

Last mile accidents



Emma Gelacek

Welcome to 2021! I would like to thank all the Garner Drivers for their continued attention to safety as we begin the new year. Garner's purpose will always be to deliver exceptional service to our customers in the safest and timeliest manner possible. To be efficient and save time, we sometimes plan our next steps while on the road, instead of planning our trip prior to leaving. Failing to plan your route prior to departure is a particularly risky practice because we may lose focus on those last few miles and turns to our pick-up or delivery point.

The last mile is where we can run into an incident.

Did you know that 60% of all accidents happen on rural roads and within 5 miles of someone's home? Couple this statistic with the added distractions that drivers deal with and it greatly increases the potential for an accident to occur. In 2020, our three worst incidents all happened within one mile of the driver's destination.

The last few miles of a journey can be stressful, but there are a few things we can do to ease our stress levels, decrease distractions and avoid an accident; and they are as follows:

- ✓ Better route planning
- ✓ Time management
- ✓ Arrival checklist
- ✓ Expect the unexpected
- ✓ Keep checking those mirrors
- ✓ Signal your intentions early



If you need help with any of these things, be sure and reach out. We may have some additional tools that can assist you and keep you safe. We also appreciate hearing your ideas, tips and tricks that have helped you. Sharing that information with your peers/coworkers gives them real world tools to help them also remain safe. I am looking forward to a safe and prosperous 2021 for everyone!

Stay safe,
Emma Gelacek
Safety Manager



2020
FLEET ELITE

Driver of the Year
Mike Martie

Rookie of the Year
Michael Cowles

Fleet Elite Drivers
Ron Flint
Chris Mann
Al Netzer

Garner Technician
Jon Sorrell

Celebrate 60
Garner
TRUCKING, INC.
1960-2020



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!

Recently driver Matt Paul was having issues with his insurance. He contacted HR and within the hour **Barbara Zimmerman (HR, Safety, Recruiting Director)** was on it and had the issue resolved.

"Thanks again. You all in the front office have gone above and beyond with your help. I really appreciate it!" shared Matt. Way to go, Barbara! Your attention to helping drivers does not go unnoticed.



Barbara Zimmerman

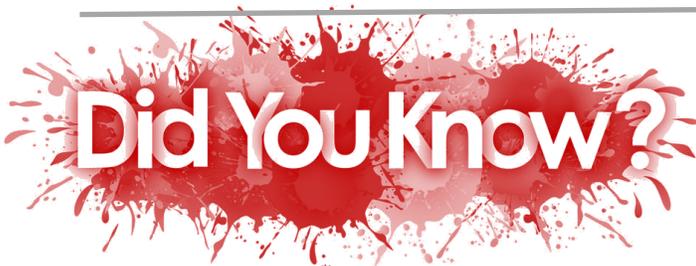


Annual Drug & Alcohol Training

Don't forget that the required Annual Drug & Alcohol Training needs to be completed by February 28, 2021. The training is available on the Avatar training site. If you need the link to that training site resent or if you need help logging in please contact the front office.

Who should you call?

Drivers—if you break down on the road after hours it is important to contact the shop first. You can reach them after hours at 419-425-1550. If there is no answer please leave a voice message. If you do not receive a return call within 30 minutes contact either Operations on call or James directly at 419-348-4356. We want to get you moving as soon as possible.



Drivers did you know?

Did you know that Garner has a company car that you can use?

If you are at the Garner yard and having your truck worked on or if you have a long break you can use the company vehicle to run to the store, get something to eat or just get in to town. All you have to do is contact the front office to see if a vehicle is available for use.

NEW YEAR NEW YOU



How do you make good health pay off? With Garner's newest wellness program—**Get Strong!**

Garner employees and spouse/domestic partners **covered under the Anthem medical plan** can earn up to **\$300 in rewards**. Rewards are issued on a reloadable rewards card. **DO NOT THROW AWAY** once you use once. This card is reloadable and money will be added as you complete each step

How do you earn rewards? **Anthem**

Employees and covered spouses must enroll online at anthem.com or download the free **Sydney Health** mobile app. After you enroll Visit the **My Health Dashboard** to manage your rewards, view your dashboard, create action plans and complete steps to earn your wellness rewards.

1. Annual Wellness Exam + Flu Shot Reward = \$100 **

**Both the exam and flu shot must be completed before rewards are issued.

2. Tobacco-Free Certification Reward = \$50

To confirm you're tobacco-free, visit the My Health Dashboard on anthem.com or the **Sydney Health** app. Look for the tobacco-free certification and follow the prompts to complete the online certification. If you're unable to earn the reward for being tobacco-free, you can still earn it by completing a Health Action Plan.

3. Health Assessment = \$50

It's a lot easier to get and stay healthy when you know where you stand.

ALL GARNER EMPLOYEES

Regardless if you are enrolled in the Anthem medical insurance through Garner, **ALL** employees and spouses are eligible for a **\$100 per year gym reimbursement!** Simply submit your receipt to HR and you will be reimbursed half of the cost of your gym membership up to \$100 per year.

WELCOME!



**Austin
Barone**
(2730)



**Dom
Benitez**
(2715)



**Dan
Bracy**
(2750 Trainee)



**Joe
Edwards**
(2765 Trainee)



**Tucker
Maag**
(Apprentice)



**Joyce
Rogers**
(Ron's/GCM Acctg)



PASSENGER POLICY

Riders/passengers in any company vehicle is prohibited unless authorization from HR/Safety has been granted. In light of the current situation with COVID-19, Garner has suspended its passenger program until further notice.

With the program suspension, passengers are not and will not be authorized. Failure to obtain proper authorization and insurance policy for a passenger is cause for immediate termination of employment; and may also violate Department of Transportation and Federal Motor Carrier Safety Association (FMCSA) guidelines (see FMCSA regulation 392.60).

Questions or concerns, please contact HR/Safety at 419-422-5742. Thank you for your cooperation!

2020 Carrier of the Year



Garner is so honored to be recognized as **2020 Carrier of the Year** by Garner customer **Spot**.

"We at Spot recognize the amount of hard work, focus and resolve that it requires to keep a 24-7 operation running successfully, and we applaud all of Garner's successes. Garner always does an amazing job (even through the constant changes/add ons/ cancellations), and Spot is excited to recognize the commitment and drive shown every day"

- Trent Gaff, Spot Operations Specialist

ON TIME SERVICE

Garner drivers do any outstanding job of providing quality on time service for our customers. Some of our customers share their service reports with us, as shown below. Congratulations to all who make our service great week after week. Thank You for all you do for Garner Trucking and our customers, it is greatly appreciated.

DECEMBER 2020 SERVICE LEVELS

Lowes	98.5% on time service
The Home Depot	99.2% on time service
Nestle Waters	100% on time service
MASCO Cabinetry	100% on time service



CAMERAS AND THE FLEET

As you heard in November, during the first quarter of this year all of Garner's trucks will be getting cameras. It is important for Safety to reiterate that these cameras are for a driver's safety first and foremost. There have been far too many incidents where a Garner truck has been comprised that we knew it was time to invest in the main thing that could exonerate the driver - cameras.

The SmartDrive four camera system will include:

1. Forward facing
2. Right side mirror, facing down the side of trailer
3. Left side mirror, facing down the side of the trailer
4. Driver facing

We understand that privacy is always a concern with any camera system. It is important to point out that the driver facing camera will have an option to be turned off after the brakes are set. There will be NO bunk view—at any time.

There will be several training videos available to drivers to learn more about the cameras and how the system itself will work. These videos will offer perspective both from the driver side as well as the administrative side. It is important that we remain transparent.

As these systems are installed and used please contact safety with any questions or concerns at 419-427-3928.



CLEAN INSPECTION



William Edwards

Ed Stevens

Zach Long

Mike Burnett

Clean Inspection = \$75.00

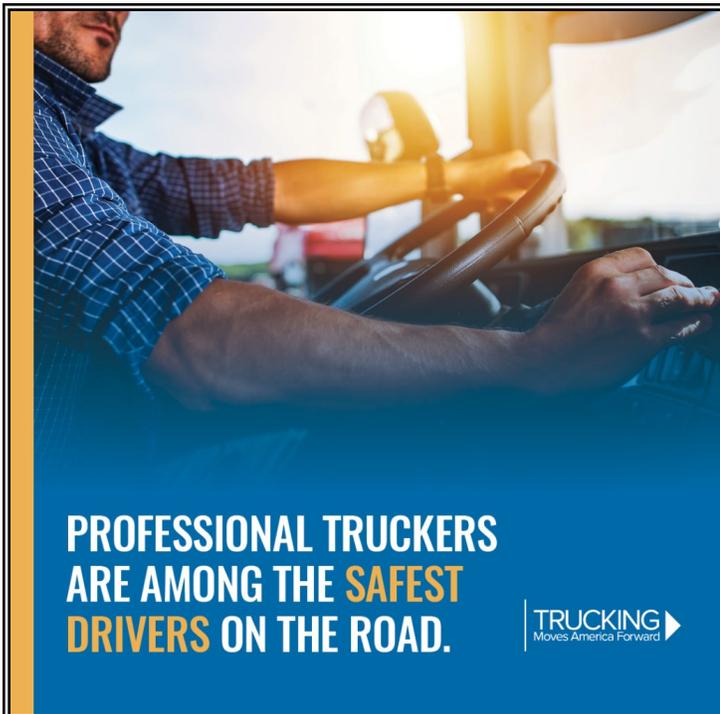
Clean HAZMAT DOT Inspection = \$100.00

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.



Inspection Selection System: 35

Our ISS Score indicates "PASS"

BASICs OVERVIEW

Based on a 24-month record ending November 27, 2020

	GTG Rating	Trend	Thresholds
Unsafe Driving	13%	↓2%	65%
Fatigued Driving (HOS)	48% (< 3 violations)	No change	65%
Driver Fitness	0%	No change	80%
Controlled Substances and Alcohol	0%	No change	80%
Vehicle Maintenance	30%	↓1%	80%
Cargo-Related	No Violations		80%
Crash Indicator	Not Available		65%

CELEBRATIONS

HAPPY BIRTHDAY

- 1/3 Ashley Zimmerman
1/5 Jill Bloom
Adam Branam
Gauge Settlemire
1/6 Jean Garner
1/10 Brent Palmer
1/14 Al Netzer
1/17 Neil Vislosky
1/19 Dennis Dean
1/26 Kim Fredritz
1/27 Robert Wilson

ANNIVERSARIES

- 1/19 M/M James Husted

YEARS OF SERVICE

1 YEAR

- Lane Grover
Mike Manning

3 YEARS

- Aaron Knowles
Alex McGregor
Al Netzer
Carl Waggle

4 YEARS

- Roy Boykin
Ron Flint
Buddy Sampley

5 YEARS

- Robert Downing
Audrey Wingate

6 YEARS

- Jenny Fall

7 YEARS

- Adam Branam
Ed Stevens

9 YEARS

- Ed McKinley

30 YEARS

- Jon Foust

49 years GarnerStrong

It's not too common anymore to hear someone at the same company for 20, 15 or heck, even 10 years. This past month Garner said good luck to long time employee Cheryl Thompson. Cheryl has been with Garner for 49 years! We couldn't be more proud for Cheryl and her time with Garner.



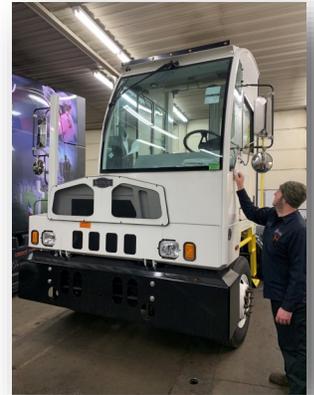
Cheryl began with Garner working in the shop and we found it only fitting to get her back to the shop one more time.



Happy retirement Cheryl and THANK YOU for all you've done for Garner!!

SPOTTER TRUCK

Be on the look out for Garner's newest spotter truck. Garner's Shop Foreman Ben Brumbaugh is getting it ready to roll.



BEYOND THE CAB is changing

Tune in to the newest episodes! We've touched on the topics that affect YOU including; the possibility of totally automated trucks, dynamics between trucking & relationships, the biases of women in trucking. Will you agree with the opinions shared? We want to know!

