



Merry Christmas

Employee Newsletter

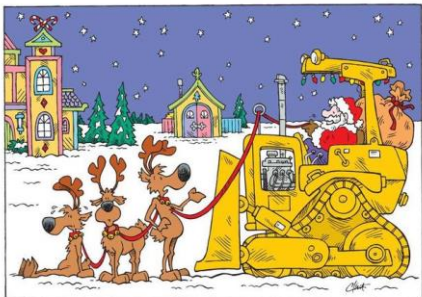
December 2022

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We are all ready for the Season!

Thank you to Richard Olichwier for decorating one of our Redi-Mix trucks. If you get to Thorp the truck is displayed on 73 by the railroad tracks on Main Street. Looks great and really puts a smile on your face when you drive past it. Thank you again Richard for all the time you put into decorating the truck.



"I know you've got friends in construction, Santa, but we need to talk about this!"

Bill Peloquin

Bill would like everyone to know how much he appreciated all the calls, cards, money and well wishes from all the employees at Haas. Bill is doing well after his serious medical issues and is very thankful to be a part of such a great team of employees he works with at Haas.

Safety Meetings Save the Date

- February 7th, 2023 – Crushing Crews 7:30 am- American Legion Hall
- February 8th, 2023 – Dump Truck Drivers 7:30 am – Thorp Quonset Hall
- February 9th, 2023 – Redi-Mix Division 7:30 am – Thorp Quonset Hall
- February 10th, 2023 – Street Crews/Heavy Equipment Division/Shop Employees 7:30 am – Thorp Quonset Hall

Hearing and fit test will be done the same time as your safety meeting day.

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



December Employee Anniversaries

Name	Years of Service
Mark Serocki	20
Paul Romanowski	13
Alex Whitmire	13
James Micke	4



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



December Birthdays

Name	Birthday
Daniel Navis	12/01
Nathan Rudnick	12/03
Noah Higgins	12/04
Jason Gibson	12/05
Cory Clark	12/06
Russell Culver	12/09
Joe Kloss	12/11
James Konsella	12/13
Jarrood Kulesa	12/14
Richard Lee	12/14
Andrew Pettis	12/14
Tara Podolak	12/14
Rodney Dregney	12/15
Jacob Haas	12/18
Tammy Untiedt	12/18
Devin Massie	12/19
Ryan Krizan	12/21
Brian Paffel	12/21
Bryson Brovold	12/22
Trevor Schmidt	12/22
Don Hessler	12/23
Garrett Sonnentag	12/23
Mark Wellsandt	12/25
Levi Wirtala	12/25
Derrick Dix	12/26
Randy Ladewig	12/26
Ryan Michels	12/27
Ivan Hubbard	12/29
Mark DeBruyckere	12/30
Paul Bergeron	12/31

Upcoming Events

- | | |
|-----------------------------|---------------------------------|
| National Cookie Day | Sunday Dec. 4th |
| International Volunteer Day | Monday Dec. 5 th |
| Pearl Harbor Remembrance | Wednesday Dec. 7th |
| National Maple Syrup Day | Saturday Dec. 17 th |
| First day of Winter | Wednesday Dec. 21 st |
| Christmas Day | Sunday Dec. 25th |



Unemployment Tips

-When filing your initial (opening a new claim) for unemployment there will be a question asking if you are returning to work by (usually this date is 8 weeks out) you must answer yes even though you may not be returning on that date (usually middle of winter) If you answer no you will automatically be required to do work searches.

-When filing your weekly claims, you will be able to file for up to 12 weeks without having to do a work search. I will be automatically adding your 4-week extensions, so you will not have to call Human Resources for the extension. Everyone will be returning to work the week of February 6th to the 10th, 2023 for the safety meeting. This will be the week that you will skip filing unemployment and will be paid by the company for attending the safety meeting. The following week you will start another initial claim and will again have up to 12 weeks to file weekly claims without having to do work searches.

-Be sure to pay attention to any eligibility messages when filing your unemployment. You will not get paid till all eligibility issues are taken care of. Many of you are getting messages telling you to sign up for Job Center – this message is different than the work search eligibility message. Just follow the instructions they give you to take care of each eligibility issues when filing your initial claim.

Hopefully this will clear up many questions you may have about the unemployment process, it is sometimes overwhelming trying to navigate the unemployment system.

You can get ahold of an unemployment claims specialist at 414-435-7069.

Prioritizing Your Emotional Well-being During the Holidays

While the holiday season and end-of-year parties can be full of festive fun, they can also be stressful and take a toll on your emotional well-being. Putting your emotional wellness on the backburner may cause mood changes and feelings of irritability, hopelessness and isolation.



The holidays can be a stressful time due to the intensified focus on family, work and money.

As holiday celebrations pick up, consider the following tips to help prioritize your emotional well-being:

- **Practice healthy habits.** Maintaining a consistent sleep schedule and eating a balanced diet will help ensure you have enough physical and mental energy to tackle responsibilities and challenges.
- **Stick to a routine.** It's important to keep a daily schedule for both work and personal time. Checking items off your to-do list can also help you feel accomplished on a daily basis.
- **Decrease caffeine and alcohol use.** Although alcohol and caffeine often appear at celebrations, these substances can provoke feelings of

depression, anxiety or other mental health challenges.

- **Maintain your boundaries.** Your calendar may quickly fill up with work, personal and social events. Get comfortable saying "no" and reducing extra activities or tasks so you aren't overloaded.
- **Incorporate positive activities.** Get into the habit of taking care of yourself and doing activities that make you happy. During a fast-paced month, it's vital to slow down and prioritize self-care.
- **Recognize your holiday stress triggers and relievers.** Financial pressures and personal demands are common triggers. Stress may cause you to lean on harmful stress relievers and fall into unhealthy habits like smoking or drinking.

It's essential to stay in tune with your feelings and care for yourself. If you have concerns about your emotional well-being, contact a mental health professional or call the Substance Abuse and Mental Health Services Administration's National Helpline at 800-662-HELP (4357).

New Employees

Please welcome back Shaun Ciokiewicz to our Crushing Crew Team.

Please welcome Daniel Hornung 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!



News from Human Resources

Hello everyone,

-Just a reminder that open enrollment for Health, Dental, Vision and Life Insurance is December 1st through December 31st for our January 1st, 2023, plan year.

*****Watch your email for upcoming plan information and changes.*****

-Changes for the 2023 benefit year:

- We are excited to roll out a new online platform for our benefit selection process. You will be able to login to your personalized benefit information from your phone or personal computer. Details will be sent to your email on how to login in the near future. There will also be dates available for you to stop by several of our locations if you would like help from Human Resources, please watch for the December newsletter for the dates and locations.
- We will be keeping all the same carriers for our Health, Dental, Vision and Life Insurance.
- Health Insurance networks, deductibles and premiums will stay the same as our current year 2022.
- Security Health will be making changes to what will be considered as the free preventive care options, be sure to read this over when you receive your security health packet.

Open enrollment for Health, Dental, Vision and Life Insurance is December 1st through December 31st for our January 1st, 2023, plan year. Please watch your email for further open enrollment details.

If you have any questions or would like me to go over the benefits in person, or help you get setup online with Security Health to order your free \$30.00 of over-the-counter drugs, I will be at the following locations to help you with your online benefit setup:

December 7th, 2022, 9:00 am to 4:00 pm = Eau Claire T-Plant Office (3858 Cty Hwy T, Eau Claire)

December 12th, 2022, 9:00 am to 4:00 pm = Wausau Plant (158773 County Rd Z, Wausau)

December 13th, 2022, 9:00 am to 4:00 pm = Jump River Office (N7918 WI-73, Gilman)

You are always welcome to stop by the Thorp Office at 203 E. Birch St. Monday – Friday

Just call me to make sure I'm at the office.

Tammy Untiedt

Cell: (715)503-5890

Office: (715)773-8119

Email: tammy@haas4.com



I would like to extend warm Christmas greetings to you and your family. Merry Christmas and have a blessed new year!