

SR SADOFF IRON & METAL INFORMER

ISSUE

Q3

VOLUME 20

PEOPLE, TEAMWORK, EXCELLENCE

Letter from the CEO

As the leaves start to turn and the air feels a bit cooler, we transition into the fall months of this most unusual year. Our business has slowly recovered from the 50% drop in business that we experienced in April and May. We are now at about a 20% reduction from our 2019 business activity, and there are some positives on the horizon from our customer base. Some industrial sectors such as energy, heavy truck and mining are still lagging behind. Thanks to everyone's dedication, focus and effort, we have weathered the seas of this year so far and we see sunnier days ahead.

Recently I had a chance to (virtually) see a presentation from Jay Rifenbary (www.rifenbary.com) a renowned corporate speaker, trainer and consultant with a varied background as a former Airborne/Ranger, Military Commander, Sales Professional, Corporate Manager and Entrepreneur.

One of the main themes from Jay's talk was how important authenticity is in our personal and professional lives. Leadership management theory has evolved from the silent, "no news is good news" era, to today, where the research has shown that the workforce desires to know the basis from which their leaders make decisions. Jay taught in his presentation that:

Vulnerability + Humility + Transparency = Authenticity

He didn't mean that we need to "overshare" or shed crocodile tears at the drop of a hat. Rather, it is the willingness to connect to others on a very human level. This resonated with me as we travel this unprecedented time in all of our lifetimes.

As I reflected on these concepts, I thought of the company we have here at Sadoff. All of you - the men and women who have chosen to walk your career path with us - make me feel gratitude and pride.

I wish you all a safe and healthy fall season and thank you again for all you do at Sadoff **to enhance the quality of life by creating security through sustainability.**

Best personal regards,



Mark Lasky
Chief Executive Officer



- Don't Overthink Simplicity
- Sheboygan Break Room Improvement
- Milestones and Retirements
- Stay Active Winners
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- Chicken Nacho Casserole Recipe
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- What is ISO 45001?
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Don't Overthink Simplicity

A toothpaste factory had a problem: they sometimes shipped empty boxes, without the tube inside. This was due to the way the production line was set up, and people with experience in designing production lines will tell you how difficult it is to have everything happen with timings so precise that every single unit coming out of it is perfect 100% of the time.

Small variations in the environment which can't be controlled in a cost-effective fashion mean you must have quality assurance checks smartly distributed across the line so that customers all the way down to the supermarket don't get upset and buy another product instead.

Understanding how important that was, the CEO of the toothpaste factory got the top people in the company together and they decided to start a new project, in which they would hire an external engineering company to solve their empty boxes problem, as their engineering department was already too stretched to take on any extra effort.

The project followed the usual process: budget and project sponsor allocated, RFP, third-parties selected, and six months and \$8 million later they had a fantastic solution - on time, on budget, high quality and everyone in the project had a great time. They solved the problem by using high-tech precision scales that would sound a bell and trigger flashing lights whenever a toothpaste box would weigh less than it should. The line would stop, and someone had to walk over and yank the defective box out of it, pressing another button when done to re-start the line.

A while later, the CEO decides to have a look at the ROI of the project: Amazing results! No empty boxes ever shipped out of the factory after the scales were put in place. Very few customer complaints, and they were gaining market share.

"That's some money well spent!" he says, before looking closely at the other statistics in the report. It turns out, the number of defects picked up by the scales was 0 after three weeks of production use. It should've been picking up at least a dozen a day, so maybe there was something wrong with the report.

He filed a corrective action against it, and after some investigation, the engineers came back saying the report was actually correct. The scales really weren't picking up any defects, because all boxes that got to that point in the conveyor belt were good.

Puzzled, the CEO travels down to the factory, and walks up to the part of the line where the precision scales were installed. A few feet before the scale, there was a \$20 desk fan, blowing the empty boxes off of the belt and into a bin.

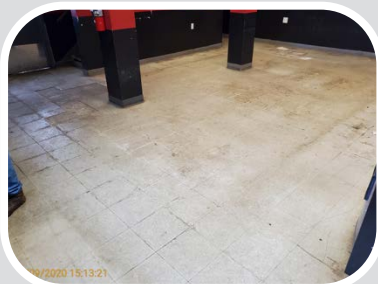
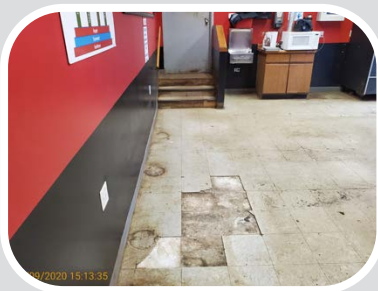
"Oh, that," says one of the workers, "One of the guys put it there 'cause he was tired of walking over there every time the bell rang."

Submitted by Marcus McDonell

Sheboygan Break Room Improvement

During the month of September, the Sheboygan facility was able to complete an enhancement to their break room with a total floor replacement. The pictures below show the before and after for this project and the results are awesome.

BEFORE



AFTER



Milestones and Retirements

**Thank you For Your Service to our Company!
We wish you the best in your retirement.**

On July 8th **Dave Eirich** in the Sheboygan yard celebrated his 45th work anniversary with Sadoff. Dave started with the Gus Holman on his 18th birthday. Dave has held various positions here at Sadoff. From inspector to yard foreman. Dave is a vital part to our Sheboygan operation. All of us in Sheboygan would like to congratulate Dave on his 45 years. Congrats Dave keep up the great work!!!



On July 24th **Angie Barringer** retired from Sadoff. Angie had been with Sadoff for 15 years in the Sheboygan yard. She was a scale operator in the retail area. Angie will truly be missed. We wish Angie well on all her future endeavors.



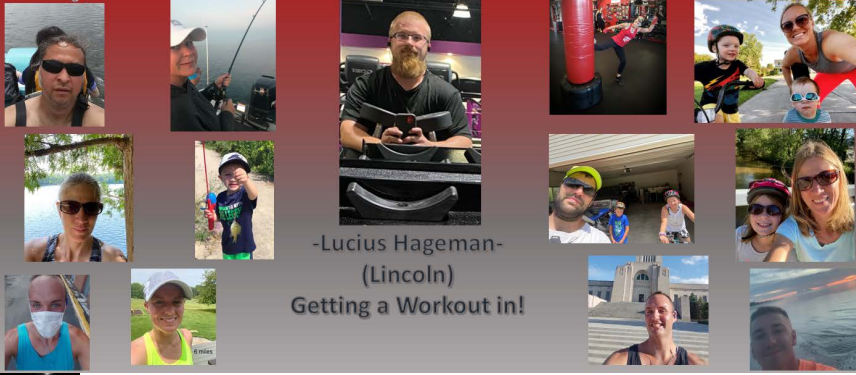
On September 11th **Julia Rysewyk** retired from Sadoff. Julie has been with Sadoff for 15 years in the Green Bay Yard. She has done a masterful job throughout the years fulfilling several roles at once, as a truck scale operator, internal buyer, and administrative assistant. Julia's plans during retirement are to spend more time enjoying their property on the lake in Coleman, WI with her husband Daniel, and to do some traveling to visit her children, grandchildren, and friends throughout the country. Julie will truly be missed, and we wish her well throughout her well-deserved retirement.

Congratulations to our monthly winners of our Stay Active program!

July - 2020
Active@sadoff.com
Winner!

**Congratulations
Lucius Hageman!**

**\$25
Gift Card**



-Lucius Hageman-
(Lincoln)
Getting a Workout in!

2020 Get Out and Get Active Program

May 1st – September the Sadoff Wellness team provided a challenge to get active! By submitting photos of your active lifestyles each month, those that participated were entered into a drawing for a monthly prize. Each employee could submit as many pictures as they wanted each month but there was a maximum of 5 entries into the drawing per employee each month.

*Congratulations to
Chad Awbrey,
Lucius Hageman
and Stacy Haller*

2020 Walking Challenge

The wellness walking challenge winners are: (each selected winner has received an extra vacation day)

**Markus McDonell and Shaun Charlier –
June Winners**

**Angela Armson and Mitchell Kuhn –
July Winners**

**Steve Crowley and David Ladman –
August Winners**

Thank you for participating: Cody K, Mitchell K, Christine W, Steve C, Tenille G, Mary D, Austin G, Melissa R, Markus M, Stacy H, Travis M, Stacy F, Katie P, Shaun C, Marilyn R, Christine A, Jason L, Josh W, Lucius H, Jesse M, Melissa O, Leesa T, Lizz M, Jon S, Dee Dee E, Trace H, Kyron R, Brent B, David L, Angela A, Raquel L, Jesse G, Jay M, Karen E, Andy S, Mike J, Jeff I, Rafael G, Jim B, Lenore E, Ron S, Elyssa A, Steve N, Brice, Jesse M, Tom J, John C

August - 2020
Active@sadoff.com
Winner!

**Congratulations
Stacy!**

**\$25
Gift Card**

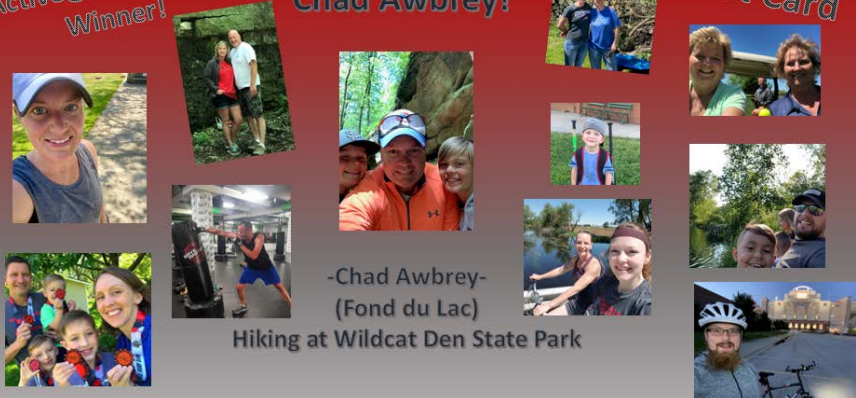


-Stacy Haller-
(Fond du Lac)
Camping up North!

June - 2020
Active@sadoff.com
Winner!

**Congratulations
Chad Awbrey!**

**\$25
Gift Card**



-Chad Awbrey-
(Fond du Lac)
Hiking at Wildcat Den State Park

So, what have you been up to since retirement?

From time to time we have received feedback that people who no longer work at Sadoff really enjoy receiving our newsletter for updates on people and activities that are happening. We decided to reach out to get some retiree updates some of which are provided below – we are glad to hear that everyone is doing well and thank you for your responses.

Richard Yurk

Retired May 25, 2007

Years with Sadoff = 28

My Job at Sadoff:

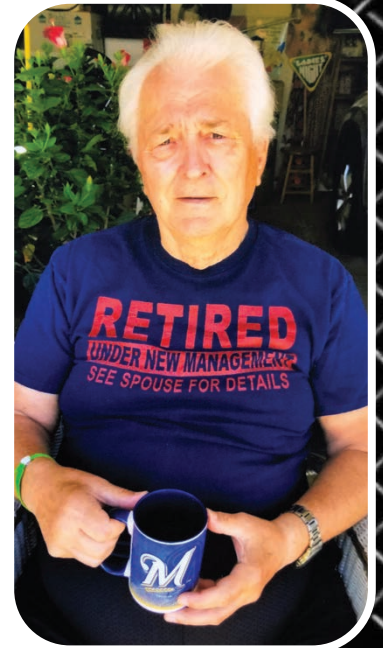
Machine Operator in the Sheboygan Yard

Current Hobbies:

- Gambling trips with the family
- Attending sporting events with friends
- Enjoying concerts at the Stefanie Weill Center and Pabst Theatre
- Enjoying sipping on my coffee in the garage watching all my friends going to work at Sadoff

Favorite Memory:

Getting to meet great friends — (Bill Lipschultz, Dave Eirich, Jim Brown, Gary Griessmeyer, Tiny Wrench, Dan Eirich, Katie Roehr, Angie Barringer, Roger Brown, Roger Hins, Christine Schueffner, and Mike Damkot)



Sandy Morrissey

Retired May 31, 2018

Years with Sadoff = 34 (and 7 months)

My Jobs at Sadoff:

"In the first half of my career I was with Block Iron & Supply Company in Oshkosh where I worked in the fastener division until 2005. I then worked for Mark Lasky for approximately a year and a half in Oshkosh. In Early 2007, I moved to Fond du Lac and finished my career in the purchasing department."

Activities Since Retiring:

"Since retiring I have enjoyed the short Wisconsin summer, worked during the holiday season at the Coach Outlet store, spent three weeks in Florida and returned right before the pandemic hit. Since then we are locked down and now being careful what we do. We had planned on traveling more this year but that has been put on hold for now. Since lockdown I have walked almost every day 4.5 miles. I still love to workout and have added YMCA classes to my life. I also enjoyed many coffee hours at Starbucks with friends before the shutdown. In the summer I enjoy my flowers and now have the time to weed those beds. I received a good camera for Christmas and want to get back into photography. I will be taking a class once things are more normal."

Favorite Memory:

All the great people I worked with and met throughout my career. I miss the people the most.



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Marv Heller

Retired in 2004

Years at Sadoff = 9

My Job at Sadoff:

I was hired as a semi driver and I hauled car bodies from different junk yards back to Sadoff in Fond du Lac, I did that for 7 years. My last two years I hauled metal to Waupaca Foundry, from there I drove to Big Falls and pickled up sheet iron for the shredder in Fond du Lac.

In Retirement:

I retired in 2004, my wife Joanie and I owned a cottage on Lake Poygan, we spent a lot of time there, fishing the bottle bass at happy hour. In 2018 we sold everything and moved into a senior living complex, which we love, no more lawn to cut and no more shoveling snow!

Roger Reitz

Retired in 2018

Years at Sadoff = 46

My Job at Sadoff:

I started on the night shift at the briquetter in Fond du Lac and when the briquetter was down I ran a railbreaker, turn crusher or block breaker. When the new shredder was built, I was transferred to that machine and ran it approximately 25 years, then became injured and went to manage the truck shop and eventually tried my hand as a truck driver. I am proud to say that I was basically able to run every machine in the yard.

In Retirement:

Since retiring I work part time for a guy who works on campers. I golf and spend a lot of time soaking up the sun on my pontoon on Legend Lake.

Favorite Memory:

Working with a great bunch of people!

Ronald Murphy

Retired in 1995

Years at Sadoff = 28

My Job at Sadoff:

Truck Driver – in fact, I was the company's first lugger driver.

COVID-19 CORONAVIRUS DISEASE

BE INFORMED:

Know Your Risk During COVID-19

On a scale of 1 to 10, how risky is...

Ranked by physicians from the TMA COVID-19 Task Force and the TMA Committee on Infectious Diseases



Physicians' Group for Texans

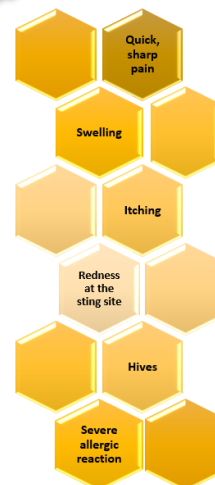


Texas Medical Association | 401 W. 15th St. | Austin, TX 78701-1690
www.txmed.org @txmed @wearetma

BEE STINGS



Symptoms



Avoiding Bee Stings



- Tightly cover food/drink containers
- Don't wear perfume, cologne, or hair spray when outdoors
- Don't wear bright colors
- Wear snug clothing
- Don't go barefoot
- Wear insect repellent
- Work with caution around shutters
- Repair any openings in window screens

A RECIPE FOR HEALTH

Chicken Nacho Casserole

Try this healthy version that has all the flavor of traditional nachos without all of the extra fat and carbs.

 Prep time **5 min** |  Cook time **25 min** |  Servings **6** |  Serving size **1 cup**

Ingredients

US Metric

nonstick cooking spray	1
black pepper	1/8 tsp
chicken breasts (boneless, skinless, cut into small pieces)	1 lbs
fire-roasted tomatoes (15-ounce, diced)	1 can
black beans (no salt added, drained and rinsed)	1 cup
chili powder	2 tsp
cumin	1/2 tsp
garlic powder	1/2 tsp
cheddar cheese (reduced-fat, shredded)	2/3 cup
baked tortilla chips (crushed, (or about 24))	1 1/2 oz

DIRECTIONS

1. Preheat the oven to 375 degrees F. Spray a 2 1/2 quart baking dish with cooking spray.
2. Season the chicken with black pepper. Spray a large sauté pan with cooking spray and heat over medium-high. Add the chicken and cook for 8 minutes.
3. Add the diced tomatoes, black beans, chili powder, cumin and garlic powder to the pan. Reduce the heat to low and simmer for 5 minutes.
4. Pour the chicken mixture into the baking dish. Sprinkle cheese on top and then top with the crushed tortilla chips. Bake 12 minutes or until the cheese is melted.



SRI TEAM WELLOFF
Scrapping Unhealthy Lifestyles

Nutrition Facts	
6 Servings	
Serving Size	1 cup
Amount per serving	
Calories	210
Total Fat 6g	
Saturated Fat 2.5g	
Cholesterol 50mg	
Sodium 360mg	
Total Carbohydrate 17g	
Dietary Fiber 3g	
Total Sugars 3g	
Protein 23g	
Potassium 460mg	



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Sadoff.com | Connect with us:     



BRASS AWARD

Congratulations to our monthly brass award winners who each have received a visa gift card valued at \$25.00 along with a handwritten thank you card for their proactive efforts and actions that have been identified as above and beyond the call of duty.

John Wendelin, Julia Rysewyk, Jesse Moffat, Keegan Taivalmaa, Markus McDonnell, David Ladman, Jim Saiberlich, Roy Haskins, Trenton McDonald, Chris Rapp, Katie Pfeifer, Jon Schinske, Blake Sorensen, Dale Gudex, Josh Wagner, Jeff Immel, Austin Guenther, Jay McPherson, Darrius Mason, Matt Chapin, Mike Joyce, John Corrales, Tyler Gilgenbach, Andy Coates, Mike Weinkoetz, Chris Abel, Tone Gray, Kevin LeClair, Roger Nuthals, Amber Altenhofen, Dick Warner, Stacy Haller, Angela Armson, Lizz Martinson, Randy Bonlender, Duane Kuhlow, Doug Lipp, Mike James, Mike Weinkoetz



COPPER AWARD

Congratulations to our recent copper award winners who have been selected from the brass award pool. Each received a bonus of \$150.00, \$100 gift certificate to our company logo store and a lunch/snack/breakfast for their department.



Trenton McDonald



Andy Coates



Austin Guenther



David Ladman



Duane Kuhlow



Markus McDonnell



Randy Bonlender

*Todd Machtig
(No Picture)*



What is ISO 45001?

ISO 45001 is the world's international standard for occupational health and safety, issued to protect employees and visitors from work-related accidents and diseases. ISO 45001 certification was developed to mitigate any factors that can cause employees and businesses irreparable harm. Its standards are the result of great effort by a committee of health and safety management experts who looked closely at a number of other approaches to system management — including ISO 9001 and ISO 14001. In addition, ISO 45001 was designed to take other existing occupational health and safety standards, such as OHSAS 18001, into account — as well as the ILO's labor standards, conventions and safety guidelines.

Especially geared toward senior management, ISO 45001 has the ultimate goal of helping businesses provide a healthy and safe working environment for their employees and everyone else who visits the workplace. This goal can be achieved by controlling factors that could potentially lead to injury, illness and — in extreme situations — even death. As a result, ISO 45001 is concerned with mitigating any factors that are harmful or that pose a danger to workers' physical and/or mental well-being.

Sadly, thousands of workers lose their lives each day to preventable instances of adverse workplace conditions. In fact, according to the ISO and International Labor Organization — or ILO — more than 2.7 million deaths occur globally due to occupational accidents. And in addition to that there are 374 million non-fatal injuries each year, resulting in 4 or more days absences from work.

According to many health and safety experts — including the professionals who worked on the ISO committee — ISO 45001 represents a landmark breakthrough. For the first time internationally, businesses of all sizes can now access a single framework that offers them a clear pathway to developing better and more robust occupational health and safety measures.

Benefits of using ISO 45001?

An ISO 45001 based OH&S management system will enable an organization to improve its OH&S performance by:

- ✓ Developing and implementing an OH&S policy and OH&S objectives
- ✓ Establishing systematic processes which consider its "context" and which take into account its risks and opportunities, and its legal and other requirements
- ✓ Determining the hazards and OH&S risks associated with its activities; seeking to eliminate them, or putting in controls to minimize their potential effects
- ✓ Establishing operational controls to manage its OH&S risks and its legal and other requirements
- ✓ Increasing awareness of its OH&S risks
- ✓ Evaluating its OH&S performance and seeking to improve it, through taking appropriate actions
- ✓ Ensuring workers take an active role in OH&S matters

In combination, these measures will ensure that an organization's reputation as a safe place to work will be promoted, and can have more direct benefits, such as:

- Improving its **ability to respond to regulatory compliance issues**
- **Reducing the overall costs** of incidents
- **Reducing downtime** and the costs of disruption to operations
- **Reducing the cost of insurance premiums**
- **Reducing absenteeism** and employee turnover rates
- **Recognition for having achieved an international benchmark** (which may in turn influence customers who are concerned about their social responsibilities)

Lugger Securement – A Case Study and Sadoff Win

All commercial motor vehicles are required to secure their cargo on or within the transporting vehicle. Improperly secured cargo can result in damages, crashes, out of service violations, injury, or death.

Cargo securement is such a big deal that the Federal Motor Carrier Safety Administration (FMCSA) highly regulates how and what needs to be secured. When the cargo securement regulations were revamped back in 2002, different types of vehicles representing numerous industries were represented, except lugger trucks. They flew under the radar for many years, until recently. The individual states in which they operate had been the ones to determine acceptable methods of securement for the luggers. Here in Wisconsin we've been fortunate in that our State Patrol considered the luggers secure as they ride on the trucks with no additional securement means necessary. In recent years, operators in other states have been placed out of service because their local authorities interpreted the lugger containers as unsecured. This led to a movement to establish a national securement standard through the Commercial Vehicle Safety Alliance (CVSA) like what already exists for roll-on roll-off type trucks. The CVSA jointly manages uniform commercial vehicle inspection standards for Canada, Mexico, and the United States. An initial alternative securement proposal by the Institute of Scrap Recycling Industries (ISRI) & industry organizations to the CVSA was rejected and we were told that our luggers would have to conform to the general cargo securement standards; requiring tie downs based on length & weight. Essentially treating them like a flatbed truck. Those of us that have been around luggers for any length of time know that while the containers may wiggle around some, they aren't coming off the truck, even in the case of a crash as we've had the unfortunate case to know first-hand. The thought of having to tie down all our lugger containers with multiple straps or chains for every trip would add substantial time and cost and was enough for us to look for alternatives.

There must be a better way.

FMCSA regulations allow for alternative securement provided they meet certain criteria. Alternative securement devices must be tested to withstand 0.8g forward acceleration, 0.5g rearward acceleration and 0.5g lateral acceleration. Andy Coates along with Lieutenant Karl Mittelstadt of the Wisconsin State Patrol developed a plan to test our luggers to these criteria. Originally, we were to perform the tests in March but, as Covid-19 has done to so many other things this year, we had to postpone until late July. To meet the performance criteria, we must tip or tilt the loaded truck to 27 degrees to see 0.5g and a whopping 53 degrees to see 0.8g. Participants in the testing included Sadoff Iron & Metal Co., Wisconsin State Patrol, Whealon Towing & Service Inc., The Institute of Recycling Industries & Ace Lugger hoists. With the expertise of Dave Whealon and his crew, we utilized their 35-ton crane and a pair of heavy-duty wreckers to tilt the truck to the required angles. We were unable to use the whole truck to test the forward direction without causing damage to the test vehicle, so we used a standalone lugger unit. Data was collected by a VBox inertial measurement device similar to what race teams use to collect data on the track. Testing a 21-yard container loaded with 40,000 # of material showed that the lugger unit itself prevented significant lateral & rearward movement and satisfied the FMCSA. The amount of forward container movement concerned the FMCSA so we had to regroup & come up with some alternatives. In early August we repeated the forward testing. Three different methods were tested, two of which were able to minimize the container movement to the satisfaction of the FMCSA.

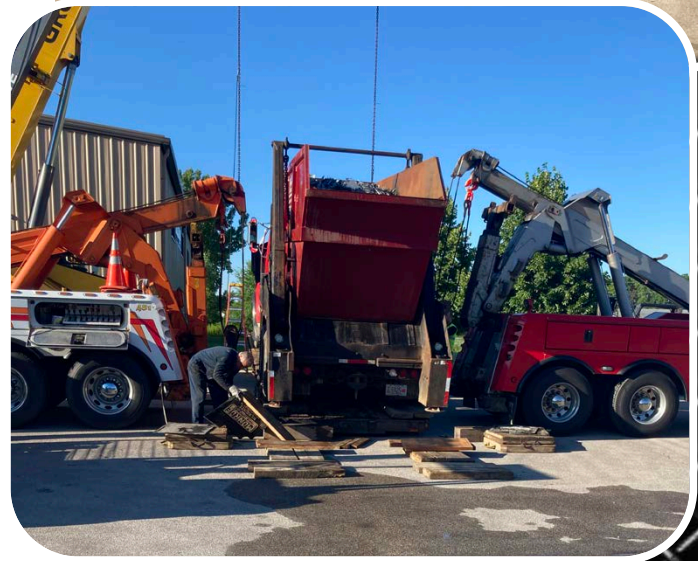
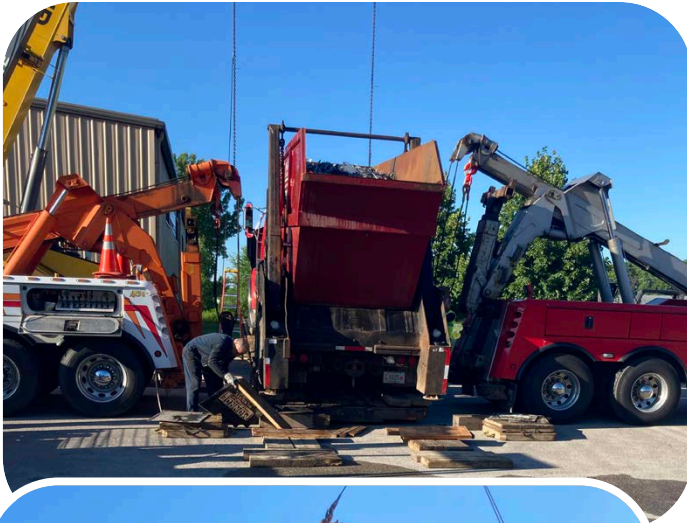
We Proved It!

The alternative securement methods we tested were presented to the CVSA at their recent conference and were approved to be included in an upcoming inspection bulletin specific to lugger trucks that is distributed nationwide.

What does this mean for us?

Although our old ways of operating luggers will no longer be sufficient, based on the new standard, the allowable securement method we will move forward in implementing is on our terms, with the alternative methods we tested and received approval on. Our next step is to make sure our drivers are fully trained on the new securement standards and the fleet has the necessary securement devices in place to satisfy the new regulations.

Sadoff & Rudoy Industries, LLP has a history within our industry of being on the forefront of innovation and has an international reputation with high regard to our approach and integrity in how we operate and the standards we keep. Andy Coates and the team that he brought together help us continue this rich tradition and continue our legacy of standing up for ourselves and others. Thank you, Andy and all of the participants, in taking a risk and making a difference for Sadoff and for the Recycling and Waste industries.



RUDOY AWARD

The Annual **Rudoy Award** is selected from nominations. Up to four awards will be issued annually. Criteria for nominations span 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 a recognition plaque.

Nomination submissions can be made anytime. Please contact any member of the HR department for a nomination form.

How EAP Can Help

EAP provides employees with access to confidential and professional assistance when they need it. When employees recognize a concern and access their EAP, the EAP can help resolve their concerns.

Are you or your immediate family/household members experiencing any of the following concerns?

- ✓ Stress on the job
- ✓ Stress at home
- ✓ Difficulty with parenting
- ✓ Juggling schedules caring for elderly parents
- ✓ Marriage or relationship concerns
- ✓ Alcohol or drug misuse by you or a loved one
- ✓ Feeling hopeless, depressed or lonely
- ✓ An eating or sleeping concern
- ✓ A personal or family health crisis
- ✓ Death of a family member or friend
- ✓ Job loss or career concerns
- ✓ Financial or budgetary concerns
- ✓ Mounting anger or resentment
- ✓ Feeling unmotivated, unhappy or unfulfilled
- ✓ Gambling

Meeting with a Work & Wellness EAP counselor may provide you with the assistance you need to overcome the concern.

Please don't let questions you have about the Employee Assistance Program prevent you from using it. You can call (anonymously, if you prefer) and speak with a staff person to get your questions answered before you decide whether or not to pursue further assistance through the EAP.

Call (800) 458-8183

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PROHIBITED SCRAP

NON-METALLICS	CORROSIVES	RADIOACTIVE MATERIALS	COMPRESSED GAS CYLINDERS
<ul style="list-style-type: none"> DIRT/CONCRETE <i>deductions may apply</i> SOLID WASTE ASBESTOS WOOD FIBERGLASS PLASTICS RUBBER TIRES GLASS 	<ul style="list-style-type: none"> BATTERIES (ALL TYPES) <p><i>Accepted at the Non-Ferrous Warehouse</i></p> 		<ul style="list-style-type: none"> AEROSOLS ACETYLENE/PROPANE/ETC. FIRE EXTINGUISHERS AIR COMPRESSORS LP TANKS (UNPROCESSED) 
EXPLOSIVES	FLAMMABLE MATERIALS FREE-FLOWING LIQUIDS	PCB'S	OTHER HAZARDOUS MATERIALS
<ul style="list-style-type: none"> WEAPONS "LIVE" AMMUNITION FRAC PIPE  	<ul style="list-style-type: none"> GASES & FUELS (COMBUSTIBLES) PAINT CANS (WET) CUTTING FLUIDS, ETC. OILS 	<ul style="list-style-type: none"> CAPACITORS TELEVISIONS BALLASTS MICROWAVES 	<ul style="list-style-type: none"> ASBESTOS AIR BAGS REFRIDGERANTS SEALED DRUMS CORROSIVES TOXIC WASTE 

BRINGING IN ANY OF THESE ITEMS COULD CREATE SERIOUS SAFETY AND ENVIRONMENTAL CONCERNS TO YOU AND OUR EMPLOYEES.

Visit the Sadoff Logo Apparel Store

To Order Official Company Gear

www.sadoff.gbstores.com

Instant Savings – Take 25% off your Entire Order

*Tons of Options, Colors, Sizes and Prices
Something for Everyone – Men, Women and Kids*



T-Shirts Starting at \$13.60



Polo's Starting at \$26.95



Dress Shirts Starting at \$34.95



Lunch Bags and Gear Starting at \$15.95



Baseball and Fleece Winter Caps Starting at \$16.95



Tag us in your Photos

If you post photos that show off what it is like to work at Sadoff let us know about it by tagging us...

#the_preferred_choice

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

How to Participate:

1. Complete the below 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 November 13, 2020

Sadoff E-Recycling Edition

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

BATTERY
CATHODERAYTUBE
CERAMIC
CERTIFIED
CIRCUITBOARDS
COMPUTERTOWER
CPU
CUSTOMERSERVICE
DATADESTRUCTION
DEGAUSS
EBAY
ELECTRONICS
GOLD
GUARANTEED
HARDDRIVE
ITAD
LAPTOP
LAVISTA
MAGNETIC
MEMORY
MOTHERBOARD
OBSOLETE
OSHKOSH
POWERPACK
PROCESSOR
RECYCLE
RECYCLINGFEE
REFINE
RESALE
REUSE
SECURE
SERVER
SHEETIRON
SILVER
SORTING
TEAMWORK
TEARDOWN
TELEVISION
VALUEADDED

Name: _____

Apple Crisp

Some of this warm Apple Crisp is sure to satisfy your sweet tooth. Wondering how to fit in dessert this Thanksgiving? Check out our tips to Adjust the Holiday Meal Plan.

Prep time
15 min

Servings
7

Serving size
1/2 cup



Ingredients

US Metric

nonstick cooking spray	1
packed brown sugar	1/4 cup
all-purpose flour	1/4 cup
old-fashioned rolled oats (not quick cooking)	1/2 cup
margarine (softened)	2 tbsp
ground cinnamon	1 tsp
ground nutmeg	1/2 tsp
vanilla extract	1 tsp
red apples (peeled, sliced, about 5 apples)	5 cup

SRI TEAM WELLOFF

Scrapping Unhealthy Lifestyles

Nutrition Facts	
7 Servings	
Serving Size	1/2 cup
Amount per serving	
Calories	145
Total Fat 4g	
Saturated Fat 1g	
Cholesterol 0mg	
Sodium 40mg	
Total Carbohydrate 27g	
Dietary Fiber 2g	
Protein 2g	

DIRECTIONS

1. Preheat oven to 375° F. Coat a 13 x 9-inch pan with cooking spray.
2. In a small bowl, combine brown sugar, flour, oats, margarine, cinnamon, nutmeg, and vanilla. Blend with a fork until moistened (mixture should be crumbly).
3. Layer apples in a pan and sprinkle brown sugar mixture evenly over top. Bake 30 minutes.

Q2 Word Search Contest Winners!

Each person received a \$100.00 credit for use in our company store.

- Blake Sorensen - Oshkosh
- Christine Antkowiak - Oshkosh
- Laurie Bonelli - Sheboygan
- Chris Rapp – Fond du Lac
- Jon Schinske – Fond du Lac
- Jay McPherson – La Vista, NE

(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!



Paul Hanson
FDL - 25 yrs.



Thomas White
GB - 10 yrs.



Joshua Wagner
Lincoln - 10 yrs.



Christina Nussbaum
FDL - 10 yrs.



Antonio Gray
Oshkosh - 5 yrs.



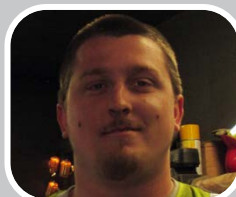
Charles W. Hayes
Oshkosh - 5 yrs.



Nicholas Oelke
FDL - 5 yrs.



Jeffrey Granger
FDL - 5 yrs.



Michael Lueck
FDL - 5 yrs.

The Q2 Newsletter had the anniversaries from July, August and September.

This Q3 Newsletter is recognizing the anniversaries for April, May and June.

Thank You!