



# Employee Newsletter

May 2023

## Inside This Issue

- 1 Employee Trailer Inspection
- 1 Upcoming Events
- 2 Anniversaries
- 3 Birthday's
- 3 New Employees
- 4 International Road Check 2023
- 4 News from Human Resources

## And were off and running -

Early morning pour by Curtiss. Please send me your pictures of projects you're working on its nice to see what all our departments are working on.



## Employee Trailer Inspection

### Inspecting the Trailer

- The trailer should look square and straight.
- All latches, hinges, and pins are snug and tight.
- Make sure the tires have no cuts, bulges, worn treads or steel belts showing.
- Inflate tires to the pounds of pressure listed on the tire.
- Be sure brakes are working properly and adjusted for your loaded weight.
- Make sure the ball is properly sized for your trailer.
- Make sure the trailer sits level when hitched.
- Hook the safety chains – can you cross them to eliminate any droop that might catch on something?
- Plug in the electrical system and check running lights, brake lights and turn signals.

### Every Time You Go Out

- Check the hitch for cracks and the bolts for signs of wear.
- Make sure to anchor any cargo firmly in place.
- Make sure the ball is tight.
- Check the electrical system, brakes, running lights, directional, tire pressure, and chains.

For your safety and the safety of others it is very important to follow the rules of inspecting your trailer before you leave.

## Upcoming Events

- |                     |   |
|---------------------|---|
| Mother's Day        | Sun. May 14th                           |
| Armed Forces Day    | Sat. May 20 <sup>th</sup>               |
| Thorp Thrift Sales  | May 19 <sup>th</sup> – 20 <sup>th</sup> |
| National Wine Day   | Thu. May 25 <sup>th</sup>               |
| National Burger Day | Sun. May 28 <sup>th</sup>               |
| Memorial Day        | Mon. May 29 <sup>th</sup>               |



## May Employee Anniversaries

Name	Years of Service
Ken Jalowitz	43
Brenda Henke	40
Dan Anderson	29
Bill Peloquin	26
Chris Kopacz	23
Vern Shipley	21
Curtis Graski	21
Brian Haas	20
Brian Hempleman	18
Ryan Duffy	18
Josh Borowski	14
James Cox	14
David Lis	13
Scott Phelps	12
Nathan Rudnick	12
Ray Vetterkind	11
Calvin Haas	11
Russell Culver	10
David Bower	10
Mike Gansberg	10
Ian Ramer	9
Jon Williams	9
Dalton Pooler	9
Harold Reader	9
Korey Gadke	8
Catlin Hutsell	8
William Thomas	8
Dan BeBeau	7
Robert James	7
Shawn Schmidt	7
Jared Westaby	6
Thayne Strzok	6
Austin Hutsell	6
Doug Nerison	6
Kirk Bitney	5
David Rudnick	5
Dan Lancor	5
Travis Roytek	5
Corey Karlen	5
Derek Kodl	5
Steve Shilts Sr.	5

## April Employee Anniversaries

Name	Years of Service
Sawyer Strzok	4
Ronald Potaczek	4
Jeff Westaby #2	4
Matt Turenne	4
David Bungartz	4
Darren Brunner	3
Samuel Armbrust	3
Donald Brunner	3
Joseph Blaschka	2
Ben Hubbard	2
Chris Massie	2
Kevin Metcalf	2
Chad Smith	2
James Mikula	2
Alexander Walter	2
Mark Bennett	1
Damian Mahner	1
James Thomas	1
Anna West	1
Mitchel Witt	1



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



## May Birthdays

Name	Birthday
Dalton Thompson	5/02
Nathan Hana	5/03
Steve Haas	5/05
Marshall Sippy	5/07
David Baggs	5/08
Peter Benzschawel	5/08
Ben Longmire	5/09
Jack Neubauer	5/09
Chad Burish	5/12
Phil Haas	5/12
Mike Ecklund	5/16
Cordell Mateski	5/16
Andrew Reuter	5/17
Jaylen Emberson	5/18
Darrel Haas	5/18
David Rudnick	5/19
Brandon Haas	5/20
Michael Vick	5/21
John Weggen	5/22
Sheldon Clark	5/24
Alex Walter	5/24
Daniel Wurz	5/24
Jason Hanson	5/25
Landon Ludescher	5/25
Zachery Lieftring	5/26
Jason Kulesa	5/27
Daniel Windl	5/27
Connor Laessig	5/28
Joshua Johnson	5/30
Damian Mahner	5/31



## New Employees

Please welcome Ethan Lotts and Brandon Popp to our Crushing Crew Team.

Please welcome Steve Gebert and Mark Neumueller to our Dump Truck Driver Team.

Please welcome George Calkins and welcome back Eric Drehmel to our Redi-Mix Driver Team.

Please welcome Cole Pfeiffer and Riley Raether to our Street Crew Team.

Please welcome Carson Loving and Nathan Mewhorter to our Shop Technician Team.

Please welcome Ashley Kulesa to our Eau Claire office Staff.

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

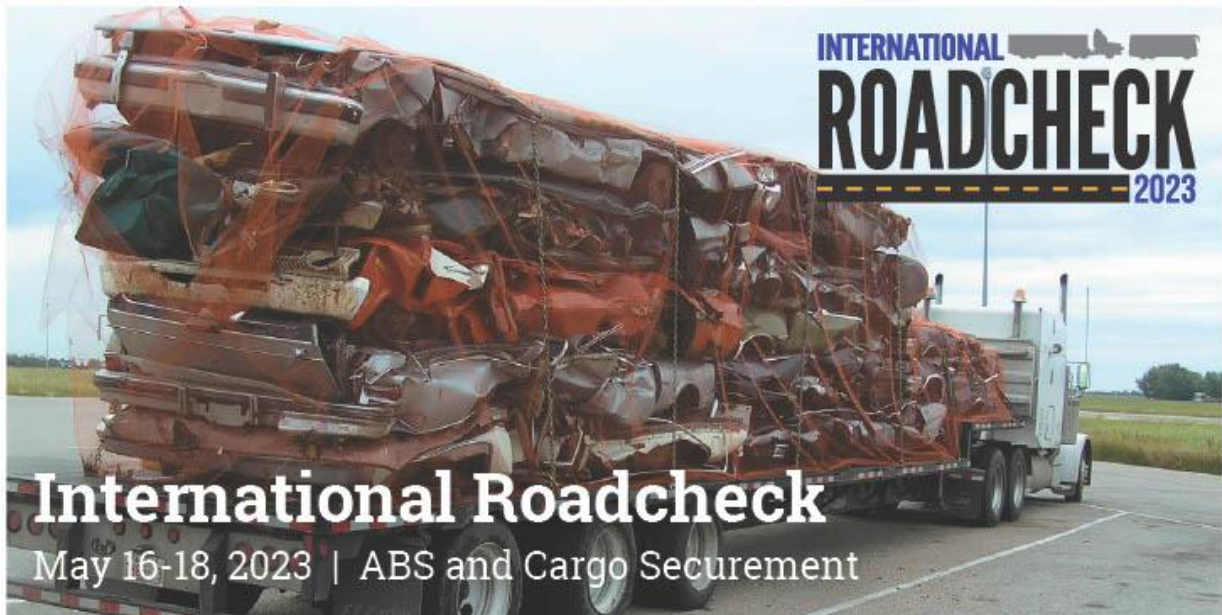


## Employee appreciation picnic

**SAVE THE DATE:** The Haas Company picnic date is set for September 23<sup>rd</sup>, 2023, at the Northside Park Thorp, WI. Please save the date for a fun filled day with your fellow teammates and their families.







This year's International Roadcheck will focus on the anti-lock braking system (ABS) and proper cargo securement on a commercial motor vehicle.

### ABS

ABS violations are not out-of-service violations; however, the ABS plays a critical role in reducing collisions. A properly functioning ABS will prevent wheels from locking up or skidding, allowing a driver to maintain control of the vehicle while braking.

It is crucial for drivers to observe the diagnostic check during pre- and post-trip inspections to ensure the ABS is functioning properly. ABS lamps that fail to illuminate during the diagnostic check, or lamps that remain illuminated while in transit, indicate an ABS malfunction that must be repaired.



### Cargo Securement

Improper or inadequate cargo securement accounted for 10.6% of the vehicle out-of-service violations during last year's International Roadcheck, and past International Roadcheck data routinely found cargo securement in the top five of vehicle out-of-service violations.

Improper cargo securement poses a serious risk to drivers and other motorists. Inadequate cargo securement may adversely affect the vehicle's maneuverability, or worse, cause unsecured cargo to fall into the roadway, resulting in traffic hazards and vehicle collisions. Drivers should verify proper securement and inspect tiedowns during their pre- and post-trip inspections, as well as periodically during their trip, to ensure the cargo remains secure.

#### During inspection of ABS on a commercial motor vehicle, inspectors will:

- ✓ Determine whether ABS is required on the vehicle(s).
- ✓ Ensure the ABS lamp cycles on and off for all ABS-required vehicles during the diagnostic check.
- ✓ Check for indications of an ABS malfunction, such as lamps remaining on during transit.

#### During inspection of cargo securement on a commercial motor vehicle, inspectors will:

- ✓ Ensure spare tires, loads, cargo and dunnage are secured and prevented from falling, blowing, spilling or leaking from the vehicle, or rolling or shifting in transit.
- ✓ Confirm there are enough tiedowns for the weight and length of the items being transported.
- ✓ Check for defective securement devices (e.g., loose, torn, damaged, bent, knotted tiedowns).
- ✓ Inspect anchor points and structures for damage.
- ✓ Verify commodity-specific cargo is secured in accordance with the regulations.

For more information, visit [www.roadcheck.org](http://www.roadcheck.org).



## News from Human Resources

Hello everyone,

- Security Health Plan Members – just a reminder to order your quarterly \$30.00 of free over-the-counter drugs. 2nd quarter runs from April 1st to June 15th. If you have any questions on how to order your free supplies, please give me a call, or email your questions.



Many people who have mental health conditions consider their signs and symptoms a normal part of life or avoid treatment out of shame or fear. If you're concerned about your mental health, don't hesitate to seek advice. With appropriate support, you can identify mental health conditions and explore treatment options, such as medications or counseling. What's the difference between

mental health and mental illness? Sometimes the answer is clear, but often the distinction between mental health and mental illness isn't so obvious. For example, if you are afraid of giving a speech in public, does it mean you have a mental health condition or a run-of-the-mill case of nerves?

### Why is it tough to tell what's normal?

It's often difficult to distinguish normal mental health from mental illness because there's no easy test to show the difference. Also, primary mental health conditions can be mimicked by physical disorders. Mental health conditions aren't due to a physical disorder and are diagnosed and treated based on signs and symptoms, as well as on how much the condition affects your daily life. For example, a mental health condition can affect your:

- **Behavior.** Obsessive handwashing or drinking too much alcohol might be a sign of a mental health condition.
- **Feelings.** Sometimes a mental health condition is characterized by a deep or ongoing sadness, euphoria, or anger.
- **Thinking.** Delusions - fixed beliefs that aren't changeable considering conflicting evidence - or thoughts of suicide might be symptoms of a mental health condition.



### How do mental health providers diagnose mental health conditions?

A mental health provider will work with you and your loved ones to assess your symptoms, including when they began and how they've affected your life. Your mental health provider will ask about:

- **Your perceptions.** How much your signs and symptoms affect your daily activities can help determine what's normal for you. You might realize that you aren't coping well or that you don't want to do things you used to enjoy.
- **Others' perceptions.** Your perceptions alone might not give you an accurate picture of your behavior, thoughts, or ability to function. Other people in your life can help you understand whether your behavior is normal or healthy.

Tammy Untiedt  
 Cell: (715)503-5890  
 Office: (715)773-8119  
 Email: tammy@haas4.com