

We Are The Z-Team!

Volume 5, Issue 1
January 26, 2018

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A TOUCHING TRIBUTE FOR BRIAN GRIFFITHS

late last summer **Brian Griffiths** was—at least temporarily—forced to retire from driving in the Flatbed Division because of health reasons. He left just two weeks shy of completing his 18th year at ZTL with over 1.9 million safe driving miles.

But Brian's friend and fellow flatbed driver, **Dan Hesketh**, didn't want this to go unnoticed. After the safety awards were presented at this year's company Christmas party on December 9th, Dan spoke up to recognize Brian and thank him for his friendship and support.



"I owe you a lot," Dan (left, in photo below) was overheard telling Brian. It was a very touching moment for both men as their friends and colleagues looked on and applauded. In addition to some personal gifts for Brian, Dan encouraged party guests to make a contribution to help his friend.

Brian later said, "I was embarrassed, but also very touched at how thoughtful everyone was. For us older guys, truck drivers are like a brotherhood. We watch out for each other." He added, "I'm feeling better and I'm itchin' to come back to work."

It's guys like Dan and Brian who show kindness, friendship, and respect to one another through the years that make all of us proud to be part of the Zimmerman Truck Lines family. Thank you, gentlemen, for showing us how good friends can and should appreciate each other.



Brian's Advice

"Watch your weight, your diet, and your sugar. If you think something is wrong, get it checked. I should have gone to the doctor much sooner, but I'm 'old school.' I pushed myself—and that was a big mistake.

The delay only made the situation that much worse.

There's no substitute for your health and I am lucky I still have mine. Watch out and take care of yourself."

AFTER ALMOST 9 YEARS, THE MATCH IS BACK!



Company CFO **Derek Ritzman** let us know that the 401(k) match is back at ZTL. Because of the Great Recession, the 401(k) match was suspended indefinitely in March 2009. But starting in the first week of January, the match was back. Going forward the company will match 25% of what you contribute up to 4% of your gross pay per week. Derek said, "To calculate the match, take your gross pay during the pay period and multiply it by 4%. Every dollar you contribute up to that amount will be matched by 25 cents from Zimmerman Truck Lines."

So if your gross pay is \$1050 this week, multiply that by .04 (4%) to get \$42. You can contribute any amount to your 401(k), and the company will match your contribution 25% (\$10.25) up to the \$42. "It may not sound like a lot at first, but where else can you invest tax deferred money and make a 25% profit on it immediately?" Derek asked.

The first step to financial security is saving. Every week you delay, will make it that much harder to reach your goals and retire. You should let time and compounding do the heavy lifting. And now with a match, you can reach your goals that much sooner.



Cinda Lauver, Benefits Manager, reported an immediate up tick on 401(k) applications. "It's free money and people want to collect," she said. To open a new 401(k) account call Cinda at x250. If you already have an account, you should call Cinda too! Why? To increase your contribution by *at least* 1% this year. You won't miss it and your future self will be so grateful that you did!

MARK ZIMMERMAN AT JUNIATA BUSINESS MEETING

Zimmerman Truck Lines put on an informative program at this year's annual Juniata Business and Industry dinner on January 17th. There was an audience of about 60 local business people at the Port Royal Community Center. The presentation highlighted ZTL's nearly 80 year history, our changing operations over the years, technology used in trucking, and the challenges faced by the trucking industry today including ELDs, the driver shortage, and regulatory challenges. **Mark Zimmerman** gave the presentation and members of the audience asked questions afterward. In addition to Mark, several other members of the management team were in attendance: **Ron Zimmerman**, President; **Derek Ritzman**, CFO; **Dave Wetzler**, Operations Manager; **Tom Naylor**, Shop Foreman; and **Stan Scanlon**, IT Manager.



WELCOME NEW DRIVERS!

THROUGH OCTOBER 2017
MORE IN FUTURE ISSUES!



Allen Crosby



Nathan Fisher

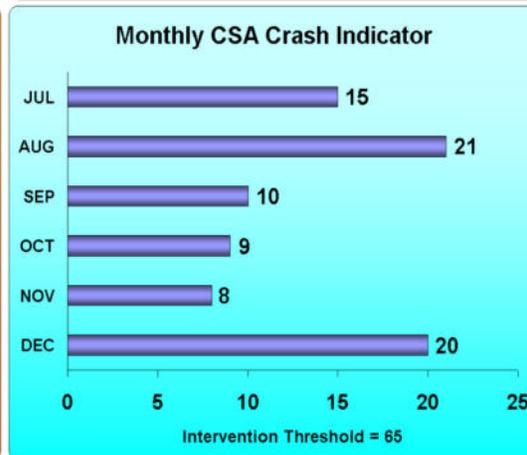
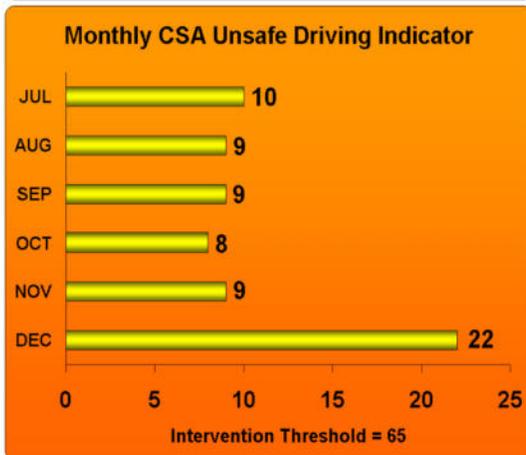
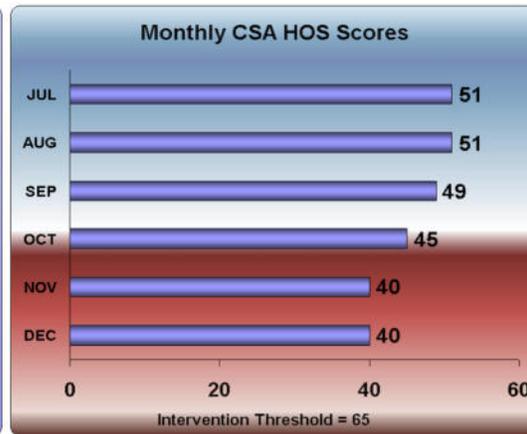
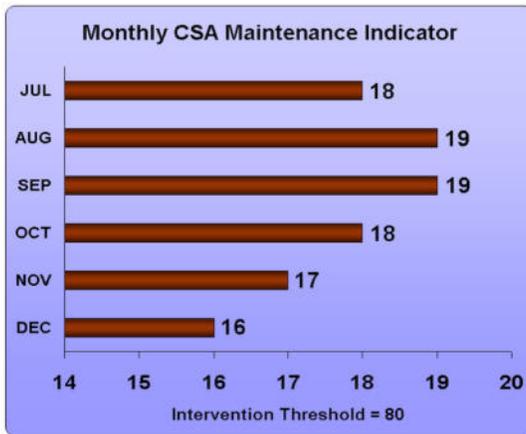


Michael Cheslock



William Miller, III

CSA LATEST CSA SCORES THROUGH DEC 29



Geoff Hosband, Safety Director, comments on this month's CSA Scores: "This is a mixed bag. Two indicators, Maintenance and Hours of Service, are at all time lows. That's great. But we had a serious increase in our other scores. The Unsafe Driving indicator increased due to several 'high severity' violations including using a hand-held phone (10 points), driving without a seatbelt (7 points), and driving faster than 15 MPH (10 points). We've also had 11 'Failure to obey traffic control devices' at 5 points each. The crash indicator has risen because of our involvement in not-at-fault accidents (NAFAs). Yes, NAFA accidents count against our CSA score! Everyone needs to be careful and avoid mistakes."



PRAISE FOR THE Z-TEAM!



The date is January 18th. In response to a warning from our Dispatch Department that some load deliveries would be delayed because of the weather, Travis Long, Sales & Logistics Coordinator for Tradewinds Transportation wrote, "I understand how the weather has everything delayed. Let me also say your team is an absolute pleasure to work with. I have been in transportation for 20 years and your team does it RIGHT!" *Thank you, Travis!*

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CATCHING UP

In November's issue we brought back the "hidden truck number" contest. The number was hidden at the top of Santa's bag and it was printed upside down. As you can see in this picture, the hidden truck number was supposed to be 1164, operated by **John Pierce**. But John was moved to another truck by the time the newsletter was printed. So no one claimed the prize! John, please see Gina in the office to claim your prize!



We also didn't have space in December's issue to show and thank Santa's Helpers for their hard work on December 2nd. These are the volunteers who made the Kid's Santa Party a success. Pictured below (top row): Gina Himes, Becky Shaw, Trish Ballard, Tracy Harris, Samantha Syjud, Taylor Himes. Middle row: Nilce Scanlon, George "Santa Claus" Whiteman, Stan Scanlon. Bottom row: Trevor Harris, Mark Zimmerman, Michael Harris.



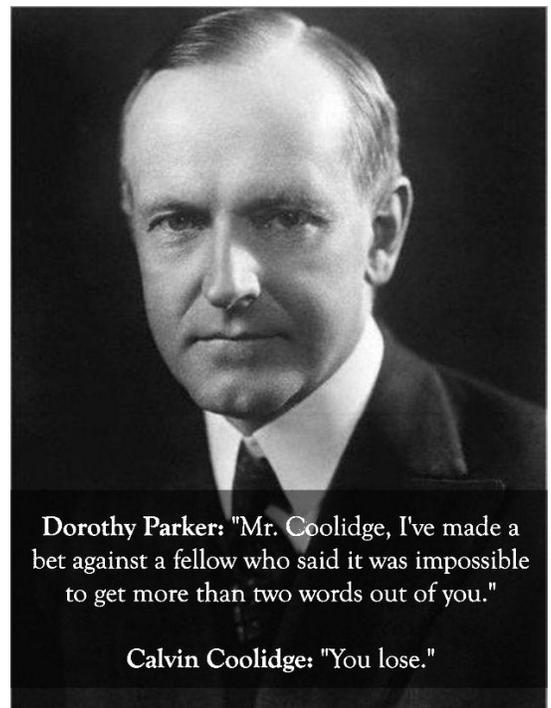
Together we are making it better!

FEBRUARY BIRTHDAYS ...

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
 Geoff Hosband — Feb 27

... AND ANNIVERSARIES

Mark Zimmerman — 27 years
 Bill Carra — 23 years
 Chris Witter — 18 years
 Dave Ritter — 15 years
 Wayne Highbaugh — 14 years
 Ricky Orwan — 10 years
 Carol Morrison — 9 years
 Scott Immel — 7 years
 Gordon Fultz — 4 years
 Bob Camenisch — 2 years
 Amos Fisher — 1 year
 John Pierce — 1 year



Dorothy Parker: "Mr. Coolidge, I've made a bet against a fellow who said it was impossible to get more than two words out of you."

Calvin Coolidge: "You lose."

ZIMMERMAN TRUCK LINES, INC.