



Employee Newsletter

May 2022

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Great job Haas employees

Received a letter from a homeowner by one of our Eau Claire projects.

"It appears an excavating project is underway in my neighborhood. I just wanted to take a few minutes to relay that ALL your truck drivers over the past few days have driven in a very safe and courteous manner. We have a lot of young children in our neighborhood and this attention to safety is greatly appreciated."

Keep up the great work, being recognized by our communities as a safe and respectful company is the greatest compliment. This is what keeps our customers coming back year after year.

Dump Truck Driver Paperwork Warning!

Due to the issues we are having with inaccurate or incomplete truck driver paperwork, we are implementing a new two strike policy.

Examples of paperwork issues:

- *No job number on ticket and/or timesheets.
- *No empty weight filled out
- *No double punching
- *Not breaking out times between "private" loads.



After two strikes you will be put on the Saturday on-call list and will be required to work Saturdays until improvement has been made on your paperwork.

All drivers had additional training at the March safety meeting, which included handouts stating how the paperwork should be filled out.

If you have any questions don't hesitate to call Michelle (715)773-8073 or Garv (715)773-8120.

Time Sheets

We would appreciate time sheets handed in daily or at least every other day. Please do not hold onto them payroll needs adequate time to process your time sheets.

**Also be sure to put your equipment numbers on your timesheets. **

Upcoming Events

Mother's Day

Sunday May 8th

Armed Forces Day

Saturday May 21st

Memorial Day

Monday May 30th

SAVE THE DATE: The Haas Company picnic date is set for September 17th, 2022.

Due to Wisconsin weather, the DNR requests that all ice shanties be removed by July 3rd, before the fireworks.



May Employee Anniversaries

| Name | Years of Service |
|--------------------|------------------|
| Ken Jalowitz | 42 |
| Brenda Henke | 39 |
| Dan Anderson | 28 |
| William Peloquin | 25 |
| Chris Kopacz | 22 |
| Vern Shipley | 20 |
| Curtis Graski | 20 |
| Brian Haas | 19 |
| Brian Hempleman | 17 |
| Ryan Duffy | 17 |
| Josh Borowski | 13 |
| James Cox | 13 |
| David Lis | 12 |
| Scott Phelps | 11 |
| Taylor Turenne | 11 |
| Nathan Rudnick | 11 |
| Raymond Vetterkind | 10 |
| Calvin Haas | 10 |
| Russell Culver | 9 |
| David Bower | 9 |
| Michael Gansberg | 9 |
| Ian Ramer | 8 |
| Jon Williams | 8 |
| Travis Shupe | 8 |
| Dalton Pooler | 8 |
| Harold Reader | 8 |
| Korey Gadke | 7 |
| Catlin Hutsell | 7 |
| William Thomas | 7 |
| Daniel BeBeau | 6 |
| Robert James | 6 |
| Tony Minks | 6 |
| Shawn Schmidt | 6 |
| Jared Westaby | 5 |
| Thayne Strzok | 5 |
| Austin Hutsell | 5 |
| Doug Nerison | 5 |
| Jason Meszaros | 5 |
| Kirk Bitney | 4 |
| David Rudnick | 4 |
| Dan Lancor | 4 |

May Employee Anniversaries

| Name | Years of Service |
|-----------------|------------------|
| Travis Roytek | 4 |
| Corey Karlen | 4 |
| Derek Kodl | 4 |
| Steve Shilts | 4 |
| Sawyer Strzok | 3 |
| Ron Potaczek | 3 |
| Jeff Westaby #1 | 3 |
| Matt Turenne | 3 |
| Cole Schmidt | 3 |
| David Bungartz | 3 |
| Corey Britton | 2 |
| Darren Brunner | 2 |
| Samuel Armbrust | 2 |
| Donald Brunner | 2 |
| Joe Blaschka | 1 |
| Ben Hubbard | 1 |
| Chris Massie | 1 |
| Alex Fritz | 1 |
| Kevin Metcalf | 1 |
| Dominick Kane | 1 |
| Chad Smith | 1 |
| James Mikula | 1 |
| Alex Walter | 1 |



Thank you for your years of continued service and dedication. Keep up the great work!



May Birthdays

| Name | Birthday |
|------------------|----------|
| Nathan Hana | 05/03 |
| Steve Haas | 05/05 |
| Marshall Sippy | 05/07 |
| David Baggs | 05/08 |
| Pete Benzschawel | 05/08 |
| Ben Longmire | 05/09 |
| Chad Burish | 05/12 |
| Travis Carr | 05/15 |
| Mike Ecklund | 05/16 |
| Andrew Reuter | 05/17 |
| Darrel Haas | 05/18 |
| David Rudnick | 05/19 |
| Brandon Haas | 05/20 |
| Mike Vick | 05/21 |
| John Weggen | 05/22 |
| Jerome Bauer | 05/23 |
| Sheldon Clark | 05/24 |
| Alex Walter | 05/24 |
| Dan Wurz | 05/24 |
| Jason Hanson | 05/25 |
| Landon Ludescher | 05/25 |
| Jason Kulesa | 05/27 |
| Dan Windl | 05/27 |
| Connor Laessig | 05/28 |
| Damian Mahner | 05/31 |



New Employees

Please welcome back Lee Burkholder and Damian Mahner to our Street Crew Teams.

Please welcome Mark Bennett and Brett Cook to our Dump Truck Driver Team.

Please welcome Aaron Gilles, Mitchel Witt and Matthew Meddaugh, and welcome back Ivan Hubbard to our Redi-Mix Driver Team.

Please be sure to say hi and introduce yourself and be sure to help them with any questions they may have. Welcome to the Haas Companies Team!



Help Wanted! We are looking to fill Redi-Mix Driver positions in several of our locations. If you know of anyone that would like to join the Haas Companies Team, please have them give Tammy in HR a call.

Employee Referral Program- Earn \$500 for each referral

- ✓ **Refer** – Email tammy@haas4.com or call Tammy at 715-773-8119 and provide the name and contact information of the person you are referring and tell your contact to mention you at the hire date!
- ✓ **Recruit** – Once your referral becomes a part of our team, you will be one step closer to receiving a referral bonus.
- ✓ **Reward** – Once your referral completes one (1) year of employment, you will receive your \$500!!



International Roadcheck

May 17-19, 2022 | Focus on Wheel Ends

This year's International Roadcheck will focus on wheel ends, which include the wheels, rims, hubs and tires on a commercial motor vehicle. Violations involving those components historically account for about one quarter of the vehicle out-of-service violations discovered during International Roadcheck, and past International Roadcheck data routinely found wheel end components in the top 10 of vehicle violations.

Wheel end components support the heavy loads carried by commercial motor vehicles, maintain stability and control, and are critical for braking, keeping the vehicle safely on the road. Failure of these components may lead to a catastrophic crash. It is crucial for commercial motor vehicle drivers to check wheel end components during pre- and post-trip inspections. The driver's observations during the inspection are the first step in detecting a wheel-end or wheel-bearing problem. In addition, identifying wheel end problems before they cause downtime may save drivers and motor carriers from expensive emergency roadside towing and repairs.

During International Roadcheck, inspectors will primarily conduct the North American Standard Level I Inspection, a 37-step procedure that includes an examination of driver operating requirements and vehicle mechanical fitness. Steps 15 and 18 focus specifically on the wheels, rims and hubs of a commercial motor vehicle. On the right, we've outlined what inspectors will be looking for during the wheel ends portion of the Level I Inspection, so make sure you proactively check these components during your routine pre- and post-trip inspections.

Drivers may also find abnormal or uneven tire wear, see or smell smoking or extremely hot hubcaps (too hot to touch), or notice smoke from a wheel end, or feel wheel vibration, wobble or noise. Increased stopping distance or decreased braking power, abnormal side pull when braking, wheel lock-up or skidding are all signs that your wheel ends may need maintenance or replacement.

During inspection of wheel ends on a commercial motor vehicle, inspectors will:

- Check for cracks or unseated locking rings, studs or clamps.
- Check for bent, cracked or broken rims on the inside and outside wheel rims.
- Check for loose, broken, missing or damaged wheel fasteners and elongated stud holes.
- Check spoke wheels for cracks across spokes and in the web area or slippage in the clamp areas.
- Check the hub for lubricant leaks, missing caps or plugs.
- Check the inner wheel seal for leaks.
- Check the tire and valve stem for leaks.
- Check for proper inflation, cuts and bulges on all tires, including the inside tire on a dual set.
- Check for regrooved tires on steering axle.
- Check tread wear and measure major tread groove depth.
- Inspect the sidewall for improper repairs, such as tire plugs.
- Check for exposed fabric or cord.
- Check for tire contact with any part of the vehicle.
- Check for markings on the tire that would exclude its use on a steering axle.
- Check for debris between the tires.
- Check for tires touching one another or any part of the vehicle.



For more information, visit www.roadcheck.org.

News from Human Resources

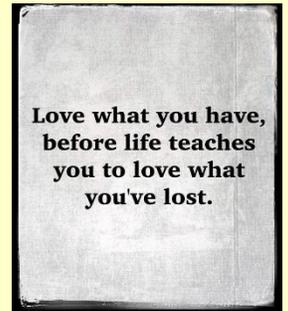
Protecting Your Vision

If your eyes feel healthy, it's easy to assume they are healthy. However, many eye diseases don't have warning signs. Additionally, your risk for some eye diseases increases with age. Fortunately, early detection and timely treatment can be successful and cost-effective in the long run.

Here are practical ways you can protect your vision:

- **Get a regular exam.** Complete eye exams consist of tests designed to evaluate your vision and check for eye diseases.
- **Wear protective eyewear.** When playing sports or doing a task that requires eyewear, wear glasses or goggles to prevent an eye injury.
- **Put your shades on.** Wearing sunglasses shields your eyes from the sun's harmful rays. Don't forget to put them on when you're outside!
- **Don't smoke.** Smoking can contribute to irreversible eye diseases, so quit or refrain from smoking to protect your eye health.
- **Give your eyes a break.** Staring at a computer screen for too long can cause painful eye strain. Try giving yourself a short break from looking at the screen whenever possible or consider blue light-blocking glasses.

If you have concerns about your vision, talk to an eye care professional.



Spring Clean Your Routine

Spring isn't just for cleaning out your closet. It's also a great time to refresh your mind and body. It's important to check in on yourself regularly; a routine refresh can help you avoid illness, reduce stress and feel in control. Consider the following ways to freshen up your daily routine this spring:

- Incorporate seasonal fruits and vegetables into your snacks and meals. Seasonal produce can offer you a nutritional boost.
- Declutter your home. No clothing, equipment or other belongings are off-limits, so get rid of items you don't use anymore.
- Move your workout outdoors as the days get warmer and longer. Outdoor exercise can benefit both your physical and mental health.

If you have any questions, you can get a hold of me at the Thorp office - Phone: 715-773-8119
Cell: 715-503-5890 or email me at Tammy@haas4.com