

Rollin' On

A GARNER TRANSPORTATION GROUP
PUBLICATION FOR ASSOCIATES & FRIENDS

DECEMBER 2017



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

CELEBRATIONS FOR DECEMBER



Happy Birthday

- 12/8 Joshua Chrulski
12/15 Dan Beasley
12/20 Emma Gelacek
12/21 Tim Cross
12/23 Lance Lenhart
12/25 Tobin Foust
12/26 Zachary Brumbaugh
DeAnna Cardona
12/30 Tyler McLaughlin
John Toupalik

Years of Service

1 YEAR

Dave Haupt

3 YEARS

Troy McLaughlin

5 YEARS

Michael Hackworth

13 YEARS

Ralph Depinet



Happy Anniversary

12/31 M/M Dennis Zimmerman

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

FROM THE DESK OF FINANCE



Did you make a New Year's Resolution last January to improve your financial situation? If you did and were successful in positively impacting your financial position, good for you. Now is the time to think about how you can improve upon that.

Committing to start creating an emergency savings is the first step. \$1,000 in an emergency fund goes a long way to easing the stress when the unexpected home or car repair happens. If you are living paycheck to paycheck, now is the time to starting thinking about putting a real plan in place to create an emergency fund for the unexpected expense.

Are you saving for retirement? Everyone needs to prepare for retirement as we never know when we will encounter a medical condition that will disqualify us from holding a valid CDL and being able to drive for a living. The sooner you start contributing, the less you will need to contribute each week, to have funds available when retirement comes. The maximum you can contribute to your IRA is \$5,500 per year, or \$105.77 per week, if you are under age 50. If you are age 50 or older you can contribute \$6,500 per year, or \$125.00 per week.

Are you contributing to your H.S.A.? Again, contributions to your H.S.A. will put you in a better position to handle the medical expenses we all encounter from time to time. The sooner you start contributing the less you will need to contribute each week to cover the medical expenses. See Barb in HR for the H.S.A. limits as they are based on your age and type of coverage you are purchasing.

Wishing all a Healthy, Prosperous and Successful 2018!

Mike Palte

Finance Director



Report for 9/29/17– 10/26/17	LOADS	LATE	ON TIME %
Hall Brothers	39	0	100.00%
Hyway Trucking	61	0	100.00%
Garner Trucking	240	1	99.58%
Spader Freight Services	266	1	99.62%
Roehl Dedicated	401	0	100.00%
Cardinal Freight Carriers	683	0	100.00%
	1690	2	99.88%

Clean Inspection

Congratulations!

*Steve Tettau
Chris Basilius
Robert Downing
Chris Combs
Brian Greer
Jeff Piurko
Brian Greer*



SAFETY PROCEDURES BENEFIT EVERYONE!

Inspection Selection System: 35

Our ISS Score indicates "PASS"

BASICs OVERVIEW

Based on a 24-month record ending Nov 28, 2017

	GTG Rating	Trend	Thresholds
Unsafe Driving	34%	↑7%	65%
Fatigued Driving (HOS)	0% (< 3 violations)	No change	65%
Driver Fitness	0%		80%
Controlled Substances and Alcohol	0%		80%
Vehicle Maintenance	36%	↓5%	80%
Cargo-Related	No Violations		80%
Crash Indicator	Not Available		65%

Safety & Performance Bonus Review

THINK SAFETY!

Month	June-17	Jul-17	Aug-17
Total Drivers	96	91	93
Warning/Citations	0	0	0
Stability Control	0	0	0
Hard Brakes	0	0	0
Fuel Solutions	0	0	0
Preventable Accidents	2	0	0
Late Loads	4	0	1
% Receiving Bonus*	87.5%	90%	89%
Total Bonus Paid Out	\$17,971.85	\$12,167.98	\$13,842.25

* 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.

Atta Boy



James from the shop wanted to give an Atta Boy to driver **Eli Yoder (2623)**. For two months in a row Eli has had both the lowest percent of idle time as well as the highest percent of cruise control use.

These are both important things to monitor to help keep our trucks running most efficiently. Unnecessary idling wastes fuel and prematurely plugs up the after treatment system. When the cruise control is engaged a truck will get much better fuel mileage.

Thanks to Eli and all of our drivers who continue to keep these things in mind and help Garner be a Best Fleet to Drive For!

Atta Boy

Garner driver Steve Gorman wanted to share an Atta Boy for fellow driver **Tom Kuhlman (2658)**. Recently, Steve was stuck behind an accident and could not get to his delivery appointment. Tom arrived early and the customer unloaded him first. When Steve arrived Tom told him that he would take his loaded trailer and wait for it to be unloaded so Steve could get rolling and make it back home.

"If Tom had not done that I would have had to stay in Batavia the rest of the week to make my hours work."

Knowing how important home time is to our drivers, it's people like Tom that make Garner stand apart. Way to go, Tom!



THANK YOU!

Thank you to **Steve Tettau (2713)**, **Ben Brumbaugh (Shop)** and **Jason Frater (Shop)** for taking part in the Veterans Day parades in Findlay and Bloomdale this year.



Garner is proud to support the military and our veterans!

Atta Girl

Taking care of our customers is always a

priority. It's great when we can hear our office staff making such a good impression. Audrey Wingate recently transitioned to a new role in Customer Service.

Recently, Sales Manager Ed McKinley received a customer kudos and wanted to share.

"Garner has a good one in Audrey. We are enjoying amazing communication from her. We wanted you to know how pleased with are in our dealings with Audrey."
Great job Audrey!!



Atta Boys

Oftentimes we don't always get to see what goes on behind the scenes to get our drivers home for the holidays.

We wanted to give an Atta Boy to our Transportation Planners — Matt Ritchie, Troy McLaughlin and Ryan Siebert. It's a great testament to this team and their hard



Matt Ritchie



Troy McLaughlin



Ryan Siebert

work that of all the drivers who requested to not be scheduled to run on Thanksgiving were able to have that time off with their family.

And a special kudos to those drivers who volunteered to take those holiday shifts, we appreciate you!

LOOKING FOR A UNIQUE CHRISTMAS GIFT IDEA?



If you are looking for that special something for the person that has everything...why not purchase a Garner collectible truck!

For the season, these collectibles are marked down to \$70! Stop in the main office and purchase yours today, while supplies last!



WREATHS ACROSS AMERICA

Wreaths Across America will take place on **Saturday December 16.**

This year, 2017 Driver of the Year **Steve Tettau** will be driving the Freedom Truck III. He will travel to Maine to pick up the wreaths and transport them for the laying of the wreaths at Arlington National Cemetery.

For the 2nd year in row, we will be laying wreaths at Findlay's Maple Grove Cemetery. 2016 Driver of the Year, **Mike Martie** will be travelling to Maine to pick up wreaths and transport them back to Findlay. The wreath laying ceremony begins at 10am. If you are interested in participating in the local event contact Jon Brumbaugh at hancock.waa@gmail.com.

GARNER OFFICE HOLIDAY HOURS

Office will be closed
Monday December 25th
Monday January 1st

Happy Holidays and a Joyous New Year

Welcome Aboard



Brian Greer
2639



Chuck Johnson

Welcome!

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WELLNESS EXAM INCENTIVE EXTENDED

Employees and their spouses who are covered under the Garner health insurance plan are each eligible to receive a \$100 wellness incentive. The deadline to complete the wellness physical has been extended to March 31st, 2018.



Wellness Exam forms are available on the Garner website, employee log-on section. Forms must be completed by your doctor and turned in to HR by April 13th to receive the \$100 wellness incentive.

LIFE AND DISABILITY INSURANCE UPDATE

There have been changes made to the life and disability insurance offered through Garner. For medical insurance, if an employee no longer works for Garner, their health insurance ends on the last day of employment.

Going forward, if an employee no longer works for Garner, any Short Term Disability (STD) and Voluntary Life Insurance will continue until the end of their last month of employment. If an employee leaves prior to the last day of the month, the full cost of both STD and Voluntary Life will be deducted from their pay.

As always, if you have any questions on your insurance benefits or accessing the forms on the employee website contact Human Resources, (419) 422-5742.

Barbara Zimmerman
Human Resources Director

TOP 25 GREEN FLEET

For the 3rd year in a row Garner Trucking has been recognized as one of the **Top 25 Green Fleets** in the U.S. by Heavy Duty Trucking (HDT) Magazine. This year HDT narrowed the field from 50 and made it more competitive, honoring 25 of the most fuel-efficient, environmentally conscientious, alternative-fuel-forward fleets in the U.S.



2018 DRIVER ADVISORY BOARD

Garner is proud to announce the 2018 Garner Driver Advisory Board. In the continuing effort to elevate the voices of our diverse family of drivers, the board will tackle the issues which you deal with both out on the road and at home. The board consists of a representative group of drivers; OTR drivers, 4x4 drivers, drivers who have been at Garner for many years, experienced drivers who have worked at other companies, and brand new drivers who have gone through school. These Board members were selected from a large group of drivers who were nominated by the various departments and who were willing to give up their time and Saturdays to attend the meetings.

The board will be bringing the issues on the agenda to each of you in an effort to gather your solutions. There are many creative ideas by our drivers that in the past never made it beyond the conversations at the fuel island, on the CB or waiting around to get loaded or unloaded at our customers facilities. Now there is a way to get those ideas shared, refined and presented to company leadership. It is our hope that you will reach out to the Board members and share your thoughts and concerns so they can take those ideas into the meetings. Reaching out to your Driver Advisory Board members is as simple as an email. Just send your ideas to DAB@garnertrucking.com. This email address will go straight to the board chairman, Scott Beard (2708).

2018 promises many exciting changes as well as continuing the Tradition of Excellence the entire Garner Family has produced over the last 58 years!

2018 DRIVER ADVISORY BOARD MEMBERS



Scott Beard
(Chairman)
2708



Steve Tettau
2713



Robert Downing
2682



Gesse Liberato
2696



Frank
VanWinkle
2698



Eli Yoder
2704

John Toupalik
2692