

We Are The Z-Team!

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HOW OUR SAFETY CULTURE PAYS OFF

Earlier this month Mark Laurusevage, Senior Safety Representative from Great West Casualty Company, visited with **Derek Ritzman**, CFO and **Geoff Hosband**, Safety Director. Great West is the insurance carrier for ZTL. The purpose of the meeting was to evaluate the company's safety performance during the last twelve months. Again this year, Zimmerman's received high marks in its annual safety review.

"Your good record reflects Zimmerman's overall culture of safety," Laurusevage said. "Your drivers are making good decisions and the numbers reflect this." Great West's Driver Safety Program is titled "The Value Driven Driver." Laurusevage explained, "It's all in the hands of the drivers. When individuals do their job according to their own personal values and standards, they succeed as a group. ZTL drivers set a high bar for themselves and their peers."

Laurusevage also cited the efforts of Geoff as well. "Geoff has a lot of experience. He's seen everything out there and the drivers relate to that and respect it as well. Anyone who knows him, knows that Geoff is unique. He has a strong passion for safety and that motivates people to do their best."

Zimmerman's promotes safety and company culture in many ways. Organized company events such as the Kids Santa Party, Employee Appreciation Week, Annual Safety Awards, and the Million Miler Club are just a few of the many ways culture and safety are emphasized.

Laurusevage continued, "Zimmerman's is engaged at all levels, that not only includes drivers, but management as well. I get calls regularly from Mark [Zimmerman] and Derek [Ritzman] to discuss their thoughts and ideas on how safety can be improved."

"In the end, the safety conscious actions of each individual driver is where the rubber truly meets the road. Every day each driver makes hundreds of decisions. A great company safety record is the total sum of the actions of each of these individual men and women behind the wheel."

It's important to remember that the individual values we each bring to our job reflect who we are and contribute to the success of the company, and more importantly to the personal pride we have for ourselves. "Priorities can change, but values are permanent," he said.

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Experience Matters

Mark Laurusevage has been involved with ZTL since we changed insurance carriers to Great West in 2015. He has spoken at several ZTL driver safety meetings. He has worked with hundreds of trucking fleets throughout his career and is a past Chairman of the Safety Management Council of the Pennsylvania Motor Truck Association.

TUCKER REPS VISIT, THEN CHOSE ZTL CARRIER OF THE MONTH

On August 28th three representatives from Tucker Company Worldwide visited ZTL to inspect our operations. This visit was part of their regular inspection of carriers who handle specialized freight. The company's main headquarters is in Haddonfield, NJ.



"Zimmerman Truck Lines has been partnering with Tucker for over 28 years," according to **Mark Zimmerman**. "We have a long history together. Tucker is the top brokerage company we deal with on a regular basis."

After the visit, the Tucker team then chose ZTL as their "Carrier of the Month" for August 2018. "It's



not the first time we've received this award," said Mark. "But it's always good to be recognized. Tucker has always been an advocate for transportation in general and

drivers in particular."

And the dog? That's Mark's "famous" dog **Tucker**, of course. When asked if there was any relation between Tucker the dog and Tucker Company, Mark told us the dog got his name another way and this was only "a coincidence." Left to right in the photo is Gene, Mike, and Ashley from Tucker Company along with Tucker.



5 Signs You're **OVERSPENDING**

1. You Don't Follow a Budget:



A budget is a spending blueprint to guide you through the month. Not following a budget is like "free reign" for spending and can result in unchecked overspending.

2. Dipping into Savings:

Although it may seem harmless now, dipping into your savings can have devastating long-term impacts. This especially includes retirement funds! Taking from your future to support yourself now is a bad sign.



3. Hitting (or Exceeding) Your Credit Limit:



Credit scores are partially calculated by including your credit utilization. Being at- or over- your limit will have a serious impact on your credit and could lead to loans being denied when you might need them most.

4. Struggling to Make Minimum Payments

Minimum payments are roughly 2% of the account balance. If you're struggling to make the minimum monthly payment on your card(s), you are probably relying too heavily on credit and have more debt than you can handle.



5. Living Paycheck to Paycheck



If you find you are living paycheck to paycheck or not paying bills on time, you may be on the verge of disaster. If you have even one financial emergency, you could find yourself in a serious financial crisis.

The above info-graphic is from American Consumer Credit Counseling, a non-profit service. Find out more at their website, www.consumercredit.com.

WELCOME NEW DRIVERS!

THROUGH OCTOBER 2018
MORE IN FUTURE ISSUES!



Richard Harlon



Paul Yeater



Eugene Molusky



Van Nickerson

DEER SEASON SIGN-UP PROCEDURES 2018

Kerry Hummel, Van Dispatch, says that this year's sign-up procedures for time-off during deer season will be the same as in previous years. Sign-up sheets will be posted around the main office in a few days. All requests must be included by November 16th. Drivers should indicate the number of days off they are requesting and their first, second, and third choices for their days off. Preference will be given by seniority. Remember, you must have unused vacation time available to have days off scheduled. Also remember, our primary mission is to deliver freight, so the needs of our customers will come first. This is especially crucial around the important holiday shopping season, which is expected to break all records from past years. Please talk to your dispatcher if you have any questions!



SAFETY MEETINGS, SPECIAL GUEST

The upcoming safety meetings to prepare for winter driving will be held on Saturdays October 27th and November 3rd. Meetings start at 9 AM and are held in the back warehouse. Attendance is mandatory at one of the meetings and drivers will be paid for their attendance. Drivers under dispatch or on vacation during both meetings will be excused, but expected to watch the video of the meeting and take a test. This meeting will feature information on driving in extreme winter weather conditions. A special guest speaker will be at both meetings, Jennifer Deproso, from Benefit Management Group. She will explain the various voluntary insurance options available to all employees. She'll also be available after the meeting to meet one-on-one with drivers to answer questions or take enrollments.

Daylight-saving time ends

- Turn your clock back one hour before going to bed.
- It's also time to change batteries in your smoke detectors.



Change your clocks back one hour Sunday morning November 4th!

NEW EFS CARDS COMING

Once again, we are going to remind everyone that new fuel cards will be distributed coming in November. "We are upgrading the card reader at our fuel pump to keep up with the latest standards," said **Dave Wetzler**, Operations Manager. "New cards will be distributed in November along with instructions on how they should be used while we transition from the old cards to the new ones."



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BILLING DEPT. UPDATES

The holidays are coming up and that means shorter work weeks and busy schedules for everyone. The Billing Department asks that you have all your paperwork in by Monday morning! If you can't get it here by Monday, call and let them know so they can make arrangements. "We'll work with you!", said **Gina Himes**. Better yet, if you are passing through Mifflintown in the middle of the week, why not drop off paperwork for what you've completed already? This gives the billing department a head start and helps alleviate the "Monday crunch" that happens every week. Customers benefit, too, because many of them are asking for PODs and other documents as soon as the loads are delivered. Thanks!!



Dates to Remember

Sat. October 27, 9:00 AM — Fall Safety Meeting #1
 Wednesday October 31 — Halloween
 Thursday Nov 1 — 2019 Rider Program ends
 Sat. November 3, 9:00 AM — Fall Safety Meeting #2
 Tuesday November 6 — Election Day
 Sunday November 11 — Veterans Day
 Thursday November 22 — Thanksgiving Day
 Monday November 26 — First day of Buck Season
 Sat. Dec. 8, 10 AM to 1 PM — Kids Santa Party
 Sat. Dec. 15 — Holiday Party, Millerstown Moose

Together we are making it better!

NOVEMBER BIRTHDAYS ...

Russ Whitesel — Nov 2
 Gina Himes — Nov 4
 Cathy Wible — Nov 5
 Steve Arnold — Nov 13
 Tom Pannebaker — Nov 13
 Scott Benfer — Nov 14
 Herb Haagen — Nov 17
 Terry Yeager — Nov 17
 Jeremy Wilson — Nov 17
 Dan Black — Nov 18
 Denny Snook — Nov 26

... AND ANNIVERSARIES

Scott Barner — 16 years
 Christine Benfer — 16 years
 Scott Benfer — 16 years
 Lane Rumberger — 13 years
 Ken Stiles — 8 years
 Garry Brown — 6 years
 Terry Yeager — 3 years
 Ed Brooks — 2 year



Thanks from Dan

As many of you already know, **Dan Hesketh**, Flatbed Division, had a serious health scare this past summer. The call went out and his colleagues (you) pitched in very generously to help. Fortunately, Dan recovered quickly and we're all happy to see him back in the saddle. Dan asked **WATZT** to pass along his thanks to everyone who thoughtfully helped him when it really counted.



QUOTE FOR THE MONTH

*"When the winds of change blow, some people build shelters, while others build windmills."
 —Chinese Proverb*

ZIMMERMAN TRUCK LINES, INC.