

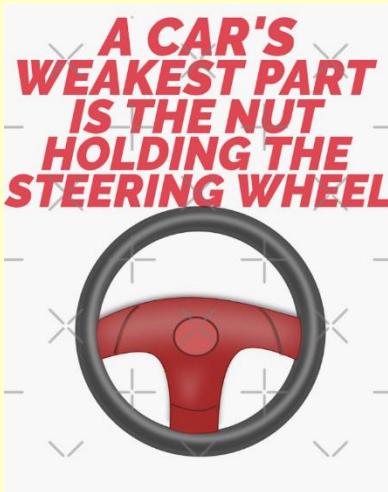


Employee Newsletter

August 2022

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Safety/Work Comp issues/claims

All safety and Work Comp issues/claims/accidents need to be reported to Matt Shelton (Safety Director) immediately no matter how big or small the issues may seem to be. It is important and necessary to report incidents as they occur. Reporting is not about attributing blame, but more about **identifying possible workplace issues so they don't happen again**. Matt can be reached at matt@haas4.com or Cell: 661-343-7514 anytime of the day.

2022 CVSA Brake Safety Week Aug. 21-27

It's almost time for Commercial Vehicle Safety Alliance's (CVSA's) annual Brake Safety Week, which will be held August 21-27, 2022. This year, inspectors will pay special attention to brake hoses and tubing.

Additionally, they will be checking for:

- Missing, broken, loose, contaminated, or cracked parts on the brake system;
 - Broken springs in the spring brake housing section of the parking brake;
 - Holes resulting from rust or friction; and
 - Air leaks around brake components and lines.
- Inspectors will also be verifying, among other things, that:
- The air system can maintain a pressure of 90-100 psi,
 - Slack adjusters are the same length,
 - Air chambers on each axle are equal in size, and
 - The breakaway system on the trailer is operable.

Data from last year's International Road check shows that brake systems and brake adjustment violations made up close to 40 percent of all vehicle out-of-service violations.

Inspectors across North America will be conducting North American Standard Level I and V Inspections from August 21-27, 2022. The data collected will be made available in the fall of 2022.

Great job Haas Employees

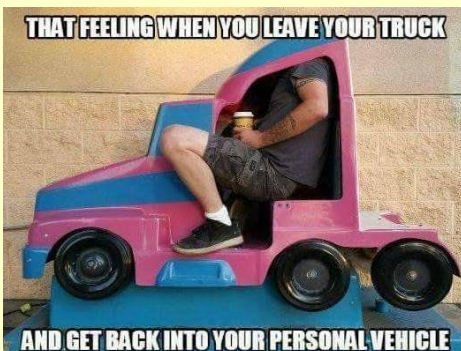
Received a message from a resident on Marston Ave in Eau Claire

“Just a note to tell you that the crew you have working on Marston Ave are the fastest hardest working crew it's amazing to watch them. Then the city workers stop and plod along. You should be extremely thankful for the work ethic your employees have.”

Safety Meetings Save the Date

- February 7th, 2023 – Crushing Crew
- February 8th, 2023 – Dump Truck Drivers
- February 9th, 2023 – Redi-Mix Drivers
- February 10th, 2023 – Labor/Operators

Please be sure to put these dates on your calendar for next year as you start to make your 2023 plans.



August Employee Anniversaries

Name	Years of Service
Kert Boie	33
Lucas Jacobs	14
Kelly Dietzler	14
Dan Bibeau	12
Brad Meyer	12
Alex Heerde	11
Marshall Sippy	11
David Kalmon	10
Joe Kloss	9
Craig Oesau	9
Don Warner	8
Patrick Gagnon	7
Jacob Albee	7
Garrett Schuebel	7
James Wheaton	7
Shane Geissler	6
Kyle Bacha	6
Jeremy Schmidt	6
Jonathan Rudnick	5
Jason Amundson	5
Ryan Hillman	4
Joe LaFond	4
Jacob Knight	4
Chad Holte	3
Garry Merta	2
Josh Fisk	2
Cody Hubbard	2
Cody Bergerson	2
Jonathan Jankee	2
Jeremy Glebke	1
Scott Hesper	1



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

August Birthdays

Name	Birthday
James Mower	08/01
Kyle Bacha	08/02
Travis Rehbein	08/04
Kevin Metcalf	08/05
Jonathan Rudnick	08/05
William Thomas	08/05
Peter Willi	08/11
Terry Brooks	08/12
Jason Reit	08/12
Kert Boie	08/14
Kerry Mahal	08/14
Joe Callahan	08/15
Brett Cook	08/15
Jeff Westaby #2	08/17
Wesley Drier	08/19
Chad Fischer	08/21
Kody Learman	08/21
Jake Abramczak	08/22
Michael Mousel	08/22
Jeff Putney	08/22
Steve Hollingsworth	08/23
Vern Shipley	08/23
Nathan Dassow	08/24
Chris Rademacher	08/24
Mitchel Witt	08/24
Aaron Gilles	08/25
Dan Johnson	08/27
Zach Gibson	08/30
James Wheaton	08/31



New Employees

Please welcome Jeffrey Putney, Steven Hollingsworth, Daryl Krizan, Ryan Krizan, and Gregory Gunderson to our Dump Truck Driver Team.

Please welcome Randy Ladewig, Brandon Lee and Austin Sheffer to our Redi-Mix Driver Team.

Please welcome Chad Stellpflug and Riley Ginder to our Crushing Crew Team.

Please welcome Allen Lew, Damian Pogodzinski and Jesse Winkler to our Street Crew Teams.

Please welcome George Mudgett to our Delivery Driver Team.

Please welcome Devon Shafer to our Shop Tech 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!



News from Human Resources

Summertime Savings Tips | With summer comes family vacations, home improvement projects, barbeques and more. These money-saving tips will make the most of your summer activities - and create some great memories along the way!

Do it yourself

1. Tackle home improvement projects using **online tutorials**.
2. **Skip the car wash.** Grab the kids, get a bucket of suds and wash your own wheels.
3. **Save on landscaping fees** by maintaining your own lawn and garden.

Vacation

4. Choose a destination with **free entertainment** - lakes, beaches, mountains, waterfalls and bike trails.
5. **Share a vacation rental** with friends or family. You'll share the expenses and save BIG every time you use the kitchen and avoid dining out.
6. **Fly non-peak days** for cheaper tickets and pack lightly to avoid baggage fees.

Recreation

7. Pause your gym membership and **exercise outdoors**.
8. **Local festivals, concerts, parades and parks** are inexpensive and fun for the whole family.
9. **Go berry picking,** visit a farmers market or plant your own garden.

Utilities

10. **Maintain** your air conditioner by changing the air filter. Use ceiling fans to circulate air and window treatments to block direct sunlight.
11. Perform **regular car maintenance** to improve fuel efficiency and avoid costly breakdowns.
12. Get a rain barrel to collect water for your garden and flowers. Use mulch to conserve soil moisture and **reduce the need to water.**

WE ARE NOT A TEAM
BECAUSE WE WORK TOGETHER.
WE ARE
a team because
WE RESPECT,
trust, and care
for each other.





Company Picnic

Saturday, September 17, 2022

11:30-5:00 PM

Northside Park - 15116 WI-73

Thorp, WI 54771

Lunch Catered in by Karl's Bar-B-Q
Charcoal chicken, pulled pork sandwiches, baby
reds, cowboy beans, corn, Soft Serve Ice Cream
and a variety of beverages

Check out all the fun things to do at the picnic:
volleyball, bean bag tournament, kickball tournament, kids
bouncy house, live band (8 seconds)

Prize Drawings for Employees: Scheels Gift Cards, Milwaukee Tool
sets, Yeti Cooler, Grill Tool Set, Fire Ring and so much more.
Separate Prize Drawings for Employee Guests, Adults and Children

Drawings will take place at 3:00 pm, must be present to win.

Bring the whole family

RSVP by September 1st so we can get an accurate count for the
food. Please let me know how many adults and kids 17 and under
will be attending. Please text or call Tammy at 715-503-5890, email
tammy@haas4.com or stop by the office to let me know how many
will be attending.



DOOR PRIZES
FOR ALL

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FOR ALL



EMPLOYEE APPRECIATION

Haas Employee Buck Contest



Haas Employee Only Buck Contest

The Buck contest is between Haas employees only and will start first day of bow season and go through to last day of season for white tail deer. Contest is for big buck and small buck. Must be paid in full to Jeremy Schmidt before the first day of bow season.

Entry fee is \$20 dollars per person.

You will be able to enter a buck from any kill season bow, gun, muzzleloader and so on.

The buck will be scored by adding the number of legal points with the inside spread. (So, if you have a 6 pointer with a 14.25 inch inside spread it will score as 20.25.) If there is a tie in scores, the tallest G2 will determine the tie breaker.

Small buck will be scored as least amount of points legally possible. so, if you get a buck with only spikes the longest spike over 3" will be counted.

You will need to send a pic of your buck to me, Jeremy, showing the measurement of the spread, how many points it has, and the length of the G2.

Payout will be 1st-3rd place and small buck.

Payout will be 50% of what is in the pot: so, if there are 20 entries with a \$400 pot 1st place will get \$200. 2nd place will get 50% of what is left in pot after 1st place payout which would be \$100. Then 3rd place and small buck will split what left after 1st and 2nd place get paid which would be \$50 each.

For questions or entry, please call or text Jeremy at (608) 548-3806. There is a group messenger started I will be using that group again for this year's contest. If anyone that is in the group now that doesn't want to be feel free to drop out or stay and watch the contest.