

We Are The Z-Team!

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CAMERA QUESTION FOCUSES CONTROVERSY

Our recent survey asking your opinions about forward-facing cameras in the trucks generated more feedback than any other survey question we've asked. This kind of response shows that it's time to start a conversation about this topic. Management wants everyone to know that there are no plans at this time to place cameras in Zimmerman trucks. But the feeling is that with the current litigation and insurance environment, to protect the company and you from destructive lawsuits, it's only a matter of time before a "defensive" camera system is investigated and installed.

There were several responses to the survey, like this one: **"Forward facing cameras are OK, but not a camera that faces into the truck to watch us driving. No one wants to be spied on while they work."** In response Mark Zimmerman said, "I couldn't agree more. We consider your truck to be the same as your home. Your privacy should be respected as there is nothing for the company to gain by having an inward-facing camera pointed at you or the cab interior. If any system is installed, it will not include an inward-facing camera."

Another driver wrote: **"Placing cameras in the trucks will [cause drivers to quit because] one of the last perks of being a truck driver is not having a boss look over your shoulder. [Cameras] will take away the feeling of freedom. Thanks."** Mark responded by saying, "There is a lot of misconceptions about what the purpose of cameras might be and how they would function. To be clear, the purpose of forward-facing cameras is to analyze what has happened in an accident or an incident—nothing else. ZTL employs safe, experienced drivers. The cameras will provide proof that you acted correctly in a given situation. One thing I value with our drivers is mutual trust. No one will be "looking over the shoulder" of any driver as it's not necessary. Camera systems operate with a "loop" so that after a predetermined time, the recording is erased with a new recording. Also, we would hope to find a system where the driver could press a button that would save, for example, the last minute of an event that is in progress or has just occurred. The driver would be able to make that determination."

Someone also asked, **"If a driver already has a camera of his own, would he be able to continue using it?"** Mark said, "There is no reason you would not be able to use your own camera and the recording would always belong to you."

Finally, one driver commented: **"Cameras were installed at the last place I worked and that's the reason I left."** The implication is, of course, that this driver would leave ZTL for the same reason if cameras were implemented. Mark said, "Of course drivers have always been and will always be free to work where they wish. We would want everyone to understand and know that cameras would be used to analyze what's happened in an accident or incident. We have so many better things to do than to spy on drivers! Like I said before, it's all about trusting our people to do their jobs responsibly. And if we ever decide to go this route, the drivers' viewpoints will definitely be considered."

What's Your Take?

There must be several times each week when you wish there was a way to capture other drivers' bad behavior. Have you ever been involved in an accident when a camera could have been helpful to prove your side of the story? Do you already have your own video camera in your truck? If so, why and for how long? And how has this camera made a difference for you? Take time to let us know. Put your thoughtful comments in one of the suggestion boxes or send a detailed e-mail to newsletter@ztline.com.

FUNFEST WRAPS UP WITH ANOTHER RECORD!

On June 6th we held our 10th annual Kid's Fun Fest at Zimmerman Truck Lines. We were unsure how the day would go due to a rainy morning start, but the weather cleared and it couldn't have been a nicer day. We had a great turn out with around 800 people attending. With the help of many volunteers who donated baked goods, helped sell tickets, and operated the games, crafts and other fun stands, we managed to raise \$24,000 that will be donated to The Children's Miracle Network. Ellie's Bake Sale raised \$12,000 of that by selling baked goods including cookies, cakes, fudge, pies, and much more. The merchant raffles were a big hit again this year.



There were four rounds with a total of 128 different drawings. Plus the final prize of a 19" HDTV with DVD player. The prizes were from businesses all over the four-county area. The silent auction with the premium prizes, including pro sports tickets and an autographed Penn State football, brought in \$2800. Overall this year's fun fest was our most successful yet and brings our 10 year total donated to the Janet Weis Children's Hospital to almost \$160,000. Thanks to all volunteers who make it happen year after year!

PROTECT YOURSELF FROM HEAT RELATED ILLNESS



Heat Rash: occurs when skin is wet from perspiration and clothing is tight. Move to a cooler area and change into dry clothes.

Heat Cramps: are painful muscle spasms caused by a salt imbalance due to excess perspiration. Drinking carbohydrate-electrolyte liquids (or just a plain cup of water) every 15 to 20 minutes can help.

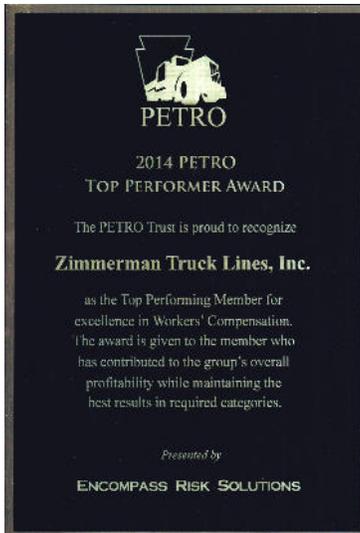
Heat Collapse (sudden fainting): occurs when the brain does not get sufficient oxygen because blood is pooled in the arms and legs. Move the victim to a cooler area and allow him/her to lie down.

Heat Stroke: from not perspiring sufficiently. Victim may have hot, red skin, show signs of confusion, seizures, or fainting. If victim is alert, give water. Remove their excess clothing and place ice or cool water on the body. Heat stroke is a medical emergency that requires an immediate call to 911. Don't leave the victim until help arrives.

LARRY HUMMEL LEAVES ZTL

Larry Hummel left as Shop Manager on June 11. Larry was here for almost one year. On his last day he said, "I enjoyed my time working here at Zimmerman Truck Lines. I wanted to make a difference and I think I did." We wish Larry the best in his future endeavors.

ZTL GETS TOP PERFORMER AWARD



Cinda Lauver, Benefits Manager, recently received this plaque (left) from Encompass Risk Solutions. It names Zimmerman Truck Lines the best performing company in 2014 for Workman's Compensation for medium-sized trucking companies in our insurance group. Congratulations and thanks to everyone for being careful while working and reducing on-the-job injuries!

RESULTS FROM 72 HOUR ROAD CHECK INSPECTION

There were a total of six roadside inspections for ZTL during the DOT inspection blitz from June 2nd through the 4th. Four were clean with no violations! A tip of the hat to **Dave Ritter, Rob Ritter, Chuck Mosher, and Harry Yocum.**

Of the two other inspections, one had a brake out of adjustment and a chafed air supply hose. The other had a flat tire (shredding) and log violations (log not current). This driver also received a written warning for this log violation.

Did you know that when you have a clean Level I DOT inspection you get paid \$25? Level II pays \$15 and Level III pays \$10.

And shouldn't every inspection be a clean inspection with no violations?

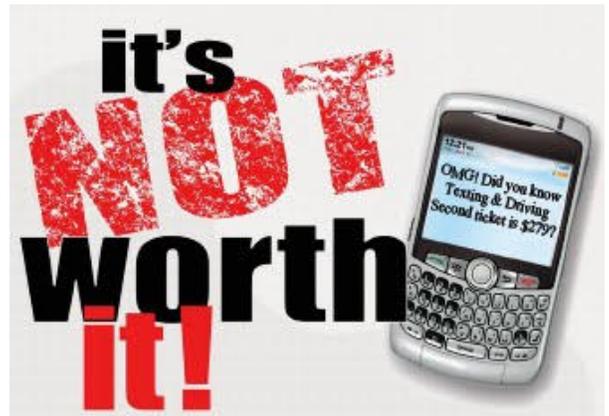
Anytime you have a DOT inspection, you must let Geoff know the results as well as submit the paperwork!

DISTRACTED DRIVING: IT COULD KILL YOU

Distractions while driving have been common for a hundred years. Scenic beauty, gawking at an accident, adjusting the radio, and looking at maps have been diverting drivers' attention for decades. But now, distracted driving has become an epidemic with cell phones and smart phones. The desire to stay connected has become too tempting for many to avoid. But as professional drivers you must rise above this temptation and not engage in this risky behavior.

There are strict Federal laws which prohibit professional truck drivers from talking on a hand-held cell phone or texting. But you should realize that you can be distracted by a hands-free phone conversation as well. In most cases, calls do not involve time critical issues, and those that do can (and should) wait until you are stopped and parked in a safe area.

Also, be aware of other distracted drivers out on the road. While no one can predict what other motorists are going to do, you've got a strong intuitive sense from your years of experience as a professional driver. Other motorists give off signs when they are distracted, lost, or under stress (and we don't mean using their turn signals). Your best move is to give an erratic driver plenty of space, and by doing so giving yourself more time to react to any sudden move on their part. This way you can avoid being trapped by others' mistakes.



Hands - Free Phone Tip

When calling the office there is a 10 second delay after our phone system picks up and you are able to dial the department you want. So in your speed dial, after the main number, program "pauses" and then add the number of the department at the end. So for example, to call Van Dispatch, program 717-436-2141 (4 pauses) and the number 3. Each pause represents about three seconds. End with a 4 for Flatbed Dispatch, 8 for the Shop, etc. This feature works on all cell phones and smart phones. You can program different number combinations to reach different departments you frequently call and then just use voice commands to call hands free!

YOUR COMPUTER'S SECURITY

Even with the best software protection, no computer is secure from a hacker if you drop your guard and are fooled into revealing your login and password credentials. In a recent test of the types of schemes hackers use, here are the ones that were most successful. You can also see how many of the users took the bait and clicked a link in a fraudulent e-mail request to:

- "Change password immediately" — 16.5%
- "Update Email account" — 10%
- "Check low balance on primary savings account" — 7.6%
- "Check that your friend tagged a photo of you" — 7.5%
- "Join my network on Linked In" — 7.5%

With response rates like these, cyber thieves have an easy time getting people to voluntarily give up their info. Be careful both at work and with your personal computers and devices to double check before responding to any account information request.

DARREN SAYS, "STAY OFF OTIS!"

Of course West Coast drivers should know that, **Darren Weaver**, Van Dispatcher, is referring to Otis Street behind the drop yard in South Gate, CA. This formerly "truck friendly" street is now off-limits for large tractor-trailer vehicles and Darren warns that you will be fined if caught driving on Otis. (*What did you think he meant!*)

COMPANY PICNIC SAT AUGUST 15

DELGROSSO'S AMUSEMENT PARK, TIPTON, PA

The company will provide a "Ride and Slide" wristband for all employees and their immediate families. Children must be 18 or younger to receive the free wristband. Additional meals and wristbands will be available for an additional fee.

The meal will be BBQ chicken with a choice of hot dog or hamburger, baked beans, potato salad, mac and cheese, roll, and an ice cream cup. Unlimited sodas will be available for three hours at the pavilion.

The park opens at 11. The picnic area opens at 8 AM and the meal will be served at noon. Sign-up sheets have been mailed home along with this news-letter or ask Gina for another copy!



NEWS BRIEFS

QUICK THINKING DRIVER

On June 9th, Steve Tarr was driving on the Salt Flats in Utah when at some distance in front of him he saw a truck driver passing another vehicle. After the other trucker had passed he veered off sharply to the side of the road. Steve stopped to see if the other truck driver was alright. Steve called 911 and waited for the police and ambulance to arrive. Steve told the police that when he witnessed the incident, he did not think this was driver error, but thought the other trucker might have been having a stroke.

Dates to Remember

Company Picnic, Del Grosso Park — Sat Aug 15th
 Employee Appreciation Week — August 24th to 28th
 Fall Safety Meetings — October 24 and October 31

There are currently 21 drivers participating in the Driver Referral Program and two of them have multiple referrals. Keep up the great work!

Together we can make it better!

JULY BIRTHDAYS ...

- Jason Wissinger — July 6
- Tina Baum — July 10
- Rob Ritter — July 10
- Brian Tyger — July 13
- Amy Burdge — July 14
- Mike Schoening — July 15
- Dave Martin — July 17
- Karen Parsons — July 21
- Rudy Mucha — July 23
- Gary Lytle — July 24
- Bob Rush — July 25
- Terry Wagner — July 29

... AND ANNIVERSARIES

- Kerry Hummel — 16 years
- Scott Pecht — 14 years
- Jake Yoder — 14 years
- Arlan Yoder — 9 years
- Jim Price — 9 years
- Joe Castro — 5 years
- Regina Castro — 5 years
- Adrian Garcia — 5 years
- Mike Tyger — 1 year
- Ray Snyder — 2 years
- Scott Landis — 2 years

GET A DISCOUNT FROM AT&T

Use this ID, 2411379, at an AT&T store to apply for your Zimmerman Truck Lines monthly service discount. You might have to show ID or a recent pay voucher.

QUOTES FOR THE MONTH

"There are only two lasting bequests we can leave our children. One of these is roots, the other wings."
 — Hodding Carter, Journalist / Commentator

"It's not that I'm so smart, it's just that I stay with problems longer."
 — Albert Einstein, Physicist / Philosopher

ZIMMERMAN TRUCK LINES, INC.