

SR SADOFF IRON & METAL INFORMER

ISSUE

Q4

VOLUME 21

PEOPLE, TEAMWORK, EXCELLENCE

Letter from the CEO

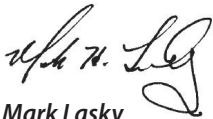
It is a time of reflection as 2021 starts to appear in the rearview mirror and 2022 is coming into focus. It has been an extraordinary year, in many ways. Through it all our company, our team, has found a way to stick together, get the job done and we have lived our "why" **to enhance the quality of life by creating security through sustainability.**

In 2021 we earned our place as the Preferred Choice. We worked together for a successful three-year collective bargaining agreement. We met or exceeded our benchmarks and recertifications for our vital environmental, health, quality, and safety programs. We remained diligent, proactive and also responsive to our customer's needs in a time when they needed us most. The cleanliness and housekeeping at our facilities is first rate and stands out in our industry.

I write this to you in humble gratitude. 2022 will mark our 75th year in business. An achievement that should not be overlooked. You all have played an essential role in the longevity and success of this business. There will be several acknowledgements of this milestone throughout 2022.

On behalf of my family, and from Sheldon, Jason, Bradford, and their families, we wish you a healthy, and Merry Christmas and Happy New Year!

Best personal regards,



Mark Lasky
Chief Executive Officer

Sustainability



2022

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- 8 Winter Safety Tips
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Sadoff Iron & Metal Proud to Celebrate 75-year Anniversary

Sadoff Iron & Metal, a family-owned and locally operated company, celebrates its 75th anniversary and is looking forward to many years ahead. With locations in Wisconsin and Nebraska, Sadoff offers scrap metal recycling of non-ferrous metals and ferrous scrap, auto salvage, electronics recycling and more.

Throughout the last 75 years, Sadoff has continued to provide an unwavering focus on safety and environmental responsibility, while earning a variety of sustainable and protective credentials and certifications. In short, it's embedded and prominent in their company's culture.

Sadoff's leadership team, including Mark Lasky, CEO, and Executive Vice Presidents Jason Lasky and Brad Lasky, share the company's history, their grandfather's impact on the business, and what they envision for the next 75 years (and more!),

The History of Sadoff

In the 1920s, Sadoff's founder Edward H. Rudoy immigrated from Ukraine with his family. He then became a welder on WWII submarines in Manitowoc, where he met his future wife, Belle. As described by his grandsons, Edward always wanted to be "the lead dog". In 1947, when an opportunity presented itself to buy the Block Salvage Company in Oshkosh, Edward convinced a Chicago bank and Belle's family to finance him. This bold, entrepreneurial course of action set the business on its path.

In 1964, Edward purchased the Sadoff Iron & Metal Company in Fond du Lac, WI. Mark, Jason, and Brad's father, as well as Edward's son-in-law, Sheldon Lasky, joined the business in 1972. In addition, the company brought Wisconsin's first automobile shredder in 1973. In 1991, Edward retired, and Sheldon took over.

Throughout Edward's and Sheldon's careers with Sadoff, they also became leaders in the community. "Community involvement is something that Edward valued to invest back into the area and help it thrive. This value has passed down to our father and now to us," said Brad.

Edward was a president of the Oshkosh YMCA, a board member for Oshkosh Corporation, formerly known as Oshkosh Truck, and the first Jewish member of the Oshkosh Country Club. Edward and Belle also started a fund at the Oshkosh Community Foundation that solely provides funds and awards to teachers, known as the Edward and Belle Rudoy Education Fund. Sheldon held many leadership roles in the community and has been followed by his three sons.

Family-Owned Business

Today's leadership includes Mark, Jason, and Brad, and they're determined to continue the traditions set forth by their grandfather and father. "Edward and Sheldon's philosophy was that our best method of growth was to grow with our customers," said Mark. "That was the foundation of how the company started and it continues through today."

Mark, Jason, and Brad agree that they never felt as though they deserved the business and always viewed it as a privilege, which speaks to their passion and commitment to Sadoff. "We're very fortunate to have the opportunity. Twelve percent of family businesses survive through the third generation," said Mark.

The leadership team works together to carry on the legacy and make sure the business remains focused on their customers. "My grandfather was the founder, my father was the grower, and we're taking it and refining it," said Jason. "We're putting our stamp on the company with the teams we've developed over the last decade."

"Nobody does this alone—we need each other, and we're blessed to have the team that we do," said Mark.

Sadoff's Business Impact

As an industry leader in scrap metal recycling, Sadoff prides themselves in being a safe and sustainable company. "We went from believing in safety to really having safety as a value," shared Jason.

Sadoff's employees also understand and embrace the culture, atmosphere, and their purpose to contribute to the company. "Today's companies talk about their why. Why do people want to commit their careers here or why do people want to do business with you? At Sadoff, we enhance quality of life by creating security through sustainability," said Mark.

As third-generation leaders, they stay in touch with the needs of their employees, the company, and their customers. Even though the business has grown over the years, they remain loyal and share the importance of the company's success. "[With leadership], you need

the dual access of will and skill. You must have that emotional intelligence, you must be able to work with people, you must be able to communicate," shared Mark. "You can have someone who has all the skill but if they can't interact with others, it's going to be detrimental to the business."

What's Next for Sadoff?

When reflecting on Sadoff's future, the Lasky family knows where they want to go and how they are going to get there. "We see ourselves as stewards of the business. There's a need—it's a mature, basic business but it is also a backbone to the economy," said Mark.

In addition, sustainability is becoming more of a priority for businesses and organizations and Sadoff has been focused and taking actionable steps to make this a reality. "We're helping our company be a provider to others, so they achieve their sustainability goals. We're seeing that as a desire and as a need," said Jason.

With the increased need of electronics in our daily lives, the company began its newest recycling expansion with the addition of their R2-certified Sadoff E-Recycling & Data Destruction company, which began in 2016. Since branching out into this area, the company has assisted many more clients to meet their security and sustainability objectives.

As they continue their hard work and dedication for the next 75 years, Sadoff is honored to share this milestone with their employees and the community. "When you have successes, you celebrate, reward, recognize, and respect the people that got you there," shared Mark.

Learn more about Sadoff Iron & Metal by visiting their website www.sadoff.com



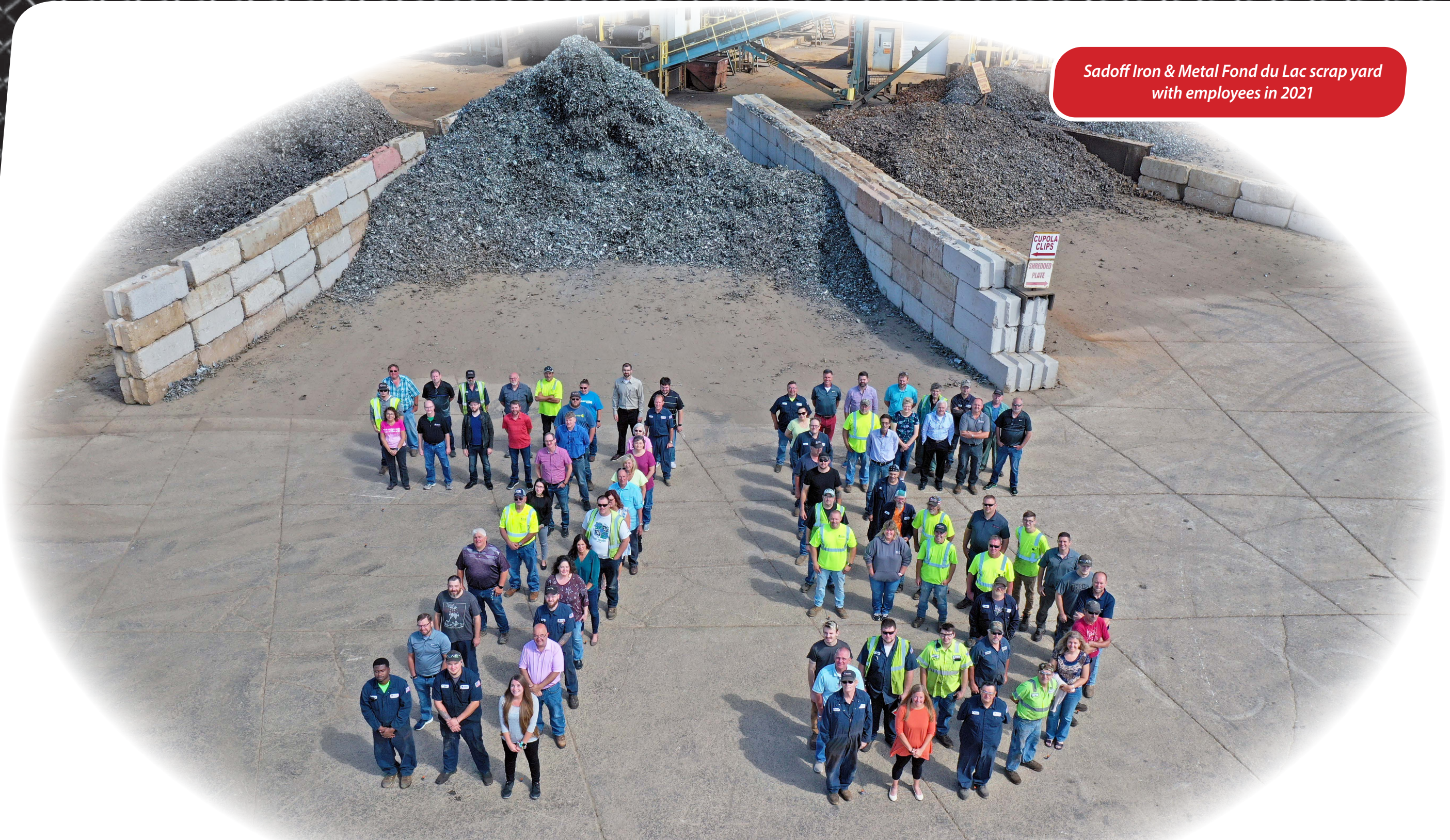
From left to right: Jason Lasky, executive vice president, Mark Lasky, CEO, and Brad Lasky, executive vice president at Sadoff Iron & Metal.



Edward H. Rudoy, founder of Sadoff Iron & Metal, pictured in 1940.



Sheldon Lasky, former Sadoff CEO, Edward H. Rudoy's son-in-law and father of current leadership team including Mark, Jason, and Brad.



Sadoff Iron & Metal Fond du Lac scrap yard
with employees in 2021

Happy 75th Anniversary Sadoff Iron & Metal!

8 WINTER SAFETY TIPS

Stay Healthy and Safe This Winter

1. Drive Safely

AAA offers the following driving tips:

- Avoid using cruise control in wintry conditions
- Steer in the direction of a skid, so when your wheels regain traction, you don't have to overcorrect to stay in your lane
- Accelerate and decelerate slowly
- Increase following distance to 8 to 10 seconds
- If possible, don't stop when going uphill

If visibility is severely limited due to a whiteout, pull off the road to a safe place and do not drive until conditions improve. Avoid pulling off onto the shoulder unless it is an absolute emergency. Limited visibility means other vehicles can't see yours on the shoulder.



BE PREPARED

2. Prepare Your Car

Is your car ready for winter travel? It's not too late to winterize your car. Check out these car care tips to prepare you for winter driving:

- Check your tires and replace with all-weather or snow tires, if necessary.
- Keep your gas tank full to prevent ice from getting in the tank and fuel lines.
- Use a wintertime fluid in your windshield washer.
- Make an emergency kit to keep in your car. Include water, snacks, first-aid kit, blankets, flashlight, extra batteries, portable cell phone charger, and emergency flares.



BE PREPARED

3. Prepare Your Home

Winterize your home to help protect yourself and your family from any potential damage the cold temperatures and snow may bring.

Follow these tips to keep your home safe and warm:

- Check your heating systems.
- Clean out chimneys and fireplaces.
- Closely monitor any burning fires or candles.
- Check your carbon monoxide and smoke detectors.
- Remove ice and snow from walkways to prevent slips and falls.
- Keep an emergency kit in your home that includes flashlights, extra batteries, a first-aid kit, extra medicine, and baby items.
- If you lose power, your kit should also include food and water for three days for each family member, warm clothing if you have to evacuate, and toys and games for children.



BE PREPARED

4. Prepare For Outdoor Activities

Remaining indoors during the winter is appealing. But you and your family may want to venture outdoors to enjoy winter activities. When you do, take these steps to prevent serious injuries and illnesses, like hypothermia and frostbite:

- Wear layers of light and warm clothing, a wind-resistant coat, waterproof shoes, and a hat, gloves, and scarf.
- Work slowly when engaged in outdoor tasks, such as shoveling your driveway or removing snow from your car.
- Take a friend and carry a charged cell phone when participating in outdoor activities.

BE SAFE

5. Avoid Snow Shoveling and Snowblowing Injuries

Shoveling snow or using a snowblower are among winter's most grueling activities. High levels of activity in cold temperatures put many people at risk of heart attack, especially those that have inactive lifestyles.

While most people won't have a problem, shoveling snow can put some people at risk of heart attack. Sudden exertion, like moving hundreds of pounds of snow after being sedentary for several months, can put a big strain on the heart. Pushing a heavy snow blower also can cause injury.

And, there's the cold factor. Cold weather can increase heart rate and blood pressure. It can make blood clot more easily and constrict arteries, which decreases blood supply. This is true even in healthy people. Individuals over the age of 40 or who are relatively inactive should be particularly careful.

National Safety Council recommends the following tips to shovel safely:

- Do not shovel after eating or while smoking
- Take it slow and stretch out before you begin
- Shovel only fresh, powdery snow; it's lighter
- Push the snow rather than lifting it
- If you do lift it, use a small shovel or only partially fill the shovel
- Lift with your legs, not your back
- Do not work to the point of exhaustion
- Know the signs of a heart attack, and stop immediately and call 911 if you're experiencing any of them; every minute counts

Don't pick up that shovel without a doctor's permission if you have a history of heart disease. A clear driveway is not worth your life.



BE SAFE

6. Prevent Carbon Monoxide Poisoning

Carbon monoxide detectors save lives. Every year, over 400 people die and 50,000 are treated for carbon monoxide poisoning.

The most common symptoms of carbon monoxide poisoning are often described as "flu-like" – headache, dizziness, weakness, upset stomach, vomiting, chest pain and confusion.





2021 Economic Impact Study Shows Immense Value of Recycling Industry

The recycling industry is all about loving commodities the second, third and fourth time around. According to the [2021 Economic Impact Study](#) that John Dunham & Associates (JDA) recently completed for ISRI, the activities of the recycling industry in the United States generate nearly \$116.84 billion annually in economic benefits. This analysis is the sixth in a series of studies that began in 2011. Over that period, the scrap recycling industry has grown from 137,635 jobs to 159,640 direct jobs at more than 12,000 facilities nationwide.

Not only does the recycling industry create good jobs (with an average wage of \$77,300) at its own facilities and offices, but it helps support an additional 346,499 jobs in firms that supply the industry with goods and services such as equipment, energy, accounting, and trucking, as well as in those that produce products and services consumed by employees.

In other words, processors of recycled commodities do their part to provide opportunities to everyone from doctors and lawyers to plumbers, carpenters, waitresses and farmers in every part of the nation. The industry also generates \$12.3 billion in tax revenues for governments across the country. This doesn't even include the tens of thousands of people who earn their living by gathering valuable recyclable products and bringing them to a recycling center.

The overall impact of the recycling industry on the economy of the United States is about \$116.8 billion, a significant number that accounts for \$350 for every person in the country. To put it another way, the recycling industry in the U.S. is as large as the farm equipment manufacturing, soap manufacturing, and book publishing industries combined.

The recycling industry is also a major exporter, shipping more than \$20 billion in products like ferrous and nonferrous metal, paper, cullet, and even precious metals to countries around the world. This alone accounts for 50,360 of the industry's jobs and \$35.7 billion in economic activity, and represents over 0.5% of the nation's exports by value.

By helping commodities to work a second time around, the recycling industry also creates inputs for manufacturers across the country. Paper and paperboard manufacturers rely on recyclers to provide them with the materials that they need to make pulp for boxes, newspaper, and the all important bathroom tissue. Nearly 75% of the aluminum used by America's can manufacturers began as a recycled product at a recycling facility, and most carpets were once plastic bottles. As the opportunities to use recycled inputs grow, so will this important industry, replacing mining, logging and refining operations, making the old new again, and helping to protect the earth's air, water, and land for future generations.

BE SAFE

7. Prevent Falls This Winter

When the rain and snow starts to fall, so do people. In fact, falls are the leading cause of nonfatal injuries in adults 45 and older. Protect yourself from a life-changing injury this winter with these safety tips:

- **Choose the right shoe.** Shoes and boots need to fit properly and have soles with good traction. Snow boots or hiking boots will provide the best protection for the worst type of weather.
- **Leave early.** Falls are more likely to happen when you're in a rush. Allow yourself plenty of time to get to where you're going.
- **Walk like a penguin.** Take short steps and walk as flat-footed as possible on icy or slippery ground.
- **Keep your hands free.** You'll need them to help you balance, so avoid carrying heavy loads and keep those hands out of your pockets.
- **Remove snow and ice from walkways frequently.** Don't wait for it to melt. That could take awhile. Apply ice melt and ask for help if you need it.
- **Keep the lights on.** If you have exterior lights on your home, use them to help see where you're walking at night.
- **Advocate for your safety.** If the entrances or sidewalks do not look safe outside of a business or a local venue, speak up and let someone know.



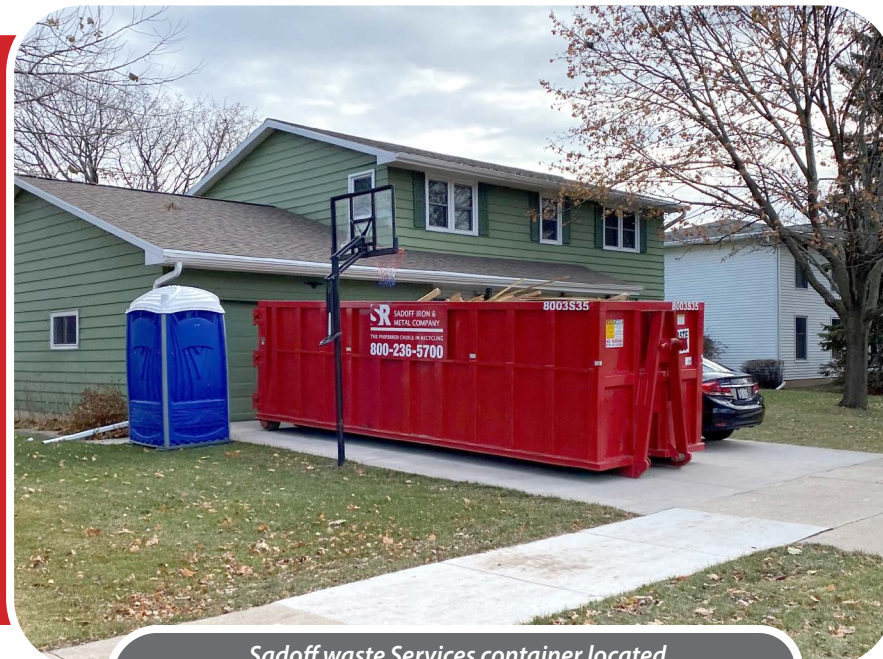
BE SAFE

8. Keep a Charged Phone With You

Your cell phone can help with any emergency you may come across walking, driving, or playing in the snow. It's important to keep a charged cell phone with you or anyone you are out with, so you can call for help if anything were to happen!

Sadoff Waste Services

Over the past 18 months we have been providing waste container services to a select test audience. Our strategy has been to test local WI markets for providing competitive waste removal services, mainly in the area of construction and demolition. The testing continues to allow us to collect valuable information that we are utilizing as we move to formalize waste collection and removal in our available suite of services that we can offer our customers. So if you happen to see our equipment out in the field that seems inconsistent with scrap metal collection you now know why.



Sadoff waste Services container located at a residential project

SR SADOFF IRON & METAL COMPANY

THE PREFERRED CHOICE IN RECYCLING

Sadoff.com | Connect with us:

SR 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.

September - Dave Casper, Tyler Gilgenbach, Mary Duley, Tom Barnett, Steve Schultz, Terry Kimpton, Rena Bulatao, Raquel Lord, Ron Schlafer, Lance Holbrook, Melissa Ryan, Kevin Leclair, Bill Hanselman

October - Jon Treleven, Michael Williams, Matt Weirman, Garrett Schalk, Kelsey Hetrick, Brice Borgamann, Matt Chapin, Demetrius Cary, Christine Antkowiak, Tenille Graf, Bill Hanselman

November - Steve Crowley, Brice Borgmann, Chris Lenton, John Corrales, Kelsey Hetrick, Marilyn Roach, Dick Warner, Dave Fisher, Anastasia Gebert

December - Shaun Charlier, Tom White, Chad Awbrey, Aaron Olivas, Mike Larson, Mike Jarvey, Ryan Brion, Randy Bonlender, Mike Weinkoetz, Brad Koehler, Lori Hewitt, Laurie Darnick

SR 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.

Rafael Gonzales, Logan Lisowe, Eddie Bautista, Lance Holbrook, Kevin LeClair, Bill Hanselman, Jon Treleven, Matt Weirman, Mike Williams, Bill Hanselman

A Recipe for Health
Easy Chicken and Vegetable Casserole

Prep time 5 min | Cook time 30 min | Servings 8 | Serving size 1 cup



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

- Preheat oven to 375°F.
- 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.
- Bake uncovered until steaming hot, about 30 minutes, and serve.

SRI TEAM WELLOFF
Scrapping Unhealthy Lifestyles

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	

Buffie Davis 10/26/2020 Recommended
The prep time listed on this recipe needs to be updated to include the time it takes to cook brown rice, chicken and steam broccoli. When I made this the first time, I couldn't find a non-condensed mushroom or broccoli soup so I had to thin the condensed mushroom soup out with a can full of milk but the results were still very tasty. I made this again today but this time I used a Campbell's condensed cream of chicken and mushroom soup and milk and increased the shredded Cheddar cheese to a full cup. I like a Cheesy casserole!

Belinda Rowland 09/13/2020 Recommended
I used to make a similar casserole before diabetes but it had a lot of white rice in it. This is a good alternative because it has brown rice and at a smaller amount. Make sure you precook the broccoli! I only thawed the broccoli since the instructions weren't very clear but it didn't cook much in the oven. (Another reviewer said that the rice didn't cook, but you're supposed to use cooked rice.) Also I thought it was a bit bland so will add some herbs and other seasoning next time.

September - 2021
Active@sadoff.com
Winner!

Congratulations MEL!

\$25 Gift Card

Steve Crowley

Leesa Tilstra

Markus McDonnell

Stacy Freund

Brent Bober

Lenore Epp

Chris Antkowiak

-Mel Oelke-
(Fond du Lac)
Family Game Time

Total Steps
2021

1,317
GALLONS OF
GAS SAVED

57,950,439
TOTAL
STEPS

28,975
MILES
WALKED

SEPTEMBER Steps Challenge

The winners of 2 days off for submitting your September Steps tracking sheets are
Kyron Rosno & Markus McDonell

Congratulations to our grand prize winners of a \$250 gift card to a sporting goods store of your choice.

CHRISTINE WELLS & KATIE PFEIFER!

Thank you to all who participated!
Your Sadoff Wellness Committee



SRI TEAM WELLOFF
Scrapping Unhealthy Lifestyles

“Have you heard of our vitamin program?”

The Sadoff Wellness Committee provides all employees with a yearly 200-day supply of multivitamins. In case you missed out or are hearing about this program for the first time, contact your manager or the wellness committee at wellnesscommittee@sadoff.com if you'd like your complimentary One-A-Day Complete Multivitamins. Please specify Men's, Women's and if your age is 50+ when submitting your vitamin request. Multivitamins will not prevent you from getting sick, but they will help boost your body's defenses and reduce recovery time.”



A Recipe for Health

No-Bake Peanut Butter & Chocolate Bites

Prep time
10 min

Servings
24

Serving size
2 bites



Ingredients

US Metric

low calorie granulated sugar blend, such as Splenda sugar blend	1/3 cup
skim milk	1/3 cup
peanut butter	1/2 cup
vanilla extract	1 tsp
old-fashioned rolled oats (not quick cooking)	2 cup
mini-chocolate chips	3 tbsp

Directions

1. In a small saucepan, combine sugar blend and milk over medium heat. Stir well and bring to a boil for 1 1/2 minutes. Stir in peanut butter and vanilla.
2. Remove from heat and add oats. Stir until oats are evenly coated in the peanut mixture and everything has cooled. Fold in the chocolate chips.
3. Scoop oat mixture into 1 Tbsp. balls and place on waxed paper. Let cool and refrigerate.

Recipes are from the:



Nutrition Facts	
24 Servings	
Serving Size	2 bites
Amount per serving	
Calories	80
Total Fat 3.5g	
Saturated Fat 0.5g	
Trans Fat 0g	
Cholesterol 0mg	
Sodium 20mg	
Total Carbohydrate 9g	
Dietary Fiber 1g	
Total Sugars 4g	
Protein 2g	
Potassium 70mg	
Phosphorus 55mg	

Melissa Jordan 04/26/2021 I just finished making and tasting... definitely satisfies my sweet tooth. Am looking forward to trying many of the Food Hub recipes. Thank you Recommended

Gwen Dean 02/03/2021 These little jewels are so similar to the No Bake Chocolate Oatmeal Cookie. I did say "similar" because we are omitting a stick of butter and a cup of sugar! I did not care for the after-taste with the Stevia, but it didn't keep me from eating them. I made them again and left off the Stevia. I used Almond Milk. I can tell you that they taste wonderful! No Stevia needed. Recommended

Diane Schick 07/22/2020 I used almond butter instead - delicious! Quick and easy to make, a great treat to satisfy my sweet tooth without spiking my blood sugar. I'll definitely be making these again! Recommended

Lynn Soucy 07/06/2020 Just made these. I added a little more peanut butter to help them stick together better. Great treat! Recommended

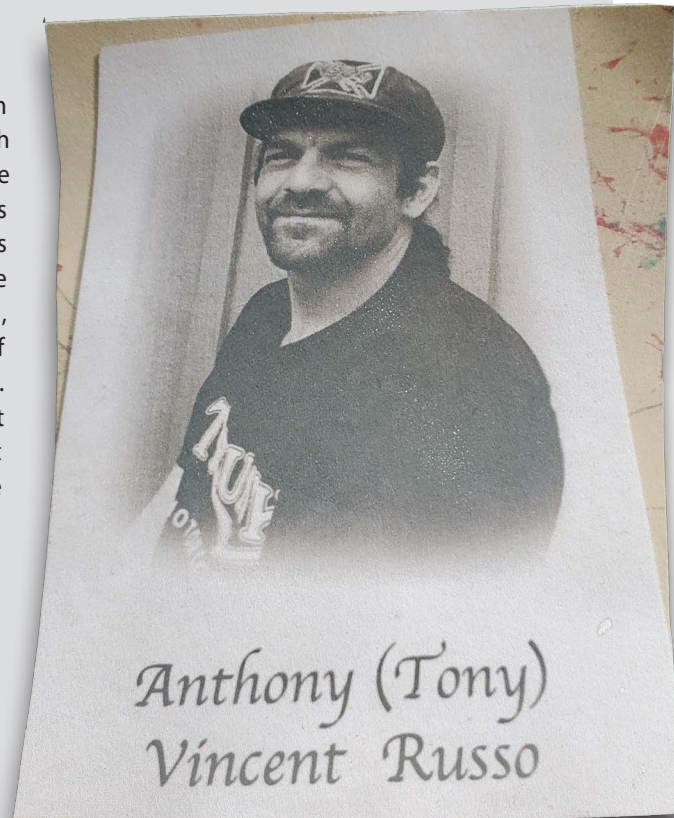
SRI TEAM WELLOFF
Scrapping Unhealthy Lifestyles

Revisiting a Loss

As some you know this year has been a rough one in Sheboygan. Earlier in the year we lost our inspector to a suicide. Anyone who had been in the Sheboygan facility over the last 5 years and had any interaction with Tony would never forget it. It took us all by surprise and was a rough few months here. As I look back and asked myself did, we miss some of the signs. It was brought to my attention a few times that he was off. I would go and talk with him, and he would tell me everything was good. The more I thought about it the more I realized the signs were there. Tony and I had a good relationship, and I took him by his word, but something told me I should dig in more and I didn't. I beat myself up about it and it still hard on days to come in and not see him there. Tony always referred to us as his family and we felt the same way about him. If anyone is having these same feelings, or know someone that is please talk with someone. You don't realize how many people care for you until its too late. We offer a wonderful EAP program that I have used a few times this year. It is a great outlet and will get you the help you need. On behalf of the Russo family, they wanted me to thank everyone who came to the funeral. They were taken back by the number of coworkers and former coworkers from Sadoff that showed up to pay their respects.

Submitted by Rafael Gonzales

In memory of Tony Russo



EPA Policy Update

EPA Policy looks to grow recycled commodity markets

Houston, 17 November (Argus) — The US Environmental Protection Agency (EPA) will consider various policies to promote recycling as a part of its National Recycling Strategy released this week.

The EPA said some policies it will analyze include data reporting requirements, recycled content requirements for products, taxes on virgin materials, minimum quality/contamination standards for material recovery facilities (MRFs), minimum standards on MRFs to recover certain materials, consumer incentives and recycling mandates, among others.

In all, the EPA wants to improve markets for recycled commodities, including metals, plastics, paper and glass.

The National Recycling Strategy is expected to promote growth within metal recycling industry through circular economic practices, according to the Institute of Scrap Recycling Industries (ISRI).

"The EPA's recognition of [circular economic practice] in the Strategy ensures an enhanced, national focus on keeping recycling and recyclability front of mind as we work toward a truly circular economy," said ISRI vice president of advocacy Adina Renee Adler.

The EPA also plans to create a national map of key existing recycling infrastructure to depict available recycling capability. The map would reflect available collection points (i.e. scrap yards, MRFs) all the way to manufacturing centers that use the recycled materials like steel and aluminum mills.

The EPA cited several challenges the US faces currently with recycling, like antiquated infrastructure, confusion about recyclable materials, and market variability for recyclables.

The EPA said infrastructure development can improve US market demand and support the implementation of the National Recycling Goal to increase the recycling rate to 50pc by 2030.

The EPA intends to finalize the full National Recycling Strategy methodology for calculating the recycling rate and goals by the end of 2021.

By Christian Willbern

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Quality Assurance Vs. Quality Control A Practical Example

One of the big enterprises wanted to replace the bulbs in their factories with a more efficient one, saving them a lot of power. They hear about a new company which specializes in those types of bulbs. The big enterprise places an order of 100,000 bulbs. The Quality Control department adds a note saying that per 1000 bulbs, they are willing to tolerate poor quality in about six bulbs which can be defective or broken, but nothing more than this.

After a few days, they received 100,000 bulbs and another small package of 600 bulbs. The delivery note says, "We have delivered 100,000 bulbs to you as per your order. However, we did not understand your Quality Control requirements, so we have broken another 600 bulbs and attached them with the delivery so that you are not disappointed".

The bulb company had strong Quality Assurance while the expectation was just Quality Control. Both won't understand each other because the goals are different. *Under QC, you are trying to control how many defective items can go out in the production, always an afterthought, while QA is about ensuring that output at every stage of development is of very high quality. QC is about finding and quarantining, while QA is about preventing or treating.*



Hello team members,

We would like to share information with you about NOVO Health’s Bundled Payment Program for Health Services. All employees/dependents enrolled in our health plans have access to this program. There is no need to sign up and no extra fees.

NOVO Health is a leader in health care bundles, which makes it easier for you to access specialized care such as orthopedics, spine, cardiology, women’s health, pain management and medically necessary plastic surgery. Savings when using NOVO Health for health care services is typically 25% or more when compared to more expensive hospital sites. In addition to such considerable cost savings, employees can take advantage of a number of benefits:

- Care Navigation (833-361-6686) to answer questions and schedule appointments
- Priority access to top providers, usually within 48 hours
- 100+ bundles of care, each with a known price provided in a single bill
- 90-day limited warranty on bundled care

Common procedures comparing typical costs to NOVO Health’s bundled pricing:

PROCEDURE NAME	TYPICAL COST	BUNDLED PRICE
Knee Arthroscopy	\$14,559	\$6,500
Total Knee Replacement	\$46,760	\$26,000
Total Hip Replacement	\$43,203	\$26,000
Rotator Cuff Repair	\$26,946	\$15,250
Discectomy	\$28,315	\$13,000
Bunionectomy	\$14,659	\$6,500
Laparoscopic Hysterectomy	\$23,686	\$17,500
Meniscus Repair Medial/Lateral	\$19,560	\$8,500
EKG	\$254	\$100
Anterior/Posterior Lumbar Fusion	\$95,234	\$48,000

A complete listing of NOVO Health bundled procedures can be found at novohealth.com and in the NOVO Health app.

The NOVO Health bundled experience delivers on the three pillars of health care: cost, quality and – most importantly – patient experience.

If you have questions or would like to get started, you’re only a click or call away. Connect with Care Navigation by scanning the QR code to download the NOVO Health app or call 833-361-6686.



833.361.6686 | novohealth.com

Want to learn more about NOVO and how to use it?

Enter the YouTube link below in your internet browser...

<https://www.youtube.com/watch?v=ZCymPdmLP4c>

This link is also available on UKG – go to the 2nd Home Page and look under Health Insurance Resources.

Health Insurance Resources

- [MyUHC.com](#)
- [Why is UHC calling me?](#)
- [UHC App for your Mobile Device](#)
- [Nurse Advocate Service](#)
- [NOVO Health - How to use NOVO](#)
- [Choose a Primary Care Physician](#)

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

How to Participate:

1. Complete the 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 20, 2022



Congratulations to our winners from the last issue:

- Michael Jarvey Jr.
- David Eirich
- Lori Hewitt
- Markus McDonell
- Kelsey Hetrick



Behind Every Success Story Are Coaches

Real Appeal® online coaches have one job — to guide you with the support needed to stay on track. Learn more about how our coaches are helping members realize lasting change.

How Real Appeal Coaches Work with Members

Real Appeal is a program on Rally Coach™ available to you and eligible family members at no additional cost as part of your health insurance.

Online Group Sessions
Online Group Sessions Join live sessions with a community of members to learn healthy tips like meal prepping, how to cook meals with fewer calories, and more.

Recipes at Your Fingertips
Find hundreds of recipes in the Real Foods Guide — including ideas for breakfast, lunch, dinner, snacks, smoothies, and desserts.

Track Your Nutrition
You can easily track your food intake on the Real Appeal app. Already use a tracking app? You can sync data from many popular apps to Real Appeal.

Sign up Today enroll.realappeal.com

Have your health insurance ID card handy when enrolling.

Coaching IS ✓

A partnership and guided conversation

A collaborative process

A source to help optimize your strengths and build confidence

Coaching IS NOT ✗

Telling you what to do

Therapy or a diagnosis

Giving professional nutritional, fitness, or medical advice

Read "Stress-Busting Secrets From Real Appeal Coaches" on the back as they share what's helped them keep stress levels in check over the past year.

Scrap Search

Name: _____

Inputs to a Positive Culture

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

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|---------------|---------------|--------------|-------------|
| Collaborative | Communication | Transparency | Challenging |
| Progressive | Environment | Motivating | Leadership |
| Empathetic | Inclusive | Welcoming | Recognize |
| Innovative | Diversity | Respectful | Connected |
| Teamwork | Learning | Engaging | Flexible |
| Nurturing | Quality | Educate | Reward |
| Casual | Relaxed | Nimble | Safety |
| Happy | Truth | Assist | Trust |

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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!



Elizabeth Martinson
5 years – FDL



Jacob Schneider
5 years – FDL



Lenore Epp
10 years – FDL



Jesse J. Moffatt
10 years – GB

Thank You!