



# Stan's Ink Monthly

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## STAN'S

ALPENA, S.D.



Volume 15, Issue 3

March, 2021

### Mark Your Calendar!

Mar 14 - Daylight Savings Time Begins

Mar 17 - St. Patrick's Day

Mar 20 - 1st Day of Spring



## Highway to Health

### Combat Indecisiveness: The Five-Minute Rule

According to Oxford Languages, indecisiveness is defined as:

- \* Not settling an issue.
- \* Not having or showing the ability to make a decision quickly and effectively.

Let's take a closer look at how the second definition might play into the choices we make in our day-to-day lives and therefore our levels of productivity. When a task or a "to-do" seems heavy and burdensome we have two choices: complete it or avoid it. By completing, we know that a sense of accomplishment will follow. By avoiding, the list adds up and sits stagnant.

Enter the five-minute rule.

This is a cognitive behavioral therapy technique that is great for practicing decisiveness and avoiding procrastination. Take an area where you are struggling to make a decision or take action and commit to the task or behavior for five minutes. If at that point, you can't stand it any longer, stop. However, most of the time you'll find that after five minutes you will continue to accomplish the task at hand or you'll realize it was something that could be completed within the five minutes. It's that easy.

The five-minute rule can be applied to many components of wellness. Here are some examples:

- Physical activity/exercise – Start with a five-minute jog
- Rest – Step away from your daily obligations for a rest break
- Nutrition – Start a grocery list or sign up for health coaching
- Work-life balance – Clean out your inbox or start a book
- Stress management – Start a deep-breathing activity or stretching routine
- Professional care – Schedule your annual visit with your provider
- Relationships/communication – Call or text a friend that you've been meaning to contact
- Spirituality – Journal what gives you a sense of purpose or meaning

Start with five minutes and see where it leads you. Over time, continue to practice decisiveness and commitment to your goals.

Source: Avera.org

### Mike's Words of Wisdom...

#### Appreciation "Recognition and Enjoyment of the Good Qualities of Someone!"

What does it mean to be appreciated? Is it words, actions, or money that makes us feel appreciated? I think everyone is different and every situation is different. At home, we may be appreciated or appreciate others for simple tasks like taking out the garbage, or making dinner, or the kids cleaning their rooms. At work, it may be more about the customer appreciating us by saying thank you! Yes, the customer pays the bills, which in turn pays all of us, but it means a lot when someone says Thank You!

This first week of March is driver/employee appreciation. Most years we would be barbequing and having get togethers to celebrate each other, but Covid 19 has made us do things more remotely, like bag lunches, soup, cupcakes, cookies, and shirts to celebrate. The one thing Covid can't take from us is our appreciation of one another. We can show appreciation for what people do at their jobs and at home that make a team successful! Showing someone appreciation will change their day. Think of how the garbage man or mail man feels during Christmas if you show them some appreciation with a gift or baked good. But, they don't just deliver the mail or pick up our garbage once a year, they do it all year long. My challenge to you is to show people appreciation throughout the year and see how it make them feel, and how it makes you feel. It will be amazing.

It has been a year of social distancing, and we can see the light at the end of the tunnel with vaccinations being more available and the number of cases dropping. I can't wait to get to the end, but know we still have to do our part until we get there. We have to continue to take care of ourselves and others by following the CDC rules to get this virus behind us.

The last 12 months have been stressful and tough on all of us, and I want you to know how much I appreciate each one of you doing the right things for the right reasons every day. We changed directions a lot through the last 12 months, but we kept moving forward by supporting our families, Stan's and our customers, and in turn, kept the world going by producing protein and delivering products that each one of us use every day to live a normal (or new normal) life.

**You are Essential and Appreciated and Each one of You Make Stan's Proud!**

Respect Relationships Results



The South Dakota Trucking Association is now accepting applications for scholarships for the 2021-2022 school year.

A total of seven (7) one-year nonrenewable scholarships in the amount of \$1,000 each will be awarded. Stan's employees, spouses and children are eligible to apply. Application information can also be accessed @ <http://www.southdakotatrucking.com/page-1218929> or contacting Tammy in HR. All applications must be postmarked no later than Friday, 4/30/2021.

## February Accidents & Incidents

# NONE!



Total: \$0.00  
We have a \$25,000 deductible  
and are counting on YOU to keep costs down.

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



## March Birthdays

Hans Anderson - 3/9  
Jeff White - 3/11  
Brady Dickson - 3/22  
Wade Metter - 3/25  
Tammy Bierman - 3/27  
Mark Jensen - 3/30  
*Happy Birthday to our March babies!*



## Check out the Monthly Safety Media!

Offered in 2 media formats: CD's & Flash Drives  
*Congratulations to the February winners!*  
Jimmie Rederth Jeff White Jeff Landeen  
Bob Haibeck Rodney Wells

## February Top Fuel Mileage Performers

### Reefer Division:

7.83 MPG - 6.50 MPG Cost/Mile \$0.34 - \$0.42

Jeff Landeen - 7.83  
Steve Borkowski - 7.82  
Steve Wenninger - 7.75  
Tim Walker - 7.75  
Loren Postma - 7.73

**Reefer drivers traveled a total of 419,320 miles in February!**

Stan's focuses on and promotes a culture of safety and rewards employees who embrace safety as part of their daily routine. Congratulations to those drivers that achieved the 2020 Safety and MPG Awards. Your efforts at strengthening our culture are not unnoticed. Thank you to the entire Stan's Team for all your hard work. Without all of you, we would not be who we are, nor could we do what we do.

## 2020 Awards



1/1/20 - 12/31/20

### Top Fuel

#### GOLD

Randy Flitter - 8.13 Steve Borkowski - 8.10  
Loren Postma - 8.07 Terry Nedved - 8.06

#### SILVER

Monty Johnson - 7.85 Jimmie Rederth - 7.84 Roger Lammey - 7.80  
Michael Phillips - 7.77 Bill Steffey - 7.75

#### BRONZE

Barry Eldeen - 7.74 Don Sackett - 7.70 Tim Walker - 7.68  
Orlando Lopez - 7.68 Dave Fletcher - 7.62 Bob Haibeck - 7.56  
Kenny Hendee - 7.56

2020 Fleet Average - 7.59

Total Paid Out for 2020 MPG Incentive **\$115,120**

### Safety

(12 months without accident or violation)

Doug Apato	Randy Flitter	Terry Nedved	Don Sackett
Bob Baker	Bob Haibeck	Ryan Peterson	John Seton
Steve Borkowski	Todd Johnson	Michael Phillips	Kim Stacy
Chris Cashman	Dickson Jorgensen	Loren Postma	Bill Steffey
Barry Eldeen	Roger Lammey	Mike Powell	Farley Trevino
Dave Fletcher	Orlando Lopez	Jimmie Rederth	Santiago Trevino
			Tim Walker

Total Paid Out for 2020 Safety Incentive **\$125,972**

## Stan's Welcomes A New Employee!



### Luke Sharp

Joins the Farm Division.  
*Please take the time to introduce yourself!*

## 2020 Statistics

ISS Score as of Dec 31<sup>st</sup> 2020 **31**

CSA BASIC Scores as of Dec 31<sup>st</sup> 2020  
Percentage indicates fleets comparable in size that scored better than Stan's. The threshold for a DOT intervention is 65%.

Unsafe Driving	5%
Hours-of-Service Compliance	0%
Driver Fitness	0%
Controlled Substance & Alcohol	0%
Vehicle Maintenance	22%
Crash Indicator	2%

Total Miles Driven	5,490,888
Total Passed Inspections	26
Total Passed Inspections Payout	\$2,350
Total Failed Inspections	27

### Total Safety Incentives Paid Out

Drivers	\$ 125,972
Non-Drivers	\$ 33,550
Grand Total	\$ 159,522

For those team members who began employment between 10/1/20 and 12/31/20 (or before), you are now eligible to enroll in the 401k! A 401k is one of the best ways to save for your retirement. Stan's encourages you to take advantage of your 401k plan so that you can look forward to a more secure future and will match up to 4% of your deferral. Enrolling is quick and easy! Watch your email for enrollment instructions. For those of you already enrolled, you do not need to take any action. If you have any questions, contact Tammy in HR @ 605-961-9508.



## Step Challenge RESULTS

Here are the WINNERS of the 1 week step challenge held 2/8/21 - 2/12/21.

**Most Steps:** Patsy Hoglo - 103,904 steps  
**Most Exercise Minutes:** Lori Haak - 511 minutes  
**Longest Distance:** Patsy Hoglo - 50.12 miles

If you are interested in joining a future challenge, contact Morgan:  
morgant@stansinc.net or 605-961-9511

## HAPPY St. Patrick's DAY

### March Years of Service Anniversaries

Judeen Schley - 16 years  
Ivy Eichstadt - 5 years  
Alec Sibson - 4 years  
Brian Alumbaugh - 1 year

**Thank You**  
for your service & dedication to Stan's!