

We Are The Z-Team!

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10TH ANNUAL FUN FEST ONLY WEEKS AWAY

That's right! June 6th will be here before you know it and our 10th annual Kids Fun Fest will be underway. In the past nine years we have raised over \$135,000, all of which has been donated to the Janet Weiss Children's Hospital in Danville. This year we expect to once again exceed the previous year's total — and in 2014 that was \$21,000. It all happens at our facility in Mifflintown.

Here's how it works: employees from ZTL collect donations of goods, services, and gift certificates from over one hundred businesses in Juniata and Mifflin counties. These items are won throughout the day in "merchant raffles." Our customers also get involved making generous donations to underwrite the expenses of the event. Zimmerman employees and other volunteers spend countless hours calling, writing, printing, labeling, collecting, cooking, cleaning, and organizing everything that an event this size requires. As mentioned, there are over one hundred raffle prizes and silent auctions for premium items including racing and pro sports tickets. For your children and grandchildren we have inflatable bounce rides, games with prizes, and so much more. Ben Salinas will be performing a new on-stage magic show once again this year and Penn State football players are expected to stop by to sign autographs. There will also be clowns, face painting, and balloon tricks for kids of all ages. All ZTL employees receive free wristbands for their children and grandchildren that allow the kids to play on the bounce rides all day long.



And please don't forget about Ellie's bake sale! Through the years Ellie's family has raised thousands of dollars for the Fun Fest. That's a lot of bread! There will also be other food vendors to satisfy all your cravings during the day's activities.

There's just not enough space here to tell you about everything that happens during the Fun Fest, so make plans to come and see for yourself: Saturday June 6 starting at 10 AM and going until 4 PM. It's not unusual for 700 - 1000 people to be here, so come early and make a day of it!

How can you help?

We need volunteers!

If you want to volunteer to work at the Fun Fest, or if you know anyone at a local business who would be willing to donate a gift certificate for goods or services, or merchandise for raffle prizes, please talk to anyone in the front office. **Most importantly, bring your family to the event!** We guarantee a full and exciting day with lots to see and do.

Remember employees' kids and grandkids each get a free wristband to play on the bounce rides all day long!

PROTECT YOURSELF AND THE COMPANY

It might sound crazy, but ZTL is exposed to unnecessary damage claims on a regular basis. Unnecessary because they can all be easily avoided by getting someone else to sign a piece of paper! That's right, it's the Bill of Lading every driver is required to have for every shipment. When properly completed and signed, this paper alone will eliminate most claims for damaged or missing freight.

It's easy when you follow these guidelines:

- Never load anything that looks damaged, rusted, broken, etc, without calling dispatch to authorize.
- Make sure anything that is damaged is noted on the BOL by the shipper with their printed name and date.
- All van loads should be sealed and noted "Shipper Load and Count" or "SLC" directly on the Bill of Lading.
- If not SLC, then you must verify the count, or if skidded or on pallets, the BOL must state "XX skids/pallets said to contain XXX cartons each" and the shipper must sign acknowledging.
- All BOLs must be signed at the point of origin with the date of departure by the driver picking up.
- When you deliver, have the BOL signed "seal intact at receiver" and include date, name of the person receiving, and pieces/count. Everything must be legible in case of a claim.
- If there is any damage, the cause must be noted on the BOL. Be clear and specific in your notes on every BOL.

When you sign a BOL you are accepting liability on behalf of the company for the freight. It's a matter of law that you are accepting this responsibility. Anytime you skip any of these important steps to make the shipper or consignee responsible, **you** are accepting liability for anything and everything that is broken, stolen, damaged, or missing.

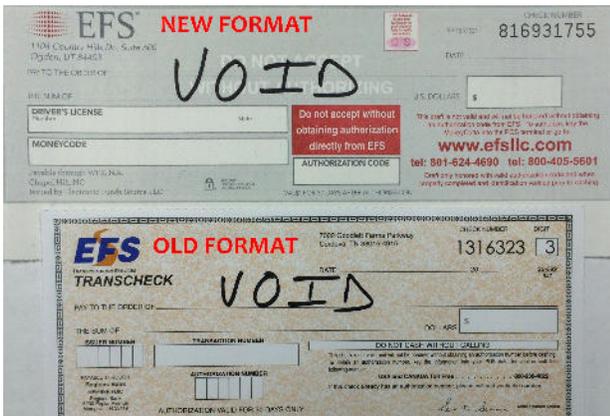


Zimmerman Truck Lines loses money every year on avoidable damaged-or-missing freight claims. By doing your job carefully and correctly, you can help reduce this loss to zero. Any questions or doubts or any situation where you are not getting full cooperation from the shipper or receiver, call Dispatch. If you're not sure, don't sign it!

EFS CHECKS CHANGING



Effective May 15, the old tan colored "EFS Transcheck" will no longer be authorized for use (bottom pic). In their place will be new, larger, gray / red colored checks (top pic). You can use the old ones up until May 14. After that date, the old checks should be destroyed. We do have the new checks so please ask for them when you need them.



SHOP SHORTS

Shop manager, Larry Hummel, has two main objectives he is working on right now. The first is to start experimenting with a tire pressure monitoring system. The second is to survey trucks and maintenance records to determine when critical parts wear out so they can be replaced before they fail. Larry says, "There are too many preventable breakdowns which are costly to drivers and customers alike. We need to reduce the number of tire incidents, as well as eliminate breakdowns due to failing alternators, idler pulleys, and other components."

Mark Zimmerman has announced that ZTL will be acquiring 20 new Kenworth T660 Ultrashift, 72" sleeper tractors this year. 10 should arrive by the beginning of June with 10 more to be delivered in July and August.

Derek Ritzman reports that 20 new Utility van trailers were added to the fleet recently as well.

BEING HEALTHY IS EASY: SLEEP LIKE A BABY

Eating poorly, not exercising, not sleeping well, and not drinking enough water can lead to weight gain which leads to all kinds of other serious health problems. Wouldn't you like to be healthier and feel better? Have fewer aches and pains? Fewer health problems and associated risks? Well, if you say "yes" to any or all of these questions, this message is for you. There are many small things a driver (or anyone) can do to create a healthier lifestyle. Here is one tiny step that will provide large returns.

Get enough sleep and make it GOOD sleep. Use an eye mask, earplugs, and a fan or white-noise machine to block out or drown out the outside world. Reading or stretching for a few minutes before sleeping will help you relax. Do not eat a huge meal right before sleeping. Eating before sleeping has two detrimental effects on your body. Not only will you gain weight, but your sleep will be affected as well. This is because your brain is telling your body to sleep and all your organs to do the same, but your stomach is sending out "All hands on deck!" alerts to start the hours-long digestion process. (No wonder you have those strange dreams!) And set aside your cellular and gaming devices at least a half hour or more before sleeping to allow your mind and body to relax. Remember, if you sleep well, you will do everything else well, too.



[Editor's note: This is the first in a four part series on easy steps you can take to feel better, be more alert, and improve your health. Your feedback is always welcome at newsletter@ztlinc.com.]

Using Your Camera

Do you know how to use the camera in your cell phone to take as well as send photos?

Now is the time to learn before you need to know! We're not experts, but if you don't know how to take photos and send them via email or text, come to the office and we'll try to help. If you incur any fees from your phone company for sending work-related photos via text or e-mail, the company will reimburse you!

AN IMPORTANT NEW SURVEY

Photo technology is now everywhere in our lives. Almost everyone has a camera with them at all times which makes videos or still photos. This technology can be useful, invasive, controversial, and helpful.

*This month we want to ask you about your views (no pun intended) on installing **forward facing** cameras in your truck. Some drivers have already done this on their own and seeing the behavior of other motorists is sometimes shocking. The purpose of these cameras would be to have irrefutable evidence that will protect you when other motorists cause an accident. Put your thoughts in one of the suggestion boxes or e-mail your ideas to newsletter@ztlinc.com.*

We are listening, so let your voice be heard!

RENEWING YOUR TWIC CARD?

The TSA reports delays of more than 60 days in processing TWIC applications, especially when immigration status or criminal history needs to be verified. Individuals are strongly encouraged to submit applications at least 10 to 12 weeks in advance of their need, including those who are renewing an expiring TWIC. There is no effect on the expiration date if you renew early. Plan accordingly so you can continue to work in marine terminals.

And for those of you who don't know, a TWIC is a transportation worker identification credential. It is needed by anyone who requires unescorted access in secure areas of port facilities—and that includes ZTL drivers who need access to pick up or deliver freight. The TWIC program is jointly run by the Transportation Safety Administration and the U.S. Coast Guard. Full implementation began in 2009 and today over three million people carry a TWIC.

MAY BIRTHDAYS ...

Cinda Lauver — May 2
 Harrison Smith — May 5
 Jerry Tussey — May 14
 Rich Bailey — May 19
 Brad Parson — May 21
 Roy Huffman — May 25
 Travis Twigg — May 27
 Andy Ruble — May 29
 Derek Ritzman — May 30
 Ben Bentz — May 31

... AND ANNIVERSARIES

Herb Haagen — 16 years
 Justin Henry — 7 years
 Marcel Ernst — 4 years
 Barry Brown — 2 years
 Andy Ruble — 2 years
 James DiCello — 2 years
 Amy Burdge — 2 years
 Mike Burdge — 2 years

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NEWS BRIEFS

The rider program is now in effect through the summer months. You need to complete a brief form before taking any passenger in your truck. See Geoff or Samantha for more information.

Dates to Remember

10th Annual Kids Fun Fest — Saturday June 6th
 Company Picnic, Del Grosso Park — Sat Aug 15th
 Employee Appreciation Week — August 24th to 28th

Last month we talked about the driver referral program and how you can participate and benefit. Currently there are 20 Zimmerman employees actively involved. You can easily be number 21! See Geoff, Gina, Derek, or talk to your dispatcher for more information on what happens when you refer a qualified driver to work for Zimmerman Truck Lines! (Hint: Cha-Ching!)

Together we can make it better!

LAST, BUT NOT LEAST ...

It's completely true that because of an editing oversight, these three VIP anniversaries were omitted from the March listing in the February 27 issue of the newsletter. Our sincere apologies go out to:

Steve Detra — 13 years

Tom Pannebaker — 8 years

Steve Weiss — 7 years

QUOTES FOR THE MONTH

"Chance favors the prepared mind."
 —Louis Pasteur

"Luck is preparation meeting opportunity."
 —Henry Ford

ZIMMERMAN TRUCK LINES, INC.