

Human Resource Updates



Upcoming Dates to Remember.....

Nov. 17th

Annual Turkey Distribution

(this year employees will receive \$25 Walmart GC. in lieu of actual turkey)

Nov. 24th & 25th

Thanksgiving

Holiday No Work

HR UPDATE Article is back!!

After one year of hiatus (due to HR's busy schedule) HR UPDATE article is back and will have monthly issues out for you to read. This is HR's communication tool in order to let employees know of what's new & what is changing in terms of Sabin benefits, employment laws, new hires/retirees, etc. I hope you will find this article informative. Please take some time to read & be informed of what is going on in our work environment. Thank you.

2021 Discretionary Profit – Sharing Contribution

Have you checked your 401K account lately? Andy Sabin & Jonathan approved a 3% Discretionary Profit-Sharing Contribution for 2021. The amount was funded August 30, 2022 and was applied to your account during that week. Check your account online www.mykplan.com.

Thank you, Andy & Jonathan!!

Years of Service Recognition (20/30/40 yrs. of service)

Sabin will recognize employees with 20 or more yrs. of service with an end of year bonus. Any covered employee will be eligible for a bonus if he or she has 20 + years of service accumulated before the last day of the bonus year. In addition, to be entitled to yrs. of service bonus, an employee must have worked at *least 51% of his/her scheduled hours in the year at which the bonus is given*. The bonus will be payable on or about Dec. 1. Please refer to section 3.13 Years of Service Recognition, page 38 of employee handbook.

2022 Service Bonus Amount will be announced soon.

Happy Thanksgiving Message from HR Department

At this time of Thanksgiving, we pause to count our blessings. The family we love & friends that we cherish. The people we work with every day. The freedom of this country in which we live & its opportunities. The job that we have & the company that cares about its workers. ***We may not have it all together, but together we have it all. We still have so much to be thankful for despite all of the challenges & uncertainties that we encounter every day.*** May the good things of life be yours in abundance not only at Thanksgiving but throughout the coming year. ***Have a safe & enjoyable Thanksgiving!!***

"Thanksgiving is one of my favorite days of the year because it reminds us to give thanks & to count our blessings. Suddenly, so many things become so little when we realize how blessed and lucky, we are". – Joyce Giraud



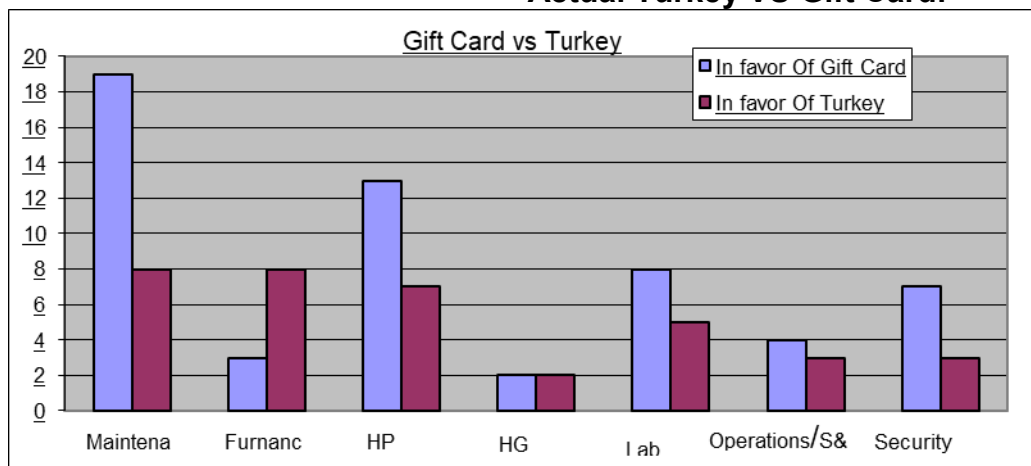
Major Milestone

We live in a world characterized by ever-increasing change. In this world, we value having tenured employees with the kinds of experience and stable, strong work relationships that can only be created through time. The following Employees have reached the milestone of 40 plus years working for Sabin:

Thomas Brady - 44yrs. Thomas Burns - 45 yrs. George Cobin Jr. - 41yrs.
Philip Cox - 41yrs. David Eldridge - 41yrs. Ed Garland - 44 yrs. Terry Strobel - 40yrs
Jeff Harrington - 42 yrs. Joseph Kremer - 42 yrs. Darrell Lemen - 41 yrs.
Dave Petishnok - 42yrs. Ray Roth - 46yrs. Marty Spoor - 42yrs.

THANK YOU FOR YOUR YEARS OF SERVICE & DEDICATION

Actual Turkey VS Gift Card:



Our Purchasing department conducted a survey to all Sabin employees. Your input is important and your vote counts. Thank you, Hillary Shaffer, for providing the data/graph.

Sabin's Supervisor / Leadership Training Program

One of Sabin's core values are the **PEOPLE**. Our company is dedicated to developing & sustaining excellence in our supervisors & future leaders by providing training. **Terry McGinnis, John Collins, Mike Macleod & Shane Conley** were the first batch who successfully completed the seminar provided by Rochester Chamber of Commerce. It's a five days workshop which included team building, coaching/counseling/mentoring skills, decision making skills, effective communications, successful delegation, conflict resolutions and also provides understanding & tools needed for successful supervisor/leader.

New Workers Comp Insurance Carrier

Effective 10/22/22 we have a new Workers Comp insurance. We are now under **Sedgwick Insurance**, thanks to our low actual losses/low workers comp claims for the past 4 yrs. Thank you to all of your cooperation and following our safety rules and regulations. Let's continue to maintain safe work environment and wear required safety equipment. The lower our claims, the lower our workers compensation premiums. And remember, failure to observe safety rules or failure to wear required safety equipment may result in disciplinary action. Please refer to section 6: Health & Safety of our employee handbook.

**There's
Always
Something
to be
Thankful
for....**

