

SR SADOFF IRON & METAL INFORMER

PEOPLE, TEAMWORK, EXCELLENCE

ISSUE

Q4

VOLUME 20

Letter from the CEO

By the time this is printed, Christmas and the New Year will be behind as we say goodbye to 2020 and welcome in 2021. What a year 2020 turned out to be. Presidential election years on their own can be tumultuous, but to add a global pandemic into the mix produced something even greater than "tumultuous"!

The turning of the calendar is a time for reflection and renewal. Our company has weathered the storm of 2020 and we did so due to the dedication, effort, and conscious choices we made together. In Robert Frost's poem "Servant to Servant", there is a quote – "The only way out is through." That seems appropriate for what we experienced in 2020. And we made it through.

On behalf of our family, I hope you all had a wonderful holiday season and I wish us all the best in 2021.

At Sadoff we work everyday **to enhance the quality of life by creating security through sustainability.**

Happy New Year!

Best personal regards,



Mark Lasky
Chief Executive Officer

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- Sadoff in Our Communities
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- Chocolate Banana Muffins Recipe
- Brass, Copper & Rudoy Awards
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- Braised Chicken Thighs Recipe
- Milestone Anniversaries



Shredder Upgrades

Our talented Sadoff fabrication crew led by Brian Hilbert was tasked to create a replacement for our aging shredder control cab and deck. Using all in-house experience the team created the new units and below are the pictures of the install. Awesome teamwork and an impressive result! Way to go crew!



Old Shredder Cab Removal



Old Shredder Deck Removal



New Shredder Deck Lift



New Shredder Deck Installed



New Shredder Cab Lift

Sadoff in Our Communities

Sadoff Iron and Metal Donates to Local Families for Thanksgiving

Sadoff's donation helped to support the distribution of 35 Thanksgiving meal boxes to Arnold Elementary families. The boxes included a turkey, stuffing mix, potatoes and gravy, two cans of vegetables, a pumpkin pie, and whipped topping. The meal boxes were delivered to families by Arnold staff on Monday, November 23 in time for families to prepare the meals for Thanksgiving. The boxes were put together by Super Saver in Fallbrook who also provided a discount on the food. Other donors included Cattle Bank, Duncan Aviation, Lincoln Housing Authority, Hexagon, and Balchem Cereal Systems/Sensory Effects. This support for the Arnold families came at a time when it is needed the most and the families were incredibly grateful! Arnold Elementary really appreciates this ongoing partnership with Sadoff Iron & Metal Company.



Lutheran Homes and Health Services – Holiday Visit and Gift Giving

Tuesday, December 15 marked our annual day of giving in our multi-year partnership with the Lutheran Homes and Health Services assisted living facility located in Fond du Lac. We had several Sadoff elves participate in this year's visit which was much different than in years past due to the ongoing pandemic. Thank you to all who donated items or cash and to those who volunteered to spread some holiday cheer and a special thank you goes out to Tanya Smith and Lenore Epp for their continued leadership of this program and for their time in shopping for and wrapping all of the gifts.



2020 Elves –
Jesse Gau, Brad Lasky & Lenore Epp



Gifts Awaiting Delivery

Sadoff Iron and Metal Donates \$5,000 to Lincoln Neighborhood Rec Center

Since 1979, people of all ages from Lincoln and the Arnold Heights neighborhood have enjoyed the activities and programs provided by the Air Park Recreation Center. Now more than 65 years old, the existing building is reaching the end of its useful life. It is also separated from the nearby neighborhood by a busy street (NW 48th), making it difficult for families and young people to get there safely. Our vision is to create a campus that includes Arnold Elementary School, Williams Branch Library, adjoining parks and recreation facilities including the Air Park Recreation Center and neighborhood improvements on the west side of NW 48th Street. Space is also reserved for the potential to replace the Arnold Heights Pool at this site in the future.

With the new Lincoln Public Schools' high school under construction, this project will become even more important. We hope to have the new recreation center open in 2023, the same year the high school is ready. We are seeking \$500,000 in private funds from community partners, foundations, corporations and others who understand the need to provide a new facility that is more accessible and meets the needs of the families in this growing area. Every dollar received will be matched 100%, up to \$500,000, with funds managed by the Lincoln Parks Foundation, doubling the impact of private donations in this public-private partnership with the City of Lincoln.

Walking Challenge

Thank you to everyone who participated in the Walking Challenge this year. We had a good turnout. Employees who turned in all five months were put into a drawing for a grand prize of a fitness tracker or a \$250.00 gift card to an indoor water park of their choice.

The winners this year are:

Jon Schinske and Stacy Haller

Congratulations!



September - 2020
Active@sadoff.com
Winner!

**Congratulations
Stacy!**

**\$25
Gift Card**

-Stacy Freund-
(Fond du Lac)
500 FIRE Fondy Camps Completed!

*Congratulations to
Stacy Freund!*

The September Active@sadoff.com
gift card winner!

Thank you to everyone
that participated this year!

Stay Active and Stay Healthy!

Sadoff in Our Communities

Spreading the Cheer

A big thank you once again goes out to our talented 2nd shift maintenance crew for their work in spreading some holiday cheer from our Fond du Lac Shredder. The lights can be seen from US HWY 41 and many other places in town.

Ron Schlafer, Chris Leisering, Logan Lisowe, Tom Perry, Trevor Wade and Rob Wilkum



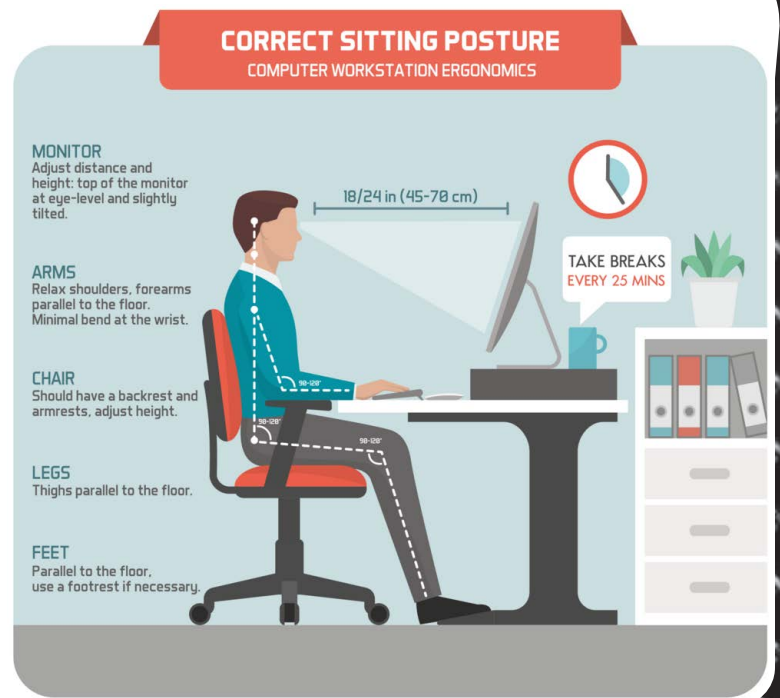
Holiday lights on top of the shredder

Working From Home for the Long Haul?

Get the Ergonomics Right

Ten simple hacks for improving your work setup at home

When the coronavirus first swept through the U.S., millions of workers got a laptop and were told to hunker down at home. Now, for many, pain and eyestrain are setting in. "A lot of people don't have a home office, so they sit at the kitchen table or on the couch or in bed. In a couple of hours they stand up and say 'Ouch,'" says Jon Cinkay, body-mechanics coordinator at HSS, the Hospital for Special Surgery in New York City. Improving your work setup doesn't require an \$800 adjustable office chair. Here, Mr. Cinkay offers some simple solutions to properly position your desk, chair, monitor and phone for the #WFH nation.



- 1 Start with the position of your arms, which should be bent at 90 degrees. If necessary, sit on a cushion, pillow or tightly folded towels to raise your seat height enough to keep your forearms parallel to the floor.
- 2 Your eyes should be level with the top of the monitor. Books or reams of printer paper can be used to lift the monitor so that the screen can be read without straining your neck. "Get creative," Mr. Cinkay says. "There's something at home so you can have the monitor at eye level and within arm's reach."
- 3 Keep your feet flat on the floor. If necessary, use a box, footstool or books to position them correctly.
- 4 Use a chair with arms only if it keeps your elbows close to your body. Because the arms on a dining-room chair, for instance, aren't adjustable, "your elbows are flared out like chicken wings," meaning you're working some muscles more than you should, Mr. Cinkay says.
- 5 For those who prefer a stand-up desk, a kitchen counter or even an ironing board can serve as a substitute. If using the latter, make sure the legs are stabilized to prevent tipping. To reduce back strain, don't work standing for more than 15 to 20 minutes at a time without moving around.
- 6 Similarly, an antifatigue mat absorbs some of the pressure when using a stand-up desk. If that's not available, stand on carpet or a rug instead of tile or linoleum.
- 7 Use shades or other window coverings to keep direct sunlight off the screen, if necessary. "If you're seeing glare, you're likely to squint, creating tension in your eyes and causing headaches," Mr. Cinkay says.
- 8 If you don't have a document holder at home, position a large standup picture frame next to the monitor and use tape or a binder clip to keep documents in place.
- 9 When a headset isn't available, use earphones or put your phone on speaker so you aren't bending your neck while on a call.
- 10 Those who would like a second monitor can use a TV with HDMI/VGA or other connecting ports. If both screens are used equally, arrange them so you're looking in the middle of them. If you use one monitor more than the other, the dominant monitor should be directly in front of you.

Safety (and Safe) Communications

Many elements contribute to a successful safety program and culture... effective communications would most likely be at the top of that list. In fact, even an OSHA fact sheet stresses, that employers should “develop and communicate a safety and health policy to all employees.”



It should become clear at all levels within Sadoff that communication is fundamental to a successful Safety program and culture. However, we have been dealing with this COVID-19 pandemic for such a long time now, have we considered the effectiveness of our communications? I guess I would answer that with Yes...and No.

A while back we created a Sadoff Transition Team that deals with all the different departments that are affected by this pandemic and meet often virtually. While reading this you may be one of our associates currently working from home; a decision made by this team to ensure the operations can continue safely on all levels. This new norm of communications between associates and departments can influence the safety program and culture as well. We now can choose from all of the available communications channels, such as this newsletter, our intranet, emails, ZOOM & TEAM meetings, trainings and webinars, etc. in which to disseminate significant safety information to you, our work force.

But there is just something about the good ol' face-to-face (mind your social distancing) communications that promotes and fosters a proactive safety culture. Electronic communications cannot show much for empathy, cannot easily display concern, trust, understanding. It cannot demonstrate the needed tasks to know when considering crucial safety responsibilities or procedures.

When and what we return 'to' is still up in the air (*no pun intended*), and what the new 'norm' will be is anyone's guess. However, moving forward we must all consider what modes of communication to use to be most effective in our roles. No one wants to feel like they are isolated on a deserted island, that their concerns are not valid or heard. Please take this time to assess how we communicate to one-another. Is it truly inspiring or a lack thereof? We are a great team, and there is always room for continuous improvement.

Stay safe, stay healthy,

Jerry Heitman

P.S. I really wanted to stay away from using the P-word (Pandemic) or C-word (COVID), but we would be remiss to allude to the fact that it is a daily concern we must stay on top of. HOWEVER, every day which we have dealt with it has proven to be a success! So, let us focus on some the 2020 safety successes we've had!

- ✓ ISO 45001 Certification!
- ✓ A 99-pt. safety audit score average with NUMEROUS 100-pt perfect scores!
- ✓ 100% Employee Safety Training participation
- ✓ A **50%** reduction of serious injuries over our 5-yr. average!
- ✓ 30% reduction of ALL injuries compared to 2019!

Need I go on??? We could not obtain these successes without each and every one of you.

A Recipe for Health

Gluten-Free Chocolate Banana Muffins



Prep time
20 min



Servings
14



Serving size
1 muffin

Ingredients

US

Metric

canola oil	1/4 cup
sugar	1/2 cup
vanilla extract	1 tsp
medium ripe bananas (mashed)	2
eggs	2
all-purpose Gluten-Free Baking Mix ((such as King Arthur Baking Mix))	1 cup
quinoa flakes	1/2 cup
cocoa powder	1/2 cup
water	1 tbsp
mini chocolate chips	2 tbsp

DIRECTIONS

1. Preheat the oven to 350 degrees F. Line muffin tins with muffin papers and spray the papers with cooking spray.
2. In a large bowl, mix together the oil, sugar, and vanilla. Add the bananas and eggs one at a time. Mix well.
3. Stir in the baking mix, quinoa flakes, cocoa powder, and water.
4. Spoon the batter into 14 muffin cups. Top each muffin with mini chocolate chips (distribute evenly over all muffins.)
5. Bake for 20-22 minutes or until a toothpick inserted in the center comes out clean.
6. Remove from the oven and let the muffins cool in the pan for 10 minutes. Remove the muffins from the pan and cool completely on a wire rack.



SRI TEAM WELLOFF

Scrapping Unhealthy Lifestyles

Nutrition Facts

14 Servings

Serving Size 1 muffin

Amount per serving

Calories 155

Total Fat 6g

Saturated Fat 1g

Cholesterol 25mg

Sodium 80mg

Total Carbohydrate 25g

Dietary Fiber 3g

Total Sugars 11g

Protein 3g

Potassium 180mg

SRI SADOFF IRON & METAL COMPANY

THE PREFERRED CHOICE IN RECYCLING

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THE PREFERRED CHOICE

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.

October - Matt Hoeper, Brad Koehler, Chris Abel, Jim Brown, Jim Schnuelle, Katie Pfeifer, Chris Stiel, Heriberto Bautista, Mary Duley, Randy Bonlender

November - Mike Kocoureck, Heriberto Bautista, Shawn Baker, Kris Schmieder, Richard Kubish, Lizz Martinson, Lucius Hageman, Jim Saiberlich, Brad Koehler, Mike Tetting, Stacy Freund, Dave Warren, Angela Armson, Eric Kramer, Kyle Meyer, Demetrius Cary, Matt Chapin, Stacy Haller, Keith Wrensch, Mark Rather

December - Gerald Brown, Steve Napoleone, Jan Johnson, Tone Gray, Keegan Taivalmaa, Chi Lor, Mel Oelke, Pat Murphy, Dale Gudex, Steve Neu, Steve Hetrick, Ryan Bugay, Tanya Smith, Lenore Epp, Katie Pfeifer, Jay Mcpherson, Matt Weirman, Raquel Lord



THE PREFERRED CHOICE

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.



Melissa Ryan

*Steve Napoleone
(No Picture)*



Randy Bonlender



THE PREFERRED CHOICE

RUDOY AWARD

Melissa Ryan – Melissa is awarded the Rudoy award for her leadership, time and dedication during the tireless transition replacing multiple HR systems and combining them all into the Ultipro system. Melissa showed great servant leadership during the onboarding process and has ensured that everyone is able to navigate the new system and processes.

Andy Coates – Andy is awarded the Rudoy award for his leadership in proving a new securement standard with federal transportation regulators. After the new standards were accepted nationally, Andy went on to present to ISRI and showcase not only the positive achievement, but that it is important for all of us to know that with effort we can all make, impact and effect change.

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 four awards will be issued annually. Criteria for nominations span a wide spectrum including, but not limited to:

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

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

We Can Learn a lot from a Stool

I read this article recently. In it a quality manager explains his approach to quality culture, and I think it is timely for us. It's the three-legged stool analogy. If one leg falters, the whole thing collapses.

The first leg is **resources**. No matter the output—a service or a product—resources are required. For example, McDonald's needs fryers to cook its food, UPS needs trucks to deliver parcels and Google needs electricity to power its data centers. But that's not enough. The equipment also must work properly, which means having written specifications for expectations, tests for compliance and formal performance confirmation. Resources must be present and functional.

The second leg is **training**. You may have exceptional equipment, but just as critical is having the knowledge and instruction required to run the equipment. Even robotic automation needs programmers and support technicians to stay running.

What language, data structures and communication protocols does the system support? Likewise, what is the life expectancy of the system's components? Do filters need to be changed regularly? Do sprockets need tightening and nuts need torquing? Just as you change your car's oil, production equipment requires similar upkeep. Like having an Automotive Service Excellence-certified mechanic for a car, firms need training and technical support to maintain the automation.

The third leg is **accountability**. After resources have been provided and training has been conducted, the team is held accountable to expectations. This includes disciplinary action and a team-based expectation that coworkers will correct their colleagues when they aren't following instructions.

Poor quality, poor efficiency and poor customer service affect overall organizational health. As a quality manager, a customer complaint should feel like someone's in your pocket taking your money.

Many factories employ a higher percentage of temporary employees as the number of experienced employees dwindles with each retirement and unemployment remains low. I am a fan of lean Six Sigma, in its proper time and place. Often, improving quality must be treated as a triage situation, with longer term care to follow. Such scenarios require quickly taught and understood approaches. A simple three-legged stool approach is an easy first step to long-term cultural improvement.

Submitted by Markus McDonell



Word Search Contest – Win \$100 for Our Company Store:

How to Participate:

1. Complete the below word search
2. Include your name in the space provided
3. Send the completed page with our intercompany mail to the Fond du Lac office attention Jason Lasky.
You are welcome to ask your supervisor to assist in getting it to FDL.
4. Completed entries will be entered into a drawing for a chance to win a \$100.00 gift certificate for use at our online company logo store.
5. All entries must be received by February 14, 2021

New Year New Perspective

F N I N E Y S W E N F E P F G K K Q I Q S C O O W O G F U M
V G H P A E E K I N A Z N N U O Q L I F X N M B J T O T L X
O G F R B Q I B P S V G I I A P Q O M P X A O I M N P V A M
U A K P Z B T U H L C I Y R C S N S A B H B V W D T C O Y Y
H L P A C X I U Q U K O R O T C P M A A B G R D B P T K B G
S U S E C V D V I S S I N O B K A R D F D O U W C A B L I O
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W S Y I X I M J U X C K Y R O N E S O C A O Y N U I Q Y O C
J C U U T I O C J H T X M T S K H N C O W O T I N A M H J A
H X J Q T A C V A E T S A W C T J E T R A E Y W E N F T U L
X Y R M V E R S Q T S C S A G N I D R A O B W O N S O L E M
Y H I G S Y E B T R N C P S M I J Y U D N X N X D L A A M O
Z F S S N R J J E N N O E P B N T T J Q M J H Q L A V E X H
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J K H B D T I G S P E V J S N Z I U A Q F U D V C F X R E Y
X M R A H P N U C S O C E Y A S Q C U M O U N E D I K I M U
L Y P Y S I W M R T M Q D F A H K A L W O V G D W P G N U V
T R Q K D U S I A L F Y Y L T R V V R U V V B R W Q C N V L
R S C D P N W P P C S A G L S E B R E W E R S W G L T R D S
H O E L N J P T A N Z B A L G D M E T A L S F D G U D D E N
D L I Q G E O L Q S Z N O I S D U G K G X U M J A K V O B O
S B J C P E T W X Y V E W N V E Y T I L A U Q Z V R S A L W
C B N K G S M X S Y J E E C R R W L I R R A S H U H X I U P
P Y H C I A I J P G S R L O E T D V F K T C H Q K X I R M E
E L E C T R O N I C S G L L T O Q N F X L G U O W P T T Y R
O U T D O O R S W T R V N N N W K V M K W D S Q X U D O M S
G R Q R T G Z O I T X Y E B I E C G S P O H I O Z T V B Z O
O B R K S P J R Z W I S S N W R J R G J U Y A H N M N X O N
Y V B H O U F B A K L J S G L M X U K A K B M H Z H G Y P E

BREWERS
CELEBRATIONS
COMMODITIES
DOCKSPIDERS
ELECTRONICS
ENVIRONMENT
EVENTS
FONDDULAC
GREENBAY
HEALTHY
HUSKERS
LINCOLN
MANITOWOC
METALS
NEWYEAR
OMAHA
OSHKOSH
OUTDOORS
PACKERS
QUALITY
SAFETY
SCRAP
SHEBOYGAN
SHREDDERTOWER
SKIING
SLEDDING
SNOWBALL
SNOWBOARDING
SNOWPERSON
STORMCHASERS
SUCCESS
VACCINE
WASTE
WELLNESS
WINTER
WISCONSINHERD

Name: _____

A Recipe for Health

Budget-Friendly Braised Chicken Thighs with Mushrooms

Healthy eating can be done on a budget and this dinner proves it! Chicken thighs are less expensive than chicken breast and can be a nice change. This makes a tasty, low-carb, budget-friendly meal.



Prep time
15 min



Servings
4



Serving size
1 chicken thigh with
mushrooms

Ingredients

US

Metric

olive oil	1 tbsp
chicken thighs (boneless, skinless)	1 lbs
margarine (trans-fat-free)	1 tsp
onion(s) (finely diced)	1/2
white (button) mushrooms (sliced)	8 oz
balsamic vinegar	3 tbsp
low sodium chicken broth (low-sodium, fat-free)	1 1/2 cup

DIRECTIONS

1. Heat oil in a large Dutch oven over medium-high heat.
2. Add chicken thighs and sauté for 3 minutes per side. Remove from pan and set aside.
3. Add margarine to pan and melt. Add onion and sauté for 2 minutes. Add mushrooms and sauté for 3-5 minutes until liquid is released; stirring frequently.
4. Add balsamic vinegar to pan and cook with mushrooms for 1 minute. Add chicken thighs back to pan and place mushrooms on top of chicken. Pour chicken broth into pan.
5. Bring the chicken broth to a boil. Reduce the heat to medium-low, cover the pan with a heavy, tight-fitting lid, and simmer for 25 minutes.

SRI TEAM WELLOFF

Scrapping Unhealthy Lifestyles

Nutrition Facts

4 Servings

Serving Size 1 chicken thigh with
mushrooms

Amount per serving

Calories 205

Total Fat 11g

Saturated Fat 2.5g

Cholesterol 105mg

Sodium 115mg

Total Carbohydrate 6g

Dietary Fiber 1g

Total Sugars 4g

Protein 21g

Potassium 510mg

Q3 Word Search Contest Winners!

Each person received a \$100.00 credit for use in our company store.

- Ron Schlafer
- Lori Hewitt
- Brice Borgmann
- Christine Antkowiak
- Diana (Dee Dee) Elliott

(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

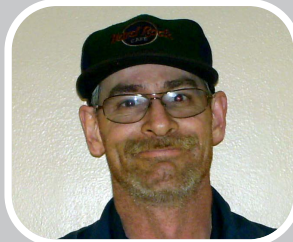
(402) 345-6624 – Warehouse
(402) 345-5835 – Fax
4918 F Street
Omaha, NE 68117

Milestone Anniversaries

Thank you for your years of service!



Jason Lasky
20 years



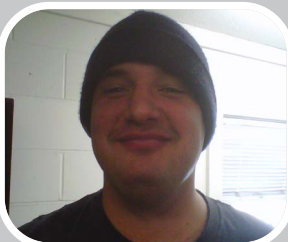
Michael Wuest
20 years



Steven Henry
15 years



Michelle Lackey
15 years



Brent Bober
10 years



Angela Armson
10 years



Philip Treas
5 years



William Hanselman
5 years

Thank You!