

We Are The Z-Team!

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CALIFORNIA OPERATION SHUTS DOWN

After more than 40 years of having a presence on the west coast, a Zimmerman Truck Lines' regular van truckload has departed from California for the last time. As of August 31, there will be no more California employees and the drop yard there will be closed as well.

Mark Zimmerman explained. "Everyone could see that our traffic to the east and west coasts had slowed down over the past three years. We once had as many as 65 teams. About three years ago, Zimmerman started focusing its efforts on regional deliveries within about one day's drive of the Harrisburg area."

The northeast focus started when ZTL was approached to provide its renowned service to a national account, but on a regional basis. "We thought both operations would thrive, but unforeseen circumstances beyond our control proved one of them could not," he said.

There were many contributing factors to the decline in western freight, the major one being the port operations themselves. There was a prolonged longshoreman's work slowdown and eventual strike last year. The high cost of doing business in California, the complex and expensive regulatory environment there, the increased competition for coast-to-coast traffic, plus the new, wider Panama Canal have all made it less desirable (and less necessary) for freight to arrive in west coast ports. These issues along with lower import volume from the Far East and inter-modal competition caused capacity to rise and freight rates to fall. It wasn't long before profits evaporated from these lanes.

"Most of our drivers won't see any changes because of this," said Mark, "but some will. We offered the seven remaining teams positions as individual drivers. Some have stayed while others have chosen to leave. I completely understand their decisions." He continued, "Shuttering the west coast operations was the most difficult decision during my time at Zimmerman's. The west coast operation is our legacy, plus I know the effects these changes will have on those drivers running the coast."

This change will affect dispatch in different ways, according to Mark. "Starting August 1, dispatch changed its evening hours so that the last person now leaves at 6 PM. But there won't be any change to the flatbed operation. That's still in strong demand. The regional business is still growing, too. We are always looking to hire regional van drivers as well as flatbed drivers."

Save the Dates!

For those who are interested in what is happening within the company, there are going to be two open meetings for drivers. This will be the opportunity for you to express concerns and ask questions regarding operations, changes in business, or any other concern you may have. For Van Division drivers the meeting will be Saturday Sept 17 from 9 AM to 11 AM. For the Flatbed Division, drivers will meet at the same time the following week on Saturday Sept 24. Meetings will be in the warehouse. In preparation, drivers will be called to get their suggestions on what topics should be discussed. Think about what concerns you might have and voice them. Then save the date and plan to be there!

DRIVER REFERRAL PROGRAM IS A "NO BRAINER!"

DRIVER REFERRAL BONUS
In any 365 Day Period
1st Referral = \$1000
2nd referral = \$1500
3rd Referral and above = \$2000
Limit to bonus earnings = NONE!

The driver-applicant simply needs to mention your name *when he or she applies*. They then need to stay six months with a clean driving record. You also need to be employed in good standing with ZTL when the applicant reaches their six month anniversary. Right now only three people are participating in the referral bonus program! For more information see Geoff or Gina. For easy extra income, *it's a no brainer!*



HIGHLIGHTS OF EMPLOYEE APPRECIATION WEEK

August 22 through 26! Tickets for Pirates, Steelers, Eagles, NASCAR, and PSU Hockey. Rascal Flatts concert tickets. Gift cards. Random drawings will be held at noon each day and results will be sent through the mobile comm system and published on the ztlinc.com website. Food is available every day with the grill cooking from 11 to 9. *New!! Friday is family day with food and ice cream for employees, their spouses, and children from 3 PM to 7 PM.*

(Prizes are provided by these generous sponsors shown to the right.)
We appreciate all you do!



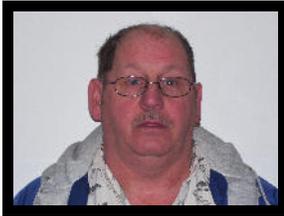
SUMMER SPLASH PICNIC ON AUGUST 13

Around 200 members of the Z-Team family came out on Saturday August 13 to Delgrosso's Amusement Park for the Summer Splash company picnic. The newly opened wave pool and lazy river ride were crowded because it was HOT! Right as lunch was served there was a quick thunderstorm, but after that the day was beautiful. A \$100 gift card for Lake Tobias Wildlife Park was awarded to both the **Terry Neely** and **Carl Heffner** families. **Bob Zook** won the employee grand prize, a \$350 gift card to Buttonwood Campground for a two night stay in one of their cabins.



WELCOME NEW DRIVERS!

THROUGH JUNE 2016
MORE IN FUTURE ISSUES!



Mike Snyder



Bob Camenish



Lynn Brown



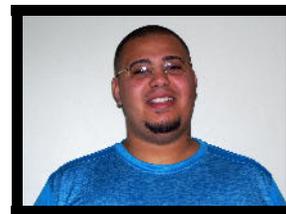
Tim Banks



Scott Walter



David Flowers



Sal Raffa



Joey Brown

DAVE UPDATES ELOG STATUS

"95% of the Van Division is now on eLogs," according to Operations Manager, **Dave Wetzler**. "We have a few more to go, but we're going to get there soon."

The Flatbed Division is still evaluating the impact eLogs might have on productivity. "We have seven flatbed drivers on E-Logs. That will continue through September. We hope to have enough good data by then to move forward and add more. Our goal is to learn what adjustments need to be made so that running under eLogs works for everyone involved including our customers, the company, and — most importantly — our drivers."

CSA HOS SCORE IMPROVES

The latest numbers as of July 22nd with the DOT intervention thresholds in parentheses. Arrows show the trend change from last month:

Unsafe Driving (65)	ZTL Score: 19 ▲
HOS Compliance (65)	ZTL Score: 76 ▼
Vehicle Maintenance (80)	ZTL Score: 21 ▼

There is finally some relief from the rising HOS compliance scores which have dogged ZTL for almost a year now. HOS is down from last month's high of 81. The Vehicle maintenance scores have also improved. When we started publishing scores in August 2015, Vehicle Maintenance was at 38. After many months of steady decline the score is now at an all-time low of 21. Unsafe driving took a turn for the worse jumping from 13 to 19.

CLYDE SWARTZ ...

... from the Van Division, was rushed to the hospital with chest pains on July 31 according to his son, **Adam Swartz**. Apparently Clyde had suffered a mild heart attack. He is still at home resting and recovering. At publication time, it was still not known when he might be returning to work.



IAN ROSENSTEEL ...

... from the Van Division, is now featured in a series of radio spots where he talks about his experiences as a ZTL driver. Ads are playing on various radio stations in our local area including Juniata, Mifflin, Huntingdon, Snyder, and Perry counties. If you can't wait to hear Ian on the air, you can listen to selected ads at our site, WeAreTheZTeam.com.



www.WeAreTheZ-Team.com

DID YOU REMEMBER?



Turn off your A/C and unplug your portable coolers and refrigerators when parked for the weekend. APUs should be turned off or placed in "weekend" or "battery" mode to save fuel and prevent waste. Questions? See Shop Foreman **Tom Naylor!**

And remember to logout of your Electronic Logging Device, too!



PSP AT FALL SAFETY MEETING

Pennsylvania State Police Motor Carrier Supervisor Mitchell J. Scalia from Troop G in Huntingdon will be the featured speaker at both fall safety meetings this October. Mr. Scalia will talk about the details of the DOT inspection system (all three levels) and what inspectors are looking for regarding paperwork and logs. *Attendance at one of the two safety meetings is mandatory* for all drivers who are not under dispatch, on vacation, or otherwise previously excused. You will be paid for attending, but if you miss, your quarterly safety bonus could be in jeopardy.



DATES TO REMEMBER

Labor Day Holiday - Monday September 5th
Fall Safety Meetings: Sat Oct 15th and 22nd
 Thanksgiving Day: Thursday Nov 24th
 First day of buck season: Monday Nov 28th
 Kids Santa Party: Saturday Dec 3rd
 ZTL Holiday Party: Saturday Dec 10th
 (New venue - Moose Lodge in Millerstown!)
 Christmas Day: Sunday December 25th

Text photos of accidents, cargo damage, trailer damage, bills of lading, and PODs to

(937) 839-8922 (937-TEXTZ-22)

SEPTEMBER BIRTHDAYS ...

Charlie Leitzel — Sept 2
 Lawrence Oliver — Sept 3
 Marcel Ernst — Sept 7
 Steve Hornblower — Sept 8
 Darren Weaver — Sept 9
 Tim Beers — Sept 11
 Gary Beatty — Sept 12
 Todd Knepp — Sept 12
 Lane Rumberger — Sept 21
 Chuck Miller — Sept 24
 Dave Muretta — Sept 24
 Richard Cressler — Sept 28
 Steve Clouse — Sept 30
 Dot Dowling — Sept 30

... AND ANNIVERSARIES

Roy Huffman — 43 years
 Steve Arnold — 20 years
 Jeanne Cashman — 20 years
 Brian Griffiths — 17 years
 Dan Haubert — 13 years
 Tony Gudonis — 10 years
 Samantha Syjud — 9 years
 Kevin Bowes — 8 years
 Russ Whitesel — 8 years
 Cody Boone — 5 years
 Greg Reigle — 5 years
 Brian Tyger — 4 years
 Clyde Swartz — 3 years
 Harry Everly — 3 years
 Kris Embly — 1 year

Resist the Urge!!



Drivers must see Samantha or Geoff before using the restroom!

QUOTE FOR THE MONTH

"Do or do not. There is no try."
 —Yoda

ZIMMERMAN TRUCK LINES, INC.