



Employee Newsletter

November 2022

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End of season Redi-Mix and Transport

As the cooler days are approaching, and the end of the season is very near we would like all Redi-Mix, Dump truck and powder hauler drivers to complete the following check list before the end of your season.

Driver Checklist:

- Pressure wash entire truck (engine compartment, suspension components, inside and outside of the frame rails.
- Clean your cab out completely (**do not** leave any garbage, paperwork, shovels, tool, etc.)
- Be sure to drain the water out of your air tanks to prevent trucks from freezing up. (if your not sure how or where all the drains are please see a shop technician for assistance.
- Make a winter maintenance list and leave on the dash of the truck.

Reminder: Drivers need to be washing and greasing your trucks weekly!

Thank you for your help, this is very much appreciated by all shop technicians.

Don Hessler Redi-Mix driver Retirement

Let's all congratulate Don on his recent retirement from our Redi-Mix division. Don has worked for Haas since 1999 driving Redi-Mix trucks for 23 years. Thank you for all your hard work and dedication to Haas Sons, Inc.

- *You will be missed as a valued member of our team.*
- *Wishing you all the best in the next phase of your life!*

Fuel pump procedure

- Lock all fuel pumps after 5:00 pm if being used all day
 - Or if you are at a pump not used often re-lock after using
- Thank you, management appreciates it very much.

Upcoming Events

- | | |
|----------------------------|--------------------------------|
| Daylight Savings Time Ends | Sunday Nov. 6 th |
| Election Day | Tuesday Nov. 8 th |
| Veterans Day | Friday Nov. 11 th |
| Thanksgiving Day | Thursday Nov. 24 th |
| Small Business Saturday | Saturday Nov. 26 th |



November Employee Anniversaries

Name	Years of Service
Steve Shilts Jr.	20
Johnathan Raether	11
Levi Wirtala	9
Timothy Lanners	7



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

November Birthdays

Name	Birthday
Chris Jiskra	11/02
Matthew McCarter	11/02
James Micke	11/03
Douglas Nerison	11/04
Loren Prince	11/04
Jason Haas	11/05
Brian Lunemann	11/07
Travis Roytek	11/07
Shawn Schmidt	11/07
Gregory Artac	11/13
Scott Paque	11/13
Derek Kodl	11/14
David Misch	11/15
Calvin Schultze	11/17
Lucas Jacobs	11/21
Zachary T Johnson	11/23
Leland Burkholder	11/24
Wayne Schmeiser	11/24
Steven Shilts	11/25
Kenneth Jalowitz	11/27
Kyle Schuebel	11/28
Brian Nowak	11/29
Brad Christensen	11/30
Steven Goss	11/30
Jason Maier	11/30

Reseburg Ramblers 4-H Club Collection



As you are out and about shopping for the Christmas Holiday Season be sure to remember to donate what you can to the local organizations trying to help families in need. A collection box will be located at the Thorp office. All donations are taken to the Thorp Food Pantry. This will run from the first week in November until the beginning of December.

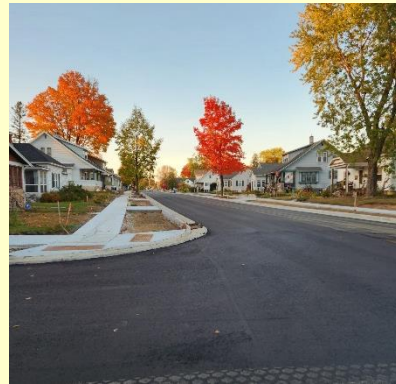


Halloween Trunk or Treat Successful



Who says you need a trunk for trunk or treat when you have a whole Redi-Mix Trunk. Thank you, Dave Bower, for taking a Haas Redi-Mix truck and participating in the Trunk or Treat Halloween event in Owen. Also want to thank our Thorp office staff Wendy and Michelle for participating in the Thorp trunk or treat at the school.

Can you guess who these hardworking Haas Employees Are?



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.



News from Human Resources

-Security Health Plan Members – just a reminder to order your quarterly \$30.00 of free over-the-counter drugs. 4th quarter runs from October 1st to Dec. 31st. If you have any questions on how to order your free supplies, please give me a call or email.

-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.

You can get a hold of me at the Thorp office 715-773-8119 or email me at Tammy@haas4.com

