

SR SADOFF IRON & METAL INFORMER

ISSUE

Q1

VOLUME 20

PEOPLE, TEAMWORK, EXCELLENCE

Letter from the CEO March 2020

As I write this on March 20, we are in the midst of the Coronavirus Pandemic. The Big 3 automakers announced they have stopped production until March 30. We are working under social distancing recommended guidelines and in many cases, remotely.

Despite these challenges and unknowns, the can-do attitude, ingenuity and teamwork that I have personally witnessed from all our Sadoff locations has been incredible.

This is an unprecedented time, and the care for each other and the dedication and professionalism shown in the face of adversity has been inspiring.

When the pandemic recedes, and it will, we will emerge stronger, more flexible and smarter than we were before.

Your work is important and needed for our community and our country. We allow for the efficient production of needed supplies, components and parts. We provide the raw materials necessary to produce products that are essential to health care, transportation, agriculture, defense, and production.

It has never been more evident – at Sadoff, **WE ENHANCE THE QUALITY OF LIFE BY CREATING SECURITY THROUGH SUSTAINABILITY.**

My hat is off to all of you! Best personal regards,



Mark Lask
Chief Executive Officer

- Safety Suggestions
- Focus = Results
- Honors and Recognitions
- WI Motor Carriers Association
- Snow Teams
- The Value of a Customer Testimonial
- Quality – It's a Culture
- Brass, Copper & Rudoy Awards
- Crossword Winners
- Continuous Improvements – GB
- Slow-Cooker Flank Steak Tacos
- Real Appeal
- Collaboration = Teamwork
- Realigned in Wellness
- Hand Washing
- Netiquette
- Milestone Anniversaries



Safety Suggestions

Reminder that submitting a safety suggestion to Jerry, you automatically qualify to receive a \$25.00 reward for each suggestion that is implemented. Simply share your written suggestion with your supervisor or directly to Jerry...It's that simple! If you see any of the below people around – consider thanking them for their efforts to help make Sadoff a safe place to work.

These were recently explored or implemented.

1. Could we get some of the white/red DOT tape put on the catwalks east & west side infeed to give some depth to them. Catwalks are the same color as the infeed & when its smoky, snowing, or dark sometimes difficult to tell exactly where they are. **Paul Hanson**
2. Install a ladder of some sort for PU34. They need to climb up into the bed to tarp and un-tarp the salt spreader. This would help alleviate injury potential. **Steve Neu**
3. Place a curbing or have WM dumpster periodically checked to ensure it is not placed/pushed limiting emergency egress for FDL office building. **Jeff Immel**
4. I am suggesting a color-coded map of the buildings in the yard to direct vendors when they are here for the first time or if they need to work in a new area. It would help with giving directions for myself in reception and for anyone who covers up front. I think this could improve safety in the yard as visitors could be given a map at check in and/or be given more accurate directions before they head out. **Raquel Lord**
5. Place signage in the breakrooms/lunchrooms not to place any used/dirty PPE (gloves, hard hats, coats etc.) on the tables and food prep areas. Reason would be to keep yard dust and grime from all the metals in the yard from getting on eating surfaces. **Mike Weinkoetz**
6. Remove the drinking fountain in the FDL Maintenance shop as it cannot stay clean and is a hygiene concern. **Jesse Gau**
7. Place the location of all gas shut offs on emergency action maps. **Jim Schnuelle**

Focus = Results

Backing Safety Milestone Recognition

At the close of business on December 20th, 2019 the Nebraska Sadoff driving team reached an important milestone by completing 500 business days, over a 2-year period, without a caking related incident. The team, comprised of David Ladman, John Wendelin, Lucius Hageman and Trenton McDonald, accomplished a noteworthy feat considering the hazardous nature and adverse conditions that are prevalent in our industry. Their overall patience, attention to detail and outstanding job competency are what has guided this team to achieve success in an area that is commonplace for misstep. The efforts made by these four gentlemen signify excellence on themselves and the Sadoff Iron & Metal Company. They embody our safety policy: "Safety, satisfaction and prevention of pollution, for this we are all accountable."

Congratulations on this milestone - here's to another 500 days!



Honors and Recognitions



Melissa Ryan selected as committee chair for Mac Casualty

Melissa Ryan, our Vice President of Human Resources, has been selected to be the next chairperson for the Risk Control Committee of our captive insurance company, MAC Casualty. Sadoff has been a member owner of the MAC Casualty Insurance company since 2001. A "captive insurer" is generally defined as an insurance company that is wholly owned and controlled by its insureds; its primary purpose is to insure the risks of its owners, and its insured benefit from the captive insurer's underwriting profits. Sadoff obtains the following lines of insurance through our participation in the captive program:

- Workers Compensation Insurance
- Auto Insurance Including Auto Liability
- General Liability Insurance

The Captive Program relies on its member owners to be diligent in their safety performance by providing proactive safety measures such as comprehensive employee training, equipment that is maintained in good condition, and other best safe management practices. If Sadoff trends lower and incurs less losses than the company pays out in premium the company can obtain insurance that is less expensive than the traditional insurance market, which provides an opportunity to realize significant cost savings.

The risk control committee, which will be led by Melissa, for the next 2 years, makes recommendations for the board of directors to consider formally adopting in order to ensure that its members are honoring their responsibility for providing strategic workplace safety.

Congratulations Melissa, thank you for your continued involvement in our insurance programs.

Patrick Rentmeester completes Moraine Park STRAT 2.0 Program

Recently our corporate controller, Patrick Rentmeester, completed the Moraine Park Technical College STRAT program. The STRAT program was created to provide necessary training, locally, to help develop the skills of leadership necessary to navigate the new economy. Participants are sponsored by their employers and organizations to join in cross-functional activities that help them link strategy and execution to achieve measurable results within their organizations. Congratulations Patrick on your achievement in completing this dynamic program.

The Keynotes of the STRAT 2.0 program are below:

- **Assessment** – the program begins with a 180 degree assessment designed to identify strengths and opportunities for individual development. An individual action plan is created to guide the development of the participant and is reviewed with the program sponsor.
- **Sponsorship** - Sponsors are an important part of monitoring participant achievement. Employers assign sponsors from within their organization to recommend, and then engage and monitor the participants' achievement. They are a bridge between the program learning and practical application within your business.
- **Workshops** - A series of workshops provide the participants with opportunities to build on their leadership skills, improve communication skills, learn the basics of team alignment, engagement, performance and motivation, and development of skills to become a strategic partner within their organizations.
- **Professional Coaching** - One-on-one coaching from experienced business leaders is a significant part of the STRAT 2.0 program. The coach acts as a guide, ally, and advocate for the participants, assisting in identifying projects, providing 180° review and feedback and fostering ongoing networking relationships.
- **Project Design** - Each participant will design a project that crosses several functional areas of their organization. The projects will enable participants to define clear objectives, apply and refine the skills they have learned and produce measurable results within a defined timeframe.
- **Networking** - The STRAT 2.0 program engages participants in a range of networking events, which are key to professional achievement and ongoing positive business development. Participants hone skills in Peer Networking, Social Networking, Community Resource Networking, Presentation Skills and Analysis of Project Metrics.
- **Recognition** - The STRAT 2.0 program was awarded the Best Practice in Programming by LERN (Learning Resources Network) in October 2012. STRAT also received Honorable Mention for its Business and Industry Partnerships from NCIA (National Council of Instructional Administrators) in April 2012.





Congratulations to our 16 outstanding Sadoff drivers for being recognized in the Wisconsin Motor Carriers Association President's Safe Drivers Club.

- Mike O'Connor
- Pete Wilson
- Jim Baetke
- Rick Rhodes
- Gerald Brown
- Mark Raether
- Steve Hartman
- Duane Kuhlow
- Mike Steinke
- Elton Westhous
- Todd Machtig
- Mike Tetting
- Bryan Heberer
- Doug Lipp
- Eric Kramer
- Dale Snortum

Congrats!

The President's Safe Driver Club was established in 1996 by the Wisconsin Council of Safety Supervisors as a means to recognize safe professional truck drivers in the State of Wisconsin who work for members of the Wisconsin Motor Carriers Association.

To be eligible for this award, a driver must be a full-time employee or permanent leased operator who lives and drives in Wisconsin, or a full-time employee or permanent leased operator reporting to, or being dispatched from, a terminal within the State of Wisconsin who drives a minimum of 10,000 miles on the public streets or highways of Wisconsin annually.

To be eligible for the first year of membership in the President's Safe Driver Club, the driver must have 36 continuous months of service with the same employer as of March 31 of the nominating year. In addition, the driver must have no accidents, whether on or off duty, and a clean Motor Vehicle Record indicating no traffic citations, whether on or off duty. The driver must then be nominated for the PSDC membership by a company official. After initial membership has been earned, the driver may accrue additional credits for each consecutive year of safe driving under compliance with these rules.

Lunches are held around the state in February and March to present these awards. Our regional lunch was held on Saturday, March 7 at the Osthoff Resort in Elkhart Lake, WI.

Thank You to our Snow Teams

During the winter months, our scrap operations often deal with what seems like a never-ending challenge of managing the cold, snow and ice with regard to keeping our equipment running and our materials moving to and from our suppliers and consumers. Keeping up with the snow removal and managing icy conditions can be a thankless job. Many of us show up to work to find the driveways and sidewalks already plowed and salt spread where needed to assist in our employee's safety. When we have larger snow events it becomes a "project" for all hands on deck to get us dug out, and for this we appreciate the efforts of everyone who plays a part in this work. Each of our facilities has a designated snow team that puts in the extra time and effort to help clear areas and ensure the safety of everyone during these challenging periods. Your efforts do not go unnoticed and we want to recognize each of you for the time and effort you put forth.

Thank you to our snow teams!



*Manitowoc Snow Team
Kris Schmeider, Mike Kocourek,
Eddie Bautista, and Taylor Danielson*



*Oshkosh Snow Team
Tone Gray and
Carter Augsburger*



*Sheboygan Snow Team
Dave Eirich, Jim Schnuelle,
and Travis Moehring*



*Omaha Snow Team
Brice Borgman, Mike Joyce, John Corrales*



*Green Bay Snow Team
Bill Hanselman, Jesse Moffatt, Jason Adlebush, Roger Nuthals,
Tom White*



*Fond du Lac Snow Team
Mike Lueck, Rob Wilkum, Terry Kimpton, Chris Leisering, Chris Rapp,
Dave Fisher, Steve Neu, Trace Hoover, Rex Harrington, and Brian Hilbert*



*Lincoln Snow Crew
Josh Wagner, Steve Blankenbaker, Ryan Bugay,
Shawn Baker, Steve Hetrick and Kyron Rosno*

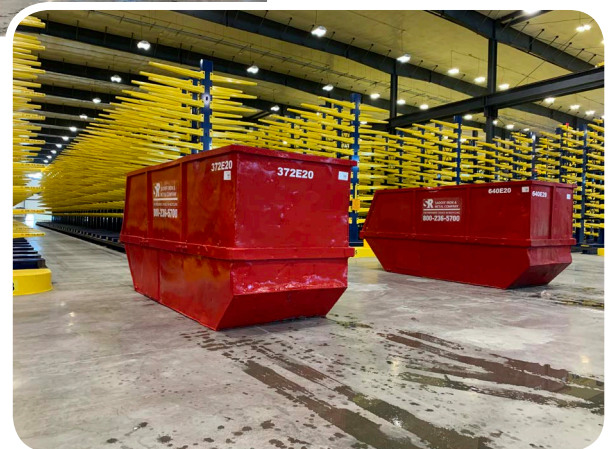
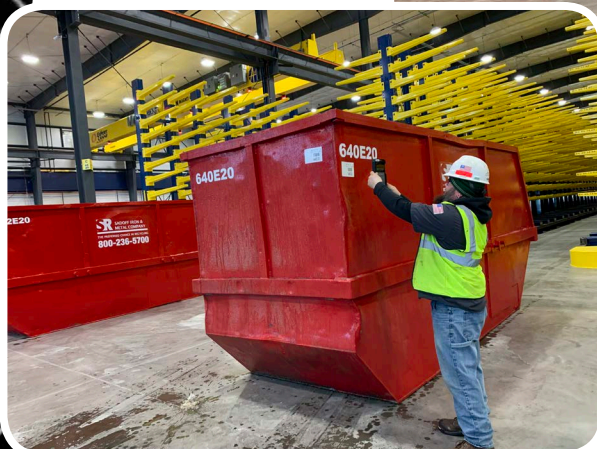
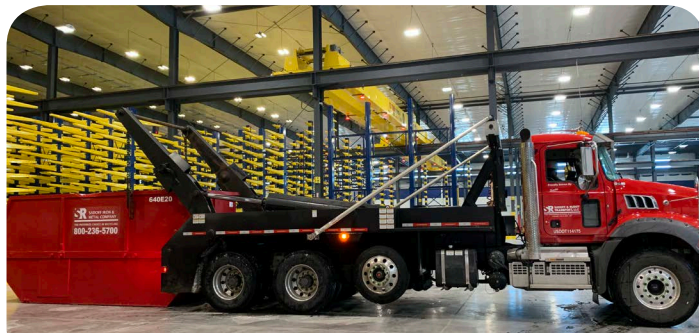
The Value of a Customer Testimonial

Customer testimonials are becoming more and more important in providing confidence for people making decisions about which providers to use for their needs in obtaining products and services. In the online space, people are familiar with searching reviews to understand how a product or service was received by any number of clients. It can be challenging for a company like ours to get our customers to put their feelings in working with us into writing; however, when we find those companies that understand and appreciate the total value that we provide them it can make it easier to have the conversation. We want our buying staff to be aware of our positive reviews and to share this in their efforts to prospect new business for Sadoff. There are a number of ways to do this. We promote our testimonials on our social networks, both LinkedIn and Facebook, which the general public can see. Additionally it helps for us to share those posts within our own professional networks to gain more exposure. Our testimonials can also be provided to our prospect customers as a reference – our buyers are encouraged to incorporate those references into their packet of materials that are given to each prospect customer. If a company wants to inquire with another company about what it is like to work with Sadoff they have the opportunity to connect with one of our existing customers. This can be a powerful tool in assisting our buyers to be successful in their objectives by winning new business and supporting our vision of being the preferred choice.

One of our industrial scrap metal suppliers, Alro Steel, was in the process of moving to a new, larger facility in Oshkosh, WI. Our services were needed to deliver new scrap collection boxes to their new location in preparation for their move. Our logistics team was able to get some really nice pictures of our containers being delivered and it was this that triggered the thought to ask if someone from their company would be willing to simply provide a quote on how they view our service and relationship. Their general manager, Judi Williams, was invited to provide us a quote and we requested her permission to share her response and a few of the pictures we got. She was happy to take our request to the appropriate level in their company and happily confirmed that we could use and share both her words and our pictures. The result is below which we are promoting via our social media networks and our buyers can also utilize this for their own strategic purposes as well in sharing a qualified reference with their managed and prospect accounts.

“Alro and Sadoff have had a working partnership for many years. We have always found Sadoff to be a dependable, responsive and trustworthy organization. When it comes to business partnerships, this one has been a Win-Win. As Alro grows, so do our vendors!”

Judi Williams, General Manager Alro Steel, Oshkosh



Quality – More Than a System – It’s a Culture

High levels of quality are essential to achieve Company business objectives. Quality, a source of competitive advantage, should remain a hallmark of Company products and services. High quality is not an added value; it is an essential basic requirement. Quality does not only relate solely to the end products and services a Company provides but also relates to the way the Company employees do their job and the work processes they follow to produce products or services. The work processes should be as efficient as possible and continually improving. Company employees constitute the most important resource for improving quality. Each employee in all organizational units is responsible for ensuring that their work processes are efficient and continually improving.

Top management should provide the training and an appropriate motivating environment to foster teamwork both within and across organizational units for employees to improve processes.

Ultimately, everyone in a Company is responsible for the quality of its products and services.

QUALITY SYSTEMS

A quality system is defined as the organizational structure, responsibilities, processes, procedures and resources for implementing quality management. Quality management includes those aspects of the overall management function that determine and implement the Company quality policy and quality objectives. Both quality control and quality assurance are parts of quality management.

BENEFITS OF QUALITY SYSTEMS

The importance of properly established and managed quality control and quality assurance systems with their integral well-written WINs and other quality documents for the achievement of Company business objectives cannot be ignored. They serve as a passport to success by assisting the Company to achieve high-quality processes, procedures, systems, and people, with eventual high-quality products and services and enhancement of the following:

- Customer satisfaction, and therefore, customer loyalty and repeat business and referral.
- Eliminating waste and the need for rework.
- Operational results such as revenue, profitability, market share and export opportunities.
- Alignment of processes with achievement of better results.
- Understanding and motivation of employees toward the Company quality policy and business objectives, as well as participation in continual quality improvement initiatives; and
- Confidence of interested parties in the effectiveness and efficiency of the Company as demonstrated by the financial and social gains from Company performance and reputation.

By Markus Mcdonell



Holiday Decorations Winner

In December 2019, the Sadoff Fun Committee posted a challenge to show holiday spirit by decorating your work area.

Congratulations to Ron Schaeffer who put a lot of his personal time and effort into creating a dynamic holiday display of a star and tree on our shredder. The placement of these items high in the air made them visible to our surrounding community as the day become night. Thank you Ron for your creativity and the effort you took to make this a very fun and unique surprise.



BRASS AWARD

Congratulations to our monthly brass award winners who each have received a visa gift card valued at \$25.00 along with a handwritten thank you card for their proactive efforts and actions that have been identified as above and beyond the call of duty.

Demetrius Cary, Lizz Martinson, Lee Ninman, Mark Raether, Deric Ryle, Joseph Shaffar, Jon Trelevenm, Matt Weirmann, Mike Lueck, Trace Hoover, Steve Neu, Chris Rapp, David Fisher, Rex Herrington, Terry Kimpton, Rob Wilkum, Chris Leisering, Brian Hilbert, Fabian Pena, Mark Griswold, Mary Duley, Heriberto Bautista, Amber Altenhofen, Stacy Haller, Jesse Moffatt, Patrick Garrison, Joe Joo, Leesa Tilstra, Jerry Heitmann, Logan Lisowe, Melissa Ryan, Rafael Gonzales, Andy Coates, Steve Crowley, Mark Katz, Garrett Schalk, Lizz Martinson, Douglas Halbrucker, Tenille Graf



COPPER AWARD

Congratulations to our recent copper award winners who have been selected from the brass award pool. Each received a bonus of \$150.00, \$100 gift certificate to our company logo store and a lunch/snack/breakfast for their department.



Mark Raether



Patrick Garrison



Tony Russo



Travis Moehring



Steve Hetrick, Chris Lenton, Shawn Baker, Marilyn Roach

Sadoff Crossword Contest – Winners

Our last newsletter contained a scrap related crossword puzzle. Anyone that submitted their completed puzzle was entered into a random drawing where 3 winners were selected to each receive a \$100 gift certificate for use in our company logo store.

Congratulations to the winners of the Q4 newsletter puzzle contest:

- Katie Pfeifer – Scale Associate in Sheboygan
- Andy Coates – Driver and Truck Shop Manager in Fond du Lac
- Paul Schmitz – Sadoff Driver in Fond du Lac

Winners!

RUDOY AWARD

Congratulations to our annual Rudoy Award Winners:

Michael O'Connor – Mike was awarded ISRI's Safe Driver of the Year Award. This great recognition is echoed by our company Rudoy Award. Mike received a trophy along with a net bonus of \$1,500.

Aaron Radl – Aaron was awarded ISRI's Golden Wrench Award. Again, this great recognition is echoed by our company Rudoy Award. Aaron received a trophy along with a net bonus of \$1,500.

FUN Committee – Brian Hilbert, Erin Kyler, Amber Altenhofen, Lizz Martinson & Stacy Haller are the FUN behind the FUN Committee. The Nomination form states "...very important cultural aspect of our organization; bringing fun into the workplace and comradery that promotes teamwork, togetherness, fun, and celebration that promotes productivity." The FUN Committee received a trophy and all five members received a net bonus of \$500 each, along with a \$500 contribution to the FUN budget.

The Rudoy Award is named after Edward Rudoy, who founded our company in 1947. Edward was the grandfather of Mark, Jason and Brad Lasky, and father-in-law to Sheldon Lasky. Edward passed away in 2007, at the age of 96.

The Annual Rudoy Award – is selected from nominations. Up to 4 awards will be given annually. Criteria for nomination spans a wide spectrum including, but not limited to:

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

Award winners will receive a \$1,500 net bonus and a recognition plaque.

Nomination submissions can be made anytime and should be given to Human Resources.

Annual Award Granting: December with recognition at the January Managers Meeting



Continuous Improvements – Green Bay

This winter provided some slowdown in some of our customer traffic to our Green Bay facility, which presented an opportunity for our Green Bay manager, Bill Hanselman, to undertake an improvement project with our yard crew. Some of our yards offer a specific unload area for customers to self-unload their metals into our hoppers and when ready for the weigh up they simply let our staff know and our warehouse team goes to work inspecting, weighing and grading their materials. Our equipment was looking a little beat up so the GB team went to work to refresh the containers which made the area much more visually appealing and offered a fresh look that is consistent with our vision of being the Preferred Choice. Thank you for the team effort in taking on this project to help us keep matching our image to our reputation.

Before



After



A RECIPE FOR HEALTH

Slow-Cooker Flank Steak Tacos

Looking for an easy way to make amazing tacos with a Tex-Mex flair? Break out your slow cooker or Instant Pot, prep in the morning, and come home to tender braised taco meat when you walk through the door in the evening. Flank steak is a leaner cut of red meat, which makes it very heart healthy. That also means that the low-and-slow style of the slow cooker is perfect. When it comes to toppings, get creative. Avocados, pico de gallo, shredded lettuce, hot sauce, and a sprinkle of cheese are all great additions to these tasty tacos.

Prep Time: 10 min. | Servings 12 | Serving Size: 1 taco

INGREDIENTS

- 1-1/4 lbs. Flank Steak
- 2 tsp. Chili Powder
- 1 tsp. Cumin
- 1 tsp. Garlic Powder
- 1 Lime (juiced)
- 1/2 cup Water
- 12 Corn Tortillas (6-inch)
- 3/4 cup Pico de Gallo

Nutrition Facts	
12 Servings	
Serving Size	1 taco
Amount per serving	
Calories	130
Total Fat 4g	
Saturated Fat 1.5g	
Cholesterol 20mg	
Sodium 110mg	
Total Carbohydrate 13g	
Dietary Fiber 2g	
Total Sugars 1g	
Protein 11g	
Potassium 240mg	

DIRECTIONS

1. Place the flank steak in a slow-cooker. Sprinkle the meat with chili powder, cumin, and garlic powder. Pour the lime juice over the steak. Pour in the water.
2. Cover and cook on low for 6 hours or until done. Shred the steak with a fork.
3. Scoop about 1 1/2 ounces steak into each tortilla. Top each taco with 1 Tbsp. pico de gallo, (homemade or store bought).

**Reviewer Recommendation:

Consider using a little more water than the 1/2 cup in the ingredients list when using the slow cooker.

Recipe provided by the American Diabetes Association <https://www.diabetesfoodhub.org/recipes>



SRI TEAM WELLOFF

Scraping Unhealthy Lifestyles

SR SADOFF IRON & METAL COMPANY

THE PREFERRED CHOICE IN RECYCLING

Sadoff.com | Connect with us:

Real Appeal[®]

WEIGHT LOSS SUPPORT

Lose Weight. Feel Great.

Start living a healthier, happier life with help from Real Appeal[®], a free* online weight loss program proven to help you achieve real, lifelong results.

Make the Change You've Always Wanted, for Free

Real Appeal is available to you and eligible family members at no additional cost as part of your company's health insurance.



Small steps. Lasting change.

Set achievable nutrition, exercise, and weight loss goals, then track your progress from your daily dashboard.



Support and guidance. Committed to you.

Stay focused on your goals with online group sessions led by coaches and a caring community of members.



Tools and resources. Delivered to your door.

You'll receive a Success Kit with weight and food scales, exercise tools, food guides, and more.

Get Started Today.

enroll.realappeal.com

Have your health insurance ID card handy when enrolling.

A Real Appeal Success Story



Nicholas

Livonia, MI

110
lbs. lost

"My coach helped me every step of the way. Now I have so much more energy and feel so much younger."

Real Appeal members who attended four or more sessions during the program lost 10 pounds on average. Talk to your doctor before starting any weight loss program.

RALLY/COACH™

*Real Appeal is offered at no additional cost to members as part of their medical benefits plan, subject to eligibility requirements.
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Collaboration = Teamwork

A great way to start out 2020

On January 14, both the Fond du Lac yard and driver safety councils met jointly for the first time. From my back-row observation point the discussion was very positive. Both groups discussed issues unique to their part of our operation and developed a better sense of the challenges they each face. When the meeting wrapped up, the guys agreed that they should meet at least quarterly, or sooner if there is an immediate need. This is just a nice example of how our teams work together to help each other become more aware of issues that can impact each other.

Both the Driver and Yard Safety Councils were started to allow each area of the operation to share ideas and experiences in order to find ways to continually improve our communication and safety performance. Both teams are member driven and not directed by management, which empowers each group to participate in a truly active way with the results directly benefitting each area.



Realigned in Wellness

Hello everyone, we would like to inform you of some exciting happenings concerning Sadoff's Wellness Committee. The first would be that our committee has recently gone through a transition in leadership. The team is now being led by Tenille Graf and Steve Crowley. With this change, the team is refocusing and reinvigorating our entire wellness programming from top to bottom. As we approached 2020, we wanted to define our purpose. After collaborating as to why wellness is important to us as committee members, we decided that ***the mission of the Sadoff Wellness Committee is to encourage habits of wellness, increase awareness of resources contributing to well-being, and to inspire our fellow employees to take responsibility for their own health.***

This new purpose led us to look at our current operating plan. We want to continue to offer programs that generate participation, like our "walk the walk" program. The Wellness Committee also believes it is necessary to refresh some programs that we feel are fundamental to wellness, such as our long-standing smoking cessation program.

After looking at our existing programs and realizing our new mission, we agreed to also expand the operating plan. Our first meeting of the year was truly inspiring as each member brought new ideas to consider for the year ahead. Some ideas that came from our brainstorming are to focus on new areas of well-being, beyond nutrition and exercise, such as mental health, financial wellness, stress management, meditation, mindfulness and device use safety. We also reviewed past programs and agreed that ideas like stretching, smoking cessation and our Employee Assistance Program should be reintroduced and promoted in a different way to maximize impact throughout the company.

We hope you share in our excitement to emphasize Wellness as a part of our culture at Sadoff and beyond. Please reach out to any member of the wellness committee with concerns or questions about our programs. The Wellness Committee includes: Amber Altenhofen, Christine Antkowiak, Diana Elliot, Katie Pfeifer, Lenore Epp, Markus McDonell, Melissa Ryan, Raquel Lord, Stacy Haller, Steve Crowley, Tanya Smith and Tenille Graf

Finally, we'd like to thank Tanya Smith and Melissa Ryan for the time, effort and investment they dedicated towards the well-being of the company, as the former Wellness Committee leaders. Their experiences and knowledge will continue to be a driving force on the team for years to come.

Submitted by Tenille Graf

FIGHT SONG HAND WASHING



1
*Duh,
duh-duh*



2
*Duh-duh-
duh-duh-
duh-duh*



3
On Wisconsin!
On Wisconsin!



4
Plunge right
through
that line



5
Run the ball



6
Clear down
the field



7
a score is
sure this time.



8
U-rah-rah!



9
On Wisconsin!
On Wisconsin!



10
Fight on for
her fame.



11
Fight
fellows



12
Fight! Fight!
Fight!



13
We'll win
this game.

SADOFF helps you get your
full 20 seconds in while
maintaining school spirit!

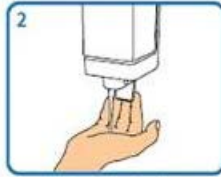
WISCONSIN EDITION



FIGHT SONG HAND WASHING



1
**Duh,
duh-duh**



2
**Duh-duh-
duh-duh-
duh-duh**



3
*On Nebraska!
On Nebraska!*



4
*Plunge right
through
that line*



5
Run the ball



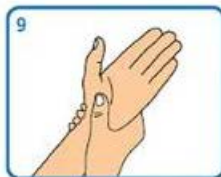
6
*Clear down
the field*



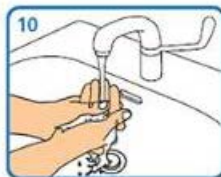
7
*a score is
sure this time.*



8
U-rah-rah!



9
*On Nebraska!
On Nebraska!*



10
*Fight on for
her fame.*



11
*Fight
fellows*



12
*Fight! Fight!
Fight!*



13
*We'll win
this game.*

SADOFF helps you get your
full 20 seconds in while
maintaining school spirit!

NEBRASKA EDITION

Adjust your lighting.

Don't sit directly in front or beside a bright light source, or else all the audience sees is a bright light and a shadowy figure. Experiment with moving lamps and your camera until you can see your brightly-lit face on the screen.

Think about your background.

Try to provide a nice, plain background. If your treadmill is in your office and you use it more as a place to hang laundry, that's not really the best visual for your audience. You can't control everything in a mobile environment, but you should give some thought to the background prior to your meeting.

Practice speaking to the camera and not the screen.

Our tendency is to look at the person on the screen, but you should look at the camera when you speak so the audience feels like you're talking directly to them.

PRSRT STD
U.S. POSTAGE
PAID
Permit No. 34
Brillion, WI

(920) 684-3388
1600 S 26th Street
PO Box 323
Manitowoc, WI 54220

(920) 457-2431
3313 N. 21st Street
PO Box 531
Sheboygan, WI 53062

(920) 921-2070
1901 Lineville Road
Green Bay, WI 54313

(920) 921-2070
240 W. Arndt Street
PO Box 1138
Fond du Lac, WI 54936

(920) 361-1450
478 E. Huron Street
Berlin, WI 54923

(920) 651-9398
36 E. 10th Avenue
PO Box 1066
Oshkosh, WI 54903

(402) 470-2510 – Ferrous
(402) 434-2860 – Nonferrous
5510 NW 39th Street
Lincoln, NE 68501

(402) 345-6624 – Warehouse
(402) 345-5835 – Fax
4918 F Street
Omaha, NE 68117



Milestone Anniversaries

Thank you for your years of service!



Paul Breckheimer
20 years



Philip Lont
15 years



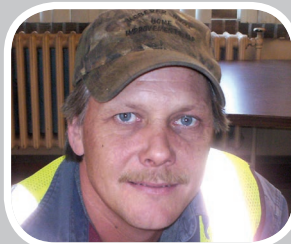
Jesse Gau
15 years



Bradley F. Hall
10 years



Ross Sales
10 years



Bryan Heberer
10 years



Michael Tetting
5 years



Melissa Oelke
5 years

Thank You!