



Mark Your Calendar!

Dec 17 - Christmas Potluck at noon at Drivers Lounge; Ugly Christmas Sweater Contest/Department Christmas Tree Decorating Contest/White Elephant Gift Exchange

Dec 21 - Winter Begins

Dec 24 - Christmas Eve

Dec 25 - Christmas Day

Dec 31 - New Years Eve

Jan 1 - New Years Day



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Mike's Words of Wisdom...

December 2019

Focus

As the master in *Kung Fu* talks to his student, he says "Focus, Young Grasshopper", wanting him to focus only on the task at hand (you kids can Google it and watch the video). We all have had focus issues due to distractions. Distractions are everywhere, from your phone to financial pressure, how we deal with them determines our success or failure. Currently, as a society we are focused on distracted driving that has proven to be a killer out on the road. Distractions don't just cause distracted driving accidents, it causes us to be unfocused on the task at hand. At home, not focusing on our family causes friction and disagreement, and at work, it can cause us to fall short of our goals, incentives and opportunities.

It is easy to get distracted and chase the shiny objects all around us in this busy world, but I challenge you to focus on what is important to you and make the effort and take the time to accomplish it. Set your goals personally, at home, and at work, and focus on how you can achieve them. Don't let distractions throw you off track of what you want to accomplish for your family and at Stan's.

December is the Christmas season and a time of year that we get to enjoy family and friends to celebrate the birth of Jesus Christ and all the joys of him being part of our lives. We may get distracted by all the lights, advertisements, and gift giving, but should focus on the real meaning of Christmas and celebrate the birth of baby Jesus.

This Christmas season, we should be focusing on all that we have with our families, at home, and at work. The biggest gift we could give or receive is a gift of kindness. So, take that effort and do something for someone that is unexpected. It will make you feel as warm and fuzzy inside as it will those that receive it. It's free to give a kindness, and it pays back tenfold. Merry Christmas from our family to you and yours and remember that Jesus is the reason for the season. Focus Grasshopper, Focus!

Merry Christmas and Happy New Year!! God Bless!!

Respect-Relationship-Results



Highway to Health

6 Healthcare Travel Tips

The holiday season is coming, and probably one of the last things on your mind is planning ahead for your healthcare before you begin your travels. Here are a few healthcare travel tips to think about.

- 1. Make sure you have your (and your family's) prescription medicines.**
- 2. Research in-network providers before you travel.**
- 3. Carry your health insurance information with you.**
- 4. Keep important medicines and documents with you.**
- 5. Pack additional healthcare travel essentials.**
- 6. Learn what you need to do if traveling to another country.**

Source: Tango Health Blog

MERRY CHRISTMAS

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



Let's Celebrate National Ugly Christmas Sweater Day!



On Tuesday the 17th, 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!

Stan's Divisional Christmas Tree Decorating Contest

*It's that time of year, now don't be a Grinch -
Stan bought you a tree, fix it up in a pinch -
Now pool your resources and think of a theme -
It's your job to make your Christmas tree gleam -
Find, make, or buy to your heart's desire -
Fancy it up, make others admire -
Hang all the lights and the bulbs and the bows -
Fix it up now, fix it up till it glows -
Fix it all up - yes - the front and the back -
When the 17th comes, take your tree to the Shack -
Now you be the judge - you must vote for your choice -
You can't vote for yourself - but you must use your voice -
So make your tree happy and jolly and bright -
Make it delightful for everyone's sight -
On that great day, we will make up our minds -
Victors win a trophy that's one of a kind -*



December Birthdays
Ryan Hughes - 12/11
Don Sackett - 12/19
Art Mena - 12/20
Les Eckels - 12/20
Bill Steffey - 12/21
Kim Stacy - 12/22
Brian Wicker - 12/26
David Smith - 12/27
Robbie Schley - 12/30

Happy Birthday to our December babies!

January Birthdays

Joe Heber - 1/9
Shaun Lay - 1/9
Luverne Jager - 1/10
Luis Cucurellas - 1/15
Patrick Johnson - 1/16
Austin Kopfmann - 1/24

Happy Birthday to our January babies!



HR CORNER

As we continue to move towards providing team members information via electronic means, please make sure we have your current email address on file. Open enrollment for employee benefits was sent via email the week of Thanksgiving and meeting invites for 401(k) enrollment and review were sent last week. If you did not receive either of these emails, please contact Tammy in HR for additional information.

If your email or mailing address changes, please notify Tammy of your updated information.

Reminder - we have some deadlines approaching for employee benefits. If you want to participate in flex spending, Colonial supplemental insurances and the 401(k), refer to the instructions that were sent to you previously. Any questions, contact Tammy in HR.

Avera Health Insurance - we are hoping to have information regarding our renewal and rates for 2020 by end of next week. We will share information as soon as it becomes available.

W2's - Preparation can prove to be very complex and I'm sure everyone will understand and appreciate the importance of accurate information. Please be patient and know that we will work diligently to provide the information as soon as we can. Per IRS regulations, W2's must be postmarked by 1/31.



Check out the Monthly Safety CDs!

Congratulations to the November winners!

Roger Lammey Edward Wipf
Barry Eldeen Shaun Lay
Michael Phillips

November Top Fuel Mileage Performers

Reefer Division:

6.20 MPG - 8.13 MPG Cost/Mile \$0.50 - \$0.38

Bob Halbeck - 8.13
Terry Nedved - 8.06
Ed Wipf - 7.93
Jimmie Rederth - 7.88
Loren Postma - 7.83

Stan's drivers traveled a total of 483,103 miles in November!

December Years of Service Anniversaries

Barry Eldeen - 11 years
Terry Nedved - 5 years
Elizabeth Pester - 4 years
Gilberto Frausto - 4 years
Taylor Sibson - 2 years
Patrick Schulte - 1 year

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

Random Happenings at Stan's!



Continue to like and share on our Stan's Inc, Team Stan's, and Red Hog Facebook Pages! Not on Facebook and have something to share? No problem! You can email it directly to Morgan and she'll get it out there for you: morgan@stansinc.net