

We Are The Z-Team!

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EVERYBODY WINS WITH HIGHER MPG'S

It could be said the biggest announcement at this month's Spring Safety Meetings was the new Fuel Bonus Plan. Operations Manager **Dave Wetzler** outlined what's going to be a new fuel savings program which will put thousands of dollars into drivers' paychecks in the coming months.



"It's really completely changed from the way we've been doing it in the past," said Dave. "The company wants to encourage fuel economy and will share a vast majority of the savings with the drivers."

First, each driver will be assigned to one of seven different groups based on the make and model year of his or her truck. Dave explained, "We have to group by trucks because of the differing fuel economy. It wouldn't be fair to compare performance of a driver in a 2013 truck with that of a driver in a 2017 truck, for example."

In order to qualify for the quarterly fuel bonus, the first requirement for each driver is to be 90% compliant with the automated fuel solutions provided. Bonuses will then be awarded based on the following criteria: if you as a driver individually achieve your group's goal or better, you will receive \$450 (vans) or 0.75% of your revenue (flats). If you achieve 0.2

Truck Groups and 2nd Quarter Goals

- 2013 KW T660 Flatbed: 5.45 mpg
- 2015/16 KW T660 Flatbed: 6.35 mpg
- 2017 International Flatbed: 6.40 mpg
- 2013 KW T660 Van: 5.90 mpg
- 2013/14 KW T680 Van: 6.80 mpg
- 2016 KW T660 Van: 7.25 mpg
- 2017 KW T680 Van: 7.70 mpg

1.1% of your revenue (flats). If you are the top MPG driver in your group and have at least met the group goal, in addition you will receive \$100 and you will be entered for a \$500 drawing among the other qualified top achievers in the other truck groups.

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Bonus Explained

Previously, there was no "fuel compliance bonus," only a deduction from a driver's quarterly Safety Bonus if he or she failed to be at least 90% compliant with their given fuel solutions. Going forward, the automatic safety bonus will remain in place with deductions only for safety violations.

NEW FUEL BONUS PLAN STARTS MAY 1ST

"We wanted to get this rolled out right away, so we are not waiting until the end of the quarter," Dave announced at the meetings. "The first bonus period will start May 1st and will be only two months, but the same rules will apply. Then the first full quarterly measurement period will begin on July 1st."

Drivers are encouraged to reset the MPG counter on their PeopleNet units on May 1st to track their own MPGs. The official measurement for MPGs for this bonus will come directly from the PeopleNet units. Every quarter will be judged separately so drivers will want to schedule a reminder to reset their MPG counter on the first day of every quarter from now on (July 1, October 1, January 1, and April 1).

Drivers should keep in mind for fuel solution compliance, it's *not how much* you put in your tank, it's where you buy fuel. Also, if you get a fuel solution which doesn't "make sense" geographically, immediately call Dispatch and ask for another one. (Don't continue on down the road and then call later.) ZTL has negotiated unpublished volume fuel discounts all over the country. Every truck stop is different and prices are updated daily. The automated system calculates your needed fuel based on your route, your past MPGs, and the fuel you already have on board. Fuel solution compliance and MPGs go hand-in-hand to produce the maximum savings.



Chief Financial Officer **Derek Ritzman** estimates that if this new Fuel Bonus Plan reaches its modest goals, it will collectively put as much as \$75,000 or more into the pockets of our drivers.

What's the best way to raise your MPGs? *Drive less aggressively and more gently. Let the transmission do the work. Take it easy on the gas and the brakes. Use cruise. Slow down. Allow more space.* Following these best practices will not only increase your MPGs, but put money in your wallet, and increase your margin of safety.

GREAT SCOTT! TWO GRANDPAS!

Congratulations to Van Division driver **Scott Benfer** and his wife and long-time driving team partner, **Christine**, who recently had their sixth grandchild. Molly, who was born on April 6th, weighed 7 pounds, 7 ounces, and measured 18.5 inches.



And The Z-Team also sends congratulations to Van Driver **Scott Landis**, and his wife, **Joan**, who also had their sixth grandchild one day later on April 7th. Nash weighed 9 pounds, 5 ounces, and was 21.75 inches in length.



WELCOME NEW DRIVERS!

THROUGH MID-APRIL 2018
MORE IN FUTURE ISSUES!



Doug Tosten



Steve Berger



Harry Clayton



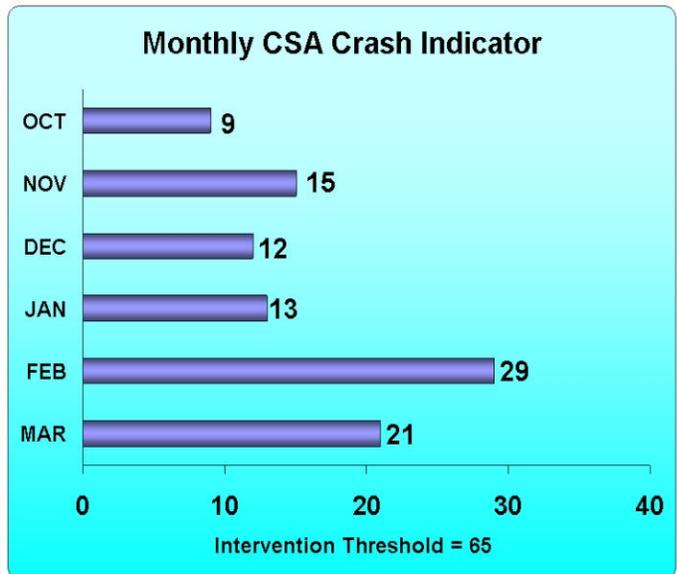
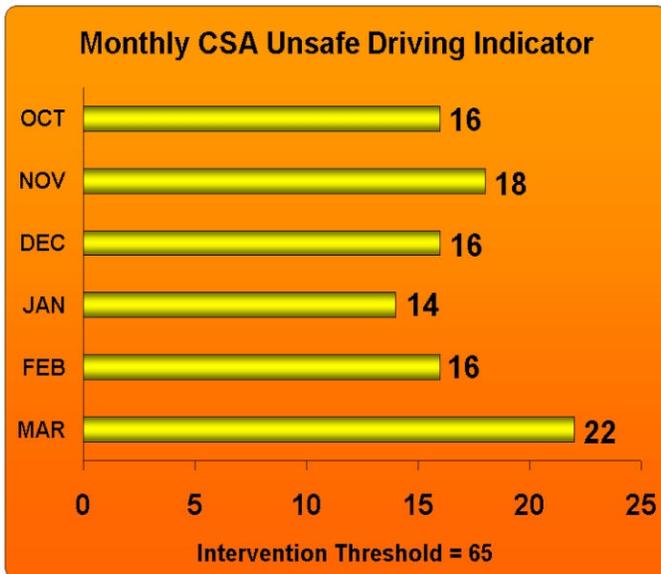
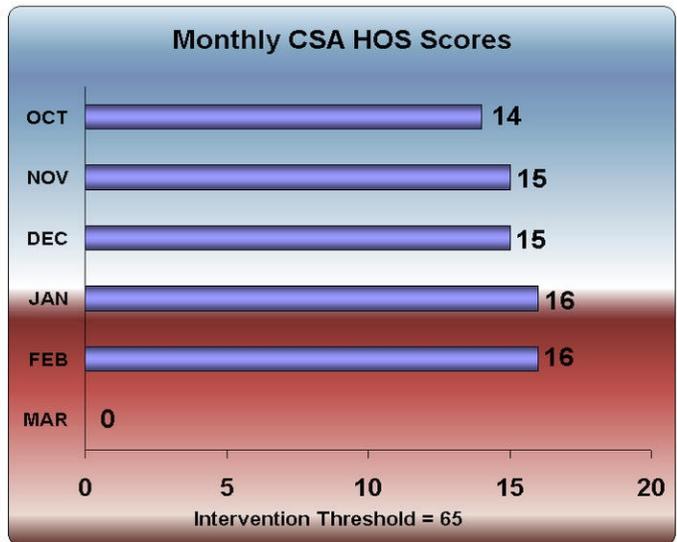
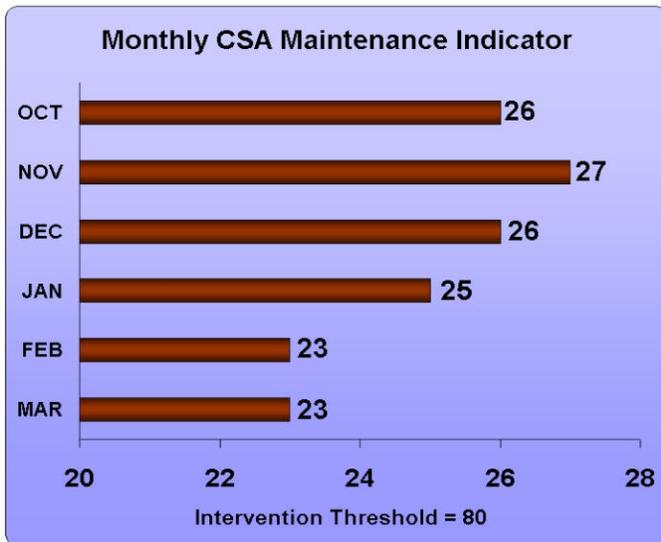
George McFarlane



CSA SCORES ENDING MARCH 29, 2019



There is something unique for ZTL this month in our CSA scores. We scored a **zero** for hours of service in March. This means "No violations in the past year." **Congratulations to every driver in the fleet for this amazing feat!**



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WE'RE ON COMMON GROUND

Actually, we're *in* **CommonGround**, the color magazine which highlights local life, businesses, and attractions in Juniata, Mifflin, and Snyder counties. The Spring 2019 issue features the history of Zimmerman Truck Lines on pages 53 and 54. CommonGround is available at select merchants in the tri-county area!



Gina says: Clothing Clearance! All older style T-shirts both short and long sleeves are now \$5! Special deal: 3 for \$12. If you wish to order t-shirts, hoodies, or zip ups, a new order form will be available May 1st for delivery by the beginning of June. Watch your mailbox!



Blue Beacon can be used on a limited basis. **Starting May 1st**, you will be able to get your truck washed at a Blue Beacon once every 90 days. Changes are also being planned to upgrade the in-house truck wash facility. These changes are a direct result of feedback heard at the April Safety Meetings.

Dates to Remember

First day of New Fuel Compliance and Bonus Program — Tuesday May 1st

Memorial Day Holiday — Monday May 27th

Sonny Dobson Day — Friday May 31st

Independence Day — Thursday July 4th

Company Picnic — Saturday July 13th

Together we are making it better!

MAY BIRTHDAYS ...

Cinda Lauver — May 2
 Steve Denotsko — May 5
 Scott Landis — May 15
 Kirby Nickel — May 16
 Mark Kling, Jr — May 19
 Roy Huffman — May 25
 Andrew Ruble — May 29
 Derek Ritzman — May 30
 Julio Morales — May 30

... AND ANNIVERSARIES

Herb Haagen — 20 years
 Justin Henry — 11 years
 Marcel Ernst — 8 years
 Andrew Ruble — 6 years
 Steve Denotsko — 4 years

PLEASE KEEP YOUR
TRUCK
 ★★ **CLEAN** ★★
IT'S PART OF
YOUR JOB
ASSIGNMENT

Oldies, But Goodies ...

Remember all BOLs must be signed SLC. All PODs must be signed and dated. **Printed names, signatures, and dates must be clear and legible.** Without properly completed paperwork, ZTL has no defense against any claims! And if you do have any shortages, overages, or damages, PLEASE call Dispatch before pulling away from the dock!

QUOTE FOR THE MONTH

“Planning is bringing the future into the present so you can do something about it now.”

—Alan Lakein

ZIMMERMAN TRUCK LINES, INC.