

SR SADOFF IRON & METAL INFORMER

ISSUE

Q4

VOLUME 24

PEOPLE, TEAMWORK, EXCELLENCE



Letter from the CEO

Dear Team Sadoff,

As 2024 comes to a close and we look forward to 2025, I want to express my gratitude for all of you in the effort and care you put into making Sadoff the Preferred Choice.

2024 saw a general slowdown in economic activity as inflation and higher interest rates took a toll on consumers and businesses.

Because of the dedicated work of our team, Sadoff was able to put together a profitable year despite the headwinds.

Business markets like having clear direction and with the November election behind us, we look forward to the new year.

As we complete the chapter on our 77th year in business, we continue to understand that while change is inevitable, working together to do the right things in the areas of safety, quality, and customer service will lead to success and continuation.

Doing the right things, everyday, supports our "why" at Sadoff – We enhance quality of life by creating security through sustainability.

Best personal regards,

Mark Lasky
Chief Executive Officer

- Kudos and Cuts
- CDC Covid Guidance
- Financial Wellness
- In Memory of Tom Barnett
- Green Masters Program
- Hydrate to Elevate!
- Being Thankful
- Recipes for Health
- Around the World & AwardCo
- Retirements
- Halloween Fun
- New EAP for Sadoff
- Safety Awareness
- Brass, Copper & Rudoy Awards
- Company Gear Store
- How to Check Tire Treads
- Word Search Winners
- Word Search
- Milestone Anniversaries

Happy Holidays to you and your families and thank you again!



Kudos and Cuts

Kudos: To all of our Sadoff associates that participated in the 2024, Fond du Lac Corporate Challenge and earning our company a respectable 10th out of 18 teams. The events we had participation in were: Pictionary, Bags, 9-Pin Bowling, Golf Scramble, Mini Golf, Trivia Challenge.

Cuts: To all of those Sadoff associates that could have participated in the Volleyball and Pickleball events for the FDL Corporate Challenge that DIDN'T – which left us with zero points in both categories and reduced our final standings.

Kudos: To everyone that had a fun time dressing up their workspaces and enjoyed some costume fun for Halloween.

Kudos: To our hard-working parts and maintenance teams that are working through the kinks in the new fleet maintenance system. Your work is not unnoticed, and we thank you for all of your awesome efforts to manage through this process.



Kudos: For this! Markus thank you for attending the recent e-summit conference.

Kudos: To our hard-working accounting team that are now working in 2 ERP systems as we continue our path of transition from Cres to Platform. Your work is not unnoticed, and we thank you for all of your awesome efforts to manage through this process.

Kudos: To Cassandra Shaudvitis in our Fond du Lac marketing department for her enthusiasm and encouragement in putting together the "Thankful for Wall" in the office.

Kudos: To Greg Megginson, our Maryland Warehouse Manager, and Zach Bennett in SunCoast Sales for their leadership efforts in our Razor ERP implementation to replace the current inventory management and sales system for SunCoast.

Have a KUDOS or a CUT to share?

Submit your ideas to Jason Lasky – laskyj@sadoff.com

Please keep cuts generalized, no personal attacks please.

HELP US TO REDUCE THE SPREAD OF COVID.

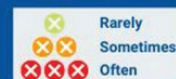


CDC COVID GUIDANCE:

1. End isolation when fever free for 24 hours w/o meds
2. End isolation if symptoms are mild or improving for 24 hours
3. Recommend people take additional precautions for the next five days
 - a. Masking
 - b. Limit close contact with others

HOW TO TELL THE DIFFERENCE BETWEEN FLU, RSV, COVID-19, AND THE COMMON COLD

Common symptoms may include cough, headaches, sneezing, runny nose, and congestion. Different symptoms may include:



	COLD	FLU	COVID-19	RSV
ACHES	XX	XXX	XX	X
DIFFICULTY BREATHING	X	X	XXX	XX
FATIGUE	XX	XXX	XXX	X
FEVER	X	XXX	XX	XX
LOSS OF TASTE OR SMELL	X	X	XX	X
SORE THROAT	XXX	XX	XXX	X
WHEEZING	X	X	X	XXX

FIANCIAL WELLNESS



Five ways to kick-start your financial wellness journey



Log in to NetBenefits.com

Explore your personalized home page for ways to help manage your full financial picture.



Take the Financial Wellness Checkup

Go to NetBenefits.com/financialwellness and in 10 minutes see where you stand and how to improve.



Attend a free workshop

Visit NetBenefits.Fidelity.com/livewebmeetings and sign up for a workshop to help improve your financial know-how on a topic of your choice.



Call us at 800-603-4015

Talk to a registered Fidelity Phone Representative to get started and for help to stay on track.



Download the NetBenefits® app

Get instant, on-the-go access to all the helpful resources from NetBenefits.com.

Investing involves risk, including risk of loss.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917
© 2020-2023 FMR LLC. All rights reserved.
920952.6.0



In Memory of **Tom Barnett**

It is with deep sadness that we share the passing of our dear colleague

and friend, Tom Barnett, who left us last week. Tom was an integral part of the Sadoff Iron & Metal family, and his loss leaves a profound void in our hearts and in the fabric of our team.

Tom dedicated himself to his work with passion, integrity, and a steadfast commitment to excellence. His warm smile, positive attitude, and unwavering support for his coworkers made him not only a trusted colleague but also a cherished friend to many. Over his years with us, Tom embodied the values of Sadoff Iron & Metal, inspiring all of us with his dedication and kindness.

As we mourn this tremendous loss, we also take comfort in the legacy Tom leaves behind—a legacy of hard work, camaraderie, and the lasting impact of a life well-lived. Our thoughts are with his family, friends, and all those who knew and loved him during this difficult time.

To honor Tom's memory, we encourage everyone to reflect on the moments you shared with him and the lessons he taught us. Together, let's carry forward his spirit in the work we do and the lives we touch every day.

Tom, you will be deeply missed but never forgotten. Rest in peace.

Sincerely,

The Sadoff Iron & Metal Team

Sadoff in the Community

Sadoff Iron & Metal Company and Sadoff E-Recycling & Data Destruction have received the Green Master Level 2024 Green Master Status through the Wisconsin Sustainability Council.

Recognizing Wisconsin businesses that are prioritizing sustainability, the Green Masters Program® categorizes participants into four status levels that reflect the degree to which sustainability has been integrated into their business model: Adapting, Advancing, Maturing, and Green Master.

Green Master status signifies that an organization has identified and is effectively managing its material sustainability issues and performance related to those issues, takes a comprehensive approach to sustainability, and is actively leading the transformation to a more sustainable society.

Each year at the Wisconsin Sustainable Business Council's Annual Conference, the achievements of member companies are recognized and celebrated. This year's conference was held on November 13th at Harley-Davidson Garage in Milwaukee.

The Green Masters Program is a comprehensive tool that helps businesses define, prioritize, measure, and manage their sustainability performance, integrating sustainable practices into their core operations. Aligned with internationally recognized standards, it drives continuous improvement and sustainable success. For over fifteen years, the program has helped companies build credible and impactful sustainability initiatives, and we are proud to be one of the select companies paving the way for a more sustainable future in Wisconsin.

ABOUT WISCONSIN SUSTAINABLE BUSINESS COUNCIL

The WI Sustainable Business Council (WSBC) is a member organization dedicated to advancing sustainable principles and practices forward through the power of business. With a focus on collaboration and education, WSBC empowers companies and sustainability professionals to enhance their sustainability outcomes, measure progress and drive positive impacts.

Whether a company is just starting to explore sustainability or is already deeply committed to sustainable practices, WSBC meets them where they are and provides the necessary resources, expertise, and connections to help them succeed. For over 16 years, WSBC has been at the forefront of bringing businesses together to tackle sustainability challenges. By fostering a collaborative environment, WSBC encourages knowledge sharing, innovative thinking, and the development of best practices. Through this collective effort, WSBC helps businesses integrate sustainability into their strategies, unlocking greater profitability and creating a positive impact on the environment and society.

WSBC operates as an affiliate of WMEP Manufacturing Solutions, a well-established organization focused on helping manufacturers succeed in Wisconsin. This affiliation strengthens WSBC's ability to support sustainable practices within the manufacturing sector, a key driver of the state's economy.

To learn more visit: <https://www.wisconsinsustainability.com>



Feeling Low?

HYDRATE TO ELEVATE!

To stay hydrated, aim to drink 4–8 cups (8 ounces each) of water daily, adjusting based on your body size and activity level.

If you're exercising, especially during intense or prolonged workouts, your water needs increase.

While hydration is often linked to physical performance, it's just as vital for mental health and focus. Even mild dehydration can leave you feeling fatigued, unfocused, anxious, or irritable. This is because dehydration triggers "brain fog." Research shows that losing just 1–2% of your body's water content can cause brain cells to shrink temporarily, leading to impaired cognitive function, low energy, memory lapses, and reduced mental clarity. On top of that, dehydration also impacts physical performance, whether you're doing aerobic exercise or strength training.

Hydration isn't just about water — your muscles and nerves rely on electrolytes like sodium, potassium, and magnesium to function properly. Sweating during exercise depletes these electrolytes, which can affect both performance and recovery. Adding flavored electrolyte drinks can make it easier to stay hydrated, especially if plain water isn't your go-to.

Pro tip: Incorporate electrolytes if you find it tough to drink enough water or during workouts lasting longer than 60–90 minutes. It's a simple step to boost hydration and performance without adding unnecessary calories.

Being Thankful!

Our Fond du Lac, Wisconsin office associates decided to promote an activity to share what they are thankful for.

What did people share they are most thankful for?

- Health
- Faith
- Family
- Careers
- Home
- Friends
- Country
- and More...



Recipes for Health

SRI TEAM WELLOFF
Scrapping Unhealthy Lifestyles



Turkey Meatball "Wonton" Soup with Bok Choy & Carrots

A unique diabetes-friendly, Asian fusion recipe, this Turkey Meatball "Wonton" Soup with Bok Choy & Carrots is a flavorful and hearty soup that combines tender turkey meatballs, fresh vegetables, and aromatic herbs. This balanced and satisfying dish is a delicious choice for lunch or dinner, and it's perfect for cool weather. With a rich, savory broth and an array of vibrant ingredients, it's a delightful meal that's sure to warm you up on chilly days.

Prep Time: ⌚ 10 min prep time 🍳 15 min cook time 🍽️ 6 servings 🥤 3 cups

Ingredients		US	Metric
low sodium chicken broth		8 cup	
toasted sesame oil		4 tsp	
lower sodium soy sauce		1 1/2 tbsp	
Thai style chili garlic sauce		2 tsp	
fish sauce		1 tsp	
garlic (minced)		4 clove	
fresh ginger paste		1 tbsp	
fresh cilantro (minced)		1 bunch	
green onion (scallion) (minced)		1 bunch	
lean ground turkey		1 lbs	
panko bread crumbs		1 cup	

Nutrition Facts	
6 Servings	
Serving Size	3 cups
Amount per serving	
Calories	280
Total Fat 11g	
Saturated Fat 2.6g	
Trans Fats 0.1g	
Cholesterol 120mg	
Sodium 670mg	
Total Carbohydrate 20g	
Dietary Fiber 4g	
Total Sugars 6g	
Added Sugars 0g	
Protein 26g	
Potassium 1200mg	
Phosphorous 380mg	

Step-by-Step Instructions:

1. Heat a large pot over medium-high heat. Add broth, sesame oil, soy sauce, chili-garlic sauce, and fish sauce.
2. Add half of the garlic, ginger, cilantro, and green onions to the pot. Transfer remaining garlic, ginger, cilantro, and green onions to a medium bowl.
3. Add turkey, breadcrumbs, soy sauce, eggs, and 5 spice powder to the bowl. Mix with your hands until well combined.
4. Form rounded meatballs with a tablespoon measure and drop into the pot. Simmer for 5–6 minutes, until the meatballs are cooked through.
5. Add bok choy and carrots to the pot and cook for another 4–5 minutes.

Recipe provided by the



Barley Jambalaya

Jambalaya is a beloved dish bursting with bold Creole flavors, and this twist swaps traditional rice for nutrient-packed barley. The result? A hearty, wholesome one-pot meal that's rich in flavor and texture. Perfect for those seeking a healthier spin on comfort food, this barley jambalaya is loaded with smoky sausage, tender shrimp, vibrant veggies, and a savory blend of spices. Whether you're feeding a crowd or meal prepping for the week, this dish is sure to satisfy!



Recipe submitted by Tanya Smith

Ingredients

1 cup instant pearl barley
4 cups water
2 whole bay leaves
3 medium onions
2 small celery stalks
1 cup green, red, yellow or orange bell pepper (diced)
2 medium cloves garlic
1 Tbsp. canola oil
4 oz. ground turkey
2, 14.5-oz cans no-salt-added diced tomatoes
1 tsp. salt
½ tsp. ground cayenne pepper
1 ½ tsp. dried oregano
1 tsp. ground black pepper

Nutritional information for 1 serving

Calories	230
Total fat	5 g
Saturated fat	1 g
Cholesterol	15 mg
Sodium	440 mg
Carbohydrate	41 g
Dietary fiber	9 g
Total sugars	9 g
Added sugars included	0 g
Protein	9 g

Step-By-Step Instructions:

1. Rinse barley under cold water in a colander.
2. In a medium pot over high heat, bring barley, water and bay leaves to a boil. Reduce heat to low and cover. Cook barley until tender and water is absorbed, about 20-30 minutes.
3. Drain barley in a colander and set aside.
4. Peel, rinse and dice the onions. Rinse and dice the celery and pepper. Peel and mince the garlic.
5. Heat the oil in a large pot over medium-high heat.
6. Add the onions, celery, pepper and garlic to pot. Mix well and cook until the vegetables are soft, about 5 minutes.
7. Add the ground turkey. Cook until internal temperature registers 165 F on a food thermometer, about 5 minutes more.
8. Add the tomatoes and their juices and bring to a simmer.
9. Add the spices and stir to combine. Cover and reduce heat, simmering for 15 minutes.
10. Add cooked barley to the mixture. Stir to combine. Add more water or broth if needed. Cook over low heat to blend flavors, about 5-10 minutes more.
11. Remove bay leaves and serve.

September - 2024
Active@sadoff.com
Winner!

Congratulations
Zaira Tolentino!

25
AWARDCO
POINTS

Mini Golf – Corporate Challenge
Melissa, Greg, Markus, Chris

Brent B – Lincoln



Oshkosh E-scraper Event – 500+ Cars

Amber L – FDL (Wedding Fun)



Zaira Tolentino
(Fond du Lac)

Markus M – Sheboygan



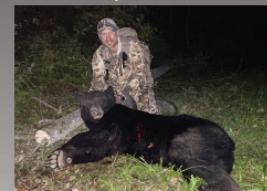
Jeff Bender – Sheboygan



Cody K – FDL



David Fry-Sheboygan



Thank you to everyone that
participated in our
2024 Summer Challenge!

We had a total of
31 people
participate

Our 2024
participants took
**26,790,914
STEPS!!**



Our top Stepper was
Dee Dee
from Manitowoc!

Around the World Challenge
2024

Employees will enter activities into the Sadoff Wellness Site
(corehealthylife.com/Sadoff).

Program start: 6/10/2024

Program end: 9/30/2024

Participating employees will have their name entered into a drawing to
win Awardco (Sadoff.awardco.com/welcome) points.

Drawings will be held for participation:

- June & July
- August & September

An additional drawing for a vacation/PTO day will be held for employees
that participated all 4 months.

Great job to everyone!!

**WINNERS of \$50 in
AwardCo for August
and September are:**

Jon Schinske
Chad Awbrey
Raquel Lord
Laurie Bonelli

Rena Fausto
Tanya Smith
Marilyn Roach
Leesa Tilstra

Josh Wagner
Elyssa Gutschow
Alayna Cotez
Jeff Payne

The grand prize
winner of ONE DAY
OF VACATION is
**CHAD
AWBREY!**

Retirements

Happy Retirement to **Carter Augsburger**, from our Oshkosh location. Carter was with us for just under **five years**. He was great at what he did, and we will really miss him! He plans to spend a lot more time fishing now!



Carter Augsburger



Mark Katz

Mitch Kuhn

After over **three decades** of service under three generations of company leadership, **MARK KATZ** will retire from the Sadoff Iron and Metal Company as of December 31, 2024.

Hired by Sheldon Lasky in 1994, Mark's career with Sadoff has included stints as a buyer, operations manager, trading executive and mentor. With his effervescent personality, passion, work ethic and people skills, Mark built relationships both within the walls of Sadoff and externally with his customers that will remain long after he hangs up his magnet at the end of the year.

Armed with over 50 years of experience in the business, Mark's ability to construct deals in his mind, considering the logistics, pricing, processing, and intangible factors, has been second to none. Always quick with an anecdote, Mark's ability to connect has been a distinct advantage for Sadoff Iron and Metal, and a big part of making us the Preferred Choice.

It is bittersweet to say goodbye to Mark in his working capacity, but a happy occasion as well. Please join me in thanking Mark for his positive impact he made both personally and professionally and wishing him all the best in a well-deserved retirement.

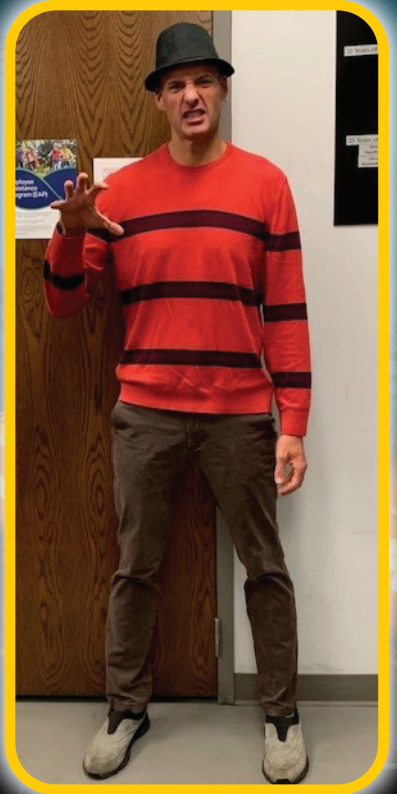
MITCH KUHN has informed us of his decision to retire at the end of 2024 after an impressive **30-year career** with Sadoff. Mitch has been a cornerstone of our team, serving with distinction both as a branch manager and an account representative.

His dedication and professionalism have left an indelible mark on all of us. Mitch has cultivated strong relationships with our suppliers and consumers, always representing Sadoff with authenticity and poise. His commitment to excellence and his wisdom have been invaluable assets to our team and our clientele.

Over the next few months, Mitch will be assisting in the smooth transition of his responsibilities and clients. His last day with us is scheduled for December 31st, 2024.

While we will miss Mitch greatly, we are excited for him as he embarks on this new chapter of "Retirement Life". Please join me in extending our heartfelt thanks and best wishes to Mitch for a well-deserved retirement.

Halloween Workspace and Costume Fun

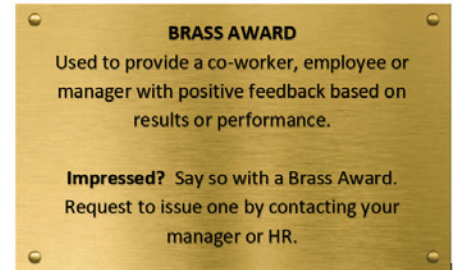




SR THE PREFERRED CHOICE
BRASS AWARD

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.

September 2024 – Brian Trevino, Amber Loberger, Christine Wells, Amber Loberger, Zach Bennett, Peter Boettcher, Matthew Weirman, Jonathon Treleven, Cheryl Lewis, Steven Hetrick, Elizabeth Martinson, Joshua Wagner, Bradley Koehler, Barry Lay, Aaron Radl, Kenneth Steffen, Joshua Wagner, Marilyn Roach, Joseph Vander Grinten Sr, Todd Machtig, Martin Bragg



October 2024 – Steve Blankenbaker, Ryan Bugay, Charles Thurman, Chad Knudson, Mike Kletzine, Matthew Weirman, Paul Hanson, LaDerrick Taylor, Randall Bonlender, Elizabeth Moar Rivas, Trent Huismann, Richard Gaspardo, Keith Carey, Diana Elliott, Amber Altenhofen

November 2024 – Charles Hayes, Keegan Taivalmaa, Travis Moehring, Michael Jarvey, Gary Griessmeyer, Chad Awbrey, Gary Griessmeyer, Paul Hanson, Joanne Carey, Austin Guenther, Jeremiah Heitman, Kris Schmieder, Diana Elliott, Jeremiah Heitman, Jonathon Treleven, Rafael Gonzales, David Casper, Chad Awbrey, Austin Guenther, Michael McGuire, Lorenza Rodriguez, Zach Bennett, Gregory Megginson, Antonio Gray, Philip Lont, Christina Nussbaum, Maureen Oehler, Gregory Megginson, Harold Ambeau, Zachary Morris, Kristine Meyer, Laura Bonelli

SR THE PREFERRED CHOICE
RUDOY AWARD

The Annual Rudoy Award – will be selected from nominations. Up to four awards will be issued annually. Criteria for nominations spans a wide spectrum including, but not limited to:

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



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

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

SR THE PREFERRED CHOICE
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.

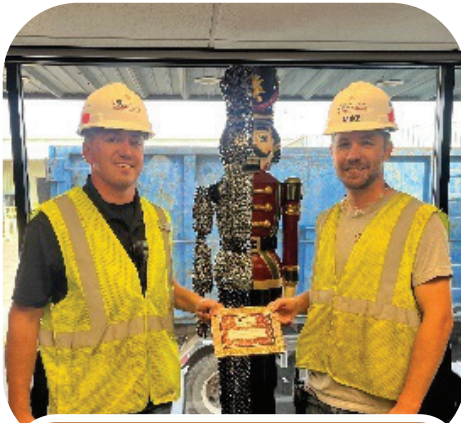
AUGUST – SEPTEMBER – OCTOBER



Duane Rauls, James Titel, Mike Wuest



Paul Schmitz



Mike Spanbauer



Elyssa Gutschow



Raquel Lord



Jon Schinske

New EAP for Sadoff

Optum

**We're here
to help you and
your family get
the most out
of life**

When you're dealing with the pressures of everyday life, it can be easy to simply smile and say, "I'm fine." But sometimes, emotions like stress, sadness or even anger can linger. *In those moments...*

Emotional Wellbeing Solutions is here for you. It's a modern, flexible employee assistance program (EAP) that, together with **WorkLife Services**, offers support for everyday life. Call anytime to speak with an Emotional Wellbeing Navigation Specialist who'll listen to your needs and connect you with resources that can help. When you have a lot on your to-do list and want help finding childcare, home repairs or other resources in your community, WorkLife Services can help. You can also find helpful articles, videos and tools online. These services are available at no extra cost to all members of your household, including children living away from home.

Emotional Wellbeing Solutions:

Face-to-face counseling – 6 counseling visits either in person or virtually with a provider in our large network — at no cost.

Financial coaching from experts – Up to 60 minutes of free consultation (provided in 30-minute increments) with a credentialed financial coach for each financial issue. Access to extensive legal and financial tools and libraries to help you take control of your finances.

Legal counseling and mediation services – No-cost 30-minute telephonic or in-person consultation with a state-specific attorney or qualified mediator per separate legal issue. Ongoing services are provided at 25% below the firm's current rates after the initial consultation.

Digital self-care tools – Visit liveandworkwell.com to access our digital suite of tools and resources. Discover the solutions and clinical techniques that best fit your needs to help manage stress, anxiety and other concerns all in one convenient location.

Virtual visits – HIPAA-compliant technology delivers video services in the privacy and comfort of your home or wherever you choose, providing convenience and accessibility. Licensed telemental health providers are available in every state.

WorkLife Services

Adult care and eldercare support

- Grief/loss
- Retirement planning
- Adult daycare programs
- Financial and legal issues
- In-home/nurse care options

Child and family support

- Childcare options
- Adoption resources
- Day/summer camps
- Emergency/sick-child care
- Parent/family support groups

Chronic illness and condition support

- Respite services
- Caregiving services
- Assistive technology
- Affordable-housing resources
- Meal and transportation resources

Convenience services

- Pet services
- Traveling needs (business and leisure)
- Car and home repair and maintenance
- Shopping, dining and recreation recommendations

Educational resources

- Homeschooling
- Career consulting
- Adult education classes
- Individual educational plans
- School and college recommendations

**Support for
everyday
life**

Connect today – Call 866.374.6061



To learn more, scan the QR code or visit **liveandworkwell.com**

To find the right support for you, register with your HealthSafe ID or enter your company access code: **Sadoff**



Optum Emotional Wellbeing Solutions is known as Employee Assistance Program (EAP) in California.

This program should not be used for emergency or urgent care needs. In an emergency, call 911 or go to the nearest emergency room.

This program is not a substitute for a doctor's or professional's care. Due to the potential for a conflict of interest, legal consultation will not be provided on issues that may involve legal action against Optum or its affiliates, or any entity through which the caller is receiving these services directly or indirectly (e.g., employer or health plan). This program and its components may not be available in all states or for all group sizes and are subject to change. Coverage exclusions and limitations may apply. Stock photos. Posed by models.

© 2023 Optum, Inc. All rights reserved. WF11520796 306302-082023

Take the challenge!



563* people died in crashes on Wisconsin roadways in 2023.
Most of those crashes were preventable.

Buckle Up Phone Down highlights the two most important actions a driver can take to help us achieve zero deaths on our roads.

*Including bicyclists, pedestrians and motorcyclists

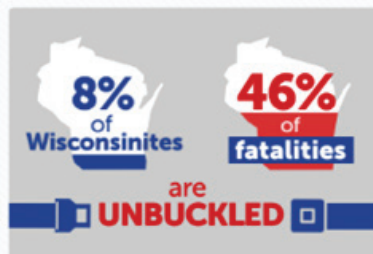


Buckle Up facts



142 fatalities

involved drivers or passengers **without a seat belt**



Phone Down facts

In 2023, **distracted driving** was a factor in

9,261 crashes and **23 fatalities**



Distracted driving is not just a younger driver problem. In 2023

64% of **distracted drivers** involved in traffic crashes are **older than 25-years-old**

Sending or reading a text takes your eyes off the road for



At 55 mph, that's like driving the length of an entire football field **with your eyes closed.**



What can you do? Take the challenge!

The challenge is simple: when you get into any vehicle, **BUCKLE UP.** If you are the driver, no matter your age, no matter your location, put your cell **PHONE DOWN. Every trip, every time!**

wisconsin.gov/BUPD



Safety Awareness

The following information is from a Wisconsin Based resource however the intended safety awareness message is Universal!

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



How to Check the Treads on Your Vehicle Tires

TIRE SAFETY: CHECK YOUR TREADS!

Ensuring your vehicle's tires are in good condition is critical for safe driving, especially with winter weather approaching. Tires with worn treads can lead to reduced traction, longer stopping distances, and an increased risk of accidents. Here's a quick guide to check your tire treads and keep your travels safe.

WHY TREAD DEPTH MATTERS

The tread on your tires grips the road, helping you maintain control, especially in rain, snow, or icy conditions. If the treads are too shallow, your vehicle is more prone to hydroplaning and skidding.

THE PENNY TEST: A SIMPLE WAY TO CHECK

You don't need special tools to measure your tire tread depth. Grab a penny and follow these steps:

- 1. Insert the Penny:** Place a penny into the tread grooves with Lincoln's head pointing downward.
- 2. Check Visibility:** If you can see the top of Lincoln's head, your treads are too shallow (less than 2/32 of an inch) and it's time to replace your tires.
- 3. Repeat:** Check multiple spots around each tire, as uneven wear can occur.

USING A TREAD DEPTH GAUGE

For a more precise measurement, a tread depth gauge is a handy tool. Place the gauge in the grooves and read the measurement. Treads should ideally be 4/32 of an inch or deeper for safe driving in wet or wintery conditions.

INSPECT FOR OTHER SIGNS OF WEAR

While checking your treads, look for:

- Uneven Wear:** May indicate alignment issues or improper inflation.
- Cracks or Bulges:** Could signal tire damage and potential failure.
- Embedded Objects:** Nails or debris can cause slow leaks or blowouts.

MAINTAIN YOUR TIRES FOR SAFETY

- Rotate Regularly:** Rotate tires every 5,000-7,000 miles to ensure even wear.
- Check Tire Pressure:** Keep tires inflated to the manufacturer's recommended level (found on a sticker inside your driver's door or your vehicle manual).
- Replace When Needed:** Tires lose performance over time, so even if treads seem adequate, replace tires older than six years.

By routinely checking your tire treads, you can ensure better handling, improved fuel efficiency, and, most importantly, safer driving for you and your passengers.

*Stay safe, and enjoy
the road ahead!*

Word Search Contest – Win \$100 for Our Company Store:

How to Participate:

1. Complete the word search
2. Include your name in the space provided
3. Send the completed page with our intercompany mail to the Fond du Lac office attention Jason Lasky.
You are welcome to ask your supervisor to assist in getting it to FDL.
4. Completed entries will be entered into a drawing for a chance to win a \$100.00 gift certificate for use at our online company logo store.
5. All entries must be received by February 14, 2025



*Congratulations to
our winners from
the last issue:*

Paul Schmitz

Mike Haller

Chris Moss

David Eirich

Mark Raether

An advertisement for Sadoff Iron & Metal Company. It features a background image of various industrial metal parts and components. The company logo, consisting of the letters 'SR' in a stylized font, is prominently displayed. Below the logo, the text 'SADOFF IRON & METAL COMPANY' is written in a bold, sans-serif font. Underneath this, the tagline 'THE PREFERRED CHOICE IN RECYCLING' is written in a large, bold, sans-serif font. At the bottom, the website 'Sadoff.com' is listed, followed by the text 'Connect with us:' and a row of social media icons for YouTube, Google+, Facebook, Twitter, and LinkedIn.

SR SADOFF IRON & METAL COMPANY

THE PREFERRED CHOICE IN RECYCLING

Sadoff.com | Connect with us:

BRRRR! It's Cold Outside!

Name: _____

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

Wonderland

Frostbite

Snowball

Snowfall

Snowman

Skating

Winter

Skiing

Sleigh

Snowflake

Blizzard

Hot Cocoa

Snowshoe

Penguin

Chimney

Frosty

Frozen

Scarf

Fireplace

Sledding

Toboggan

Slippery

Mittens

Icicle

Hockey

Arctic

Polar

Cozy

Ice

Igloo

**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!

OCTOBER



ROGER NUTHALS
30 Years



STEVE BLANKENBAKER
25 Years

NOVEMBER



GARY GRIESSMEYER
35 Years



MIKE DAMKOT
20 Years

DECEMBER



MITCH KUHN
30 Years



LOGAN CARTER
10 Years



CHRISTINE WELLS
10 Years