



# Employee Newsletter

January 2023

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## Way to go! Winner of the Thorp Christmas Parade Thorp Chamber of Commerce & Tourism Bureau

DRUM ROLL PLEASE!..... We have the winners of the 2022 Light and Decorating Contest!

Commercial Winners:

- 1st Place - Haas Sons Inc.
- 2nd Place - Aroma
- 3rd Place - Northwestern Bank

Thank you again Richard Olichwier for all the time you put into decorating the Redi-Mix truck.



## Concrete Conveyor Truck

We are excited to try out our newest piece of equipment. This concrete conveyor truck will offer customers the best value for their project by providing a simplified, streamlined approach to concrete placing. Thank you to Jason Meyer and Derek Kodle (picture on the left) for driving to Pennsylvania to pick up the truck and making sure it's in tip top shape. Pictured to the right is Chayse Clark who will be running the new truck.



## Safety Meetings Save the Date

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

The address for the Legion Hall Thorp is 500 N. Washington St. The Quonset Hall is located at N14921 Gorman Ave, Thorp.

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

\*\*Please check your email for specific details on the safety meetings.

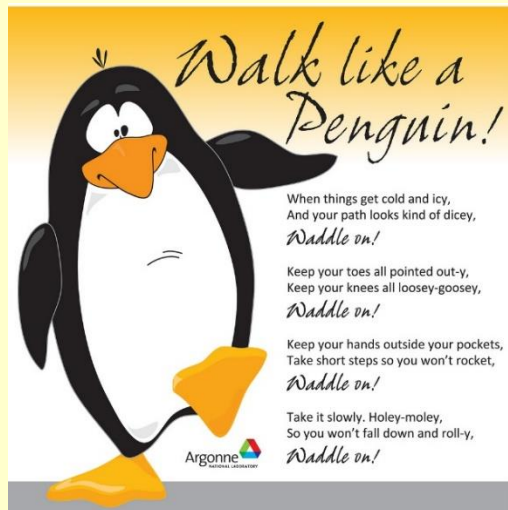
**Please send a reply to the email acknowledging you have received and read the notice. Safety meeting notices will be emailed soon.**

## January Employee Anniversaries

Name	Years of Service
Steve Haas	47
Darrel Haas	41
Gary Haas	39
Jacob Haas	24
Loren Prince	10
Darrell Schneider	10
Brian Lunemann	7
Jason Reit	7
Jason Gibson	4



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



## January Birthdays

Name	Birthday
Steward Sarafin	1/02
Mark Serocki	1/03
Dalton Anger	1/05
Daniel BeBeau	1/05
Timothy Day	1/07
Daniel Delkamp	1/08
James Mikula	1/08
Lawrence Olejnickak	1/09
Timothy Lanners	1/10
Vanessa Meyer	1/10
Carter Potaczek	1/11
Gerid Dodge	1/12
Brian Hempleman	1/16
Jeremy Schmidt	1/16
Alex Fritz	1/17
Jamie Lanners	1/18
Joe Lafond	1/19
Gary Haas	1/20
Jesse Winkler	1/20
Kris Ziemke	1/20
Daryl Krizan	1/24
David Bower	1/26
Zachary Maine	1/26
Jeff Abbott	1/27
Joe Nowak	1/27
Calvin Haas	1/28
Don Nelson	1/28
Doug Klimeck	1/29
Erik Stinson	1/29
Stefeni Letvinuck	1/30
Austin Hutsell	1/31

## Upcoming Events

- |                            |                                |
|----------------------------|--------------------------------|
| New Year's Day             | Sunday Jan. 1st                |
| Martin Luther King Jr. Day | Monday Jan. 16 <sup>th</sup>   |
| National Popcorn Day       | Thursday Jan. 19 <sup>th</sup> |
| National Pie Day           | Monday Jan. 23rd               |
| National Compliment Day    | Tuesday Jan. 24th              |



## News from Human Resources

Hello everyone,

-Benefits open enrollment is now closed for the 2023 election year for Health, Dental, Vision and Life Insurance. Thank you to everyone who took the time to get signed up for the Bernie Portal online benefit platform. The only exceptions allowed during the year to make changes to your benefit plans are for a qualifying event (marriage, divorce, birth of a child, and loss of coverage) otherwise you will have to wait till open enrollment again this December 2023.

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

- **Health Saving's Accounts will now be pre-tax.** If you were having us deposit money into a Health Savings Account and would like to have it pre-tax, please call payroll with your routing, account number, and how much you would like to contribute per week. If you would like to find out more about setting up a Health Savings Account, please contact Tammy in Human Resources.

HSA's are one of the best tax-advantaged [savings and investment tools](#) available under the U.S. tax code. They are often referred to as triple [tax-advantaged](#) because contributions are not subject to tax, the money can be invested and grown tax-free, and withdrawals are not taxed as long as you use them for qualified medical expenses.

As a person ages, medical expenses tend to increase, particularly when reaching retirement age and beyond. Therefore, starting an HSA early if you qualify—and allowing it to accumulate over a long period—can contribute greatly to securing your financial future.

Contribution and Out-of-Pocket Limits for Health Savings Accounts and High-Deductible Health Plans			
	2023	2022	Change
<b>HSA contribution limit</b> (employer + employee)	Self-only: <b>\$3,850</b> Family: <b>\$7,750</b>	Self-only: \$3,650 Family: \$7,300	Self-only: +\$200 Family: +\$450
<b>HSA catch-up contributions</b> (age 55 or older)	<b>\$1,000</b>	\$1,000	No change (set by statute)
<b>HDHP minimum deductibles</b>	Self-only: <b>\$1,500</b> Family: <b>\$3,000</b>	Self-only: \$1,400 Family: \$2,800	Self-only: +\$100 Family: +\$200
<b>HDHP maximum out-of-pocket amounts</b> (deductibles, co-payments and other amounts, but not premiums)	Self-only: <b>\$7,500</b> Family: <b>\$15,000</b>	Self-only: \$7,050 Family: \$14,100	Self-only: +\$450 Family: +\$900

Source: IRS, Revenue Procedure 2022-24.

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## Gearing up for the 2023 Season

Haas Companies continues to grow each year because of the excellent job our Leaders, Office Staff and Employees are doing, so we have several positions to fill for our 2023 season.

### We're Hiring for the following positions:

- ✓ **Shop Technicians -Full Time and Part-Time**– Thorp Shop, Eau Claire Shop and T-Plant Shop.
- ✓ **Customer Service Representative - Seasonal** – Thorp Office. The Customer Service Representative will be responsible for providing customers with product and service information. Provides general office support with a variety of clerical activities and related tasks.
- ✓ **Redi-Mix Drivers – Seasonal** – Wausau, Wilson, Thorp, Medford, and Eau Claire.
- ✓ **Street Crew Labor's – Seasonal** – Central Wisconsin some travel involved.
- ✓ **Crushing Crew Labor's – Seasonal** – Central Wisconsin some travel involved.



If you know of anyone that would like to join the Haas Companies Team, please have them give Tammy in HR a call at 715-773-8119 or refer them to our website [haas4.com](http://haas4.com) and the careers page to fill out an application.

### Employee Referral Program- Earn \$500 for each referral

- ✓ **Refer** – Email [tammy@haas4.com](mailto: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!!

