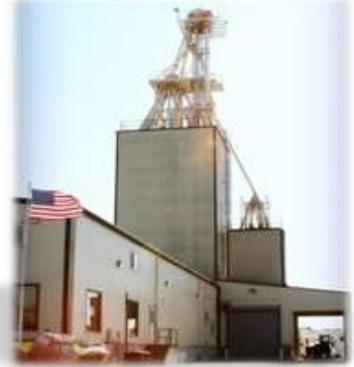


Stan's Ink Monthly



Mark Your Calendar!

January 1—New Year's Day

January 15—Quarterly Safety Meeting

January 21—Martin Luther King Jr. Day



Highway to Health

Start the New Year With the Goal of Long-Term Health

With a new year you may have expectations for a healthier, happier self. We've got tips to help make it happen.

"Long-term well-being is about sustainable, healthful choices," said Jason Knutson, DO, with Avera Medical Group. "The best way to do that is to make small changes over time."

- **Be Realistic.** If you want to lose weight, set a goal of cutting out soda or adding 10 minutes of walking to your daily routine. Many small changes will add up over time.
- **Find a friend.** Friends keep you accountable when things get rough, whether it's getting out to exercise during winter or choosing the healthier salad option.
- **Measure your progress.** Write down exercise and food choices in a journal or use a fitness tracker. Seeing improvement week over week will keep you motivated.

As always, AveraNow can get you back on track with 24/7 virtual visits when illness slows you down.

Source: AveraNow

Volume 13, Issue 1

January, 2019

Mike's Words of Wisdom...

January 2019

"Life is 10% what happens to you and 90% how you respond." Lou Holtz

Our reactions to things that happen to us in our day to day lives define who we are. Lou Holtz responded to adversity with determination to accomplish great things during his coaching career. Now 80 years old he continues to speak at events and do interviews sharing his experience of leading people. Whether inspiring businesses or motivating football teams to be their best he keeps it simple. After Mondays College National Championship game where the underdog Clemson beat Alabama 44-16 (sorry CJ and all Bama fans) I thought that it would be appropriate to share some of Lou's philosophies and quotes and how it relates to our day to day lives and not just football.

Lou coached and lived with 3 simple rules.

Do the right thing. That's an easy thing to say but hard to live by. We tend to make excuses as to why it would be ok to do the wrong thing because it was easy or because it benefits us in some way. We need to focus on doing the right thing for the right reason and even though it may be tough it will be rewarding when we see the results in the end. We all know the difference between right and wrong and how we respond to things that happen to us defines us as individuals and as a Stan's team.

Do the best you can. God didn't make us all the same, he gave us each special skills and talents. It's our job to take those skills and talents and support our families at home and at work. If we give 100% that's all we can do but the key is to know what our 100% is. In coaching Lou always found a way to bring out the best in individuals to make a great team and that works the same at home and at Stan's.

Always show people you care. Compassion is not weakness, it builds unity. At home this is letting our family members know that we appreciate them, support them, and love them for who they are and what they do. At Stan's it is appreciating what others do for the team. Work is like sports where everyone has a position to play. Our job is to play our position, respect others that play different positions, and know that if everybody does their job we can be successful.

If we follow these three rules we will be better individuals at home and at work and being aware of how we react to what comes at us will determine what we become. Lou also refers to the saying **"You are either growing or you are dying"** and I like to think the Stan's Team is always growing, maybe not always by numbers but by becoming better at what we do each day for our customers which is what separates us from our competitors. Life is a journey not a short sprint so **"don't go through life being a spectator"**, participate in the game of life, do the right thing, do your best, and care, you will be glad you did. **"Play Like A Champion Today!"**

Respect-Relationships-Results

December Accidents and Incidents

Knocked door off truck when driving too close to another truck—
\$270.00

Rolled backwards when sitting in stopped traffic and hit truck behind him—\$500.00

Damage discovered on trailers when picking up from shipper—
\$500.00

Total : \$1,270.00

We have a \$25,000 deductible and are counting on YOU to keep costs down.



It's a BOY!

Congratulations to Mark and Shana Jensen on the birth of their sweet baby boy!

Lane Henry Jensen,
born 12/20/18 at 8:29 am, 7# 3 oz.



New Year, New You!

Now that a new year is upon us and we contemplate resolutions or make a commitment to a healthier lifestyle & year, we wanted to remind everyone about the great fitness facility we have here in Alpena, located at the Alpena Community Center. Available equipment includes, ellipticals, circuit benches, variety of weight machines, treadmills, and of course the gym for walking! Open 24/7/365!

Membership is FREE, but does require the completion of a Release and Waiver of Liability form. These forms are available in the breakrooms and driver lounge area.

Contact Tammy if you have further questions. 849-3604



HR Corner

We have finalized the renewal for Avera Health insurance for 2019. We are pleased to report the rates and the coverages will remain the same as in 2018.

If you are currently enrolled in the Stan's Avera Health plan, you need to do nothing.

If you are interested in enrolling in the Stan's health insurance, please contact me immediately to discuss enrollment options and obtain an application.

Applications must be received by end of day, Friday, January 25th to meet enrollment obligations.

As always, if you have any questions, please feel free to contact Tammy @ 849-3604



Stan's employees
have worked
**** 457 days****
without a
"lost time"
accident!



January Birthdays

Shaun Lay—1/9

Joseph Heber—1/9

Luverne Jager—1/10

Israel Taguilas—1/13

Luis Cucurella—1/15

Ginger Moeding—1/18

Austin Kopfmann—1/24

Happy Birthday to our January babies!



February Birthdays

Carl Hill—2/1

Dickson Jorgensen—2/3

Theodore Bartel—2/4

Jeni Sinkbeil—2/6

Megan Kopfmann—2/9

Jodi Weber—2/12

Jason Abel—2/12

Michael Phillips—2/17

Chris Cashman—2/24

Happy Birthday to our February babies!



January Years of Service Anniversaries

Stan Kopfmann—55 years

Dickson Jorgensen—15 years

Michael Phillips—8 years

Mark Zimmermann—6 years

James Zard—4 years

Don Sackett—4 years

Robbie Schley—4 years

David Chapa—2 years

Doug Apato—2 years

Lloyd Powell—1 year

Jeffrey White—1 year

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

Stan's Welcomes New Employees!

Stan's welcomes (left to right) Dan Harmdierks joins the feed mill, Patrick Johnson joins the facilities and maintenance team, and Laurie Cameron joins the reefer division. If you see these new faces, take some time to introduce yourself!



Welcome to Stan's!

Logistics Lingo!

"A call to Stan's is a load off of your mind." What does this slogan suggest to our potential customers? It infers that once you give Stan's the business of hauling a customer's freight that customer no longer has to worry about on-time pickup, the load making it safely, and their product being at the consignee on-time. It is our responsibility as Stan's team members to provide exactly that type of service. In 2019, make it your personal responsibility to provide the highest quality on-time service that our customers have come to expect. Be safe out there ladies and gentlemen. - Joey

December Top Fuel Mileage Performers

Reefer Division:

4.57 MPG—7.77 MPG

Cost /Mile

\$0.68—\$0.40

Bob Haibeck 7.77

Maurice Tennant 7.75

Edward Wipf 7.61

Jimmie Rederth 7.56

Jason Abel 7.54

Grain Division:

4.03 MPG—4.67 MPG

Cost /Mile

\$0.77—\$0.67

Dickson Jorgensen

4.67

Brian Wicker 4.57

Stan's drivers traveled a total of 490,008 miles in December!

Check out the Monthly Safety CD's!

Congratulations to the December winners!

Jason Abel

Monty Johnson

Mick Tennant

Bob Haibeck

Todd Burns