

SR SADOFF IRON & METAL INFORMER

PEOPLE, TEAMWORK, EXCELLENCE

Letter from the CEO

Dear Team Sadoff,

As we kick off the summer the economic news is mixed, with a chance of summer doldrums setting in on the ferrous side of the business over the next few months.

There is a general sense of weakening in certain areas of the manufacturing arena, such as the agricultural markets (i.e. John Deere), and locally to Fond du lac with Mercury Marine recently announcing the elimination of 300 job, but others, such as infrastructure and automotive are steadier.

On the nonferrous side, we have witnessed copper hit an all-time high of \$5.20/lb in May, only to shoot back down to the \$4.60s in June. Demand for aluminum and stainless scrap is a bright spot for now.

We have also experienced some cyclical downturns on the electronics side of the house over the past several months.

Continued communication and cooperation between departments to address profit margins with commodities on both the purchase and sell side as well as safety and efficiency measures in our operations and logistics are paramount, especially as both our industrial generators and scrap consumers take shutdowns in late June and early July.

Even in down markets, there are opportunities and the excellent customer service you all provide never goes out of style.

Enjoy the summer, stay safe and thank you for being a part of our team!

Best personal regards,



Mark Lasky
Chief Executive Officer



- The Key to Our Success
- Safety Excellence
- Sadoff in the Community
- Recipes for Health
- New Wellness Platform
- NCAA Bracket Winners
- Retirements
- Exciting News from SunCoast
- Sadoff Spotlight
- Brass & Copper Awards
- STRAT 3.0 Graduate
- New Company Gear Store
- Recycled Industry News
- Word Search Winners
- Word Search
- Milestone Anniversaries

Building a Positive Business Reputation: THE KEY TO OUR SUCCES

In today's fast-paced and highly competitive marketplace, the reputation of our company stands as a cornerstone of our success. A positive business reputation isn't just about good PR; it directly impacts our bottom line, customer loyalty, and long-term growth. At Sadoff/SunCoast, we understand the immense value of fostering a positive business reputation, and it's crucial that every team member diligently contributes to this goal.



THE BENEFITS OF A POSITIVE REPUTATION

Customer Trust and Loyalty: A positive reputation builds trust. Customers are more likely to choose our products and services over competitors' when they trust us. This trust translates into loyalty, repeat business, and referrals. Satisfied customers become our best advocates, spreading positive word-of-mouth and helping us attract new customers.

Competitive Advantage: In a crowded marketplace, a stellar reputation sets us apart. It differentiates us from competitors and positions us as a leader in our industry. This competitive edge can lead to new opportunities, partnerships, and increased market share.

Employee Satisfaction and Retention: A company known for its positive reputation attracts top talent. Employees take pride in working for a respected organization, which boosts morale and productivity. Moreover, happy employees are more likely to stay with the company, reducing turnover and the associated costs of recruiting and training new staff.

Financial Performance: A strong reputation positively impacts our financial performance. It can lead to higher sales, better margins, and improved investor confidence. Investors and stakeholders prefer to associate with companies that are well-regarded in the market, ensuring easier access to capital and resources for growth.

THE CONSEQUENCES OF A NEGATIVE REPUTATION

Loss of Customer Trust: Just as a positive reputation builds trust, a negative one erodes it. Customers who feel let down or deceived will take their business elsewhere, often to our competitors. The loss of trust is difficult and costly to regain.

Competitive Disadvantage: A tarnished reputation can make it challenging to compete effectively. Potential customers, partners, and investors may be wary of associating with us, limiting our growth and market potential.

Employee Morale and Turnover: Employees are less likely to feel proud and motivated when working for a company with a poor reputation. This can lead to decreased productivity, higher turnover rates, and increased costs associated with hiring and training new employees.

Financial Strain: A negative reputation can directly impact our financial health. Declining sales, increased marketing expenses to counteract bad press, and potential legal costs can strain our resources. Furthermore, investors may pull back, limiting our ability to fund new initiatives and grow the business. 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.

OUR COMMITMENT TO EXCELLENCE

At Sadoff/SunCoast, we are committed to upholding and enhancing our positive reputation. This commitment requires diligence, integrity, and a proactive approach from all of us. Here are a few ways we can contribute:

Delivering Quality: Ensure that every product or service we offer meets the highest standards of quality. Excellence in delivery builds trust and satisfaction among our customers.

Customer Service: Provide exceptional customer service. Listen to our customers, address their concerns promptly, and exceed their expectations.

Transparency and Integrity: Maintain transparency in our operations and communications. Honesty and integrity should be at the core of all our interactions.

Community Engagement: Engage with our community positively. Participate in initiatives that reflect our values and demonstrate our commitment to social responsibility.

CONCLUSION

Our reputation is a valuable asset that we must continuously nurture and protect. By working diligently to foster a positive business reputation, we ensure the long-term success of Sadoff/SunCoast. It holds true that we will not be judged by the mistakes we make but by our approach to fixing them. Let's all commit to excellence, uphold our values, and contribute to a legacy of trust and respect in the marketplace that has been a cornerstone in our company for over 75 years.

Together, we can build a brighter future for our company, our customers, and our community.

NOVO Health Reminder NEED SURGERY?



Hello team members,

We would like to remind you about NOVO Health's Bundled Payment Program for Health Services. All employees/dependents enrolled in our health plans have access to this program, at **no cost** to you and your family.

Sadoff wants you and your family members to have access to the best care in the area so any services you have performed at NOVO Health will be free of cost to you and your family.

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

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

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

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

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

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

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



Safety
Excellence

Available
Only In
Wisconsin

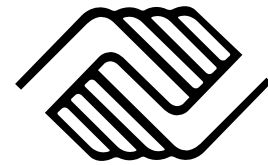
Sadoff in the Community



At the end of each year, the Boys & Girls Club of Oshkosh recognizes an outstanding staff member, board member, volunteer or Club supporter and a local business all of whom go above and beyond in their support of the Club's mission.



The Boys & Girls Club has extended each of the following winners of our
2023 DISTINGUISHED SERVICE AWARDS



BOYS & GIRLS CLUB

CR Meyer was presented with the AWARD OF MERIT which goes to a volunteer or contributor who has made an extraordinary contribution of time and/or resources.

CR Meyer has been the epitome of giving substantial time and effort into the betterment of the Club. This began with the original construction of the Radford Center and gym over 30 years ago and the Club's recent \$18.5M remodel and building expansion. This award recognizes all of the hard work that the CR Meyer team has done to make this expansion a reality. Their leadership on the building expansion including, the Hyde Family Community Center, Verve Administrative Center, Amcor Teen Center, and renovation of the OshKosh B'gosh Middle School Center, Radford Club and J. Wilcox Head Start building is nothing short of extraordinary. In addition, CR Meyer has contributed to and volunteered at WineFeast, Golf Outings, and Afternoon Tea and handed out awards at the Youth of the Year Dinner. They also participate in Adopt-a-Family every year and their staff donates Thanksgiving meals and backpacks for the Back-to-School fair. CR Meyer believes in the mission of our Club and we are grateful for their partnership over the years.



Verve, A Credit Union was presented with the KIDS & COMMUNITY AWARD which goes to an individual or business that has demonstrated community leadership in supporting the mission of the Club.

Verve has had a longtime relationship with the Boys & Girls Club of Oshkosh for decades. They have sponsored our WineFeast event, the Club's largest annual fundraiser, helping raise thousands of dollars for our Club members. Participation doesn't stop there; it extends to all major events, including our annual Afternoon Tea and Alumni Golf Outing events. They also ran various fundraising drives for the Club such as bike, back-to-school and hygiene drives. Their influence on our youth has been further amplified by sharing their area of expertise, as they dedicate time and arrange for staff to provide valuable lessons on financial management and other financial advice. While they were a major contributor to our capital campaign, providing us with the Verve Administrative Center, this award also honors all the years they volunteered at, and contributed to the Club. CEO Tracy Ogden is most impressed with that "Verve is always looking for ways to connect their staff to the Club. Raising their hand and asking, how can we do more?"





Mark Lasky was presented with the **J.R. VETTE FRIEND OF YOUTH AWARD** which is named in memory of Lifetime Board Member J.R. Vette and goes to a board member who has put forth outstanding efforts to further the mission of the Club.

Mark Lasky is the CEO of Sadoff Iron & Metal Company and has served on the Boys & Girls Club of Oshkosh's Board of Directors since 2006. Mark has his hand in various Club involvements such as the executive committee, board development committee, mentoring new board members, and was a past Board President from 2010-2012. Mark is so invested because "it is one of the most meaningful endeavors in my life. The Club's impact on children and families has positive, tangible benefits." His passion for the Club runs in the family, as he is a third-generation donor to the Club of Oshkosh. He and his wife, Kristen, are longtime friends of the Club and greatly value the services it provides to the community. So much so, that they are a part of Heritage Club, which writes the Club into their estate plans. He also participates in the Adopt-a-Family program every year and their family has hand-delivered Thanksgiving meals over the holidays.



Lauren Nicholls was presented with the **PROFESSIONAL SERVICE AWARD** which goes to a Boys & Girls Club staff member who's rendered exceptionally devoted service.

Lauren has been working at the Club for 11 years and is known for her "can do" attitude and willingness to jump in and help her teammates. She has served in a variety of roles since she began working at the Boys & Girls Club of Oshkosh. When Lauren started at the Club she was a lead teacher at our licensed school sites. She continued during the summer with 5 and 6-year-olds in our Great Explorers Program. One standout achievement in Lauren's career was becoming the first Middle School Coordinator in the Club's 50-year history. She promoted this program by going door-to-door recruiting new members, and informing them of all the outstanding things occurring at the Club. Currently, she serves as the Club Services Coordinator focusing on quality improvement with staff and members. She also tracks volunteer applicants, their background checks, and other requirements to ensure that volunteers who come into the Club are engaged and our members are safe.



Jamie Wilcox, Director of Facilities, has been awarded the **NATIONAL CONTRIBUTION TO THE PROFESSION AWARD** courtesy of the Boys & Girls Club of America.

This award is presented to someone who has made a significant contribution towards the advancement of the Boys & Girls Club movement during the course of their career. Jamie has made an incredible contribution to our Club, especially with his lifelong dedication from being a Club member as a child, to lending a helping hand in various Club activities. Jamie's contributions extend from building maintenance to programming questions, tending to administration needs and more. His knowledge of the Club and the care that he shares for staff and members is truly special.

A heartfelt congratulations and our sincerest thanks for all you do!

Recipes for Health



Low-Carb Easy Tiramisu

Prep time
15 min

Cook time
3 min

Servings
6

Serving size
1 serving glass

Ingredients

US Metric

almond flour	1/2 cup
erythritol or other sugar substitute (divided use)	1/4 cup plus 1 1/2 tbsp
ground cinnamon	1 tsp
salt	1/4 tsp
espresso or strong coffee	1 tbsp
Plain Nonfat Greek yogurt	2 cup
mascarpone cheese	3 tbsp
dark rum	1 tbsp
orange zest	2 tsp (from 1 orange)
vanilla extract	1 tsp
cocoa powder	1 tsp

Nutrition Facts	
6 Servings	
Serving Size	1 serving glass
Amount per serving	
Calories	150
Total Fat 8g	
Saturated Fat 2.5g	
Trans Fat 0g	
Cholesterol 15mg	
Sodium 130mg	
Total Carbohydrate 6g	
Dietary Fiber 1g	
Total Sugars 3g	
Added Sugars 0g	
Protein 10g	
Potassium 190mg	
Phosphorus 155mg	

Choices/Exchanges: 1 Fat-free milk, 1 Lean protein, 1 Fat

Directions

1. In a medium skillet over medium heat, toast the almond flour for 3 minutes or until golden, stirring often to avoid burning.
2. In a small bowl, mix the toasted almond flour, 1 1/2 tbsp of the erythritol, cinnamon and salt. Add the espresso and stir. Divide between 6 serving glasses (about 1 heaping tablespoon each).
3. In a medium bowl, mix the yogurt with the mascarpone, remaining 1/4 cup erythritol, rum, orange zest and vanilla. Spoon about 1/3 cup on top of the coffee-almond base in each of the serving glasses. Dust each tiramisu lightly with cocoa powder just before serving.

Recipes are provided by the



Spinach and Mushroom Stuffed Chicken

Prep time
20 min

Servings
4

Serving size
1 chicken breast



Ingredients

US

Metric

nonstick cooking spray	1
olive oil	1 tbsp
frozen spinach (chopped, thawed and drained)	1/2 cup
finely chopped button mushrooms	1 cup
garlic (minced)	1 clove
boneless, skinless chicken breasts (4-ounce each, skinless, boneless)	4 (4-oz) breasts
Laughing Cow Creamy Swiss Garlic and Herb cheese	4 wedges
black pepper	1/4 tsp
paprika	1/2 tsp
toothpicks	4

Directions

1. Preheat the oven to 350 degrees F. Spray a baking dish with cooking spray.
2. Add the oil to a medium sauté pan over medium-high heat. Add the spinach and sauté for 3 minutes. Add the mushroom and cook an additional 4-5 minutes. Add the garlic and sauté for 30 seconds.
3. Place one chicken breast on a cutting board and cover it with plastic wrap. Pound the chicken with a meat tenderizer or rolling pin until it is about 1/4-inch thick. Repeat this process for the other 3 chicken breasts.
4. Spread 1 Laughing Cow cheese wedge on one side of one chicken breast. Spread 1/4 cup of the spinach mushroom mixture on top of the cheese. Roll the chicken breast and secure the seam with a toothpick. Repeat this procedure for the 3 remaining chicken breasts.
5. Sprinkle the chicken breasts with pepper and paprika. Place the rolled chicken breasts on a baking dish and bake for 30-40 minutes or until done.
6. To serve, remove the toothpicks and slice each breast into 5 rounds.

Nutrition Facts	
4 Servings	
Serving Size	1 chicken breast
Amount per serving	
Calories	200
Total Fat 8g	
Saturated Fat 2.3g	
Trans Fat 0g	
Cholesterol 70mg	
Sodium 260mg	
Total Carbohydrate 3g	
Dietary Fiber 1g	
Total Sugars 1g	
Added Sugars 0g	
Protein 27g	
Potassium 370mg	
Phosphorus 375mg	

Choices/Exchanges: 4 Lean protein

Recipes are provided by the



Introducing our New Wellness Platform



American Institute for
Preventive Medicine

Presents the **HealthyLife® Portal**

We are excited to announce the launch of our new platform, the HealthyLife Portal, a testament to our commitment to health and well-being.

In partnership with American Institute for Preventive Medicine (AIPM), we have designed this program to support you in living a healthier lifestyle, both within and beyond our workplace. At Sadoff, we recognize the importance of fostering a culture of well-being.

You will see communications directly from HealthyLife® to promote the portal, education courses and wellness activities. Soon, you will see Sadoff Wellness on the Intranet. That will take you straight to the Sadoff wellness portal, or you can go there by visiting www.corehealthylife.com/sadoff

Once there, you will need to register by confirming three easy questions about yourself. This portal will have the ability to link to your device, so you don't have to manually add steps or physical activities!

If you have any issues getting logged in, you can contact their support directly at support@healthylife.com or call 800-345-2476 option 4.

Our first physical activity challenge, Around the World, started on Monday, June 10th. Enroll now to earn points redeemable on AwardCo!

 <p>CHALLENGE 1</p>	 <p>CHALLENGE 2</p>	 <p>CHALLENGE 3</p>	 <p>WORKSHOPS</p>
<p>GOING FOR GROWTH</p> <p>Starts: June 3, 2024 Duration: 4 weeks</p> <p>Overview: Participate in daily wellness activities like drinking water, eating fruits and vegetables, exercising and practicing gratitude to help a virtual tree bloom and grow!</p>	<p>AROUND THE WORLD</p> <p>Starts: June 10, 2024 Ends: September 30, 2024</p> <p>Overview: Track your physical activity as you make your way around the world collecting passports along the way. Physical activity can be tracked manually or by syncing a FitBit or mobile device.</p>	<p>NO TIME LIKE THE PLEASANT CHALLENGE</p> <p>Starts: November 1, 2024 Duration: 4 weeks</p> <p>Overview: Take time for yourself every day of this relaxation challenge by completing any of the 5 different activities: Breathing, Stretch Break, Short Walk, Laughing, Acts of Kindness</p>	<p>DIGITAL WELL-BEING: Take Action</p> <p>When: August 16, 9:00am Register here!</p> <p>CAREGIVING WELL-BEING: Care For You</p> <p>When: November 15, 9:00am Register here!</p>

HealthyLife® Portal

Smarter than the average wellness portal.

Technology should simplify your life, not make it more complicated. The HealthyLife® portal makes bringing your wellness program online a breeze.

FEATURES INCLUDE:

- HRA
- Biometrics
- Health Challenges
- Incentives
- Health Library
- Appointment Scheduling
- Event Calendar
- Fitbit & Device Integration

HEALTH CHALLENGES

Engages our employees with the most entertaining wellness initiative around—themed health challenges.

- Physical Fitness
- Weight Loss
- Tobacco Cessation
- Stress Management
- Flu Prevention
- Nutrition

HRA & BIOMETRICS

Our HRA doesn't just give you results, it directs you to make a change! Easily integrating with other parts of the portal OR our existing programs outside the portal, this HRA promotes ACTION and not just education. Easily upload biometric data to integrate with the HRA and portal.

INCENTIVES

Our employees can earn points for virtually anything that can be tracked on or off the system. It's the perfect way to get everyone motivated!

GAMIFICATION

Let's be honest: health isn't always fun. But we are on a mission to change that! Adding a "game" element to healthy behaviors is just what the doctor ordered.

MOBILE APP

Just like the portal, the coinciding mobile app is customized for our organization. Content, and programs are also available on the go!



DO I HAVE TO PARTICIPATE?

No. The program is 100% voluntary.

Do spouses participate? No. Spouses are not eligible and are not required to participate in the HealthyLife® @ Work program. This program is separate from our Physician Affidavit of Annual Preventive Care Wellness Visit Incentive Program. The Annual Preventive Care Wellness Visit Incentive Program will still be managed by the Sadoff Human Resources Department. Please reach out to humanresources@sadoff.com with any questions related to the Annual Preventive Care Wellness Visit Incentive.

WHO SHOULD I CONTACT IF I HAVE QUESTIONS?

Visit CoreHealthyLife.com/Sadoff and click the Help menu or call

800.345.2476 and press **4**



Chris Antkowiak
Oshkosh



Congratulations

to our two winners of our NCAA
Men's Basketball Tournament Bracket!!



John Corrales
LaVista

They will both received one additional day of PTO.
THANKS FOR PLAYING!

RANK	CHAMP	GROUP BRACKETS	PTS	PCT	NCG	F4	E8	S16
1		C-HOOPS's Picks 2 Chris Antkowiak	1370	97.8	320	320	160	120
2		ROCKTHECHALK (JCORRAL... joihn corrales	1330	96.6	320	320	160	80

Retirement

Congratulations and Enjoy!



ABEL VALDEZ, a Material Handler in Sheboygan, recently retired
after **31 YEARS** OF SERVICE.

DICK WARNER, from our maintenance
department, retired after
20 YEARS OF SERVICE.



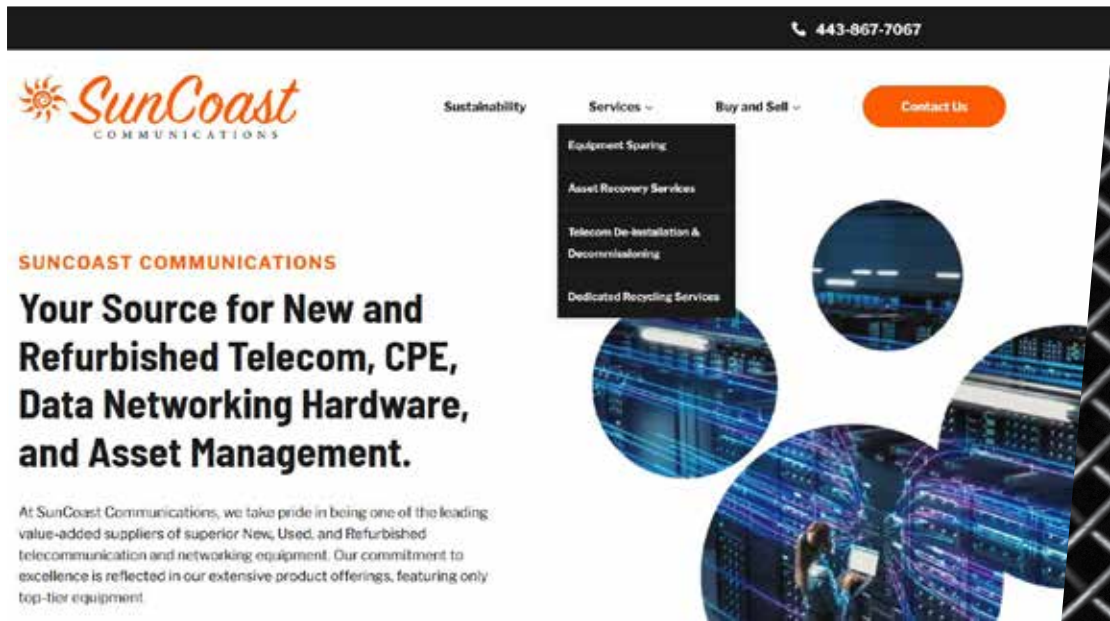
DAVE BRAEGER, a Material Handler in
Fond du Lac, retired after
46 YEARS OF SERVICE.



Exciting News from SunCoast Communications!

We are thrilled to announce the launch of our brand-new website!

This development marks a significant milestone for SunCoast Communications as we continue to enhance our digital presence and provide better service to our valued customers.



WEBSITE HIGHLIGHTS:



User-Friendly Interface: Our new site boasts an intuitive design, making it easier than ever to navigate and find the information you need.



Enhanced Features: Enjoy improved features, including faster loading times, comprehensive service information, and easy access to customer support.



Mobile Optimized: Whether you're on a computer, tablet, or smartphone, our website offers a seamless experience across all devices.

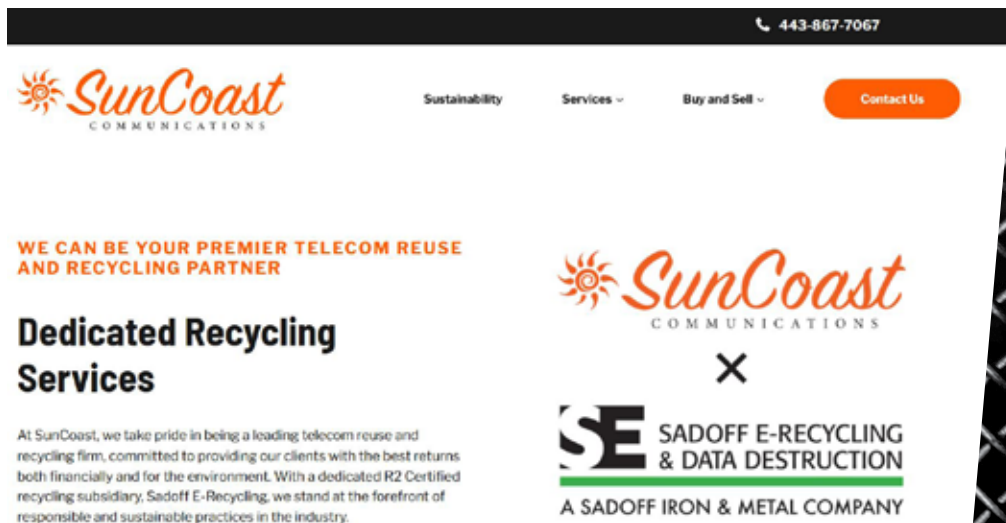


Interactive Tools: Explore interactive tools designed to help you manage your services and stay informed about the latest updates from SunCoast Communications... coming soon

This new website is a testament to our commitment to innovation and customer satisfaction. We invite you to visit and explore.

Visit us at:

www.sctelcom.com



Sadoff Spotlight

SunCoast Texas and Maryland Operations



Our SunCoast Communications business currently operates 2 warehouse locations. Our leased Texas warehouse is approximately 37,000sqft and located at 14262 Gillies Road in Farmers Branch, Texas which is a suburb of Dallas. This facility is managed by William Woodfin.

Our Maryland warehouse is approximately 57,000sqft and located at 7030 Troy Hill Drive in Elkridge, Maryland which is a suburb of Baltimore. This facility is managed by Greg Megginson. Both of these SunCoast warehouses currently operate in similar ways. They both receive and ship new and used telecom equipment to our resale and end user customers. The materials we buy and sell are acquired through various efforts including direct purchase from, telecommunication companies or through resellers and we also hold our customer's owned equipment in consignment arrangements where we each benefit upon our sales. Each operation has its differences in the work they perform, for example we have a team of techs that tear down scrap equipment in Maryland which is similar to the work we do for our electronics recycling with Sadoff E-Recycling. When we announced our purchase of the SunCoast business in January this year, we shared that the Sadoff E-Recycling and SunCoast businesses are very complimentary in that while SunCoast's focus is primarily in the resale for telecom equipment, their customers also have needs to address their non-functioning or scrap equipment as well. With Sadoff E-Recycling being a R2 certified recycling company our customers can understand and appreciate the value that we can bring them by offering more of a comprehensive solution that meets their objectives for security and sustainability. In addition to buying and selling telecommunication equipment we are also building up our offerings and services for central office and data center equipment removals and decommissioning, strategic equipment test and repair and telecommunications equipment sparing programs. SunCoast works with some of the largest telecommunications companies in the world. Our new SunCoast website is currently in development and when it is finished we will begin to promote our new comprehensive and strategic services to the market.

SunCoast – Building Out New Services to Lead the Way in Telecom Network Asset Recovery

In an era where technology evolves at a rapid pace, maintaining and operating older telecom networks can become increasingly costly and inefficient. Recognizing this growing challenge, SunCoast is working as a global leader in telecom network asset recovery, providing comprehensive solutions to decommission and de-install outdated network systems located in central offices or data centers. We are actively building out this service with national capabilities, gaining knowledge and experiences and see this as a great addition to our offerings. Our current decom development and operations team is being led by Nelson Rios, a new associate to SunCoast, based in our Dallas location. He is working with another newer associate Brian Trevino who is based out of our La Vista location. Both of these talented individuals are assisting us in adding more experience and ability to our service offerings in this area.

SunCoast currently offers a turn-key solution designed to streamline the entire decommissioning process, ensuring minimal disruption and maximum efficiency. Our comprehensive service includes:

1. SITE SURVEY: Our expert team conducts a thorough site survey to assess the current network infrastructure and identify the scope of work required for decommissioning and equipment removal. During this process our team identified the equipment best suited for resale and recycling.

2. METHOD OF PROCEDURE (MOP) FORMATION: Based on the site survey, we develop a detailed MOP, outlining the step-by-step process to ensure a smooth and safe decommissioning. This is an area that we are gaining more knowledge in.

3. DECOMMISSIONING AND DEINSTALLATION: We handle the complete decommissioning and deinstallation of telecom equipment, ensuring all activities are carried out with precision and care.

4. INVENTORY MANAGEMENT: Our team meticulously inventories all items, providing detailed records of the equipment being collected.

5. EQUIPMENT PURCHASE OR TRADE: To add value to our clients, SunCoast offers the option to buy the decommissioned equipment or trade it for decommissioning work, maximizing returns on obsolete assets.

6. PACKING AND SHIPMENT COORDINATION: We take care of packing the decommissioned items and coordinating their shipment, ensuring they reach their destination safely and efficiently.

SunCoast's commitment to excellence and innovation has positioned us as a trusted partner in the telecom industry. Our holistic approach not only simplifies the decommissioning process but also helps our clients reduce costs and reclaim valuable resources.



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

 **SunCoast**
COMMUNICATIONS



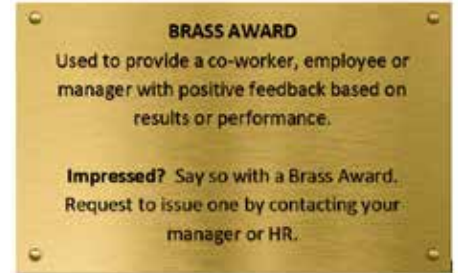
BRASS AWARD

Congratulations to our monthly brass award winners who each have received Sadoff Awardco credits valued at \$25.00 along with a description of their proactive efforts and actions that have been identified as above and beyond the call of duty.

March 2024 – Maureen Oehler, Terry Mielke, Mark Raether, Tanya Smith, Jesse Moffatt, Kevin LeClair, Shaun Charlier, Roger Nuthals, James Brown, Travis Moehring, Michael Jarvey, Jonathon Treleven, Peter Boettcher, Brian Hilbert, James Deutsch, Jesse Gau, Kristine Meyer, Laura Bonelli

April 2024 – Elizabeth Martinson, Trent Huisman, Keith Mintzmyer, Aiden Alcaraz, Jason Frank, Paul Breckheimer, Brian Moeller, David Fisher, Austin Guenther, Bradley Koehler, Ronald Schlafer, Keegan Taivalmaa, Lila Kue, Mary Groeschel, Lenore Epp, Rena Fausto, Michelle Lackey, James Deutsch, Jeffrey Bender, Terry Mielke, Gary Griessmeyer, Steven Crowley, Brian Hilbert, Patrick Murphy, Michael Spanbauer, Kevin Gilbert, David Casper, Keegan Taivalmaa, Matthew Hoepner, Jeffrey Payne, Samuel Duer, Antonio Gray, Austin Guenther, Antonio Gray, Nathan Barber, Tom Janke, Terry Kimpton, Mary Lohry, Alejandro Rodriguez, Garrett Schalk, Samuel Goldapske, Michael Spanbauer, Nicholas Oelke, Chad Awbrey, William Hanselman, Rafael Gonzales, Brady Nytes, Jesse Moffatt

May 2024 – Demetirus Cary, Diana Elliott, Kris Schmieder, Heriberto Bautista, Alec Klein, Michael Jarvey, Travis Moehring, Jesse Moffatt, Melissa Oelke, Chad Awbrey, Thomas Barnett, Matthew Weirman, Jason Adlebush, Roger Nuthals, Shaun Charlier, Jesse Moffatt, Kevin LeClair, Dean Andresen, Alayna Cortez, Aiden Alcaraz, Dontay Lifsey, Steven Schultz, Alejandro Rodriguez, Angela Armson, Austin Guenther, Lila Kue, Michael Jarvey



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 Awardco/Sadoff company logo store and a lunch/snack/breakfast for their department.

Great job!



*Mario Golliday, John Wendelin, Lucious Hageman
Not Pictured: Todd Machtig, Chris Minardi*

Congratulations to our Recent STRAT 3.0 Graduate



Congratulations **Markus McDonell**, our Director of Compliance, for the completion of STRAT 3.0 program at Moraine Park Technical College. Markus was selected as a leader within our organization to go through the program to further his leadership journey and represent the company amongst others great companies in Fond du Lac County.

STRAT 3.0, a business strategy program, that integrates self-awareness leading to critical reflection and feedback, organization specific projects, experiential learning, and 1:1 personal coaching to accelerate individual learning. Graduates of the program unlock relationships withing their organization while developing the skills needed to lead, influence & motivate their team to achieve outcomes that benefit both the individual and the organization.



SR SADOFF IRON & METAL COMPANY

THE PREFERRED CHOICE IN RECYCLING

Sadoff.com | Connect with us:

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.*



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, 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

Username: SIM followed by 6 digit time clock number

Password: 8 digit birthday

Recycled Industry News

ISRI Rebrands as The Recycled Materials Association

Identity Change Emphasizes Sustainable, Resilient and Essential Nature of Recycling



Recycled Materials Association
Sustainable. Resilient. Essential.

After more than 35 years as the Institute of Scrap Recycling Industries, ISRI announced it is now the Recycled Materials Association (ReMA). The new name and logo were unveiled during the closing general session of ISRI2024 Convention and Exhibition in Las Vegas, an event that saw record attendance from the US and more than 70 countries for the organization's major annual meeting.

"From everyday items to our essential infrastructure, recycled materials power the manufacturing supply chain that makes our economy stronger, our planet more sustainable, and our lives better" said Robin Wiener, President of the Recycled Materials Association. "Our new name, the Recycled Materials Association, clearly and accurately describes who we are as an organization and who we represent. I am excited to unveil our dynamic new name and logo to stakeholders around the world."

ISRI Outgoing Chair Brian Henesey said, "The Recycled Materials Association is the culmination of years of work in refining how we present our industry to the world. It has been an honor to Chair this organization through this endeavor and a privilege to be one of the ongoing chain of leaders working to make us more successful tomorrow than we are today."

Recycled Materials Association Incoming Chair Colin Kelly remarked, "With the introduction of this new brand identity, we embark on an exciting future for our organization that reflects our evolution, our values, and our vision. This new name represents our dedication to rethinking how we approach recycling, pushing the boundaries of what is possible, and striving for a world where recycling is at the heart of sustainable development."

The organization's new identity includes a new tagline – Sustainable. Resilient. Essential. – which emphasizes the industry's core benefits to society and attributes. The recycled materials industry is Sustainable – helping protect the environment. It is Resilient – providing materials that strengthen the economy. It is also Essential – by ensuring the things we need are there to make everyday life better.

In the lead up to the new name and logo reveal, the association celebrated its history with several initiatives. Earlier this month, the organization launched an online timeline featuring historic milestones from the recycled materials industry, as well as memorable moments from across the organization's more than 30 years. Visit <https://history.isri.org> to learn the story and foundation of the Recycled Materials Association. There are interviews, videos and museum-grade images that tell the story of the recycled materials industry.

The association also launched a digital mosaic where members shared memories of ISRI and various events over the years in the lead up to ISRI2024. A full-scale physical installation was then part of the ISRI Hub during the convention to bring member's memories to life onsite.

Now at more than 1,700 members, the association was formed in 1987 when the Institute of Scrap Iron and Steel merged with the National Association of Recycling Industries. The association has a tremendously loyal membership with roughly 800 companies having been members of the organization for more than 20 years.

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 July 18, 2024**



OFFICE SUPPLY A^{TO}Z RACE

List office supplies that start with each letter.

**THE PERSON WITH
THE MOST WINS!**

Submit all answers to
Fun@sadoff.com

*Congratulations to
our winners from
the last issue:*

Laurie Bonelli

John Wendelin

Christine Antokowiak

Jon Schinske

Jeff Bender

OFFICE SUPPLIES

A _____

B _____

C _____

D _____

E _____

F _____

G _____

H _____

I _____

J _____

K _____

L _____

M _____

N _____

O _____

P _____

Q _____

R _____

S _____

T _____

U _____

V _____

W _____

X _____

Y _____

Z _____

Things aligned with Sustainability

Name: _____

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

Biodegradable	Conservation	Biodiversity
Preservation	Ecofriendly	Sustainable
Environment	Renewable	Efficiency
Ecosystem	Pollution	ZeroWaste
Footprint	Organic	Recycle
Resources	Habitat	Climate
Ethical	Energy	Carbon
Natural	Solar	Compost
Green	Vegan	Water
Earth	Reuse	Wind

Compliments of the Fun Committee

*Think you have a funny or
interesting submission?*

Please share it with
fun@sadoff.com

(920) 684-3388
1600 S 26th Street
PO Box 323
Manitowoc, WI 54220

(920) 457-2431
3313 N. 21st Street
PO Box 531
Sheboygan, WI 53062

(920) 921-2070
1901 Lineville Road
Green Bay, WI 54313

(920) 921-2070
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!



KEN STEFFEN
35 years FDL



MARK KATZ
30 years FDL



STEVE NAPOLEONE
25 years Lincoln



BRAD LASKY
20 years FDL



CHRISTINE ANTKOWIAK
10 years Oshkosh



RAQUEL LORD
5 years FDL



TERRY KIMPTON
5 years FDL



GARRETT SCHALK
5 years FDL



DIANA ELLIOTT
5 years Manitowoc

*Thank
You!*