

SR SADOFF & RUDOY INDUSTRIES, LLP INFORMER

ISSUE

Q3

VOLUME 25

PEOPLE, TEAMWORK, EXCELLENCE

Letter from the CEO

Dear Team Sadoff,

"False Fall" might be my favorite time of year in Wisconsin. We still have warm days, but the nights are cool, and the leaves are just beginning to turn. I am sure it is nice as well in Nebraska, Texas, and Maryland too!

Back at the beginning of the summer, it was all about tariffs. While various industries are still adjusting to the changes, others have settled into figuring out the current economic landscape. Some economists have postulated that the interest rate environment could have a greater impact on the economy as investment dollars sit on the sideline waiting for reductions in the borrowing rate that could come as early as this month (September).

Whatever the situation, businesses will adjust.

To give you an idea of how this current year stacks up versus 2024 for the Sadoff Iron and Metal Company, consider the following:

Year-to-Date End of August 2025 versus Year-to-Date August 2024

- Ferrous Sales Volumes (Gross Tons) are down 4.5%.
- Ferrous Sales Revenue (\$) is down 5.7%.
- Ferrous Sales Profitability is UP 1.6%.
- Nonferrous Sales Volumes (pounds) are UP 3.5%.
- Nonferrous Sales Revenue (\$) is UP 32.5%.
- Nonferrous Sales Profitability is UP 12.57%.
- Electronics (SEDD & SunCoast) Sales Revenue (\$) is UP 140%.
- Electronics (SEDD & SunCoast) Profitability is UP 236%.

Another data point that we track is our industrial scrap metal purchases. In 2025 we are down 1% from 2024 (competition reports being down 10-20%), due to our diverse portfolio of industrial scrap metal generators and our success in winning new business.

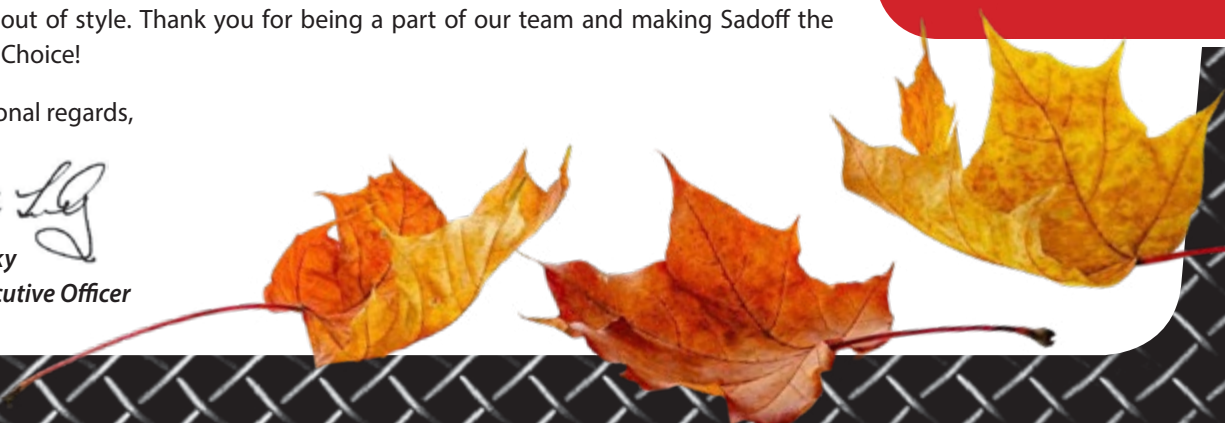
No matter the economic situation – safety, quality, teamwork, and customer service never go out of style. Thank you for being a part of our team and making Sadoff the Preferred Choice!

Best personal regards,



Mark Lasky
Chief Executive Officer

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The Future of Precious Metals in Electronics Recycling: What It Means For Us

Did you know that the smartphones, laptops, and network gear we handle every day are loaded with hidden treasures? Gold, palladium, platinum, silver, and rare earth elements like neodymium and tantalum are essential to modern electronics—and their value is only increasing. As technology demand grows and global supply chains face pressure, these precious materials are becoming harder to obtain and more expensive to mine. That's where we come in.



At Sadoff and SunCoast, we're not just processing electronics—we're recovering valuable assets and reintegrating them into the global supply chain.

This effort directly supports our commitment to sustainability and our bottom line. Through strategic teardown, sorting, and refining, we maximize the recovery of precious metals from circuit boards, connectors, CPUs, RAM, and other high-value components. This process not only reduces waste and landfill diversion—it creates meaningful revenue streams that help us scale and compete.

Why Precious Metals Matter More Than Ever

Industry analysts report that demand for critical minerals is expected to increase fourfold by 2040. From electric vehicles to renewable energy systems, these metals are foundational to the future economy. But with mining operations under environmental scrutiny and geopolitical factors disrupting access to virgin sources, recycling and reuse have become the most viable and ethical paths forward.

Our circuit board refining downstream give us a competitive edge in this evolving landscape. Precious metal recovery is one of our highest-margin activities, and it's one of the best examples of how smart recycling creates real-world impact.



The more efficiently we extract and refine, the more value we return to the business—and to the planet.

The Refining Process: From Scrap to Value

Once identified, high-value boards and components are separated into lots and sent to our refining downstream located in Japan. There, they undergo a detailed breakdown and extraction process designed to isolate gold, silver, palladium, and other materials for resale. This is done with strict adherence to environmental standards, ensuring that while we recover value, we also reduce our footprint.

What might look like a pile of junk to most is, to us, a well of opportunity. Every part we recover means less reliance on mining, less pollution, and more money returned to the company.

Let's Keep the Momentum Going

We're on the front lines of one of the most important environmental and economic challenges of our time. Precious metal recovery is no longer a niche service—it's a central part of what makes us valuable to our customers and competitive in the market.

As we continue to refine our processes, expand our capacity, and invest in our people, your contributions become even more essential. Whether you're in operations, logistics, warehouse management, or sales, you play a part in recovering more from what we no longer need.

Together, let's transform e-waste into opportunity—one load at a time.

Personnel Moves

After 26 years Paul Breckheimer has decided he will be hanging up his Sadoff hard hat, June 30th, 2026. Paul has led our Wisconsin operations over the past 6 years, and his largest contributions have been building relationships, leading our teams, and having a strong business sense. These attributes have had a direct impact to our company's culture and performance. We are full of gratitude and appreciation for all Paul has accomplished in his career with Sadoff.

With Paul's impending retirement, we have been actively planning for what comes next.

We are excited to announce that Chad Awbrey, Austin Guenther, and Steve Crowley will be filling Paul's boots and leading our Wisconsin operations into the future. Over the 4th quarter we will be transitioning Paul's responsibilities over with the intention that starting January 1st, 2026 the roles and responsibilities are fully in place. Paul will continue as a mentor and support through the first 2 quarters of 2026 to assist our team. We are looking forward to the future and how our team comes together to shape the future.

In addition...

Rafael Gonzales has been with our company for 14 years, serving as a Branch Manager for the past 5 years. Rafael has transitioned into the role of QEHS Specialist. Rafael's extensive knowledge of our operations and procedures will be a tremendous asset as he supports our commitment to quality, environmental and safety across the organization.

Bill Hanselman has been with our company for nearly ten years. He has made many valuable contributions and shown strong leadership skills as a Branch Manager. Bill has transitioned into the role of Regional Branch Manager, overseeing three locations, Green Bay, Manitowoc, and Sheboygan. Bill's leadership and experience have prepared him well for this promotion, and we are confident he will continue to grow and drive success across the lakeshore region.

Kudos and Cuts



Kudos: Congratulations to Patrick Garrison and his wife, Olivia!

They welcomed their son into their lives, on August 23rd. Patrick Bruce III was born at 9 lbs. 1 oz and 22 inches. Mom and baby are doing well.

Kudos: To the Maryland SunCoast team on the completion of the move to their new facility in Savage, MD. Thank you Greg Megginson and Aiden Alcaraz for the great coordination.

***A special thank you to Aiden** for his time and effort to print 3D office signage for the team, adding a great personal touch.

Kudos: To the WI associates that are participating in the Fond du Lac Corporate Challenge. Our current team standing at the time of this publication puts us in 10th place out of 18 teams.

Kudos: To David Eirich for celebrating being with Sadoff for 50 YEARS! This type of milestone celebration is becoming very rare. Thank you David for making Sadoff your Preferred Choice work home for the past 50+ years.

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.

Remembering David Fry

The month of September has been a rough one for the Lakeshore yards. As some of you may know, David Fry, AKA Fry guy, small fry, greasy fry, died in a motorcycle accident. David was the maintenance mechanic for the Lakeshore. This kid was the best. He was great at his job. If he didn't know how to do it, he would figure it out. Very knowledgeable young man with a great work ethic. He was also the entertainment. He made us all laugh and smile throughout the day. He had the kindest heart and was always willing to help anyone who needed it. He could see when someone was down and needed a hug or just an ear to listen. For Laurie, he was like another son, and they had a strong bond. We all miss his off-tune singing, his cheerful personality, his goofy smile, and all the quirkiness that came with him. If you had the pleasure of meeting or working with David, you know what I'm talking about. He is so missed and will forever be remembered. This was an unfortunate accident that has affected many. David was an aggressive rider and would talk about it like it was nothing. We had many discussions about it, and I had asked him to stop, but he was young, as we all were at one time. He enjoyed racing his motorcycle and spending time with his family. Please remember that if you are the same kind of rider as David, there are people who love and care for you, and the impact an event like this might have on them. On behalf of the Fry family and David's Fiancée, Amanda, they wanted me to thank everyone who came to David's celebration of life.



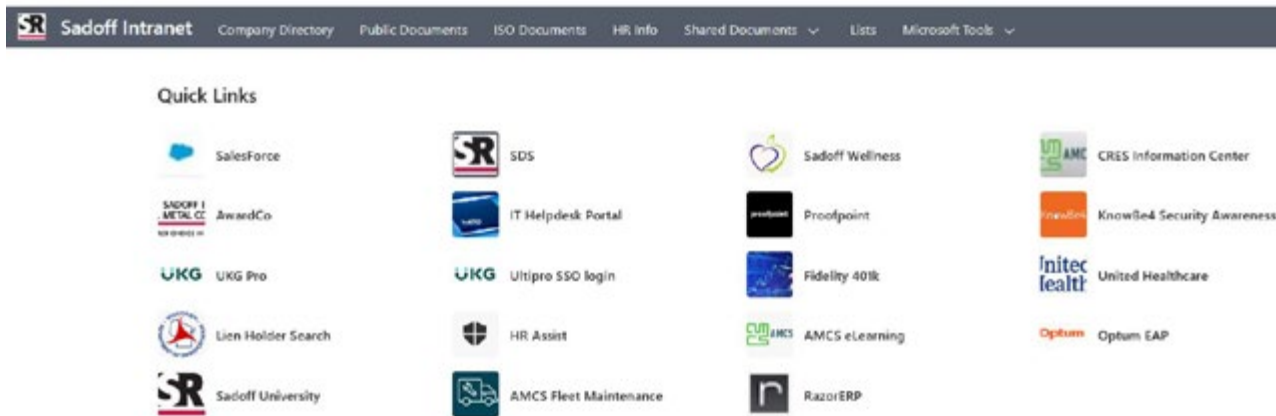
Are you missing out? Join Sadoff Iron & Metal's Wellness Program!

Sadoff Iron & Metal has partnered with **Wellable** as the new health and wellness platform.

With **Wellable**, you will have the opportunity to have fun while getting active, improving your health and well-being, and qualifying for prizes!

To get started, create a **Wellable** account by completing the form on the Sadoff Wellable home page <https://app.wellable.co/sadoff>

Once registered you can also use the link on the Sadoff Intranet site:



Once registered, check your inbox for a welcome email containing your **Wellable** credentials for access to your account. You will also receive instructions for connecting an app or activity tracker to your account—it's the easiest way to automatically track your activity and earn points! All points earned through Wellable will transfer to AwardCo for great prizes!

There are two ways to earn Wellable Points in the program:

- Logging your physical activity
- Learning about and engaging in behaviors associated with the monthly holistic wellness topics.
- Tracking your steps is a great place to start, so put on your sneakers and get ready to move!



From Scrap to Strategy: How We're Scaling Smarter at Sadoff and SunCoast

At Sadoff and SunCoast, growth isn't just measured by more square footage or higher volumes. True growth comes from scaling with intention—building smarter systems, optimizing workflows, and aligning every facility and team under one unified strategy.

That's exactly what we're doing across our locations in Nebraska, Texas, Wisconsin, and Maryland. With new facilities, expanding capabilities, and margin-driven focus areas, we're turning operational decisions into strategic advantages. Here's how.

Bigger Isn't Just Better—It's More Efficient

This year, we're expanding our operating capacity in Nebraska and Maryland. We are moving from 19,500 sq ft to 33,000 sq ft each in Omaha, Nebraska and from 21,000 sq ft to 24,000 sq ft in Savage, Maryland. These larger spaces aren't just about handling more volume—they're designed to create efficiencies in material flow, processing, storage, and resale operations. The extra capacity gives us room to scale our most profitable activities: circuit board sorting, material teardown, ITAD and e-commerce/resale.

At these locations, we are reconfiguring workspaces to streamline high-touch processes. Materials move more efficiently through sortation, scrap, and resale streams, which reduces bottlenecks and increases margin. This isn't growth for growth's sake—it's smart scaling with purpose.

Aligning Facility Capabilities with Revenue Strategy

Not every site does everything—and that's by design. We're playing to the strengths of each facility based on their teams, equipment, and market access:

Oshkosh, WI specializes in automated circuit board sorting, component harvesting, e-commerce resale and Data Destruction Services.

Omaha, NE is ramping up high-yield scrap sorting and could benefit from additional leadership for industrial growth.

Dallas, TX and Savage, MD focus heavily on equipment order fulfillment, teardown, and resale.

By centralizing capabilities and distributing high-margin activities across our network, we're reducing overhead and increasing return per square foot.

Cross-Training and Flexibility

One of the most powerful tools in our growth strategy is cross-training. At every facility, we're investing in cross-functional team training so employees can flex into different roles based on volume and priority.

This allows us to shift resources quickly to where they're needed most. Whether it's a spike in resale orders or an influx of industrial scrap, we can adjust staffing in real-time—keeping productivity high and costs low.

Better Tools, Better Data, Smarter Decisions

Scaling smarter also means using better data. With new reporting structures and better visibility into profitability by activity



coming with the deployment of razr and Platfrom, we're making faster, more informed decisions.

This data helps us:

- Prioritize high-margin activities (like precious metal refining and resale)
- Deprioritize labor-intensive, low-margin processes
- Adjust facility layouts to match demand

Culture as a Growth Engine

None of this works without you. Our team culture—grounded in accountability, flexibility, and respect—makes it possible to scale without losing what makes us great. As we grow, we're committed to maintaining the "down to earth" service model our customers and coworkers count on.

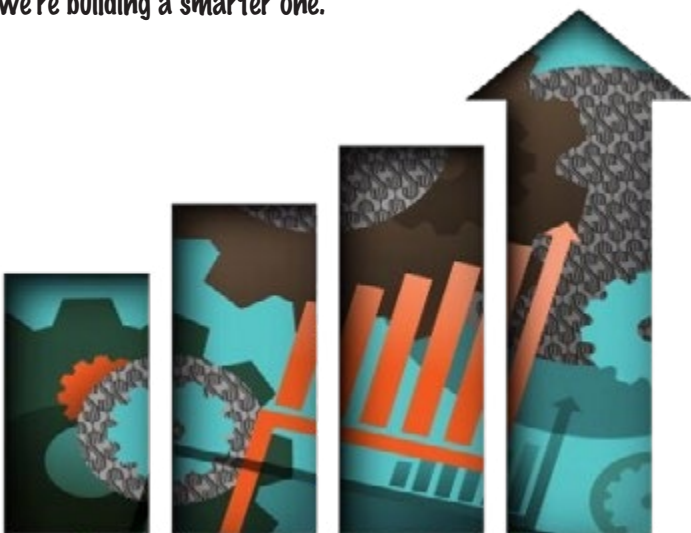
That means leadership is listening. If you see an opportunity for operational improvement, margin growth, or workflow efficiency, we want to hear about it. Every team member has a stake in how we scale.

What's Next?

We're exploring expansion of certain teardown functions, expanding our online resale platform, and evaluating strategic hires to support account management in under-resourced regions. As we fine-tune our footprint and align it with our revenue model, each step will bring us closer to a more resilient, profitable, and scalable operation.

Your Action: Got an idea that could improve layout, process flow, or efficiency at your location? Share it with your supervisor. You could be the catalyst for our next big improvement.

**Together, we're building more than a bigger business—
we're building a smarter one.**



Partners in Safety

In late June, Jerry Heitman conducted multiple tours with the Sheboygan Fire Department and EMS personnel as part of our on-going safety goal. Each of the six tours was very well attended and the collaborative effort was well appreciated on their end. We had some great discussion, and we will be providing them with additional information to support their safety regarding lithium-ion batteries/devices and EV fires. They had not heard of the Cellblock material that we use to reduce fire risk either, which garnered more interest and discussions.

We made sure to offer more on-site training opportunities, which they were quick to accept. Not only more fire/incident training, but also in confined space entry rescue (even possibly along with Sadoff employees).

Rafael was instrumental in making the tours both informational and efficient. We truly appreciate his efforts in making this collaboration another success.

We will keep you posted as we move forward this year with our continued partnership, as it may even turn into some inner working with the Sheboygan Police Department (their suggestion).

I wanted to take a moment to thank Rafael and let you know the resources put forth resulted in great gains, not only for the safety of all involved, but also for representing the Sadoff way.

Thank you.

Jerry Heitman

The Tom Barnett Memorial QEHS Excellence Award Winner

Jon Schinske

Tom Barnett was a part of the Sadoff Iron & Metal Company family for 26 years. To recognize Tom for his contributions, we have established an award to honor his memory. Tom was friendly, caring, and considerate, with high integrity and a positive attitude. The recipient of this award embodies those qualities while advancing the QEHS culture within the organization.

Our 2nd Quarter 2025 recipient of the Tom Barnett Memorial QEHS Excellence Award is Jon Schinske. Jon has worked for Sadoff almost 12 ½ years in our Fond du Lac location. Known for his laugh and willingness to help, Jon is a staple in keeping our FDL operations, Scaling and Inspection programs running smoothly. He willingly took over the material sampling program for the entire company. This program is a vital part of our quality program and sets us apart from others in the industry. He has refined and improved the program since taking over and now has mastered the program to the degree that he teaches others how to use the spectrometer.

Jon provides instrumental support of our Radiation Inspection/Detection Program, and his work ethic shines as he continues to fill in the gaps that occur often. ***We are extremely proud to have Jon on our team!***



Q&A with Jon Schinske –

Q: How long have you been with SRI?

A: 12 years

Q: Family?

A: Girlfriend of 6 years, my son is 12, her 2 boys are 12 and 10

Q: Dream job? Not at SRI.

A: Golf pro (Just need to work on being good at golf first!)

Q: Favorite band or movie? And why do you like the movie or band?

A: My favorite movies would be the Marvel movies. Captain America, Iron Man, Hulk, Thor. Hard to choose a favorite!

Q: Dream vacation. This can be a trip already taken or one on the wish list.

A: Game 7 of the Stanley Cup Final (preferably with the Detroit Red Wings playing!)

Q: Dog or cat? Is there a reason why?

A: Dog!

Q: Favorite food or dish? This can be as detailed as you like or as general as Mexican.

A: Love Mexican food, but hard to turn down a good Chinese buffet as well!

Q: One thing people may not know about you.

A: Before I started at Sadoff I was offered a position at a cheese factory, but I chose the #scraplife

Tom Barnett Memorial Award

What this award means:

Tom Barnett was a company person who was organized, friendly, caring, considerate, with high integrity and a positive attitude. The recipient of this award should reflect those qualities while advancing the QEHS culture.

Nomination, frequency, and selection process:

Any company employee can nominate another company employee for the award. Submissions must include the nominee's name, work location and an explanation why this person is worthy of this award. Submissions should be sent to QEHS Team@sadoff.com by the last day of March, June, September, or December. Winners will be announced by the 2nd week following the end of each quarter.

Winners will be chosen by the QEHS team based on how closely they display the Tom Barnett qualities listed above as well as their contributions to QEHS. If no nominations are received within a quarter, the QEHS team may choose to select their own winner.

What the winner shall receive:

- \$250 credit to the company store
- \$150 cash
- A recognition plaque
- A write-up in the company newsletter. This will consist of a short BIO and the reason they received the award.

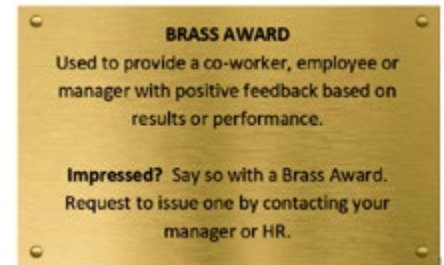


SR THE PREFERRED CHOICE
BRASS AWARD

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.

June

Christopher Minardi, Raquel Lord, Aaron Radl, Joshua Kattestad, Kristine Meyer, William Hanselman, Shaun Charlier, John Corrales, Elizabeth Moar Rivas, Diana Elliott, Aiden Alcaraz, Tanya Smith, Peter Boettcher, Daniel Feldewerth, Kara Lindaas, Zachary Morris, Jake Kester, Elizabeth Moar Rivas, Nicholas Smith, Elizabeth Moar Rivas, William Woodfin, Robert Gary, Lorenza Rodriguez, Shawn Baker, Ryan Conway, Steven Steffes, Todd Machtig, Laura Bonelli, Kristine Meyer



July

Rafael Gonzales, Jeffery Granger, Andrew Coates, Robert McGillis, Elizabeth Martinson, Amber Altenhofen, Jeffrey Immel, Patrick Garrison, Jeffery Granger, Brian Trevino, Andrew Coates, Austin Guenther, Jeffrey Immel, Raquel Lord, Lenore Epp, David Casper, Steven Crowley, Douglas Halbrucker, Elyssa Gutschow, Brent Bober, Terry Kimpton, Diana Elliott, Jeffrey Immel, Chad Awbrey, Jeremiah Heitman, Riley Allman, Jonathan Peterson, Peter Boettcher, Edward Howe, Nelson Rios, Jeffrey Bender, Michael Bork, Trent Huismann, Elyssa Gutschow, Jasmine Corrales, Chad Awbrey, David Fisher, Patrick Garrison, Terry Kimpton, Chad Knudson, Jonathan Schinske, Robert Schroeder, Bryan Heberer, Tyrese Pirtle, Patrick Garrison, Paul Schmitz, Jonathon Treleven, Lenore Epp

August

Tyrese Pirtle, Lenore Epp, Rena Fausto, Tanya Smith, Laura Bonelli, Tyrese Pirtle, Chad Awbrey, Jonathan Schinske, Cassandra Shaudvitis, Lenore Epp, Christine Wells, Angela Armson, Demetirus Cary, Daria Church, Cheryl Lewis, Rafael Gonzales, Derek Lonzo, Alayna Cortez, Steven Henry, Wesley Howe, Christine Antkowiak, Antonio Gray, Lila Kue, Jonathon Treleven, Christopher Minardi

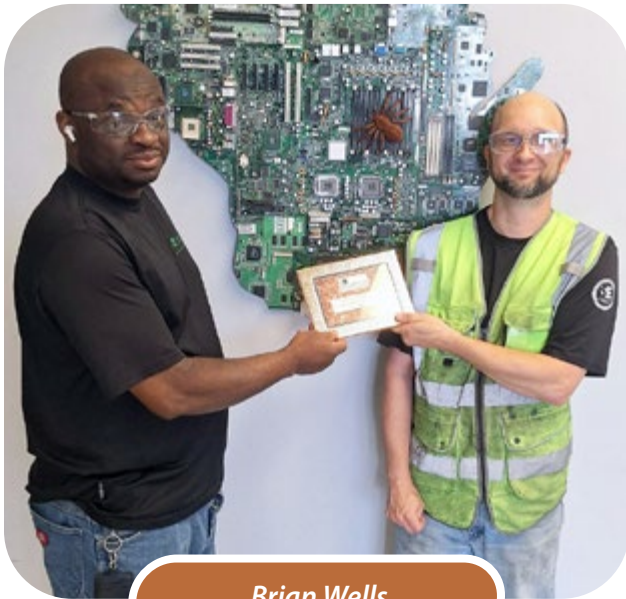
SR THE PREFERRED CHOICE
COPPER AWARD

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.



**Not Pictured:
Leesa Tilstra**

Keegan Taivalmaa and Derek Lonzo



Brian Wells



Shawn Ripley



Bill Hanselman



Shawn Charlier



Shawn Baker



Janek Ciesynski

Sadoff/SunCoast 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

Submit the pictures to active@sadoff.com along with your name, branch and a brief description of the activity.

Please keep the pictures work appropriate as they may be utilized to highlight the Sadoff Active Lifestyles in the Newsletter, Sadoff Intranet, and other publications involving Sadoff/Suncoast and/or the Wellness Team.

How do I log these points?

After submitting your picture during the calendar month, you will receive an email that prompts you to log the completion of the Active Photo's challenge and earn 750 Wellable Points.

Follow the steps below to redeem your points:

1. Sign in to your Wellable Account.
2. Navigate to your Dashboard and select Special Activity.
3. Enter the date the Special Activity was completed.
4. Select the Special Activity.
5. Enter the five-digit verification code you will receive after you submit your 5th picture of the month.
6. Select Add.

June Active Winner



Congrats Steve Crowley

July Active Winner



Congrats Markus McDonell

August Active Winner



Congrats Daria Church

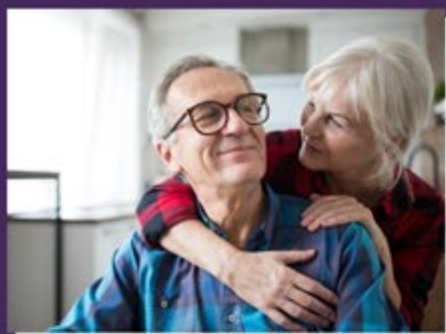
Sadoff in the Community

On Saturday, August 2nd our Wisconsin branches were able to attend a Timber Rattlers Baseball Game. The weather was great – families were out in force and for an extra treat, kids ran the bases as the fireworks were sent up!

Thank you Lenore for organizing a great team event.







Introducing SmartConnect™

SmartConnect is an exclusive program created specifically for working or retiring adults (and family members) who are Medicare-eligible and may not have fully explored the benefits of Medicare coverage.

Staying on your employer's coverage may be easy, but it's not always the best option. In fact, Medicare plans could provide more coverage at a lower cost than your employer's plan.

SmartConnect puts your specific needs first and matches you with the education and the experienced advisor you need to make the best decision for you. SmartConnect gives you access to plans from national insurance carriers.

Whether you're planning to continue working or looking to retire, we are expert listeners who can guide you to a tailored solution. We know this is a big decision.

Our mission is to inspire confidence and help you find your balance in Medicare.

About SmartMatch Insurance Agency

SmartMatch Insurance Agency is an independent Medicare insurance agency that helps consumers research, compare, and purchase Medicare insurance plans.

We provide an unfiltered view of the entire range of options and prices available to you. To get a head start, visit SmartConnect's Connection Portal:

smartmatch.com/connect/sadoff

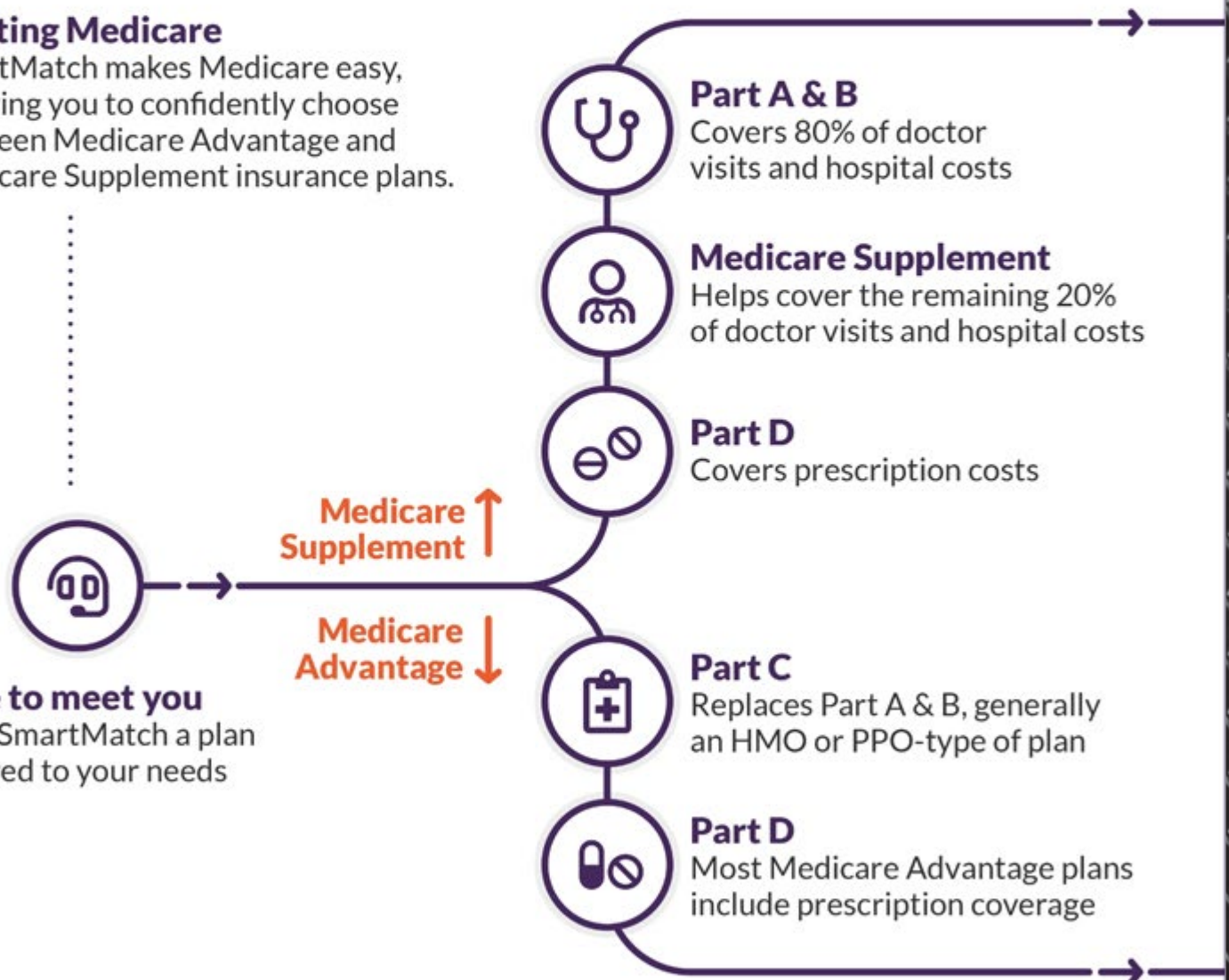
Comparing Medicare and employer health insurance offerings can be frustrating. We do the work for you, all you need to decide is **how much you'd like to save.**

The Medicare Roadmap

Medicare can pull you in different directions. Our licensed insurance agents provide the full range of options available, along with strategies and information to help you see the complete picture.

Starting Medicare

SmartMatch makes Medicare easy, allowing you to confidently choose between Medicare Advantage and Medicare Supplement insurance plans.



Key considerations when choosing a plan type

One of the primary decisions with Medicare is determining whether a Medicare Advantage or Medicare Supplement plan is right for you. Here are the key points our team considers when working with customers.

Existing conditions or pending treatments

Medicare generally covers pre-existing conditions and disabilities. However, there are exceptions. This is an area where working with an advisor can be especially helpful.

Prescriptions

Medicare offers a few different options for prescription coverage.

Location

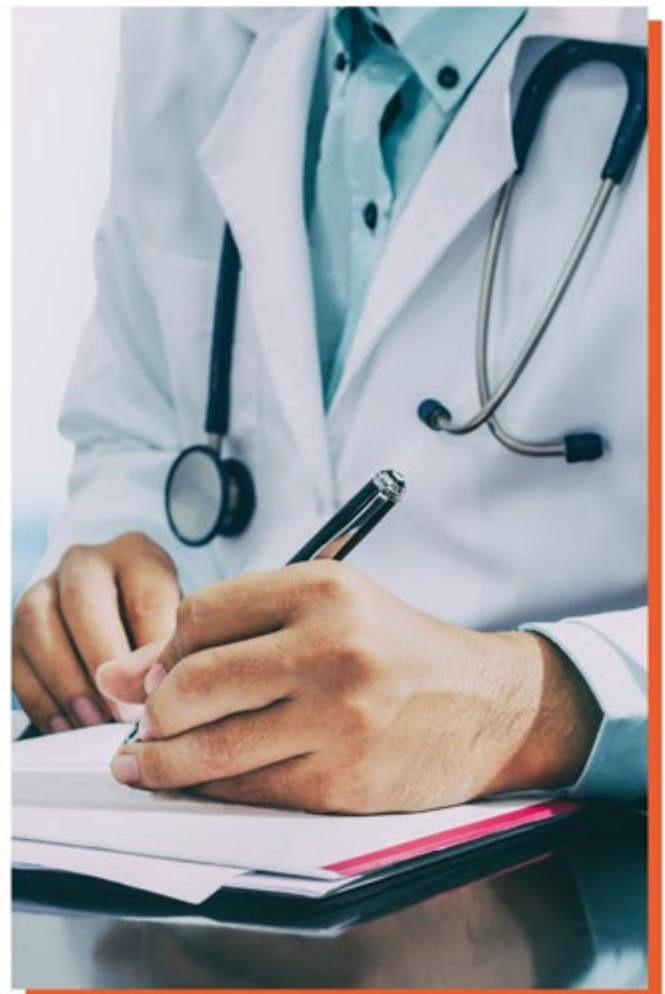
Networks and plan offerings vary by region.

Travel

The amount of travel (and type of travel) you do can impact out-of-pocket costs.

Out-of-pocket cost structure

Some plan types require a monthly premium while others only need payment when you use the plan.



No matter your need, no matter your situation, our licensed insurance agents are your personal guide to Medicare.

The SmartConnect Process

SmartConnect is an exclusive program created specifically for working or retiring adults (and family members) to explore the benefits of Medicare coverage. Here's what our concierge service looks like:

Educate



The first step is to understand the details that could impact your enrollment, costs, and coverage. To get started, visit your company's dedicated SmartConnect Portal, called "The Connection," at the link at the bottom of this document.

Connect



Next, we get to know you. We'll ask you some questions about your health insurance needs and preferences so we can head down the right path.

Evaluate



Then, a licensed insurance agent will provide you with the plan and carrier options available to you.

Enroll



While our services are obligation-free, if you find something you like and you're ready to take action, we can enroll you on the spot.

Support



We have a team who is dedicated to your Medicare experience. They're available to answer questions, conduct policy reviews, and even help you work with the carrier when necessary.

Recipes for Health

Quick Italian Meatloaf

We're giving this classic comfort dish a friendly twist by swapping some ingredients for those that lower the fat and increase the fiber and other nutrients.



🕒 10 min prep time 🍳 1 hr cook time 🍽️ 6 servings

Ingredients		US	Metric
nonstick cooking spray		1 whole	
ketchup		1/2 cup	
balsamic vinegar		2 tbsp	
lean ground turkey		1 1/4 lbs	
onion(s) (finely diced)		1/2 med	
garlic (minced)		2 clove	
dried oregano		1 tsp	
black pepper		1/4 tsp	
Parmesan cheese (grated, optional)		1/4 cup	
egg substitute		1/4 cup	
oatmeal		1/2 cup	

Nutrition Facts	
6 Servings	
Serving Size	1 (2-inch thick) slice
Amount per serving	
Calories	210
% Daily value*	
Total Fat 8g	10%
Saturated Fat 2g	10%
Trans Fats 0g	
Cholesterol 45mg	15%
Sodium 360mg	16%
Total Carbohydrate 15g	5%
Dietary Fiber 1g	4%
Total Sugars 6g	
Added Sugars 4g	8%
Protein 24g	
Potassium 344mg	7%

Step-by-Step Instructions:

1. Preheat oven to 400° F.
2. Coat a large loaf pan generously with cooking spray. In a small bowl, whisk together ketchup and balsamic vinegar.
3. In a medium bowl, combine all ingredients and half of the ketchup-balsamic mixture. Set aside the other half. Mix the turkey meatloaf ingredients well.
4. Spread the mixture evenly into the loaf pan. Top with the remaining ketchup-balsamic mixture.
5. Bake for 60 minutes or until it reaches 165 degrees F when checked with a thermometer.

SRI TEAM WELLOFF
Scrapping Unhealthy Lifestyles

Sautéed Cinnamon Apples

Fast, nutritious and smells like apple pie—what’s not to like? Make this sliced fruit glazed with cinnamon, vanilla and honey for your next quick dessert. For even more flavor, top with toasted chopped walnuts.

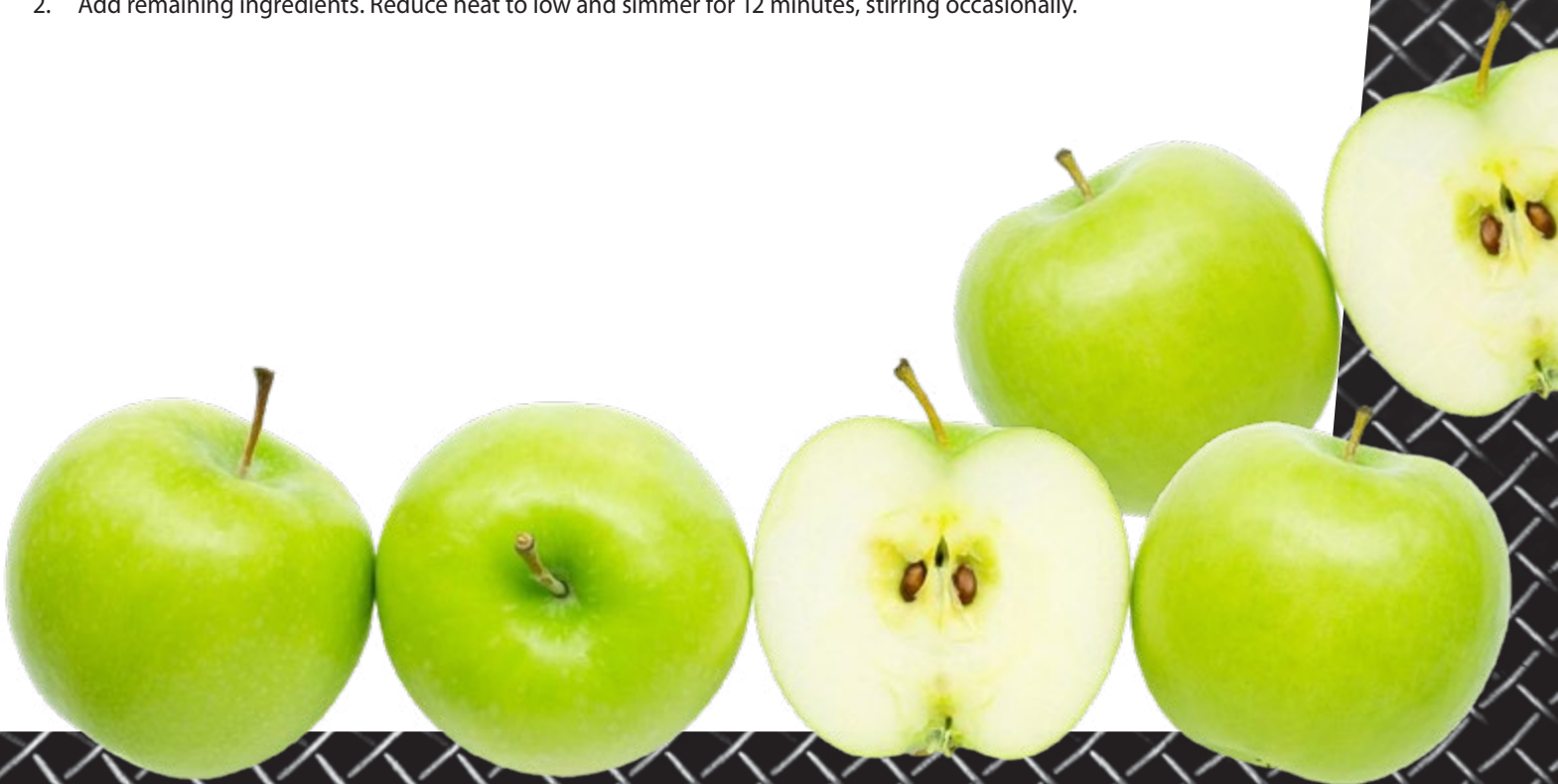
🕒 7 min prep time 🍳 15 min cook time 🍽️ 4 servings

Ingredients		US	Metric
margarine (trans-fat-free)		1 tbsp	
large Granny Smith apples (peeled and chopped)		2	
ground cinnamon		1/2 tsp	
vanilla extract		1 tsp	
water		3 tbsp	
honey or 2 packets artificial sweetener		1 tbsp	

Nutrition Facts	
4 Servings	
Serving Size	1/2 cup
Amount per serving	
Calories	100
% Daily value*	
Total Fat 2.5g	3%
Saturated Fat 0g	0%
Trans Fats 0g	
Cholesterol 0mg	0%
Sodium 30mg	1%
Total Carbohydrate 19g	7%
Dietary Fiber 3g	11%
Total Sugars 14g	
Protein 0g	
Potassium 128mg	3%

Step-By-Step Instructions:

1. Heat margarine in a sauté pan over medium-high heat. Add apples and sauté for 3 minutes, stirring frequently.
2. Add remaining ingredients. Reduce heat to low and simmer for 12 minutes, stirring occasionally.



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 August 15, 2025



*Congratulations to our winners
from the last issue:*

Maureen Oehler

Dee Dee Elliott

Mark Raether

Brent Bober

Lenore Epp

SR SADOFF IRON & METAL COMPANY

THE PREFERRED CHOICE IN RECYCLING

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Winter/Holiday Fun

Name: _____

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

Gingerbread

Snowflake

Reindeer

Pinecone

Presents

Hanukkah

Chimney

Icicle

Garland

Cocoa

Santa

Celebration

Mistletoe

Sledding

Snowball

Ornament

Mittens

Dreidel

Sleigh

Wreath

Cabin

Peace

Fireplace

Candycane

Blizzard

Caroling

Stocking

Snowman

Menorah

Kwanzaa

Scarf

Frosty

Tinsel

Elf

Holly

**Compliments of
the Fun Committee**

*Think you have a funny or
interesting submission?*

**Please share it with
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Thank you for your years of service!



David Eirich, Sheboygan
50 years!!!



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35 years



Cody Krueger, FDL
15 years



Kevin LaClair, GB
15 years

(No Picture Available)

Chad Knudson, FDL
5 years

Thank You!