



Stan's Ink Monthly



Mark Your Calendar!

Jan. 17—Stan's Quarterly Safety Committee Meeting. 2:00-3:00—Conference room

Anyone is welcome to attend the Safety Committee Meeting—We welcome your suggestions! - If you can't attend—pass your ideas on to your supervisor or use the Suggestion Box!



Volume 11, Issue 1

January, 2017

Mike's Words of Wisdom...

January 2017

"Doing the Right Thing is Never Wrong"

We need to have a strong understanding of the *right things* before we can move forward with this quote. The *right things* develop through our values and our moral compass, not what is the easiest or feels the best. Doing the *right thing* is hard but rewarding and comes along with a sense of accomplishment. Once we determine what the *right thing* is, it will never be wrong.

At home we try and mold our children by teaching them the difference between right and wrong, while allowing them to grow into their own personality. When they do something wrong, we discipline them in hopes that they will learn from their mistakes and begin understanding what the *right thing* is. It doesn't happen in a day, it is a life journey of teaching and learning.

At Stan's we have a responsibility to our work family to think along those same lines. Our jobs are a life journey of learning and teaching (we spend more time with our work family than we do with our own families). By having a true understating of the Stan's values and culture, it makes it easy to do the *right thing* and never be wrong, but if we chose to do it for personal gain or because it is the easy way, we will allow for a weak link in the chain of success and our competition will pass us by. We must do the *right things* or we will fail at giving our customers the best service at a competitive price.

For us to grow individually we have to help Stan's grow. That means we have to make Stan's more efficient and more profitable in order for us to grow. It is the small things that make a difference with our performance or customer service. "A Call to Stan's is Load Off Your Mind" is our motto, but it is way more than that. It tells our customers and our competition that we will do whatever it takes to get it done and done right. So when that customer calls they don't have to worry about anything besides writing the check for a great service. Each one of us needs to be the best at what we do in order for Stan's to be the best it can be and I believe we have the best team to do that if we work together and communicate.

"Doing the Right Thing is Never Wrong" if you focus on the Stan's values and culture to make your decision for the right reasons.

Respecting each other builds Relationships that develop into Results.



Highway to Health

Prevent the Spread of Germs at Work

Everyday Practices Can Help Prevent Illness

Interaction between people in close contact increases the risk for respiratory illnesses like the flu to spread. In the workplace, employees who are sick may not be as productive when it comes to getting work done, and symptoms such as coughing, sneezing, and fever can spread germs to healthy employees.

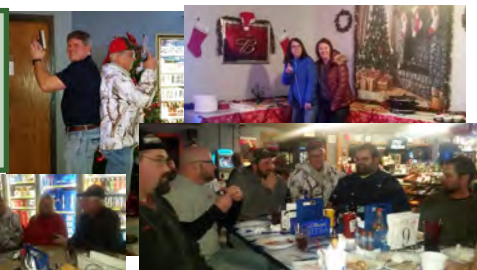
Everyday preventive actions that can help prevent the spread of germs in the workplace include:

1. Cover your mouth and nose.
2. Avoid touching your eyes, nose, or mouth.
3. Clean your hands.
4. Stay home when sick.

Source: hr360.com



Thank You to everyone who took the time out of their busy schedules to share in some Christmas spirit with your Stan's family!



Dec. Accidents and Incidents

4 combos of meat damaged when driver slammed on brakes to avoid an accident—**\$25,000**
 Stan's truck jackknifed on the ice damaging trailer—**\$5,000**
 Truck and trailer struck by train while crossing railroad tracks—**\$250,000**



December Total : \$280,000

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

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

Stan's drivers
 have driven
 8 days
 without an at-fault
 physical damage
 accident!
Drive Safely!

January Birthdays

Luverne Jager—1/10
 Luis Cucurella—1/15
 Ronald Clark—1/16
 Ginger Moeding—1/18
 Austin Kopfmann—1/24

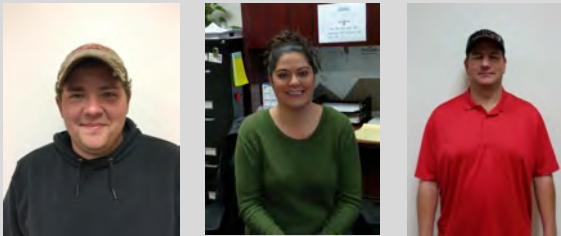
Happy Birthday to our January babies!



Stan's Welcomes New Employees!

Stan's welcomes 3 new employees to the team. Ben Rostyne (left) joins our feed mill division and Kevin Lulf (right) joins our reefer division. Megan Kostel (center) joins the Heartland Pork office.

If you see these new faces around, introduce yourself.



Welcome to Stan's!



Congrats!

Congratulations to Kevin Uttecht, who retired from Heartland Pork after 19 years of hard work and dedication.



February Birthdays

Dickson Jorgensen—2/3
 Scott Wagner—2/8
 Megan Kopfmann—2/9
 Jodi Weber—2/12
 Michael Phillips—2/17
 Dylan Ochsner—2/24
 Chris Cashman—2/24

Happy Birthday to our February babies!

January Years of Service Anniversaries

Stan Kopfmann—53 years
 Duane Kopfmann—17 years
 Michael Phillips—6 years
 Mark Zimmermann—4 years
 Doug Mentele—3 years
 Jim Zard—2 years
 Don Sackett—2 years
 Robbie Schley—2 years

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



Congratulations to Dave and Angie Uttecht as they celebrated the wedding of their beautiful daughter Lauren. Lauren (Uttecht) and Jesse Cameron were married on November 26, 2016!

Best Wishes from the Team at Stan's!



Nov. Top Fuel Mileage Performers

| | |
|-------------------------|------------------------|
| Reefer Division: | Grain Division: |
| 6.41 MPG—7.87 MPG | 4.5 MPG—4.87 MPG |
| Cost /Mile | Cost /Mile |
| \$0.38—\$0.31 | \$0.54—\$0.50 |
| Carmen Anderson 7.87 | Paul Kopfmann 4.87 |
| Harlan Hawley 7.69 | Bob Baker 4.82 |
| Skimpy Seaman 7.63 | |
| Jimmie Rederth 7.58 | |
| JJ Otruba 7.47 | |

Stan's drivers traveled a total of 433,042 miles in November!

Dec. Top Fuel Mileage Performers

| | |
|-------------------------|------------------------|
| Reefer Division: | Grain Division: |
| 5.61 MPG—7.38 MPG | 4.19 MPG—4.7 MPG |
| Cost /Mile | Cost /Mile |
| \$0.45—\$0.34 | \$0.60—\$0.53 |
| Bob Haibeck 7.38 | Bob Baker 4.7 |
| Bob Lisowski 7.01 | Paul Kopfmann 4.44 |
| JJ Otruba 6.84 | |
| Jimmie Rederth 6.8 | |
| Randy Flitter 6.73 | |

Stan's drivers traveled a total of 414,274 miles in December!



HR Corner

We continue to review our Avera Health Insurance renewal for 2017. In light of all the uncertainties in the area of health insurance coverages, we are happy to announce that we are looking at a single digit increase without making any changes to our existing coverage. We will share the rates as soon as we have finalized the enrollment.