

SR SADOFF & RUDOY INDUSTRIES, LLP INFORMER

ISSUE

Q2

VOLUME 27

PEOPLE, TEAMWORK, EXCELLENCE

Letter from the CEO

Dear Team Sadoff,

May was a solid month for profitability. Although precious metals markets have trended downward, our electronics refining business—and the electronics unit overall—is performing well ahead of plan. The shredder and nonferrous warehouse revenue centers have also continued to perform strongly through the first five months of 2026.

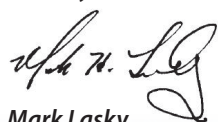
In ferrous, market pricing declined by \$10 for yard grades in May, resulting in softer sales performance. The BSH shear remains an area of focus. We have begun redirecting some direct sales of 4' foundry steel (the primary product from the Fond du Lac BSH shear) away from the BSH to the Sheboygan breaker and Green Bay sorting operations to increase our profitability of this grade. This will continue to be an area we address.

Year to date, ferrous purchase volumes are up 0.2%, while sales volumes are down 2.2%. This includes a 40% reduction in ferrous sales from Lincoln as the yard transitions following the closure of Deeter Foundry melt operations. Lincoln is now focused on mill-directed ferrous sales and successfully secured our largest industrial account to date in February.

For nonferrous, pricing and demand remain strong. Purchase volumes are up 5.4%, driven by a 38% increase at SEDD in Oshkosh and a 23% increase in Lincoln. Sales volumes are down 3.8%, though this is largely a function of timing, making purchase volumes a more reliable indicator.

Costs continue to exceed budget, particularly in utilities, yard maintenance, equipment and truck repairs, and diesel fuel. However, following news of a peace deal in the Middle East, oil prices have dropped significantly, which should positively impact diesel costs for the remainder of the year.

Thank you,



Mark Lasky
Chief Executive Officer

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The Tom Barnett Memorial QEHHS Excellence Award Winner

Randy Bonlander



Randy had been part of our Logistic Team for 12 years and truly displayed customer care, work integrity and consideration of fellow employees. Throughout these years, he's been a great logistics team member acting as the backbone of operations, transforming chaotic, fast-paced challenges into seamless, timely deliveries. Randy was nominated because of his organizational skills and positive attitude when dealing with our various accounts and customers, including daily efforts to make others feel appreciated and part of the Sadoff Team.

Randy retired on May 1st, and we will miss his wit and candor. Thank you Randy for your dedication to supporting the team and positive collaboration across various departments. We wish you the BEST in your retirement!

Getting to know Randy...

- | | |
|--|---|
| 1. How long have you been with SRI?
12 years | 5. Dream vacation?
Retirement...There's no place like HOME! |
| 2. Who makes up your immediate family?
My wife Carmen, daughters Ashley, Shannon, Taylor and 8 grandchildren. | 6. Dog or Cat? Is there a reason why
It has to be a dog, spelt backwards gives the reason. I believe they were put here as angels to teach us true unconditional love. |
| 3. What would be your dream job not at SRI?
Teach young people the importance of growing their own food and not counting on Big Food Companies, Big Pharma, and their government for help. | 7. Favorite food or dish?
Homemade authentic Mexican food |
| 4. Favorite band or movie and why?
Don't watch tell-lie-vision. As I learned from my dad at an early age, it's nothing more than an Idiot Box. Music is a universal language, it's always there to help heal your soul. Don't really have a favorite band but one the greatest songs of all times is, "We Are the World" by Michael Jackson. We need to save the children, our most precious gift given by God to the world. | 8. One thing people may not know about you.
Love to hang with our family and grandchildren, play guitar, work in the yard, gardening, fishing and a huge conspiracy theorist. |

Retirements

After more than 26 years at Sadoff Iron & Metal Company, Paul Breckheimer officially hung up his Sadoff hard hat on June 30, 2026.

Paul began his career at Sadoff in January of 2000 at our Manitowoc facility and eventually transitioned into the role of Lakeshore Branch Manager. Paul never shied away from additional responsibility and was involved in and served as our trade association chapter president.

In 2019, Paul was promoted to Director of Operations, overseeing all of our Wisconsin operations. Throughout his career, Paul was known for building relationships, leading our teams through change, and demonstrating strong business acumen. These attributes have had a direct and lasting impact on our company's culture and performance.

Paul was never afraid to take on challenges that many thought were not possible. Whether it was enforcing unpopular policies, having crucial conversations, or making tough decisions, Paul consistently focused on what was best for the overall organization. He approached change thoughtfully but remained diligent in ensuring it was effective. Many will also remember Paul's sense of humor, and his red face, that could catch you off guard at times.

We wish Paul and his family the very best as he transitions into the next phase of his life. We are confident he will continue to take on new challenges and disrupt the status quo, always for the better.



The Tom Barnett Memorial QEHHS Excellence 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 QEHSTeam@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:

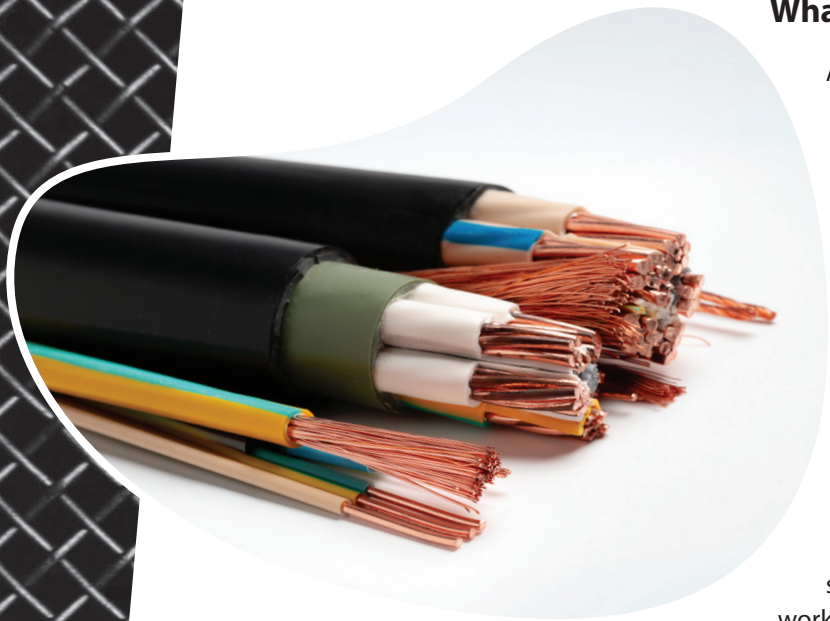
- \$250 credit to the company store.
- \$150 cash
- A recognition plaque
- A write-up in the company newsletter. This will consist of a short BIO and the reason they received the award.



Investing in the Future

Copper Chopping Line at Scott Street

At Sadoff, we are constantly looking for ways to improve how we operate, better serve our customers, and create more value from the materials we process. One of the most recent examples of this commitment is the installation of our new copper chopping processing line at our Scott Street location in Fond du Lac, WI.



What Is a Copper Chopping Line?

A copper chopping line is a specialized processing system designed to take insulated copper wire and cable and break it down into its core components. Through a series of shredding, granulation, screening, and separation processes, the system is able to:

- Reduce wire into small, manageable pieces
- Separate copper from plastic insulation using air and density-based systems
- Produce a clean copper granule product ready for sale and refining

This system includes multiple pieces of advanced equipment such as a pre-shredder, granulator, air separation systems, screening systems, and cyclones, all working together to maximize recovery and efficiency.

Why We Are Making This Investment

This project is more than just adding a new piece of equipment—it represents a strategic step forward for our business.

Historically, insulated wire has been a material stream where significant value can be lost if not processed effectively. By installing our own chopping line, we are now able to:

- **Capture more value** from materials we already handle
- **Increase profitability** by producing higher-grade copper products
- **Reduce reliance on third-party processors**
- **Improve operational efficiency** by controlling the process internally

Internal strategy discussions have highlighted that dedicated wire processing allows us to convert lower-value material into a clean, high-value copper product while maintaining better control over costs and quality.



Project Timeline & Progress

This has been a coordinated effort across multiple teams, from operations and maintenance to trading and leadership.

- Equipment was acquired earlier this year and relocated to Fond du Lac for installation
- Site work, including concrete and infrastructure, has been completed
- Installation of key components—such as ductwork and cyclones—is currently underway
- The system is expected to be operational in a learning and ramp-up phase by mid-to-late summer 2026

Once operational, the line is expected to process thousands of pounds of material per hour, with the potential to scale as we optimize performance.

How This Fits Into Our Broader Strategy

This investment is a direct example of how we are evolving our business to remain competitive in a changing market.

Our strategy is centered around:

- **Vertical integration** – controlling more of the processing chain
- **Margin improvement** – extracting greater value from existing material streams
- **Operational excellence** – improving efficiency, quality, and safety
- **Growth in electronics and non-ferrous processing**

The copper chopping line supports all four of these priorities. It bridges our metals and electronics operations, strengthens our position in non-ferrous processing, and complements the growing volume of wire and telecom-related material in our system.

What This Means for Our Team

Projects like this are only possible because of the collaboration and expertise across our organization. From planning and acquisition to installation and future operation, multiple teams have played a key role in bringing this project to life.

Looking Ahead

The addition of the copper chopping line is another step forward in positioning Sadoff as a leader in recycling and material recovery. It reflects our ongoing commitment to invest in our people, our facilities, and our capabilities.

Most importantly, it reinforces our long-term vision—to be the **Preferred Choice by delivering innovative, efficient, and sustainable solutions to our customers.**

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:

 **Sadoff Intranet**

[Company Directory](#) [Public Documents](#) [ISO Documents](#) [HR Info](#) [Shared Documents](#) [Lists](#) [Microsoft Tools](#)

Quick Links

 SalesForce	 SDS	 Sadoff Wellness	 CRES Information Center
 AwardCo	 IT Helpdesk Portal	 Proofpoint	 KnowBe4 Security Awareness
 UKG Pro	 Ultipro SSO login	 Fidelity 401k	 United Healthcare
 Lien Holder Search	 HR Assist	 AMCS eLearning	 Optum EAP
 Sadoff University	 AMCS Fleet Maintenance	 RazorERP	

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!



CPR Fact Sheet



♥ Why Learn CPR?

Cardiac arrest is a leading cause of death. It happens when an electrical problem in the heart causes an irregular heartbeat. This disrupts blood flow to the brain, lungs and other organs. **Each year, more than 350,000 people in the U.S. have an EMS-assessed out-of-hospital cardiac arrest.**

More than 23,000 are children, and nearly 20% of these are infants.

When a person has a cardiac arrest, survival depends on receiving CPR from someone nearby right away.

According to the American Heart Association, about 90% of people who have out-of-hospital cardiac arrests do not survive. CPR, especially if performed right away, can double or triple the chance of survival. Learn CPR today. Be ready. Become a part of the Nation of Lifesavers.

No one should face a life-changing moment alone.

♥ Be the Difference for Someone You Love

If you provide CPR, you will likely be trying to save the life of someone you love: a child, a spouse, a parent or a friend.



About **70 percent** of out-of-hospital cardiac arrests happen in homes.



Fewer than 40% of people who have an out-of-hospital cardiac arrest get the urgent help they need before professional help arrives

Learn CPR today. Be ready. Become a part of the Nation of Lifesavers.
No one should face a life-changing moment alone.

NOTE: The AHA still recommends CPR with compressions and breaths for infants and children and victims of drowning, drug overdose, or people who collapse due to breathing problems.

For adults, Hands-Only CPR has been shown to be as effective in the first few minutes as CPR with breaths for cardiac arrest at home, at work or in public.

Hands-Only CPR has two easy steps, done in this order:



Call 911 if you see a teen or adult suddenly collapse.



Push hard and fast in the center of the chest to the beat of a song that has 100 to 120 beats per minute.

Breathing problems often cause cardiac arrest in children. This is why it's important to give two rescue breaths with each set of 30 compressions for infants and children.

♥ Call 911

The dispatcher on the call can help you while getting the medical help you need on the way.

♥ Music Can Save Lives

While performing CPR, you should push on the chest at a rate of 100 to 120 compressions per minute. Songs that may help you stay on beat include, *Stayin' Alive* by the Bee Gees, *Crazy in Love* by Beyoncé, *Hips Don't Lie* by Shakira or *Walk the Line* by Johnny Cash.

Nation of Lifesavers is nationally sponsored by *Walgreens*



Be Ready. Find a CPR class at heart.org/nation.

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2026 SPRING/SUMMER WELLNESS CHALLENGE

GET OUT AND GET ACTIVE!

Now through the end of October, submit at least 1 photos of your Active lifestyles to active@sadoff.com each month and earn 750 Wellable points. You will also be entered into a drawing for a monthly prize - 25 Awardco Points. Photos are due by the last day of the month in order for points to count for that month. Each employee can submit as many pictures as they want each month, but there will be a maximum of 5 entries into the drawing per employee each month & only 750 total Wellable points.

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.



Here are a few photos from last year



Sadoff / Suncoast Wellness Team would like to encourage you to get out and get Active!

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.

April Wellness Challenge Winner
active@sadoff.com

Congratulations!!

Brent Bober - Lincoln

25 Awardco Points

Congrats
Brent Bober

May Wellness Challenge Winner
active@sadoff.com

Congratulations!!

Melanie Sinnan (OSH)

25 Awardco Points

Congrats
Melanie Sinnan

June Wellness Challenge Winner
active@sadoff.com

Congratulations!!

Cody Krueger (FDL)

25 AWARDCO POINTS

Congrats
Cody Krueger

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

Power Peanut Protein Bars



Serves

9



Prep Time

10 minutes



Cook Time

10 minutes



Dairy Free



Gluten Free



Meal Prep/Freezer Friendly



Vegetarian



Under 30 Minutes



Low Carb



Ingredients

1/2 cup (120 g) natural peanut butter

1/3 cup (110 g) maple syrup

1/4 cup (25 g) protein powder

1/2 cup (45 g) quick oats

1/4 cup (30 g) almond flour

For the chocolate topping:

1/2 cup (85 g) sugar-free chocolate chips

1 tsp coconut oil

2 tbsp chopped roasted unsalted peanuts

Nutrition (Per Serving)

Calories

195

Fats

11 g

Protein

7 g

Carbs

19 g

Instructions

1. Heat peanut butter and maple syrup in small saucepan over medium-low heat. Stir until peanut butter has melted, then remove from heat.
2. Stir in protein powder, almond flour, and oats, mixing well to combine.
3. Press mixture into 7 x 7-inch (18 x 18-cm) square pan lined with parchment paper. Use back of metal spoon to smooth out mixture and press down firmly, working dough into corners of pan.
4. Place tray in freezer. Let chill for 5 to 10 minutes, or until cold to touch.
5. Melt chocolate chips and coconut oil in saucepan over medium-low heat, stirring constantly. Once most chocolate chips have melted, remove from heat and keep stirring until mixture is smooth.
6. Remove tray from freezer. Pour chocolate over bars, tilting pan to ensure even coverage. Sprinkle with peanuts and place in fridge for 10 minutes. Once set, cut mixture into 9 even-sized bars. Store bars in airtight container in refrigerator.

Safety Spotlight

Staying Safe in the Summer Heat

Summer is officially here, and with it comes rising temperatures in our yards, processing floors, and job sites. Heat-related illness is one of the most preventable workplace hazards; and one of the most serious.

Know the Warning Signs

Heat illness exists on a spectrum. Recognize the signs early:

Heat Cramps - Muscle pain or spasms. Rest, cool down, and drink water or sports drink.

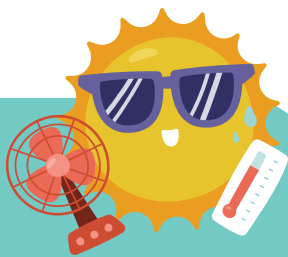
Heat Exhaustion - Heavy sweating, weakness, nausea, dizziness. Move to a cool area and hydrate immediately.

Heat Stroke - Body temp above 103, hot/dry skin, confusion, possible unconsciousness. CALL 911 immediately. This is a life-threatening emergency.

Simple Steps to Stay Safe

- Drink water every 15 - 20 minutes; even if you are not thirsty. Do not wait until you feel dehydrated.
- Wear light, breathable clothing and use sunscreen when working outdoors.
- Take scheduled breaks in shaded or air-conditioned areas.
- Be extra cautious during the first 2 weeks of a heat wave; your body needs time to acclimatize.
- Watch out for your coworkers. Heat illness can impair judgment, so teammates may notice symptoms before you do.
- Never leave anyone in a parked vehicle, even briefly.

Remember: If you feel unwell, speak up. Reporting early is never a sign of weakness; it could save your life.



Financial Wellness Corner:

Making the Most of Your Benefits

Your compensation is more than your paycheck. Understanding and using the full range of Sadoff employee benefits can add thousands of dollars of value to your year. Here's a quick reminder of key opportunities many employees leave on the table:

- **401(k) / Retirement Plan:** Sadoff offers any employer match, contribute at least enough to capture the full match's free money. Even small increases to your contribution percentage add up significantly over time.
- **Health Savings Account (HSA):** If you are enrolled in a high-deductible health plan, you have access to an HSA. HSA contributions are triple tax-advantaged and can be invested for long-term growth.
- **Employee Assistance Program (EAP):** Free, confidential counseling, financial planning consultations, and legal advice sessions are available to you. These services are included in your benefits at no cost.
- **Wellness Program Points:** Don't leave Wellable and AwardCo points on the table. Consistent participation pays out in real rewards throughout the year.
- **Company Store & Recognition Points:** Check your AwardCo balance regularly. Points earned through recognition programs can be redeemed for merchandise, gift cards, and more.

Questions about your benefits? Contact HR to schedule a benefits review a free resource available to all employees.



Healthcare – Where do I Go?



When you're not feeling great

Schedule a 24/7 Virtual Visit to treat coughs, fevers and rashes. Get connected to a provider much quicker — sometimes instantly — by phone or video anytime, anywhere.*

[Schedule a 24/7 Virtual Visit](#)



When it's serious but not life-threatening

Go to your nearby urgent care to treat broken bones, strains and infections. You'll typically be seen quicker than at the ER, with wait times up to 90 minutes shorter.

[Find a network urgent care clinic near you](#)



When it's really an emergency

Get to the ER to treat chest pain, severe injuries and life-threatening conditions.

Employee Assistance Program (EAP)



24/7 availability | Confidential | No cost to you

When you're dealing with pressures of everyday life, it can be easy to say, "I'm Fine." But sometimes, emotions like stress, sadness or anger can linger. In those moments call Emotional Wellbeing Solutions 24/7 to talk about what's on your mind and connect with resources that can help. These services are available to you for no additional 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.

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.

WorkLife Services:

- Adult care and eldercare support
- Child and family support
- Chronic Illness and Condition Support
- Convenience services
- Educational resources

Digital self-care tools

- Visit liveandworkwell.com to access our digital suite of tools and resources that best fit your needs to help manage stress, anxiety and more.

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.



Visit: www.liveandworkwell.com
Or Call 1-888-421-5974 (after 1/1/26)



Recipes for Health

Slow Cooker Teriyaki Chicken



Serves
8



Prep Time
15 minutes



Cook Time
360 minutes



Ingredients

2 lbs (900 g) boneless, skinless chicken thighs
½ cup (120 ml) tamari, or soy sauce
⅓ cup (115 g) honey
⅓ cup (80 ml) water
¼ cup (60 ml) mirin
2 cloves garlic, minced
2 tsp root ginger, grated
2 tbsp cornstarch
3 tbsp water
2 tbsp sesame seeds
4 green onions, chopped



Dairy Free



Gluten Free



Meal Prep/Freezer Friendly



Nut Free



High Protein



Low Carb

Nutrition (Per Serving)

Calories	Fats	Protein	Carbs
224	6 g	25 g	18 g

Instructions

1. Put tamari, honey, water, mirin, garlic, and ginger into slow cooker. Stir until combined, then add chicken. Mix to coat. Place lid on slow cooker and cook on low setting for 4 to 5 hours.
2. In small bowl, mix cornflour and water together, then mix into sauce in slow cooker. Replace lid and cook on high for 30 minutes to 1 hour, until sauce has thickened.
3. Remove chicken from slow cooker, shred, then return to sauce and mix gently. Garnish with green onions and sesame seeds and serve with rice.



Did You Know?

Recycling Facts That Might Surprise You

At Sadoff, recycling is our business; but how much do you know about the material we handle every day? Here are some fast facts that put our work in perspective:

- **Copper** is one of the most recycled metals on Earth. About 80% of all copper ever mined is still in use today, thanks to recycling.
- Recycling a single **copper** penny saves enough energy to power a standard LED light bulb for nearly 30 minutes.
- The U.S. generates roughly 3 million tons of scrap **copper** per year. Recycled copper meets nearly one-third of U.S. copper demand.
- **Scrap metal** recycling conserves natural resources and reduces greenhouse gas emissions significantly compared to primary metal production.
- **Steel** is the most recycled material in North America; more than all paper, plastic, aluminum, and glass combined.
- Every ton of **steel** recycled saves 2,500 pounds of iron ore, 1,400 pounds of coal, and 120 pounds of limestone.
- **Electronics recycling** (e-recycling) recovers precious metals like gold, silver, and palladium from circuit boards; materials that would otherwise go to waste.

These numbers are not just trivia; they're a reminder of the real impact our work has every single day. Every pound processed at Sadoff contributes to a more sustainable future.

RECYCLE FOR ALL IT'S WORTH



2026 Sadoff Summer Activity & Exercise Challenge

Stay active. Have fun. Earn rewards.

The 2026 Sadoff Summer Activity & Exercise Challenge runs from May through August 2026 and is designed to encourage movement, flexibility, and healthy habits—no matter your fitness level.

Program Dates

Now – August 31, 2026

What You Need to Participate

Everything you need is included in this guide:

- This challenge guide
- A deck of playing cards (provided by Sadoff prior to the challenge start)
- A Wellable account with a phone or wearable device connected for activity tracking

How to Get Started

1. Sign up for Wellable (if not already enrolled): <https://app.wellable.co/Sadoff>
2. Receive your deck of playing cards for the Playing Card Exercise Challenge.
3. Track your activity and challenges in the Wellable app.

How the Challenge Works

Each month includes two challenges, both tracked through Wellable.

Challenge 1 – Playing Card Exercise Challenge (Days 1–15)

- Draw at least 4 cards during the two-week period.
- Each card determines the exercise and the required amount or duration.
- Complete assigned activities on at least 8 days during the window.
- Alternative exercises may be used if needed.

Challenge 2 – Monthly Activity Challenge (Days 16–End of Month)

- A themed activity challenge that varies by month.
- Examples include using Wellable tools, completing on-demand workouts, setting personal fitness goals, or exercising with friends or family.

Monthly Challenge Calendar Overview

Playing Card Exercise Challenge
(minimum of 4 card draws)

Exercise with a friend or family member at least 3 times

Playing Card Exercise Challenge
(minimum of 4 card draws)

Incorporate movement into your day in a new way at least 4 times
(examples: walking meetings, taking the stairs, desk stretches, or walking/biking after work)

JULY

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST

						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Incentives & Rewards

- **Monthly Reward:** Complete both challenges in a month to earn \$10 in Awardco Cash (up to \$40 for all four months). Once you have completed the requirements enter the following code into Wellable to receive the applicable points:
- **Grand Prize Drawing:** Participants who log activity and/or complete at least one challenge in all four months will be entered into a drawing to win one of three PTO days.
- **All incentives are in addition to existing Wellable rewards.**

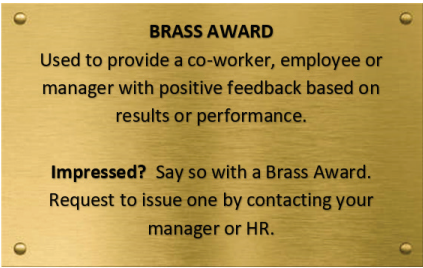
THE PREFERRED CHOICE

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.

March/April/May:

Brent Bober	Stuart Kramer	Jonathan Schinske		
Bradley Hall	Cheryl Lewis	Brian Hilbert		
Jesse Gau	Michael Spanbauer	Steven Schultz		
Chad Awbrey	Zachary Morris	Jasmine Corrales		
Brian Hilbert	Rafael Gonzales	Jesse Gau		
Brian Trevino	Quinn Kluz	Erin Kyler		
Travis Moehring	David Kirk	Maureen Oehler		
Steven Crowley	Lenore Epp	Uriel Sarabia Granda		
Angela Armson	Jana Janssen	Brian Moeller		
Gregory Megginson	Elyssa Gutschow	Keith Carey		
Andrew Coates	Eric Kramer	Christopher Minardi		
Michael Bork	Daria Church	Aaron Radl		
Lucius Hageman	Ryan Conway	Sharon Unferth		
Jeffrey Immel	Elizabeth Martinson	Terry Mielke		
Ryan Conway	James Hardy	Lenore Epp		
Jeffrey Immel	Jonathan Schinske	Patrick Rentmeester		
Markus McDonell	Austin Guenther	Steven Hetrick		
Andrew Staebell	Christopher Stath	Karen Adamavich		
Timothy Moses	Dylan Carter	Christina Nussbaum		
Melissa Oelke	Joanne Carey	Raquel Lord		
Bradley Hall	John Corrales	Rafael Gonzales		
Timothy Holloman	Kevin Roth	Joshua Kattestad		
		Paul Breckheimer		
		Aidyn Martin		
		Christopher Minardi		
		Christine Wells		
		Matthew Weirman		
		Kristine Meyer		
		Keith Mintzmyer		
		Keegan Taivalmaa		
		David Fisher		
		Christina Nussbaum		
		Bryan Heberer		
		Tim Woychik		
		Daria Church		
		Andrew Coates		
		Timothy Holloman		
		Shawn Ripley		
		Jesse Gau		
		Steven Schultz		
		Mary Duley		
		Antonio Gray		
		Cassandra Shaudvitis		
		Marion Knox		
		Rafael Gonzales		
		Shawn Ripley		
		Garrett Schalk		
		Paul Breckheimer		



Kudos and Cuts

Kudos: To all of our team members that helped get Mr. Predator to our Oshkosh lobby safely – he is a great addition, Thank you!

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.



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.



Dennis Roast

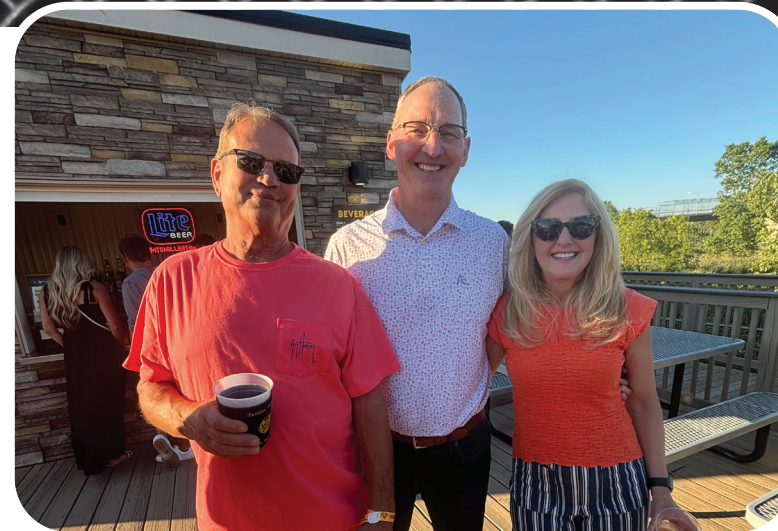


John Corrales and Chris Minardi



Out and About with Sadoff

On Saturday, June 27th our Wisconsin sites were able to attend a Timber Rattler Baseball game. The Timber Rattlers are a Minor League Baseball club, the High-A affiliate of the Milwaukee Brewers. It was a great night for our sponsored night out.



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 a scan or 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 awardco points for use at our online awardco store.
- 5. All entries must be received by August 15, 2026



Congratulations to our winners from the last issue:

- Lee Ninman
- Maureen Oehler
- Jasmine Corrales
- Jim Baetke
- John Corrales

Word Search

Name: _____

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



Sustainability	Motherboard	Dismantling	Zinc
Separation	Palladium	Processor	Iron
Shredding	Aluminum	Lifecycle	
Refining	Smelting	Recovery	
Circuit	Battery	Sorting	
Salvage	Copper	Nickel	
Silver	Memory	Server	
Router	E-waste	Steel	
Cable	Brass	Reuse	
Gold	Scrap		

Let's Have Some Fun!

Compliments of the Fun Committee

Think you have a funny or interesting submission?

Please share it with fun@sadoff.com

Fond du Lac, WI

Sadoff I&M

Oshkosh, WI

Sadoff E-Recycle

Green Bay, WI

Sadoff I&M

Manitowoc, WI

Sadoff I&M

Sheboygan, WI

Sadoff I&M

Lincoln, NE

Sadoff I&M

La Vista, NE

Sadoff E-Recycle

Elkridge, MD

SunCoast Communications

Dallas, TX

SunCoast Communications



Milestone Anniversaries

Thank you for your years of service!



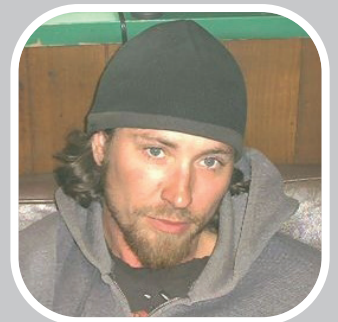
Todd Bonlander
FDL - 35 years



Gerald Brown
FDL - 25 years



Andrew Coates
FDL - 25 years



Kris Schmieder
Manitowoc - 25 years



James Titel
FDL - 20 years



Rafael Gonzales
FDL - 15 years



Mark Raether
FDL - 15 years



Logan Lisowe
FDL - 10 years



Christopher Minardi
Omaha - 5 years