



BEST Fleets
TO DRIVE FOR
2017 • 2018 • 2019

Rollin' On

April 2019

IT'S OPEN ENROLLMENT TIME ONCE AGAIN!

Open enrollment for Garner health insurance has commenced and will need to be completed no later than April 21, 2019. A packet was sent to all employees last week with a breakdown of your current benefits for review.

If you need to **MAKE CHANGES** to your current benefits there are steps that you will need to take:



1. Log in to www.paycor.com, the ME tab
2. On your dashboard, select "Tasks & Notifications". Select, "Choose and submit your benefit elections".
3. Once selected, hit the blue "Get Started" button in the lower right hand corner of the initial page. There will be 13 steps to complete including personal information, dependents and benefit elections. Instructions are shown for each step and any required forms are available by selecting the tab of each step OR by accessing the document library.
4. Once you have made your changes and/or elections, please be sure to review your selections on the Summary Page and click on "**Save & Submit**" on the bottom right hand corner of the Summary Page to submit your new elections.

If **NO CHANGES** are needed and you want to keep your current benefits:

1. Review the packet detailing your current benefit elections that was mailed to your address on file.
2. Complete the Acknowledgement document included in the mailing.
3. Sign and return the Acknowledgement document to Human Resources by April 21, 2019. You can return the document several ways:
 - Scan and email to garner@garnertrucking.com
 - Fax signed document to 419-422-6142
 - Turn in hard copy to the office Monday-Friday 8am-5pm

If you need another copy of the Acknowledgement, it is available on Paycor in the document library, on the company website employee login OR you may contact Human Resources.



Garner has absorbed the cost of any increase for the Medical Insurance, so there will be no change to your premium for medical. There was a slight increase in premium cost for Dental and Vision insurance (included in the mailed packet).

As a reminder, anyone who completes this process without needing a reminder call or follow up request will receive **\$25.00 Kalahari bucks** to use the weekend of the annual meeting.

Kalahari bucks to use the weekend of the annual meeting.



If you have any questions with this process please contact Human Resources.



Celebrate 60

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



Vern disliked the color blue and never had a blue pen in his desk





Mike Geddes

It really makes a difference when a driver steps up to help a fellow driver. Operations wanted to give **Mike Geddes (2684)** an Atta Boy for doing just that. Recently, Mike's partner had been held up at the shipper. Mike was willing to drive from home to pick up a different truck—all to ensure the load delivered on time. Mike, in true Garner style, got the load delivered safely and on time for the customer!



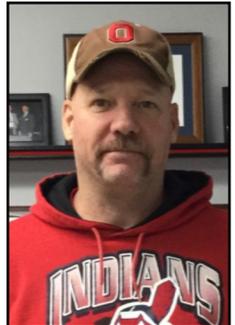
Mike Hackworth

Sometimes it's the small things that make a good driver stand out. Recently, Julie Dean (Accounting Assistant) wanted to share a kudos. After leaving work one night, she followed driver **Michael Hackworth (2710)**. Julie just wanted to share that she was impressed with the driver for staying within the posted speed limit, keeping a safe distance from other vehicles and using turn signals the entire time she was behind him.



Ken Bodnar

Driver Trish Cody wanted to share a kudos for fellow Garner drivers **Eric Eaton (2647)** and **Ken Bodnar (2645)**. Both of these drivers have been a great help to me recently! Eric has helped me several times over the last several weeks. And just last week, something was falling out of my trailer when I was opening the door and I asked Ken for help. He got out with a long handle and helped keep it in place so I could open the doors and pushed it back so it didn't fall. I'm SO impressed by the other drivers and their willingness to help. I feel lucky to have such approachable co workers !!



Eric Eaton



Jeff Piurko

Having a reliable mentor with any new job is always a tremendous help! Driver Chris Harris wanted to say THANK YOU and give an Atta Boy to fellow driver **Jeff Piurko (2689)**. Chris said that Jeff shared his phone number and made sure that Chris knew he could call with any questions. Thanks, Jeff for offering your help. It did not go unnoticed.



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



CONGRATS NEW PARENTS

Congratulations to driver **Awais Ashraf (2664)**. Awais and his wife welcomed baby girl Ashraf in February!



CONGRATS NEW GRANDPA

Congrats to new grandad and Garner Driver **Brian Lenhart (2725)**. Brian's daughter welcomed Amara Belle Gibson!



CONGRATS NEW GRANDMA

Congrats to new grandma **Jenny Schaub (Marketing & Safety)**. Jenny's daughter Emily welcomed son Carlito Moya.



PAYROLL REMINDERS



Please remember that the pay week begins Sunday and ends on Saturday at midnight.

Any load which delivers after that time will go on the following pay week.



MOVE MORE LIVE MORE

According to the American Heart Association, when you **MOVE MORE** every day, you can reach some pretty big goals over time.

- ♥ 10 Minutes of stretching is like walking the length of a football field
- ♥ 2.5 Hours of walking every week for a year is like walking across the state of Wyoming
- ♥ 20 Minutes of vacuuming is like walking one mile
- ♥ 30 Minutes of grocery shopping every other week for a year is like walking a marathon

Make sure to stop in to the Findlay office during the month of April to get information on ways you can increase your daily activity, suggestions of healthy snacks and take part in the Garner Move More challenge!

HEALTHY HEART TIP

Setting a goal of 150 minutes of exercise per week can help lower risk of heart disease, promote better sleep, improved memory, less weight gain, better bone health, fewer symptoms of depression and an overall better quality of life!



WELCOME!



**Tim
Leffler**
(2696 Trainee)



**Joshua
Mannon**
(2693 Trainee)



**Jennepher
Mudrich**
(2669 Trainee)



**Marcella
Zircher**
(2711 Trainee)

OPERATIONS



LOWE'S REPORT

2/24-3/23/19	LOADS	LATE	ON TIME %
WSGS	21	1	95.24%
Hyway Trucking	102	0	100.00%
Garner Trucking	112	0	100.00%
Spader Freight Services	204	0	100.00%
Roehl Dedicated	320	2	99.38%
Cardinal Freight Carriers	554	0	100.00%
	1313	3	99.77%



SHOP REMINDER

VIRs are a necessary part of keeping track of tractors and trailers that are in need of repair. Unfortunately, the electronic VIR screen does not have a specific area to include location of the vehicle. Please remember that if you have a trailer that has a defect or repair to include **THE LOCATION OF THE TRAILER** in the **NOTES** section of the VIR. This helps the shop get to the repair and serviced more quickly.

OPERATIONS

Please remember to contact your Driver Manager and/or Dispatch if you will be late on a delivery. We understand that things happen. If we know ahead of time we may be able to assign another driver or at least contact the customer to make them aware.



Operations recently received kudos from Garner customer Lowes. The main security guard at the Findlay Lowe's wanted to make sure that he shared that they are very impressed with Garner drivers. "Garner drivers are good to work with and always follow instructions." The guard is also a veteran and shared that he 'stands a little taller' when the Freedom trucks come through.

Thank YOU to all drivers who continue to impress the staff at Lowe's and provide top quality customer service.





PERSONAL CONVEYANCE

Recently Safety has seen an increase in the incorrect usage of **Personal Conveyance (PC)**. Please remember the following:

- Personal Conveyance can **ONLY** be used if you are **REQUIRED** to move from a location.
 - Shipper does not allow you to stay on their property and you run out of time while in the dock.
 - DOT or other official notifies you that you are unable to park in a certain area
- You **CAN NOT** use PC to advance a load. For example, you are not able to use PC to move **INTO** a dock.
- Drivers need to call either Safety or Dispatch for approval to use PC.
- Include a note on your logs to indicate reason for PC usage. Be specific as possible.

As always, if you have any questions on the correct usage of Personal Conveyance please contact Safety or your Driver Manager. Stay safe!

CONCRETS

CLEAN INSPECTION

Greg Boyer

Russell Hohnroth

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.

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: 33

Our ISS Score indicates "PASS"

BASICs OVERVIEW

Based on a 24-month record ending March 26, 2019

	GTG Rating	Trend	Thresholds
Unsafe Driving	18%	↓5%	65%
Fatigued Driving (HOS)	21% (< 3 violations)	↓2%	65%
Driver Fitness	0%	No change	80%
Controlled Substances and Alcohol	0%	No change	80%
Vehicle Maintenance	27%	↓2%	80%
Cargo-Related	No Violations		80%
Crash Indicator	Not Available		65%

CELEBRATIONS

HAPPY BIRTHDAY

4/1 Hunter Foust
4/4 Vicki Maynard
4/7 Ben Brumbaugh
Sydney Fletcher
4/8 Michael Cowles
4/14 Ralph Depinet
4/15 Pamela Martie
4/16 Markilah Perry
4/18 Josh Davis
4/20 Ashton Wingate
4/22 Tim Sherman
4/25 Jerry Bronikowski
4/27 Sarah McLaughlin
4/30 Scott Brown

ANNIVERSARIES

4/22 M/M Tim Chruski
4/27 M/M Tom Watkins

YEARS OF SERVICE

1 Year

Eric Eaton Brian Maynard
Josh Hanna Ashton Wingate

2 Years

Bryce McCaughey Brian Wildman

3 Years

Michael Geddes

4 Years

Awais Ashraf

5 Years

Kevin Taylor

8 Years

Max Anderson John Toupalik

9 Years

Ben Brumbaugh Kim Fredritz

10 Years

William Tefft

11 Years

Tony Riddle

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/hancockcountypwalk



SMOKING CESSATION

During the month of March Garner focused on providing available Smoking Cessation tools and resources to employees and their families.

Not everyone may be aware that smokers pay a higher premium for health insurance. In some cases, with a family plan, smokers will pay almost \$3,500 MORE each year for their health benefits. Add the cost of a pack of cigarettes per day and employees who smoke could be paying nearly \$7,900 MORE each year. Just think what you could do with \$7,900!!!

Quitting a habit like smoking isn't an easy task. There are resources available for all employees to help with getting started.

All Employees: FREE access to the Ohio QuitLine
ONLINE: Ohio.Quitlogix.org
QUIT LINE: 1-800-QUIT-NOW

Garner employees covered on the Garner health insurance policy also have access to Smoking Cessation prescriptions. You can log on to Anthem.com to review what is covered.

Employees do need to be aware that the popular cessation product Chantix is NOT approved for use. DOT has determined that Chantix could potentially have harmful side effects. Please check with HR prior to using a smoking cessation prescription.

