

Rollin' On

A GARNER TRANSPORTATION GROUP
PUBLICATION FOR ASSOCIATES & FRIENDS

APRIL 2017



Garner is a highly skilled network of professional drivers and staff who have made the commitment to **exceed** customer expectations.

Celebrations for April

Happy Birthday

4/1 Hunter Foust
Mark Pfeiffer

4/5 Steve Tettau

4/7 Ben Brumbaugh
Sydney Fletcher

4/9 Deborah Cardona

4/14 Ralph Depinet

4/15 Pamela Martie

4/18 Josh Davis

4/22 Tim Sherman

4/27 Sarah McLaughlin

4/29 Alan Schroeder

Years of Service

1 Year
Michael Geddes
Eli Yoder

2 Years
Awais Ashraf
Scott Beard

3 Years
Kevin Taylor

6 Years
Max Anderson
John Toupalik

7 Years
Ben Brumbaugh
Kim Fredritz

8 Years
William Tefft

Happy Anniversary

4/15 M/M Shawn Piper

4/22 M/M Tim Chrulski

4/26 M/M Eddie Cardona

4/27 M/M Tom Watkins

9 Years
Tony Riddle

11 Years
Eddie Cardona

14 Years
Scott Ritchie

22 Years
Michael Molyet



If you see we have missed your celebration, please forgive us and contact the office to help us make the correction.

Health Care is the Hot Topic of the Day!



It's health insurance renewal time again and we have negotiated the best possible coverage and pricing for this year's health care plan. Coverage will remain with Anthem Blue Cross and Blue Shield (ABCBS) and even though there was a rate increase, that increase is being absorbed by the company. Although there was an increase to the company, for many of you there will be **NO Increase** to the employee contribution.



As a company, we must stay competitive in our market; and as a result, we have opted to offer the **H.S.A. health care plan only**. With offering only the H.S.A. health care plan, we have elected to make some changes, for the better, to the plan. For instance, the **deductibles** on this year's H.S.A. plan have been **lowered** and we have increased the company contribution to the employee H.S.A. accounts. The new deductibles are now \$2600.00 for single coverage and \$5200.00 for Family which includes employee/spouse and employee/children as well as family. The company will also contribute \$600.00 annually to the single plan and \$1200.00 to a family plan which will be disbursed monthly into your H.S.A. account.

Per the federal guidelines, employees can contribute up to \$3400.00 annually for a single plan or \$6750.00 for a family plan between what the company contributes and what the employee elects to contribute to the H.S.A. account (i.e. if the company contributes \$600.00 per year, the employee can only contribute \$2800.00 annually which in total equals the \$3400.00 maximum allowable annual contribution for a single plan). In addition, employees 55 and older can contribute an additional \$1000.00 over and above the \$3400.00/\$6750.00. Plus, all H.S.A. contributions are non-taxable so long as they are used for medical expenses. Furthermore, all contribution balances in the H.S.A. account roll over from year to year.

Currently, H.S.A. accounts are with Commercial Savings Bank (CSB) (recently purchased by First Federal); however, as a company we have elected to establish new accounts with State Bank

(Continued on page 2)

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(YourStateBank.com) because they offer H.S.A. investment options which make having an H.S.A. account even more lucrative. If you currently have an H.S.A. account with CSB, you will still need to complete paperwork to open a new account with State Bank so that you can receive the company H.S.A. contribution as well as contribute to the account yourself. When you open the new account, you have the option to roll any funds remaining in your CSB account over to the new account with State Bank or you may elect to use all the funds remaining in your CSB account and just close it out when the balance is at zero.

The dental, vision, short term disability (STD), basic life and voluntary life plans will also continue to be through ABCBS as well. The dental and vision employee contributions will also remain the same with **NO Increase** to the employee contribution. STD costs are still dependent on your annual wages and your age, while the voluntary life is based on your age and the amount of coverage elected. Basic life will continue to be **FREE** to you and your eligible dependents and **enrollment** of all full-time employees is **required**. In addition, we worked with ABCBS to allow basic life coverage of part-time employees (must meet specific requirements/guidelines to qualify). As a result, those part-time employees that meet the specific requirements/guidelines will be contacted to complete the necessary paperwork for enrollment in the basic life plan. The basic life plan is \$25,000.00 in coverage for the employee, \$2000.00 for a spouse and \$1000.00 for eligible dependent children; and all is completely paid for by Garner Trucking, Inc.

Now that you know the details of what is being offered this year for health care coverage; now comes open enrollment! All eligible employees will be required to re-enroll or decline coverage during our open enrollment period which is **April 1 through April 23, 2017** through the Paycor on-line system. Instructions will be sent out the last week of March to your home address. Please be sure to **check your mail** for any documentation from Garner Trucking, Inc. noting **Time Sensitive Information Enclosed**. Enclosed, you will find information on what coverage you are currently enrolled, what you elected during the Formfire process, and step by step instructions on how to re-enroll or decline coverage using the Paycor on-line system. If your elections remain the same as what you currently have, you will not need to do anything further than make the same selections using the Paycor on-line

system. If you make any changes, there may be additional forms that will need to be completed, but once we note those changes, you will be contacted and provided the appropriate forms to complete.

Don't fret, if you prefer, you may elect to complete paper forms instead of completing the process on-line. If you wish to complete your re-enrollment process or declination using paper forms, please contact Human Resources (HR) and we will provide you with the necessary forms for re-enrolling or declining coverage.

All health care enrollment forms to include the State Bank H.S.A. account form will be available from HR, on our company website using your employee login information and on Paycor as well. In addition to the enrollment forms, the following items will also be available from HR, the company website and Paycor:

- 2017 Annual Notices
- Essential Formulary Review
- Essential Formulary Change Rules
- Summary of Benefit(s)

REMEMBER – all employees are required to re-enroll in the health care coverage or decline coverage; and this requirement **MUST be completed by Sunday, April, 23, 2017**. If you need forms or assistance with completing this process, please contact me at 419-422-5742 or Lisa Tipping, First Insurance Group, at 419-354-2736.

Thank you for your cooperation in this process!

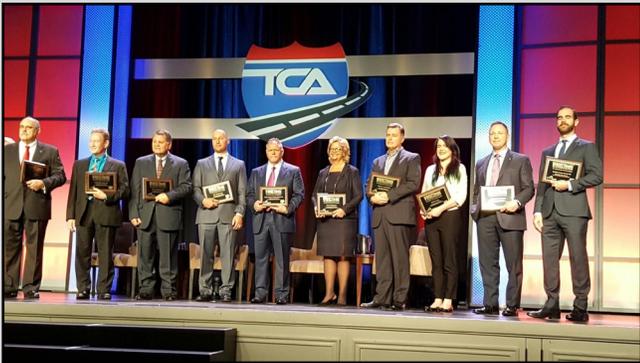
Barbara J. Zimmerman
Human Resource Manager
Garner Trucking, Inc.

OPEN ENROLLMENT
APRIL 1–APRIL 23

BEST FLEETS TO DRIVE FOR

On March 28 Garner was officially recognized as a **Best Fleet to Drive For** in 2017. The award was presented at the Truckload Carriers Annual meeting in Nashville. Garner President / CEO Sherri Garner Brumbaugh and Operations Director Tim Chrulski were at the ceremony to accept the award.

Thank YOU to all Garner drivers and staff who are truly the reason we are able to say we are one of the Best Fleets to Drive For!



Clean Inspection

Congratulations!

*Byron Brown
Robert Downing
Lonnie Johnson
Greg Boyer**

(*Sorry we missed you in December)



29 BEST Fleets
TO DRIVE FOR

SAFETY PROCEDURES BENEFIT EVERYONE! **Inspection Selection System: 34** Our ISS Score indicates "PASS"

BASICs OVERVIEW

Based on a 24-month record ending February 24, 2017

	GTG Rating	Trend	Thresholds
Unsafe Driving	27%	↓3%	65%
Fatigued Driving (HOS)	0% (< violations in last 12 months)	No change	65%
Driver Fitness	0%		80%
Controlled Substances and Alcohol	0%		80%
Vehicle Maintenance	34%	↓1%	80%
Cargo-Related	No Violations		80%
Crash Indicator	Not Available		65%

Safety & Performance Bonus Review **THINK SAFETY!**

Month	Dec-16	Jan-17	Feb-17
Total Drivers	107	105	103
Warning/Citations	1	0	0
Stability Control	1	0	0
Hard Brakes	0	0	0
Fuel Solutions	0	0	0
Preventable Accidents	2	2	1
Late Loads	3	1	0
% Receiving Bonus*	76.6%	78%	92.2%
Total Bonus Paid Out	\$15,644.28	\$10,864.33	\$12,045.91

* The % total reflects the actual drivers who are paid their Safety & Performance Bonus. The incident numbers reflect only those drivers who have lost their bonus beginning the month indicated.

Welcome Aboard



Orlando Dawson
2655 Trainee



Joseph Hooper
2639



Chris Mann
2682 Trainee



Andy Narine
2625 Trainee



Jesse Stewart
2708 Trainee

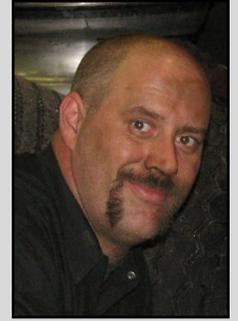


Rod Sullivan
2698

Welcome



ATTA BOY



Garner is an ongoing supporter of the Findlay Arts Partnership's Youtheatre program. As part of the program, Garner lends the use of a truck for their events. Josh Davis, Maintenance Tech, has been in charge of getting the truck as needed. Sherri recently received a note of thanks from the Arts Partnership,

"Josh is so helpful and pleasant—we are pleased to consider him as a part of our team. The truck and Josh's help are both imperative to the success of our program. We LOVE seeing Josh and that big Garner truck coming down the road!"

Atta Boy, Josh and thank you for showing true Garner PRIDE!



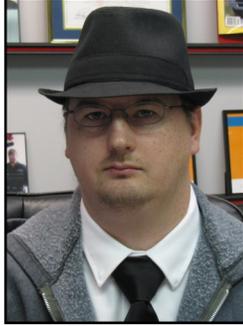
Atta Boy



If you haven't been in the Garner office lately, we've recently updated the lobby with a wall of Garner's Fleet Elite. It was noticed that while Sonja had been working on hanging a new sign for the lobby display she was a having a little trouble. In passing through, driver Buddy Sampley also noticed and without hesitation jumped in and offered to help.

Little things don't go unnoticed. Thanks, Buddy for taking the time.

Atta Boy



When a driver goes out of their way to help, we want to be sure to give kudos!

Recently, Garner driver Steve Gorman, stepped up and helped us avoid a potentially major failure with one of our largest customers. Steve is a PA driver and has also offered to help train new Garner drivers in the Pennsylvania area.

Thanks Steve for your hard work and dedication to Garner.

MOTHER'S DAY CELEBRATIONS

Do you have the greatest mom? We want to help you celebrate—send us your stories of why you have the best mom, stepmom, other mom, grand-mom, the person in your life like a mom—let us hear why she is number one.

Your stories will be shared in the May newsletter. One mother, randomly selected, will receive a special thank you of flowers and chocolates.

Send your story to jschaub@garnertrucking.com by **April 21st** to be included in May's newsletter.



ATTA BOY



Dispatch wanted to share a phone call from someone who wanted to let us know about an incident with John Wagner in truck#2686. The caller said she was in Upper Sandusky trying to merge on a very crowded highway and no one would let her in, no one but our Garner driver.

"He kindly got over for me and once he let me in he cautiously got back into the right lane. Most drivers do not do the common courtesy of moving over and letting others on the highway and that can make it difficult for regular vehicles".

Thanks to John she was able to get on with out issue. She just wanted us to know he did a wonderful job and Sherri should be proud of this driver. Great job, John!



APRIL 18
APRIL 15TH
TAX DAY

GARNER'S GET FIT FOUR

Over a year ago Garner staff decided to create a fitbit fitness challenge. The challenge started with 8 — one year later these Fit Four are the only ones left standing. Good job to Finance



Director Mike Palte, HR Director Barbara Zimmerman, Accounting Assistant Julie Dean and Garner President / CEO Sherri Garner Brumbaugh!

If you think you have what it takes to beat these guys, there's always room for more—if you have a fitbit and want to join these fit four in tracking your steps get in touch with one of the these committed challengers!



BUILDING HEALTHY HABITS ON THE ROAD

Exercise is hard when you are an OTR driver. You work for 14 hours straight, take 10 hours off and then you are back at it again, repeating the cycle. When you push that hard, where do you fit in exercise?

Here are some suggestions you might consider:

Folding bicycles can be stowed in the sleeper berth compartment and then tossed up in the passenger seat when it is time to go to bed. While parked at a truck stop, you can ride around the outer edges of the parking lot to avoid traffic. Alternatively, if you are at a rest area, you can ride around there too. Some have little trails you can follow.



Running shoes are an inexpensive option and very easy to store. You can go walking or jogging in the same places you would ride a bicycle.

Pedometers can be used in conjunction with the bicycle or running shoes, allowing you to track your progress. Tracking your progress is a fantastic motivator.



SOURCE: www.thebalance.com



JUNE CELEBRATIONS

June is a time for celebrating! In the June newsletter we like to share exciting things happening with our Garner family, as well as kudos to the great dads in your life. Send us your stories and pictures! We'd love to share things like new babies, graduations, marriages, engagements, milestones! Send us your celebrations and father's day tributes to be included in the June newsletter.

Garner will be recognizing one special father (randomly selected) with a special thank you of a Menard's gift card.



Send your celebrations to Jenny at jschaub@garnertrucking.com by **May 19th!**

CONGRATULATIONS!

We would like to wish an early congratulations to Garner's own Garrett Kindle. Garrett was awarded the Garner Diesel Mechanic scholarship in 2016, which included an apprenticeship in the shop.



Garrett attends UNOH and was recently recognized as a Top Student on the Dean's List. Congratulations Garrett! Job well done.



Ask A Trooper: What Lanes Are Semi Trucks Allowed to Use on the Freeway?

Q: Are semi-trucks allowed to travel in any lane on the freeway, or are they restricted to the right lanes?

A: On the freeway, commercial vehicles cannot travel in the left lane when there are three or more lanes. They are not required to be in the far-right lane and can legally use the right two lanes.

Troopers do see semi trucks traveling in the left lane and we do pull them over. The majority of infractions we give to commercial vehicles are for weight violations and semis account for only a small percentage of highway collisions.



Passenger vehicles are also prohibited from traveling in the left lane, except for passing. The left lane is designed to facilitate good traffic flow, so get out of the far left lane, unless you're passing another car.



FROM THE SHOP

IMPORTANCE OF PRE-TRIP INSPECTIONS

The pre-trip inspection is one of the most important lessons you will learn during truck driver training. If you don't conduct a pre-trip inspection before every load you deliver, you put yourself as well as others in danger. The purpose of a pre-trip inspection is to check the working condition of your vehicle. When you conduct a proper inspection, you

- Brake system
- Coupling system
- Lights and reflectors
- Fluid levels (oil, radiator, etc)
- Steering system
- Suspension system
- Security of trailer doors and load
- Tire inflation and tread

are reviewing the mechanical and safety parts of your truck, such as: By checking these parts, you help ensure that your equipment is safe to operate. You ensure your safe return home to your loved ones, and you help ensure that the people around your vehicle are safe as well.

AVOIDING A DISASTER By conducting a thorough pre-trip inspection, you can avoid things like:

- **A failed breaking system:** This can result in equipment damage and possible death to yourself and/or personnel around your vehicle.
- **A failed coupling system:** You do not want to be driving down the highway watching your own trailer pass you by. A trailer detaching from its tractor means 60,000 pounds of damage flying down the road with the potential of hitting anyone.
- **Bad lights:** Bad lights can prevent other vehicles from seeing you at night or in bad weather conditions. Let other drivers know you are there by keeping your truck's lights in safe, working condition.
- **A failed steering system:** A failing steering system is like skidding on ice. You don't have control and your truck is moving toward something you don't want to hit. Again, this leads to a severe risk of property damage or death.
- **A runaway trailer:** If your doors are not secure, you could lose your cargo as you drive down the highway. Not only is this dangerous for vehicles behind you, but when you arrive at your delivery point, *you* will be responsible for the lost load.
- **Failed tires:** When a trailer tire fails, it tends to fly apart into pieces. This can become a missile hazard on the road for following vehicles, which can cause damage, injury, or even death.

LEARNING THE PRE-TRIP INSPECTION Drivers struggle with the pre-trip quite frequently. When they first look at the inspection sheet, they're intimidated by the sheer amount of material they are required to learn. They become scared. They panic and become their own worst enemy by trying to avoid it. That being said, the pre-trip is much easier to master if you keep these things in mind:

- Do not allow yourself to get overwhelmed. The reality is, most people know more than 50 percent of the pre-trip inspection just by using common sense. Sixteen of the 18 tires are identical and checked exactly the same way. The only differences between them are the steering tires. While 90 percent of those are checked the same way, there are only a few different items to learn on them.
- If it's a hose, it's always the same — securely mounted, without cracks, cuts, or leaks, and not frayed. If it's metal, it's always securely mounted and void of cracks or breaks.

Remember, the pre-trip inspection is your friend. It prevents loss of equipment and lives, one of which could be your own. If you perform the entire pre-trip inspection every time, you can rest easy knowing that you, your truck, and fellow drivers will all be safe. If you have any tips for learning the pre-trip inspection, be sure to let the shop now!

