

SR SADOFF IRON & METAL INFORMER

PEOPLE, TEAMWORK, EXCELLENCE

Letter from the CEO

According to *Investopedia.com*, a Black Swan Event is an unpredictable event that is beyond what is normally expected of a situation and has potentially severe consequences. Black Swan Events are characterized by their extreme rarity, severe impact, and the widespread insistence they were obvious in hindsight.

If the Covid-19 pandemic was a Black Swan Event, then the economic environment we are currently experiencing has brought along some of her friends. Soaring commodity prices, from steel, copper and gas to lumber, milk and meat have impacted every facet of the economic spectrum. Supply chain issues have been a factor as shortages of raw materials, semi-conductors and labor have contributed to the volatility.


At Sadoff, we believe we need to focus what is in our control. Our operations, logistics and trading teams have done an excellent job in communicating changes and challenges. We are focused on inventory level control planning to continue to serve the needs of our customers. The safety focus and value system guide us to seek out opportunities for improvement. We are working closely with our scrap generators and consumers to understand their needs and obstacles and working to provide value to them as their Preferred Choice.

As a company, we will rise to the occasion as we have so many times in our 74-year history.

Best personal regards for a safe and fun summer!

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

Best personal regards for a safe and fun summer!



Mark Lasky
Chief Executive Officer



- Showcasing Sadoff Operations
- Brass & Copper Awards
- Industry Trends - Fighting Fires
- Team Sadoff Ingenuity - Protecting the Environment
- Great Job
- Sadoff in the Community
- April was Child Abuse Awareness Month
- Easy Chicken and Vegetable Casserole Recipe
- May was Mental Health Awareness Month
- Sparkling Strawberry Mint Water Recipe
- June was LGBT Month
- Congratulations Stacy Freund
- Turn Steps into Rewards
- May Steps Challenge
- Get Out and Get Active
- 3: Inspection Team
- 4: Processing Team
- Scrap Search
- Milestone Anniversaries

Showcasing Sadoff Operations

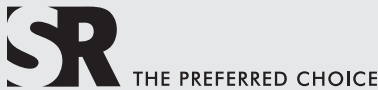
On Thursday, April 29, Gary Griessmeyer and Mark Lasky hosted a tour of our Fond du Lac operation and Q&A for Dr. Marcel Dijkstra's Advanced Solid Waste class at the University of Wisconsin-Oshkosh.

They made a point to ensure they all understood that scrap commodities are not waste!

The students in this class had never been to a scrap yard before and had great questions on our business and also how we handle stormwater. Gary did a great job in explaining how we are regulated and our processes.

The class was impressed with the cleanliness of the yard and the technology employed.

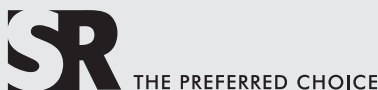
On Thursday, May 20, leaders from our company hosted the American Foundry Society Northeast Wisconsin Chapter, typically the AFS group tours a foundry – however with COVID-19 precautions still in place the decision was made to find a tour that could accommodate a group outside. Sadoff was lucky to have this opportunity to showcase what we do for our primary foundry customers. Over 40 people from the Foundry industry toured and then attended the AFS (NEW) annual dinner at the Hotel Retlaw in Downtown Fond du Lac. Tour attendees included Waupaca Foundry, Neenah Foundry, Arrowcast, Mercury, Benton Foundry and The Wisconsin Aluminum Foundry.



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.

Chad Knudson, Garrett Schalk, Jeff Granger, Paul Breckheimer, Chad Awbrey, Austin Guenther, Dave Warren, Ricky Rohan, Steve Steffes, Steve Crowley, Markus McDonell, Mike Kocourek, Tenille Graf, Shelly Lackey, James Titel, Paul Crain, Glenn Stark, Jordan Janke, Jim Schnuelle, Doug Lipp, Maty Duley, Fabian Pena, Kathy Clark, Kyle Meyer, Matt Chapin, Tom White, Kevin Leclair, Laurie Darick, Jason Adlebush, Shaun Charlier, Roger Nuthals, Jesse Moffatt, Brent Bober, Josh Wagner, Ellyssa Amweg, Eddie Bautista, Angela Armson, Dave Eirich, Ross Sales, Eric Kramer



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.

Bill Hanselman, Jeff Immel, Steve Napoleone, Steve Crowley, Dick Warner, Steven Steffes, Tenille Graf

Industry Trends – Fighting Fires

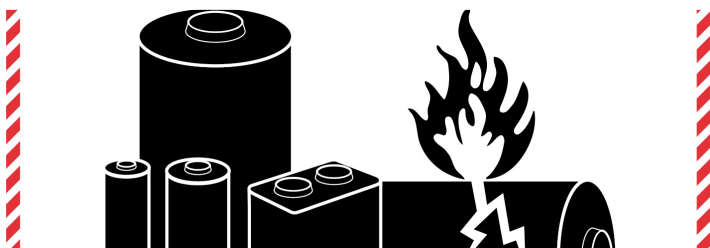
Trending in our Industry are scrap yard fires. These fires are happening at recycling facilities all over the world in scrap and rubbish collection, and storage areas. I wanted to share this for awareness to ALL to help everyone understand the risks that are out there individually as well as the other concerns that go with it.

- These fires can be very toxic to employees close by as well as the surrounding neighborhood.
- The water used in fire-fighting could contaminate waterways
- Business interruption from fire events could cause issues in operating and delays in production.
- And many more

It up to YOU to keep your eyes open and always follow the policies and procedures we have in place.

Smoking materials, lithium-ion batteries, hot work & accelerants are the main causes.

Submitted by Gary Griessmeyer



Team Sadoff Ingenuity

Protecting the Environment

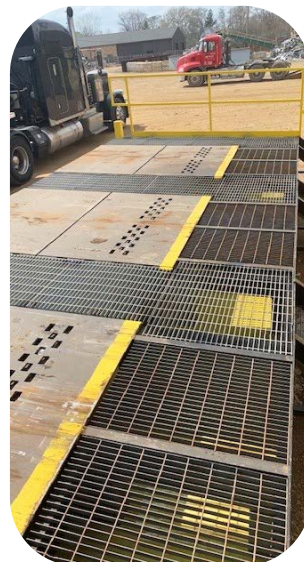
We recently had a Sadoff success story that we want to share with the rest of you. Over the last couple of years there has been some behind the scenes projects in place to track time, gallons of water as well as efficiency of our trucking fleet. It started in the trucking arena and morphed into an ongoing project affecting many departments as well as our branches. The key goals were to find a way to decrease trucking delays & understand how much contaminated fluid was coming from our suppliers. The trucking team, scale personnel, purchasing dept, accounting dept. and Tom Barnett started weighing and charting the selected accounts to track the costs of disposal and delays. During this process we understood that there were many delays while our trucks were waiting while draining the containers in the collection bins. This also created another hurdle; do we leave the box in the bin to drain or wait until it was drained so that the next driver can drain in the bins? We understood that this was going to be an issue for the future unless some brainstorming was done to see what options we had to address it. Ultimately the team agreed that a separate drain area was needed to set the boxes down to drain and allow the driver to move on to his/her next run.

So, what do we do next? Build another covered bin? (Very Expensive) Buy an off the shelf rack system to set boxes on? (May not be the best option for our situation) Or should we design something that works specifically for our needs? YES! So that is exactly what the teams set out to do. During many brainstorming sessions the outcome was identified and then work began. A tank system was designed by Dave Casper, Brian Hilbert & Andy Coates. This was not an easy feat and would take up a major portion of the shop floor. The team decided to use the heavy equipment repair bay to assemble. This meant pushing out the normal maintenance to the outside, so Kudos to the maintenance team for sacrificing your area to accomplish this!

We had many team members involved in this build including preparation of the steel, fabrication of all the components and the final sealing and paint. This team consisted of Brian Hilbert, Steve Schultz, Steve Henry, Prestin Veldboom, Trace Hoover and Kevin Gilbert. The result is a quality product with an excellent outcome.

Lastly, this unit needed to be moved from the maintenance shop across the street to our South yard and placed for use. This by no means was an easy feat but was successful. Thanks to Brian Hilbert, Steve Schultz, Dale Gudex, Kevin Gilbert, Dick Warner & Dave Casper for this accomplishment.

The outcome was a great success and now allows us to eliminate the major delays of draining the containers while waiting as well as keeping our environment safe from these fluids possibly leaking in another bin. We have had tours with DNR personnel along with facility visitors and even the foundry members from the AFS tour that happened recently. EVERYONE who saw it was impressed that it was built "In House". This goes to show the pride our team members have in their work and being part of Team Sadoff!!





Do you have a co-worker or manager that has gone above and beyond their normal expectations?

Do you want to formally recognize them for their efforts?

Discuss your recommendation with your manager or their manager about formally recognizing them with a **Sadoff Preferred Choice Brass Award!**



The Preferred Choice Award Program is designed to be a flexible program that acknowledges positive contributions from employees to the betterment of themselves or the culture of the organization.

Sadoff in the Community

On Saturday, May 8, Sadoff Iron & Metal partnered with the Lincoln city Housing Authority and the Arnold Heights Neighborhood Association for their annual recycling drive. Our Lincoln Facility spotted 5 containers for various items such as appliances, steel, miscellaneous non-ferrous and electronic scrap. With the event canceled the previous year due to the pandemic, turnout exceeded expectations; with people coming from all over eastern Nebraska to drop off their scrap and other recyclables. A staple in the community, this event has been held for over 60 years with proceeds going towards local charities and the preservation of Arnold Heights.



Arnold Heights



**ALL IN
TO END
CHILD
ABUSE**

5 Ways to Be All In to End Child Abuse

Every adult in the community can play a role in supporting and protecting military children. You don't need to be 100% sure that a child is being abused or neglected to talk with someone. Go all in to end child abuse. Share your concerns with Family Advocacy Program staff, and they can help you determine what to do next.

1. Know the signs

- Sudden changes in behavior or school performance
- Always preparing for something bad to happen
- Frequently lacking adult supervision
- Fading bruises or other marks after an absence from school
- Unexplained burns, bites, bruises, broken bones or black eyes
- Being frightened of a parent or caregiver
- Abusing animals or pets

2. Be a trusted adult

Let children know they can come to you with any concern and that you will:

- Listen without judgment
- Believe them
- Help and support them

3. Make the call

If you witness or suspect child abuse or neglect, do the right thing:

- Call your [Installation's Family Advocacy Program](#).
- Call your local Child Protective Services office.
- Call the [Childhelp National Child Abuse Hotline](#) at 800-422-4453.
- Call 911 or military law enforcement if a child is in immediate danger.

Start Prevention Tips Early

While all adults can make a positive impact in a child's life by following these tips, parents and guardians play an important role in protecting children. Parents and guardians, talk with your children about tips 4 and 5 early and often.

4. Identify trusted adults

- Talk with your child about specific people they can trust.
- Discuss when your child should talk to a trusted adult.
- Let them know they can go to another trusted adult if the first one doesn't help.

5. Empower your child's voice

- Teach children early about healthy body boundaries
- Tell them to trust their feelings.
- Encourage them to say forcefully, "I don't like that," or "Stop touching me."
- Remind them to leave a situation that makes them uncomfortable.
- Ask them to tell a trusted adult right away if something makes them uncomfortable.
- Talk with them about how to listen to and help their peers.

Resources and information

Teach your kids healthy body boundaries

<https://www.militaryonesource.mil/family-relationships/family-life/preventing-abuse-neglect/teach-your-kids-healthy-boundaries/>

Find your installation's Family Advocacy Program

<https://installations.militaryonesource.mil/?looking-for-a=program/program-service=32/focus=program>

Review information on child abuse and neglect

<https://www.childhelp.org/hotline/>

Support military kids

<https://militarykidsconnect.health.mil/Caring-for-Our-Youth>

<https://militarykidsconnect.health.mil/Feelings/How-to-Talk-to-an-Adult>

A Recipe for Health

Easy Chicken and Vegetable Casserole

This recipe is incredibly simple—just layer everything in a casserole dish and bake! It's also flexible—you can sub in almost any protein, grains, vegetables, and cheese. Get creative! You can use fresh, frozen, or leftover cooked vegetables. For fresh or frozen vegetables, thaw/steam them in the microwave before adding to the casserole. *Be sure to use a ready-to-eat creamy soup, not condensed. If all you have is condensed, thin it out with milk, broth, or water before adding to the casserole.



Prep time
5 min

Cook time
30 min

Servings
8

Serving size
1 cup

SRI TEAM WELLOFF

Scrapping Unhealthy Lifestyles

Ingredients

US

Metric

cooked grains such as brown rice, quinoa, or farro	2 1/2 cup
cooked chicken (chopped)	1 lb (about 3 cups)
salt	1/4 tsp
nonstarchy vegetables such as broccoli, asparagus, zucchini, etc (fresh, frozen, or precooked)	1 lb (about 3 1/2 cups)
creamy mushroom or broccoli soup (*not condensed—see note)	2 1/2 cup
shredded cheese such as cheddar, jack, or Gruyère	3/4 cup

Directions

1. Preheat oven to 375°F.
2. In a 2-quart baking dish, evenly layer the rice and then chicken. Sprinkle with the salt. Layer with the vegetables. Slowly and evenly pour the soup on top. Sprinkle with the cheese. *Be sure to use a ready-to-eat creamy soup, not condensed. If all you have is condensed, thin it out with milk, broth, or water before adding to the casserole.
3. Bake uncovered until steaming hot, about 30 minutes, and serve.

Nutrition Facts

8 Servings

Serving Size 1 cup

Amount per serving

Calories 260

Total Fat 7g

Saturated Fat 2.5g

Trans Fat 0g

Cholesterol 60mg

Sodium 300mg

Total Carbohydrate 23g

Dietary Fiber 5g

Total Sugars 2g

Added Sugars 0g

Protein 27g

Potassium 450mg

Phosphorus 340mg

SR SADOFF IRON & METAL COMPANY

THE PREFERRED CHOICE IN RECYCLING

Sadoff.com | Connect with us:

The goal of Mental Health Awareness Month — observed during the month of May — is to enhance awareness about mental health and the crises that occur when we fail to address mental health early through prevention, early intervention or treatment. Since it was established in 1949, Mental Health Awareness Month has reached tens of millions of individuals struggling with mental health issues of their own or of those they love.

Why does this matter? Every year, millions of Americans face the reality of living with a mental illness. And, while **1 in 5 people will experience a mental illness** during their lifetime, everyone faces challenges in life that can impact their mental health.

Mental Health and the COVID-19 Pandemic

During this time of COVID-19, staying connected is more important now than ever before. Social distancing does not have to mean social isolation from others. We can all stay connected through phone calls, video chats and other creative means. During this month, we hope you'll find value in the tools, resources and content that mental health organizations are sharing and consider sharing it with others.

This **Mental Health Checklist**, is meant to motivate and inspire you to consider your own mental health and well-being daily! It includes the suggested activities:

Every Day, I Will:

- Move my body
- Take a screen-time break
- State three things I am grateful for (write down or say aloud)
- Eat fruits and vegetables
- Sleep for 7-9 hours a night

Once Each Week, I Will:

- Connect virtually with a friend or family member
- Plan an outdoor activity, like a picnic, hike or bicycle ride
- Set a new goal, like finishing a work, school or home project
- Claim a win for the week: it can be big or small. Celebrate with a reward or an act of kindness towards yourself!

Once This Month, I Will:

- Finish reading a book
- Take a one-day break from all social media and news
- Try a creative activity
- Help someone or complete a community service project

This checklist also encourages you to set goals for activities that are beneficial to your own personal mental health.

A Recipe for Health

Sparkling Strawberry Mint Water

Quench your thirst with fizzy, flavored water, not just plain ol' water. At just 5 calories, it's refreshing and tasty.

Prep time
5 min

Servings
4

Serving size
1 cup



Ingredients

US

Metric

sparkling water (divided)	3 1/2 cup
fresh lemon juice	2 tsp
large fresh mint leaves plus 4 mint sprigs (divided)	4
large fresh strawberries (stemmed)	4

SRI TEAM WELLOFF

Scrapping Unhealthy Lifestyles

Nutrition Facts

4 Servings	
Serving Size	1 cup
Amount per serving	
Calories	5
Total Fat 0g	
Saturated Fat 0g	
Trans Fat 0g	
Cholesterol 0mg	
Sodium 0mg	
Total Carbohydrate 2g	
Dietary Fiber 0g	
Total Sugars 1g	
Protein 0g	
Potassium 30mg	

Directions

1. Puree the strawberries, mint leaves, lemon juice, and 1/2 cup of the sparkling water in a blender on low speed until smooth, at least 30 seconds.
2. Pour the puree into a serving pitcher. Very slowly pour in the remaining sparkling water.
3. Serve chilled over ice in tall beverage glasses. Garnish each with a sprig of fresh mint.

JUNE WAS LGBT MONTH



Get Out and Get Active

Congratulation to **Stacy Freund** for winning a \$25 gift card for the photo she submitted to active@sadoff.com. It is great to see everyone out and staying active! Submit your photos for your chance to win each month!

MAY - 2021
Active@sadoff.com
Winner!

Congratulations
Stacy Freund!

\$25
Gift Card

-Stacy Freund
(Fond du Lac)
M.E.P. Master Recognition!
(Myzone Efforts Points)

Track your steps this summer for your chance to win a day off and a variety of prizes to choose from!

Turn Steps Into REWARDS!

DAY off

Two people will win \$250 Gift Cards to their favorite sporting goods store!

\$250

49
PARTICIPANTS

13,397,758
TOTAL STEPS

6,500
MILES WALKED

May Steps Challenge

Congratulations to
Mike Weinkoetz & Elyssa Amweg
on winning a vacation day!

Turn in your monthly step tracking spreadsheet by the 10th of the following month to walkingchallenge@sadoff.com to be eligible for the shown prizes. Program runs from May - September 2021.

It's that time of year again!!!

Let's get out and get ACTIVE!



Beginning May 1st and running through the end of September the Sadoff Wellness Team would like to encourage you to get out and get active!

Submit photos of your active lifestyles to active@sadoff.com each month to be entered into a drawing for a monthly prize. Each employee can submit as many pictures as they want each month but there will be a maximum of 5 entries into the drawing per employee each month.

Submit the pictures to active@sadoff.com along with your name, date of the activity in the picture, and a brief description of the activity. Please keep the pictures work appropriate as they may be utilized to highlight the Sadoff Active Lifestyles in the Newsletter, Sadoff Intranet, and other publications involving Sadoff and/or the Wellness Team.



INSPECTION TEAM

VERIFY & OPTIMIZE

- ▶ **Be a MAP expert**
- ▶ **Check material conformity**
- ▶ **Determine method of material disposition**

Good decision making in dealing with inbound material ensures our processing efficiencies.

**SAFETY, SATISFACTION AND
PREVENTION OF POLLUTION FOR
THIS WE ARE ALL ACCOUNTABLE!**

SR SADOFF IRON &
METAL COMPANY
THE PREFERRED CHOICE IN RECYCLING



PROCESSING TEAM

REMOVE NC & MEET SPECS

- ▶ **Be a consumer spec expert**
- ▶ **Remove all NC material**
- ▶ **Ensure material meets consumer requirements**

Removing NC material while producing material that meets consumer specs ensures customer satisfaction.

**SAFETY, SATISFACTION AND
PREVENTION OF POLLUTION FOR
THIS WE ARE ALL ACCOUNTABLE!**

SR SADOFF IRON &
METAL COMPANY
THE PREFERRED CHOICE IN RECYCLING

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 September 15, 2021.



Scrap Search

Alloy	Aluminum	Audit
Baler	Benefits	Brass
Certifications	Chemistry	Compliance
Consumer	Copper	Culture
DataDestruction	Electronics	Environment
Ferrous	Foundry	Inspection
Lead	MachineOperator	Magnet
MaterialAcceptance	MaterialHandler	Nonferrous
Quality	Safety	Scale
ScrapMetal	Shear	Shredder
Stainless	Steel	Supplier
Sustainability	Teamwork	Weighmaster
Wellness		

Find the word in the puzzle.

Words can go in any direction.

Words do not share letters.

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

Name: _____

Congratulations to our winners from the last issue:

- Andy and Anna Coates
- Tanya Smith
- Brent Bober
- Laurie Darnick
- Katie Pfeifer

(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!



Todd Bonlander
FDL - 30 yrs.



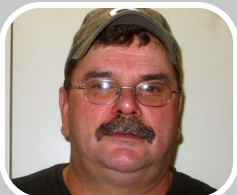
Gerald Brown
FDL - 20 yrs.



Kris Schmieder
Manitowoc - 20 yrs.



Andrew Coates
FDL - 20 yrs.



James Titel
FDL - 15 yrs.



Keith Wrensch
Sheboygan - 15 yrs.



Stacy Freund
FDL - 10 yrs.



Rafael Gonzales
Sheboygan - 10 yrs.



Mark Raether
FDL - 10 yrs.



Logan Lisowe
FDL - 5 yrs.

Thank
You!