in all our operations.
- Provide and maintain environmentally friendly, safe and healthy work facilities through incorporating the utilization of operational procedures, safe systems and methods of work.
- Develop and maintain a highly motivated work force trained for effective management of health, safety, environmental and emergency situations.
- Preventing unintended incidents and accidents at all company locations and jobsites.
- Utilizing our integrated management system (IMS) for all company processes everywhere, every time, without exception.



Mark Lasky



Jason Lasky



Brad Lasky

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## The New Sadoff Awards Program



In July, Gary Griessmeyer, Dave Casper, Jesse Gau and Brian Hilbert received the first Copper Awards. These four gentlemen have been involved with Project Grill for many years. They invest a lot of time into the project, in helping the local high school students with building their grills. We appreciate their enthusiasm and their involvement in the community!

In August, Steve Hartman got a Copper Award for his excellent customer service skills! Steve was directly responsible for securing an account from a competitor just by using his customer service skills!



At any time you want to nominate a fellow co-worker for a Brass award, contact their manager to discuss it with them, and together contact HR. The employee

will get a Brass Award, a \$25 Visa Gift Card. They will then be eligible for a Copper award the following month, which is voted on by The Preferred Choice team. Copper Award winners receive a framed Copper Award with their name on it, a \$150 Bonus, a \$100 gift card for the company store, a special parking spot and some kind of delicious treat for their department.

At the end of the year, we will be voting on The Annual Rudoy Award, which will be based on nominations. Up to four awards will be issued annually. Criteria for nominations spans a wide spectrum including, but not limited to:

- > Innovation
- > Entrepreneurial
- > Community Involvement
- > Industry Involvement
- > Customer Recognition
- > Safety Excellence

**SR** THE PREFERRED CHOICE  
**RUDOY AWARD**

**SR** THE PREFERRED CHOICE  
**BRASS AWARD**

Tammie Hanks – Fond du Lac  
Dale Gudex – Fond du Lac  
David Borsuk – Fond du Lac  
Tom Barnett – Fond du Lac  
Steve Hartman – Fond du Lac  
Jake Schneider – Fond du Lac  
Mike Tetting – Fond du Lac  
Erin Kyler – Fond du Lac  
Nicolas Perales – Green Bay  
Mark Griswold – Fond du Lac  
Matt Chapin – Fond du Lac Scott Street

Todd Machtig – Sheboygan  
Steve Kutz – Oshkosh  
Tone Gray – Oshkosh  
John Corrales – Omaha  
Bryan Heberer – Fond du Lac  
Laurie Darnick – Fond du Lac  
Jeremy Krueger – Fond du Lac  
Shawn Baker – Lincoln  
Marilyn Roach – Lincoln  
Steve Napoleone – Lincoln  
Chad Roeder – Oshkosh

**SR** THE PREFERRED CHOICE  
**COPPER AWARD**

### July

Gary Griessmeyer  
Dave Casper  
Rick Behlke  
Brian Hilbert

### August

Steve Hartman



## Anything to Protect Everything

Would you do ANYTHING to protect yourself or your family from harm? Most people answer with an emphatic "YES!" Protection comes as an instinct often unbounded in passion giving even the smallest of individuals super human strength in moments of identified danger. This instinct does not, however, offer the ability to react with the same zeal to unseen or potential for danger. What if the danger is tasteless, colorless, and odorless? There is a danger that exists to you and your family that you may not have done anything to protect yourselves from, and the solution is very simple.

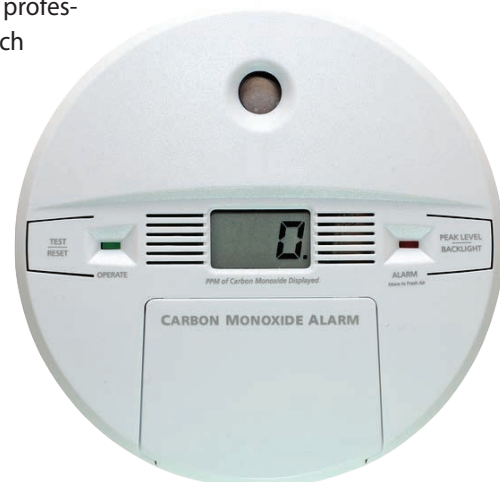
Several years ago, while working at a general contracting company I was part of a crew tasked with prepping a newly finished concrete floor for an industrial epoxy coating. A process we had completed a hundred or so times before. That day was cold but not unusual for the time of year in Wisconsin. The building was almost complete allowing us to work inside with the overhead doors closed and the newly installed heating units keeping things good and comfortable. After an hour or so of work I began to get a headache. Not unreasonable considering there were several large machines operating in the garage bay elevating the noise level considerably. I thought little of the causation and more on getting the task done to get out of the area. As our first break approached my head was pounding, not like a typical bad headache but something deeper pushing through my head to my spine. Conversations with the rest of the crew revealed we all had headaches in some degree or another. We spent our break outside of the room and as a precaution, we opened the overhead doors a third or so to offer some fresh air. I don't remember much after returning from that break. My head pounding so hard I couldn't focus. The next memory I have is waking in the ER with tubes down my throat.

I had passed out and quit breathing. Steve Crowley managed to pull me free of the building and called 911 before nearly collapsing himself. Steve rode out the two waves of hyperbaric treatment in a clear tube next to me. My blood levels for carbon monoxide were 20 times higher than a smoker (already high levels). Steve was not quite as severe but had high enough levels to require treatment. Carbon monoxide takes the place of oxygen in your system. The bodies chemistry will not release the carbon monoxide without being forced out. This is why hyperbaric chambers are used as treatment, to force oxygen to replace the carbon monoxide molecules trapped in the body.

The investigation would reveal a few key pieces of information. The heating system had been hooked up improperly, allowing contaminated air to build up in the building. Even opening the doors slightly did not allow enough pressure change to push the bad air out. The prolonged exposure lead to severe buildup of carbon monoxide. All the signs were there in hindsight, but no one recognized the danger. Any heating unit, commercial or home, has the potential for the same results. Blocked or snow-covered vents, broken air exchange runs, failing heating units, or leaking gas lines can all lead to releases of carbon monoxide into a home or business.

If you answered the beginning question with the standard "YES!", ask yourself another question; Do I have carbon monoxide detectors on each level of my home? You cannot see, smell, or taste carbon monoxide but the danger exists. Carbon monoxide affects everyone differently, but small children and non-smokers are most at risk. CO poisoning is characterized by headaches, dizziness, nausea, and confusion. Do something easy to protect yourself and your loved ones. Install carbon monoxide detectors on each level of your home as buildup can occur in different areas (especially near gas heat sources), get your furnace checked yearly by a professional, watch for buildup of snow around exterior heating vents, and watch for the symptoms of CO poisoning. If you live in a rental unit or apartment ensure you ask your landlord to identify where the CO detectors are and how to check them, to check any gas heating unit, and show you where the exterior vents are located. Contact Tammie Hanks at the FDL front desk to be entered to win a free CO detector. Will you do ANYTHING to protect EVERYTHING?

*Submitted by Jon Treleven*



## The Ferrous Market – Where's Aral?

Due to boisterous winds in the state of Florida, Aral asked if someone else could cover the Ferrous market in this quarters newsletter. Being the "new guy", I'm it! Understandably. Aral has some cleanup and repairs to do to his Florida home. Gratefully the damage wasn't too severe and he and his wife Mary are putting things back together.

What has been happening to the Ferrous Markets? Well, frankly not much. We have seen stable pricing since April, with a minor up-tick in August. September was expected to rise further but as the mills and marketplace assessed the supply, the result was no change. This all occurred and the price rise stalled in just a few days. What happened?

Psychologically, I think the disruption from the natural disasters took some of the enthusiasm from the market. We had 2 historic Hurricanes in the days leading up to the 1st of September. We were all awestruck by the news, the pictures and the thought of rain being measured in feet. It is hard to imagine all the scrap generated by the destruction. Half a million cars were reportedly destroyed in Houston by Hurricane Harvey. That would supply Sadoff for about the next 100 years in Auto Bodies. The non-ferrous marketers are estimating that 600-700 truckloads of Aluminum wheels alone will be generated by the damage. Staggering to think about, isn't it? In time, the replacement of cars, buildings, roadways, infrastructure, etc. will enhance the steel demand, followed by the scrap demand to replace what was lost. This is not something we'd wish for but this will have a big effect. This is especially true for our marketplace neighbors in the south and southeast. We must stay alert and diligent to anticipate the influence. The effects of the Hurricanes will unravel over the course of many months if not years.

Fundamentally the marketplace has ample scrap supply to meet the demand. It is thought that with automotive manufacturing reduced, this would be producing less scrap, especially the prime grades. This lead us to expect growing tightness for the low residual grades. We also saw continued interruption in the production of DRI (Direct Reduced Iron) a prime scrap substitute, produced by Nucor in Louisiana. Their extending outage had us all thinking scrap was going to trend higher. It's just been reported that mills arranged to buy pig iron from Russia and the Ukraine increasing the import of it in July by nearly 84%. Foreign sources of DRI were purchased resulting in a spike of over 62% increase in imports over June. When the mills presented their demand for material, the supply was available and ready to ship. Scrap flows in general were good throughout the country and the yards were amply stocked. No one resisted.

What does this all mean? It shows that there are countless psychological and fundamental impacts on the market. We only touched on a few of them. In the end, we do our best to weigh in the influences, communicate with each other and support our consumers to meet their demand in quantity, value and quality. That is the value Sadoff provides and the role it serves in the industry. Thank you for the warm welcome you have extended, and I am happy to be part of your team.

*Submitted by Andy Staebell*



## Singing Sunshine

Our neighbors at The Lutheran Home recently had a fundraiser for their "Walk to End Alzheimer's" team. You could buy "Singing Sunshine" for someone at the Lutheran Home, a resident or staff member for only \$5.00. This included a song and a sunflower, that was delivered on August 29. Money raised went towards the Alzheimer's Association to help Team LHHHS (Lutheran Homes and Health Services), as they Walk to End Alzheimer's. Through the generosity of the Fond du Lac office employees, \$200 was raised, or enough money for 40 people to get singing sunshine! Thank you to everyone for their participation and generosity.





## A RECIPE FOR HEALTH

### Sloppy Janes

*Sloppy Joes get a makeover with lean ground turkey instead of beef, plus plenty of zing from garlic, onions, peppers, tomatoes and hot sauce.*

**Prep Time: 10 minutes | Cook Time: 20 minutes**

**This Recipe Serves 8**

#### INGREDIENTS

Nonstick cooking spray  
1 medium onion, peeled and diced  
1 medium red bell pepper, seeded and diced  
1 clove garlic, minced  
1 lb lean (93% fat-free) ground turkey  
1 Tbsp tomato paste  
2 Tbsp Dijon mustard  
1 Tbsp hot sauce  
2 cups no-salt-added canned crushed tomatoes  
1 Tbsp honey  
1/2 tsp ground black pepper  
8 whole-wheat hamburger buns

#### DIRECTIONS

1. Add cooking spray to a nonstick sauté pan over medium-high heat.
2. Add onion, red bell pepper and garlic. Sauté for 5 minutes, stirring frequently.
3. Add turkey and sauté 5-7 minutes, stirring frequently until turkey is just cooked through.
4. Add tomato paste, Dijon mustard, hot sauce, tomatoes, honey and ground black pepper. Bring to a simmer for 5 minutes, stirring frequently.
5. Toast the hamburger buns. Fill each bun with 1/2 cup turkey mixture to make 8 sandwiches.

**Chef Tip:** This recipe freezes well. Portion into freezer-safe containers and freeze up to 6 months.

**Recipe Cost:** \$9.74

#### Nutrition Facts

**Serving Size: 1 sandwich**

Calories 250 | Carbohydrate 31 g | Protein 16 g | Fat 7 g | Saturated Fat 1.6 g | Sugars 10 g | Dietary Fiber 5 g  
Cholesterol 45 mg | Sodium 340 mg | Potassium 510 mg

**Choices/Exchanges:** 1 1/2 Starch, 1 Nonstarchy Vegetable, 2 Lean Protein



**SRI TEAM WELLOFF**  
*Scrapping Unhealthy Lifestyles*

# Safety Suggestion Award Winners

June | July | August

A reminder to submit your safety suggestions, not only for the \$25 that you get for each suggestion that makes it through implementation, but more importantly to make a difference for yourself, your co-workers and our customers. Below are safety suggestions that have been recently implemented, remember to thank the people listed for sharing their observations and ideas for making Sadoff a safe place to work.

1. Take the empty space back at the shredder on the wall next to the lunchroom and use this for a safety wall with information to help customers while back at the shredder. **Paul Hanson**
2. Install a mirror on gate entry to FDL south yard facing the south. This would help equipment operators see if traffic is coming from the south before exiting out into the street. **Rex Herrington**
3. Place an eyewash station at each end of the Truck Barn. Employees handle different types of fluids for their trucks. **Jim Titel**
4. Install signage and/or protective barrier for area by baler wire strapper as the wire can snap back towards operator or employee in area. **Mike James**
5. We should consider for the walk way for customer and truck driver foot traffic with the dispatch office switch. I'd like to put out a suggestion to have painted lines, footprints, dollar signs-something for customers to follow from the sidewalk back to the scale room. Whether its customers going for payment or truckers for paperwork it will give some guidance of where to go and keep them safe. **Laurie Darnick**



## Account Transitions



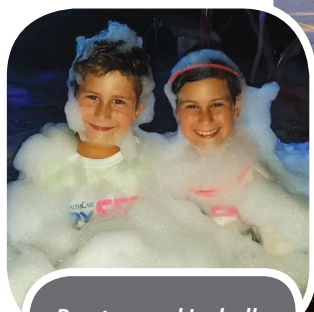
Continuous improvement is something that we strive to achieve at each new opportunity we encounter. One great example of this is our approach to acquiring a new industrial scrap account. In October of 2016 Mark Lasky utilized his network of peers which developed into a warm lead to prospect a large family owned industrial account; Sub Zero-Wolf Appliance located in Madison, Wis. The relationship began with a dinner and led to numerous meetings between our companies to court a relationship. We knew they wanted to make a change in their scrap supplier and we also knew that we wanted to be their preferred choice. The courting process took nine months, and involved a strategic team consisting of at least six departments (Trading, Trucking/Logistics, Operations, Purchasing, Maintenance, and Accounting) to showcase our people and capabilities and provide a level of comfort to Sub Zero to gain their trust and ultimately their business. While we were courting Sub Zero our trading team developed new methods to communicate who we are, how we do business, what to expect, how we execute, and how we respond to their needs. These innovations have led us to reengineer how we engage potential customers using repeatable processes and resources to better serve their needs. In addition, our trucking department took a calculated risk and preordered containers so we would be ready for the business when we were given the go ahead. Operations and accounting were tasked with showing Sub Zero representatives our operations and accounting functions so there was a clear understanding of who we are and how we operate and comply in the back of our "house". On a Saturday morning at the end of August, ten months after our initial contact with Sub Zero, we had a coordinated convoy of Sadoff trucks and containers ready to transition into our new account. It was awesome sight to see the culmination of our hard work and dedication by our staff, which provided a sense of pride to see our associates, our trucks, our equipment servicing an industrial account we had put so much effort into. Congratulations to everyone involved as you are an integral part of this success. The work is not done as this is only the beginning, and it is important to remember that your networks, patience, and teamwork WILL lead to new business.

*Submitted by Bradford Lasky*



*The Sadoff convoy delivering equipment to Sub Zero*





Preston and Isabella



Ron and Kieran



Sharon and Ron



Tammie and Dan



Chuck and Lorie

## Sadoff in the Community

On Saturday, July 29, thirteen Sadoff Team members participated in the 2017 Ready Set Glow event supporting the Fond du Lac YMCA. The Ready, Set, Glow is a neon, nighttime 5K walk/run event for the entire family. Participants came dressed in their favorite glow-gear and event t-shirts, attending pre-run festivities as they "got their glow on" at sponsored neon swag stations.

Waves of runners began the run just as the sun set, making their way around a music filled, double loop in Lakeside Park. They stopped along the way at blacklight GLOW ZONES, collecting more glow swag, and getting the full effect of their neon glow.

At the event finale walkers/runners were greeted with a Foam Finale Finish and illuminating post-run celebration.

This is the largest annual fund raiser event the FDL YMCA hosts.

Participants representing Sadoff included:

Charles Thurman, Lorie Bull

Ron Schlafer, Laurie Schlafer, Kieran Schlafer

Tammie Hanks, Dan Hanks

Sharon Unferth, Mike Zuehlke, Carrie Zuehlke, Isabella Zuehlke, Preston Zuehlke

Ron, Thank You for your leadership at the event, along with your granddaughter Kieran, and Thank You to Chuck, Lorie, Ron, Laurie, Sharon Tammie and Dan for volunteering at the swag tent.



## Wellness Committee

Recently I saw this and I thought it was a good way to introduce/update/invite everyone into the wellness committee world because it is truly a 'we' effort with the key focus being everyone's health.

My first introduction to the committee was when I decided to quit smoking 2.5 years ago. At first, I thought the only reason they wanted me to quit smoking was to keep the company insurance costs down. Over the next year and a half, I kept an eye on what the committee was doing. I watched some of the programs they rolled out such as Real Appeal, Walk the Walk, Stress Awareness Materials, and many others. I also learned about the incentives they provide to encourage participation, such as days of vacation, company recognition, and payment of enrollment fees. About 6 months ago my interest overtook my skepticism and I decided to join the committee. And now with 6 months of experience under my belt I can honestly say the focus of the team is employee health.

One of the best examples I can give is that the wellness program allows the definition of health to be flexible to the individual, we aren't all made the same. My skepticism made me think they wanted me to jog every night, become a vegan, and generally give up everything good in life. But again, I was proven wrong when I saw how the committee structured the programs to encourage and allow **everyone** to be successful. If your cholesterol is not what is 'prescribed' or indicates health risks, hey, they got ways to help. If you tend to carry a few more pounds putting you in the category of overweight (my crux) the program encourages you to see your doctor and talk about it and the committee is here to offer support and can help. Is your blood pressure higher than recommended? There is assistance to educate and help you and encourage changing some things in your diet to help and get ahead of the situation.

This brings me to my next point; doing these things and participating in the programs helps us all get better rates and even saves each of us some money. The focus of the Wellness programming is to get you involved with YOU.

I encourage you to start small, like participating in our Walk the Walk program, or, like me, you may simply watch your weight. This doesn't mean I eat like a bird or even miss out on ice cream it just means I 'watch' my weight. This way I can monitor my own personal description of 'healthy' talk it over with my primary care physician and set myself up to achieve, a long term, high quality of life. Isn't that what we all want, a good quality of life?

After 6 months on the committee I can say that is what they want for EVERYONE not just employees or employee family members but EVERYONE.

Monthly, the committee gets together for about an hour to discuss goal progress, what works what doesn't, brainstorm new ideas and ultimately make it as easy as possible for you to get involved with YOU! With that I would like to recognize the current standing volunteer committee for all their efforts and everything they do for wellness. Melissa Ryan, Tanya Smith, Sandy Morrissey, Katie Pfeifer, Markay Cunningham, Roger Nuthals, Julie Schwantes, Mary Lohry, Brian Hilbert, Steve Penzenstadler, Steve Crowley, Rena Bulatao, Amber Altenhofen and Lenore Epp. These team members not only take an hour a month to get together they also spend hours during the month researching ideas, creating documents, compiling stats and working on projects. This goes above and beyond their regular work duties and often comes on off hours, all in the name of wellness for everyone.

*Currently the committee has a couple of goals that they would like for you to be aware of in the hopes that you participate and even maybe, just maybe, decide to join the team!*





## Weight Loss Goals

- ✓ Real Appeal program, we monitor this quarterly and look to increase enrollment.
- ✓ Biggest loser contest, you will be seeing some info on this real soon.
- ✓ Sadoff cookbook, we are looking for any and all recipes, please submit one or as many as you like to Lenore Epp at [eppl@sadoff.com](mailto:eppl@sadoff.com)

## Physical Activity

- ✓ Walk the walk, results will be coming soon let's cheer on those competing.
- ✓ Walk / Run sponsorship, the company often sponsors participation (please ask)

## Reduce High Blood Pressure

- ✓ Blood pressure awareness, we are hoping the equipment gets used and the handouts are read. We will be considering a contest to encourage the use of the cuffs.

## General Health Awareness Campaign

- ✓ Flu Vaccines & Tetanus shots
- ✓ Carbon Monoxide detectors
- ✓ Back Safety
- ✓ Community Service
  - Project grill
  - Lutheran home sponsorship
  - Humane society

Whatever choice you make they are ultimately yours – for more information on our wellness programs please ask your manager. If you have an interest in learning about volunteer options for the committee, please contact any member of the team at any time.

*Submitted by Markus Mcdonell*





## From the Newsletter Archives

*This story was originally published in our company newsletter in March 1998*

### Waupaca Foundry Thank You

March 2, 1998, Sheldon Lasky was sent a letter from Tony Lewis, senior buyer at Waupaca Foundry. His letter stated the following: "I received a phone call from Aral Eaton on 2/27/98. He informed me that your sorting crew had found a piece of square tubing on the sorting table that was enclosed and very heavy. After not being able to move it, the sorting table was shut down and the piece removed. It was taken and sheared and found to be full of lead. Aral said that the piece that was sheared weighed about 700 lbs., which would make the whole piece about 1200-1500 lbs.

You may already know about this incident, if not, this is to inform you that each of these men should be congratulated on a job well done. On behalf of Waupaca Foundry, I would like to say Thank You. Please accept these items for the men on the sorting line as a token of our appreciation. This is the type of teamwork that keeps both our companies growing. Thank you again. P.S. a piece of lead that size would probably have cost Waupaca Foundry about three days production."

This scenario really demonstrates the importance of all our jobs, how communication is vital and the customer appreciation for our alertness and responsibility. Everyone should give himself or herself a pat on the back for a job well done!

*This story was originally published in our company newsletter in March 1997*

### 50 ways to Say, "I Love You" to Your Children

1. Say "I Love You" to your child every day in many ways.
2. Give yourself a 10 second time out before dealing with your child when you are angry.
3. Take a walk with your child, talk about the sights and smells along the way.
4. Look for a rainbow, a pretty leaf, a perfect spider web...
5. Work a puzzle with your child.
6. Listen to your child's laughter. (Bet you feel a smile coming on!)
7. Visit a library with your child. Pick out some books to read together and some records to listen to together.
8. Make cookies with your child, then have a party to eat them together.
9. Ask your child to draw a picture that says, "Love in the family."
10. Read the comic section of your Sunday paper together.
11. Be sure to pay attention when your child talks to you.
12. Make a list of positive words. Refer to it often when talking to your child.
13. Make up stories to tell your child.
14. Have your child make up stories to tell you.
15. Plan a trip to the zoo. Find pictures of zoo animals and talk about them with your child.
16. Learn a new song with your child. Sing to your child often. Teach your child the songs of your childhood.
17. Involve your child in preparing a special meal.
18. Make bread from scratch on a rainy day.
19. Set a good example for your child by never using words that hurt.
20. Talk to your child about what to do in case of an emergency.
21. Declare "EVERYDAY a HUG DAY" and ask for hugs for yourself.
22. Go outdoors to play with your child, enjoy the fresh air.
23. Help your child keep your home clean. Start with easy chores that your child can do.
24. Watch a television program with you child. Pick one that is age appropriate and talk about it afterwards.
25. Go to a park - EVERYONE PLAY
26. Praise your child every day.
27. Model and teach your child not to use hitting to solve problems.
28. Get together with other parents. Share experiences.
29. Do something nice for yourself. Have a trusted friend watch your child.
30. Find something to laugh about with your child every day. Give yourself permission to be a little silly with your child.
31. Display your child's artwork prominently and proudly.



32. Take a few minutes to sit and rock your child when you both feel like resting.
33. Invite your child's playmates to your home; then provide a safe place to play.
34. Most children love water. Take a walk in the rain, go swimming, play with bubbles, get out the sprinkler, find cups, funnels and plastic toys for bathtub fun.
35. Take your child to a museum. Talk about what you see. Answer questions carefully.
36. Pack a picnic lunch together. Cut sandwiches into interesting shapes; make "veggie creatures."
37. Tell your children special stories about their own beginnings – how they looked, cute things they did as tiny babies – things that make them unique in all the world.
38. Think up your own "field trips." How about your local firehouse, a pumpkin patch, an apple orchard, a farm...
39. Rent a movie that you can enjoy with your child. Make popcorn and have your own Saturday Night at the movies.
40. Help your child look forward to bedtime. Develop a quiet ritual that could include a warm bath, warm towels, a bedtime story, some cuddling and/or a healthy snack.
41. Have confidence in your children so they can develop a sense of self-confidence.
42. Play all kinds of music for your child. Sing and dance to the rhythms together.
43. Give your child choices. "Do you want to help clear the table or wipe the dishes?"
44. Remember to say, "I'm Sorry" to your child.
45. Reinforce positive behavior.
46. Teach your child to solve problems. Ask "What do you think we should do?"
47. Give yourself a break – sit down and read a novel, have a cup of coffee, watch television for a few minutes, do some exercise.
48. Consider your child's point of view and respect it.
49. Tuck a love note in your Child's lunchbox, backpack, coat pocket or under their pillow.
50. Hug your child every day.

## Welcome to the Team – You are Our Preferred Choice



*Andrew Staebell – FDL*



*Ryan Dittberner – FDL*



*Taylor Schuhart – FDL*



*Jan Ciesznski – Oshkosh*



*Pele Lee – Sheboygan*



*Randy Lackey – FDL*



*Joseph Thomas – FDL*



*Kevin Kimpel – FDL*

*Matthew Weirman – Omaha : no photo*

*Bradley Koehler – FDL: no photo*



## Avoiding the Safety Surge

**Several actions create a safe work environment.** First, we identify our hazards, then we make every attempt to eliminate or control them. Next, we discuss/train what precautions to take to prevent (control) them. Finally, we constantly observe and correct our changing worksite conditions and behaviors to ensure no incidents occur. Doesn't that sound simple?

In almost 20 years of working to prevent injuries I have learned that it is a simple 'concept,' but not that easy to achieve. It takes constant awareness to ensure these components are in place, but like life in general it gets away from us quicker than we notice. *Creating a worksite where nobody gets hurt is the goal, and the key is persistence to that goal.* **Hazards that cause unsafe conditions must continually be looked for, corrected and monitored to reach the goal.**

As we have conducted various safety audits throughout the past months, I am pleased to say that several times we have very good results (meaning: no observable safety concerns). Then, employees get hurt, we have a bunch of similar incidents occur or OSHA shows up for an inspection. Then...everyone gets excited. This condition is known as a **"Safety Surge."**

The Safety Surge occurs because we can tend to focus on the day-to-day goal of production tasks and **let safety go until it HAS to be done.** *Notice I used the word 'WE?'* When talking to our employees I find that we are good at production, but we **don't always understand how to make the job safe.** We need to look at the training (read: tools) we provide; also ensuring that everyone from the top on down is consistent when it comes to getting the work done yet identifying hazards and *putting safety in equal priority.*

**Our Managers and Supervisors are key factors to preventing Safety Surges.** In doing so, they understand the importance of consistently maintaining a workplace free of hazards. They are also able to identify root causes and not just *recognize unsafe behaviors.* Good supervisors work **WITH** their employees and engage them. Building our Safety Culture means that *EVERYONE needs to play a part.*

To prevent the Safety Surge, *ALL employees (from the CEO to the newest employee) should be trained in hazard recognition and control so that they know how to prevent injuries.* This is one of the main reasons why we have employees perform safety audits with their Manager. **You should always feel empowered** that you can *stop anyone or any process if you truly feel safety is being compromised.* This is not all it takes to create a safe workplace, but **without** building a positive, hands-on **Safety Culture**, we are certain **to have Safety Surges.**

Above, I've bolded portions to show factual statements and observations. Some sentences were written in *italics* to identify action items we ALL can use to build our Safety Culture. Our employees are our most important asset...we need you, and most importantly of all, *we (and your family) need you safe and healthy.*

*Submitted by Jerry Heitman*





## Summer Corn Hole Competition

Congratulations to Chuck Thurman our summer Corn Hole Champion in Fond du lac.



Chuck Thurman, Jesse Gau, Brian Hilbert, Steve Crowley



Chuck the Champion



Brian and Chuck



Jesse and Chuck

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# New Installations

## E-Recycling

The company has acquired 2 combination new hard drive/solid state drive shredders. These units will assist in the growth of the data destruction side of the electronics recycling business. One unit is housed at our Oshkosh facility while the other, which was purchased with the assistance of a \$10,000 grant we received from the Nebraska Recycling Association, will be housed at our new Nebraska facility.



The shredder tears apart hard drives which makes any data irretrievable. These units will allow us to meet certification and customer requirements.



**SR** SADOFF IRON & METAL COMPANY  
THE PREFERRED CHOICE IN RECYCLING

### ▪ Respect

We will respect each other and listen with an open mind

### ▪ Communication

We will provide complete, impartial and timely information to each other.

### ▪ Teamwork

We will work together in the best interests of the company.  
We will address conflict with an individual directly, constructively and confidentially

### ▪ Trust

We will build and encourage trust with each other

### ▪ Recognize

We will actively recognize and celebrate successes

### ▪ Honesty

We will be upfront, honest and direct  
We will call each other on any violation of these Rules of the Road



## Shredder Project

In August, the shredder was down for a week for our maintenance team to install a new infeed chute, and while the machine was down they also spruced it up with a new coat of paint. This project was a very large undertaking and required a team effort from our operations, maintenance and trading teams.



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## Milestone Anniversaries

Thank you for your years of service!



*Steven Crowley – FDL  
5 yrs.*



*Ronald Schlafer – FDL  
10 yrs.*



*Sharon Unferth – FDL  
10 yrs.*



*Dale Snortum Jr. – FDL  
10 yrs.*



*James Herbst – Oshkosh  
25 yrs.*



*Michael O'Connor – FDL  
40 yrs.*

# Thank You!