

SR SADOFF IRON & METAL INFORMER

ISSUE

Q1

VOLUME 23

PEOPLE, TEAMWORK, EXCELLENCE

Letter from the CEO

Dear Team Sadoff,

Spring is in the air! I join you all in looking forward to warmer weather and green grass again.

Despite stubborn inflationary pressures continuing (as of this writing, home mortgage rates are over 6.65%), the manufacturing sector keeps chugging along.

Ferrous commodity prices have risen in each of the first three months of the year due to steady demand, weather issues in various parts of the country, above average demand for export and high pig iron prices.

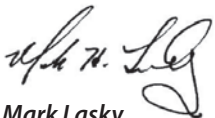
Nonferrous metals have also risen during the first quarter although some metal prices are now falling back.

Our Sadoff E-Recycling and Data Destruction business continues to grow, and they recently completed their R2 certification which will increase our ability to gain new customers.

We continue to search for quality team members in some areas so if you have anybody in mind, just a reminder that we do have an Employee Referral Incentive Program.

Sadoff continues to excel in these markets due to the commitment you all have made to do it safely, to work together and provide superior customer service. I appreciate and applaud your efforts!

Best personal regards,



Mark Lasky
Chief Executive Officer

- Snow Team Members
- NSC Safety
- Respectful Electronic Communication Guidelines
- Continuous Improvement
- Slow Cooker Beef Stew Recipe
- Real Appeal
- Wisconsin Herd
- High-Fiber, Gluten-Free Brownies Recipe
- 5 Vaping Facts
- Word Search Winners
- Brass & Copper Awards
- Nutrition Word Search
- Milestone Anniversaries



Thank you to our 2022/2023 Snow Team Members

Oshkosh



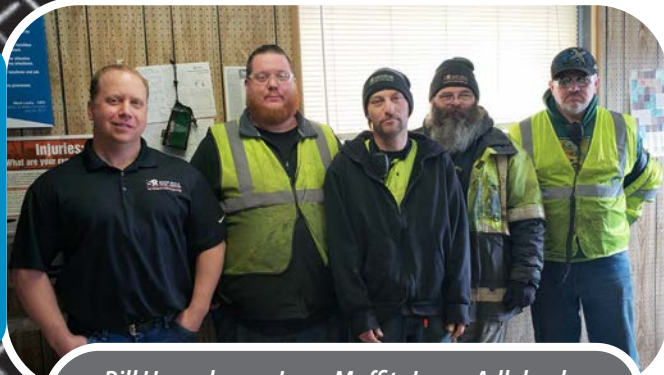
Carter Augsburger, Brian Wells, Tone Gray, Herald Ambeau

Manitowoc



Kris Schmieder, Alec Klein, Heriberto Bautista, Paul Guerrant

Green Bay



Bill Hanselman, Jesse Moffit, Jason Adlebush, Roger Nuthals, Tom White

Fond du Lac



Devon Jackson, Kevin Gilbert, Tom Janke, Dave Fisher, Troy Seidl, Garret Schalk, and Tom Janke. Not in the photo Brian Hilbert.

Sheboygan



Aaron Olivas, Mike Larson, Travis Moehring, Jim Brown, Mike Jarvey

Lincoln



Steve Blankenbaker, Josh Wagner, Steve Hetrick, Kyrone Rosno, Shawn Baker and Skyler Kinney

Omaha



Ryan Conway, James Heim and John Corrales



NSC Safety Barometer Survey

Results Are In

In October 2022, our employees completed the NSC Safety Barometer Survey. This is our 2nd time having all employees complete this survey. Our first time was approximately 5 years ago. This survey provides our company **vital information regarding our company's safety culture**. This tool will assess gaps in our safety program and predict future safety performance.

It measures meaningful elements of safety excellence including:

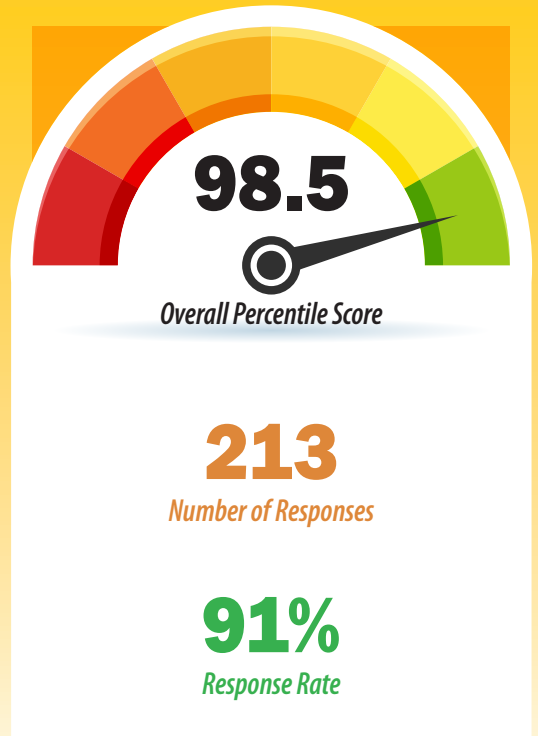
- leadership engagement
- supervisory support
- employee participation
- safety programs and activities
- safety and organizational climate

Participation is very important for accurate results.

We had **91% employee participation** which is outstanding and validates our results.

Our most recent survey result gave us an overall score of **98.5%**. Which means only 1.5% of companies that participated in this national survey did better than us. This is up from our previous result of 95%. The NSC Survey Research Analyst, Noura Sadek said "Sadoff Iron & Metal Company continues to move in the right direction, with a slight increase in overall score and across all six performance categories. This is very impressive considering the high level of performance in 2017. It can be quite challenging to maintain that level of excellence. My many congratulations to you!"

We appreciate what every team member does to make the Safety Program a success. At Sadoff, safety is a **VALUE**, not a priority. Priorities can change, **values** do not. From ownership on down to the newest employee, our commitment to working safely or not at all continues to be a great vision. Kudo's also to our Safety & Environmental Health Manager, Jerry Heitman, for his expertise and leadership!



Respectful Electronic Communication Guidelines

In today's world, electronic communications are an essential part of our workday. Whether we're sending emails or chatting online, it's important to remember that our words and actions reflect our professionalism and commitment to our organization's values. To help maintain a positive work environment, we've put together some guidelines to follow when using electronic communications.

- Be professional.
- Communications should never be used in a manner that could be considered bullying or a violation of our company's harassment policy.
- Know your audience. Do not send to all employees unless everyone needs to know.
- Double-check that you've selected the correct recipient(s).
- Include a clear, direct subject line.
- Think twice before hitting 'reply all.'
- Proofread every message.
- Add the recipient's address last.
- Reply to your emails, even if the email wasn't intended for you.
- Keep tabs on your tone.
- Be cautious with humor.
- Keep your fonts classic.
- Use exclamation points and CAPS sparingly.

By following these guidelines, we can maintain a positive and professional work environment while using electronic communications effectively. Remember that we are a team, and every message we send reflects our organization as a whole.

Continuous Improvement

SEDD Oshkosh/La Vista Achieves R2v3 Certification

We are proud to announce our success in achieving R2v3 certification for our electronics recycling locations in both Oshkosh and La Vista. This is an important step for us as we continue in our growth trajectory for our electronics recycling business unit.

The Responsible Recycling (R2) certification is in a transitional period right now. Sustainable Electronics Recycling International (SERI), Washington, published R2v3, the latest version of the certification. Prior to that, SERI's last update was R2:2013 in 2013. Every company that certifies to R2 is required to on the new standard by the end of July 2023.

The biggest difference between R2:2013 and R2v3 is that the latest version requires companies like ours to go into a great deal more detail describing what we do. Beyond a simple description of what a company does, we also must provide specific details, such as the equipment and processes we have in place in a scope statement; process requirements; and provide a listing of all related locations.

R2v3 has six appendices that list process requirements for certification:

- Appendix A – downstream recycling chain;
- Appendix B – data sanitization;
- Appendix C – test and repair;
- Appendix D – specialty electronics reuse;
- Appendix E – materials recovery; and
- Appendix F – brokering.



One benefit of R2v3 is that it only requires companies to be certified to processes we perform. If a company only performs materials recovery and data sanitization services, then those are the only two appendices the company needs to adhere to.

Similar to R2:2013, companies applying for certification will need related certification, including environment certifications (such as ISO 14001 or RIOS); health and safety certifications (such as ISO 45001 or RIOS); and quality certifications (such as ISO 9001 or RIOS).

R2v3 also requires data security and sanitization audits. Regarding data security and sanitization, R2 facilities must document and maintain a data sanitization plan and procedures.

We also must document and maintain a written data security policy. All workers should be trained regularly and verified as competent on policies and procedures for data security. Along with that, R2 facilities must implement and maintain a data security program that controls access to all or parts of the facility in a manner and to a degree appropriate given the type of electronic equipment handled, sensitivity of the data on storage devices and the needs of the suppliers served.

A large thank you to everyone on the SEDD team that has been involved in this certification achievement and an especially large thank you to Markus Mcdonell who through his leadership, dedication, time and effort made it all possible.



A Recipe for Health

Slow-Cooker Beef Stew

Searing beef on the stovetop adds a few minutes to your slow cooker routine, but it's well-worth the payoff in flavor. Serve this stew with a side of steamed green beans for a balanced weeknight meal that makes your kitchen smell inviting all day long.

 Prep time 20 min |
  Cook time 8 hr |
  Servings 5 |
  Serving size 1 cup



Ingredients

US Metric

flour	3 tbsp
lean beef stew meat (visible fat trimmed and cut into 1-inch cubes)	1 lbs
olive oil	1 tbsp
low sodium beef broth	3 cup
water	1 cup
large carrots (chopped)	6
mushrooms (chopped)	8 oz
large sweet potato (peeled and cubed)	1
onion (diced)	1
dried thyme	1/2 tsp
black pepper	1/2 tsp

Directions


1. Place the flour in a large resealable plastic bag. Add beef and toss to coat.
2. Add oil to a pan over high heat. Add beef and sauté for 6-8 minutes, turning frequently until evenly browned.
3. Transfer beef and all remaining ingredients to a large slow cooker.
4. Cover and cook in slow cooker on low for 8 hours.

SRI TEAM WELLOFF

Scrapping Unhealthy Lifestyles

Nutrition Facts	
5 Servings	
Serving Size	1 cup
Amount per serving	
Calories	260
Total Fat 7g	
Saturated Fat 2.1g	
Trans Fat 0.2g	
Cholesterol 50mg	
Sodium 220mg	
Total Carbohydrate 27g	
Dietary Fiber 5g	
Total Sugars 9g	
Protein 22g	
Potassium 930mg	
Phosphorus 275mg	

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




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Get started at enroll.realappeal.com or scan the QR code.



Please have your health insurance ID card handy when enrolling.

An Evening in Good Company

On January 27, we hosted a company sponsored party deck at the Wisconsin Herd G-League basketball game. The action was exciting, at one point the home team was down over 30 points, but they rallied on and made up for the gap to take the win by the end of the fourth quarter. All in all it was a fun time together.



A Recipe for Health

High-Fiber, Gluten-Free Brownies

Don't be afraid of the black beans in this recipe. You can't taste them, and they give a nutrition kick and fiber boost that you won't find in regular brownies. Try topping them with fresh raspberries too.



Prep time 15 min | Cook time 20 min | Servings 12 | Serving size 1 brownie

Ingredients

US Metric

nonstick cooking spray	1
canned black beans (rinsed and drained)	3/4 cup
olive oil	1/4 cup
water	2 tbsp
egg	1
egg whites	2
cocoa powder	1/4 cup
Splenda Sugar Blend	1/4 cup plus 1 tbsp
instant coffee	1 tsp
vanilla extract	1 tsp
gluten-free all-purpose baking mix, such as King Arthur's	1/3 cup
mini chocolate-chips (gluten-free)	1/4 cup



Nutrition Facts	
12 Servings	
Serving Size	1 brownie
Amount per serving	
Calories	110
Total Fat 6g	
Saturated Fat 1.6g	
Trans Fat 0g	
Cholesterol 15mg	
Sodium 75mg	
Total Carbohydrate 12g	
Dietary Fiber 2g	
Total Sugars 5g	
Protein 3g	
Potassium 125mg	
Phosphorus 50mg	

Choices/Exchanges: 1 Carbohydrate, 1 Fat

Directions

1. Preheat the oven to 350 degrees F. Spray a 9 by 9-inch square baking pan with cooking spray.
2. In a blender, puree the beans with the oil and water. Add the eggs, cocoa, Splenda Sugar Blend, coffee, and vanilla and blend well.
3. Add the baking mix to blender and pulse until just incorporated. Stir in mini chocolate chips. Pour into the prepared pan.
4. Bake for 18-20 minutes
5. Let cool at least 15 minutes before cutting and removing from the pan. Cut into 12 equal-sized brownies.

SR SADOFF IRON & METAL COMPANY

THE PREFERRED CHOICE IN RECYCLING

Sadoff.com | Connect with us:

5 Vaping Facts You Need to Know

If you have thought about trying to kick a smoking habit, you're not alone. Nearly 7 of 10 smokers say they want to stop. Quitting smoking is one of the best things you can do for your health — smoking harms nearly every organ in your body, including your heart. Nearly one-third of deaths from heart disease are the result of smoking and secondhand smoke.

You might be tempted to turn to electronic cigarettes (e-cigarettes, vape pens, and other nondisposable and disposable vaping devices) as a way to ease the transition from traditional cigarettes to not smoking at all. But is smoking e-cigarettes (also called vaping) better for you than using tobacco products? Can e-cigarettes help you to stop smoking once and for all? Michael Blaha, M.D., M.P.H., director of clinical research at the Johns Hopkins Ciccarone Center for the Prevention of Heart Disease, shares health information about vaping.

1: Vaping is less harmful than smoking, but it's still not safe.

E-cigarettes heat nicotine (extracted from tobacco), flavorings and other chemicals to create an aerosol that you inhale. Regular tobacco cigarettes contain 7,000 chemicals, many of which are toxic. While we don't know exactly what chemicals are in e-cigarettes, Blaha says "There's almost no doubt that vaping exposes you to fewer toxic chemicals than smoking traditional cigarettes."

However, there has been an outbreak of lung injuries and deaths associated with vaping. In February 2020, the Centers for Disease Control and Prevention (CDC) confirmed 2,807 cases of e-cigarette or vaping use-associated lung injury (EVALI) and 68 deaths attributed to that condition.

"These cases appear to predominantly affect people who modify their vaping devices or use black market modified e-liquids. This is especially true for vaping products containing THC," explains Blaha.

The CDC has identified vitamin E acetate as a chemical of concern among people with EVALI. Vitamin E acetate is a thickening agent often used in THC vaping products, and it was found in all lung fluid samples of EVALI patients examined by the CDC.

The CDC recommends that people:

- Do not use THC-containing e-cigarettes or vaping products.
- Avoid using informal sources, such as friends, family or online dealers to obtain a vaping device.
- Do not modify or add any substances to a vaping device that are not intended by the manufacturer.

Research from The Johns Hopkins University on vape ingredients published in October 2021 reveals thousands of chemical ingredients in vape products, most of which are not yet identified. Among those the team could identify were several potentially harmful substances, including caffeine, three chemicals never previously found in e-cigarettes, a pesticide and two flavorings linked with possible toxic effects and respiratory irritation.

2: Research suggests vaping is bad for your heart and lungs.

Nicotine is the primary agent in regular cigarettes and e-cigarettes, and it is highly addictive. It causes you to crave a smoke and suffer withdrawal symptoms if you ignore the craving. Nicotine is a toxic substance. It raises your blood pressure and spikes your adrenaline, which increases your heart rate and the likelihood of having a heart attack.

Is vaping bad for you? There are many unknowns about vaping, including what chemicals make up the vapor and how they affect physical health over the long term. "People need to understand that e-cigarettes are potentially dangerous to your health," says Blaha. "Emerging data suggests links to chronic lung disease and asthma, as well as associations between dual use of e-cigarettes and smoking with cardiovascular disease. You're exposing yourself to all kinds of chemicals that we don't yet understand and that are probably not safe."

3: Electronic cigarettes are just as addictive as traditional ones.

Both e-cigarettes and regular cigarettes contain nicotine, which research suggests may be as addictive as heroin and cocaine. What's worse, says Blaha, many e-cigarette users get even more nicotine than they would from a combustible tobacco product: Users can buy extra-strength cartridges, which have a higher



concentration of nicotine, or increase the e-cigarette's voltage to get a greater hit of the substance.

Does Vaping Lead to Smoking?

Vaping and e-cigarettes are sometimes promoted as ways to help cigarette smokers quit. But what about the reverse? Can vaping lead to regular cigarette smoking later on?

4: Electronic cigarettes aren't the best smoking cessation tool.

Although they've been promoted as an aid to help you quit smoking, e-cigarettes have not received Food and Drug Administration approval as smoking cessation devices. A recent study found that most people who intended to use e-cigarettes to kick the nicotine habit ended up continuing to use traditional and e-cigarettes.

In light of the EVALI outbreak, the CDC advises people who use e-cigarettes for smoking cessation to weigh the risks and benefits and first consider use of other FDA-approved smoking cessation options.

5: A new generation is getting hooked on nicotine.

Among youth, e-cigarettes, especially the disposable kind, are more popular than any traditional tobacco product. According to the 2021 National Youth Tobacco Survey, more than 2 million U.S. middle and high school students reported using e-cigarettes in 2021, with more than 8 in 10 of those youth using flavored e-cigarettes.

According to Blaha, there are three reasons e-cigarettes may be particularly enticing to young people. First, many teens believe vaping is less harmful than smoking. Second, e-cigarettes have a lower per-use cost than traditional cigarettes. Finally, youths and adults find the lack of smoke appealing. With no smell, e-cigarettes reduce some of the stigma of smoking.

"What I find most concerning about the rise of vaping is that people who would've never smoked otherwise, especially youth, are taking up the habit," says Blaha. "It's one thing if you convert from cigarette smoking to vaping. It's quite another thing to start up nicotine use with vaping. And, getting hooked on nicotine often leads to using traditional tobacco products down the road."

Research from the CDC shows that vaping among youth has declined somewhat since 2020. Kids being stuck at home under their parents' supervision during the COVID-19 pandemic could contribute to that trend.

But, Blaha says, interpreting the data is tricky, since young people change their preferences often, and, when surveyed, may not consider using disposable products such as "puff bars" as vaping. The same CDC report says disposable e-cigarette use has increased 1,000% among high school students and 400% among middle school students since 2019.

Vaping and the COVID-19 Pandemic

When the coronavirus pandemic first began, Blaha says, data show that e-cigarette sales went down, possibly because people were spending more time at home and avoiding stores and public areas.

But Blaha sees a trend that concerns him: rising rates of daily e-cigarette use among all vape users. "The number of people who vaped daily used to be 1 in 5, but now it's up quite a bit, which is concerning because it implies more nicotine addiction. I'm keeping a close eye on that."

Vaping, smoking and other lung irritants can compound the respiratory problems associated with COVID-19.

Want to quit smoking?

There's a strong link between smoking and cardiovascular disease, and between smoking and cancer. But the sooner you quit, the quicker your body can rebound and repair itself. Talk to your doctor about which smoking cessation program or tools would be best for you.

For more information on smoking cessation programs offered through our EAP program please review our ERP resources on the Sadoff intranet or reach out to any of our awesome HR staff.

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 May 17, 2023



Congratulations to our winners from the last issue:

Sharon Unferth, Tenille Graf, Chad Knudson, Stacy Freund, Rena Bulatao

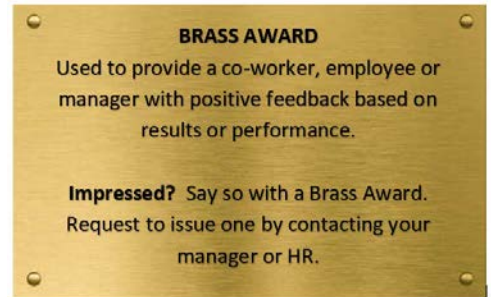
Congrats!



BRASS AWARD

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 with a handwritten



Shaun Charlier, Roger Nuthals, Paul Guerrant, Jordan Janke, Ryan Conway, Christine Antkowiak, Aaron Olivas, Patrick Garrison, Laurie Bonelli, Dianna Elliott, Alayna Cortez, Angela Armson, Lizz Martinson, Chad Awbrey, Jon Schinske, Mark Stuck, Eric Kramer, Q Willis, Mario Golliday, Joshua Silveria, Randy Bonlender, Garrett Schalk, Tom Janke, Devon Jackson, Troy Seidl, David Fisher, Kevin Gilbert, Alayna Cortez, Tom White, Jaso Adlebusch, Keegan Taivalmaa, Jon Treleven, Tom Barnett, Brian Hilbert, Leesa Tilstra.



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.

Tanya Smith, Keegan Taivalmaa, Demetrius Cary, David Eirich, Jim Schnuelle, Mike Jarvey, Travis Moehring, Tyler Gilgenbach, Christine Antkowiak

Sadoff Nutrition Word Search

Name: _____

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

- | | | | |
|--------------|------------|--------------|-------------------|
| Apples | Dietitian | Heart | Protein |
| Asparagus | Dinner | Iron | Pyramid |
| Avocado | Eggs | Lunch | Spinach |
| Brown Rice | Energy | Malnutrition | Vegetables |
| Breakfast | Fiber | Menu | Vitamins |
| Calcium | Fish | Metabolism | Wellness |
| Carbohydrate | Food Group | Nutrient | Whole Grains |
| Cholesterol | Food Guide | Nutrition | Whole Wheat Pasta |
| Dairy | Fortified | Oats | Yogurt |
| Deficiency | Fruit | Olive Oil | |
| Dietary | Health | Oranges | |



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

Milestone Anniversaries

Thank you for your years of service!



David Braeger
45 yrs.



Kevin Gilbert
10 yrs.



Jonathon Trevelen
10 yrs.



Christopher Stath
10 yrs.



Jonathan Schinske
10 yrs.



Leesa Tilstra
10 yrs.



Joshua McDonald
5 yrs.



Aaron Olivas
5 yrs.



Nicholas G. Schrubbe
5 yrs.

*Thank
You!*