

SR SADOFF IRON & METAL INFORMER

ISSUE

Q4

VOLUME 22

PEOPLE, TEAMWORK, EXCELLENCE

Letter from the CEO

Happy 2023 to Team Sadoff and I hope that your holidays were filled with family, friends and good cheer!

After a strong financial start to last year, the multi-month drop in ferrous pricing combined with the escalation of costs due to inflation caught up with us and we essentially had a break even second half of the year. Overall the company performed well despite the headwinds and as we embark on a new year I wanted to thank you for all your efforts in 2022.

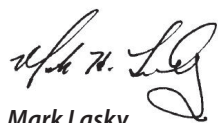
"Recession" and "inflation" are two terms we have become familiar with in prognostications regarding the 2023 outlook.

While we don't anticipate manufacturing to fall off a cliff, a slowdown across many sectors of the economy is expected sometime in this new year.

Continuing our commitment to working safely, efficiently and providing industry-leading customer service and communication will lead Sadoff to be the Preferred Choice.

Thank you for being a part of our team and we look forward to working together to make 2023 a success!

Best personal regards,



Mark Lasky
Chief Executive Officer

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• H A P P Y • N E W • Y E A R •

2023

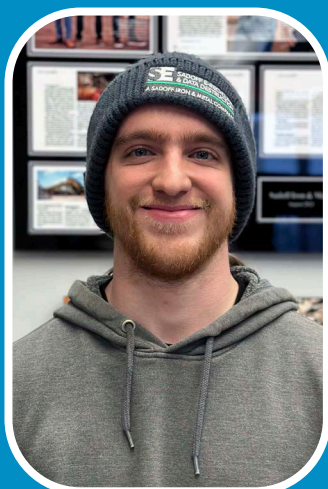
Sadoff: The Preferred Choice for Employment

Our objective in finding talent to be a part of our teams is to be the preferred choice as an employer. We know, especially in today's hiring climate, that the people that choose Sadoff have chosen us for good reason. Our goal is to be *The Preferred Choice* in many areas, as a supplier of scrap, material collection services, electronics recycling, material processing and as an employer. We have had a lot of success in a very challenging time finding qualified and talented people that want to be a part of what we do...and we don't think this success is accidental. We strive to offer competitive wages, a safe working environment, opportunities to learn and grow, support and communication and choices for benefits. We do this as a family owned business that lives and plays where we do business and has a heart open to our employees and communities. Over the past year some people have retired, moved on to something different, or continued on their journey with us and we have a number of new faces as well. They say teamwork makes the dream work – this is true and it also helps us recruit and keep the talent we need to further our success..

In 2022 we have onboarded...

- ✓ 19 - new associates in operations (scrap)
- ✓ 8 - in our electronics recycling unit
- ✓ 7 - professional drivers
- ✓ 1 - new member in information technology

Thank You for making Sadoff your Preferred Choice



Keegan Taivalmaa

Employee Spotlight

Keegan began his career with us starting in September 2017, he was brought onboard our newest business unit, Sadoff E-Recycling & Data Destruction (SEDD), located in Oshkosh. Keegan spent 3 years in the role of a Non-Ferrous Laborer and eventually gained skills and knowledge, growing into the role to become our first ITAD (Information Technology Asset Disposition) technician. Keegan's skill set and interests were very much in line with the business unit needs at that time and he was responsible for a number of daily activities within the SEDD business unit. Keegan has been critical in our continued growth for SEDD, becoming our lead ITAD Tech responsible for circuit board sorting, organizing, inventorying, performing data destruction, cleaning and refreshing computers for resale and gathering together wholesale material lots...among many other activities. Keegan's interests began to expand with his abilities and in October 2022 he decided to apply for a new role within our IT department. Needless to say, the interview went very well and Chad Hayes decided to offer Keegan the opportunity to move to another critical area of our company, IT. Keegan has accepted the role and is now actively working to transition his knowledge to others within the SEDD operations. We want to share a hearty congratulations to Keegan and also to thank him for continuing to make Sadoff his Preferred Choice.

Safety Spotlight

How to Check Tire Depth

There's nothing quite like having sufficient tread depth when it comes to controlling your ride. Before you hit the road (or the track, or the trail), use the penny tire test to make sure your tires have what it takes to stop on a dime.

First, if you're wondering what tread depth is, it's pretty straight forward. Tread depth is the distance measured from the deepest part of your tire's groove (AKA tread voids) to the top of the tread block, and it helps your tires provide your vehicle with traction. Why is tread depth so critical? Because it's what ensures that you have safe stopping distance no matter the weather.

(Bear in mind, things like tire age also have a big impact on tire safety.)

By regularly checking your tire tread depth, you can be sure when it's time to replace your tires. Below are a few easy ways to check your tread.

COIN TESTS FOR MEASURING TIRE TREAD DEPTH

Penny Tire Tread Test



If you're looking for a fast, simple way to check your tire tread depth, the penny tire test is the way to go. It's a quick, easy way to make sure your tires have more than $\frac{2}{32}$ nds of tread, and all you need to do it is a penny!

Perform the penny test by placing a penny into the tread groove with President Lincoln's head upside down. If you can see the top of Lincoln's head, the tires are completely worn out and need to be replaced stat. If Honest Abe's head is covered, then your tires still have more than $\frac{2}{32}$ nds of tread.

Keep in mind, even if your tires pass the penny test, they might still be worn below $\frac{4}{32}$ nds, at which point safety and performance are diminished. For your safety, we recommend replacing tires that are worn at or below $\frac{4}{32}$ nds of tread. And don't worry, you can determine if your tires have more than $\frac{4}{32}$ nds by performing the quarter test below!

Quarter Tire Tread Test



Similar to the penny tire test, the quarter test can show you how much tread you have remaining on your tires. Specifically, the quarter test will show you if your tread depth has worn to or below $\frac{4}{32}$ nds of an inch.

To perform the quarter test, take a quarter and place it into your tread groove with George Washington's head facing downward. If you can see the top of Washington's head, then your tires have worn below $\frac{4}{32}$ nds of an inch.

Below $\frac{4}{32}$ ", your tires will experience a serious loss in stopping power and hydroplaning resistance. We highly recommend replacing tires worn to or below $\frac{4}{32}$ nds of tread depth.

Reading Your Tires' Tread Wear Indicator Bars

If you don't have any spare change on hand, you can always read your tire's wear indicator bars. Most tires are built with these wear indicators molded into the tread grooves, as seen in the image above.

These bars are raised to $\frac{2}{32}$ nds of an inch. If your tread depth is level with the tire's wear indicator, your tires are completely worn out and need to be replaced ASAP.

Using a Tread Depth Gauge



Finally, the most accurate way to measure your tread depth is with a professional tread depth gauge, which you can find at an auto parts store or online. These gauges may vary in design, but typically feature a barrel, handles and a probe.

Carefully evaluate your tire to find the most worn area and brace the gauge handles against the tread blocks above a groove. With the gauge aimed into the groove, push the probe down until it reaches the base of the tread. Then remove the gauge and find the tread depth reading, typically on the side of the barrel.

Because tires can wear unevenly, we recommend checking your tread depth in multiple spots. The lowest reading you get is the most accurate tread measurement. **DRIVE SAFELY!**

Continuous Improvement Projects



Photos of the recent scale project

End of an Era and the Beginning of a New One

With the completion of a strategic project that has been in the works for several years, the new truck scale recently installed in Manitowoc concluded the previous use of any truck pit scales at all Sadoff locations. This also means the end of the challenges that came with pit style scale use and maintenance; confined space, controlling moisture, painting, and cleaning pits to name a few. Dave Casper oversaw this project from start to finish working closely with Rafael and his team to not only replace the old pit scale but also improve traffic flow, parking, safety, and the overall customer experience in our Manitowoc operation. One of the challenges with this project was the overall space needed to accommodate an above ground scale and finding a layout that met all of our other needs within the yard. It seems like every 20 years, or so, the Manitowoc branch is faced with some tough decisions on making major investments to the property and commitment to having a physical presence in Manitowoc to best service our customers and community.

In the early 1980's, SRI purchased the business from the Muchin family and then 22 years later (2002) made major investments by both paving the yard and building containment/covered storage buildings for storing and draining oily and wet scrap. Fast forward another 20 years and over a half million dollars recently invested in two major projects creating a rail spur and switch area along with the new truck scale and yard layout. We are also in the process of purchasing the property that has been leased from the Muchin family since the purchase of the business in the early 1980's.

Thanks to the hard work and dedication of all team members in Manitowoc and their supporting staff we are confident we are making the preferred choice by making these investments and commitments to the future of Sadoff Iron and Metal in Manitowoc.

Submitted by Paul Breckheimer

A Recipe for Health

Green Salad with Orange, Avocado, and Onion

Prep time
15 min

Servings
4

Serving size
1 1/2 cups

Ingredients

US

Metric

lime juice	1 tbsp
olive oil	1 tbsp
red wine vinegar	1 tsp
zero-calorie sweetener (such as Truvia or Splenda)	1/8 tsp
salt	1/4 tsp
black pepper	1/8 tsp
oranges	2
mixed greens	4 cup
avocado (pitted and flesh cubed)	1
red onion (chopped)	1/4 small
chopped fresh cilantro	2 tbsp

Directions

1. In a small bowl, whisk together the lime juice, olive oil, red wine vinegar, sweetener, kosher salt, and black pepper.
2. Remove the peel and the white pith from around the oranges. Using a paring knife, cut in between the membranes to release the orange segments, and slice them into thirds. Place the orange pieces into a medium bowl.
3. Add the mixed greens, avocado cubes, and red onion to the bowl and drizzle with the lime juice mixture. Toss to combine. Sprinkle with the cilantro and serve.

**Get creative with your oranges! Try navel, Valencia, Cara Cara, or blood oranges when you see them at your local market. They each have a slightly different delicious flavor but all of them are filled with vitamin C, fiber, and other good-for-you nutrients.*



SRI TEAM WELLOFF

Scrapping Unhealthy Lifestyles

Nutrition Facts

4 Servings	
Serving Size	1 1/2 cups
Amount per serving	
Calories	140
Total Fat 9g	
Saturated Fat 1.3g	
Trans Fat 0g	
Cholesterol 0mg	
Sodium 135mg	
Total Carbohydrate 14g	
Dietary Fiber 5g	
Total Sugars 8g	
Added Sugars 0g	
Protein 2g	
Potassium 440mg	
Phosphorus 45mg	

Choices/Exchanges: 1/2 Fruit, 1 Nonstarchy vegetable, 2 Fat





Charlotte Pipe and Foundry Acquires Neenah Enterprises

Charlotte Pipe and Foundry Company has announced that effective July 13, the Company has purchased Neenah Enterprises, Incorporated, headquartered in Neenah, Wisconsin. Neenah operates three plants which manufacture construction and industrial castings. The Neenah plant locations are Medley, Florida, Neenah, Wisconsin and Lincoln, Nebraska.

Neenah has been a leader in the construction castings industry for 150 years. Hooper Hardison, President and CEO of Charlotte Pipe and Foundry Company, stated "This acquisition in an adjacent sector builds on our core competency in the manufacturing of grey iron castings. We believe that Charlotte Pipe's financial strength and manufacturing expertise will strengthen Neenah's portfolio." Charlotte Pipe and Foundry Company was established in 1901 and is a privately held corporation operating seven plants across the United States producing plastic pipe and fittings and cast iron soil pipe and fittings used primarily for drain, waste, and vent purposes as well as commercial castings. The Company is currently constructing a new greenfield foundry operation east of Charlotte which will come on-line in the third quarter of 2023.

Download the UKG Pro App Today

**Once downloaded...Enter SADOFF to connect to your account.*

UKG Pro (UltiPro)

Kronos Incorporated

2.4★
9.8K reviews

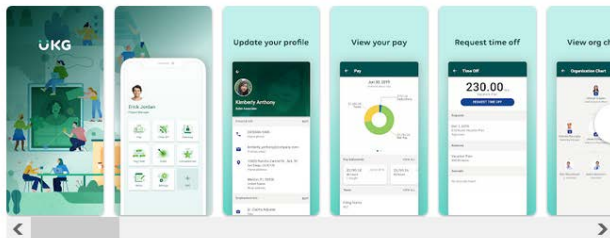
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Everyone

Install

Add to wishlist

You don't have any devices



About this app

Ultimate Kronos Group's UKG Pro mobile app delivers instant and secure access to relevant employee information and tools. Managers can make informed decisions and take immediate action with real-time data synchronization.

Employees can quickly access their personal HR and pay information, communicate with coworkers, request time off, and more. The UKG Pro mobile app makes it easy for managers to respond to employee requests with the ability to receive push notifications.

Developer contact

Similar apps

UKG Workforce Central
Kronos Incorporated
2.5★

UKG Ready
Kronos Incorporated
4.0★

Employee Schedule & Time Clock
Homebase Team Management
4.4★

Workday
Workday, Inc.
4.2★



A Complete Meal for Health

Southwest-Style Turkey Meatloaf

 Prep time
15 min
  Cook time
1 hr
  Servings
8
  Serving size
1 slice

Ingredients

US Metric

nonstick cooking spray	1
lean ground turkey	1 1/2 lbs
quick cooking oats	1 cup
yellow onion (finely chopped)	1 large
eggs (beaten)	2
green bell pepper (finely diced)	1
ketchup	1/2 cup
garlic (minced)	3 clove
chili powder	1 tbsp
ground cumin	2 tsp
dried oregano	1 tsp
salt	1/2 tsp
black pepper	1/4 tsp

Directions

1. Preheat the oven to 350°F. Coat a 9 × 5-inch loaf pan with nonstick cooking spray.
2. Add all of the remaining ingredients to a large bowl. Gently mix the ingredients until well combined.
3. Spoon the mixture into the prepared loaf pan, using the back of the spoon or a spatula to even out the top. Place the loaf pan in the oven and bake until a thermometer inserted into the center of the meatloaf reads 165°F, 1 hour.

**A nice way to add whole grains into protein dishes—such as meatloaf, hamburgers, and meatballs—is to use quick-cooking oats instead of regular bread crumbs. The fiber in the oats has been shown to help lower cholesterol.*



SRI TEAM WELLOFF

Scrapping Unhealthy Lifestyles

Nutrition Facts

8 Servings	
Serving Size	1 slice
Amount per serving	
Calories	220
Total Fat 8g	
Saturated Fat 2.4g	
Trans Fat 0.1g	
Cholesterol 110mg	
Sodium 400mg	
Total Carbohydrate 15g	
Dietary Fiber 2g	
Total Sugars 5g	
Added Sugars 0g	
Protein 20g	
Potassium 410mg	
Phosphorus 250mg	

Choices/Exchanges: 1/2 Starch, 1 Nonstarchy vegetable, 3 Lean protein, 1/2 Fat



SADOFF IRON & METAL COMPANY

THE PREFERRED CHOICE IN RECYCLING

Sadoff.com | Connect with us:     



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.

Chad Knudson, Elyssa Gutschow, Eric Kramer, Garrett Schalk, Kris Schmieder, Paul Guerrant, Tom Janke, Jeff Immel, Lizz Martinson, Leesa Tilstra, Tom White, Shaun Charlier, Jason Adlebush, Kevin Leclair, Jesse Moffatt, James Heim, Matt Stasiewski, Mel Oelke, Abel Valdez, Matt Hoepner, Travis Moehring, Jim Brown, Alayna Cortez, David Eirich, Mike Jarvey, Mike Larson, Kyle Meyer, Pat Murphy, Shelly Lackey, Kyron Rosno, Steve Hetrick, Steve Blankenbaker, Lucius Hageman, Logan carter, Josh wagner, John Wendelin, Jayson Polacek, Brent Bober, Jordan Janke, Jonathan Austria, Mike Wuest, Tanya Smith, Jon Schinske, Tyler Gilgenbach, Aaron Radl, Kevin Leclair, Shaun Charlier, Keegan Taivalmaa, Tone Gray, Raquel Lord, Demetrius Cary, Dennis Rost, Tyler Gilgenbach, Bob Pankow, Aaron Radl

**If listed multiple times, it is because they were awarded multiple Brass Awards in the quarter.*



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.



Kyron Rosno



Aaron Olivas



Jim Brown



Lori Hewitt



Mike Weinkoetz



Shelly Lackey



Pat Murphy



Mitch Kuhn

Congratulations!

A Recipe for Health

Mashed Red Potatoes

Prep time 15 min | Cook time 20 min | Servings 8 | Serving size 1/2 cup

Ingredients

US Metric

red potatoes (washed and cut into 1-inch cubes)	2 lbs
1% milk	1/2 cup
unsalted butter	1 tbsp
salt	1/4 tsp
black pepper	1/8 tsp

Directions

1. Pour 1/4 cup of water into a medium pot fitted with a steamer basket and bring to a boil over high heat. Add the red potatoes, cover, and reduce the heat to medium. Cook until the potatoes are tender, 25–30 minutes. Set aside to cool.
2. In a small saucepan, heat the milk and butter over medium heat until the butter melts, 2 minutes. Remove the saucepan from the heat and set aside to slightly cool.
3. Add the potatoes to a large bowl and, using a potato masher, mash until almost smooth. Add the milk mixture, salt, and black pepper and mix until well combined.

**Red potatoes have a waxy texture, and they stay firmer than other potatoes when cooked, giving these simple mashed potatoes a chunky texture. Leave the skin on for a pop of color and more fiber.*



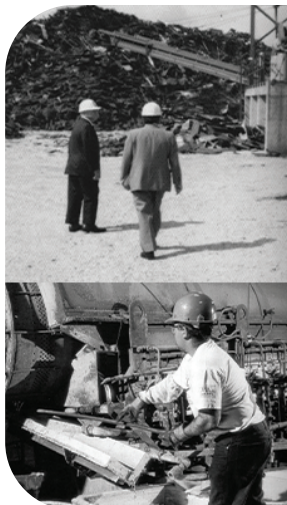
SRI TEAM WELLOFF

Scrapping Unhealthy Lifestyles

Nutrition Facts

8 Servings	
Serving Size	1/2 cup
Amount per serving	
Calories	100
Total Fat 1.5g	
Saturated Fat 1g	
Trans Fat 0g	
Cholesterol 2mg	
Sodium 100mg	
Total Carbohydrate 19g	
Dietary Fiber 2g	
Total Sugars 2g	
Added Sugars 0g	
Protein 3g	
Potassium 540mg	
Phosphorus 85mg	

Choices/Exchanges: 1 Starch, 1/2 Fat

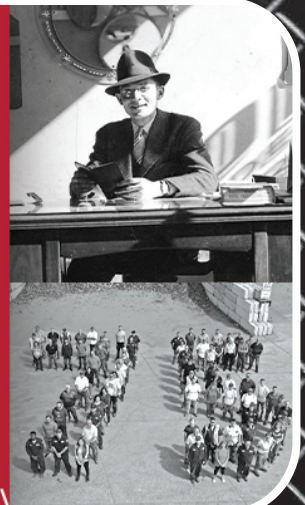


75 YEARS

OF SAFETY, SUSTAINABILITY & CUSTOMER SATISFACTION

Sadoff.com

SR SADOFF IRON & METAL COMPANY



Sadoff Associates in the Community



A picture of our sponsored table at the December 7th Empty Bowls event in Fond du Lac. Included are: Lenore Epp, Brad Lasky, Rena Bulatao, Tanya Smith, Melissa Ryan and Andy Staebell.

Empty Bowls

Empty Bowls, established in 2002, is a community-driven effort to fight hunger. The three-fold purpose of this event is to promote an awareness of hunger in our community and world; create an awareness of art education and its impact on civil and social responsibility; and provide an opportunity for the community to come together to raise money for local food pantries and shelters. Proceeds from this event benefit area food pantries.



Salvation Army

Andy Staebell and his wife Wendy have been volunteering the last several years at a local Salvation Army kettle. Here they are pictured volunteering to ring for a shift at the Fleet Farm in Oshkosh. "We really enjoy this opportunity to give back in our community and find it to be a rewarding experience for us."

Winter Scavenger Hunt



The Rules

10 Points = 1 Entry for
Prize drawing

You can submit 1 photo
for each Item below

Only photos taken by
submitter will be accepted

Submit photos now
through 2/15/2023 to
active@sadoff.com to win!

Prize

2 \$50 Amazon
Gift cards will be
given away!

20 Points

Photo of yourself:

Polar Plunging
Snowboarding
Snowshoeing
Snowmobiling
Ice Fishing
Sledding
Ice Skating
Shoveling
Skiing

❄️
Exercising in or
outdoors

10 Points

Someone wearing
Hat, Gloves,
Scarf & Boots

❄️
Dog in Sweater
Flying V of Geese
Frozen Lake/Pond
Snowy Animal Tracks
Ice Shanty
Deer

❄️
Yourself Building a
snowman

5 Points

Snowy Sadoff truck
or Sadoff building

❄️
Chimney Smoke
Snow Pile
Birds Nest
Snowy Boot Prints
Firewood
Snowplow

❄️
House with
Holiday Lights

1 Point

Snow Covered Car
Snowman
Bare Tree
Shovel
Squirrel
Rabbit
Berries
Icicles
Snowflake
Wreath



RALLY/COACH™

Healthy Resources

FREE Weight Loss Support - Getting Started in the New Year

Real Appeal is a **FREE HEALTH RESOURCE** that Sadoff is sponsoring as part of our United Health Insurance Program.

All you need to do to sign up is to go to www.realappeal.com click the link in the upper right hand corner to “Enroll”, have your United Healthcare insurance card handy as you will need the Member ID and Group Number to complete your enrollment.

Once enrolled you will have access to your “Rally Coach” Dashboard and you will also be requested to schedule an initial consulting session. Once your initial session is completed you will be shipped a **Real Appeal Success Kit** which contains some great items to help you work through your customized program.

Spark a transformation, starting now.

Where it all comes together.

Real Appeal is full of small doable steps—things you’ll want to do—that can make a difference and work in the long run for your life, your family and your body. Best of all: it’s completely free to eligible members as part of their covered health insurance plan.



A program built to help you succeed.

Real Appeal is a proven way to help our members lose weight and live healthier lives by providing:

Ongoing support and guidance

We’re committed to keeping you focused on your goals — with online group sessions, support from our coaches, and a passionate community of members rooting for your success.



Small steps for lifelong change

To help you reach your goals, Real Appeal recommends small steps every day — and makes it easy to chart your daily progress with our nutrition and exercise trackers.

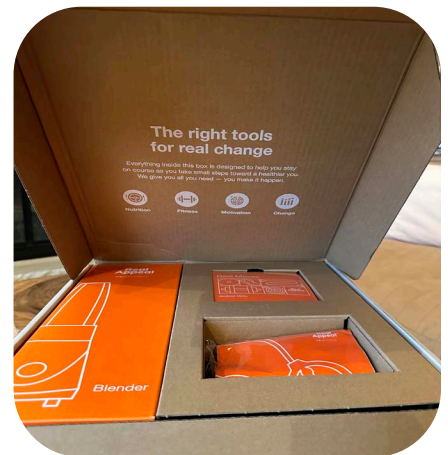
Resources to keep you motivated

Throughout your journey, you can access the inspiring stories of other Real Appeal members, blog posts and articles to keep you informed, and simple activities to help you stay on track.

Real Appeal is available to our members at no additional cost. Our approach is based on decades of clinical weight loss research focused on simple steps combined with personalized tools and support.

Weight loss coaches focused on you.

Real Appeal online coaches have one job — to guide you with the support needed to stay on track. Here are just a few of our coaches who’ve helped members realize lasting



change.

Applying The Science

Helping to guide you with a science-based approach built upon decades of research.

Guiding Your Journey

Making sure you have the options and tools for your personal weight loss success.

Supporting Every Step

Keeping you on track for your goals by being available 24/7.

I recently joined the Real Appeal Program to find out more about it. The first thing I noticed when joining the program is how easy it is to get started. After signup, scheduling and attending my first virtual coaching session my success kit arrived within a week.

The Success Kit contains the following helpful items to start you on your journey:

- Body Weight Scale
- Food Scale
- Portion Plate
- Program Workbook
- Bullet Blender
- Stretch Bands
- Workout Videos

I encourage you to learn more about and take advantage of these free resources to help support your healthy objectives.

Jason Lasky

Sadoff Real Appeal Participation Statistics:

- 39 people have enrolled in the Real Appeal Program since 2016
- Those that attended 4+ coaching sessions and were in the program 16+ weeks lost an average of 9.8 lbs each.
- Of the 39 people enrolled since 2016 - 19 of them achieved weight loss for a total loss of 262.3 lbs.
- The current member satisfaction score for the Real Appeal Program is a 4.88 out of 5.



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 14, 2023

Congratulations to our winners from the last issue:

Katie Pfeifer
Lucero Ngel

Jim Baetke
Christine Antkowiak

Dee Dee Elliott

SUSTAINABILITY SPOTLIGHT

In recognition of your dedication to environmental sustainability, Sadoff is pleased to measure and report the extent of your impact.



**Total Electronics
Recycled (Lbs.)**
5,665,992



**Total Green House Gas
Emissions Reduced (Lbs.)**
3,917,914



**Toxic Metals
Diverted (Lbs.)**
15,071



**Total Metals
Recycled (Lbs.)**
722,942

From 01/01/2022 to 12/31/2022

SE SADOFF E-RECYCLING
& DATA DESTRUCTION
A SADOFF IRON & METAL COMPANY
SadoffElectronicsRecycling.com

As your chosen partner for electronic recycling and data destruction, Sadoff closely tracks all materials we process on your behalf so you can measure and share the impact of your sustainability efforts.

SE SADOFF E-RECYCLING
& DATA DESTRUCTION
A SADOFF IRON & METAL COMPANY

SADOFF CERTIFICATIONS



National Association for Information Destruction (NAID)

NAID ensures your information is protected once an electronic device reaches the end of its life. E-recyclers like us who comply with NAID processes demonstrate our commitment to security and ethical standards for data destruction.



R2 Recycling

The EPA endorses the Sustainable Electronics Recycling International Organization's R2 certification program. The R2 Standard leads the electronics recycling industry in ensuring quality, transparency, and environmental and social responsibility.



ISO 9001:2015, ISO 14001:2015, ISO 45001:2018

ISO 9001 is the most recognized quality management certification in the world, is the standard for companies to design environmental health and safety programs and ensures safety and operational standards are practiced.

Winter Word Search

Name: _____

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

Hot Chocolate

Thunder Snow

Frozen Pond

Igloo

Snowmobile

Ice Fishing

Snowflake

Snowboard

Stockings

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Christmas

Freezing

Hot Toddy

Chairlift

Blizzard

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Sweaters

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Thank You!