



Employee Newsletter

August 2023

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2023 CVSA Brake Safety Week Aug. 20-26

-During this campaign, commercial motor vehicle inspectors conduct brake system inspections, primarily Level IV Inspections, on large trucks and buses throughout North America. Brake Safety Week is one of two components of CVSA's Operation Airbrake Program.

-Properly functioning brake systems are crucial to safe commercial motor vehicle operation. However, brake-related violations comprise the largest percentage of all out-of-service violations cited during roadside inspections. Improperly installed or poorly maintained brake systems can reduce the braking capacity and stopping distance of trucks and buses, which poses a serious risk to driver and public safety.

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.

-Commercial motor vehicle inspectors in Canada, Mexico, and the U.S. inspected 38,117 commercial motor vehicles during Brake Safety Week in 2022. Of the total number of commercial motor vehicles inspected, 13.3% were placed out of service for brake-related critical vehicle inspection item violations.

-The other part of Operation Airbrake is an unannounced one-day brake safety enforcement initiative, which may be held at any time. More than 3.4 million brakes have been inspected since the program's inception in 1998.



Home Depot Releases New Bluetooth Cordless Hose

You can find this product in the blinker fluid aisle...

Upcoming Events

Employee Appreciation Picnic

Saturday, September 23, 2023, 11:30-5:00 PM

Northside Park, Thorp

Lunch Catered in by Karl's Bar-B-Q

Bring the whole family!

Please 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.

*****Watch your mailboxes for a personal invitation*****



August Employee Anniversaries

Name	Years of Service
Kert Boie	34
Lucas Jacobs	15
Kelly Dietzler	15
Dan Bibeau	13
Bradley Meyer	13
Alex Heerde	12
Marshall Sippy	12
David Kalmon	11
Joe Kloss	10
Craig Oesau	10
Don Warner	9
Pat Gagnon	8
Jacob Albee	8
Garrett Schuebel	8
James Wheaton	8
Shane Geissler	7
Kyle Bacha	7
Jeremy Schmidt	7
Jonathan Rudnick	6
Jason Amundson	6
Ryan Hillman	5
Joe Lafond	5
Jacob Knight	5
Chad Holte	4
Garry Merta	3
Josh Fisk	3
Cody Hubbard	3
Cody Bergerson	3
Jonathan Jankee	3
Jeremy Glebke	2
Scott Hesar	2
Damian Pogodzinski	1
Jeff Putney	1
Riley Ginder	1
Richard Stibbe	1
Joshua Draeger	1
Geoff Hetke	1
Austin Sheffer	1
Reidar Gullickrud	1

August Birthdays

Name	Birthday
James Mower	8/01
Kyle Bacha	8/02
Travis Rehbein	8/04
Kevin Metcalf	8/05
Jonathan Rudnick	8/05
William Thomas	8/05
Keith Copenhaver	8/07
Michael Sloviak	8/09
Jacob Stoiber	8/10
Ryan Heavey	8/11
Terry Brooks	8/12
Geoff Hetke	8/12
Jason Reit	8/12
Reidar Gullickrud	8/13
Kert Boie	8/14
Bradley Hanson	8/14
Joseph Callahan	8/15
Brett Cook	8/15
Kyle Lobacz	8/16
Jeff Westaby	8/17
Wesley Drier	8/19
Robyn Grubb	8/19
Chad Fischer	8/21
Kody Learman	8/21
Jake Abramczak	8/22
Michael Mousel	8/22
Jeff Putney	8/22
Vern Shipley	8/23
Chris Rademacher	8/24
Mitchel Witt	8/24
Luke Ossmann	8/25
Brandon Winrich	8/26
Daniel Johnson	8/27
Mark Neumueller	8/28
Carson Loving	8/31
James Wheaton	8/31



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

New Employees

Please welcome Dylan Neubauer and Alexander Popp to our Crushing Crew Team.

Please welcome Nicholas Landers, Paul Sweazey, and Todd Grund to our Dump Truck Driver Team.

Please welcome Ryan Cantrell, Travis Sedahl, Timothy Schneck and Andy Bisk to our Redi-Mix Driver Team.

Please welcome Luke Ossmann and Riley Kilty to our Street Crew Team.

Please welcome back Morgan Metcalf to our Quality Control Team.

Please welcome Jacob Stoiber to our Shop Technician 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!**



8 things to remember!

- The past cannot be changed
- Everyone's journey is different
- Overthinking will lead to sadness
- Happiness is found within
- Kindness is free
- You only fail if you quit
- What goes around comes around
- Smiles are contagious

News from Human Resources

August: Skin Safety Awareness Month

Spending time outside is a great way to be physically active, reduce stress, and get vitamin D. You can work and play outside without raising your skin cancer risk by protecting your skin from the sun.

Skin cancer is the most commonly diagnosed cancer in the United States, and most cases are preventable. Most skin cancers are caused by too much exposure to ultraviolet (UV) light. UV rays are an invisible kind of radiation that comes from the sun, tanning beds, and sunlamps. UV rays can damage skin cells. Skin Cancer is a serious disease that can be life-threatening. People of all ages, races, and backgrounds are at risk.

As we come into the summer months, it's important to review skin care / skin cancer prevention; however, it is important to understand that protection from UV rays is imperative all year round.

Your role in prevention

Relaxing in the sun may feel good, but it isn't good for your skin. The following information are recommendations from the CDC in ways to protect yourself from UV rays, yet still enjoy the benefits the sun can provide.

- **Watch the clock and find some shade.** In the continental United States, UV rays tend to be strongest from 10 a.m. to 4 p.m. daylight saving time (9 a.m. to 3 p.m. standard time). Limit time in direct sunlight during this time. When possible, head for the shade. Use an umbrella when sitting or strolling.
- **Watch out for cloudy skies.** Keep in mind that even when the weather is hazy or cloudy, your skin can be exposed to strong UV rays. UV light can pass through clouds even when visible light doesn't.
- **Choose protective clothing.** Wear tightly woven clothing that covers your skin such as a long-sleeved shirt and long pants. Put on a wide-brimmed hat to protect your face, ears, and scalp. Look for clothing with an ultraviolet protection value (UPV) which offers extra protection.
- **Remember your eyes too.** Sunglasses protect your eyes from UV rays and reduce the risk of cataracts. Wear wrap-around sunglasses to protect your eyes and the skin around them. Sunglasses that block both UVA and UVB rays offer the best protection.
- **Be careful near reflective surface.** Know that the sun's rays can reflect off sand, water, pavement, and snow. This can harm your skin. Take extra care when you are near reflective surfaces.
- **Protect your lips.** Use lip balm or lipstick with an SPF (sun protection factor) of 30 or higher.
- **Shield your skin with sunscreen... And reapply often.** Put on a water-resistant, broad spectrum sunscreen that blocks both UVA and UVB rays and has an SPF of 15 or higher, on all exposed skin, before you go outside. Reapply sunscreen at least every 2 hours; more often if you are swimming or sweating. Remember to use sunscreen on your children's skin as well. Sunscreen is not recommended for babies younger than 6 months. Keep infants out of the sun midday and use protective clothing if they need to be out in the sun. As a reminder, Sunscreen isn't an all-protective force field. It is intended to be combined with other sun-safety approaches.



Company Picnic

Saturday, September 23, 2023
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, kids bouncy house,
live band (Marshall Star Band)

Prize Drawings for Employees: Scheels Gift Cards, Milwaukee Tool
sets, Yeti Cooler, bag boards 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
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EMPLOYEE APPRECIATION