

Rollin' On

April 2020

From Human Resources

It is health insurance renewal time again and we are in the process of negotiating the best possible coverage at the best possible pricing for this year's health care plan.

The medical coverage will remain with Anthem Blue Cross and Blue Shield and there will be **NO Increase** to the employee contribution. Unfortunately, due to Federal regulatory guidelines, deductibles have changed. The new deductibles, established by the federal government, are now \$2800.00 for single coverage and \$5600.00 for family coverage which includes employee/spouse and employee children as well as family.

The company will continue to contribute to employee health savings accounts (H.S.A.); and will contribute \$600.00 annually to a single plan and \$1200.00 to a family type plan which will be disbursed monthly into your H.S.A. State Bank will continue to provide our H.S.A. services.

Currently, we are still negotiating pricing and coverage for Dental, Vision, Short Term Disability as well as Basic and Voluntary Life. Information will be forthcoming concerning these products.

Once all plans and pricing are established, Open Enrollment will begin. Please stay tuned for forthcoming information concerning open enrollment. We anticipate open enrollment will commence within the next week and go through the end of April 2020.

Information concerning all healthcare products will be released once we have finished negotiations and begin open enrollment. The new plan coverage year will begin May 1, 2020.

If you have questions or concerns, please feel free to contact Human Resources at 419-422-5742.

Thank You!

Barbara

Barbara Zimmerman
Director of Human Resources, Recruiting & Risk Management



Barbara
Zimmerman
HR Director



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





Each month, anyone recognized with an Atta Boy or Atta Girl will earn **The Extra Mile Award** recognition and lunch on Garner!

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

CONGRATS TO THIS MONTH'S **ATTA BOYS & GIRLS** WHO WILL BE RECOGNIZED WITH THE EXTRA MILE AWARD



Brian Wildman

Operations wanted to give driver **Brian Wildman (2731)** an Atta Boy for going out of his way for another driver. Recently another Garner driver had locked his keys in the truck on his way to a delivery. Brian went out of his way and offered to stop and help. This really helped Operations and keeping freight going. Thanks, Brian. Your kindness is appreciated!

Garner driver Dennis Dean wanted to give an Atta Boy to Driver Manager, Troy McLaughlin. "Troy really helped me out in a pinch. I had been broke down for a long time and by the time I was able to get back up and running I didn't think I would make my delivery. Troy was on it, looked at my logs and was able to figure out a quick way that I could get moving again. Thanks, Troy! I appreciate your quick thinking and help on getting me moving." Thanks, Troy for giving it your extra time, it truly makes a difference!!!



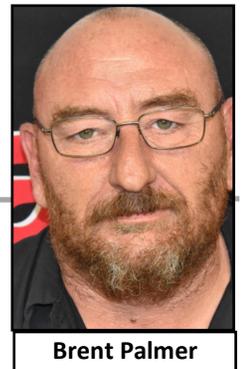
Troy McLaughlin



Galen Goodin

Garner's office received a call from another driver on the road. They wanted to give a kudos to driver **Galen Goodin (2681)**. They were driving down a state route near Napoleon, Ohio and noticed that there was another truck ahead with it's four ways on. Called stated that Garner's driver took precautions, slowed down and made sure to pull over to the other side of road cautiously when he passed. Thanks, Galen for being aware and taking the extra time to be cautious of the other drivers on the road. Safe driving is so important and it does not go unnoticed!

A former Garner driver called in to give an Atta Boy to shop technician **Brent Palmer**. "I called Brent because I needed help with my fifth wheel. I knew that Brent would be able to talk me through it, and he did! I appreciated him taking that time. That is one of the reasons I miss my time at Garner. The people!" Thanks, Brent. It's employees like you that make Garner PROUD.



Brent Palmer



**Barbara
Zimmerman**



**Audrey
Wingate**

Garner driver Andy Narine wanted to give a kudos to the HR team of **Barbara Zimmerman (HR Director) and Audrey Wingate (HR Assistant)**. He needed some help with the recent changes to the tax withholdings. He said "I really appreciate Audrey and Barb taking the time to help me. They made sure to stay on this for me. Always let me know what was going on, and really helped. They took the time to explain everything and made sure it was taken care of!" Thanks, ladies. Your efforts make a difference!

FIGHTING CORONAVIRUS

The CDC says that it is important to watch for symptoms of coronavirus. Reported illnesses have ranged from mild symptoms to severe illness and death for confirmed coronavirus disease (COVID-19) cases. These symptoms may appear 2 to 14 days after exposure. Common symptoms could include **fever, cough and shortness of breath.**



When should you seek medical attention? If you develop emergency warning signs for COVID-19, get medical attention immediately. Emergency warning signs include;

- Trouble Breathing
- Persistent pain or pressure in the chest
- New confusion or inability to fully wake up
- Bluish lips or face



TAKING PRECAUTIONS

Garner continues to make the health of employees a top priority, especially during a crisis time like we are currently experiencing. To do our part in trying to stop the spread of this disease, Garner has implemented several changes.

1. The main office has limited the number of staff working inside the building. Most office staff are working remotely during this time, and are still accessible by phone and email. There should be minimal disruption to daily work.
2. The Garner shop and the shop at Ron's in Fremont have locked the doors to the facilities during work hours. If you need access please call and someone will be able to assist you.
3. Per the Ohio Governor's request, Garner will now be taking the temperatures of employees prior to beginning work for the day. If an employee exhibits an elevated temp (100.4 or above), they will be required to return home. They must be symptom free for 72 hours to return to work.

Normal Temperature = 99.9 AND BELOW

High Temperature = 100 or over



**Josh
Bonilla**
(Parts Asst / Ron's)



**Brian
Brownwell**
(2731 Trainee)



**Lawrence
Conley**
(2751)



IMPORTANT! Federal Tax Withholding Changes

The Federal W-4 form has undergone some recent changes. The new design reduces the form's complexity and increases the transparency and accuracy of the withholding system. The redesigned W-4 form is supposed to make it easier for you to have your withholding match your tax liability.

- As of 2020, the IRS is NOT allowing the personal or dependency exemptions
 - ◇ In the past, the value of a withholding allowance was tied to the amount of the exemptions
 - ◇ Due to changes in the law, you cannot claim personal or dependency exemptions
- Employees who have furnished a W-4 form in any year before 2020 are not required to furnish a new form merely because of the redesign
- Employers will continue to compute withholding based on the information from the employee's most recently furnished W-4 form, but this may affect your Federal Tax withholding
 - ◇ It's recommended you review your pay stubs to ensure enough federal tax is being withheld
 - ◇ May access pay stubs on Paycor.com
 - ◇ May want to furnish a new W-4 form to your employer if tax withholding is insufficient
- For more information please visit the IRS website
 - ◇ <https://www.irs.gov/newsroom/faqs-on-the-2020-form-w-4>

If you have questions or concerns, you may contact Human Resources at 419-422-5742.

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The image features a map of the United States with a red overlay highlighting the service area. The highlighted area includes Minnesota, Wisconsin, Illinois, Indiana, Michigan, Ohio, Pennsylvania, New York, New Jersey, Maryland, and Missouri. Major cities like Minneapolis, Chicago, Detroit, and Philadelphia are marked. The Garner Trucking logo is prominently displayed on the left side of the map.

STAYING HEALTHY

To our drivers. First, THANK YOU. As most of the country is now aware, your job is essential to keeping this country moving forward. You are doing a fantastic job and we truly appreciate the hard work and dedication you have shown. While most of the country is at home or able to take precautions inside, we recognize that for you, on the road, it is not that simple.

If you are not aware, Garner is offering up to \$10.00 in reimbursement for disinfecting supplies per driver. This could be anything from disinfecting wipes, sprays or sanitizing gels that can help you stay as safe as possible while you are on the road. Please take advantage of this. If you do purchase these supplies, you can turn the receipt in with your payroll.

The office is trying to find some of these cleaning and disinfecting supplies to keep in the office and provide as needed, but supply is very limited.

Again, thank you for all that you are doing to run safely and doing your best to stay healthy.



CLEAN INSPECTION



Ken Bodnar

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	Nov-19	Dec-19	Jan-20
Warning/Citations	0	0	0
Stability Control	0	0	0
Hard Brakes	0	0	0
Fuel Solutions	0	0	0
Preventable Accidents	2	0	2
Late Loads	0	0	0
% Receiving Bonus*	80%	89%	93%
Total Bonus Paid Out	\$13,541.63	\$9,882.16	\$12,744.09

* 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: 36

Our ISS Score indicates "PASS"

BASICs OVERVIEW

Based on a 24-month record ending April 1, 2020

	GTG Rating	Trend	Thresholds
Unsafe Driving	18%	↑1%	65%
Fatigued Driving (HOS)	17% (< 3 violations)	↓2%	65%
Driver Fitness	0%	No change	80%
Controlled Substances and Alcohol	0%	No change	80%
Vehicle Maintenance	42%	↑3%	80%
Cargo-Related	No Violations		80%
Crash Indicator	Not Available		65%

CELEBRATIONS

HAPPY BIRTHDAY

- 4/1 Hunter Foust
- 4/7 Ben Brumbaugh
Sydney Fletcher
- 4/8 Michael Cowles
- 4/9 Jon Sorrell
- 4/10 Galen Goodin
- 4/15 Pamela Martie
- 4/18 Josh Davis
- 4/20 Ashton Wingate
- 4/22 Sarah McLaughlin
Tim Sherman
- 4/30 Scott Brown

ANNIVERSARIES

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

YEARS OF SERVICE

1 YEAR

Tom Boedecker

2 YEARS

Eric Eaton
Ashton Wingate

3 YEARS

Bryce McCaughey
Brian Wildman

4 YEARS

Michael Geddes

5 YEARS

Awais Ashraf

6 YEARS

Kevin Taylor

9 YEARS

John Toupalik

10 YEARS

Ben Brumbaugh
Kim Fredritz

11 YEARS

William Tefft

12 YEARS

Tony Riddle

VIRTUAL TOWN HALL

On Monday March 23rd, Garner hosted it's first ever **virtual** town hall. While this meeting was set back in January, it turned out to be very timely with the current crisis happening in our country.

While some of the call focused on providing updates and information on the Coronavirus, there was also plenty of discussion on what ELSE is happening at Garner. Employees were encouraged to send in questions before the meeting, as well as send texts throughout.



Topics included dash cams in trucks, what goes into selecting certain customer lanes, driver benefits & pay and what is predicted for the future with regards to Garner as a whole. The call was led by Garner President Sherri Garner Brumbaugh with feedback and questions answered by the rest of Garner's management team.

Overall, this first meeting was a success! We encourage all employees to call in to the next town hall, scheduled for June 29th at 7pm. Stay tuned for call in details. Your feedback and insight are welcome and needed!

