

We Are The Z-Team!

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ONE OF OURS HONORED AS SURVIVOR

It's not something any of us wants to hear about ourselves or our loved ones, but it happens all too often. "You have lung cancer." This was the news Terry Neely, flatbed driver with us now for over nine years, heard last December. It was caught during a visit to his family doctor (not his DOT physical). He had developed a bad cough recently, but didn't know why. Now he knew.

His successful surgery was performed at Geisinger in Danville in early February. "It was caught early. This shows the importance of a regular check-up. People should not ignore warning signs thinking they will go away," Terry's wife, Judy, told us. "We're so lucky in that we have received so much support from friends and Terry's co-workers."

That support continued this past weekend when the Neely family was honored by the non-profit, No One Fights Alone Foundation. NOFA is a national organization which has local community ties across the country. They are dedicated to raising awareness about all types of cancer as well as helping families who are battling cancer and its aftermath. The Neely's are one of ten area families to be honored this year.



"People don't really understand unless they live it— how hard it hits a family.

Not just the person who has it, but the spouse, the children, and the budget," Judy said. Last weekend on Saturday September 21st, Terry rode his motorcycle along with other bikers as part of the local Team NOFA chapter's ride-for-life fundraising event. This event raised \$10,972 to help other local cancer victims and survivors.



Terry said his visit to the doctor was inspired by another major health event involving one of his co-workers. Terry returned to work in early April of this year and has been temporarily working in the Van Division since that time.

In This Issue

Terry Neely Fights Back	1
Financial Planning List	2
Prize Winners List	3
Ron Zimmerman	3
Discounts, Surveys, More	4
Birthdays - Anniversaries	4
News Briefs/Odds & Ends	4

Wondering how you can support NOFA's efforts?

Contributions for local families are being accepted by Team No One Fights Alone. Make checks payable to TNOFA and mail to:

Team No One Fights Alone

9776 Laurel Hollow Rd.

Three Springs, PA 17264

Mention your donation is being made to support Terry Neely's fund-raising efforts on September 21st.

INSURANCE AND RETIREMENT CHECKLIST

Derek Ritzman, our CFO, passed along this checklist for financial preparedness. It includes long-term planning (for retirement) and also planning for unexpected emergencies. If you need more information on any of these topics, call Cinda at x250 or Derek at x249. And *as always*, make sure your beneficiaries are up-to-date!

401(k)

- Start as soon as you can even if only a small amount. You can start the first of the month following your hire date.
- Increase your contribution by 1% every January 1st.
- Check in with a financial advisor.
- Find out: *"Are my beneficiaries up to date?"*
- Ask yourself, *"Do I need to update my investment mix to lower risk as I get closer to retirement?"*

Life Insurance

- Ask yourself, *"Am I able to add Life insurance for myself and spouse?"*
- Remember: lower premiums are in effect if you start early.
- Sign up after 60 days.
- Employer paid life insurance starts after employee works at Zimmerman's for one year.
- Open enrollment is now until November 1st.

Disability Insurance

- Ask yourself, *"What happens if I am unable to work?"*
- Ask yourself, *"How much savings do I have to cover my monthly expenses?"*
- Short term coverage (3 months).
- Long Term coverage.
- Sign up after 60 days.
- Open enrollment ends Nov 1st.

More Insurance

- Cancer Insurance
- Critical Illness Insurance
- Accident Insurance
- Open enrollment ends November 1st
- Ask yourself, *"Can a Flex Spending Account or Health Savings Account help me with my out-of-pocket medical, prescription, dental, or vision expenses?"*

DRIVER REFERRAL WORKS!

It's not mentioned as often as it should be, but the ZTL driver referral bonus program is still in effect! \$2,000 for you for a new driver who signs up and completes six months of safe operations with the company. Your candidate only needs to indicate on their application that you referred them. There can be even higher bonus amounts for additional referrals! Talk to Gina or Geoff for more details.



**"Before you act, listen.
 Before you react, think.
 Before you spend, earn.
 Before you criticize, wait.
 Before you pray, forgive.
 Before you quit, try."**

Ernest Hemingway

EMPLOYEE APPRECIATION WEEK PRIZE WINNERS

MONDAY August 19th

\$100 AMAZON CARD	Rosensteel, Ian J
\$50 VISA	Cashman, Jeanne L
\$50 TEXAS ROADHOUSE	Beatty, Curtis P
\$50 VISA	Ebersole, Damian
\$50 SHEETZ	Berger, Stephen C
FILLED BACKPACK	Gudonis, Anthony M
FILLED DRAWSTRING	Himes, Gina M
FILLED GROCERY BAG	Weaver Jr, Dennis J

TUESDAY August 20th

\$100 VISA	Kreamer, Shane
\$50 LOWES	Trego, Amanda
\$50 TEXAS ROADHOUSE	Witter, Christopher A
\$50 VISA	Wise, Logan
\$50 DARDEN	English, Joseph
CHAIR/GIFT CARD	Bowes, Kevin R
FILLED DRAWSTRING	Weaver, Darren R
FILLED GROCERY BAG	Goss, Perry D

WEDNESDAY August 21st

\$100 VISA	Snook, Dennis P
\$50 RED LOBSTER	Yeater Jr., Paul R
\$50 LOWES	Powell, Ronald S
\$25 AMAZON/\$25 SHEETZ	Beatty, Gary L
\$50 OUTBACK	Carra, William A
CHAIR/GIFT CARD	Kindervater, Jon
FILLED DRAWSTRING	Orwan, Ricky E
FILLED GROCERY BAG	Tyger, Brian G

THURSDAY August 22nd

\$250 VISA	Kukuka, Dale E
\$100 AMAZON	Feltman, Daryl A
\$50 BUFFALO WILDWINGS	Tarr, Stephen H
\$50 LOWES	Detra, Steve
\$50 OUTBACK	Martin, Dave
FILLED COOLER	Harris, Tracy
FILLED DRAWSTRING BAG	Kling, Mark R
COLUMBIA/BAG FULL	Ruble, Andrew D

FRIDAY August 23rd

\$250 VISA CARD	Gabbard, Josh
\$100 AMAZON CARD	Boone, Cody
\$50 RED LOBSTER	Wagner, Terry E
\$50 HAPPY EATS GIFT CRD	Muretta, David J
4 PASSES TO THE PIT ZOO	Price Jr, James E
FILLED COOLER	Peterson Sr, Dennis C
FILLED DRAWSTING	Snyder, Michael J
COLUMBIA PRIZE PACK	Lauver, Cinda Z
PRIZE PACK	Showers, Jed H
PRIZE PACK	London, James A
PRIZE PACK	Barner, Scott
PRIZE PACK	Collins, Roger C
PRIZE PACK	Tosten, Douglas R
PRIZE PACK	Landis, Scott E
PRIZE PACK	Barnes, Brian D
PRIZE PACK	KLING JR, Mark R

RON Z HEALTH UPDATE

Last report is that Ron Zimmerman has been discharged from his physician's oversight and continues to recuperate at his home in Mifflintown.

"I'm feeling great!" he told us when we spoke to him at the beginning of the week.

"My physical therapy is done. I've regained my appetite. I'm not driving yet, but I am doing good, health wise." Ron continued, "I'm glad to be home and being able to get out. And I do appreciate everybody's concern." He said when he is feeling better he would like to return to Utah to visit his friends there.



VERIZON SAVINGS!

verizon

A Great Verizon Deal for Zimmerman Employees

Up to 18% OFF monthly access fees.

National Purchasing Partners

npp

Because you are a Zimmerman employee, you can receive of up 18% off the cost of your basic cellular phone services, if you have service with Verizon Wireless. It's easy! Just go to a Verizon store and tell them you want your employer's NPP (National Purchasing Partners) discount. You'll have to show them your pay voucher to prove you are an employee and, of course, the account must be in the employee's name. You should be able to get everything approved on the spot! If you have any problems, please let us know the name and address of the store and the name of the person with whom you spoke.

www.WeAreTheZ-Team.com

Clothing Sale



Style maven and fashion plate **Gina Himes** is holding the final sale of her ZTL and ZTR fall collection! Prices have been slashed! Hoodies are only \$20 and zip-ups only \$25! Supplies are *very* limited, so hurry in now and claim your 2019 fall ZTL apparel today!



DATES TO REMEMBER

Final Mandatory ELD Class — Saturday Sept 28th
 Return Activities Survey — Monday October 14th
 Daylight Savings Time Ends — Sunday November 3rd
 Thanksgiving Day Holiday — Thurs November 28th
 Santa Kids Photo Party — Saturday December 7th
 Company Holiday Party — Sat December 14th

Together we are making it better!

Early ELD Report

The first half of the fleet was switched over to the new ELDs this past Saturday afternoon. Operations Manager, **Dave Wetzler** has been working very hard to make this transition a success. Dave reports,



"We've had a few hiccups, but nothing we couldn't fix right away. With a project this complex, we expected to have some issues crop up. The advance driver training was crucial in making this run smoothly."

The second and final mandatory ELD training class will be this Saturday, September 28th at 9AM. Please let Dave or Geoff know you plan to attend. Each driver will be paid \$100 for attending.

Keep on Truckin'...

OCTOBER BIRTHDAYS ...

Dan Haubert — October 2
 Brian Barnes — October 4
 Mark Kling — October 7
 Logan Wise — October 19
 Terry Neely — October 24
 Dennis Peterson — October 25
 Dan Hesketh — October 26
 Bob Camenisch — October 29
 Greg Reigle — October 29
 Tracy Harris — October 31

... AND ANNIVERSARIES

Cathy Wible — 24 years
 Dale Kukuka — 18 years
 Dan Black — 12 years
 Kevin Swailes — 8 years
 Denny Gilmore — 6 years
 Jon Kindervater — 5 years
 Chadd Walters — 5 years
 Kirby Nickel — 4 years
 Mike Hamilton — 4 years
 Wes Williamson — 2 years
 Anthony Johnson — 1 year
 Brian Barnes — 1 year

RETURN YOUR SURVEY



On September 12th surveys were placed in everyone's mailbox to get opinions on various employee and family activities and how they can be improved. Event Planners, including Gina and Samantha, want to know your preferences for the Holiday Party, Employee Appreciation Week, the Summer Splash Picnic, and more. These events are planned for you and we need to know what you think! Please return your survey to Gina before Monday October 14th. Thank you!

QUOTE FOR THE MONTH

*"It always seems impossible—
 until it's done."*

— Nelson Mandela

ZIMMERMAN TRUCK LINES, INC.