



2020 BEST Fleets
TO DRIVE FOR
2017 • 2018 • 2019 • 2020

Rollin' On

March 2020

From the desk of

Recruiting & Retention

To our invaluable fleet:

YOU are the BEST of the BEST!

Did you know? Every driver in our fleet has been carefully selected. From our legacy drivers that have known Garner for years, to the newest hires. Over the last couple of years, recruiting has focused on finding ways to streamline the hiring process, all while deciding on what will help us find the best quality drivers. Our current hiring process uses a blend of personal interviews, a technical road test, capacity testing and partnering of trainers to help each new driver be the most successful.



Mackenzie Melton
Recruiting/
Retention

Did you know? 70% of our driver applications each year are declined. Why is this? We carefully review every application and assign points through a subjective scoring systems. Some of the more common reasons applications could be declined are because of previous (or lack of) relevant work history, motor vehicle report (review of traffic incidents, tickets or accidents) or recent criminal history.

Did you know? Out of the 30% of applications that are approved, only 10% are hired. In some cases, those that have been approved may not pass the road or capacity tests, or may not be a good fit after the personal interview. The 10% are those who we truly feel would be a good fit for Garner and our culture here!

We have revamped our interview process several times in the last few years because we are NOT looking to just “fill seats.” We are looking for those drivers who are looking for us. Every driver is different, and every company is different as well.



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

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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 December's **ATTA BOYS & GIRLS** WHO WILL BE RECOGNIZED WITH THE EXTRA MILE AWARD



Shawn Piper

Garner driver **Ed Stevens (2736)** wanted to give an Atta Boy and a Thanks to Garner **Driver Manager, Shawn Piper**. *“Shawn has really done a great job getting broker loads! I used to have to sit and wait for the next load, but Shawn get them done quickly and efficiently! I appreciate not having to sit.”*

Thanks, Shawn for doing your part in keeping Garner drivers moving!

Recently Garner driver **Russell Hohnroth (2727)** was involved in an accident, which was not his fault. Another car was also involved and recently shared their appreciation for his kindness.

“I wanted to give a shout out to the semi driver that was hit yesterday afternoon. My daughter was directly behind him and was also hit by the same car. My daughter said he was very nice and made sure she was OK and helped make sure she got to a safe place so as to not get hit. Thank you for having a kind and very thoughtful driver!”

Thank you, Russell for taking the time to help. It did not go unnoticed.



Russell Hohnroth



It's always nice to hear from others how much they appreciate the look of Garner's Black and Red trucks on the road. Recently Garner's President Sherri Garner Brumbaugh received a nice note from a local Findlay friend.

“I just wanted to take a minute to tell you that I was travelling to IN on Sunday and came upon a Garner truck. I could spot it because of the beautiful black and red lettering. I must say there were several trucks on the road that day, probably trying to beat the storm, but yours by far were the cleanest and best kept truck on the road. I was proud to see this truck and think of my hometown and just how much pride you bring to Findlay with your fleet. Thanks for making Findlay and Garner Trucking great!”



As drivers, it is sometimes hard to know if some our aches and pains are just “part of the job” or if they are indicative of a more serious problem. Something even as serious as prostate cancer. Recently a Garner driver lost a family member to this disease and he wanted to send a reminder to our fleet to be aware of your risks and take the time to get an annual check-up.



1 in 9 men will be diagnosed with prostate cancer! That’s a staggering statistic. That would mean that of Garner’s current male drivers, nearly 8 would be diagnosed. BUT—with early detection, 99% of those are treatable. Please do what we can to prevent that number from happening. The most important thing you can do is to know your risk factors.

- ✓ Age—almost all prostate cancer occurs in men 50 and over
- ✓ Race—African American men are 1.8 times more likely to be diagnosed.
- ✓ Family History—Father, brother or son
- ✓ Diet—Eating large amounts of animal fat can increase risk
- ✓ Chemicals—Exposure to Agent Orange and other pesticides
- ✓ Gene Changes—Certain genetic mutations such as BRCA1 and BRCA2

Fortunately, when diagnosed early, prostate cancer can be treated effectively and nearly 100 percent of men diagnosed today will be alive in five years! That is great news. It is now on you to make sure you know your risks and see your doctor regularly to catch the signs early. You can visit www.zerocancer.org/learn to learn more on knowing your risks. **Knowledge is power!**



Did you know?

Financial health is just as important as physical health. Employees say that financial stress impacts other aspects of their life. March’s wellness topic will be Financial Health! Stay tuned for more information on different ways you can strengthen your financial wellness!

WELCOME!



Dustin Baker
Ron’s Technician



Timothy Betts
Trainee



William Edwards
2729 Trainee



Joshua McCarley
Ron’s Technician



Troy Solze
(2723 Trainee)

REMINDER



PLEASE remember to scan all paperwork DAILY. This needs to be done regardless if you live unload or drop a load at any customer. Drivers will still need to make a copy of the bills and scan it to accounting on ALL loads. This helps accounting submit for payment as quickly as possible. As always, if you have any questions please contact Accounting.

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Can you help? Can you help us find more of **YOU**? We will **PAY** if you refer a driver that is a good fit for Garner. Call Mackenzie or HR to report a referral! You can earn up to \$1,000 for a student referral and up to \$1,200 for an experienced referral.

Experienced Referral		
Complete Application		\$ 100.00
Hire Referral		\$ 100.00
Employment Longevity	Complete 3 months	\$ 500.00
	Complete 6 months	\$ 500.00
TOTAL		\$ 1,200.00

Student		
Complete Application		None
Hire Referral		\$ 100.00
Employment Longevity	Complete 3 months	\$ 300.00
	Complete 9 months	\$ 600.00
TOTAL		\$ 1,000.00

DRIVER REFERRAL BONUS PROGRAM

Full details on the referral bonus program are available on the Garner website.

Log on to the **Employees Login** button.



Click on the tab **"Driver Forms and Information"**

▶ DRIVER FORMS AND INFORMATION

Thank YOU for making Garner what it is today. I am proud every time to speak to students and potential hires, letting them know what a great company we are to work for. For me, that is because of the stellar group of men and women we have on this team.

Mackenzie Melton
 Recruiting & Retention Specialist

PART TIME WORK

It is important for drivers to remember that if they have a second job, regardless if it is driving truck—they MUST show that time as On Duty. This protects both Garner and YOU as the driver. For example, if an accident were to happen and you were NOT documenting your additional work as on duty and would have been over your 70 or your 14 AND you were found to be at fault — you could be penalized and potentially lose your job.

According to DOT 40 CF\$ 395.8 and 395.2 “drivers must record their duty status for each 24 hour period, including all on-duty time... on duty time includes performing any compensated work for a person who is not a motor carrier.” All compensated work, whether for a motor carrier or not, must be included on the log as on-duty time and counted against a driver’s available hours.

We are seeing more of this unreported work as the popularity of Uber and Lyft these type of jobs are becoming more available. By not documenting any additional work you are truly putting yourself at a huge liability. Please use good judgement and keep legal.



CLEAN INSPECTION

James Miller

Oscar Parker

Jeff Bowman

Kraig Wiant

Galen Goodin

Robert Wilson

Albert Netzer



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-19	Nov-19	Dec-19
Warning/Citations	0	0	0
Stability Control	0	0	0
Hard Brakes	0	0	0
Fuel Solutions	0	0	0
Preventable Accidents	3	2	0
Late Loads	1	0	0
% Receiving Bonus*	87%	80%	89%
Total Bonus Paid Out	\$10,571.32	\$13,541.63	\$9,882.16

* 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 March 1, 2020

	GTG Rating	Trend	Thresholds
Unsafe Driving	17%	↓10%	65%
Fatigued Driving (HOS)	19% (< 3 violations)	↓3%	65%
Driver Fitness	0%	No change	80%
Controlled Substances and Alcohol	0%	No change	80%
Vehicle Maintenance	39%	↓2%	80%
Cargo-Related	No Violations		80%
Crash Indicator	Not Available		65%

CELEBRATIONS

HAPPY BIRTHDAY

- 3/4 David Martie
- 3/6 Larry Gannon
Mike Pickett
- 3/7 Jim Newsome
- 3/8 Jennepher Mudrich
Andy Narine
- 3/9 Dale Karr
- 3/11 Will Edwards
- 3/12 Alan Arthur
Julie Dean
- 3/19 Shawnta Dix
Gary Smith
- 3/20 Trisha Lenhart
- 3/21 Jerry Brumbaugh

YEARS OF SERVICE

1 YEAR

- Josh Mannon
- Jennepher Mudrich

2 YEARS

- Scott Brown

3 YEARS

- Chris Mann
- Andy Narine

5 YEARS

- Jessee Hubert

10 YEARS

- Jay Bloom



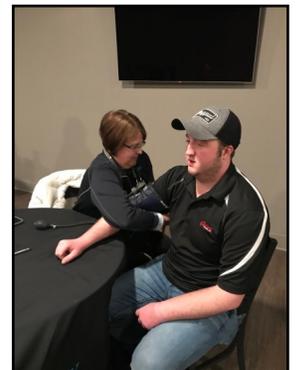
SUNDAY
MARCH 8

Heart Health Month

February is national Heart Month, focusing on raising awareness about cardiovascular disease and helping to save lives. Throughout the month Garner staff and drivers participated in both a women and a men's awareness event.

Red Tie Men's Virtual Golf Event

Garner men took part in a virtual golf event. Participants "played" some golf, had blood pressure screenings and learned more about ways to keep and strengthen a healthy heart.



Women's Go Red Event

Garner ladies participated in the Findlay Goes Red luncheon. The event honored survivors and speakers shared and help raise awareness on what to look for and how to maintain a healthy heart.

