

# SR SADOFF IRON & METAL INFORMER

PEOPLE, TEAMWORK, EXCELLENCE

## Letter from the CEO

Dear Team Sadoff,

With March coming in like a lamb, here's hoping the nice weather sticks around!

At the time of this writing, business conditions are a bit milder as well.

This month will bring a drop in all ferrous grade pricing as futures for Hot Rolled Coil (HRC), a good ferrous market indicator, continues to decline. Steel mills ordering books have noticeably been reduced as well. On the plus side, the demand for copper and aluminum grades for our nonferrous business remains robust.

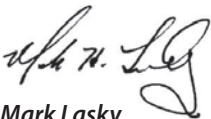
Even in down markets, there are opportunities, and our team will look to capitalize on them wherever possible.

Once again, I would like to welcome the team from Suncoast Communications aboard and look forward to our shared future together!

Our "why" remains as important as ever – up markets or down – "We enhance quality of life by creating security through sustainability".

Thanks for all you do to make Sadoff the Preferred Choice!!

Best personal regards,



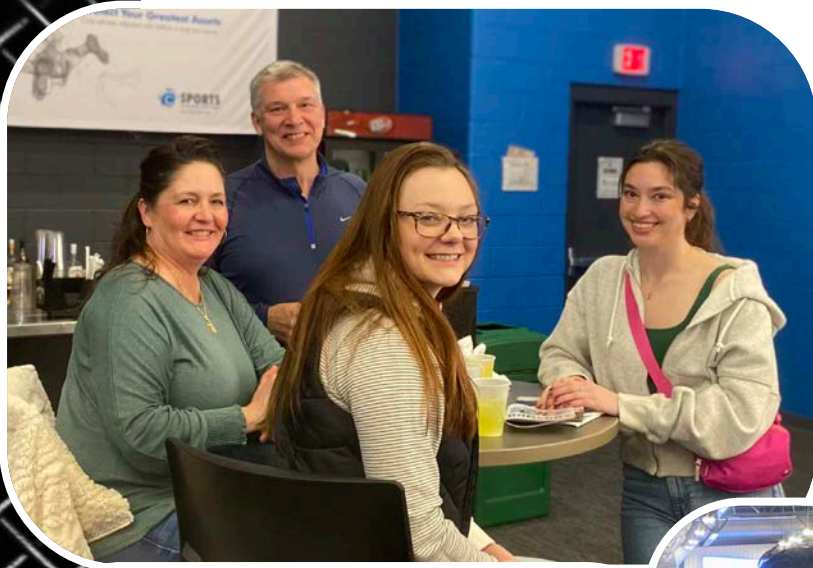
Mark Lasky  
Chief Executive Officer

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## A Fun Time with the Wisconsin Herd

On Saturday, January 20th a number of people from our Wisconsin facilities gathered to watch a Wisconsin Herd G-League Basketball Game at the Oshkosh Arena. Sadoff E-Recycling was the sponsor for the evenings Star Wars Theme and T-Shirt Give-a-Way.





# Spring Into Action: A Whimsical Guide to Embracing the Season!

Dear Sadoff Family,

As we thaw out from the icy embrace of winter, it's time to spring forward (and not just because of daylight savings time) into the vibrant, pollen-dusted arms of our dear friend, Spring! Yes, that's right – it's time to swap your snow shovels for allergy meds and your winter blues for, well, "spring greens"?

Here's your essential, somewhat humorous guide to making the most of the season, while also keeping up with what's blooming at Sadoff.

## 1. The Great Outdoors Awaits!

Remember the sun? That big, bright thing in the sky? It's back and ready to play! Embrace the great outdoors with activities that would make even Mother Nature proud. Organize a team picnic, a flower-planting day, or a "Find the Best Allergy-Free Zone" scavenger hunt. And for those who feel adventurous, how about a lunchtime "Dodge the Bee" championship?

## 2. Spring Cleaning: Not Just a Myth

It's time to declutter – both your workspace and your mind! A clean desk can lead to clearer thinking, improved productivity, and a much lower risk of finding that sandwich from last fall. Consider it your personal reboot, just with less angst and more disinfectant.

## 3. Innovation in Bloom

Just like the flowers, our ideas are blooming too! Spring is the perfect time to fertilize our minds with fresh, innovative thoughts. Let's brainstorm ideas that can propel Sadoff forward. Who knows? Maybe the next big idea will sprout during a casual chat by the water cooler (now serving cucumber-infused spring water, by the way).

## 4. Fashion Forward: The Spring Edition

Wave goodbye to the layers and say hello to the vibrant hues of spring fashion. Feel free to express your spring spirit with floral ties, pastel shirts, or even those socks Aunt Edna gave you for Christmas. Just remember, sunglasses indoors are only cool for rock stars and people recovering from cataract surgery.

## 5. Stay Pollen-Prepared

As much as we love spring, we must acknowledge the elephant in the room – or should we say, the pollen in the air. Stock up on tissues, keep your antihistamines close, and if you find a sneeze-free zone, share the coordinates with your fellow sufferers.

In conclusion, let's embrace the season with open arms (and maybe a tissue or two). Here's to a spring filled with growth, renewal, and a touch of company spirit. Let the spring fever catch on, in the best way possible!

*Bloom on!*



# The Secret Life of Scrap: A Tale of Metal, Mirth, and Machines

*Welcome to the hidden world of scrap metal recycling, where every piece of discarded metal has a backstory worthy of a soap opera and the machinery is more temperamental than a diva on opening night. Gather 'round, employees of our esteemed scrap metal recycling company, as we delve into the comedic underbelly of our daily grind.*

## Act I: The Audition of the Alloys

Our story begins with the auditions, where various metals strut their stuff, hoping to be the next big thing in recycling. Aluminum cans crush their performance, steel scraps magnetize the audience, and copper wires conduct themselves with electrifying charisma. But not all make the cut—some are simply too corroded to play the part.

## Act II: The Conveyor Belt Chronicles

Next up, the conveyor belt—a stage where drama unfolds at high speeds. Here, metals are sorted with the precision of a ballet, orchestrated by the maestro, Mr. Magnet. He's got an attractive personality, pulling ferrous friends from the line-up with a magnetic charm that's hard to resist.

## Act III: The Meltdown

Down the road, in the foundry furnace room, the real transformation begins. It's hotter than a gossip column in here, and the metals are ready to shed their old identities. They melt, they pour, they solidify—reborn as shiny new ingots, ready to face the world and prove that recycling isn't just about being green; it's about getting a second chance at stardom.

## Act IV: The Reincarnation

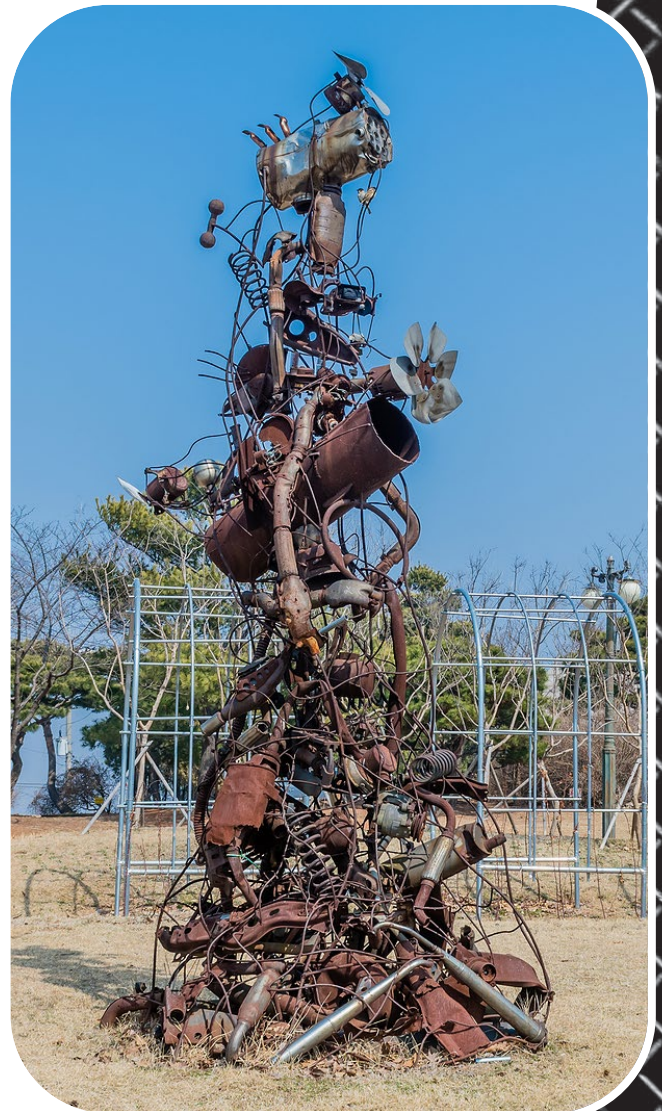
And what becomes of our recycled celebrities? They go on to live glamorous new lives. That soda can you sipped from might just become part of a shiny new car, or the steel girder in a skyscraper. Talk about moving up in the world!

## The Moral of the Story

So, dear colleagues, as we sort, shred, and smelt, let's remember the lighter side of our labor. We're not just processing scrap; we're casting characters in the ongoing saga of sustainability. We're the directors of a circular economy, where every piece of metal has the potential to be a star.

And remember, the next time you see a lonely washer or a single screw, think of the tales they could tell. After all, every bolt has its day, and in our world of metal and machines, today might just be their turn in the spotlight.

Curtain call, folks! Let's give a round of applause for our metallic cast and crew, and get ready for tomorrow's performance—it's sure to be another blockbuster day in the world of scrap metal recycling!



## Dale Gudex Retirement



Dale Gudex

After two remarkable decades of dedication and excellence, we bid a fond farewell to Dale Gudex as he moves on to the next chapter of his journey—retirement. Dale's tenure at our truck shop has been marked by unwavering commitment and a wealth of knowledge that has left an indelible mark on our team and operations. As Dale transitions into this well-deserved retirement, we celebrate the lasting legacy he leaves behind. Please join us in extending heartfelt congratulations to Dale.

*May your retirement be filled with health, happiness, and the joy of new beginnings. Thank you, Dale, for your many contributions.*

# Congratulations!

## Jim Schnuelle Retirement



Jim Schnuelle

Throughout his tenure at Sadoff, Jim carved a multifaceted career path that saw him excel in diverse roles, including time as a professional truck driver, various warehouse positions, sort line expert, supervisor, and maintenance aficionado. During his career with us, Jim has gained great expertise in the scrap industry, Jim was also a great mentor, always keen to impart his knowledge to those ready to benefit from it. His commitment to the company was evident in his remarkable 35-year journey, highlighted by 2 short departures only to return with renewed energy. Jim's contributions were instrumental in the growth and success of the Sheboygan yard.

Coincidentally, Jim and his wife Tess decided to retire on the same day, a testament to their shared vision for the future. This decision was driven by a desire to dedicate more time to their expanding family, particularly cherishing moments with their grandchildren. Please join us in extending heartfelt congratulations to Jim.

*May your and your wife Tess's retirements be filled with health, happiness, and the joy of new beginnings. Thank you, Jim, for your many contributions.*

# A Recipe for Health

## Balsamic Chicken with Mushrooms

Prep time  
20 min

Servings  
4

Serving size  
1 chicken breast with  
heaping 1/4 cup  
mushrooms



### Ingredients

US Metric

boneless, skinless chicken breast (divided into 4 (4-oz) portions)	1 lbs
olive oil	1 tbsp
all-purpose flour	1/4 cup
trans-fat-free margarine	1 tbsp
sliced mushrooms	10 oz
black pepper	1/4 tsp
balsamic vinegar	1/3 cup
low sodium chicken broth	1/2 cup

### Directions

1. Place the chicken breast in a plastic bag and pound thin with a mallet.
2. Heat olive oil over medium-high heat in a skillet.
3. Dredge the chicken in flour and coat it on both sides. Add the chicken to the pan and sauté 5 minutes per side. Remove the chicken from the pan and set aside.
4. Melt the margarine in the pan. Add the mushrooms and pepper and cook for 5 minutes. Add the balsamic vinegar to the pan and bring it to a boil to reduce the liquid.
5. Add the chicken broth to the pan and simmer 2 more minutes. Add the chicken breast back to the pan and simmer for 5 minutes.

# SRI TEAM WELLOFF

Scrapping Unhealthy Lifestyles

### Nutrition Facts

4 Servings  
Serving Size 1 chicken breast with  
heaping 1/4 cup  
mushrooms

Amount per serving  
**Calories** 240

<b>Total Fat</b> 9g
Saturated Fat 1.9g
Trans Fat 0g
<b>Cholesterol</b> 65mg
<b>Sodium</b> 160mg
<b>Total Carbohydrate</b> 12g
Dietary Fiber 1g
Total Sugars 5g
Added Sugars 0g
<b>Protein</b> 27g
<b>Potassium</b> 480mg
<b>Phosphorus</b> 255mg

Choices/Exchanges: 1 Carbohydrate, 4 Lean protein

**SRI** SADOFF IRON & METAL COMPANY

**THE PREFERRED CHOICE IN RECYCLING**

Sadoff.com | Connect with us:

*Let's have some fun!*

## **MAD LIBS**

### ***A Rough Morning***

The morning was going \_\_\_\_\_. Then, I spilled my cup of \_\_\_\_\_,  
(adverb) (drink)

which \_\_\_\_\_ all over my \_\_\_\_\_. " \_\_\_\_\_!" I yelled.  
(past tense verb) (noun) (exclamation)

The boss heard me and asking, "are you \_\_\_\_\_?" I quickly  
(adjective)

\_\_\_\_\_ and replied \_\_\_\_\_ in a cheery voice before getting back  
(past tense verb) (exclamation)

to work. Just when I was getting back on track, I dropped my \_\_\_\_\_, broke  
(noun)

my \_\_\_\_\_, and \_\_\_\_\_ my keyboard. Some days, you just can't  
(noun) (verb)

\_\_\_\_\_.  
(verb)

### **Compliments of the Fun Committee**

*Think you have a funny or  
interesting submission?*

**Please share it with  
fun@sadoff.com**

### **Office Riddles**

**Take a look below and let the Fun Committee know how many answers you know!**

**Please submit all answers to Fun@sadoff.com.**

- What has to be broken before you can use it?
- What begins with an "e" but has only one letter?
- George's parents have four children – Eeny, Meeny, Miney, and who?
- You bought me for dinner, but never eat me. What am I?
- If you're running in a race and you pass the person in second place, what place are you in?
- What has a neck but can't swallow?
- What has three feet but cannot walk?
- What has holes, but still holds water?
- What is white when dirty and black when clean?
- What's bigger when it's upside down?
- What bet can never be won?



# A Recipe for Health

## Almond Joy Hot Chocolate

Servings  
4



Serving size

1 cup + 2 Tbsps.  
whipped topping + 1  
Tbsp. sliced almonds



### Ingredients

US Metric

unsweetened almond milk	4 cup
almonds (sliced)	1/4 cup
cocoa powder	1/4 cup
Splenda Sugar Blend	1/4 cup
coconut extract	1/2 tsp
whipped topping (fat-free)	1/2 cup

Nutrition Facts	
4 Servings	
<b>Serving Size</b>	<b>1 cup + 2 Tbsps. whipped topping + 1 Tbsp. sliced almonds</b>
<hr/>	
Amount per serving	
<b>Calories</b>	<b>105</b>
<hr/>	
<b>Total Fat</b> 7g	
Saturated Fat 0.9g	
<b>Cholesterol</b> 0mg	
<b>Sodium</b> 190mg	
<b>Total Carbohydrate</b> 11g	
Dietary Fiber 3g	
Total Sugars 5g	
<b>Protein</b> 3g	
<b>Potassium</b> 320mg	

### Directions

1. Add almonds to a dry sauté pan over medium-high heat and sauté until lightly toasted. Set aside to cool.
2. Add almond milk, cocoa powder, Splenda, and coconut extract to a blender and blend until incorporated and slightly foamy.
3. Add hot chocolate mixture to a saucepan over medium heat and bring to a simmer.
4. Add one cup of hot chocolate to a coffee mug, top with 2 Tbsps. whipped topping and sprinkle with 1 Tbsp. cooled, toasted almonds.
5. Repeat for three remaining coffee mugs.

## Safety Excellence

Please help us celebrate our professional team of Nebraska Drivers John Wendelin, Lucius Hageman, and Mario Golliday for achieving 1-year without a backing related incident. Congratulations on your achievements and thank you for your continued safety awareness.



# My 8 Best Techniques for Evaluating Character

*These methods have helped me enormously—and can save you much heartache and anxiety*

## TED GIOIA THE HONEST BROKER



### **1. Forget what they say—instead look at who they marry.**

This is a sure-fire technique, and it tells you important things about people you can't learn any other way. A person's choice of a spouse—or if they aren't married, their closest lifelong partner—is much more revealing than anything they say or do in public.

This choice tells you about their own innermost longings, expectations, and needs. It tells you what they think of themselves, and what they think they deserve in life (or will settle for). It is, I believe, the clearest indicator of priorities and values you will ever find.

So the next time you're introduced to strangers at the party, and they start talking business, spend at least a little time sizing up their partners. If you don't pay attention to this, you will have lost an important source of insights, and may pay a high price as a result.

### **2. See how they treat service workers**

People reveal their true natures when they deal with others who have no power and can never return a favor. They feel immune and free of all consequences—so they let it rip. Their true self comes to the forefront.

I once had dinner with a CEO who was so abusive that the server left the table in tears and had to be replaced by a coworker in the middle of our meal. In another instance, I dealt with a (different) CEO who, before an important business meeting in a hotel could be heard outside in the hall screaming at one of the service workers.

I learned more about these individuals in those settings than from anything they said or did in a negotiation. In fact, you might not trust anything they say at the negotiating table after you've been with them at the dinner table.

In contrast, I've seen famous and powerful people who take extraordinary care in their dealings with service workers. This is one of the most reliable indicators of trustworthiness that you will find.

### **3. Discover what experiences formed their character in early life**

This is another CEO story, but with a positive lesson in this case. I met this particular corporate power broker when he interviewed me for a project, and we later became quite close.

In the interview, he started by asking me about my earliest experiences—entirely focused on what I did before reaching the age of twenty. I thought this was just small talk, and eventually he would change the subject in order to inquire about my qualifications and plans for the project.

But he never changed the subject. We spoke for more than one hour, and solely about my childhood, my teenage years, and how I grew to adulthood.

Later he explained to me that he lets other people in the organization worry about boring things like credentials. His belief is that people's character and ability to handle challenges are almost entirely formed during the first two decades of their life. It's an unusual case, he said, for people to change in any substantive way after that point—not impossible, but very rare. So those early years were always the focal point for his inquiries.

This was one time when my working class origins didn't hurt me. From his point of view, the distance I traveled before going to college was my most significant attribute.

Perhaps he took this technique too far, and on my first exposure to this approach I was highly dismissive of it. I simply assumed that he wasn't skilled at interviewing. But I got to know him well, and over time saw he had an impressive track record in assessing people. I now believe he was on to something and practice a similar technique when I need to figure out who people really are and how they might act in difficult situations.

#### **4. How do they invest their two most valuable resources?**

I write articles and books, but the two most revealing documents about me are my calendar and monthly budget. I know some fortune tellers want to look at a person's palm to read their future, but I'd prefer to take a glimpse at how they spend time and money. Those reveal what a person is really all about.

And that's true for me and you, and everybody else. It's so easy to say the right thing, but time and money are far more precious than words. Watch carefully how people allocate those two resources and you will understand them at a very deep level.

#### **5. Identify what irritates people the most in others—because this is probably the trait they dislike most in themselves.**

This is another instance in which people reveal things about themselves unintentionally. And I've seen it so often that it's uncanny. The flaw people hate most in others is usually their own greatest weakness.

My father smoked cigarettes his entire life (which they shortened appreciably). He was the most forgiving and tolerant of parents, but if I had started smoking, he would have wept. He would have accepted almost anything from me—except imitating the deadly mistake he had made, and kept making.

But this happens everywhere. Cheaters always gripe that others are dishonest. The liar always accuses other people of lying. Parents absolutely lose it when they see their children making the same mistakes they did.

This may seem like pure happenstance, but there's a good reason for it. When we look in a mirror, we dislike seeing all the flaws in our appearance, and the same thing is true when we examine other people. They, too, are like mirrors. So we are far more likely to forgive a weakness we have never experienced than one we struggle with daily.

#### **6. Can they listen?**

When you encounter people in any kind of setting, from professional to social, they can choose to (1) talk, (2) listen, or (3) do neither. I have far more confidence in group 1 than 3, but group 2 is the rarest—I've met few great listeners in my entire life. But they are some of the most effective individuals I've ever encountered.

There's often a bias against listening as part of someone's skill set—that's why you will never see it on a resume. I'm sure many of you believe it indicates passivity or laziness or some other character flaw. I think this reaction is a result of mistaking people who do (3) with those who do (2).

Great listeners possess extraordinary skills of awareness and comprehension. They can assess situations with tremendous accuracy, and act in ways that maximize group effectiveness. No organization has enough of them, and if you have one of these great listeners as a friend or colleague, you soon learn that they are an invaluable resource.

#### **7. If they cheat at small things, they will cheat at big things.**

I recently heard a man complaining about a bad business deal. His partner had robbed him, and he should have known better.

When they first met, they had played golf. Afterwards his wife told him: "I saw him move the ball when you weren't looking—don't get involved with this guy." He had laughed at this. Why get worked up over a tiny thing like this? It's just a few inches on the golf course.

But, of course, if someone will break the rules for something as unimportant as a game, what will they do when higher stakes are involved? In this instance, he had a useful warning, but didn't take it—because he thought it was so small.

Don't make that mistake. Watch out for the small things, and the big things will take care of themselves.

#### **8. Watch how they handle unexpected problems**

I heard of a peculiar technique used by a company hiring a senior executive. In the final round of interviews, the candidates are taken to lunch, and during the meal something goes wrong—of course, this is all staged as a kind of test.

Maybe someone walks up to the table and creates a scene, or perhaps the food delivered to the table is completely wrong. The purpose is to see how the candidate handles the situation. You fail the test if you over-react (for example, causing a scene yourself) or under-react (e.g., just letting things get out of control with no response).

My jazz musician friends will immediately understand the value of this kind of test. You can't tell how a person improvises until they are put into a situation where spontaneous decision-making is required. Some people rise to the occasion, and others lose their cool completely.

Not all of us can stage a restaurant mishap to test somebody. But if you're around somebody long enough you will see how they deal with unexpected problems. And those situations are precisely when their character and core values come to the forefront.



*Brad Lasky, Brian Hilbert, Markus McDonell, Dave Casper, Patrick Rentmeester, Mark Lasky*

### **Congratulations to our annual Rudoy Award Winners:**

Patrick Rentmeester  
Brian Hilbert  
Markus McDonnell  
Dave Casper

#### **Patrick Rentmeester:**

Patrick Rentmeester is a standout candidate for the 2023 Rudoy Award due to his exceptional leadership, unwavering commitment, and remarkable contributions that have left an indelible mark on our company, workplace, and those fortunate enough to collaborate with him.

Patrick has earned and accepted the role of CFO for Sadoff & Rudoy Industries, LLP. The transition of Patrick taking this role has been seamless from my vantagepoint. In his short time in his new position, Patrick has either led or been involved in a number of beneficial and strategic projects since his promotion earlier this year and I am impressed and grateful for his involvement. Patrick leads with emotional intelligence which has been especially balancing for my approach to things. He has shown his willingness to learn and adapt to his new role and has done so with a great willingness to learn.

In the workplace, Patrick's leadership style fosters an environment of collaboration, growth, and empowerment. He prioritizes employee development, encouraging professional advancement and cultivating a culture of continuous learning. His open-door policy, willingness to listen, and genuine concern for employee well-being have engendered a sense of loyalty and camaraderie, leading to enhanced productivity and job satisfaction. Beyond our immediate circles, Patrick's influence resonates with partners, clients, and stakeholders alike. His transparent and ethical approach to financial management has garnered trust and respect, positioning our company as a preferred choice partner in various business transactions.

#### **Sadoff I&M Omaha Building Sale Process:**

Patrick was instrumental in the successful sale of our real estate in Omaha, Nebraska after deciding to close that operation. He assisted closely in coordinating the negotiations and legal reviews for this project and helped see it through from the beginning to the final sale, which had a beneficial impact for our company.

#### **AMCS Contract Negotiations: Past and Ongoing**

Patrick has been a key player in the initial and ongoing contract negotiations for the purchase and pre-implementation of the AMCS Platform contract. His work assisted to protect our company from a number of possibilities which could prove disruptive or costly if not addressed. His work with our project leader Chad Hayes in the negotiations has been very supporting and helpful.

#### **SunCoast Purchase Negotiations:**

Patrick's approach to the negotiation process was very helpful, he has provided a great balance between allowing Jason to formulate and share ideas and helping to formulate valid negotiation strategies for the successful purchase of SunCoast. Patrick has maintained a very open mind to the unique circumstances involving certain aspects of this process and has been a great backboard for this process to bounce things off. He has had to stretch his mind and at time what he feels is appropriate and acceptable, within limits. Patrick has been a great resource and partner in this process and has led the work with our professional services team including our attorney and tax resources and reached out directly to consult and push the legal and tax resources on the SunCoast side. In addition to dedicating quite a bit of his capacity to this effort he

has managed to continue to be engaged with his team and others for their needs as well. Patrick had shared early on in this process that this would be his first time leading an acquisition process.

For all of these reasons and more not listed here, Patrick is well deserving in consideration for a 2023 Rudoy Award.

### **David Casper:**

We had an ongoing issue with material traveling on the infeed conveyer at the shredder. Multiple commodities but mainly plate would routinely slide down the conveyer and get jammed in the sides and conveyer chain. This would cause a loss in production as most of the time the plate would have to be torched out of the infeed. Dave developed a plan to add an extension/wing on each flight "over 400" so the gap would be eliminated and not allow plate to wedge in that area. The wing had to be machined to fit and travel with each flight so it would travel properly on the infeed. Dave had a couple of these made and then installed them to test if they would work. After finalizing the design Dave and his team installed each of these during our shut down in July. This change along with some other siderails and angle added to the flights has significantly reduced and almost eliminated the jam ups on the infeed. Infeed jams while running plate were the leading cause of downtime. Average shredded plate production has increased from 40-42 tons/hr, to 48-50tons/hr since the change due to a decrease in "unrecorded" downtime by the operator trying to break loose jams. In addition to the obvious cost savings with increased production, it allows us to keep our sheet iron pile shredded to the ground more regularly to help mitigate our fire risks.

### **Brian Hilbert:**

Brian has worked at Sadoff in a Maintenance and Fabrication role for nearly 21 years. During this time he has been involved with or has managed a majority of the welding and fabrication projects and repairs that have been completed. Brian's skill set for welding and fabrication is second to none. He also has a great understanding of our processes and has the Insite to know if certain ideas will work or not. In our industry, we often times are building or modifying equipment to meet our specific needs. The ideas come from all directions and departments, and often times are just talked about or come from a crude drawing. Brian at times is a magician and a mind reader as he is able to weed out the good from the bad and is instrumental in developing the idea into a useful, quality product or tool. From building catwalks and stairs, building conveyor systems and dirt screens, Blade changer for our shear, modified containers to move scrap efficiently, along with a long list of major welding repairs and equipment modifications to better fit our needs.

Brian has always provided quality workmanship while maintaining a high level of safety. He continues to lead his team by example and does a great job sharing his skills with newer employees. Brian is always willing to assist with employee development keeping the best interest of the company in mind. For the last several years he has been involved with Project Grill, School to Work Students and has been instrumental in developing the Sadoff Specific Welding Class at MPTC. Brian is a pleasure to work with and is a true asset to Sadoff Iron and Metal.

### **Markus McDonell:**

Markus shows his unwavering dedication, exceptional leadership, and embodiment of the core values that define our company culture.

Markus's contributions to Sadoff have been remarkable. His expertise and unwavering commitment to compliance excellence have played a pivotal role in shaping our company's reputation as an industry leader in responsible electronics recycling. His efforts in spearheading our R2 and R2v3 certifications stand as a testament to his ability to navigate complex regulatory landscapes and drive organizational transformation.

Markus's leadership style is deeply rooted in servant leadership principles. He consistently demonstrates a genuine care for his team, fostering a supportive and empowering environment that encourages growth and innovation. His ability to inspire and motivate others is evident in the high-performing team he has cultivated within the Compliance Area.

Beyond his compliance expertise, Markus has also made significant contributions to Sadoff's cybersecurity posture. His instrumental role in helping develop our Cyber Security Frame Work and guiding us towards our first-ever cybersecurity certification highlights his commitment to safeguarding our company's valuable assets and protecting our stakeholders.

Markus's exemplary leadership extends beyond his immediate team and responsibilities. His active involvement

with the Electronics Recycling Council and his recent appointment to the SERI Technical Advisory Committee underscore his recognized expertise and industry influence. These achievements have not only solidified Sadoff's position as a key player in the electronics recycling industry but have also elevated our company's reputation as a thought leader in compliance and cybersecurity.

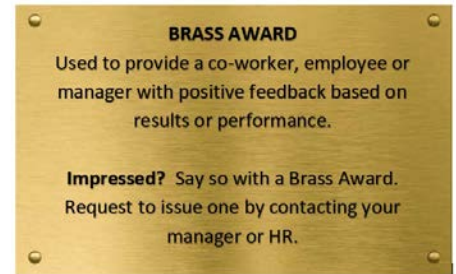
In essence, Markus McDonnell represents the very essence of the Rudoy Award. His unwavering commitment to excellence, his unwavering dedication to the success of Sadoff and its employees, and his embodiment of our core values make him an exceptional candidate for this recognition.



## 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.**

**Congratulations to our monthly Brass Award winners who each have received a VISA gift card valued at \$25.00 along**



### December 2023 – February 2024

Christina Nussbaum, Jordan Shaw, Nicholas Oelke, Michael Tetting, Steven Crowley, Samuel Duer, Antonio Gray, Carter Augsburg, Christine Antkowiak, Amber Altenhofen, David Casper, Melissa Ryan, Travis Moehring, Elizabeth Martinson, Amber Loberger, Matthew Hoepner, Keegan Taivalmaa, Matthew Hoepner, Trent Huismann, Richard Gaspardo, Michael Larson, Travis Moehring, Dale Snortum Jr, Todd Machtig, Jordan Shaw, Amber Altenhofen, Brent Bober, Michelle Lackey, Elyssa Gutschow, Alyssa Madigan, Raquel Lord, Jake Kester, Angela Armson, Randall Bonlender, Lee Ninman, Leesa Tilstra, Angela Armson, William Hanselman, Aaron Olivas, Christopher Minardi, John Wendelin, Lucius Hageman, Mario Golliday, Andrew Coates, Zach Bennett, Joshua Wagner, Martin Reyes, Kyle Ollhoff, Chad Knudson, Mike Kletzine, Dennis Rost, Jordan Janke, Tyrone Fairbanks, Jonathan Schinske, Charles Thurman, David Fisher, Martin Bragg, Demetirus Cary, Todd Machtig, Dean Andresen, Jesse Moffatt, Roger Nuthals, Alayna Cortez, Shaun Charlier, Kevin LeClair, Roger Nuthals, Jonathan Schinske, Paul Breckheimer, Randall Bonlender, Patrick Garrison, Tenille Graf, Jesse Moffatt, Christina Nussbaum, Lucius Hageman, Elyssa Gutschow, Mary Groeschel, Christine Wells, Mary Duley, Keegan Taivalmaa, Ronald Schlafer, David Casper, Philip Gracyalny, Christopher Leisering, Logan Lisowe, Rafael Santana, Dustin Schmitz, Allan Tolentino, Nathaniel Tischler, Michael Jarvey, Michael Larson, Jeremiah Heitman, Markus McDonnell, Randall Bonlender, Patrick Rentmeester, Lenore Epp, William Hanselman, Charles Hayes, Thomas Barnett, Gary Griessmeyer, Heriberto Bautista, Christine Antkowiak, Steven Crowley, Lenore Epp, Jonathon Treleven, Steven Henry, Jeffrey Immel, Jesse Gau, Michael Tracy, Brian Hilbert, Tenille Graf, David Braeger, James Deutsch, Nathan Barber, Jeffrey Immel, Tenille Graf, Steven Crowley, Mike Damkot, Jordan Janke, Paul Hanson, Martin Reyes, Mark Raether, Melissa Oelke, Amber Altenhofen, Wesley Howe, Alejandro Rodriguez, Steven Henry, Zachary Morris, Jeffrey Immel, Jordan Shaw, Tom Janke, Rena Fausto

*Great job!*



# 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.



*Jesse Gau, Brian Hillbert, Jeff Immel, Steve Henry*



*Mike Damkot*



*Brian Moeller*



*Randy Bonlander*



*Jesse Moffatt*



*Garrett Schalk*



*Shawn Charlier*

## Our New Company Gear Store

Our newly available Awardco rewards and recognition platform is taking the place of our previous company store. To find our new company gear store you can use the link for Awardco found on our new Intranet. Once logged in to your account at <https://sadoff.awardco.com> you can find the new company store by clicking "SPEND POINTS" on the top of the Sadoff welcome page. Once on the storefront you are able to select multiple options for making purchases with your Awardco points – don't have any points yet – not to worry, you are able to purchase the points you will need to buy items you select during the checkout process.

The Awardco "store" has selections for spending earned or purchased points/credits, this includes: AMAZON, E-Gift Cards, Hotels or Event Tickets, simply scroll down the page to see the options. You are able to purchase select company gear and choose from the following company logos: Sadoff Iron & Metal, Sadoff & Rudoy Industries, LLP, Sadoff E-Recycling & Data Destruction or SunCoast Communications.

Check out the new store today and if you have questions or would like to request specific items to be added please submit an HR ticket request, the HR ticket form can be found on our New Intranet.

*\*Please note that logo items are unable to be returned to the store, if you end up with something that does not fit correctly please contact HR, send them your item and they will credit your Awardco account. "returned items to HR will be used for future gear giveaways.*



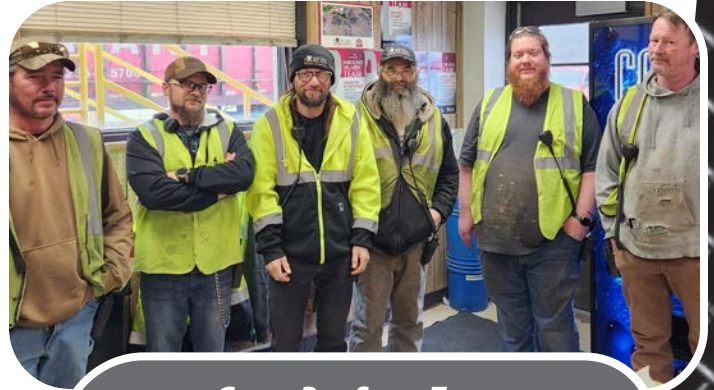


## THANK YOU TO OUR ANNUAL SNOW TEAMS

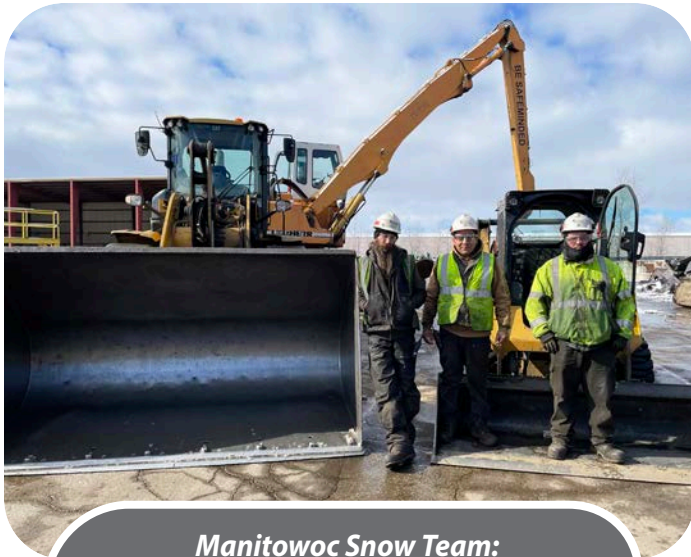
Each year our snow teams go the extra mile to ensure that when the rest of us get in to work after a heavy snowfall, that we are set to begin our work. Thank you for your work this season in keeping things moving! You are appreciated!



**Fond du Lac Snow Team:**  
*Kevin Gilbert, Troy Seidl, Dave Fisher,  
Tom Janke, Jordan Janke, Chad Knudson,  
Garrett Schalk*



**Green Bay Snow Team:**  
*Kevin LeClair, Shaun Charlier, Jason  
Adebush, Roger Nuthals, Jesse Moffatt,  
Dean Andresen*



**Manitowoc Snow Team:**  
*Kris Schmieder, Heriberto Bautista,  
and Alec Klein*



**Sheboygan Snow Team:**  
*Mike Larson, Travis Moehring, Al Sams*

## 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 15, 2024



*Congratulations to  
our winners from  
the last issue.*

Mark Raether

Liz Martenson

Amber Loberger

Patrick Garrison

Christine Antkowiak



### Recognize. Reward. Redeem.

Sadoff Iron & Metal Company has invested in a new program to better recognize and reward the work you do. We have partnered with Awardco to provide a single, simple-to-use system that integrates with Amazon to offer you the largest reward network ever. This platform will be used for our Years of Service and Retirement recognition programs, Brass and Copper awards, Safety suggestions, and Wellness prizes.

Log in to [sadoff.awardco.com](http://sadoff.awardco.com), have fun recognizing your peers, and enjoy redeeming your points for things you value. Thank you for being part of our team!

Also, learn how to download the Awardco app and start recognizing and redeeming on mobile!

**Sincerely,**  
**Sadoff Iron & Metal Company**

#### **First time Log-In Information**

**Visit the Website:** [sadoff.awardco.com](http://sadoff.awardco.com)

**Username:** SIM followed by 6 digit time clock number

**Password:** 8 digit birthday

# Sadoff and Rudoy Industries, LLP Company Word Search

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

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

Telecommunications	Preferred Choice	Test
Certifications	Customer Focus	International
Electronics	Sustainable	Wisconsin
Inventory	Steel Mill	Equipment
Certified	Maryland	Nebraska
SunCoast	Culture	Success
Freight	Recycle	Foundry
Metals	Quality	Safety
Sadoff	Repair	Texas
Scrap		

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**Sheboygan, WI 53062**

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1901 Lineville Road  
**Green Bay, WI 54313**

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240 W. Arndt Street  
PO Box 1138  
**Fond du Lac, WI 54936**

(920) 361-1450  
478 E. Huron Street  
**Berlin, WI 54923**

(920) 651-9398  
36 E. 10th Avenue  
PO Box 1066  
**Oshkosh, WI 54903**

(402) 470-2510 – Ferrous  
(402) 434-2860 – Nonferrous  
5510 NW 39th Street  
**Lincoln, NE 68501**

(402) 345-6624 – Warehouse  
(402) 345-5835 – Fax  
4918 F Street  
**Omaha, NE 68117**



## Milestone Anniversaries

Thank you for your years of service!



*Mary Groeschel*  
30 years - FDL



*Elton Westhuis*  
10 years - FDL



*Chuck Thurman*  
15 years - FDL



*Randy Bonlender*  
10 years - FDL



*Jordan Janke*  
5 years - FDL



*Doug Halbrucker*  
5 years - FDL



*Heriberto Bautista*  
5 years - Manitowoc



*Paul Schmitz*  
5 years - FDL