

# SR SADOFF IRON & METAL INFORMER

ISSUE

Q3

VOLUME 22

PEOPLE, TEAMWORK, EXCELLENCE

## Letter from the CEO

Dear Team Sadoff,

Fall is in the air and like the seasons, the one constant we can count on is change. We know this to be true in both our personal and professional lives.

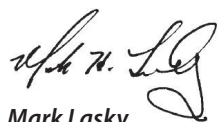
This year there have been some ownership changes with a couple of our major foundry consumers. Neenah Enterprises Inc. (which includes Neenah Foundry and Deeter Foundry) was sold to Charlotte Pipe, a fifth-generation family-owned business based in Charlotte, North Carolina.

Earlier in the year Aarrowcast in Shawano was sold to Charter Steel. It is a reminder that we must focus on what we can control – our focus on safety, our continuous improvement efforts, and our commitment to communicate effectively.

Our family ownership team is focused on acting with the well being of you, your families, and our company at the forefront of everything we do.

Thank you for making Sadoff the Preferred Choice!

Best personal regards,



Mark Lasky  
Chief Executive Officer

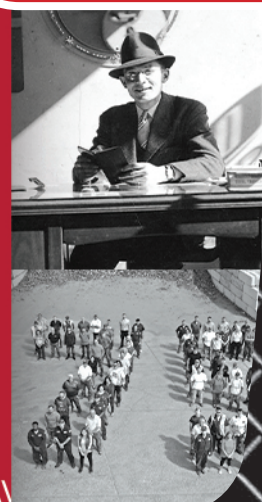
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**75 YEARS**  
OF SAFETY, SUSTAINABILITY  
& CUSTOMER SATISFACTION

Sadoff.com

**SR** SADOFF IRON &  
METAL COMPANY



## How has Sadoff Become/Remained the Preferred Choice?

Our company operates a business based around the purchase, processing and sale of commodities. Commodities may be in great supply or in short supply but one thing is true – commodities go up and down based on supply and demand dynamics. We don't control the commodity availability or pricing, what we do have full control over is every aspect of the services that we offer in support of our customers desire to purchase the commodities that they consume for their products. At the end of the day it is truly the support that we offer our customers that makes us their Preferred Choice.

### Quality Counts

With so many options available to customers, you may be wondering whether or not quality still matters. The answer is a resounding "yes," and quality isn't just about offering a product or service that exceeds the standard, but it's also about the reputation you gain for consistently delivering a customer experience that is "above and beyond." Managing quality is crucial for all businesses.

Quality products help to maintain customer satisfaction and loyalty and reduce the risk and cost of replacing faulty goods. Companies can build a reputation for quality by gaining accreditation with a recognized quality standard.

### Meet Customer Expectations

Regardless of what industry you're involved in, your customers aren't going to choose you solely based on price, but often on quality. In fact, studies have shown that customers will pay more for a product or service that they think is made well or exceeds the standard. Your customers expect you to deliver quality products.

### Quality is Critical to Satisfied Customers

If you fail to meet customers' expectation, they will quickly look for alternatives. Quality is critical to satisfying your customers and retaining their loyalty so they continue to buy from you in the future. Quality products make an important contribution to long-term revenue and profitability. They also enable you to charge and maintain higher prices.

Quality is a key differentiator in a crowded market. It's the reason that Apple can price its iPhone higher than any other mobile phone in the industry – because the company has established a long history of delivering superior products.

### Establish Your Reputation

Quality reflects on your company's reputation. The growing importance of social media means that customers and prospects can easily share both favorable opinions and criticism of your product quality on forums, product review sites and social networking sites, such as Facebook and Twitter. A strong reputation for quality can be an important differentiator in markets that are very competitive. Poor quality or product failure that results in a product recall campaign can lead to negative publicity and damage your reputation.

If your business consistently delivers what it promises, your customers are much more likely to sing your praises on social media platforms. This not only helps drive your brand awareness, but it also creates the much-desired FOMO effect, which stands for "Fear of Missing Out." Social-media users that see your company's strong reputation will want to become part of the product or service you're offering, which can boost your sales.

### Meet or Exceed Industry Standards

Adherence to a recognized quality standard may be essential for dealing with certain customers or complying with legislation. Public-sector companies, for example, may insist that their suppliers achieve accreditation with quality standards. If you sell products in regulated markets, such as health care, food or electrical goods, you must be able to comply with health and safety standards designed to protect consumers.

Accredited quality control systems play a crucial role in complying with those standards. Accreditation can also help you win new customers or enter new markets by giving prospects independent confirmation of your company's ability to supply quality products.

### Manage Costs Effectively

Poor quality increases costs. If you do not have an effective quality-control system in place, you may incur the cost of ana-



lyzing nonconforming goods or services to determine the root causes and retesting products after reworking them.

In some cases, you may have to scrap defective products and pay additional production costs to replace them. If defective products reach customers, you will have to pay for returns and replacements and, in serious cases, you could incur legal costs for failure to comply with customer or industry standards.

## Sadoff Scavenger Hunt Winner

*Thank you to all who participated in our 1st Sadoff Scavenger Hunt.*

We had 20 participants and 11 people capturing all the photos, but the BIG WINNER WAS.....

**Karen Eckert from Sheboygan/FDL**

We have received a lot of positive feedback and will do another one in the future.



## Production vs. Safety *The Truth Behind the Myth*

Next time you find yourself rushing, ask yourself if it was really because of circumstances beyond your control.

Have you ever noticed that, compared to when you were nine years old, the “quality” of your excuses has improved dramatically? When your teenage son tells you that the lawn is not cut because he was worried the noise might frighten the neighbor’s cat, you may remember saying something equally flimsy to your parents as an excuse. (Are you smiling now?)

But YOU make excuses too. Have you ever told a cop who caught you speeding that you were listening to a great song and some imaginary misunderstanding pushed the pedal to the metal? And it worked, as you later boast to your friends, because he let you off with just a warning.

*Imagine if you told the truth: “Officer, the reason I’m speeding is because I wanted to get there quicker and, to be honest, I don’t really ever do the speed limit.” Not likely!*

Consider the difference: Excuses when we were young rarely worked, now they often seem to do the trick. It’s as though our excuses went through some sort of evolutionary process and the ones that didn’t work simply died off. Only the good ones, the ones that worked, survived.

Many times, the excuse for safety lapses that I hear is, “**We were busy!**” Which in reality means it must’ve been done for the sake of ‘Production’ or actual productivity.

*Really?* How long does it really take to put a seat belt on when you’re driving a fork truck? Two or three whole seconds? How long does it take to put a fall arrest harness on properly? Longer than three seconds, but if a million dollars was riding on it, would you have it on? **I’d bet on it.**

Nobody plans to rush because it’s a waste of energy; it’s stressful and, unless you like sitting in your own sweat...uncomfortable. But what if, halfway to the airport, you realize that you have forgotten some of your luggage? Now how fast will you be driving? And you will probably find yourself begging strangers to let you in ahead of the line, before running over to the gate. **So poor planning will cause you or other people to rush.**

Say a mechanic gets out to a repair job and realizes that he has forgotten the right set of tools. The machine is down. **Everybody’s waiting.** Now the mechanic is going to run back. And as he pelts around the corner to the shop, he slips and falls. We ask him why the rush, and he is going to say, you guessed it, “for production.” (And since it was forgetfulness that caused the delay, other employees might well have given him a look that encouraged him to rush.)

But here is the important thing: Production was blamed when in fact it was the state of mind and lack of planning (preparedness) of the mechanic that led to the fall.

We tend to rush for all of the wrong reasons. Sadoff has NO production incentive...we want you SAFE, period. Whether at home, in your car, on the job, helping a customer, etc.

**Take your time, plan your work and ensure the safe decision is made; every time.**



## Continuous Improvements

### Environmental/Ops

In July, we completed a large new concrete section in our Fond du Lac, WI North Yard. This was completed by Cardinal Construction and utilized 637 cubic yards of concrete to cover an additional 20,652 sq ft.



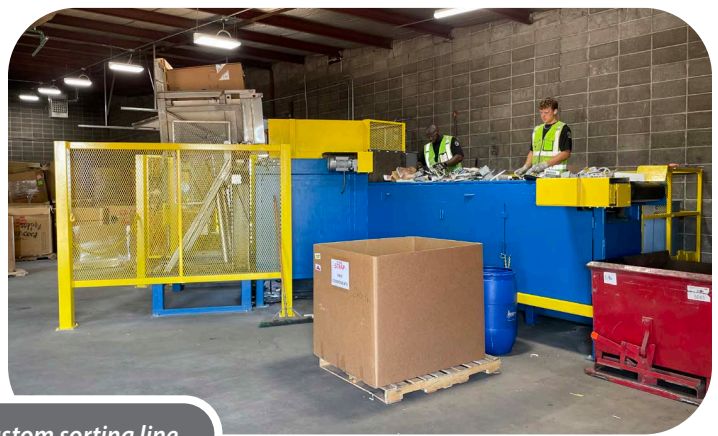
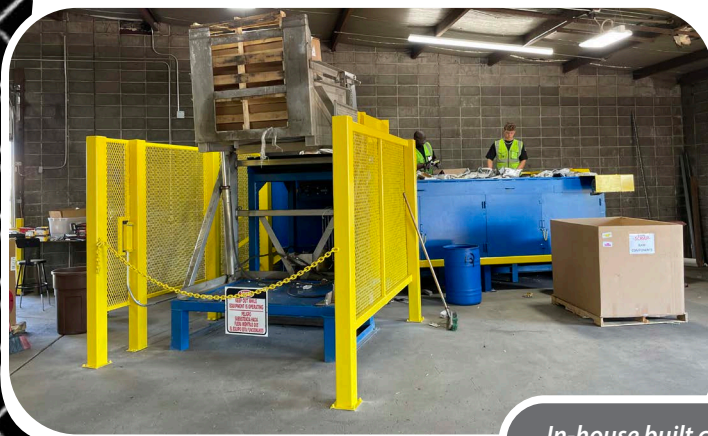
North Yard Scale/Sort



North Yard Scale/Sort

### Oshkosh Automation

August brought the delivery of our highly anticipated new automated sortation line for our Oshkosh facility. This new addition will allow for the quick processing of mixed electronic loads. This unit is very robust and has been designed, fabricated, and installed by our talented in-house fabrication crew. Brian Hilbert and Steve Schultz combined their talents to create this much appreciated piece of equipment. Their approach to design, flexibility and safety has ensured that this machine will live up to our standards of performance. Thank you, both the result is impressive.



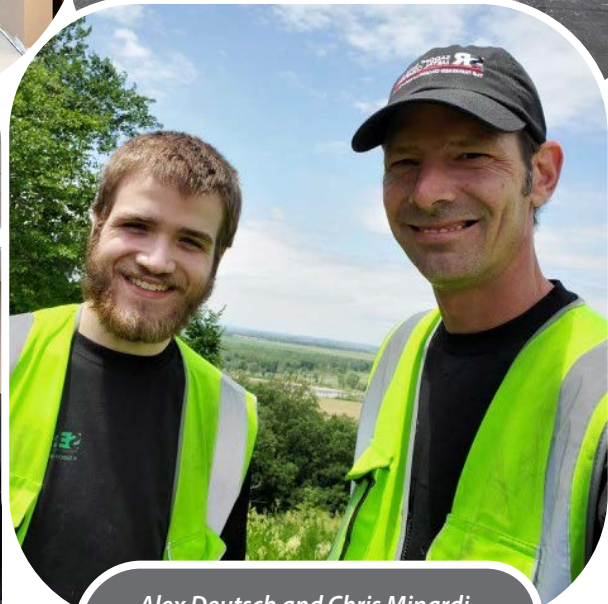
In-house built custom sorting line.



## La Vista Office/ITAD

As of writing this, we are well on our way to finishing up some improvements in La Vista. Those improvements are: a realignment of our ITAD area moving it from the upstairs rafters to the main floor allowing for better space utilization, safety and growth. Another improvement that compliments this move is a widening from single to double doors from the ITAD space to the washhouse allowing the crew to safely and efficiently move material to where it is needed for processing.

*Riley Allman, Matt Weirman, James Deutsch, Michael Williams, Chris Minardi*



*Alex Deutsch and Chris Minardi  
on location during a pickup*





## BRASS AWARD

**with a handwritten thank you card for their proactive efforts and actions that have been identified as above and beyond the call of duty.**

**Congratulations to our monthly brass award winners who each have received a visa gift card valued at \$25.00 along**

### BRASS AWARD

Used to provide a co-worker, employee or manager with positive feedback based on results or performance.

**Impressed?** Say so with a Brass Award. Request to issue one by contacting your manager or HR.

Keegan Taivalmaa, Mike Tetting, Randy Bonlender, Shelly Lackey, Terry Kimpton, Mary Lohry, Matt Chapin, Tom Janke, Brian Biolo, Rena Fausto, Abel Valdez, Anthony Pax, Shawn Baker, Josiah Connell, Ryan Bugay, Josh Wagner, Dylan Carter, Steve Blankenbaker, Chris Moss, Mel Oelke, Kyle Ollhoff, Robert Drone, Mike Weinkoetz, Bryan Heberer, Nick Oelke, Andy Staebell, Rob Wilkum, Allan Tolentino, Laurie Bonelli, Mike Jarvey, Mitch Kuhn, Jaden Geffers, Aaron Olivas, Jim Brown



## 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 breakfast/lunch/snack for their department.**

Cody Krueger, Jon Treleven, Diana Elliott, Jeff Immel, David Eirich, Matt Chapin, Rena Bulatao, Kyle Ollhoff, Steve Blankenbaker



*Jon Treleven*



*Rena Bulatao*



*Matt Chapin*



*Kyle Ollhoff*



*Cody Krueger*



*Jeff Immel*



*Dave Eirich*



*Dee Dee Elliott*



## RUDOLPH AWARD

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

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

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

Annual Award Granting: Nominations must be received by December 1st. Decisions will be determined by the Lasky family with recognition at the January Managers Meeting.

*Call For Nominations!*



# A Recipe for Health

## Sensational Chicken Burgers

Prep time 15 min | Cook time 8 min | Servings 4 | Serving size 1 burger



### Ingredients

US Metric

ground chicken breast	1/2 lbs
ground chicken (mixed light and dark)	1/2 lbs
sun-dried tomatoes (chopped, not in oil)	1/4 cup
onion(s) (chopped)	1/4 cup
fresh basil (chopped)	1/4 cup
fresh flat Italian parsley (chopped)	1/4 cup
garlic (minced)	4 clove

### Directions

- Mix all ingredients together and form 4 patties. Grill 3–4 minutes on each side and serve with guacamole.

**SRI TEAM WELLOFF**  
Scrapping Unhealthy Lifestyles

### Nutrition Facts

4 Servings	
<b>Serving Size</b>	<b>1 burger</b>
<b>Amount per serving</b>	
<b>Calories</b>	<b>165</b>
<b>Total Fat</b> 6g	
Saturated Fat 1.7g	
Trans Fat 0g	
<b>Cholesterol</b> 80mg	
<b>Sodium</b> 400mg	
<b>Total Carbohydrate</b> 4g	
Dietary Fiber 1g	
Total Sugars 2g	
<b>Protein</b> 24g	
<b>Potassium</b> 550mg	
<b>Phosphorus</b> 215mg	

Choices/Exchanges: 1 Vegetable, 3 Protein

June - 2022  
Active@sadoff.com  
Winner!

**Congratulations  
Lizz Martinson!!**

**\$25  
Gift Card**

-Lizz  
Martinson  
(FDL)  
Road Trip/MN!



40

WALKERS

11,655,385  
STEPS

5,190  
MILES

JUNE

*Steps Challenge*

Congratulations to  
**Markus McDonell** and  
**Travis Moehring** who each won a  
Day Off for submitting their steps  
tracking sheets for June!

41

WALKERS

12,042,462  
STEPS

6,021  
MILES

JULY

*Steps Challenge*

Congratulations to **Laurie Bonelli**  
and **Andy Coates** who each won a  
Day Off for submitting their steps  
tracking sheets for July!

41

WALKERS

11,578,468  
STEPS

5,789  
MILES

AUGUST

*Steps Challenge*

Congratulations to **Stacy Freund**  
and **Austin Guenther** who each  
won a Day Off for submitting their  
steps tracking sheets for August!

July - 2022  
Active@sadoff.com  
Winner!

Congratulations  
Brent Bober!

\$25  
Gift Card



-Brent Bober  
(Lincoln Nebraska)



# A Recipe for Health

## Chocolate Walnut Mug Cake

 Prep time 5 min
  Cook time 1 min
  Servings 1
  Serving size 1 mug cake



### Ingredients

US Metric

unsweetened cocoa powder	2 tbsp
white whole-wheat flour	2 tbsp
Nonstick cooking spray	1
baking powder	1/4 tsp
pinch salt	1 pinch
stevia powder	1 1/2 tsp
canola oil	1 1/2 tsp
skim milk	2 tbsp
vanilla extract	1/4 tsp
walnuts (chopped)	3/4 tbsp

### Directions

1. Spray a coffee mug with cooking spray.
2. Add the flour, cocoa powder, baking powder, salt, stevia, canola oil, milk and vanilla and stir to combine.
3. Microwave for 45 seconds.
4. Top with the walnuts and serve.

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

### Nutrition Facts

1 Servings	
<b>Serving Size</b>	<b>1 mug cake</b>
<b>Amount per serving</b>	
<b>Calories</b>	<b>200</b>
<b>Total Fat</b> 12g	
Saturated Fat 1.8g	
<b>Cholesterol</b> 0mg	
<b>Sodium</b> 250mg	
<b>Total Carbohydrate</b> 22g	
Dietary Fiber 5g	
Total Sugars 2g	
<b>Protein</b> 6g	
<b>Potassium</b> 290mg	

Choices/Exchanges: 2 Fat, 1 1/2 Carbohydrate



August-2022  
 Active@sadoff.com  
 Winner!

**Congratulations!!**

**\$25  
 Gift Card**



**Liz Martinson  
 (Fond du Lac)**







# Real Appeal

WEIGHT LOSS SUPPORT



## Brian and Julie's Success

*More Energy, More Miles Together*

### Our Realization

We were thinking that it's time. We wanted to be healthier than our parents and have a future that didn't involve medication or sitting around the table doing nothing; to live longer to do stuff with our grandchildren. The only way to make a change was to get exercise and our eating habits under control.

### Our Challenge

We were both skeptical at first. It's hard to try something new. You never know what you're gonna get into. Between the two of us, our struggle was losing weight and maintaining it. Together we had to change our eating, change the way we exercised. If we can do it, anybody can.

### Our Motivation

Being diagnosed with high blood pressure, and the possibility of having to be on medications, is all the motivation needed. And being able to do this together helped us stay on track and motivated. Now we feel that we've got more years ahead of us than we would have otherwise. It's life changing.



### Ready to begin your success story?

Real Appeal® is an online weight loss program that delivers real results and is available to you free.

\*Real Appeal is provided at no additional cost to eligible members as part of our covered health insurance plan

### How Real Appeal Worked for Us

We feel 10 times better now and have the energy to do things we weren't able to do before. Plus, we still eat everything we want. Real Appeal coaches taught us how to control our eating.

### Our Plan to Stay Healthy

#### Eat Mindfully

We focus on portion sizes and monitor the number of calories to control how much we eat. We're eating more greens and less meat. More fruits and less high-saturated-fat foods. It's all in moderation.

#### Have Cheat Days

We're enjoying what we like but not overindulging. You don't have to like kale to be healthy. We continue to eat the foods that we like. If we do it in moderation, we can still feel and be healthy.

#### Be Accountable

We support each other by staying on track together. Riding our bikes together is our new exercise routine. It makes us feel young, like kids again. We feel like new people and we're much happier now.



## Past Relationships Help Build New Ones in Green Bay!!



Julia Rysewyk

Recently at the Green Bay facility we had an unexpected opening for a Truck Scale Operator in Green Bay, when Laurie Darnick informed us that she was moving farther away and took a job closer to her new home – we wish Laurie the best of luck in the future and thank her for her time with Sadoff.

As luck would have it, about a week after Laurie's announcement a friend and recently retired Green Bay Truck Scale Operator; Julia Rysewyk called me to see how things were going and to ask a favor. Upon learning of our situation, Julia without hesitation graciously offered to come back for a few months to help us out by running the truck scale until we hired someone and to train the new person until they were ready to take over by themselves. Of course, we jumped at the opportunity to bring Julia back to our team and embrace the fantastic opportunity for our new employee to learn from one of the best!

It was at this time that I was reminded of the importance of relationship building throughout your life – as you never know when you may need to reach out to old friends to ask a favor. We are so grateful

in Green Bay for the relationship we have with Julia and her huge heart and caring attitude towards our team!! Without Julia's willingness to put her retirement on hold for us – this would have been a strenuous time for our team. ***Thank very much Julia for everything!!! After the training process is over, we wish you a happy and healthy return to retirement!!!***

With that said, we are extremely excited about our newest team member – Alayna Cortez!!! Alayna started her training on the truck scale on August 25th.

Alayna is from Oconto Falls and comes to us from being a self-employed business owner. Alayna has three children, Freya, 6, Aylah, 4, Roland, 3, A dog, Macey, and a cat, Kevin. In her spare time, Alayna enjoys camping with her family, boating, painting, and seeing live music.

A greeting from Alayna; "I am excited to join the team and to have Julia pass the torch to me! I am enjoying the fast-paced environment and loved my time in the yard learning so many new things about metals and why they are sorted the way they are. I plan on bringing a smile and fun attitude to the team and look forward to working with everyone!!"

We are very fortunate to have Alayna join our team, as her energetic, positive and friendly attitude along with her "Team" mentality are sure to be a huge asset to our team, and we look forward to great things from Alayna!!!



Alayna Cortez

*Welcome to the team Alayna  
and huge thank you to Julia!!*



Julia Rysewyk & Alayna Cortez

This has been a true testament of how past relationships can help forge new ones!!! I encourage everyone to invest into your relationships with the people you meet throughout your life – it's like anything in life – the more you put into them – the more you get out of them!

***Written by: Bill Hanselman, Green Bay Manager***



# Sadoff in The Community

## Labor Day Parade 2022

Thank you to Gerald "Bear" Brown and Nick Oelke (with junior driver Robbie) who entered their trucks up for the annual Fond du Lac Labor Day Parade. Thank you for taking the pride in your equipment, career and your time to participate.



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**THE PREFERRED CHOICE IN RECYCLING**

Sadoff.com | Connect with us:     



On August 15th Austin Guenther, Nick Schrubbe, and Tenille Graf (and spouses) attended the NAMI of FDL County awards ceremony for the Step Up to Prevent Suicide Campaign at LaClare Creamery.

### We took home a few awards!

- Team Sadoff Iron & Metal won Most Funds Raised
- Nick Schrubbe won the top Individual Funds raised award
- Tenille Graf won team Sadoff Iron & Metal MVP

Part of this campaign was raising awareness for suicide prevention by setting a goal of walking 135 miles per team member within the period of the campaign – 8 weeks. 135 miles because an average of 135 people are directly impacted by every death by suicide. In 2021, 18 deaths by suicide were recorded in Fond du Lac County. Step Up Team members included Dee Dee Elliot, Katie Pfeifer, Austin Guenther, Matt Allmann, Chris Stath, Christine Wells, Stacy Freund and Tenille Graf. Together our team walked 3,425 miles! That averages out to 420 miles per person, above and beyond the 135 goal! Incredible!

With the support of many fellow Sadoff employees, Team Lasky, and family and friends of the team, we raised \$3,961, absolutely blasting our original team goal of \$1,000 into smithereens. This funding will support the mission of the National Alliance of Mental Health of Fond du Lac County by providing programs and resources for those who are struggling with mental illness and are at risk of suicide.



## Retirements

*June 30, 2022 marked an impressive career milestone... the 45th working year of Mike O'Connor's professional driving career with Sadoff – it also was his last. Mike had a very successful career with us and we wish him well on his next adventure into retirement.*

***Congratulations Mike on an awesome career!***



**Mike O'Connor  
45 years**



# ANNUAL **2023** Benefits Enrollment

**November 1 – 30<sup>th</sup>**

<https://nw15.ultipro.com/Login.aspx>



Want to reduce your Medical Plan premium by **\$600** in 2023?

Married? Want to reduce your Medical Plan premium by **\$1,200**  
in 2023?

It is **EASY!!**

Have a Preventative Care Wellness Visit before

December 16<sup>th</sup> and **SCORE!**

*Want to know how? Contact your manager or HR for more info.*



## How EAP can help

*Are you or your immediate family/household members experiencing any of the following concerns?*

- Stress on the job?
- Stress at home?
- Difficulty with parenting?
- Juggling schedules caring for elderly parents?
- Marriage or relationship concerns?
- Alcohol or drug misuse by you or a loved one?
- Feeling hopeless, depressed, or lonely?
- An eating or sleeping concern?
- A personal or family health crisis?
- Death of a family member or friend?
- Job loss or career concerns?
- Financial or budgetary issues?
- Mounting anger or resentment?
- Feeling unmotivated, unhappy, or unfulfilled?
- Gambling?



Please don't let questions you have about the EAP prevent you from using it. You can call SSM Health at Work EAP, and speak with a staff professional to get your questions answered before you decide whether or not to pursue further assistance through the EAP.

By providing the EAP, your employer wants to encourage you to deal with concerns sooner rather than later, so they do not become disruptive to your quality of life, your health, family or productivity. You have nothing to lose and everything to gain by calling EAP.

### How EAP works

1. Simply call the SSM Health at Work EAP to start the process. Phones are answered 24 hours a day for emergency intervention in case of personal crisis.
2. EAP has daytime and evening hours for you to meet or speak with an EAP counselor.
3. The counselor will initially discuss with you the nature and severity of the concern.
4. If you agree that longer term or specialized assistance is needed, beyond the contracted EAP sessions, the EAP counselor will discuss referral resources with you and allow you to decide among the most appropriate options.

### Costs and confidentiality

- The costs of EAP services are covered by the contract between SSM Health at Work EAP and your employer. Therefore, EAP services are always available at no cost to you. Your insurance is never billed for services directly provided by SSM Health at Work.
- While costs associated with referrals made outside of the covered EAP services remain your obligation, the EAP counselor can recommend agencies or professionals whose services are covered by your insurance, fees are based on your ability to pay, or assistance may be free, or of minimal cost.
- Employees and family members who seek out EAP services are ensured complete confidentiality to the extent allowed by state and federal law.
- No client identifying information is ever released by SSM Health at Work to your employer or anyone else regarding your EAP participation unless requested by you and with your written consent.

### SSM Health at Work Employee Assistance Program

56 Camelot Drive, Fond du Lac, WI | 920-924-0614 | 800-458-8183 | [ssmhealth.com/EAP](https://ssmhealth.com/EAP)



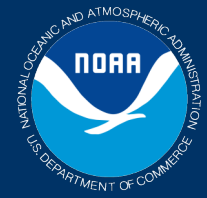
# 9 Tips for Safe Winter Weather Driving

From ice-slicked roads to whiteout conditions, winter weather brings lots of potential hazards. The [National Highway Traffic Safety Administration](#) estimates that 17% of all vehicle crashes occur during winter weather conditions.

Get ready for whatever the winter of 2020-21 may bring. Follow these tips to keep yourself and others safe on the road:



- 1. Drive slower than normal!** Slow down to below posted speed limits in any kind of inclement weather and maintain a safe distance while following other vehicles.
- 2. Clear your vehicle of ice and snow.** Keep your windshield, windows, mirrors, lights and license plate clear so you and other drivers have maximum visibility. Don't let snow or ice create additional blind spots.
- 3. Watch other drivers.** This is the time of year when drivers take shortcuts, such as removing just a tiny patch of ice from their windshield and trying to drive with limited sightlines. Look out for erratic driving behaviors and practice safe defensive driving.
- 4. Know the trouble spots.** While roads may be treated with salt or sand prior to a snow or ice storm, bridges often aren't, and they freeze faster than the rest of the road. Practice extra caution on overpasses, on highway entrance and exit ramps, and over mountains, where driving conditions can change rapidly.
- 5. Beware of black ice.** Don't assume the road is clear because the air temperature is at or above 32 degrees Fahrenheit. A wet road could be an ice-covered road, even if the sun is out. If the road looks wet and you don't see road spray, or if you see ice on your antenna or mirror arms, expect black ice on the roads.
- 6. Don't forget about wind, rain and fog.** They often accompany winter storms. Watch for strong wind gusts, especially when hauling an empty trailer. Use lights and keep your windshield as clear as possible in fog. Watch for hydroplaning during heavy rain. If you hydroplane, take your foot off the gas and steer in the direction you are hydroplaning. Don't use cruise control in heavy rain.
- 7. Prepare for emergency.** Pack the basics, including extra blankets, food and water. If you get stranded, stay parked and call dispatch or 911 for help.
- 8. Step carefully.** Wear boots with good grip so you can enter, exit and walk around your truck safely. Watch for road hazards as you exit and enter the vehicle.
- 9. Don't take unnecessary chances.** Keep up with weather reports and if conditions worsen—or if you feel unsafe—stop driving and find a safe place to park. Also, plan for extra driving time due to inclement weather.



# Winter Weather Safety Tips



## ***Be Prepared Before the Storm Strikes!***

When preparing your home or workplace for the upcoming winter season, keep in mind that the primary concerns deal with the loss of heat, power and telephone service, along with a shortage of supplies if a winter storm continues for an extended period of time.

### ***Make sure to have the following supplies available:***

- ♦ Flashlight and extra batteries
- ♦ Battery-powered NOAA Weather Radio and portable radio to receive emergency information - these may be your only links to the outside
- ♦ Extra food and water. Have high energy food, such as dried fruit, nuts and granola bars, and food which requires no cooking or refrigeration.
- ♦ Extra medicine and baby items
- ♦ First-aid supplies
- ♦ Heating fuel. Refuel BEFORE you are empty. Fuel carriers may not reach you for days after a winter storm.
- ♦ Emergency heat source: fireplace, wood stove, space heater
  - Use properly to prevent a fire and remember to ventilate properly.
- ♦ Fire extinguisher and smoke alarm
  - Test smoke alarms once a month to ensure they work properly.

### ***On the farm and for pets:***



- ♦ Move animals into sheltered areas.
- ♦ Shelter belts, properly laid out and oriented, are better protection for cattle than confining shelters.
- ♦ Haul extra feed to nearby feeding areas.
- ♦ Have plenty of water available. Animals can die from dehydration in winter storms.
- ♦ Make sure your pets have plenty of food, water and shelter.





## 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 November 15, 2022



*Congratulations to our winners from the last issue:*

Michael Jarvey Jr.

Brent Bober

Tenille Graf

Paul Schmitz

Jeff Binder

### Customer Feedback – Waupaca Foundry



Brian Powell from Waupaca Foundry was at our Fond du Lac, Sheboygan and Green Bay facilities on July 28th conducting Waupaca's annual training audit.

Markus McDonnell and Andy Staebell accompanied Brian during the day as they met with Lori Bonelli, Rafael Gonzales and his team in Sheboygan, Laurie Darnick, Bill Hanselman and his team in Green Bay, and Paul Breckheimer, Chad Awbrey and Lizz Martinson in Fond du Lac.

Waupaca Foundry is a perennial top 5 customer for us by dollar value sold (this year they are #3), and we want to share with you some of Brian Powell's direct quotes (which he confirmed are captured correctly):

*"I have visited over 20 yards for the audits and Sadoff's are the cleanest, most well run yards I have seen."*

*"The training is outstanding. It was like every employee had headsets on to know how to answer the questions being asked."*

*"The bin system for sorting scrap in Green Bay is impressive. You could eat off the floors in that yard."*

Brian relayed these comments to me in a brief hallway conversation and could not have been more complimentary of our facilities, housekeeping and staff here at Sadoff.

None of this happens by accident as the dedication to training, daily housekeeping diligence and competency and knowledge of our employees shines through.

*Thank you for all you do to make Sadoff the Preferred Choice!*

## Wellness Word Search

Name: \_\_\_\_\_

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

Sustainability	Universal Waste	Cathode Ray Tube
Mobile Device	Circuit Board	Environment
Technology	Power Cords	Bluetooth
Television	Processor	Macintosh
Hard Drive	Telephone	Keyboard
Computer	Circuits	Monitor
Battery	Wireless	Security
Laptop	Recycle	Desktop
Screen	Memory	Server



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**Oshkosh, WI 54903**

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(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!



**Jeremiah Heitman**  
25 yrs.



**Antonio Gray**  
15 yrs.



**Ronald Schlafer**  
15 yrs.



**Steven Crowley**  
10 yrs.



**Janek Cieszynski**  
5 yrs.



**Matthew Weirman**  
5 yrs.



**Bradley Koehler**  
5 yrs.



**Matthew J. Hoepner**  
5 yrs.



**Keegan Taivalmaa**  
5 yrs.



**Karen Eckert**  
5 yrs.



**Micheal Williams**  
5 yrs.

Thank You!