

# We Are The Z-Team!

Volume 3, Issue 2  
February 26, 2016

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## IT'S A FAMILY AFFAIR: FATHERS AND SONS

A family owned business is where two or more family members are involved and the majority of the ownership lies within the family — like Zimmerman Truck Lines!

Most of us know that trucking has been in the blood of four generations of the Zimmerman family. CD "Caddy" Zimmerman started in the 1930's, his son, Ron, in the 1970's, Ron's son, Mark, in the 1990's, and finally Mark's son, Tanner, in 2012.

Believe it or not, we now have five other father & son duos that share the same values as the rest of us: dedication, hard work, and pride in what they do. They, too, come from generations of truck driving. The father son pair we are featuring in this issue is **Mark Kling, Sr.** and his son, **Mark Kling, Jr.** both in the Flatbed Division.

It all started back in April of 1979 when Mark Sr went with his dad to get his Class A license. Mark's dad drove and taught him to drive. For more than 35 years Mark had worked for smaller, mostly family-owned companies. Mark always thought he would retire at his previous job and didn't want to leave, but eventually Mark felt like he needed a change. He called **Chuck Mosher**, a fellow flatbedder, who convinced him to consider ZTL. Mark trusted Chuck's opinion and eventually decided to sign on. His son, Mark Jr, came to ZTL less than a week later. Mark Sr said, "I finally figured out that I made the right choice." They are both coming up on their one year anniversary at ZTL in April.

Mark Sr likes meeting new people on the road and having good conversations. He told his son, "If you treat people the way you want to be treated it makes the job better." Father and son enjoy running the same lanes. Mark Sr said, "It's nice when we go to the same places. We try to get there early so we can go out for dinner." When Senior first took Junior in a truck, Junior was about five years old. It wasn't planned, but his mom had to work and Junior needed some way to get to his grandmother's house. And that wound up being a tri-axle dump truck! The experience stuck with him. It makes Senior happy to see his son doing a job that his son loves, too.

Mark Jr was taught to drive by his dad. He got his CDL and they have worked together for about four years including ten months for ZTL. They had tried to move to ZTL about a year and a half ago, but at the time Mark Jr was too young. So they waited for a while before deciding to come back and try again. According to Mark Jr they have both enjoyed working for the same companies and think ZTL has been a great experience. As you can tell, they are very close. Mark Jr said, "It's great knowing you can call your dad or vice versa if you have a question about locations, directions, or just about anything. We know each other's driving characteristics and we know each other so well." (Catch a photo of this father-son pair on page 3.)

### We Have More!

Believe it or not, in addition to the Zimmerman family and the Klings featured in this month's cover story, we have four more father & son teams working at Zimmerman Truck Lines! The Rushes, the Barners, the Moists, and the Swartz families. We even have two Beatty brothers who work in the Flatbed Division! We'll be highlighting them all in future issues, so stay tuned!

## WE ALL KNOW BETTER—LET’S JUST AGREE NOT TO DO IT

This is not a lecture. It’s just a reminder that occasions for distracted driving are easily reduced and avoided.

There are enough things you need to keep track of. Don’t add to the problem if you don’t have to. Stay focused on the road. Slow down. Don’t get into an argument or a discussion with someone while driving. Organize your drive before you start out. Pull over to read or write directions. Don’t rush. Remember, the other non-professional drivers on the road with you are almost always distracted by something. They are likely to make sudden, unexpected moves, stops, and lane changes without signaling. Anticipate their careless actions.

Leave plenty of space in front of you and around you.

 <p><b>VISUAL</b></p>	 <p><b>MANUAL</b></p>	 <p><b>COGNITIVE</b></p>
		
<p>Keep your <b>eyes on the road.</b></p> <p><b>Pull over to read directions.</b></p> <p>Put your <b>phone in “Do Not Disturb” mode.</b></p>	<p>Keep your <b>phone out of reach.</b></p> <p><b>Make all adjustments before driving.</b></p> <p><b>Don’t reach for items while driving.</b></p>	<p><b>Avoid phone calls, even hands-free.</b></p> <p><b>Stay focused on the road.</b></p> <p>Keep your <b>emotions in check.</b></p>

### LATEST CSA SCORES

CSA scores as of January 29th with the thresholds in parentheses. Arrows show the trend change from last month:

<b>Unsafe Driving (65)</b>	ZTL Score: 7	↓
<b>HOS Compliance (65)</b>	<b>ZTL Score: 66</b>	↓
<b>Vehicle Maintenance (85)</b>	ZTL Score: 32	↓

**Geoff Hosband**, Safety Director, said, “We’ve improved a point or two in every category over last month. Still, we’re over the threshold for logging for the third month in a row. That means that not only are we subject to a DOT office inspection, but DOT ‘prioritizes’ ZTL for roadside inspections. When we do better with our logs, the number of inspections will likely decrease. In the meantime, expect DOT to be looking at you very closely. You **MUST** keep your logs current! There are no excuses for logs not being complete!”

### UPDATE: LES BROWNSBERGER



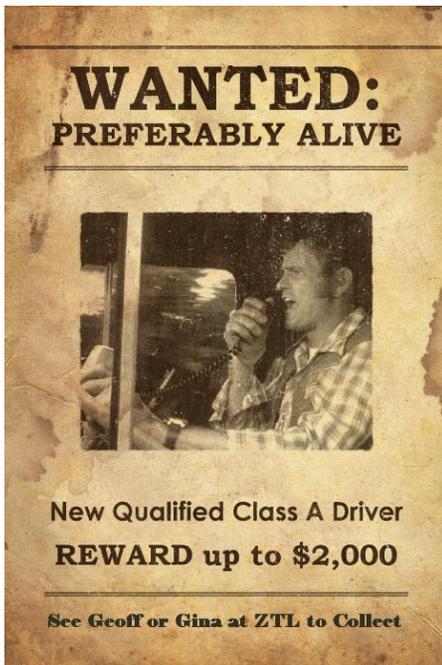
The morning of Tuesday January 26th **Les Brownsberger**, driver in the Van Division, had an apparent heart attack while parked at a truck stop in Harrisonburg, VA. He called an ambulance and was taken to Sentara RMH Medical Center in Harrisonburg. There he had two surgeries for blocked arteries before being released and brought home (by **Geoff Hosband**). He’s been recuperating at home for the last couple of weeks and is expected to have already returned to work by the time you read this!

### “MY GIRLFRIEND GAVE THIS TO ME AS A CHRISTMAS GIFT...”

“My girlfriend gave this to me as a Christmas gift.” That’s what **Keith Messimer**, Van Division driver, said about his personal dash-cam as he looked at the video for the first time. The two minute video, captured the morning of Tuesday January 26, shows him stopped, ready to make a wide right turn into an entrance, then proceeding slowly. The video shows that when he was almost across the roadway, a car tried to squeeze around him, even going up onto the sidewalk because there was so little roadway available. Five frames, below, lifted from the video show what happened in less than three quarters of a second. The camera captured video and sound the moment when the two vehicles struck. (continued at bottom of next page)...



## EXTRA \$\$\$: THE DRIVER REFERRAL PROGRAM



The driver referral program gives everyone who works at ZTL the chance to earn a bonus if they refer a qualified driver who stays for six months with a safe driving record. First referral in any 12 month period brings \$1,000. The second referral pays \$1,500. The third referral in any 12 month period will get you \$2,000! There are employees who are always on the referral program and some with multiple referrals. See Geoff or Gina for more details how to join them (and collect \$\$) — and be sure to tell your referral to mention your name when they apply!

### IN OUR NEXT ISSUE

In our next issue, we'll feature an interview with veteran retired driver Max Gray who drove over 3 million miles for Zimmerman Truck Lines without an accident of any kind. We're sure you'll be interested to read how he did it, but just to share one secret, Max said, "I was never in a hurry."

## FIND YOUR TRUCK NUMBER



The last round of the "Find-your-truck-number-hidden-in-this-newsletter" contest had a winner! Truck 1160, driven by **Gary Reck**, was the winner simply because he thoroughly read the newsletter! Looking carefully, he saw that we changed the page number on the top of page 3 to his truck number, 1160. Good luck this month to our next

random contestant! You have until Friday March 18th to contact Gina and claim your prize if you see your truck number HIDDEN in this edition of *We Are the Z-Team!*

## FRONT PAGE STORY

See the resemblance? Here they are again, this month's featured father-son driving duo, Mark Kling, Sr in the back-ground and Mark Kling, Jr, in the foreground. Both drive in the Zimmerman Truck Lines Flatbed Division and both will celebrate their one year anniversary with the company in April.



(... continued from bottom of previous page) The resolution of the camera is high enough to clearly read the license plate of the car. The driver stopped his car just past the view of the frame and jumped out. Can you guess the first thing he said to Keith? He accused Keith of hitting him! Dash-cam said otherwise. Smart girlfriend, Keith.



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## THIS JUST HANDED TO US



We interrupt this program to bring you a special bulletin! **Cathy Wible**, in the Accounting Department says, "You deliver them and you pick them up. But when you pick them up, you notice they've been damaged. What you do next is crucial." Cathy is talking about trailers left with shippers and consignees. And now Cathy needs your help. Whenever you discover a trailer that's been damaged while left in someone else's care, you must get them to document that damage before leaving their premises. Stop and get a written damage report from the guard shack on-site. As always, you must take photos, but without documentation from the shipper or consignee, ZTL will never get paid for the damage claim.

We now return you to our regularly scheduled program, already in progress.

## NOTES FROM DISPATCH

**Jeanne Cashman**, Van Dispatch, asks that if you have loading and unloading fees associated with any pickup or delivery, you must call or send a message to Dispatch the day they occur. She said, "Even if you get an EFS from the Shop or have the money to pay, you must contact us. Otherwise, if we are not notified, we risk not being reimbursed from the broker." Jeanne added, "**For JB Hunt unloading fees, you must call JB Hunt directly for a Com-Check. Their phone number will be in your notes from Dispatch. Please pay attention if the broker is JB Hunt!**"

**Mandatory Spring Safety Meeting**  
Schedule to be here one of these dates:  
Saturday May 7 or Saturday May 14

## MARCH BIRTHDAYS ...

Steve Tarr — March 4  
Ken Stiles — March 5  
Randy Yoder — March 6  
Ron Moorehead — March 6  
Brenda Atwood — March 8  
Dean Renninger — March 9  
Jim Dicello — March 10  
Mike Kreydatus — March 12  
Dale Snook — March 12  
Joe Castro — March 13  
Gary Brown — March 17  
Ron Zimmerman — March 19  
Les Brownsberger — March 21  
Justin Henry — March 21  
Jed Showers — March 26

## ... AND ANNIVERSARIES

Gary Beatty — 18 years  
Don Hassinger — 16 years  
Steve Detra — 14 years  
Dan Hackenburg — 12 years  
Geoff Hosband — 11 years  
Dan Hesketh — 11 years  
Norm Stever — 10 years  
Tom Pannebaker — 9 years  
Mike Shope — 9 years  
Steve Tarr — 4 years  
James Boyer — 3 years  
Karen Parson — 3 years  
Brad Parson — 3 years  
Clark Earnest — 2 years  
Chuck Miller — 2 years



## QUOTE FOR THE MONTH

*"Coming together is a beginning,  
keeping together is progress,  
working together is success."*  
— Henry Ford

**ZIMMERMAN TRUCK LINES, INC.**