



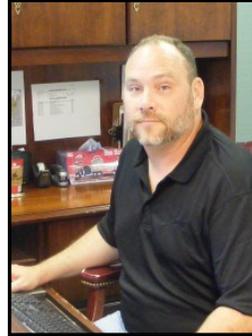
**BEST Fleets**<sup>®</sup>  
**TO DRIVE FOR**  
2017 • 2018 • 2019

# Rollin' On February 2019

## OPERATIONS UPDATE

Welcome to 2019!

In previous years the focus was to take a deep dive into our freight lanes and customer base; both to understand what works well within our freight network and to optimize those opportunities. As a result, we made significant adjustments to our lanes throughout 2018. These changes have strengthened the organization and tightened up our total freight network.



Today our operational focus is removing the gaps in our network by finding more back-hauls and adding other more profitable lanes as we begin 2019. We are now in full swing and starting up some of these new opportunities.

I am excited to announce that you will see some new business with lanes out of Columbus Ohio to Erie, PA, Sterling Heights, MI, Clinton TWP, MI, Portage, MI and Niles, MI. Starting Monday, February 4<sup>th</sup>, we will be providing dedicated services for Coke in Detroit out of Bowling Green, OH. This is business we know and do well. These lanes are also through familiar customers AND meet our goal as they work well within our freight network.

Additionally, we are adding TWO new customers. One of these customers is in the Detroit, MI area and another in the Rochester, NY area. The intent is to increase load volumes with new business while reducing deadhead and delay in between loads. Our goal is to add lanes through our own customers and establish new customer relationships that meet these company goals. We will continue to provide drop trailer pools, where we are able, and evaluate lanes to keep up efficiency for both Garner drivers and the company.

On a personal note, 2018 was a very difficult year for the Chrulski household. The amount of support shown by Sherri, all the office / shop staff, and our drivers during this difficult time did NOT go unnoticed! I truly appreciate the overwhelming support, genuine concern and kind words shared by everyone through these difficult personal times. It is reaffirming to know that a journey started 22 years ago, with the selection to come and work for a small, family-owned and family orientated trucking company continues to be the best choice to support my family through both the good and the bad times. This is because of the people that I am surrounded by!

Thank you and we should ALL look forward to an incredible 2019!

*Tim Chrulski*

Operations Director



*Celebrate 60*

**Garner turns 60 in 2020.  
We'll be celebrating this  
milestone throughout  
2019.**



Garner's President Sherri Garner Brumbaugh washed Garner trucks in high school. (we won't say what years those were!)

*Garner*

# ANNUAL MEETING

In 2020 Garner will be turning 60! To celebrate, the Annual Safety Meeting will take place at Kalahari in Sandusky, Ohio.

This year's meeting will take place on **SATURDAY SEPTEMBER 7TH.**

The annual meeting is a great opportunity for all employees to hear what is going on with the company, future plans and get first hand updates from the Garner Management Team.

To help celebrate Garner turning 60 and to say THANK YOU for all that you do, drivers and staff will have the opportunity to earn enough Kalahari bucks (up to \$150) to pay for the cost of an overnight stay during the Annual Meeting weekend!

An overnight stay includes 4 tickets to the water park, so you can bring your family to enjoy the weekend!



## HOW DO YOU EARN KALAHARI BUCKS?

### ONE TIME EVENT

- Complete your annual wellness check between August 1, 2018 and July 31, 2019
- Open enrollment—complete without being reminded

### REFERRAL

Refer a driver or technician

### WORK ETHIC

No call off / late each month  
No reminder calls from payroll each month

### RANDOM ACTS

Be recognized for going above and beyond in your job



Kim Fredritz (Cust Svc Mgr) receiving the 1st Random Acts of Kalahari buck from Operations Director Tim Chruski

Kim Fredritz, Customer Service Manager, received the first Random Acts Bucks. She was recognized for going the extra mile to work with a customer to improve a route for one of our drivers. She saved the customer relationship AND a Garner driver!



# TEAMWORK



Buddy Sampley  
(2674)

**TEAMWORK!** Some of our customers busiest times of the year happen during the holiday season. This year, FedEx wanted to thank Garner drivers **Buddy Sampley** (2674) and **Tyrus Coyan** (2704) for their excellent service over their peak season

*"Your company provided great service for us this past Peak. We had NO complaints or any service issue with any of your tractors. Hope to work with your group again in 11 months when Peak is back again.!"*



Tyrus Coyan  
(2704)

# SCANNING PAPERWORK

Thank you thank you to all Garner drivers for going completely paperless!! As a reminder Accounting asks that you please scan your paperwork DAILY instead of at the end of your week. This is especially helpful if a page is missing or a particular copy is not readable. As always, if you have questions or need help with the scanning process please contact Accounting.



# FEBRUARY IS NATIONAL HEART MONTH

Make sure you stop into the Garner office throughout the month to get information, heart healthy snacks and sponsor a heart in recognition of heart disease.

Heart disease is the leading cause of death for both men and women. To prevent heart disease and increase awareness of its effects, Garner is proudly participating in American Heart Month.

You can make healthy changes to lower your risk of developing heart disease. Controlling and preventing risk factors is also important for people who already have heart disease. To lower your risk:

- Watch your weight.
- Quit smoking and stay away from secondhand smoke.
- Control your cholesterol and blood pressure.
- If you drink alcohol, drink only in moderation.
- Get active and eat healthy.



## HEALTHY HEART TIP

Get regular, moderate physical activity. It helps lower blood pressure and helps your body control stress and weight. Start by doing what you can, even 10 minutes can make an impact on your heart.



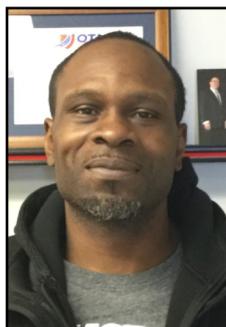
**Trish  
Cody**  
(2644)



**Michael  
Farnham**  
(2694 Trainee)



**Shalisa  
Garland**  
(2669 Trainee)



**Christopher  
Harris**  
(2696 Trainee)



**Michael  
Puczowski**  
(2664 Trainee)



**Marko  
Roseboro**  
(2706 Trainee)



# OPERATIONS



## LOWE'S REPORT

12/23-1/25/19	LOADS	LATE	ON TIME %
WSGS	9	0	100.00%
Hall Brothers	53	0	100.00%
<b>Garner Trucking</b>	<b>220</b>	<b>0</b>	<b>100.00%</b>
Spader Freight Services	283	0	100.00%
Roehl Dedicated	454	3	99.34%
Cardinal Freight Carriers	752	0	100.00%
	<b>1771</b>	<b>3</b>	<b>99.83%</b>

## ELD TRANSITION

This February, Garner's Fleet will transition to ELD format electronic logging. During this transition, we anticipate several things to watch for as we all get used to what to expect. Drivers should have received an email and hard copy notice with all of the changes and updates expected.

Safety AND Operations understand that there will be a transition period as we all work out the different scenarios and how they affect load planning. Over the next couple of months Safety will be hosting several **ELD TRANSITION conference calls** to help address issues with the transition.

During these calls, the hope is to get driver feedback on the ELD changes, any challenges drivers are seeing and to develop new ways to address any ongoing concerns. Information regarding these calls will be shared soon.

## PERSONAL CONVEYANCE

With the transition to the ELD mandate, Safety has determined that there may be more cases where drivers will be using Personal Conveyance (PC) as a status. With this, there are several things you need to remember:

- Drivers CANNOT use Personal Conveyance (PC) to just *go home* for the day
- PC is ONLY an option if you are REQUIRED to move from a location when you run out time. Examples include;
  - If a customer does not allow parking and you run out of time loading / unloading and parking is not allowed and/or across a public roadway
  - If you are on a public roadway and an officer requires you to move
- You cannot use PC to advance a load. If you are REQUIRED to move you must drive to the nearest safe haven, even if that means you have to go backwards.
- DO NOT perform any ON DUTY after you take PC. Complete any post-trip prior to leaving the location. If you take PC, you must end that status with either Sleeper or Off Duty
- Drivers must get approval for PC prior to using. Contact Safety AND/OR your driver manager to determine if your situation warrants this use.



## YOU DID IT!!!

*you did it!*

For the **THIRD YEAR IN A ROW** Garner has been recognized as one of the **BEST FLEETS TO DRIVE FOR IN THE COUNTRY!** This could not be possible without the dedication, professionalism and truly fantastic group of employees.

**THANK YOU FOR ALL THAT YOU DO!!!**

**19 BEST Fleets**  
TO DRIVE FOR

**18 BEST Fleets**  
TO DRIVE FOR

**20 BEST Fleets**  
TO DRIVE FOR



## THINK SAFETY

### SAFETY & PERFORMANCE BONUS

Month	Oct-18	Nov-18	Dec-18
Warning/Citations	0	1	3
Stability Control	0	0	0
Hard Brakes	0	0	0
Fuel Solutions	0	0	0
Preventable Accidents	0	0	3
Late Loads	0	4	1
% Receiving Bonus*	92%	96%	92%
Total Bonus Paid Out	\$14,769.55	\$16,452.80	\$11,996.78

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

### Inspection Selection System: 34

Our ISS Score indicates "PASS"

#### BASICs OVERVIEW

Based on a 24-month record ending January 31, 2018

	GTG Rating	Trend	Thresholds
Unsafe Driving	23%	↓1%	65%
Fatigued Driving (HOS)	23% ( < 3 violations )	↑1%	65%
Driver Fitness	0%	No change	80%
Controlled Substances and Alcohol	0%	No change	80%
Vehicle Maintenance	29%	↓5%	80%
Cargo-Related	No Violations		80%
Crash Indicator	Not Available		65%

**CONGRATS**

## CLEAN INSPECTION

Mike Martie  
Ron Flint  
Chris Mann  
Camerin Harrington  
Chris Short  
Alex McGregor

Clean Inspection = \$75.00

Clean HAZMAT DOT Inspection = \$100.00

## 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.



Rollin' On 5

## CELEBRATIONS

### HAPPY BIRTHDAY

2/1	Mike Hackworth Keith Lemons
2/6	David Gillespie
2/10	Eric Eaton
2/11	Charles Michello
2/14	Hubert Jessee
2/15	Macey Gatchell
2/18	Mike Martie
2/22	Rex Fletcher
2/26	Mike Palte
2/27	Chris Short Jeff Bowman
2/28	Tom Watkins

### YEARS OF SERVICE

#### 1 Year

Randall Chitester    Amy Hayes  
Charles Michello

#### 2 Years

Jeff Frantz            Matt Meacham  
Dale Wisniewski

#### 5 Years

Byron Brown

#### 7 Years

Emma Gelacek

#### 8 Years

Brad Lucius            Matt Ritchie

#### 9 Years

Shawn Piper

#### 10 Years

Ray Thomas

#### 23 Years

Tom Kuhlman

#### 33 Years

Terry Gonyer

# HUMAN RESOURCES REMINDER

## Garner has an Open Door Policy: **Talk to us!**

- ◇ We encourage all associates to bring any questions, suggestions, complaints to our attention.
- ◇ We are here to help you, but you must let us know what you need assistance with.
- ◇ We care enough to listen, if you care enough to share.



"We're a family-friendly company."

**\*Garner has a 0 tolerance policy on harassment and bullying by a manager, supervisor, employee, or an individual from another company!**

## What Can I or Should I Do?

- ◇ *Stop whatever behavior is offensive*
- ◇ *Ask individual to stop the behavior you find offense*
- ◇ *If it does NOT stop – Report, it to Risk Management (HR & Safety) Immediately!*
- ◇ *Don't hesitate or wait to inform on any situation. Be Proactive, Not reactive*
- ◇ *Any information provided helps (Company name, Truck number, etc.)*