

We Are The Z-Team!

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SON ENTICES DAD TO WORK FOR ZTL

Already we've covered three father-son driving duos, but for this issue we have another kind of father-son team. This month, our spotlight shines on **Tim and Scott Barner**.



Tim Barner has been driving truck for 31 years. It wasn't a family tradition, but it was something that always interested him. Tim went to driving school at North American Training Academy in 1973-1974, but was too young for most companies to hire because at the time he was only 21. Unable to drive, he still wanted to work in trucking. He worked at Interstate Motor Freight for seven years loading trucks before IMF closed their doors. That's when Tim decided he "would rather drive 'em than load 'em." He has worked for three family owned trucking companies since he started driving. In 1984, he bought his own truck to do mostly local work. It was during this time Tim took Scott and Scott's two siblings in the truck for their first ride. Tim started out pulling vans. He did that for almost 20 years before he decided to make the change to flatbeds, which is why he moved to Zimmerman. Tim has been here for over 13 years (this past June). His work routine suits him well. He said the best part of his job is that he's not sitting at the same desk every day — and he gets to visit a lot of different places.

Tim's son Scott works in our shop. Scott actually started at Zimmerman's before his dad. Scott kept telling his dad that he should come to work for Zimmerman's because of the great condition of the equipment. It took about eight months, but Tim finally signed on with ZTL. Father and son have been working together ever since. Scott does not have his CDL and was never really interested in driving a truck. Instead, he focuses on the electronics in the vehicles. When he was in 8th or 9th grade he took an auto mechanics tour and after that he was hooked. In high school he went to Vo-Tech for Diesel mechanics. Scott's professional career started at Noerr's garage in Lewistown. He then came to Zimmerman Truck Repair. He has been here for almost 14 years (this coming November) and enjoys what he does. He mostly works down at the "lower shop" doing clutch, transmission, and engine work, but Scott will help out at the main shop if needed. You'll also see him in the main shop when he stops by to grab parts. Scott has a son who is 6 years old and daughter who is 4 years old. Who knows? Maybe they will get behind the wheel — or under the hood — one day. (We can only hope!)

Even though they have different roles, they still enjoy working at Zimmerman's together and they have fun doing what they love. When they are not working, they both enjoy spending time with family.

Company Picnic!

Registration forms for the Zimmerman Summer Splash Celebration and Picnic were placed in all mailboxes after the Independence Day holiday. Registration is free for all Zimmerman employees, their spouses and children and grand-children under 18. It will be at DelGrosso's Amusement Park in Tipton on Saturday August 13. Get your registration forms back to Gina before August 1 or call her at x246 with any questions. We want to see you there!

ELOGS: PROGRESS REPORT AS OF JULY 27TH

Dave Wetzler, Operations Manager, reports that there has been tremendous progress in implementing eLogs. "With over 70 drivers using eLogs, we are way ahead of our original implementation projections." When asked how drivers are accepting the changes, Dave said, "Honestly, as with anything this new, there are bound to be a few hiccups. But we've had no 'show stoppers' and everyone is pretty much operating the same as with paper logs. Drivers with eLogs have to plan a bit more and not assume they will be able to find a place to park in the last thirty minutes of their available time. But everyone is adjusting to the system." Dave also said that it's been pretty easy for the drivers to adapt. "After each driver is trained, the first day or two requires some getting used to, but after that I don't get very many questions."

ELogs were launched in May, and for the past two months new policies have been debated on how ZTL needs to operate legally under the new system. Starting August 1, there will be a new point system for handling eLog violations. Each driver needs to be aware of these new rules as they start—and continue—to use eLogs.

Zimmerman Truck Lines - eLog Violation Summary - Effective August 1, 2016

The Rules

*11 hours driving
14 hours on-duty
30 minute required break
70 hour/8 day work rule*

The Violations and Points

*Minor (1 Point) - Violation lasting less than 30 minutes
Major (2 Points) - Violation lasting between 30 and 60
Severe (3 points) - Violation Exceeding 60 minutes*

The Penalties

*Accumulate 6 points in any rolling 12 month period: termination
A "severe" violation will result in the loss of quarterly safety bonus
A "severe" violation by a new hire within first 90 days: termination*

The Exceptions

When a driver starts on eLogs, each will be granted a 14 day grace period for "minor" and "major" violations, but all "severe" violations are in effect from day one. Because eLog violations can occur due to record keeping or circumstances beyond the driver's control, the Safety Director will review each violation with the driver to determine that violation's validity.

LATEST CSA SCORES

CSA scores as of June 24th with the thresholds in parentheses. Arrows show the trend change from last month (when our HOS score was 73):

Unsafe Driving (65)	ZTL Score: 13	↓
HOS Compliance (65)	ZTL Score: 81	↑
Vehicle Maintenance (85)	ZTL Score: 23	↓

When asked about this month's scores, **Geoff Hosband**, Safety Director, said, "This is not good. The DOT is definitely targeting us. As truckers move to eLogs, their scores get better and ours are getting worse relative to them. As ZTL transitions to eLogs, our scores should decline (and improve) dramatically."

ATTITUDE
is the difference
between an
ORDEAL
and an
ADVENTURE

NEW SHOP COMPUTER SOFTWARE

The year-long search for new software to run the maintenance department came to an end when a contract was recently signed to purchase Asset Maintenance Software (AMS). "This system will tie directly into our TMW dispatch and billing systems," according to Dave Wetzler. It's also going to receive mileage and engine system data through the PeopleNet units in each truck. **Derek Ritzman**, CFO, said, "We are going to be able to track costs and warranty issues much more closely with the AMS flexible reporting system." **Stan Scanlon**, IT Manager, indicated, "We will be able to run this state-of-the-art system on our existing hardware platforms, so no new investment will be needed for hardware."

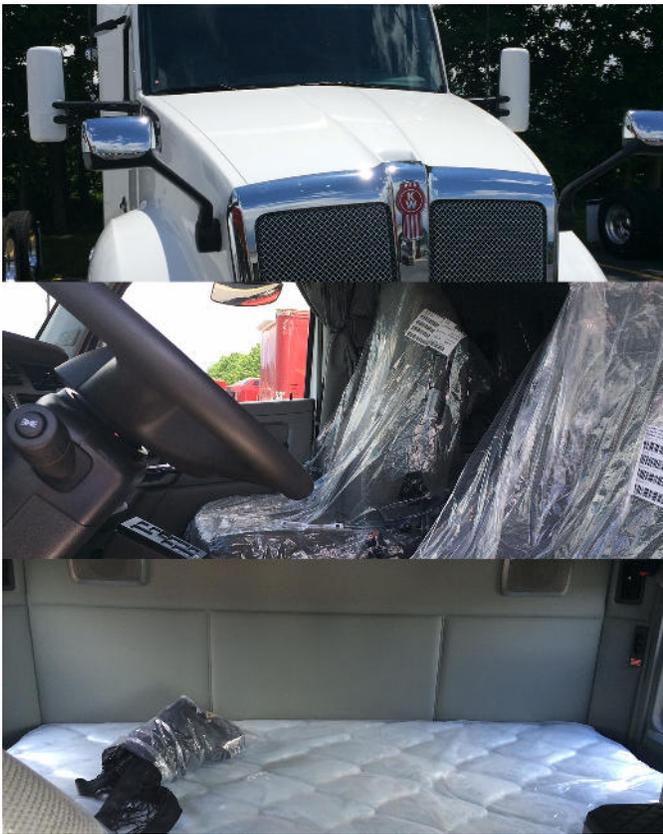
Initial implementation and planning will begin with a week-long visit from AMS starting August 1st. It will take some months to implement and the goal is to be on-line by the end of the year. The vendor says the shop will become "totally paperless" by the time the system is fully implemented. **Bo Brown**, Shop General Manager, said "I am looking forward to working with the AMS system. It's going to be a *lot* better than what we have now."



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NEW TRUCKS ARRIVE IN JULY

According to Derek Ritzman, we have received 20 new trucks this month. Ten are KW T680s and ten more are Internationals. The fleet size will stay the same, however, as the same number of trucks are being sold. Some of the KWs are already in service. Below are some photos of one of them, a few days after it arrived from the factory.



In case you are asked, ZTL's PA PUC number is

A - 111814

Dates to Remember

Summer Splash Picnic - Sat Aug 13 (Free!)
 Employee Appreciation Week - Aug 22 to 26
 Labor Day Holiday - Monday September 5th
 Fall Safety Meetings: Oct 15th and 22nd

Together we can make it better!

AUGUST BIRTHDAYS ...

Craig Powell—Aug 1
 Norm Stever—Aug 2
 John Johnson—Aug 2
 Sal Raffa—Aug 3
 Ian Rosensteel—Aug 3
 Ken Bilby—Aug 4
 Denny Gilmore—Aug 5
 Kris Embly—Aug 6
 Joey Brown—Aug 6
 Becky Shaw—Aug 11
 Jake Yoder—Aug 12
 Clark Earnest—Aug 15
 Chris Witter—Aug 19
 Josh Guillory—Aug 24
 Arlan Yoder—Aug 25
 Ray Snyder—Aug 28
 Mark Zimmerman—Aug 29

... AND ANNIVERSARIES

Carl Heffner, Sr.—19 years
 Cinda Lauver—19 years
 Lynn Sheffer — 15 years
 John Johnson, Sr.—12 years
 Kim Snook—11 years
 Denny Snook—11 years
 Terry Wagner—4 years
 Scott Moist—3 years
 Dale Snook—2 year
 Charles Leitzel—2 year
 Gary Reck—2 year
 Tracy Harris—2 years
 Kody Moist—2 years
 Leonard Chubb—1 year
 Perry Goss—1 year

EMPLOYEE APPRECIATION

Employee Appreciation week is Monday through Friday August 22 through 26. Food and soft drinks are always available and the grill gets fired up at 11 AM and stays hot until 9 PM. Special shirts are given to everyone and prizes and gift cards are given away. See you there!

QUOTE FOR THE MONTH

“Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young.”
 — Henry Ford

ZIMMERMAN TRUCK LINES, INC.