

We Are The Z-Team!

Volume 3, Issue 1
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2015 CHRISTMAS PARTY HIGHLIGHTS

Even though it happened last year, let's take a look back at our ZTL Christmas party! The total count was 120. Nineteen more were signed up, but ended up out on the road. Melinda Meiser provided our dinner again this year. The entertainment for the evening was **Raymond the Amish Comic**. He has been performing stand-up for the past twenty-three years and has done many live stand-up shows as well as the Miserable Men Show on Howard 101, and Opie and Anthony on Sirius Satellite. He is presently doing a comedy tour with Earl David Reed of Harrisburg (our entertainer at last year's holiday party). Raymond claims to be the first and only Amish stand-up comic in the world.

Dave Wetzler handed out the fifth annual Safe Worker Awards for the shop. The 2015 Safe Worker Award, which comprises a safe worker pin and \$25 Walmart gift card went to **Kody Moist, Jon Kindervater, Dave Martin, James Boyer, Cody Boone** and **Mac Stailey**. The Five Year Safe Worker Award (a pin, \$250 cash bonus, and a ZTR jacket), went to **Sonny Dobson, Dean Renninger, Roy Huffman, Mike Kreydatus, Tim Beers, Jake Yoder, Steve Detra, Scott Barner, Tom Naylor, and Shane Kreamer**.

Geoff gave out safety and mileage awards. A total of 86 drivers earned the one year safe driving pin and five earned the five year safe driving red jacket and bonus. This year six drivers earned the 10 year safe driving leather jacket and bonus. One west coast driver, **Darryl Walker**, was awarded a hand-etched crystal tractor-trailer and bonus for his 15 years of safe driving. In California 15 safe driving years is quite an achievement!

Our most prestigious drivers are the members of the Million Miler Club. New One Million Mile members are **Jose Amezcua, Tony Gudonis, Tom Pannebaker, Dennis Peterson, Lane Rumberger, and Norm Stever**. The Two Million Miler awards were given to **Chris Witter, Rick Snyder, and Herb Haagen**. Check out all the Million Milers' pictures on our Wall of Excellence outside Geoff's office. Congratulations to everyone for their incredible achievements.

Rounding out the night was a drawing for \$2500 worth of Walmart and Darden gift cards.

Save the Date!

Breaking with tradition — and for good reasons — the 2016 Christmas Holiday Party will be held earlier than in the past. Many have family and travel conflicts on the Saturday right before Christmas, making it difficult to attend. So in 2016 the holiday party will be held Saturday, December 10. And this year's party comes with a new venue, the Moose Lodge in Millerstown, and a new caterer! New date, new place, new food ...

See you there!

CHRISTMAS PARTY MEMORIES — 2015



Rob Rush Jr receives 10 Year Safe Driving Award



John Johnson receives 10 Year Safe Driving Award



Herb Haagen receives Two Million Miler Award

YOUR PHOTO SUBMISSIONS



Left: Geoff Hosband's 9 point buck, December 7.

Right: Kim Snook photo while husband, Denny Snook, drove heading West on I-80 on the down slope of the Donner Pass, December 22.

Far Right: What Kim was imagining the weather should be like!



WELCOME NEW DRIVERS!

THROUGH DECEMBER 2015
MORE IN FUTURE ISSUES!



Robert Wood



Brian Bostwick



Kirby Nickel



Adam Swartz



Steve Hornblower



Mike Hamilton



Terry Yeager



Jed Showers



HOS CSA SCORE INCREASES FOR 5TH MONTH



The latest numbers as of December 28th with the thresholds in parentheses. Arrows show the trend change from last month:

Unsafe Driving (65) ZTL Score: 8 ↔
HOS Compliance (65) ZTL Score: 69 ↑
Vehicle Maintenance (85) ZTL Score: 33 ↓

This graph shows a five month trend in the wrong direction. What is happening here? Log violations affect us all. Please make sure your logs are always up-to-date with the current duty status. **There is no excuse for logs not to be current!** With our HOS CSA score above the threshold, it is highly likely DOT could make a visit to ZTL!

BEREAVEMENT PAY

There have been some recent clarifications in the bereavement leave policies. In addition to direct relations such as spouse, son, and daughter, one day of bereavement is now available for a son-in-law, daughter-in-law, and grandchild. Pay for this day has been raised from \$150 to \$200. These changes are effective January 25, 2016.

NEWS OF NOTE

On January 18, **Mark Zimmerman** made a 30 minute presentation to the Mifflintown chapter of the Lions Club describing the history of — activities at — Zimmerman Truck Lines. It was so well received that he has been invited to make the same presentation to the Juniata Business and Industry annual meeting early next year.

LEFTOVERS

Because of the date change for the Holiday Party in 2016, the **Kids Santa Party** will be on the first Saturday in December, the 3rd.

Bob Hopp, a driver in the Van Division, is thinking ahead to Spring and when he can get back to the links. Last August 5th he shot a hole-in-one on the fifteenth hole at Lost Creek Golf Course.

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DRIVER ALERTS!

If you request directions to a customer site, then later find they are incorrect or could be "fine-tuned," please contact Dispatch with any updates. Even when you are familiar with the location, if the directions are incorrect, please help other drivers by calling in updated info.

When given instructions to call a broker, please call before you leave for your pickup. We know this can be an inconvenience or something you may not be happy about doing, but it's required and necessary. After all, it's just a phone call!

Finally, during winter months, if you seal your trailer, please make sure you still "lock" your padlock so dirt and debris cannot get inside the lock itself. —Thank you!

FIND YOUR TRUCK NUMBER

So the second round of the "Find-your-truck-number-hidden-in-this-newsletter" contest had a winner—truck 1143, driven by **Mark Kling, Jr.** Mark was our winner simply because he thoroughly read the newsletter! Looking carefully, he saw that we doctored the cartoon of "On-line Shopping" and added his truck number. Good luck this month to our next random contestant! You have until Friday February 12 to contact Gina and claim your prize if you see your truck number HIDDEN in this edition of *We Are the Z-Team!*

OUR 1 YEAR ANNIVERSARY

Believe it or not, this is our 14th issue of the *We Are The Z-Team* newsletter! In the past year we've kept you updated with everything that's going on inside Zimmerman Truck Lines. We've tried to add some humor, welcome new team members, recognize our long-time colleagues, and generally unite our team. We realize that this is a company newsletter, but in our stories we always try to "tell it straight" with respect for you, our co-workers. Our goal has been to inform and communicate so that ZTL becomes a better place for all of us to work. Things started slowly, but we've now settled into having each issue out on the last Friday of each month.

So how have we done? Do you read the newsletter every month? Do you share it with your family? Please give us your feedback, whether you like the newsletter or you would like us to stop what we are doing and save a tree! All of your comments are always welcome and read when you send them to newsletter@ztline.com. Thank you!

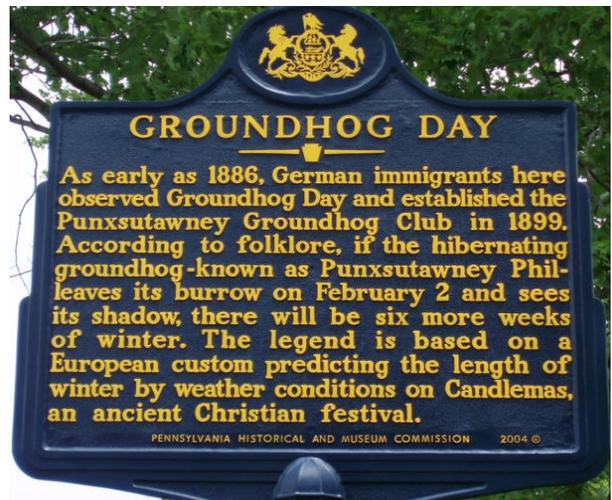
— The newsletter staff: Samantha, Gina, and Stan

FEBRUARY BIRTHDAYS ...

Chuck Mosher — Feb 3
 Dennis Gill — Feb 4
 Lynn Sheffer — Feb 5
 Kevin Bowes — Feb 7
 Scott Immel — Feb 7
 Dennis Weaver — Feb 11
 Carl Heffner — Feb 14
 Steve Detra — Feb 17
 Clyde Swartz — Feb 19
 Tanner Zimmerman — Feb 21
 Donald Hassinger — Feb 22
 Geoff Hosband — Feb 27
 Belinda Dunklebarger — Feb 28

... AND ANNIVERSARIES

Bill Cook — 21 years
 Bill Carra — 21 years
 Chris Witter — 16 years
 Dave Ritter — 13 years
 Wayne Highbaugh — 12 years
 Randy Yoder — 8 years
 Ricky Orwan — 8 years
 Carol Morrison — 7 years
 Harrison Smith — 6 years
 Scott Immel — 5 years
 Toby O'Donald — 3 years
 Gordon Fultz — 2 years
 Joe Ondesko — 2 years
 Jeremy Strauser — 1 year
 Bill Tabb — 1 year
 Josh Guillory — 1 year



QUOTE FOR THE MONTH

"My best friend is the one who brings out the best in me."

—Henry Ford

ZIMMERMAN TRUCK LINES, INC.