

We Are The Z-Team!

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A REFLECTION OF OUR VALUES

Zimmerman Truck Lines has created a new way to show appreciation for veterans and their service — and we’ve kicked it off with a new media campaign. Starting on January 22nd local radio stations began airing advertisements announcing that veterans with a CDL Class A license will start at ZTL at a pay level equivalent to their number of years of service. Current driver employees who are veterans will also receive a boost in pay level. To qualify for either program, a person needs an to have received an honorable discharge.

For current drivers who are veterans, the pay level increase will be based on a formula. There are two scenarios. The first is if you’ve served more time in the military than you have at ZTL, then your pay level will be raised to have your ZTL time match your military service time. The second scenario is where a driver has served the same number or more years at ZTL than in the military. In that case, your “veterans bonus” will be calculated where each year of military service will count as one-fifth of a year added to your ZTL pay “seniority.” This additional amount will appear as a separate “veterans bonus,” though the exact wording as it will appear on your pay voucher has not yet been finalized.



For van drivers who are veterans, the second scenario will equal \$104 per year in veterans bonus pay for each year you served your country. **Derek Ritzman**, CFO, estimates that flatbed drivers who are veterans and paid on a percentage basis, will see a similar bonus amount over the long run, though the exact amount will vary from week to week. This will all be effective with the pay period starting Sunday February 3, 2019 and will begin to appear in paychecks on February 15th. There are no limits as to how long, or how long ago a person served to qualify for the veterans bonus. You only need to be a driver employed by ZTL with an honorable discharge.

“I seriously believe in the valuable contribution of the men and women who serve our country,” said **Mark Zimmerman**, COO. “This is our company’s way to show appreciation to these employees and the community of veterans who are drivers — and do it in the most meaningful way we know. And this will be in effect permanently — for as long as someone is employed as a driver at ZTL.”

“Those who will benefit from this new policy should see an increase in their paycheck on Friday February 15th,” Derek, emphasized. He also added this investment advice, “If you can, put most or all of your new-found raise into your 401(k) retirement account. There it will be matched and grow even more. Call me if you need help doing this.”

Keep in mind that actual seniority dates for drivers who are veterans will not change and no other benefits based on seniority will change either. If you have questions about this new policy talk to Mark Zimmerman, Derek Ritzman, or **Gina Himes** in the Payroll Department.

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“A Word to the Nation:

Guard zealously your right to serve in the Armed Forces, for without it, there will be no other rights to guard.”



John Fitzgerald Kennedy, 35th President of the United States (and a veteran)

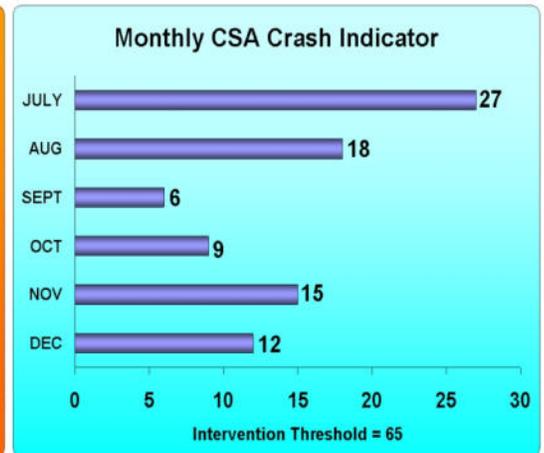
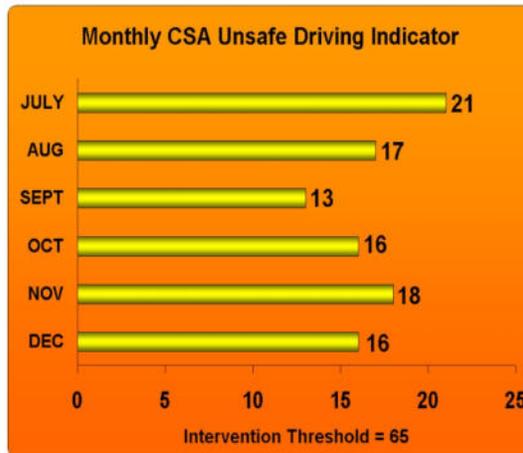
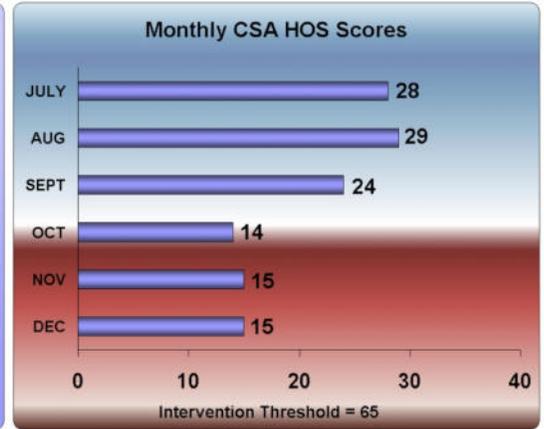
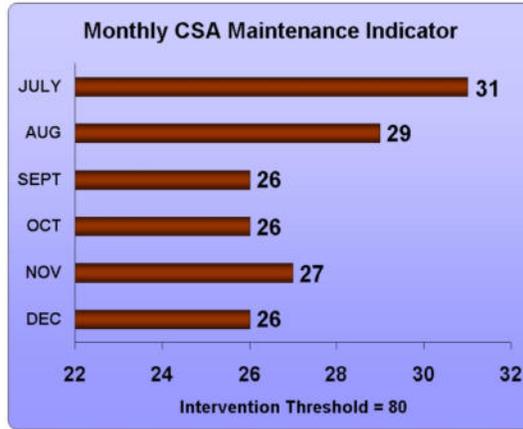
CSA SCORES—ESPECIALLY HOS—TELL INCREDIBLE STORY

The cover story on the April 2016 Issue of **WATZT** blared, "LOGS IN CRISIS: WORST HOS SCORES EVER." It was that month that we had breached the 70th percentile for the first time (meaning that 70% of trucking companies of comparable size were doing better with their log violations than ZTL). In fact, our score that month was 71. But it didn't stop there. Three months later by July of that year, the HOS score hit 81. That's where it peaked. Remember the DOT "intervention threshold" is 65. ZTL was above that number for a total of 17 consecutive months.

But things began to change right around the same time those HOS CSA scores hit their max. ZTL was a relatively early pioneer in Electronic Logging.

"We started equipping the fleet with eLogs in the summer of 2016, more than 18 months ahead of the mandatory date," **Dave Wetzler**, Operations Manager, said. It took about six full months to install in all the trucks and train everyone, but our safety scores started reflecting this transition by the fall of 2016.

And the difference e-logs have made is demonstrable. Fast forward to the last three months of 2018 (look at the graphs above). For the first time our scores are below 20—well below, actually. "All our scores show clear improvement over the past six months. Everyone is doing a tremendous job," Dave said.



DO YOU RECOGNIZE THIS MAN?

Yup, his name is (or at least used to be) Zimmerman — Robert Allen Zimmerman — the only Zimmerman to win a Nobel Prize. But don't feel too bad if you didn't recognize iconic music legend **Bob Dylan**. You might even sympathize with Van Division driver **Dan Haubert** when you learn that this man walked up to Dan's truck while Dan was fueling at the Love's in Shartlesville, PA on November 28th and shouted,

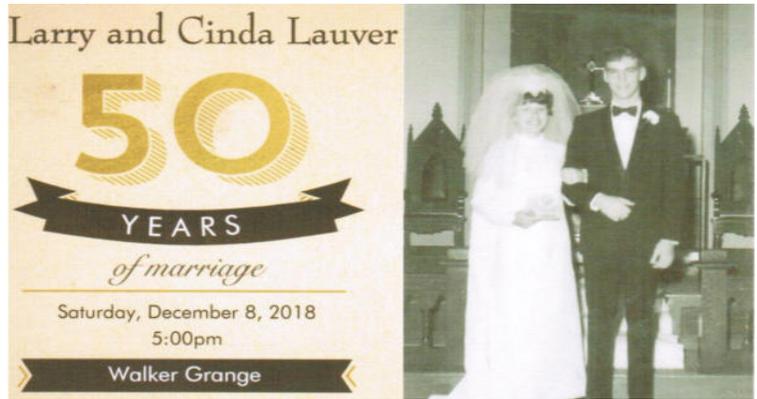
"Zimmerman! Your new name should be 'Bob Dylan!'"

Dan told us that he couldn't figure out "what this guy was talking about." But then Dan got to thinking about what the man said. Dan is a musician himself and his interest was peaked. He found Dylan's picture on-line. "Sure enough it was the same guy at the truck stop." Dan Googled Dylan's location and discovered he was doing a series of concerts in New York City that week, but on this day he wasn't playing. "There was a large luxury coach this guy eventually boarded. It must have been Bob Dylan while he was traveling outside of New York on his day off!"



MILE MARKERS: CINDA AND LARRY LAUVER CELEBRATE 50TH ANNIVERSARY

Ninety-three friends, neighbors, and family members gathered to surprise **Cinda Lauver** and her husband Larry on the occasion of their 50th wedding anniversary. "We were surprised, alright!" said Cinda. "We were told it would be a family Christmas party. We had no clue this was coming." The event was held on December 8th, at the Walker Grange in Mexico (Pennsylvania, of course). It was organized by their three sons.



AND HE'S A FIREFIGHTER, TOO!



On Sunday night January 6th while driving through the Lewistown Narrows on U.S. 22/322, Mark Zimmerman was the first to arrive at the scene of a car fire. "It was on the shoulder of the west bound side," Mark said. "It was small, but got big in a hurry." That was around 10:45 PM.



Mark pulled out his fire extinguisher (he always has one in his vehicle after a previous car fire he had come upon). "That emptied in one pass", he said.

Then a State Trooper arrived and brought out a larger extinguisher. As the fire grew, the two of them battled the conflagration as best they could without knowing if anyone was in the vehicle or not.

A few minutes later Mifflintown Hose Company Number 1 arrived and quickly extinguished the fire. Fortunately the occupant had escaped and fled a safe distance before Mark had arrived.



Top photo: Mark took this photo at the scene after it became impossible for him and the trooper to fight the fire on their own and before the fire company arrived.

Middle and bottom photos: taken from website of Mifflintown Hose Company No. 1.



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MILE MARKERS: SONNY DOBSON



After 42 years on the job, **Sonny Dobson**, Parts Manager for Zimmerman Truck Repairs, has announced his retirement for this June. Sonny was hired as a mechanic by C. D. Zimmerman and came over to Zimmerman Truck Lines as the Parts Manager when the two

companies merged in the 1990's. We'll have more details about Sonny, his career, and his plans in future issues. In the meantime a search has been launched for his replacement.



\$2000!

That's what you can make for a successful driver referral!

Now, at the beginning of the year, is the perfect time to increase your retirement contribution by one percentage point! Your future-self will think you were a genius! (Call Cinda at x250!)



Dates to Remember

Ground Hog Day — February 2
 Valentine's Day — February 14
 Presidents Day — February 18
 Teacher In-Service Day at ZTL — March 15
 Spring Safety Meeting I — April 6 @ 9 AM
 Spring Safety Meeting II — April 20 @ 9 AM

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
 Tanner Zimmerman — Feb 21
 Norm Goodling — Feb 23
 Geoff Hosband — Feb 27

... AND ANNIVERSARIES

Mark Zimmerman — 28 years
 Bill Carra — 24 years
 Chris Witter — 19 years
 Dave Ritter — 16 years
 Ricky Orwan — 11 years
 Carol Morrison — 10 years
 Scott Immel — 8 years
 Gordon Fultz — 5 years
 Bob Camenisch — 3 years
 Harry Everly — 1 year

Cinda's not the only one celebrating...

WE'RE CELEBRATING 50, TOO!



QUOTE FOR THE MONTH

"The object of war is not to die for your country, but to make the other bastard die for his."
 —General George S. Patton

ZIMMERMAN TRUCK LINES, INC.