

We Are The Z-Team!

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In This Issue

Accidents happen, but ...	1
Credit Where It's Due	2
News about US!	2
Veterans Spotlight	3
Let's Party!	3
Birthdays - Anniversaries	4
Just for LAFFs	4

HOW MUCH CAN ONE ACCIDENT COST?

The accident involved a tractor-trailer transporting an oversized load striking a bridge. Investigations revealed that the accident was the result of several mistakes including the driver not knowing the exact height of the load, the permit for the load showing the height two inches lower than the actual height of the load, the route not having been researched by the driver or the carrier, the driver of the pilot-car was talking on the phone and did not notify the truck driver that the overhead clearance probe had struck the bridge, the driver was following the pilot-car too closely and could not have stopped in time even had he been given a warning, and the truck driver maneuvered to the far right where the clearance was the lowest.

Due to the extent of the damage to the bridge, the state is suing the carrier, the escort company, and the shipper for \$17 million. That potential loss does not include the tractor and trailer, the freight claim, or damage to two other vehicles involved in the accident.

Obviously (and thankfully), this story is not about a ZTL accident, but there are take-aways here that can benefit all of us. There are many ways this accident could have been avoided, but especially if even one of the people involved had not taken a "short-cut" such as not accurately measuring the load, not checking for clearances along the route, or just double-checking one of these things. If people involved had paid



attention to important details such as not being on the phone and not following too closely, the accident could also have been avoided.

The lesson for all of us: pay attention to everything! There are no details too small to ignore and there are no shortcuts when it comes to safety. As part of The Z-Team each of us has a responsibility to all the other team members, whether we are dispatchers, drivers, mechanics, trainers, or safety personnel. Do your part and accidents can be avoided!

Reminder!

For those who were excused from the Fall Safety Meeting, there will be a quiz! Don't forget to watch the DVD of the Fall Safety Meeting and take the four question "open book" quiz. Watching the DVD is mandatory and if you skip it, you will lose the safety portion of your bonus. Deadline for watching and returning the DVD and quiz is Friday, December 18. See Geoff for the DVD and all the details.

(Story adapted from *Transport Safety Pro*)

GET YOUR FREE CREDIT REPORT (REALLY, IT'S FREE!)

Credit is a convenient and powerful tool when used wisely. Most people use credit to obtain a credit card, purchase a personal vehicle, or purchase their home. To obtain credit, you need to be credit-worthy. Banks and other lenders find out about your credit history by looking at your individual credit report, which is compiled independently by three companies: Equifax, Transunion, and Experian.



You see and hear lots of teaser-ads about obtaining free credit reports and your credit score. Did you know there is a Federal law which allows you to obtain one copy of your credit report each year from each of the three reporting agencies — and at no charge? You can learn about it and get your reports at www.annualcreditreport.com. There you can choose the reporting agency, answer a few questions about your credit history that only you would likely know, and then instantly view and print your credit report. Because there are three agencies, a good strategy is to obtain a report every four to six months from a different agency. That way you get to see what all are reporting — and it can differ among them. And it's very easy to do.

What will you find in your credit report? You will see who is reporting (you may be surprised), what accounts are still open you might have forgotten about, if you are paying on time or if you are delinquent, errors affecting your credit rating, and even unauthorized accounts that have been opened in your name due to credit fraud or identity theft.



NEWS ABOUT OUR OWN!



Joe English ...



... continues to work from home. Originally suffering from as many as sixteen dizzy spells per day, on doctor's orders he started working from home in late September. He stopped by the office earlier this month. Joe was in his usual good spirits—and as you can see from this photo, is looking pretty good, too. He says his "spells" are down to about four per day. "Fewer, but sometimes more intense," he said. Since he is not in the office he is "telecommuting" to stay in contact with drivers and customers. He's hoping to be back at his real desk in Dispatch around January 1st.

Brian Griffiths ...



... is back! After a serious 4-wheeler accident he has returned to work with no restrictions. He was told that it would take three to four months for his recovery and that he was lucky to even be alive. He recovered in only two months. He said, "I like to prove people wrong." His injuries included four fractures to the skull, two facial fractures, eight broken ribs, a torn liver, and brush burns. "I still have some soreness especially during cold days, but I have to push through it. If you're feeling pain, you're still alive," said Brian. Isn't that the truth!! We are happy to have you back Brian!

LATEST CSA SCORES

Your individual CSA score contributes to the company's CSA score. Your performance contributes to the overall team score. So how is the Z-Team doing this month? Here are the latest numbers as of October 27th along with the thresholds (in parentheses). Arrows show the trend change from last month's numbers:

Unsafe Driving (65)	ZTL Score: 10	↑
HOS Compliance (65)	ZTL Score: 55	↑
Vehicle Maintenance (85):	ZTL Score: 30	↓

Geoff Hosband, Safety Director, said, "HOS numbers have gone from 49 in August, to 51 in Sept, to 55 in October. We're definitely trending in the wrong direction with HOS. Everyone needs to pay careful attention to their logs. This is our biggest challenge with CSA and if we work together, we can bring it back under control."

NOW, HUNT DOWN YOUR TRUCK



John Dickson, driver for the Flatbed Division, made the following suggestion: to get more people to read the Z-Team Newsletter (like you are doing right now), hide at least one truck number in each issue. If the driver of that truck finds his number, then he will win a small prize. Great idea, John! Just for suggesting this you are going to win a free ZTL T-Shirt (see Gina in the Front Office to collect your prize). In this issue there is at least one truck number hidden in text or photos. When you find one, it will be consecutive numbers, no letters mixed in. As always, the newsletter staff will be the final judge, but if you find your truck number hidden in the Z-Team Newsletter in any month, you will win a small prize. Winners will be announced in the next newsletter — of course!

VETERANS DAY SALUTE!

Wednesday November 11th was Veterans Day, the day dedicated to honoring all those who have served in the U.S. Armed Forces. At least twenty-four of our Z-Team colleagues have served in the military. Zimmerman Truck Lines sponsored three, sixty second radio announcements on local stations thanking all veterans and individually naming those who have served who now work as part of our team today. They are:

Bob Rush, Air Force
Bob Zook, Army

Danny Hackenburg, Army
Darren Weaver, Air Force
Dean Renninger, Navy
Dennis Peterson, Marines
Don Hassinger, Army
Frank Benfer, Army / NG
Gary Beatty, Air Force
Gordon Fultz, Army NG
Harrison Smith, Army / NG
Jerry Baney, Army NG
John Johnson, Navy & Army
Jon Kindervater, Army
Kerry Hummel, Army
Mark Rudebeck, Navy
Mike Mccaw, Army NG



Mike Shope, Army
Ray Snyder, Navy
Scott Immel, Navy
Steve Tarr, Air Force
Terry Neely, Navy
Tom Atwood, Army
Wayne Highbaugh, Marines

SANTA KIDS PARTY SIGN-UP

What: Kids Holiday Photo Party with Santa.

When: Saturday, December 12, 10:00 AM to 1:00 PM.

Where: "Santa's Warehouse" inside the ZTL Main Offices.

Featuring: Kids (grandkids, and young-at-heart kids) posing with Santa for photos. We'll have fun and music, balloons, crafts, cookies, goodie bags, hotdogs, and much more.

Sign-up: Everyone is welcome, but so we know how many to expect we ask you to contact Cathy at x239 or Gina at x246 to let them know you plan to attend. Please do it by Dec 8.

Cost: Free to all ZTL employees and their families.

New this year: A new high speed printer for your photos! No more waiting for that slow printer as in years past.



HOLIDAY PARTY DETAILS



What: ZTL Adults-only Holiday Party

When: Saturday December 19, 5:00 PM

Where: Central Juniata EMS Hall, Mifflintown

Featuring: Entertainment by **Raymond the Amish Comic** along with the annual presentation of driver safety awards.

RSVP: Invitations will be sent or you can call Gina x246 and let her know you will attend. Every employee can bring one guest of their choice!

Cost: Free to all ZTL employees and a guest. Come and enjoy this annual holiday tradition with your friends and colleagues.

"HOLIDAY AND VACATION" VOLUNTARY SAVINGS PLAN STARTS

A new idea has been introduced to help those who have trouble saving — even for the things they want. It's the Holiday and Vacation Savers Club. The idea is simple. You might want to save money for holiday shopping and/or a summer vacation. You can have money deducted from your regular paycheck throughout the year and then withdraw your savings only twice per year. You can get your savings added back to your first paycheck in May and/or your first paycheck in October. Can you save for something else? Sure, whatever you want. Are withdrawals mandatory?

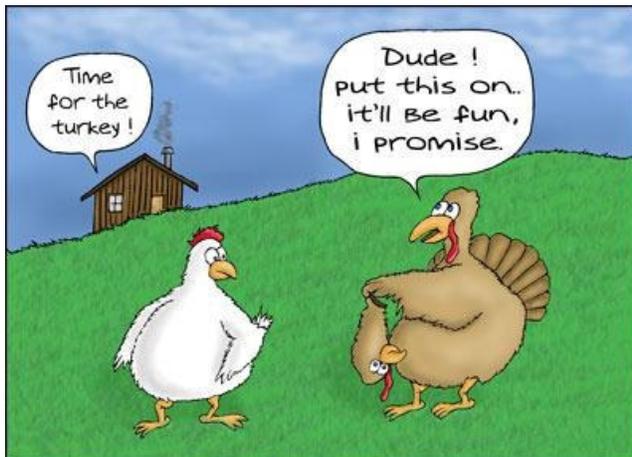


Nope, you can let your savings roll over until the next withdrawal window. And you will get a reminder about a week ahead of time. Will you earn interest on your savings? No, as this is not an investment plan, but just a way to help with short-term savings goals. Can you withdraw money other than these two times per year? Not really. The idea is that you're forced to save a little and cannot easily reach into your kitty. Where can you sign up or get more information? Sign up sheets were distributed with paychecks on November 13. Call Gina at x246 get more information.

www.WeAreTheZ-Team.com

JUST FOR LAFFS!

Photo taken in the State College Lowe's parking lot...



Dates to Remember

- First day of Buck Season, Monday November 30
- Santa Kids Party, Sat December 12, 10 AM – 1 PM
- Company Holiday Party, Sat Dec 19, starts 5:00 PM
- Christmas Day Holiday, Friday December 25
- New Year's Day Holiday, Friday January 1, 2016

An updated Windows 8 computer along with a printer has been installed in the second floor drivers lounge. This can be used for exploring the Internet and printing maps and directions.

Together we can make it better!

DECEMBER BIRTHDAYS ...

- Jeanne Cashman — Dec 1
- Wayne Highbaugh — Dec 1
- Clair Tabb — Dec 3
- Adrian Garcia — Dec 4
- James Price, Jr. — Dec 5
- Miguel Rodriguez — Dec 10
- Chadd Walters — Dec 14
- Gordon Fultz — Dec 16
- Rob Rush, Jr — Dec 17
- Samantha Syjud — Dec 18
- Gary Reck — Dec 19
- Carol Morrison — Dec 22
- David Wetzler — Dec 31

... AND ANNIVERSARIES

- Terry Chamberlin — 15 years
- Daryl Feltman — 5 years
- Katie Luckini — 3 years
- Becky Shaw — 2 years
- Craig Powell — 2 years



SEND US YOUR PHOTOS



Planning to be in the woods in the coming weeks? Send us a photo of you and your trophy buck or doe and we'll try to feature the best ones in the December newsletter! E-mail your photos along with the details to newsletter@ztlinc.com.

QUOTE FOR THE MONTH

"Happiness resides not in possessions and not in gold. Happiness resides in the soul." —Democritus, Greek Philosopher

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