



Veterans Day

Thank you for your service

Employee Newsletter

November 2019

Inside This Issue

- 1 Deer on the move
- 1 Great job Employees
- 2 Anniversaries
- 2 Birthdays
- 2 Upcoming Events
- 3 Employee Spotlight
- 5 New Employees
- 5 News from Human Resources



Drivers beware! Deer are on the move

Here are some tips on what to do if you spot a deer while driving:

- When deer are sighted well ahead of the vehicle, sound the horn several times, flick headlights (if no oncoming traffic is present) and reduce the vehicle's speed.
- If deer are sighted only a short distance in front of the vehicle, also use the horn and flick lights.
- Motorists should understand that deer-crossing signs mark a stretch of road where deer have been hit previously, however, these signs do not mark specific deer trails. Deer may frequently cross for several miles where the signs are posted.
- Rural or secondary roads rank highest in deer collisions because of the frequent curves and narrow shoulders.
- Most serious injuries occur when motorists lose control of vehicles in an effort to avoid deer and hit immovable objects, like a tree or embankment. If a collision with a deer is imminent, it is best to hit the deer rather than risk losing control of the vehicle.

Great job out there Haas Employees

Received a call from a citizen complementing our drivers on obeying railroad traffic laws to the fullest. She mentioned that it was impressive that our drivers do not hurry through the crossing when the light just turns on. She wants to give a shout out to all the drivers on how great they follow the laws, keeping everyone safe.

Redi-Mix Drivers beware colder temperatures

Reminder to all Redi-Mix Drivers the colder temperatures are here, be extra careful when climbing around your truck, foot boards and climbing ladders will be icy. Let's be sure stay safe with no accidents.

Way to go Paperwork Warrior

THANK YOU

Great job Peter Moskiewicz, Steve Ciolkosz, Tom Mertens and Jeff Abbot for an outstanding job on filling out and turning in your paperwork on time. This helps things go so much smoother when you take the time to fill out and turn in the proper paperwork.

Myriah Conlin – Active Duty Deployment

Myriah Conlin – Redi-Mix Driver has been ordered to active duty and was deployed as of October 17th for a period of up to 400 days. Be sure to give her husband John Conlin also a Redi-Mix Driver all the support he needs while his wife is serving our country. Thank you Myriah for serving our country and we will all pray for your safe return.



November Employee Anniversaries

Name	Years of Service
Steven Shilts Jr.	14
Jonathan Raether	8
Levi Wirtala	6
Timothy Lanners	4



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



November Birthdays

Name	Birthday
Jerry Atchinson	11/02
Christopher Jiskra	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
Derek Kodl	11/14
Calvin Schultze	11/17
Lucas Jacobs	11/21
Steven Shilts	11/25
Kenneth Jalowitz	11/27
Kyle Schuebel	11/28
Bradley Christensen	11/30
Steven Goss	11/30
Jason Maier	11/30



Upcoming Events

Daylight Savings Time Ends	November 3 rd , 2019
Veterans Day	November 11 th , 2019
World Kindness Day	November 13 th , 2019
Opening day gun deer hunt	November 23 rd , 2019
Thanksgiving Day	November 28 th , 2019
Small Business Saturday	November 30 th , 2019



Employee Spotlight



Name: Doug Nerison

Start Date: 5/2017 **Current Position:** Equipment Operator

1. What is your Nickname? [Dooger](#)
2. City of Residence? [Altoona](#)
3. Who lives at your residence? [Me, Kim \(Wife\), Bennett \(Son\), Griffin \(Dog\), Oakley \(Dog\), Milo \(Dog\) and Moe \(guinea pig\)](#)
4. What do you like to do in your spare time? [Off road racing](#)
5. What do you fear most? [Never trying](#)
6. If you could only drink 1 beer or eat one kind of cheese for the rest of your life, what would it be? [Summer Shandy, Pepper Jack](#)
7. If you were stuck on an island what 3 things would you bring? [Shovel, knife and matches](#)
8. What is your favorite: Vehicle? [Corvette](#) Movie? [Fast & Furious series](#)
Food? [Pizza](#) TV Show? [Gilligan's Island](#)
9. What chore do you absolutely hate doing? [Folding laundry](#)
10. What is your vacation memory? [Taking my son to his first off road race](#)
11. If you could visit anywhere in the world you've never been, where would you go? [Maui](#)
12. If you could learn to do anything, what would it be? [Desert racing](#)

Name: James Wheaton

Start Date: 08/2015

Current Position: Redi-Mix Driver

1. What is your Nickname? [Wheatie](#)
2. City of Residence? [Eau Claire](#)
3. Who lives at your residence? [Wife Kendra, dogs Betty & Wrigley, cats Archie & Olive](#)
4. What do you like to do in your spare time? [Fish, Golf](#)
5. If you could only drink 1 beer or eat one kind of cheese for the rest of your life, what would it be? [Linnie's light, Pepper Jack](#)
6. If you were stuck on an island, what 3 things would you bring? [Wife, Dogs, Cats](#)
7. What is your favorite: Vehicle? [79 Trans AM](#) Movie? [American Pie](#)
Food? [Pizza](#) TV Show? [Big Bang Theory](#)
8. What chore do you absolutely hate doing? [Clean litter box](#)
9. What is your vacation memory? [Fishing in Canada with my Dad](#)
10. If you could visit anywhere in the world you've never been, where would you go? [Alaska](#)
11. If you could learn to do anything, what would it be? [Fly a plane](#)

Employee Spotlight

Name: Calvin Schultze

Start Date: 04/2007

Current Position: Powder Truck Driver



1. What is your Nickname? [Cal](#)
2. City of Residence? [Stanley](#)
3. Who lives at your residence? [Wife & I](#)
4. What do you like to do in your spare time? [Hunt, Fish, make firewood](#)
5. If you could only drink 1 beer or eat one kind of cheese for the rest of your life, what would it be? [Bud Lite, Colby Cheese](#)
6. If you were stuck on an island, what 3 things would you bring? [Wife, fishing pole, tent](#)
7. What is your favorite:
Vehicle? [1969 Mustang](#) Movie? [Fast & Furious Series](#)
Food? [Steak](#) TV Show? [Yellowstone](#)
8. What chore do you absolutely hate doing? [Doing Dishes](#)
9. What is your vacation memory? [Caribbean Cruise with friends and family](#)
10. If you could visit anywhere in the world you've never been, where would you go? [Hawaii or Alaska](#)
11. If you could learn to do anything, what would it be? [Operate a computer](#)

Name: Richard Claflin

Start Date: 04/2003

Current Position: Dump Truck Driver

1. What is your Nickname? **Hightop**
2. City of Residence? **Eau Claire**
3. Who lives at your residence? **Sally (Wife)**
4. What do you like to do in your spare time? **Ride motorcycle**
5. What do you fear most! **Snakes**
6. If you could only drink 1 beer or eat one kind of cheese for the rest of your life, what would it be? **Pabst Blue Ribbon, Longhorn**
7. If you were stuck on an island, what 3 things would you bring? **Fishing pole, knife, matches**
8. What is your favorite: Vehicle? **4-D** Movie? **Battleship**
Food? **Lasagna** TV Show? **Iron Resurrection**
9. What chore do you absolutely hate doing? **Dusting**
10. What is your vacation memory? **Going to Jamaica with my Uncle & Aunt before he passed away**
11. If you could visit anywhere in the world you've never been, where would you go? **Alaska**
12. If you could learn to do anything, what would it be? **Some kind of craft**

New Employees

Please welcome Katelyn (Kate) Beres. Kate will be taking over the Accounts Payable position at the Thorp office.

Please be sure to say hi and introduce yourself and be sure to help her with any questions she may have. Welcome to the Haas Companies Team!



News from Human Resources

Hello Everyone,

*****Job opening***** We are looking for a full time Project Estimator to provide support for estimating hard bid construction projects at our Thorp office. Would need to have excellent computer skills and some knowledge in road construction. Please spread the word if you know anyone interest please have them call Tammy and 715-669-5469.

-Just a reminder that open enrollment for Health and Dental insurance is December 1st through December 31st for the January 1, 2020 plan year. If you need forms or have questions regarding the enrollment process please give me a call.

-Security Health Plan Members – Have you signed up for the My Security Health Plan Members page at www.securityhealth.org. Once you get signed up you are able to view:

- ✓ Your plan and all documents
- ✓ Find a doctor
- ✓ Symptom checker
- ✓ Track family spending
- ✓ Print new cards
- ✓ Order your free over the counter supplies
- ✓ Health Assessments and so much more

If you need help getting signed in you can stop by the Thorp office or I could walk you through it over the phone.

You can get ahold of me at the Thorp office 715-669-5469 ext. 36 or email me at Tammy@haas4.com



Things to think about

- What if my dog only brings back the ball because he thinks I like throwing it?
- If poison is past its expiry date, is it more poisonous or is it no longer poisonous?
- Which letter is silent in the word "Scent," the S or the C?
- Why is the letter w, in English, called double u? Shouldn't it be called double v?
- Intentionally losing a game of rock, paper, scissors is just as hard as trying to win.
- 100 years ago, everyone owned a horse and only the rich had cars. Today everyone has cars and only the rich have horses.