

Connecting

JUNE 2021

NEWS FOR MANAGERS & MECHANICS

New Challenges for Millennial Recruiting...Are You Ready?

Millennials, the population born between 1981 and 1996, will be the largest generation in the U.S. workforce as of this year. In fact, the study found that 28 percent of Millennial workers are already at management level. Unfortunately, while the study found that 82 percent of hiring professionals believe Millennials bring a unique set of skills to the workplace and are more technically adept than prior generations, the majority (53 percent) report difficulty in finding and retaining Millennial talent.

This unique generation of workers requires an equally unique recruiting strategy. Here are six need-to-know Millennial recruiting techniques:

Give them a sense of purpose—Demonstrate quickly how Millennials can make a significant contribution to the job while they're there, particularly if you can attach some level of social impact or purpose to the job. Millennials would prefer a job with purpose or social impact (i.e. reducing the company's global environmental footprint) over just another job. While we absolutely want something that pays the bills, if you want to keep us there past one or two years, show how we can make a solid contribution to the job using what we know.

Get Social with Millennials—Millennials value transparency and authenticity. They don't want to hear a carefully-calibrated pitch. They want to hear from and see the actual people who work at your company and enjoy what they do.

Keep things fresh and new—What I'm seeing is that Millennials really want to feel like they're coming into a new company with a new vibe. What I've found every time is that everyone was excited for the new environment and the new office. So we've decided to switch up the office every year or so, giving the room a completely new feel! Millennials don't want to just come into an office and work for a company that is going to be completely stagnant. They want to see things in a state of change. By re-creating a new office space, Millennials are provided with a fresh new environment.

By 2025, millennials will represent 75% of the working population....Are you ready?



Leave everyone and everything better than we found them—Mike Hennek

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It is important for all employees who perform safety-sensitive functions, including CDL drivers, to know:

- The USDOT requires testing for marijuana and not CBD. The labeling of many CBD products may be misleading because the products could contain higher levels of tetrahydrocannabinol (THC) than what's stated on the product label.
- The USDOT's Drug and Alcohol Testing Regulation, 49 CFR Part 40, does not authorize the use of Schedule I drugs, including marijuana, for any reason.
- CBD use is not a legitimate medical explanation for a laboratory-confirmed marijuana positive result. Therefore, Medical Review Officers will verify a drug test confirmed at the appropriate cutoffs as positive, even if an employee claims they only used a CBD product.
- Since the use of CBD products could lead to a positive drug test result, USDOT-regulated CDL drivers should exercise caution when considering whether to use CBD products.

BIRTHDAYS

JUNE
 1st—Dan Hillgoss
 7th—Jessica Larson
 25th—Ben Appleby
 26th—Elgin Yates

**2ND PERIOD
 RANDOM TESTS
 MUST BE
 COMPLETED BY
 Aug 31st**

**NORTH BRANCH WINS THE AWARD FOR
 THE LATEST "LAST DAY OF SCHOOL" THIS YEAR**

June 14th!



WABASSO-MILROY		ACCOUNTS PAYABLE		<p><i>Meet the New Managers & Staff in the 4.0 Family!</i></p>
	<i>Brent Johnson</i>		<i>Renee Matejcek</i>	



People are so much happier when **summer** comes around. It's the **season** completely devoted to leisure and good times with the **people** you love.

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|--------------------------------|----------------------------------|
| <i>Super Long Days</i> | <i>Summer Thunderstorms</i> |
| <i>Patios with Cozy Lights</i> | <i>Ice Cream</i> |
| <i>Chill Time</i> | <i>Fresh Fruit & Veggies</i> |
| <i>Lightning Bugs</i> | <i>Camping & Bonfires</i> |
| <i>Outdoor Everything</i> | <i>BBQs & Picnics</i> |
| | <i>Fireworks</i> |

****SUMMER 4.0 WORKSHOP****

Thursday August 12th & Friday August 13th

More information in a future newsletter.

Mandatory for all Full Time Employees

Connecting



Wabasso-Mitroy



End Of The Year Celebrations!



Eden Valley-Watkins



Tracy

**SCHOOL
IS OUT!
SCREAM AND SHOUT**

JUNE

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3 PAYROLL	4 PO LISTS DUE	5
6	7	8	9	10	11	12
13	14	15	16	17 PAYROLL	18 PO LISTS DUE	19
20	21	22	23	24	25	26
27	28	29	30			