



BEST Fleets
TO DRIVE FOR
2017 • 2018 • 2019

Rollin' On

March 2019

MARK YOUR CALENDARS FOR OPEN ENROLLMENT

Open enrollment begins April 1, 2019 and ends April 21, 2019. All eligible employees have the opportunity every year to enroll or re-enroll in the company benefit plans that include medical, dental, vision, voluntary life and short-term disability. Open enrollment is also the time when you can make changes to your elections and you may add or remove dependents from your plan(s). Instructions on how to enroll or make changes to your elections will be forthcoming in the April Newsletter. Information will also be provided on benefit plans and if there are any changes to those plans.

WHAT IS CHANGING?

Our current health care provider is Anthem Blue Cross and Blue Shield. Recently, Anthem announced the launch of IngenioRx, its new pharmacy benefit manager. The implementation date of IngenioRx is not yet known, but you will be notified prior to the transition date. The transition should occur with as little disruption as possible to your pharmacy needs.

You will receive an information packet about the changes and what it means for you and your health care. Look for this information packet with your next settlement sheet. The following are the highlights:

- You will receive new medical ID cards by the end of March 2019.
- What's Changing:

Home Delivery Pharmacy	Specialty Pharmacy
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- What's New and Improved:

24/7 Pharmacy Support	Fully Integrated Website
Enhanced Digital Tools	Member ID Cards
- What Isn't Changing:

Your Account Team	Your Benefit Design
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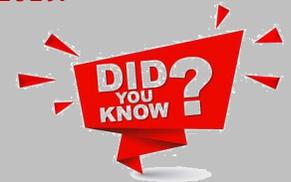
You will also be able to access the information packet on the company website under your employee login and selecting 2019 HEALTH INSURANCE FORMS. After you read the information packet, please contact Human Resources if you have questions or concerns at 419-422-5742.

Stay tuned for updated information on Open Enrollment. Remember when it's time for Open Enrollment, if you complete the enrollment process on-time (no later than April 21, 2019) and without being called about it, you can earn **\$25.00 Kalahari Bucks** for the upcoming Annual Meeting.



Celebrate 60

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



Jean, Sherri's mom, dispatched, invoiced and processed all paperwork from the family's kitchen table.



Barbara Zimmerman, HR, Recruiting & Risk Management Director



Kim Fredritz

Garner driver, Trish Cody wanted to give a big thanks to a team of Garner folks who really helped her out. Trish has had quite the journey with Garner, and had gotten into a car accident when she was in Findlay for her orientation. Trish runs out of Batavia, New York area. After several weeks her car was ready to be picked up.

Due to the recent bout of terrible weather her delivery was delayed, potentially not getting her back in time to come to Findlay to get her vehicle. *"I called Kim (Fredritz, Customer Service Manager) and asked if there was any way to figure out a way that I could get to Findlay to pick up my car. Kim is pretty amazing! She worked with two other drivers, Chuck Goble (2684) and Jennifer Conrad-Bass*

(2676) so I was able to get my car. The plan worked so that driver delivering before me would move my truck into the dock and the driver AFTER me would move my truck out of the dock before he backed in. I was pretty amazed that everyone helped so much!!"



Charles Goble



Jennifer Conrad Bass



Don Fagan

Driver Amy Oeseburg (2711) wanted to give an Atta Boy to fellow driver **Don Fagan (2646)**. As we all know, the winter has not been kind to our trucks and roads. Recently, Don went out of his way to help Amy clear the winter salt off of her front windows to help get her moving for the day. Thanks, Don for helping out!!

DON'T FORGET!!

Everyone who gets a special kudos earns \$5.00 in **Kalahari Bucks!!!** You can use these to help pay for your room or other fun activities at Kalahari (Sandusky, OH) during the Annual Meeting, Sat September 7th



Kalahari.
BUCKS



Emma Gelacek

Driver Jennifer Conrad Bass (2676) wanted to give an Atta Girl to **Emma Gelacek (Safety Manager)**. During the bad weather Emma noticed Jennifer's gloves were wearing pretty badly, so she gave her a new pair to get her through the season. Small things like that make a difference. Way to go, Emma!

Safety received a call from another company driver, that wanted to give a big Thanks to driver **Jeff Piurko (2689)**. The driver wanted to let us know that Jeff was very polite and let this other driver have the right away, both in and out of the customer lot. While other drivers were trying to get in front and cut off others, Jeff's patience really stood out.



Jeff Piurko

Driver Amy Oeseburg (2711) wanted to give an Atta Boy to driver **Jay Bloom (2708)**. While picking up a trailer at Home Depot, Amy was having some trouble hooking up. Jay went out of his way to help get the trailer ready to go. Thanks, Jay for taking the time!



Jay Bloom

Thanks, Jeff for taking your time and making a difference in another driver's day.





ACCOUNTING REMINDERS

*****JUST A FRIENDLY REMINDER***** Please remember to have your Bills of Lading (BOLs) signed at BOTH the Shipper AND the Receiver. In many cases, brokers require both signatures in order to release payment. If you have any issues or questions on process please contact Accounting.



*****PAYROLL REMINDER***** The pay week for all employees begins Sunday and ends at MIDNIGHT on Saturday. Paperwork must be submitted by the following Tuesday at noon.

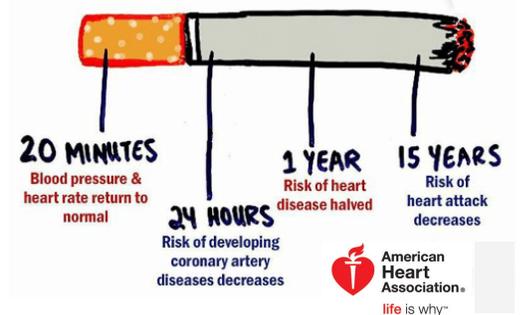
HEART HEALTH

Let's make March the month you start on the road to quitting smoking! Not only will you feel better, you will also save money.

Did you know that smokers pay more for health insurance? On average, employees who smoke 1 pack day could potentially save over \$3,500 a year!

Did you know the patch is covered under the Garner health plan? Not only is the patch covered under the Garner health plan, employees who are covered under the Garner health care also have access to online smoking cessation tools through the Anthem website.

WHAT HAPPENS WHEN YOU QUIT SMOKING?



HEALTHY HEART TIP

12 months after you quit smoking, your risk of coronary heart disease is cut IN HALF



Michael Cowles
(2674 Trainee)



Mose Howard
(2696 Trainee)

WELCOME!



Aaron Innes
(2694 Trainee)



Linda Ryan
(2706 Trainee)



Tashia Stevenson
(2668)



Jerome Strawser
(2664 Trainee)



CUSTOMER KUDOS from Ashley

Big thank you for the continued great service during the recent bad weather!

"Between the snow and/or cold, it is wreaking havoc on EVERYTHING!"

I am so thankful we have you and your team helping us through it all. Please tell the drivers we truly appreciate all they do. Especially in such extreme conditions!"

Ashley Furniture in Arcadia



4 Rollin' On

OPERATIONS

LOWE'S REPORT

1/26-2/23/19	LOADS	LATE	ON TIME %
WSGS	6	0	100.00%
Hall Brothers	23	0	100.00%
Hyway Trucking	37	0	100.00%
Garner Trucking	182	0	100.00%
Spader Freight Services	267	0	100.00%
Roehl Dedicated	398	2	99.50%
Cardinal Freight Carriers	676	2	99.70%
	1589	4	99.75%

Your hard work at Garner, day in and day out, is why the supply chain works.

It's why we can buy something online without giving it a second thought. It's why we can go to a grocery store and buy ice cream without worrying that it will be out of our favorite flavor (except for Ben & Jerry's Chunky Monkey. They're always out!). It's why we carry on the lives we have with no worry of how things got there. To us, they're just there.

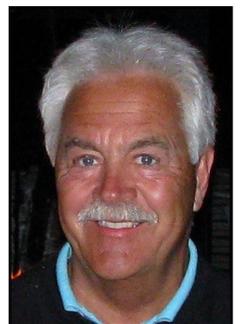
But all of you know better.

Food and beverages, products, parts, equipment, materials, fuel, chemicals, supplies and ingredients don't just magically appear. There is a complex supply chain chugging along that makes all of our lives easier.

And, indeed, our lives are easier - and better - because of **you—Garner Drivers!**

So, **Thank You** for what you do for Garner and our customers.

Kindest Regards,
Ed McKinley, Sales Manager



Ed McKinley

Ed and Tim,

CUSTOMER KUDOS from



I just wanted to let you know how much we appreciate your efforts in helping us resolve the delivery issues into Detroit. Your team has been servicing the lane for 3 weeks and we have not had one complaint from Detroit. Great job!

Furthermore our shipping team has not had one complaint regarding your drivers or equipment. Your team is doing a great job keeping sufficient equipment on site every day. We appreciate your teams professional behavior and appearance as well.

Please pass our sincere appreciation on to your team!

Thanks,
Will





ELD TRANSITION

Thank you to ALL drivers for your patience during the ELD transition. We are learning new things each day and do our best to share feedback and things to be aware of. Please continue to contact safety with questions and feedback!



CHANGE IS COMING!

There was a lot of discussion at the last Advisory Board Meeting including;

- ✓ A proposed \$10.00 per month cell phone stipend was voted down by **ALL** driver advisory board members. It would have consumed more than half our budget. We have prioritized other items over it for this year.
- ✓ A Hazmat Check List was introduced and is now being implemented. All Thumbs up!
- ✓ Camera's are coming and YES, one will be focused on the driver. We know that cameras in the truck are not a popular idea, but the short story is that the law has made it nearly impossible for a driver/ company to escape all liability—even if the driver is not at fault. We, as drivers/company, now must prove that we are not at fault, even if cameras pointed out of the cab show the other party is at fault. It is just now a fact.

Within the next few weeks we will be posting in the fuel bay, the Advisory Board projects that have been funded as well as those that are in process.

Got an idea let us know!

2019 Driver Advisory Board

John Toupalik (Chairman)

Scott Brown

Robert Downing

Kevin Taylor

Jennifer Ccnrad-Bass

Gesse Liberato

Brian Wildman

CONGRATS

CLEAN INSPECTION

Ashton Wingate

Clean Inspection = \$75.00
Clean HAZMAT DOT Inspection = \$100.00

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%

CELEBRATIONS

HAPPY BIRTHDAY

- 3/2 Trish Cody
3/4 David Martie
3/6 Larry Gannon
3/7 Jim Newsome
3/8 Andy Narine
3/9 Dale Karr
3/12 Alan Arthur
Julie Dean
3/17 Scott Grenerth
3/19 Shawnta Dix
Gary Smith
3/20 Trisha Lenhart
3/21 Jerry Brumbaugh
3/31 Camerin Harrington

ANNIVERSARIES

- 3/13 M/M Ray Thompson

YEARS OF SERVICE

1 Year

- Scott Brown
Scott Grenerth

2 Years

- Chris Mann
Andy Narine

4 Years

- Greg Boyer
Hubert Jessee

9 Years

- Jay Bloom



**DON'T FORGET TO MOVE
YOUR CLOCKS FORWARD
SUNDAY MARCH 10TH**

2019 Hancock County Heart Walk

**Saturday April 6
University of Findlay
Koehler Center**

A NEW EVENT! In fact, this is like NO walk you know. As you circle the track, expect to participate in fun and easy challenges that will get your heart pumping!

Participation in the walk and activities is FREE!
Support the **American Heart Association** and Register today

www.heart.org/hancockcountywalk



WINTER WEATHER

Last month our area got hit with the Polar Vortex bringing bitter cold and dangerous roads. Everyone on the Garner team worked tremendously together to get trucks back on the road, keep drivers safe, and deliver loads on time. Big kudos to ALL for the hard work and patience through this blast of winter weather.



*"Thank you to **The Shop** for ALL the hard work during the polar vortex!" ~ Garner driver Larry Gannon (2706)*

*"I want to give a big attaboy to **Ben, Josh, and Justin** for working on my truck from 01:00 pm till 10:00 pm. They stayed over and busted their butts to get my truck running during the bad weather." - Garner driver Brian Lenhart (2648)*

"So proud to work at Garner! Drivers, Dispatch, and Shop have worked through a very hard week. Kudos to all!" - Emma Gelacek, Safety Manager



To help make the winter weather a bit more bearable the office staff got together and treated the drivers in the area with Warm up Wednesday—a variety of homemade soups and a Pizza Lunch on Thursday.



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