



Stan's Ink Monthly

Est. 1964

STAN'S

ALPENA, S.D.



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November, 2023

Mark Your Calendar!

- Nov 11 - Veterans Day
- Nov 23 - Thanksgiving Day
- Dec 12 - Christmas Social 4pm



Highway to Health

The Habit of *Mindful Communication*

What are your habits of communication that contribute towards well-being in your workplace? How mindful are you of your words, language, and tone that have the power to either build up or tear down? Below are four components designed to measure and strengthen your current proficiency of mindful communication.

Care: refers to being attentive, empathetic, and understanding. It involves active listening, recognizing diverse perspectives, considering the emotional impact of words, and engaging in supportive check-ins with others. How do you communicate care to those in your circles of influence?

Collaborating well involves clear dialogue, active listening, respecting differing opinions, and timely information sharing. It requires taking responsibility for one's actions, seeking solutions to conflicts, and fostering a positive team culture. How well does your team/department collaborate?

Clarify: refers to the ability to enhance understanding by asking targeted questions, rephrasing statements, and providing information that leads to more accurate and precise communication. It seeks to bridge the gaps in comprehension and assist others to effectively convey their thoughts or intentions. How do you respond in those moments of misunderstanding?

Critique is a constructive tool that enables growth and improvement. Unlike criticism, which often has a negative and judgmental tone, critique is focused on the work itself, offering both an affirmation of strengths and constructive feedback on challenges. How constructive is your critique?

Source: Avera.org

Mike's Words of Wisdom...

"If everyone is moving forward together, then success takes care of itself."

Henry Ford, American industrialist and founder of the Ford Motor Company

Henry Ford was most famous for inventing the Model T automobile over 100 years ago in 1908 and changed the auto industry by introducing the moving assembly line for car production. He did that by trying and failing and continuing to improve the process and to get everyone on the same page so that everyone could do their job efficiently as the assembly line moved.

Comparing it to sports, a team must be aligned and moving in the same direction towards the goal of winning, by making each play count. At Stan's we are not playing for a National Championship or a Super Bowl, but we are playing the game of life and in the game of life we want to be successful with our families and with our work family. If we make each play count and we do the right things for the right reason, we will support our families and Stan's and the success will come as new or repaired relationships or it may come in as an advancement or accomplishment in our career. We never know what is coming in the future but showing up, doing our best, and being a team player gives us the best chance.

It all starts with a positive attitude. "I think I can" allows you to move forward but an "I think I can't" will beat you every time.

"It's easy to get caught up in complaining about what everyone else is or isn't doing. Remember, you can't control their actions but you can control your own. Focus on your attitude, effort and actions. Be the best you that you can be and elevate the positivity around you."

Jon Gordon

It's the old "Control the Controllables" mindset that keeps us focused on how our actions can affect change and the outcome of the game, the family situation, or our day-to-day decisions at work. We all need to line up and move in the same direction for our families and our Stan's work family. Once we are all moving forward with a unified plan and goals our success will take care of itself. God Bless!

Respect Relationships Results

Christmas Social!!

Tuesday 12/12/23 4:00pm

Watch for more details soon!

(Will include Ugly Christmas Sweater Contest & White Elephant Gift Exchange!)



October Accidents & Incidents

A driver pulled out in front of our truck.... \$130,000
 Struck pole while backing at customer..... \$575
 Slipped into ditch..... \$825

Total : \$131,400



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

October Top Fuel Mileage Performers

Reefer Division:

6.90 MPG - 9.04 MPG Cost/Mile \$0.67 - \$0.51

Roger Lammey - 9.04
 Bill Steffey - 8.73
 Bob Haibeck - 8.56
 Steve Borkowski - 8.56
 Fred Dupris - 8.53

Total October Miles: 460,115 **October MPG Avg: 7.85**

Stan's employees have worked

652 days

without a "lost time" accident!

THINK SAFE
 WORK SAFE
 BE SAFE

HRCORNER Career Opportunities!

- Feed Mill Support
- Diesel Mechanic *
- Wash Bay Tech
- IT Support *
- Housekeeping
- Drivers **:
 - ⇒ Regional & OTR
 - ⇒ Feed Truck

* Eligible for \$2,000 referral bonus

** Eligible for \$3,000 referral & sign on bonus

For complete job descriptions contact Tammy @ 605-961-9508.

November Birthdays

Kelly DeBusk - 11/1
 John Bozzella - 11/2
 Bob Haibeck - 11/10
 Blain Tebay - 11/18
 Randy Flitter - 11/19
 Todd Boomer - 11/24
 Zach Kopfmann - 11/25

Happy Birthday to our November babies!



December Birthdays

Isaiah Stahl - 12/5
 Ryan Hughes - 12/11
 Luke Sharp - 12/12
 Fred Dupris - 12/12
 Dillon Kouf - 12/14
 Don Sackett - 12/19
 Les Eckels - 12/20
 Morgan Hughes - 12/21
 Bill Steffey - 12/21
 Kim Stacy - 12/22
 Brian Wicker - 12/26
 Logan DeJean - 12/29
 Rick Airth - 12/30
 Robbie Schley - 12/30

Happy Birthday to our December babies!

Stan's Welcomes New Employees!

Please take the time to introduce yourself!



Morgan Hughes

Joins the HR Division



Jerry Laird

Joins the Reefer Division



Congratulations!

We share in the joy and love that is radiating from the new Mr. & Mrs. Alex & Audrey Kopfmann. Congrats and cheers to many years of happiness.



ABOVE & BEYOND



Have you ever been on the receiving end of someone going above and beyond?

That certain someone who stepped outside of their day to day duties to help a fellow team member or Stan's in general, with no expectations of receiving anything in return? We are always looking for nominations for our Above and Beyond recognition. When you experience a helping hand, or an act of kindness, please share the details by emailing Mike: mikek@stansinc.net.

November Years of Service Anniversaries

Roger Lammey - 13 years
 Brian Wicker - 13 years
 Randy Flitter - 9 years
 Santiago Trevino - 7 years
 Farley Trevino - 6 years
 Ryan Hughes - 5 years
 Jeff Landeen - 3 years
 Miguel Carrillo - 2 years
 Mike Jurgens - 2 years
 Blake Meyer - 2 years
 Terry Martin - 1 year
 Derek Hunter - 1 year
 Brad Thompson - 1 year
 Adam Wolfcale - 1 year
 Carlos Yanes - 1 year

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



VETERANS DAY

Honoring all who have Served 11/11/23