



Veterans Day

Thank you for your service

Employee Newsletter

November 2020

Inside This Issue

- 1 Drivers Beware!
- 1 Redi-Mix driver reminder
- 1 Winter Safety Tips
- 2 Anniversaries/Birthdays
- 2 Upcoming Events
- 3 New Employees
- 3 News from Human Resources
- 4 Buck Contest



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.

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 to stay safe with no accidents.

Caution slow moving farm equipment

Motorists must understand that it is illegal to pass farm equipment in a no-passing zone. Farm vehicles need to be treated as any other vehicle on the road and not a nuisance. You need to exercise caution and patience when considering whether to pass slow-moving farm equipment. If you slow down to follow a tractor traveling at a speed of 20 mph for one mile it will only add three minutes to your trip. Farm equipment can be quite wide, making it difficult to see traffic approaching from the opposite direction.

Winter safety tips

With the temperature dropping and winter getting closer it is important to stay safe on the road. Here are a few safety tips to keep in mind this winter. Always remove all snow and ice from your vehicle before driving. Increase your following distance. Check the weather and road conditions before you leave. Make sure your headlights are on and working. Slow down and be safe this winter!

November Employee Anniversaries

Name	Years of Service
Steven Shilts Jr.	18
Johnathan Raether	9
Levi Wirtala	7
Timothy Lanners	5

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



It's time to FALL back!!!

Just a friendly reminder to turn
your clocks back Saturday night one hour!!!

Also, now is a great time to change the
batteries in your smoke detector
when you are "falling back!"
Enjoy the rest of this beautiful season!!

November Birthdays

Name	Birthday
Jerry Atchison	11/02
Christopher 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
Landon Roberts	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
Candice Bollinger	11/17
Calvin Schultze	11/17
Lucas Jacobs	11/21
Thomas Selk	11/21
Jacob Dietrich	11/23
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	Sunday Nov 1
Veterans day	Wednesday Nov 11
Thanksgiving	Thursday Nov 26
National French toast day	Saturday Nov 28



New Employees

Please welcome Gerritt Hummer to our Crushing Crew Team.

Please welcome Eric Drehmel to our Redi-Mix driver 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

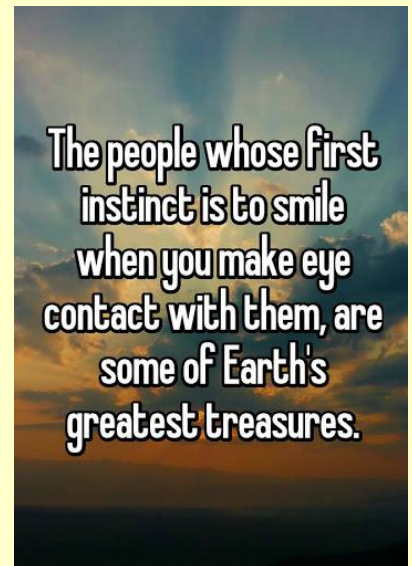
Hello Everyone,

-Just a reminder that open enrollment for Health and Dental insurance is December 1st through December 31st for the January 1, 2021 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 can 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.



-Security Health Insurance has Coronavirus (COVID-19) information for you

As a reminder, Security Health Plan has set up a webpage in an effort to answer your questions about coronavirus (COVID-19) and provide you with the information you should know in this ever-changing situation.

The webpage includes information about how we will cover testing and treatment for COVID-19 as well as information about a variety of COVID-19-related topics. Go to <https://www.securityhealth.org/covid19> to view the webpage.

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

Haas Buck Contest



9 Day Gun Buck Contest

This year's Buck contest will be between Haas employees and who ever would like to join through a Haas employee, for say a Haas employee family member or close friend. Contest will start opening day of the 9-day gun season Nov. 21st and end last of the 9-day gun season Nov. 29th. Must be paid in full to Jeremy Schmidt before November 21st. No entries will be accepted after 10pm on Sunday November 29th.

Entry fee is \$20 dollars per person. \$5 will go towards a small buck pool, and the other \$15 will be put into the big buck pool.

You will be able to enter a buck taken with a bow, gun, muzzleloader, or crossbow but only during the 9-day gun hunt.

The big buck will be scored by adding the number of legal points with the inside spread. (So, if you have a 6 pointer with a 14.25 inch inside spread it will score as 20.25). If there is a tie in the big buck scores, the tallest G2 will determine the tie breaker. You will need to send a pic of your buck to Jeremy, showing the measurement of the spread, how many points it has, and the length of the G2 for tie breaker for big buck pool.

The small buck will be scored 1 point per inch after the first legal 3 inches. person with least points will win all the small buck pool. (So, if you shoot a buck with only one antler measuring 4 inches you will score 1 point for that buck. You will need to send a pic of your buck to Jeremy, showing the total length measurement of all the antler/antlers for the small bucks.

Payout for big buck will be based on number of entries: 19 entries or less payout is to 1st place only. 20+ entries payout will be to 3rd place. For 20+ entries, payout will be 50% of what is in the pot: so, if there are 20 entries with a \$300 pot, 1st place will get (\$150). 2nd and 3rd place will each get 50% of what is left in pot (\$75 each based off \$300 pot).

For questions or entry, please call or text Jeremy at (608) 548-3806.