

Rollin' On

A GARNER TRANSPORTATION GROUP
PUBLICATION FOR ASSOCIATES & FRIENDS

FEBRUARY 2018

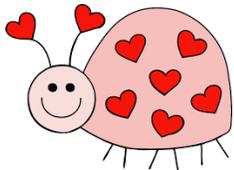


28 BEST Fleets
TO DRIVE FOR

MISSION STATEMENT

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

CELEBRATIONS FOR FEBRUARY



Years of Service

1 YEAR

Dan Riehl
Betty Hoffman
Jeff Frantz
Matt Meacham
Jerome Gillman
Dale Wisniewski

4 YEARS

Byron Brown

6 YEARS

Emma Gelacek
Ron Hibblen

7 YEARS

Brad Lucius
Matt Ritchie

8 YEARS

Shawn Piper

9 YEARS

Raymond Thomas

22 YEARS

Thomas Kuhlman
Steve Tettau

32 YEARS

Terry Gonyer

Happy Birthday

- 2/1 Michael Hackworth
- 2/6 David Gillespie
- 2/14 Hubert Jessee
- 2/18 Michael Martie
- 2/20 Ed Herrick
- 2/26 Michael Palte
- 2/27 Chris Short
- 2/28 Tom Watkins



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

APPRENTICESHIP PROGRAM

Garner recently launched a new Apprenticeship program for drivers ages 18-21. This program was developed and launched by Operations Director, Tim Chrulski.



Sean Spurling and Tim Chrulski, Garner Operations Director

It's no secret that the Transportation Industry is facing a crucial driver shortage. After taking part in a national committee to address this issue, the idea of an Apprenticeship program was introduced. Typically, to be an over the road driver you have to be at least 21 years old. With an aging driver workforce it was important to find a way to attract students right out of high school—ideally before they have made a concrete career decision.

The Garner Apprenticeship program was developed to attract those young adults to a viable career in the trucking industry.

The Apprenticeship program is the first of its kind in the State of Ohio. Upon earning their CDL, students participate in a 5 week intense training program, working with an experienced Garner driver. Since students in this program are under 21, routes are limited to within the state of Ohio. Upon completion of training, the Apprentice begins transporting freight on their own throughout the state.

In January of this year Sean Spurling, 20, became the first student to complete the Apprenticeship training program. Sean said "It's been a great experience. I've learned a lot and am happy that I was able to use the skills that I learned in school on the road so quickly. I'm excited to get started."

Garner looks forward to providing other students the opportunity to experience trucking as a career path.



Report for 12/23/17– 1/19/18	LOADS	LATE	ON TIME
CHXD	2	0	100.00%
Hall Brothers	27	0	100.00%
Hyway Trucking	35	0	100.00%
Garner Trucking	156	0	100.00%
Spader Freight Services	177	1	99.44%
Roehl Dedicated	260	0	100.00%
Cardinal Freight Carriers	453	0	100.00%
	1110	1	99.91%

Clean Inspection

Congratulations!

Ed Herrick

Ken Bodnar

Ben Helle

Charlie Montgomery

Chris Basilius

Charles Johnson



SAFETY PROCEDURES BENEFIT EVERYONE!

Inspection Selection System: 35

Our ISS Score indicates "PASS"

BASICs OVERVIEW

Based on a 24-month record ending Jan 29, 2018

	GTG Rating	Trend	Thresholds
Unsafe Driving	31%	↓1%	65%
Fatigued Driving (HOS)	0% (< 3 violations)	No change	65%
Driver Fitness	0%		80%
Controlled Substances and Alcohol	0%		80%
Vehicle Maintenance	28%	↓6%	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



Driver **Rich Robinson** (2652) wanted to give Ben Brumbaugh in the Shop an "Atta Boy". Rich had his alternator replaced and it went out again within a day. He called the shop in the middle of the night and spoke with Ben (on call).

"I knew that I woke up Ben in the middle of the night and I was very impressed that he was at the shop within 20 minutes and was able to get me back up and running."

Rich just wanted to make sure he let someone know how impressed he was with Ben's quick response. Way to go, Ben!

LET'S EAT!



It's not too late to participate in **The Garner Cookbook**. Send up to 5 recipes to be included and shared!

Copies of the book will be printed and sold with any proceeds going to support *Trucker's Against Trafficking*.

Email recipes Julie Dean at jdean@garnertrucking.com.

GARNER IS SOCIAL

Make sure to find and like Garner's social media pages and keep up with everything going on! Find us!!

FACEBOOK [garner.trucking](https://www.facebook.com/garner.trucking)

TWITTER [@GarnerTrucking](https://twitter.com/GarnerTrucking)

Youtube [Garner Transportation Group](https://www.youtube.com/GarnerTransportationGroup)

INSTAGRAM [garnertrucking](https://www.instagram.com/garnertrucking)

Keep an eye out for a chance to help us share your life in a day on Instagram!



Atta Boy



Accounting wanted to give driver and trainer **Scott Beard** (2708) an Atta Boy for his "paperless" assistance.

About a year ago, Accounting decided to move forward with making drivers "paperless". Scott was one of the first drivers to make the change and over the last year it hasn't gone unnoticed his focus on making sure his trainees know how to scan. Scott calls whenever he has any questions scanning a load. Thanks Scott for being willing to be one of the first and teaching your trainees right, off the bat. By the time it comes for their ending orientation they are pretty much a pro.

HR UPDATES

This is a Drug-Free Workplace!
**We Conduct
Drug Testing**

SYNTHETIC OPIOIDS

Beginning January 1, 2018, the U.S. Department of Transportation (DOT) expanded the current DOT drug testing panel requirements to include synthetic opioids.

Synthetic opioids include highly abused drugs such as hydrocodone, hydromorphone, oxycodone and oxycodone. DOT has mandated this change to bolster public safety and hopefully deter opioid abuse because it is a growing national epidemic.

Because of the new mandate, DOT regulated employers, like Garner Trucking, Inc. (GTI), are now required to test for these highly abused opioids. As required, GTI now includes the testing of synthetic opioids, along with marijuana, cocaine, opiates, phenylidone/PCP and amphetamines, on all pre-employment/post-offer, random, post-accident, and reasonable suspicion drug testing that is conducted on employees and potential new hires at GTI.

If you have questions, please don't hesitate to contact Barbara Zimmerman, Human Resources Director and your GTI Drug and Alcohol Coordinator, at 419-422-5742.

Thank You!

OPEN ENROLLMENT IS COMING

It's almost open enrollment time again for healthcare renewal. As a result, there are several steps that we, as a company, must do to prepare. The first step is that we must go through the **FormFire** process again to help keep the best benefit plan available at the most competitive rates.

I have mailed instructions on how to access **FormFire** and what you need to do complete the process. Even if you are waiving/declining coverage, you must still complete the process. The good news is that if you completed this process last year, all of your information is still in the system and all you need to do is update your information.....easy peasy.

The instruction letters will contain your User Name, but if you do not recall your password, you will need to have your password reset. Instructions are provided on how to have your password reset.

You may begin the process now, but you need to complete **FormFire** no later than February 23, 2018.

Once **FormFire** is completed, we will begin the process to negotiate the best possible coverage at the best possible pricing. After negotiations, you will be informed about the 2018 healthcare plan.

COUNTDOWN TO
OPEN
ENROLLMENT

Welcome Aboard



**Jennifer
Conrad-Bass**
2676 Trainee



**Larry
Hamilton**
2674 Trainee



**Aaron
Knowles**
2688 Trainee



**Alexander
McGregor**
2682 Trainee



**Albert
Netzer**
2669 Trainee



**Ronnie
Outlet**

Welcome Aboard



**Carl
Waggle**
2670 Trainee



**James
Wheeler**
2664



February is American Heart Month. While it's important to take care of your heart health year round, February is a month to focus on learning the facts and finding out ways that YOU can commit to a healthy lifestyle and make small changes that can lead to a lifetime of heart health. Garner will be hosting several Friday awareness days.

The month will kick—off on **Friday February 2nd— WEAR RED DAY!** In order to raise awareness for heart health please consider wearing RED that day!



SHOP NEWS

WELCOME BACK

We wanted to welcome back to the Garner Shop, Technician Brent Palmer. Brent is back at the shop working days after helping us out for several months at Garner's new business, Ron's Truck & Trailer in Fremont.



Thanks Brent for your help!

We're glad to have you back at the Garner Shop.

If you had been in the shop over the last few weeks you may have seen some extra activity happening.



The shop floor had a lot of cracks in it which has made it very difficult for our techs to use creepers to go under vehicles. A new floor was poured as well as the repair of a drain pipe in the shop, the bay is back in service!



SAFETY

It's that time of the year to schedule your one on one with Safety Director, Scott Ritchie. Scott will be scheduling meetings from now until the end of March.

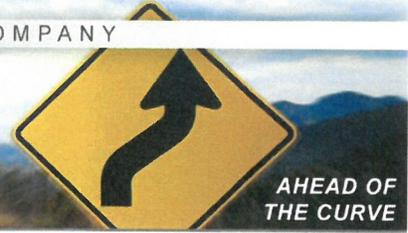
The purpose of this meeting is to review your safety performance from 2017 and ensure that all of your questions and concerns regarding safe driving are addressed. This one on one meeting must be completed prior to March 31 for you to receive your \$150 Annual Bonus.

To schedule your one on one contact either Scott Ritchie or Jenny Schaub at the main office 419-422-5742.



SAFETYFIRST

INFORMATION DEDICATED TO DRIVER SAFETY



Safety Management
Services Company, 2014

*An affiliate of
Cottingham & Butler*

Be Safe Out There



Good Posture

Maintaining good posture is a simple and effective way to keep the structures in the back and spine in good, working order. In fact, good posture and back support are essential in reducing back and neck pain.

Standing Properly:

- ✓ Tuck your chin in and keep your head up.
- ✓ Keep your earlobes in line with the middle of your shoulders.
- ✓ Keep shoulder blades back and chest forward.
- ✓ Keep your knees straight and tuck in your stomach.
- ✓ Extend your head towards the ceiling.

Sitting Properly:

- ✓ Slightly recline the back of the seat so the angle between the back and legs is approximately 110 degrees.
- ✓ Adjust seat height in order to depress the pedals all the way without twisting the back or moving away from the seat. Also, the knees should not be higher than the hips.
- ✓ Place your shoulders back and your back straight.
- ✓ Adjust mirrors so you can see all of them without slouching or twisting. Use the mirrors as a cue to sit up when you slouch, instead of readjusting them.
- ✓ If possible, adjust the lumbar area of the seat to provide gentle support. A towel or lumbar roll may be added to support the lower back, if needed.
- ✓ Evenly distribute your body weight on both hips.

Lying Down Properly:

- ✓ Lie in a way to maintain the curve in your back such as on your back with a pillow under your knees.
- ✓ Place a lumbar pillow under your lower back or on your side with the knees bent.
- ✓ Sleep on a firm mattress with a box spring that does not sag.

2018 BEST Fleets TO DRIVE FOR[®]

For the second year in a row The Truckload Carriers Association (TCA) and CarriersEdge has recognized **Garner Trucking** as one of **2018's Best Fleets to Drive For** across the country.

To be considered for the Best Fleets program, companies operating ten or more trucks had to receive a nomination from at least one of their company drivers or owner-operators. CarriersEdge then interviewed human resources representatives and executives of the nominated fleets regarding their corporate directions, policies, and programs. The fleets were evaluated using a scoring matrix covering a variety of categories, such as total compensation package, health benefits, pension plans, professional development opportunities, and career path/advancement opportunities, among other criteria.

TOP 20 BEST FLEETS TO DRIVE FOR 2018

- American Central Transport, Inc., Kansas City, MO
- Bison Transport, Winnipeg, MB
- Boyle Transportation, Billerica, MA
- Central Oregon Truck Company, Inc., Redmond, OR
- Challenger Motor Freight, Inc., Cambridge, ON
- Erb Group, New Hamburg, ON
- Fremont Contract Carriers, Inc., Fremont, NE
- FTC Transportation, Inc., Oklahoma City, OK
- **Garner Trucking, Inc., Findlay, OH**
- Grand Island Express, Inc., Grand Island, NE
- Halvor Lines, Inc., Superior, WI
- Keller Logistics Group, LLC, Defiance, OH
- Maverick Transportation, LLC, North Little Rock, AR
- Motor Carrier Service, LLC, Northwood, OH
- Nussbaum Transportation, Hudson, IL
- Prime Inc., Springfield, MO
- Smokey Point Distributing, Arlington, WA
- TLD Logistics Services, Inc., Knoxville, TN
- TransPro Freight Systems, Ltd., Milton, ON
- Veriha Trucking, Inc., Marinette, WI

Garner President/CEO Sherri Garner Brumbaugh says *"I am thrilled once again to be named one of the Best Fleets to Drive For in North America, including Canada! This recognition is a Garner team effort including our drivers and support staff. It is extra special that Garner's professional truck drivers feel we are one of the best of the best trucking companies to work for."*

"It's not easy to be named one of the Best Fleets to Drive For," said TCA President John Lyboldt. "It simultaneously requires commitment to an individual carrier's operations and a vision for the future of the industry as a whole. Congratulations to all of the winners for this immense achievement."

Phase two of the contest will divide the highest scoring fleets into small and large fleet categories, from which two overall winners will be selected. The overall winners' names will be announced during TCA's Annual Convention, March 25 -28, 2018, at the Gaylord Palms Resort & Convention Center in Kissimmee, FL.

Get social updates on the Best Fleets to Drive For

#BestFleets18

