



Employee Newsletter

April 2023

Inside This Issue

- 1 Gearing up for the season
- 1 Distracted driving awareness
- 2 Anniversaries
- 2 Upcoming Events
- 2 Medford Home Show
- 3 Birthday's
- 3 New Employees
- 4 News from Human Resources

Gearing up for the season

Hope everyone is anxious to get back to work. We just need to find the person that keeps ordering all this snow and tell them to stop it. 😊
Let's start the season off on a good note and think about how we can all work as a team and make 2023 our best season yet.

- “The strength of the team is each individual member. The strength of each member is the team.” – Phil Jackson
- “It is amazing what you can accomplish if you do not care who gets the credit.” – Harry Truman
- “Individual commitment to a group effort — that is what makes a team work, a company work, a society work, a civilization work.” – Vince Lombardi

April is distracted driving awareness month

It's important to stay alert and drive undistracted all year round. April is distracted driving awareness month and can be the perfect reminder to pay attention while behind the wheel.

First and foremost, turn off your phone or device, buckle your seat belt and abide by the laws of the road by saying no to distracted driving. Here are a few tips to follow:

- ✓ Put your phone on DO NOT DISTURB once you are in the car, so you aren't tempted to look at your phone and those texting you will know that you are driving
- ✓ Always clear your windows and mirrors from any kind of hazards that may prevent you from seeing clearly
- ✓ Keep up with windshield wipers' maintenance throughout the year, so they provide you with good vision during a storm
- ✓ Always keep both hands on the wheel
- ✓ Be sure your tires are ideal for each season of the year and its respective weather and climate
- ✓ If you do talk on the phone, use a handsfree device
- ✓ Let your passengers know that while driving you need to have 100% attention on the road

What are distracted driving awareness month tips if you are the passenger?

- ✓ As the passenger in the car, you have the right to let someone know if they are not driving safe; don't hesitate to ask a driver to stop looking at their phone. An alternative to this is offering to make the call or send the text message for the driver.
- ✓ Accidents can happen within seconds of looking down. Instead of taking the risk, ask the driver if they need assistance with anything while driving.
- ✓ Are you going on a long road trip? Make sure to have a system in place if the driver wants a drink or a bite of a snack. If this means you open the water bottle before they get a drink--do it, there is no such thing as being too safe!



Memorizing pothole locations is a survival skill where I'm from.



April Employee Anniversaries

Name	Years of Service
Gilbert Voelker	31
James LeDuc	29
Daniel Windl	22
Jamie Lanners	20
Lawrence Olejnickak	18
Tim Thompson	18
Kyle Schuebel	17
William Berg	17
Calvin Schultze	16
Michelle Krzyzanowski	13
Travis Nitz	12
Mark Wellsandt	11
Jason Hansen	10
Daniel Rude	10
Shawn Scheffler	10
Richard Olichwier	9
Shawn Hoehn	9
Eric Tieman	9
Chris Jiskra	8
Leslie Dahlby	8
John Weggen	8
Wendy Fritz	7
Andrew Kuske	6
Dan Harris	6
Travis Rehbein	6
Andrew Pettis	6
Jeremiah Ziegler	5
William Friemoth	5
Trevor Schmidt	4
Chad Fischer	3
Ben Longmire	3
Matthew McCarter	3
Britney Knowles	3
Matt Shelton	2
Stefeni Letvinuck	2
Bryson Brovold	2
Austin Altmann	2
Tristan Bullard	2
Chris Rademacher	1
Leland Burkholder	1
Matthew Meddaugh	1

April Employee Anniversaries

Name	Years of Service
Derrick Dix	1
Mitchell Seehaver	1
Ivan Hubbard	1
Derec Westbay	1



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

Upcoming Events

April Fool's Day	Saturday Apr. 1st
Good Friday	Friday Apr. 7th
Easter	Sunday Apr. 9th
Tax Day (taxes due)	Tuesday Apr. 18th
Earth Day	Friday Apr. 22nd
Administrative Professionals Day	Wednesday Apr. 26th

Medford Home Show Booth



Thank you, Tara Wisniewski and Ryan Reimann, for helping with the Haas booth all weekend for the Medford Home and Business Expo March 24th, 25th and 26th. Thousands of people attended along with several Haas employees.

April Birthdays

Name	Birthday
Logan Delkamp	4/03
David Kalmon	4/04
David Lis	4/05
Shawn Gunderson	4/06
John Kuznar	4/06
Dan Harris	4/07
Gunner Lucia	4/08
Kelly Dietzler	4/09
Joshua Draeger	4/10
William Berg	4/11
Joel Kulesa	4/11
David Wojcik	4/13
Bruce Brossow	4/15
Andrew Hudson	4/16
Patrick Lynn	4/16
Randall Schmunk	4/17
Timothy Warner	4/17
Michael Green	4/18
Matthew Norton	4/18
Corey Karlen	4/20
James LeDuc	4/22
Darren Brunner	4/23
Travis Nitz	4/24
Steven Shilts Jr.	4/24
Eric Pedersen	4/26
Austin Sheffer	4/26
Jason Amundson	4/27
Richard Olichwier	4/27
Ashley Wolf	4/27
Kate Withey	4/28
Loren Rehbein	4/29

New Employees

Please welcome Zachery Anderson and Ryan Heavey to our Crushing Crew Team.

Please welcome Thomas Heath to our Dump Truck Driver Team.

Please welcome Nicanor Gonzalez, Todd Grund and John Vadnias to our Redi-Mix Driver Team.

Please welcome Kendall Carroll to our Thorp 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!**



Help Wanted! We are looking to fill Redi-Mix Driver positions in several of our locations and shop technicians at our Eau Claire shops. 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!!



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.



**WHEN YOU CAN'T
FIND THE
SUNSHINE, BE THE
SUNSHINE.**

Since 1992, Stress Awareness Month is observed with the intention of increasing knowledge about the impact of stress in our lives. During the month of April, Stress Awareness Month is recognized as the time to spread awareness, but also to increase knowledge on how to better manage or prevent it from affecting your physical and mental well-being. In honor of Stress Awareness Month, it is time to discuss some facts about stress, including common causes, recognizing stress in yourself, and what you can do about it.

What causes stress?

Stress is how the body reacts to a challenge or demand. Change is often a cause of stress. Even positive changes, like having a baby or getting a job promotion, can be stressful.

Stress can be short-term or long-term.

Common causes of short-term stress:

- Needing to do a lot in a short amount of time
- Having a lot of small problems in the same day, like getting stuck in traffic jam or running late
- Getting ready for a work or school presentation
- Having an argument

Common causes of long-term stress:

- Having problems at work or at home
- Having money problems
- Having a long-term illness
- Taking care of someone with an illness
- Dealing with the death of a loved one

You've Got This!

Keeping Stress At Healthy Levels

We're experiencing stress and anxiety more than ever before. For the sake of your health, safety, and happiness, it's important to identify and manage stress before it gets the best of you. Learn what your stress triggers are and find healthy ways to cope. And, if you need help, ask!



Recognize The Signs Of Stress

Headaches • Upset stomach • Lack of energy • Poor concentration • Overeating or skipping meals • Forgetfulness • Muscle tension/soreness • Grinding/gritting teeth • Inability to make decisions • Inability to sleep, sleepiness, or oversleeping

Ways To Manage Stress

BODY

- Make sleep a priority, eat a well-balanced diet, and get at least 30 minutes of exercise five days a week.
- Gently stretch your neck, shoulders, back, arms, hands, legs, and feet often.
- Stop to breathe. Inhale slowly to the count of 5. Hold your breath for another 5 count. Then exhale through your mouth to the count of 5.



MIND

- Think positively and surround yourself with others who think the same.
- Be patient and kind to yourself, especially when frustrated, sad, or anxious. Change negative self-talk and thoughts to positive ones.
- Avoid the trap of demanding too much of yourself. Get help if tasks are too big for you.

SPIRIT

- Maintain a support system of friends and family—keep in touch via phone calls, texts, video conferencing, email, and social media.
- Take time for yourself and do something you enjoy.
- Volunteer or practice random acts of kindness. Research suggests that helping others—even something small like holding open a door—can relieve stress.

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