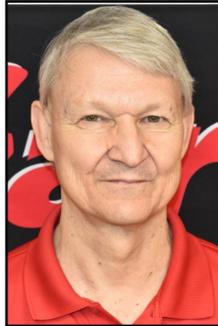


Rollin' On November 2019

FROM JAMES AT THE SHOP



It's hard to believe it's that time of the year already, but with the cold weather coming in very quickly I would like to go over a few procedures when parking at the shop during the winter months.

- ⇒ When you come in for the weekend, you must drop your trailer and park the truck in the main lot. It is not the mechanics responsibility to drop and hook trailers.
- ⇒ During the week, if you park in the trailer lot, the truck must be nosed in and plugged in on the empty trailer side of the lot. No tractors with trailers should be backed in anywhere on the lot or parked by the pond where there is no electric service. There is no way to plug them in when you do this.
- ⇒ If you have a bunk heater, but not an APU, please use it when you need heat. Do not idle the truck unless it is too cold that you are worried about the truck starting. Typically this would be when it is below 20 degrees. If you have access to an electrical outlet, such as at the shop, it does not matter how cold it gets. Plug the truck in and use the bunk heater, do not idle the truck and waste fuel.

Plug it in—The electrical outlets in the empty trailer lot are for trailers that need heaters. You may use those to plug the truck in during the week only. Please NOT on the weekends. All other trucks should be on the main lot by the shop. If you find an electrical outlet that is not working please make sure to notify the shop. If the temperature is below freezing, the truck should be plugged in. If you are not sure, plug it in. Better safe than sorry.

Make sure you know where the plug on the truck is located. If you can not find it, ask one of the mechanics to show you where it is. Usually it is directly below the drivers door.

It is never ok to leave the truck idle while you are at the shop. Shut it off and plug it in. There should be no cars parked in the main lot over the weekend. If you leave your car at the shop over the weekend it should be on the south side of the guard rail. If you are not sure where to park please ask. Parking is very limited and we need all available parking for the trucks.

BRRRRR.... When it starts to get cold, we will have treated fuel at the shop. If the temperature drops down into the single digits, you can purchase winter additive on the road. You may use your EFS card for these purchases, but please only get it when you purchase fuel away from the shop.

Don't forget the winter Tire Check — It is also important to make sure ALL the tires are

(Continued on page 4)

Happy November!

~ November is the month to remind us to be thankful for the many positive things happening in our life. ~

2019

FLEET ELITE

Driver of the Year

Buddy Sampley

Rookie of the Year

Don Hoop

Fleet Elite Drivers

Dennis Dean

Richard Moore

Robert Wilson

Ron's Technician

Dale Wisniewski

Garner's Technician

Ben Brumbaugh





Congrats to last month's Extra Mile Award winners, October's Atta Boys **Ben Brumbaugh (Shop Technician)**, **Brad Lucius (Payroll Specialist)** and **Brent Palmer (Shop Technician)**!! Each month, anyone recognized with an Atta Boy or Atta Girl will earn recognition and lunch on Garner!

Make sure to let Jenny know when you see someone going that extra mile!

CONGRATS TO November's **ATTA BOYS & GIRLS** WHO WILL BE RECOGNIZED FOR GOING THE EXTRA MILE



William Tefft

It's a good day when you get news from a customer that a Garner driver has made a positive impact on our customer's day. Recently, Cooper Tire shared their good experience with Garner driver **William Tefft (Cooper Spotter)**.

"Just another comment on William Tefft's excellent work ethic. He has had a very busy day with several off-campus activities (Cooper Service and Tire Testing) and has managed it in a way to not let Shipping or Receiving suffer. We truly appreciate his attitude and willingness to do whatever it takes."

Thank YOU, William for going the extra mile with the customer. It doesn't go unnoticed!

Safety wanted to share a positive call on driver **Shawnta Dix (2674)**. Another driver called in to compliment Shawnta on her safe driving.

The caller said *"I just passed one of your trucks and wanted to call and compliment her on her safe driving. There was a disabled car in the shoulder and she moved over right away. I just thought that was great driving and wanted to share."*

Great job, Shawnta. It's always nice to take a positive call on the Safety line. Keep up the good work.



Shawnta Dix

CBD OIL: USER BEWARE

Garner drivers and employees need to be aware that the new popular anti-inflammatory product for muscle/pain relief is CBD and MAY still contain small amounts of THC. This could result in a user testing POSITIVE. Garner has a ZERO tolerance drug policy—testing positive WILL result in termination.



Ask HR!

GIVING back

While eating better and moving more are obvious ways to a healthier lifestyle, there are other things that you can do that will help improve your life.

According to advocategiving.org there are many healthy benefits from giving back to your community. “You have heard of “runner’s high,” but do you know about

“giver’s glow”? Some studies show that being generous, both of your time and money, not only helps those in need, but also had physical and emotional benefits for the giver.

LOWER BLOOD PRESSURE: Research has shown that older adults who volunteer may be less likely to have high blood pressure.

IMPROVE SELF-ESTEEM: People who give their time to help others had great self-esteem, life satisfaction and sense of purpose.

LEAD TO LESS DEPRESSION AND ANXIETY: Whether it’s volunteering or donating money, selfless action can lessen the risk of depression and anxiety due to focusing outside of oneself.

FOSTER SOCIAL CONNECTION: Studies suggest that when you give to others, your generosity is likely to be rewarded by others down the line, sometimes by the person you gave to, sometimes by someone else.

INCREASE HAPPINESS: Expressing gratitude helps people feel more positive emotions, relish good experiences, improve their health, deal with adversity and build strong relationships.

HEALTHY HEART TIP

Vaping and e-cigarettes are still dangerous. They can lead to raised blood fat levels, increased blood pressure, constricted blood vessels and a stimulated heart.



**Michael
Burnett**
(Truck 2678)



**Dirk
Burns**
(Truck 2686)

WELCOME!



**Ryan
Hoge**
(2729 Trainee)



**Jen
Hunt**
(Truck 2683)



**Kennya
Nelson**
(2711 Trainee)



**James
Pleasant**
(2723 Trainee)

STAY ALERT



31%
of fatal crashes in
work zones involved at least
one large vehicle

Defensive driving is an important tool for all commercial drivers.

- ✓ **Look Ahead**
- ✓ **Look Around**
- ✓ **Leave Room**
- ✓ **Communicate**

(Continued from page 1)

turning on the trailer. Every time you stop, even if it is just for a few minutes, it is possible for the brake shoes to freeze to the drums. Going only a short distance can flat spot and ruin two tires. There is chalk available at the shop to mark the tires which makes it much easier to see if they are turning.

I would also like to touch briefly on the use of a power divider. On the right side of the dash there is a switch marked **INTER AXEL DIFFERENTIAL LOCK**. It can be locked in to help gain traction on unplowed parking lots or on slippery roads. It should not be used at speeds over 35mph. It can be locked in while the vehicle is in motion but not when you are stuck and have 1 wheel spinning. It is best to lock it in as you pull into a slippery parking lot before you get stuck. It is not much help after.

Winter Pre/Post Trips: All year long pre and post trip inspections are important. Their importance doubles during the winter months. You do not want to be stranded with a truck that is down when it is 30 below zero! If a check engine light comes on call immediately. Do not wait until the engine derates. Once that occurs, you have very limited time to get to a repair shop. Let the shop technicians decide if it is ok to continue to drive.

Keepin' it clean: We ask that all drivers try to keep their trucks clean. All trucks are approved to go to Blue Beacon every 30 days to have their truck washed. Just give them your company and unit number and Blue Beacon will wash the truck. No EFS is needed. If your truck is dirty and it is less than 30 days since you washed it last call James. We can approve an extra wash as needed. If needed, you may also wash the trailer.

And most importantly, I would like to thank all of the drivers for their cooperation with the shop. We know what a pain it can be to have to drop your trailers, to have your truck worked on, or to have to switch trucks when we need you to. Some of you have even gone after parts for us while we work on your truck and for this, we just want to say thank you. When we all work together it makes everyone's job better.

If you have questions on any of the above procedures please call the shop and ask for James and I will be happy to assist you.

James Husted

Director of Maintenance

Personal Conveyance Reminder

Just a reminder that Personal Conveyance (PC) is not to be used if you simply run out of time while driving.

PC is only allowed if you are REQUIRED to move from a location after your clock has run out.

This can happen:

- If you run out of time while you are in a customer dock and you are not able to park.
- If you are parked somewhere and authorities or someone else asks you to move.

The purpose of using PC is so that you do not interrupt a break period. Remember, that if you DO need to use PC:

- Contact Dispatch or Safety prior to using this status
- DO NOT perform any Driving, On Duty or Yard Movement AFTER you use PC. Perform any post-trip or work related activities prior to using Personal Conveyance.



As always, if you have any questions please contact Safety.



CLEAN INSPECTION

No clean inspections during the month of October



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	July-19	Aug-19	Sept-19
Warning/Citations	0	0	0
Stability Control	0	0	0
Hard Brakes	0	0	0
Fuel Solutions	0	0	0
Preventable Accidents	0	4	1
Late Loads	3	0	5
% Receiving Bonus*	88%	82%	82%
Total Bonus Paid Out	\$10,873.41	\$13,176.99	\$10,461.09

* 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: 37

Our ISS Score indicates "PASS"

BASICs OVERVIEW

Based on a 24-month record ending October 29, 2019

	GTG Rating	Trend	Thresholds
Unsafe Driving	20%	↑3%	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	39%	↑5%	80%
Cargo-Related	No Violations		80%
Crash Indicator	Not Available		65%

CELEBRATIONS

HAPPY BIRTHDAY

11/4	Sherri Brumbaugh
11/6	Troy McLaughlin Audrey Wingate
11/15	Barbara Zimmerman
11/16	Rich Robinson
11/19	Richard Holtzapple Tom Kuhlman
11/20	Tyler Chrulski Richard McCaughey
11/26	Carol Sherman
11/29	Buddy Sampley
11/30	Ken Durst

ANNIVERSARIES

11/9	M/M Jim Newsome
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YEARS OF SERVICE

2 YEARS

Caleb Shearn

7 YEARS

Russell Hohnroth

8 YEARS

David Gillespie

15 YEARS

Barbara Zimmerman

32 YEARS

Tim Cross

Career Fairs

Garner's recruiting efforts don't stop at adults. Recently Garner Recruiter MacKenzie Melton and Safety & Marketing Coordinator, Jenny Fall attended the high school career fairs at Carey High School and Findlay High School. The students enjoyed taking part in the Truck Driving simulator and asked some really great questions on what life is like on the road.



GUIDELINES FOR DRIVING IN WINTER WEATHER

As we prepare our trucks for winter driving, it is the perfect time to prepare the way we drive. Please remember these four principles of defensive driving.

Look Ahead: 15 seconds or more will allow you the time to adjust to changing conditions

Look Around: Mirrors every 5-8 seconds to keep track of the vehicles around you

Leave Room: 6 seconds following distance, space on all 6 sides (front, back, left, right, above and below)

Communicate: Turn signals, four ways, horn and bright lights but never "the finger"

We also need to add these reminders:

- **High Winds-** slow down and do not jerk the wheel especially when turning into the wind
- **Heavy rains-** slow down or pull over until the rain lightens up a bit, check the radar
- **Snowfall-** cooler windshields reduces wiper clogging up, slow down before bridges and curves and reduce your speed overall
- **Ice-** if you can't walk on water, you can't drive on ice- park it

Of course, be sure to keep your driver manager aware of any delays you may encounter. Stay safe today and every day! You are more important than what time the load gets there but be sure to leave extra time for weather delays whenever possible!

