



Rollin' On

January 2019

From the desk of Sherri Garner Brumbaugh...

Thank you 2018 and **let's go 2019!** What a difference a good economy can make! Many people outside the trucking industry have asked me "how are things going for Garner?" I gladly share that "Trucking is good, let us rejoice and be glad in it!" I am grateful and thankful for all the Garner employees and our customers that contributed to our success in 2018.



The year certainly didn't come without challenges including our need to invest in newer equipment and the driver shortage. Garner is not immune from these issues. We tackled these industry issues with a talented maintenance staff and tolerant drivers. I commend our Operations staff as well. The last thing they like to do is to ask a driver to switch trucks so that work can be done on an assigned truck!

I am looking forward to 2019 and, at Garner, we kicked the year off right with a **1 cent per mile increase** in pay to our drivers! In addition, we've increased clean inspections for Hazmat loads to \$100. We've seen an increase in HAZMAT freight opportunities AND I want to give a special thank you to our drivers that have their Hazmat endorsements!

What else? We have placed an order for 100 trailers! 50 trailers to be delivered in the 4th quarter of 2019 and 50 trailers to be delivered in the first quarter of 2020! If production allows we may receive them sooner but unfortunately there is such a great demand for new trailers, orders are a year out! New trucks will be coming too but the details on purchase and delivery are still being finalized!

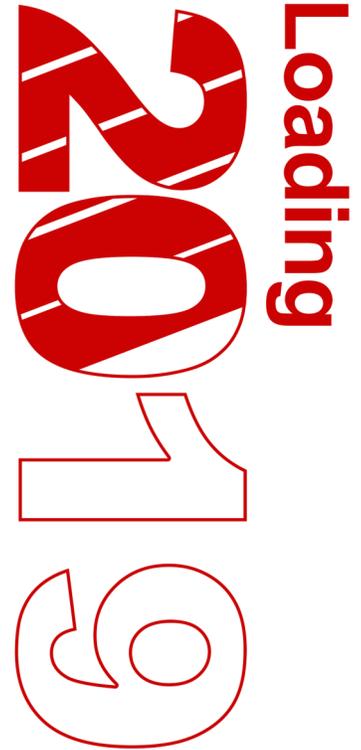
In addition, we have made investments in our electrical in our yard, new lighting in the shop and coming in January a new fuel pump!

What can you do to continue to make Garner GREAT in 2019? Drivers, continue to watch your idle time and drive undistracted. We also need to reduce our deadhead percentage! These are the main goals and areas to improve in 2019.

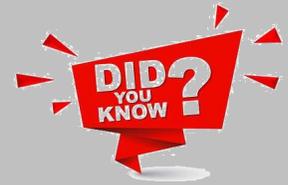
Garner continues to be **The Best Fleet to Drive For** and Garner people are the reason why!

Have happy and safe New Year!

Sherri



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



Garner Trucking was incorporated in 1960 under the name of Vern Garner Trucking





HEALTH & WELLNESS

It's that time of the year when resolutions about eating better and exercising more are on many of our minds. If you weren't aware, all Garner employees have access to several different health and wellness benefits to help make keeping those resolutions as easy as possible.

\$100 WELLNESS INCENTIVE

EACH Garner employee PLUS any spouse covered under Garner's health benefits will receive \$100 for completing an annual wellness physical. *Forms are available on the Garner website.*

HEALTH COACHING

Access to personal health coach (phone and in person), online and personalized messages and ongoing motivation.

GYM REIMBURSEMENT

Employees and spouses can each earn an annual \$100.00 reimbursement for half the cost of a gym membership.

Developing healthy habits isn't always easy, but in the end, can help us all live longer, healthier and happier lives.

Any questions or for more details please contact HR.



"Obstacles don't have to stop you. If you run into a wall, don't turn around and give up. Figure out how to climb it, go through it, or work around it." - Michael Jordan



TEAMWORK! Driver Greg Oradat (2666) wanted to make sure to give an Atta Boy to the shop tech **Ralph Depinet**.

A few weeks ago, Greg was coming back to the shop with ongoing mechanical issues from the day. The shop was very busy. When Greg got to the shop, Ralph said they were expecting him and took extra time to make sure his issues were resolved as well as replaced tires (one was almost ready to blow), swapped wiper blades and even fixed the radio.

Greg was very impressed with the extra time the guys took to help him get moving.



Ralph Depinet



Not long ago one of our drivers was in a serious accident. The driver is fine, but at the time, the chaos of the event along with the needs of the customer created a pretty stressful situation. Safety Manager, Emma Gelacek wanted to give a big Atta Boy to Driver Manager **Troy McLaughlin**.

"I was very impressed with Troy's ability to remain calm, keep the driver's safety in mind and get the freight moving—all at the same time. Thanks, Troy for helping to make my job easier. It's much appreciated!"



Troy McLaughlin

PAYROLL Reminder

Payday is every Friday. It is very important that you check your pay stubs weekly. Make sure everything is correct with your taxes, insurance, etc. You work hard for the money you receive, and we appreciate it. You can access your pay stubs on Paycor.

If you have any questions. Please contact HR 419-427-3942.



Welcome!



Tyler Carp
2696 Trainee

Welcome! **BACK**



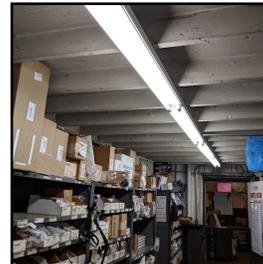
Richard Holtzapple
2667

advisory board

ELECTRICAL UPGRADE

Electrical work is in progress! As of the end of the year, new electrical wiring was completed at the shop and throughout the yard. Completion included getting new lights throughout the shop and replacement of all of the outside outlets for plugging in the trucks.

This upgrade will help eliminate the faulty electrical outlets around the yard and help us keep our trucks charged throughout the winter months.



BIG NEWS!

According to Maintenance Director, James Husted—a **NEW FUEL PUMP** has been ordered and should be installed sometime after the first of the year.



Congratulations to new Grandpa and Garner driver **Brian Lenhart** (2641). Brian was proud to share that he recently became a first time grandpa to baby girl Callie May Lenhart. Congrats to the family and Callie's parents Nicole and Brian's son, Dean Lenhart. Congrats, Brian!!



CUSTOMER KUDOS

A big 'Way to Go' to all of the Garner team who works with Masco Cabinetry. The Sales Department recently received a big THANKS from the customer

"Thank you for being a good provider! Excellent service!!"

Keep up the great work and attention to customer service that makes Garner a step above.

Great job everyone!!



OPERATIONS

LOWE'S REPORT



12/1 - 12/22/18	Loads	Late	On Time %
WSGS	4	0	100.00%
Hyway Trucking	13	0	100.00%
Hall Brothers	29	0	100.00%
Garner Trucking	138	1	99.28%
Spader Freight Services	151	0	100.00%
Roehl Dedicated	271	2	99.26%
Cardinal Freight Carriers	424	0	100.00%
	1030	3	99.71%

GARNER TRAILERS

A reminder to all drivers on the correct areas to drop trailers when dropping at the Garner yard.

Loaded Trailers = Drop at the far east end of the Garner yard, on the east end of the lot.

Empty Trailers = Drop in far east end of the Garner yard, on the west end of that lot
Out of Service = Drop in the middle of the Garner yard and ensure the shop is notified

If you have any questions or are unsure where to drop your trailer, please don't hesitate to reach out to Operations.





HAZMAT INCENTIVE

Drivers can earn a **\$100.00 gift card** and an **extra \$0.01 per mile** on every mile driven! It's as easy as **1,2,3**

1. Get your HAZMAT endorsement in next 60 days (fingerprinting / background screening / written exam, add endorsement to license)
2. Attend Garner certification training (see HR for dates / times)
3. Get a \$100 gift card AND an additional \$0.01 per mile AND an additional \$25.00 (total of \$100) for any clean HAZMAT DOT Inspections

****If you already have your HAZMAT endorsement stop in to HR to pick up your \$100 gift card (by Feb 18, 2019**)**

THINK SAFETY

SAFETY & PERFORMANCE BONUS

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%
Total Bonus Paid Out	\$12,602.00	\$11,228.80	\$10,320.87

* 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: 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%



CLEAN INSPECTION

Arion Robinson
 Scott Brown - HAZMAT
 Hubert Jessee—HAZMAT

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

1/1 Caleb Shearn
1/3 Ashley Zimmerman
1/5 Gauge Settemire
Jill Bloom
Adam Branam
1/6 Jean Garner
1/10 Brent Palmer
1/14 Al Netzer
1/17 Neil Vislosky
1/19 Dennis Dean
1/20 Tyrus Coyan
1/22 Don Fagan
1/23 Joe Gatchell
1/24 Amod Dawson
1/26 Kim Fredritz
Zachary Palte
Gesse Liberato
1/27 Robert Wilson
1/30 Randall Chitester

HAPPY ANNIVERSARY

1/19 James & Susan Husted

YEARS OF SERVICE

1 Year

Jennifer Conrad-Bass Aaron Knowles
Alex McGregor Al Netzer
Ronnie Outley Carl Waggle

2 Years

Roy Boykin Ronald Flint
Travis Frater Buddy Sampley

3 Years

Robert Downing Audrey Wingate

4 Years

Jenny Schaub

5 Years

Dan Beasley Adam Branam
Ed Stevens

6 Years

Tom Hagans

7 Years

Ed McKinley

28 Years

Jon Foust

What's Happening



WREATHS ACROSS AMERICA

On Saturday December 15th Garner participated in both the national and local Wreaths Across America events. Wreaths Across America provides the nation an opportunity to say "Thank You" to those who gave the ultimate sacrifice for our freedoms. The mission of the organization is to:

- ◇ **Remember** our fallen Veterans
- ◇ **Honor** those who service
- ◇ **Teach** our children the value of freedom



Driver of the Year, Robert Downing, in Arlington. Joined by local law enforcement.



Robert Downing, ready to participate in the national wreath laying at Arlington National Cemetery



Findlay wreath laying at Maple Grove Cemetery



Findlay AmVets supporting local wreaths event



WREATHS *across* AMERICA