

# Rollin' On

A GARNER TRANSPORTATION GROUP  
PUBLICATION FOR ASSOCIATES & FRIENDS

DECEMBER 2018



## MISSION STATEMENT

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 Chruslki

12/9 Carl Waggle

12/15 Dan Beasley

12/18 Greg Oradat

12/20 Emma Gelacek

12/21 Tim Cross  
Amy Hayes

12/23 Lance Lenhart

12/25 Tobin Foust

12/26 Zachary Brumbaugh

12/27 Ronnie Outley

12/30 Greg Carder  
Tyler McLaughlin  
John Toupalik



### Years of Service

2 YEARS  
Dave Haupt

4 YEARS  
Troy McLaughlin

6 YEARS  
Michael Hackworth

14 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.

## NEW PER DIEM RATES

On December 30, 2018 Garner Trucking will be implementing a new Per Diem policy. The new Per Diem rate will be **\$66.00** for a full calendar day and \$49.50 for three-quarters (3/4) calendar day. This is up from \$63.00 and \$47.25 in place for 2018.

For those of you who do not know, Per Diem is an IRS approved method of converting a portion of your pay into a tax-free reimbursement for meals without having to keep all the receipts. All you need to do is retain proof you were eligible for Per Diem. This proof should be kept for at least 5 years in case you are audited.

There are two IRS approved methods to calculate Per Diem. Garner has chosen to adopt the more liberal method, which is to prorate the standard meal and incidental expense allowance (M&EI) using any method consistently applied using reasonable business practices.

To be eligible for Per Diem you must meet the following requirements:

- You must be away from your tax home **MORE** than an ordinary day
- Your work requires you to sleep or rest while away from home
- Per Diem must be calculated on a calendar day



ELIGIBLE OR NOT???

Over the road drivers (including 4X4) at Garner meet these requirements. Garner Trucking will use the following guidelines to calculate Per Diem:

### FOR THE DAY OF DEPARTURE

- ✓ Leave before 12:00 – eligible for a full day of Per Diem
- ✓ Leave between 12:00 and 18:00 – eligible for ¾ day of

(Continued on page 8)



Report for 10/20-11/23/18	LOADS	LATE	ON TIME %
FXFE	1	0	100.00%
WSGS	33	2	93.94%
Hyway Trucking	53	2	96.23%
Hall Brothers	70	0	100.00%
<b>Garner Trucking</b>	<b>302</b>	<b>1</b>	<b>99.67%</b>
Spader Freight Services	320	2	99.38%
Roehl Dedicated	563	7	98.76%
Cardinal Freight Carriers	852	4	99.53%
	<b>2194</b>	<b>18</b>	<b>99.18%</b>

# Clean Inspection



**Congratulations!**

*Charles Michello*

*Thomas Kuhlman*

*Don Hoop*

*Robert Wilson*

*Amy Hayes*

*Brian Maynard*

**SAFETY PROCEDURES BENEFIT EVERYONE!**

**Inspection Selection System: 35**

Our ISS Score indicates "PASS"

**BASICs OVERVIEW**

Based on a 24-month record ending October 26, 2018

	GTG Rating	Trend	Thresholds
Unsafe Driving	21%	↑6%	65%
Fatigued Driving (HOS)	23% ( < 3 violations )	No change	65%
Driver Fitness	0%	No change	80%
Controlled Substances and Alcohol	0%	No change	80%
Vehicle Maintenance	34%	↓3%	80%
Cargo-Related	No Violations		80%
Crash Indicator	Not Available		65%

**Safety & Performance Bonus Review**

**THINK SAFETY!**

Month	Jul - 18	Aug-18	Sept-18
Warning/Citations	0	1	3
Stability Control	0	0	0
Hard Brakes	0	0	0
Fuel Solutions	0	0	0
Preventable Accidents	1	2	1
Late Loads	1	0	0
% Receiving Bonus*	98%	95%	92%
<b>Total Bonus Paid Out</b>	<b>\$12,602.00</b>	<b>\$11,228.80</b>	<b>\$10,320.87</b>

\* 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

Whenever a new procedure or process put into place it's important everyone is on the same page. With recent changes to the Personal Conveyance policy, Safety Manager Emma Gelacek wanted to give a THANK YOU to Planner Matt Ritchie.



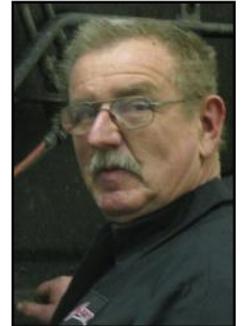
*"I would like to thank Matt for helping a Driver through the Personal Conveyance Process. It is very tricky set of rules and he verified that it was necessary and made sure the driver had every "i" dotted and every "t" crossed."*

Thanks Matt for doing a Great Job!

# Atta Boy

Garner driver Jennifer Conrad-Bass (2676) wanted to give a big Atta Boys to the Garner Shop, in particular technician Ralph Depinet.

*"The shop doesn't get enough thanks! Whenever I have had a problem, all the guys in the shop will drop whatever they are doing to help figure out what's wrong. Ralph, in particular, has been a huge help to me!"*



Thank you Garner shop for all that you do to keep our trucks rolling. Way to go!



Garner was recently recognized by Women in Trucking as one of the Top Companies for Women to Work For in Transportation.



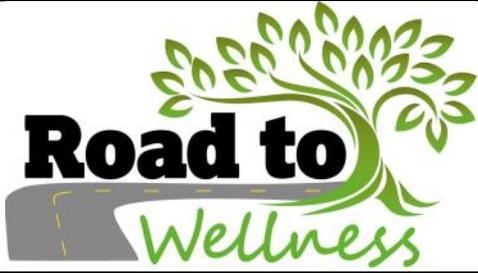
We know our drivers and staff our top notch, but it's always great to hear customers have the same positive experiences.

We recently received a note from our customer Nestle in Stanwood, Mi regarding their daily interaction with Operations and the outstanding On Time service of Garner's drivers.

With consistent on time service every week *"we appreciate you're dedication to very solid service."*

Thank YOU Garner Operations and Drivers for making such a strong impression with our customers.





Sometimes taking the first step is the hardest when it comes to becoming healthier. The sheer amount of unhealthy options and our oftentimes sedentary lifestyle can cause anyone to lose sight of wellness goals. Beginning this month we will be focusing on wellness and ways that we all can take on that first step towards healthier living.

## BARBARA'S STORY



Losing weight has plagued me my whole entire life; and I've tried every diet known to man. Nothing ever seemed to work – or work for very long because dieting isn't realistic. Approximately three years ago, I decided I needed to get healthy – not diet – not necessarily lose weight, but to make small changes in my daily activity and food selections that were healthier.

In the beginning I just walked. First it was only around the block – which was a chore and a half since I hadn't done anything physically active in years. But gradually, I worked my way up to three miles a day. After a Garner Health and Wellness Fair, I discovered Zumba. At first, I thought I was going to die because this was a lot more physical activity than even walking three miles. But what I found was that for the first time in my life, I actually thought working out was fun. Yep – I said fun!

Because I found Zumba fun – I enjoyed going to work out; and soon the weight started to come off and remain off. Now this doesn't mean I haven't had set backs – I'm human, we all are. We must remember not to beat ourselves up when we slip. Someone once told me – just because you run one red light doesn't mean you're going to run them all from here on out. Same should be true with exercise and what we eat. Just because I have one piece of fudge doesn't mean I've ruined my whole plan to be healthy. It's about balance! Some days I do very well with my food selections and making sure I exercise and some days not so much. But the one thing I don't do is sabotage myself just because I decided to eat some skittles with my popcorn at the movies.

What I have come to realize is that we each need to find that one physical activity that we enjoy – that we look forward to doing – that one place where we cannot wait to go and miss when we don't make it there. It doesn't matter if it's swimming, walking, Zumba, volleyball, yoga or some other activity. Find that physical activity that makes you happy because if you do – you'll stick with it – because it's no longer a chore! In addition, be proactive and plan meals, to include snacks. If I plan, I'm much less likely to make a trip through the drive through or order a pizza because we're too tired to cook after a long day at work. I also utilize Garner's Health and Wellness program. I got a wellness physical to help me see where I was at physically and medically and to learn where I still needed to make improvements. The health coaching is another tool I use to help me through my journey. The coaching helps me set goals, offers me guidance on food choices as well as alternative selections that I never even thought of.

Remember – a healthier life style is not a race to see who can lose the most weight the quickest, but rather a life long journey of balancing physical activity that works for your life and trying to make healthier food choices.

## JULIE'S STORY

Back in 2016, I started doing a few local 5k's on occasion. I hated how I couldn't train and made mention of that one day while I was talking to Troy & Audrey. They were both members of Planet Fitness and convinced me to give it a try. I went every so often but it wasn't until late 2017 when I weighed the most I had ever weighed that I knew I had to make a change. I started drinking Slimfast meal replacement shakes most days for breakfast & lunch, going to the gym 2-3 times a week and then from April through October of this year, I did one 5k a month.



By June, I had lost around 15lbs and was down to what I had weighed in previous years. I've slacked over the last few months, as most people do, and have put a few of those 15lbs back on but next month I'm hoping to get back to going to the gym more often so I don't put on weight during the holidays and start the year off.

You might not know that Garner employees have access to several wellness related benefits:

- ☑ Earn \$100.00 each year for simply receiving a FREE annual wellness physical. ALL Employees AND any spouses covered under the Garner Healthcare plan are eligible to receive \$100 once every 12 months. Forms are available on the company website.
- ☑ Get reimbursed for half of a gym membership, up to \$100.00 per year. *Employees and their spouses can earn \$100 EACH.*
- ☑ Access to FREE health & wellness coaching through NWO. Includes access to personal health coach, online and personalized text messages to keep you motivated throughout the program.

For more information contact Human Resources.

Developing regular healthy habits and ongoing lifestyle changes can help us all live longer, happier, healthier lives!



### SIMPLE STEPS #1

Eat a nourishing breakfast every day



### Flu Shots



'Tis the Season for Illness so we wanted everyone to know...

The flu shot and the pneumonia shot are covered **100%** under the preventive benefit on the company healthcare plan if you get it at your network Primary Care Physician's office or at a network pharmacy.

# Driver UPDATES

## ON CALL SAFETY

All safety calls need to go to **419-427-3928**. Please make this your default safety phone number in your phone contacts as soon as possible.

Normally, Emma handles safety calls, but she is not always available. By using **419-427-3928**, your safety concerns will get to the appropriate on-call safety person as this line is transferred to the on-call person's number.

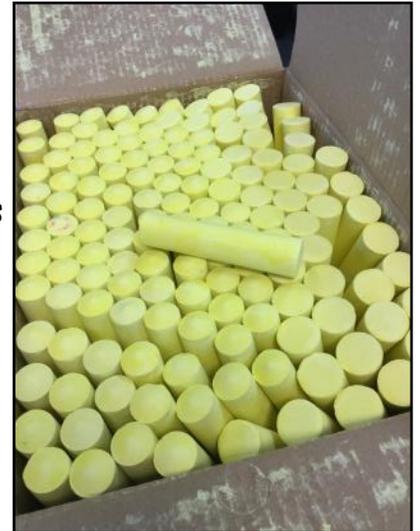


## CHALK IT UP

Drivers, make sure to stop at the driver table in the shop to pick up a piece of yellow railroad chalk.

You can use this to mark your tires and ensure they are moving. With the cold weather already here, tires have a tendency to freeze up and not move.

Using this chalk is an easy way to monitor movement and keep tires from needing replaced as quickly.



## REMINDER

If the Omnitrac unit in your tractor goes down and you are unable to run electronic logs, please remember:

1. To always make sure that you have blank paper logs in the vehicle.
2. To have the previous 8 days of logs available in the event that you are stopped by DOT. Officers will review to ensure that you are running correct Hours of Service. Contact the safety department and we can email you a copy of these logs.

## advisory board

### Welcome - 2019 Driver Advisory Board.

The Advisory Board meets each quarter with management to discuss issues affecting the fleet. Drivers are encouraged to reach out to this group with ideas, concerns and issues.

John Toupalik, Chairman    Scott Brown

Jennifer Conrad-Bass    Robert Downing

Gesse Liberato

Kevin Taylor

Brian Wildman

## WREATHS ACROSS AMERICA

National Wreaths Across America events will be taking place on Saturday December 15th.



This year, 2018 Driver of the Year Robert Downing will be travelling to Maine to pick up wreaths to deliver to lay at Arlington National Cemetery.

Locally, for the 3rd year in a row, Garner's Freedom Truck will be delivering wreaths to lay at Findlay's Maple Grove Cemetery. Events begin at 10:00am.

If you are interested in participating in the local wreath laying, contact 567.208.8848.



Each year, the mission of Wreaths Across America is to:

**Remember**—our fallen U.S. Veterans

**Honor**—Those who serve

**Teach**— Our children the value of freedom

**Remember**

**Honor**

**Teach**



## MAKE SAVING AUTOMATIC

Start saving for your retirement today.

Garner offers employees **FREE** retirement planning services through Modern Woodman. Call David today!

David Pugh  
567-277-6423  
David.e.pugh@mwarep.org



## SPREAD THE WORD!

For every driver you refer YOU can earn \$1,000 to \$1,200 for experienced AND recent student grads.

Make sure to let HR know if you refer someone so that you can get credit. Ask HR for details!!



Happy Holidays

OFFICE CLOSED DECEMBER 25  
OFFICE CLOSED JANUARY 1

(Continued from page 1)

Per Diem

- ✓ Leave after 18:00 – you are not eligible for Per Diem for that day

**FOR THE DAY OF RETURN:**

- ✓ Return before 12:00 – you are not eligible for Per Diem for that day
- ✓ Return between 12:00 – 18:00 – you are eligible for ¾ day of Per Diem
- ✓ Return after 18:00 – you are eligible for a full day of Per Diem

If you depart and return the same calendar day, you are not eligible for Per Diem for that day.



**Example #1:** Leave at 8:00 on Monday and return 16:00 on Friday, you will be eligible for 4.75 days of Per Diem. (A full day for Monday, Tuesday, Wednesday, Thursday and ¾ day for Friday since you returned home before 18:00.)

**Example #2:** Leave at 20:00 on Sunday and return 6:00 Wednesday, then leave again at 20:00 Wednesday and return 22:00 Friday, you will be eligible for 4.0 days of Per Diem. (Nothing for Sunday, (left after 18:00) a full day for Monday and Tuesday, nothing for Wednesday, (returned before 12:00 and left after 18:00) and a full day for Thursday and Friday).

When entering this information on your payroll sheet be sure to enter the full and partial days you are requesting reimbursement.



Should you have any questions please contact Brad in payroll.

# Welcome



**Michael Trumpy**  
2670 Trainee



Garner Trucking was recently recognized by Commercial Carrier

Journal (CCJ) as one of the Flashiest Fleets in the country.

Out of the five carriers selected, Garner's fleet took second place!!

Garner's Freedom Trucks (I, II, III) were submitted and chosen to be recognized for the commitment to honoring the sacrifices made by U.S. military veterans.

