

# We Are The Z-Team!

Volume 1, Issue 1  
December 31, 2014

## INSURANCE CHANGES FOR 2015

As everyone knows by now, a new health insurance plan will be in effect for full-time employees starting January 1. Each year the health insurance contract is reviewed and companies are asked to competitively bid. This round, Health America was selected to provide the best value at the lowest cost.

Cinda Lauver, Benefits Manager, explained some of the details. "The new plan is a Preferred Provider Organization (PPO), which allows participants to visit any doctor in the insurer's network *without* a referral from a primary care physician. This is different than last year's plan." She also pointed out that "additional providers will be available including Hershey." The Health America plan will also allow participants to continue to see the Pinnacle Health doctors – a benefit which would have been discontinued had the company stayed with the former plan. "One of the main reasons this new plan was chosen was because it will suit most of our employees in this area," she said.



The plan from Health America can improve healthcare and lower costs for many Zimmerman employees.

The Health America plan has two options. The first is a high deductible plan with a lower weekly payment. This kind of plan is better suited for generally healthy people who can also afford to take the risk of higher out of pocket expenses should they get sick. The other plan has a lower deductible and a higher weekly payment. This is better suited to people who visit their doctor often, are on regular prescription medication, and / or want to lower their risk to large medical costs. It's important to note that there are many details for each plan and the only way to actually decide which is right for you and your family is to discuss the details of each plan with someone in the Benefits Office.

Again, the plan takes effect on January 1. Everyone should decide which plan is right for them as soon as possible. By the time you read this, the names of the first employees to sign up will have already been sent to Health America and those employee's insurance ID cards will be arriving shortly. Even if you don't have an insurance ID, if you've signed up for the plan, Cinda can provide the plan numbers so appropriate medical costs can be covered before your card arrives.

The Benefits Department is always available to answer your questions regarding health insurance, the 401(k) savings plan, and any other benefit. Cinda's extension is 250 or you can visit her in the second floor accounting office.

### *In the December Issue*

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### OUR NEW MISSION

- **A new newsletter format — do we need a new name?**
- **Newsletter will be sent to your home as well as distributed at the office.**
- **We want your help and suggestions to make it a success!**

## SANTA VISITS GOOD LITTLE GIRLS AND BOYS

*Santa Claus came to visit Zimmerman Truck Lines on December 13<sup>th</sup>. Doors to “Santa’s Warehouse” were open from 10am to 1pm and there was quite a crowd. Former driver, George Whiteman, entertained as Santa. We had over 40 children who had their photos taken with Santa. They also played games and received goodie bags with gift cards. Gina Himes’ daughter, Taylor, was the photographer. We encourage you to bring your children and grandchildren next year on Saturday December 12<sup>th</sup>. Save the date and become part of this ZTL holiday tradition!*



**Santa and his Helpers**

Top: Gina, Santa, Cassie, Stan, and Miranda  
Bottom: Sam and Taylor

## YOUR SMART PHONE AND SOCIAL MEDIA: DO’S AND DON’TS

Facebook, Instagram, Pinterest, Twitter, and other social media are great for keeping in touch. Social media lets friends and family know where you are and what you are doing. Many of us have smart phones and the new media makes it easier than ever to update your activities. But have you ever considered the downside of publicizing your work activities?

Putting your current location, route, destination, or cargo information on social media can have very serious consequences! First of all, you and your load become an immediate target for thieves. And if it’s not you today, then it could be the next driver who is on that route. Next, it violates our customers’ privacy. For the very same security reasons we have, our customers do not want this information made public. Finally, it let’s our competition know what lanes we’re hauling and for whom. None of this information is easily available, and if you publicize it on social media, then you are making problems for a lot of people — including yourself!



Don't publicize sensitive info!

If you don't think anyone would do this, well, they have. And that's why we are asking you to use your best judgment and not to post sensitive information about your job on social media.

## ROBIN LEAVES NEST — FLIES SOUTH BEFORE WINTER!

As most of you know, after more than 10 years doing driver retention and recruiting Robin Saner has left the company. For the time being her duties have been divided among a few people. If you are in the habit of calling her extension, you will now reach Gina, Dot, or Becky in the front office. They will try to help with your questions or direct you to someone who can.

Here is a short list that might be helpful: Becky (x247) is now handling fuel cards. Geoff (x227) takes care of all safety (licenses, physicals, TWIC) and driving issues as well as recruiting. Gina (x246) is handling all clothing orders, payroll deductions, and key fob issues. Samantha (x234) is doing all drug/alcohol testing, and Jeanne (x229) will take care of E-Z Pass and PrePass.

Gina said, “Please bear with us during this time of transition. As we discover new issues everyday, we are giving them our full attention.” If you have any questions or concerns, please talk to the people in the front office. Gina finished by saying “We’re all part of The Z-TEAM and we are here to help!”



Robin flew south and landed - a job - as a recruiter at ITT Technical Institute in Harrisburg.

## A GREAT TIME WAS HAD BY ALL!

Once again we had another successful Christmas party on Saturday December 20th. There was no shortage of good food and laughs among friends and co-workers. The count was up from last year with 142 people attending.

Earl David Reed was the entertainment for the evening. He is a talented comedian who has appeared on *The Tonight Show*. He's currently the morning personality for "105.7 The X" in Harrisburg and he is also filming his upcoming television show *The Secret of my Unsuccess*.

Geoff Hosband, Safety Director, and Mark Zimmerman gave out safety and mileage awards with a total of 103 drivers earning the one year of safe driving pin and eight earning a five year safe driving jacket and bonus. Dan Hackenburg is the only driver this year earning the 10 year safe driving jacket and bonus. Rick Reigle was awarded a laser-etched crystal tractor-trailer and bonus for his 15 years of safe driving.



Our most prestigious drivers are the members of the Million Mile Club. One million mile awards went to Steve Weiss, Dan Hesketh, and Denny Snook. The only Two Million mile award was given to Mike Swires, who is retiring at the end of 2014. The photos of these drivers will be added to the Zimmerman "Wall of Fame" to publicly honor their individual achievements. Congratulations to everyone and thanks for being the best!

Rounding out the night were drawings for various door prizes as well as \$2500 worth of Wal-Mart gift cards which were won by nine lucky drivers.

### **A NEW FEATURE: OUR SURVEY OF YOUR OPINIONS**

#### 5 Year Safe Driving Awards

Jose Amezcua  
Dan Hesketh  
Carol Morrison  
Wendy Muretta  
Ricky Orwan  
Bill Rush  
Norman Stever  
Chris Witter

*The real purpose of our new company newsletter is to help all ZTL employees better connect with one another. One of the best ways we can learn what you like is simply by asking for your opinions and ideas! In each issue we plan to include a new Survey Question along with the results of the previous survey.*

*Here is our first question for this new feature: **How was the Christmas party?** Tell us if you enjoyed the food and entertainment and what you would suggest so we can make it better.*

*Put your answer in the suggestion box, text a message to 267-225-5782, or e-mail your ideas to [newsletter@ztlinc.com](mailto:newsletter@ztlinc.com).*

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**WE NEED A LITTLE  
CREATIVE HELP!**

As times are changing, so are we! We've chosen a preliminary name for our new ZTL newsletter, **We Are The Z-Team!** But can you do any better? We are asking for your ideas for a new name. Also, we want your suggestions on features and articles about the company and its employees. All suggestions will be reviewed and The Z-Team newsletter staff will adopt the best ideas based on cleverness and originality. Please tell us your ideas! Put them in the new suggestion boxes located in both drivers' rooms or text them to 267-225-5782 or email them to [newsletter@ztlinc.com](mailto:newsletter@ztlinc.com). Remember to tell us who you are and that your submission is for the new company newsletter. Make as many different suggestions as you like.

*Together we can make it better!*

**QUOTES OF THE MONTH**

*Even if you fall on your face,  
you're still moving forward.*

*– Victor Kiam*

*Challenges are what make  
life interesting and  
overcoming them is what  
makes life meaningful.*

*– Joshua J Marine*