



Mark Your Calendar!

Sep 9 - 13 - National Truck Driver Appreciation Week

Sep 23 - Autumn Begins



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Mike's Words of Wisdom...

September 2019

Are You Sabotaging Your Success?

I read this article the other day and it was one of those moments where we look at what we are doing in our lives, our jobs, and our company, and it realigns our goals and our motivation to succeed, rather than becoming complacent. We all can get in a rut, but we need to recognize it and climb out so we can accomplish more for ourselves, our family, and our company. Just like our families, Stan's is built of many individuals that all have a big part in whether Stan's succeeds or fails. Take a moment and read the following 4 bullet points from the article, and then we can do a self-examination of ourselves and our company.

People stop trying when there's no benefit for being exceptional and no consequence for being mediocre.

Some people raise the issue of compassion — everyone should benefit equally. Ask yourself, did everyone make an equal investment? Did everyone make an equal effort? Did everyone produce equal results? The reason some folks deserve a greater reward is because they earned it.

You don't get what you want; you get what you deserve.

Therefore, if you want to promote excellence and still be compassionate, the answer isn't giving everyone a trophy regardless of how well they perform; rather, the answer is giving everyone an equal opportunity and providing them with the tools to achieve success. Therefore, everyone is free to decide how hard they're willing to work and the sacrifices they're prepared to make to achieve success.

If you're not willing to make the commitment, don't complain about the outcome.

This applies to organizations and individuals alike. If you want to achieve excellence, you must strive for it and settle for nothing less. We don't gain anything by lowering the bar so that everyone can clear it. That breeds mediocrity. There is a difference between winners and losers. In most cases, a winner did everything in their power to achieve success. The loser did not.

When you tolerate mediocrity, you get more of it.

Ask yourself whether you're more likely to get beaten by your competitors or by yourself. The truth is, your future will be determined more by choice than by chance. Are you sabotaging your success?

I hope those four bullet points made you think about what you could do personally and businesswise to achieve your goals, like it did for me. If we give 100% every day for our families and our Stan's work family, we will be successful not by luck, but by effort! Thanks for all you do for Stan's and continue to do the right thing for the right reason.

Respect-Relationship-Results



Highway to Health

Cancer is complicated.

In the next few upcoming newsletters, we will share signs & symptoms that you should get checked out, especially if they last for a long period of time or get worse. It's more than likely that something that isn't cancer is causing the problem.

If you or a loved one has any of these symptoms, please see a doctor to be sure as seeing a doctor is the only way to find out.

Unexplained weight loss:

Losing 10 pounds or more without knowing the reason.

Fatigue: Extreme tiredness that doesn't get better with rest.

Pain: Especially back pain, or a headache that doesn't go away or get better with treatment.

Skin changes: Any wart, mole, or freckle that changes color, size, or shape, or that loses its sharp border should be seen by a doctor right away. Other skin changes should be reported too, including: darkening, yellowing, reddishness, itching, and excessive hair growth.

Source: American Cancer Society



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



FIRE SAFETY!

**Stan's Welcomes
 A New Employee!**

Wade Metter joins the
 Facilities & Maintenance Team.

*Please take the time to
 introduce yourself!*



Thank you to
 Stan's Team
 Members for
 taking the
 time to attend
 our yearly
fire safety
 meeting with
 Dennis
 Schilling from
 Dakota Fire
 Equipment.

**Check out the
 Monthly
 Safety CD's!**

*Congratulations to
 the August winners!*

- Doug Apato
- Jason Abel
- Rick Airth
- Luverne Jager
- Kim Stacy



Social Time!

Stan's had another great night of food, beverages, games, & laughs shared among team members! Congratulations to Team Red Beards (Blain Tebay & Mark Goral) on the win in our Bean Bag tournament and thank you to everyone who participated. Jodi Weber was our winner for the back to school supply drive drawing. We appreciate all the hard work put forth by our entire team. Thank you for all your efforts!

It's a GIRL!



Congrats to Elaine Puetz
 on the birth of her
 granddaughter,
Remi Dakota Nunes
 Born 8/23, 7lbs 1oz,
 20 inches long.

**If you're happy and you
 know it... tell us why!**
 We are looking for some new
testimonials to add to our webpage!
 If you're not sure what to say, reach
 out to Elizabeth. She has a list of
 questions that will get you started,
 or feel free to speak from the heart
 and **tell us why are you glad to be
 part of the Stan's team and what
 sets Stan's apart from the rest.**

Share it with us!

Our Team Stan's Facebook page was created to
 provide a positive outlet for tips, pictures,
 successes, travels, and a place to ask questions
 and share information. Please share with us!
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:
morgant@stansinc.net

Thinkin' Thursdays

We are incorporating trivia questions for "Thinkin'
 Thursday" on both our Facebook pages. Each
 week we post a question on Thursday morning at
 8AM. The correct answer is given the following
 Friday morning at 8AM. Watch our pages to stay
 updated and join the fun!

August Top Fuel Mileage Performers

Reefer Division:	Grain Division:
5.50 MPG - 9.35 MPG	4.90 MPG - 5.00 MPG
Cost/Mile \$0.55 - \$0.33	Cost/Mile \$0.62 - \$0.61

- | | |
|--------------------------|-------------------------------|
| Terry Nedved 9.35 | Dickson Jorgensen 5.00 |
| Mick Tennant 8.74 | Bob Baker 4.90 |
| Loren Postma 8.70 | |
| Ed Wipf 8.60 | |
| Bob Halbeck 8.52 | |
- Stan's drivers
 traveled a total of
 532,760 miles in August!**

September Birthdays

- Orlando Lopez - 9/1
- Santiago Trevino - 9/1
- Loren Postma - 9/3
- Stan Kopfmann - 9/7
- Elaine Puetz - 9/7
- Morgan Tebay - 9/8
- Devan Jensen - 9/12
- Gilberto Frausto - 9/18
- Nick Gebel - 9/18



*Happy Birthday to our
 September babies!*

October Birthdays

- Kenny Hendee - 10/1
- Ed Wipf - 10/5
- Chad Bacon - 10/5
- Roger Lammey - 10/7
- Doug Apato - 10/10
- Mike Kopfmann - 10/17
- Jim Troth - 10/17
- Steve Borkowski - 10/21
- Jason Mundy - 10/31



*Happy Birthday to our
 October babies!*



**August Years of
 Service Anniversaries**

- Mark Goral - 9 years
- Jodi Weber - 8 years
- Jason Abel - 2 years
- Kenny Hendee - 2 years
- Bill Steffey - 2 years

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

**September Years of
 Service Anniversaries**

- Luverne Jager - 18 years
- Monty Johnson - 12 years
- Berny VanZee - 7 years
- Lynn Hinrichs - 5 years
- Luis Cucurella - 3 years
- Nick Gebel - 2 years

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

**DRIVER
 AND
 EMPLOYEE
 Appreciation
 WEEK
 SEP. 9th - 13th**

FOOD DAILY, ALL DAY LONG
 Beginning mid-morning & served all day in the Dispatch & Main Office
 Breakrooms, and from 11:30am to 1pm in the Driver's Lounge.

SNACKS & MUNCHIES
 Available in Driver's Lounge and Breakrooms.

FUN & FELLOWSHIP

**Thank You
 FOR ALL YOU DO!**

RESPECT • RELATIONSHIPS • RESULTS