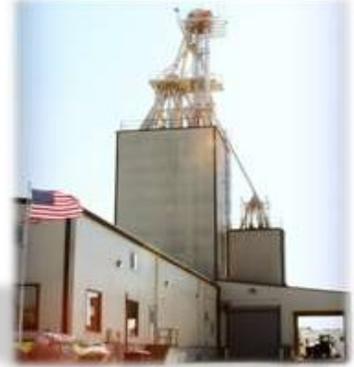




Stan's Ink Monthly



Mark Your Calendar!

December 18—Ugly Christmas Sweater/ White Elephant/ Potluck at the Drivers Lounge at Noon

December 21—Winter Begins

December 24—Christmas Eve

December 25—Christmas Day

December 31—New Years Eve

January 1—New Years Day



Highway to Health

Maintaining a Healthy Mind, Body, and Spirit During the Holidays

According to a survey conducted by Healthline.com, more than 60% of respondents said they feel some level of elevated stress during the holidays. The primary causes include finances, healthy eating/exercise, picking the "right" gift, and scheduling.

From juggling family obligations to finishing up end-of-the-year projects at work, it's easy to get overwhelmed when the holiday season is upon us and a new year is just around the corner. That's why it's important to take time to focus on maintaining a healthy mind, body, and spirit so you don't burn out. Here are a few quick tips to remember.

Mind

- Know your stress triggers
- Get mentally prepared for work
- Take time for yourself

Body

- Get a flu shot
- Say "no" to—or at least share— holiday treats
- Be proactive and stay active

Spirit

- Make a point to visit old friends
- Attend holiday services
- Focus on giving

Source: refreshleadership.com

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Mike's Words of Wisdom...

December 2018

"Time is a created thing. To say "I don't have time", is like saying, "I don't want to". Lao Tzu

I am sure we can all recall a time or two we have said "I don't have time"? Mine is usually when I have scheduled a workout and I can always find an excuse not to do that. Like the quote, I had a mentor tell me that if someone tells you they "don't have time" they forgot to finish the sentence and are really saying "I don't have time for YOU".

Think about that and how time is a created thing. We have the choice of where to spend our time...with our family, doing our job well, or helping others out. We all have the same amount of time, 86,400 seconds in a day, 365 days a year, what we do with it makes all the difference in the world. Managing our time well gives us the best chance at being the best at what we do at home and at work. There's the easy way that takes less time or the right way that may take more time, the choice becomes ours as to what we want our legacy to look like. We can either find the easy way out or work hard doing the right thing for the right reason and have a legacy that leaves this world better than we found it.

Former President George HW Bush passed this month and during his eulogy George W Bush referred to his Dad's inaugural speech and this is what HW had said.....My friends, we are not the sum of our possessions. They are not the measure of our lives. In our hearts we know what matters. We cannot hope only to leave our children a bigger car, a bigger bank account. We must hope to give them a sense of what it means to be a loyal friend; a loving parent; a citizen who leaves his home, his neighborhood, and town better than he found it. And what do we want the men and women who work with us to say when we're no longer there? That we were more driven to succeed than anyone around us? Or that we stopped to ask if a sick child had gotten better and stayed a moment there to trade a word of friendship? George HW Bush

The Christmas season raises our giving spirit. We buy gifts for each other and spend time with family and friends. Take some time this Christmas to read a story or play games with the kids, take time to visit that elderly neighbor that doesn't have family, or volunteer at your favorite charity. We all have time and it cost nothing to share it with others, time is a great gift to give but also a great gift to receive. During this Christmas season count your blessings, enjoy your families, and remember that Jesus is the reason for the season.

Merry Christmas and God Bless to you and your families!



HR Corner

If you did not get a chance to attend an informational meeting for 401K, Tammy will reach out to you to answer any questions you might have, discuss options for your current IRA and help you enroll in the new 401K plan.

We are still working on the Avera renewal process, watch for additional information soon!



Let's Celebrate National Ugly Christmas Sweater Day!



On Tuesday the 18th, At the Shack we shall gather....
 Come at high noon, bring a dish or a platter....
 White elephant gifts will be in exchange....
 From 5—10 dollars will be the price range....
 Come dressed as festively as you desire....
 Prizes will be awarded for the "best/worst" attire....
 Join in the fun and the gifts and the food.....
 Even if you're a scrooge, this will brighten your mood!

Dirty Jobs!

Where's Mike Rowe when you need him?

A big shout out to Luis for your willingness to "suit up" when needed and help the guys in the feed mill clean out the mixer.

There have been a lot of changes and projects over the last couple of months and everyone has stepped up and helped out where needed. Thank you to all for your extra efforts!

Hip Hip Hooray!!!



December Birthdays

- Ryan Hughes—12/11
- Jeramie Sopko—12/18
- Richard Sentell—12/19
- Don Sackett—12/19
- Les Eckels—12/20
- Art Mena—12/20
- William Steffey—12/21
- Kim Stacy—12/22
- Brian Wicker—12/26
- David Smith—12/27
- Rick Airth—12/30
- Robbie Schley—12/30

Happy Birthday to our December babies!



January Birthdays

- Shaun Lay—1/9
- Joseph Heber—1/9
- Luverne Jager—1/10
- Isreal Taguilas—1/13
- Luis Cucurella—1/15
- Ginger Moeding—1/18
- Austin Kopfmann—1/24

Happy Birthday to our January babies!

Stan's employees have worked

**** 429 days****
 without a "lost time" accident!



Safety matters

Logistics Lingo!

It's called ice and it gets a little slippery! Jack Frost and his friends Ice, Snow, and Wind have made their arrival this year. Take the time to make sure that this year we do not have any injuries or accidents. If you are at a location that is icy, wear cleats when you are walking around and take small steps. Before leaving with a trailer, make sure the brakes aren't frozen and the wheels are turning properly. And if the roads are really bad and it isn't safe, then don't go. All of our men and women need to come home safely. Be safe out there! - Joey

Stan's Welcomes New Employees!

Stan's welcomes (left to right) Joe Heber joins the feed mill and the farming operations, Patrick Schulte joins the reefer division, and Matthew DeLaRosa joins the feed mill division. If you see these guys around, introduce yourself and welcome them to the team!



Welcome to Stan's!

November Top Fuel Mileage Performers

Reefer Division:	Grain Division:
5.68 MPG—8.26 MPG	4.08 MPG—4.71 MPG
Cost /Mile	Cost /Mile
\$0.58—\$0.40	\$0.81—\$0.70
Maurice Tennant 8.26	Dickson Jorgensen 4.71
Bob Haibeck 8.07	David Fletcher 4.50
Loren Postma 7.74	
Jimmie Rederth 7.54	
Jason Abel 7.53	
	Stan's drivers traveled a total of 570,257 miles in November!

Check out the Monthly Safety CD's!

Congratulations to the November winners!

- Jodi Weber
- Brian Wicker
- Jimmie Rederth
- Kim Stacy
- Steve Borkowski

December Years of Service Anniversaries

- Barry Eldeen — 10 years
- Terry Nedved — 4 years
- Elizabeth Pester — 3 years
- Gilberto Frausto — 3 years
- Taylor Sibson — 1 year

Thank you for your service and dedication to Stan's!