



First Quarter 2024 Newsletter



Welcome to West Side!

January

Give them a warm welcome!



Andrew Bush

Cedar Rapids
Mechanic



Frankie Albert

Cedar Rapids
Apprentice Mechanic



Melissa Lehr

Circle Pines
Operations Support Specialist

DOT Inspections

Contact HR to receive your store voucher!

These drivers successfully passed a D.O.T. Inspection and earned \$25 or more toward merchandise in the West Side Company Store. Congratulations!

January

Cornelius Gaines
Jason Briggs
Deandre Isaac
William Elliott
Cherie Harper
Michael Wortz
Mark Sherry
Charles McBride

Julie Grable
Whitney Settle
Samuel Johnson
Wendell Seaver
Samuel Johnson
James Lovell
Edward Yoder
Donald Vanderhoff

Welcome to West Side!

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Albion Bennett

Cedar Rapids
Mechanic

DOT Inspections

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February

Dale Doogan
Lance Perfect
William Robinson
Charles Heston
Christopher Sines
Leroy Soddors
Doniesha Thurman

Julie Grable
Jamice Norfleet
Tyler Brock
Anthony Huff
Thomas Genska
Thomas Ostavitz

Welcome to West Side!

March

Give them a warm welcome!



Tim Hildreth
Cedar Rapids
Off-Shift Dispatch



Christie McGuigan
Cedar Rapids
Customer Support Specialist



Lucy Brookhart
Cedar Rapids
Billing Clerk



Cameron Davis
Cedar Rapids
Mechanic



Derek Tester
Canton
Mechanic

DOT Inspections

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These drivers successfully passed a D.O.T. Inspection and earned \$25 or more toward merchandise in the West Side Company Store. Congratulations!

Michael Camuel
Austin Knipp
Melissa Schleuning
William Baldwin
Stephen Zannou

Tyler Ramsey
Jamie Sowders
David Mullen
Christian Capers

William Elliott
Frederick Kelly
John Foit
Ronald Mortimer

Rory Sprague
Timothy Reed
Lance Harsch
Timothy Hull

Payroll

Erin Horne, Payroll Supervisor

Greetings from the Driver Payroll Dept.

We would just like to remind all drivers that if you are given an express code or an advance to pay for fees such as a lumper or fuel, we need you to scan in those receipts. This will alleviate you getting any extra messages or any delay in getting you paid.

We greatly appreciate everything you do!

Human Resources

Sarah Vavricka, HR Manager

Employee Assistance Program (EAP)

- Your EAP is a professional service that offers counseling, information, and support for all types of issues and problems.
- It's available 24 hours a day, seven days a week by calling a toll free number set up just for our full-time employees and their immediate family members*.
- This benefit is 100% paid by West Side Transport and is NO COST to employees.

*Immediate family members include a spouse (or domestic partner) and any dependents who are under the age of 26, unmarried and dependent on the employee for financial support.

Employees and their family members each get up to **6 sessions** with an EAP professional **per issue per year** to discuss the following topics:

- Current events
- Family and relationships
- Emotional well-being
- Financial wellness
- Substance abuse and addiction
- Legal assistance
- Physical well-being
- Work and career

EAP - Employee Assistance Program

Mutual of Omaha

Call: 800-316-2796 (available 24 hours, 7 days a week)

Visit the website: mutualofomaha.com/eap

The EAP is **completely confidential** in accordance with state and federal laws. There is no way for West Side to identify who has and has not utilized the program.

Operations Update

Director of Operations: Cory Richmond

Hello West Side Transport,

It is hard to believe that our freight “recession” has not lasted longer than the COVID induced supply chain driven freight boom that consumed parts of 2021 and 2022. Starting in July of 2022 outbound tender rejections in our industry dropped below 7.50%, a level not seen since September 2020. This marked the end of the “great freight boom” and the beginning of a right sizing cycle. The Tender Rejection metric that Freight Waves publishes monthly is one of the best indicators of the current truckload market. The metric is taken from hundreds of customers across the United States and represents the number of tenders being sent to all trucking companies that are being rejected. Historically, a healthy balance is between 7.50% and 12.50% of tenders being rejected by the carriers which keeps a balance of power between the carriers and the shippers. During the later stages of 2021 that index number reached 35%+ tender rejections by the carriers which created a massive boost in the spot rates and started us on a trend that ultimately caused the unbalanced market we are currently in.

The images on the next page from Freight Waves illustrate the challenge the freight boom caused. As you can see from the “Carrier Details Net Changes in Trucking Authorities” chart, the amount of new people entering our space was unprecedented. This is the number of new trucking authorities being created by month, some analysts have estimated an additional 200,000 drivers entered the trucking industry attempting to take advantage of the spot market that got out of control. Industry professionals, which include many of our drivers here at West Side Transport are all asking the same question, what does normal look like in our industry and when can we expect to see “normal”. Well, as you can see from the charts, a lot of the supplemental capacity born during the freight boom has since left the industry, but tender rejections remain in a holding pattern under 5%. At some point we will reach the tipping point where “bad capacity” has been removed from the industry and we start to see the balance of capacity and volume reach a healthier state. Our best guess is that the 3rd and 4th quarters of 2024 show small signs of a rebalancing that allows us to see marginal improvement in our freight volumes.

As we compared ourselves to our competitors in the industry, we have noticed that in terms of overall freight volumes we are a shining example of what a company can look like if they take modest rate decreases from their customers to maintain a high percentage of consistent contract business. It may not feel like it to some, but we are outpacing the industry in many key metrics including idle time and freight accessibility. Freight volumes across the nation have been holding and with less and less competition for these load tenders, we feel positive about the second half of 2024.

Thank you for everything you do, stay safe, and thank you for being a part of the West Side Family!



Drivers of the Month

January



Craig Laramore - ILH

Craig's pre and post-trips are some of the best in the terminal and this has been noticed by multiple drivers and safety! Craig was nominated because of multiple drivers and maintenance crew speaking about how he catches every detail in his pre-trip and he makes sure to leave the equipment top standard in his post-trip. Craig has also assisted other drivers in safety issues and concerns he has seen.

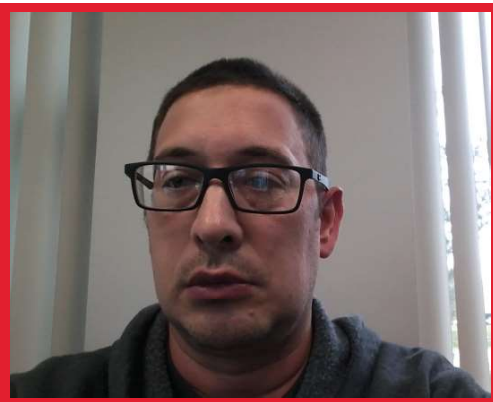
William Canty - OHH

William does outstanding work here at West Side! Not only is he on time for his deliveries, but he was also a tester for ISAAC before we rolled it out. He took the time to research the ISAAC system and has been able to give incredibly detailed feedback. He even volunteered to help drivers with their learning as we rolled out the system to others.



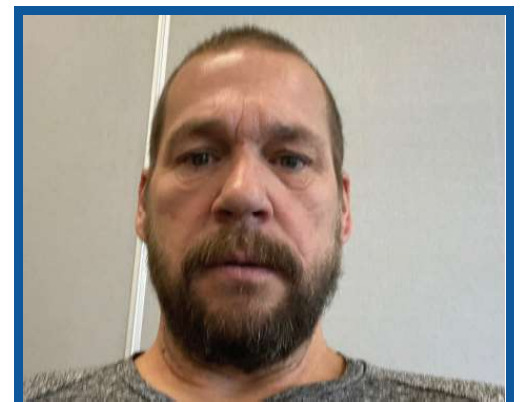
Lance Harsch - DED

Lance has been an integral part of our New Haven location for quite some time. We have been impressed with his flexibility in an effort to stay busy and support the team. Lance is a huge help with equipment re-positioning and ensuring that our equipment is in safe operating condition. Lance is very supportive helpful in the Fort Wayne area.



Bryan Rutledge - NF

Bryan is always conscientious of making OTD and is great and communicating any issues that come along with that. He is able to accurately update his loads and information on ISAAC, and is always up for running any loads given to him. He even agreed to go out of his way to help pick up another driver on his way to home time.



Drivers of the Month

February

Kevin Carter - ILH

Kevin simply does things the way they should be done while always doing a bit extra. He does thorough inspections and communicates well with any issues he finds. He stays positive and works well with all personnel. Kevin never misses work and is always on time. He is a joy to work with and well respected in the office and on the road.



William Baldwin - OHH

Bill has patiently worked with us staying focused through the roller coaster of inconsistent load changes. Bill is a valuable asset to the Columbus terminal and the OHH division. Bill is always on time and very efficient with his inspections. He is a hard runner, willing to go above and beyond when difficult loads need to be covered.



Frederick Janigan - MIH

Fred does a fantastic job for the dedicated division of West Side. One of the things that stands out about him is his smiling face. He brings a positive attitude to everything he does. It is a huge contribution to our culture here. When we are in a tight spot, Fred always steps up and is willing to change his route to support the customer.



Paul Luecke - IAH

Paul has an exceptional dedication and willingness to go above and beyond. Recently he has picked up several drivers dropping off day cabs and safely brought them back to Cedar Rapids. When extra power was requested for shuttles, Paul did not hesitate to help cover the shifts. His selfless actions and reliable support make him an incredible asset to the team.



Drivers of the Month

March



Teofilo Laboy - ILA

Teo is the one we call when in a bind to get an overnight shift covered. He will work any night of the week or weekends. Teo picks up extra days to help us out as well as being flexible with his start time. He has a great positive personality and is easy to get along with. Teo is on time daily and has never missed a day of work.

Vanna Sous - OHH

Vanna has been working for West Side for 28 years and in those years has not only taken everything we have given him, but also worked extra days for many years. When ISAAC rolled out, Vanna was quick to get his installed and go online in his spare time to learn everything he could. He adapts to all changes quickly and with a smile.



William McCraw - DED

William has been an outstanding driver for the dedicated division's Chattanooga operation. He went from running TNH to DED to support the Hopkinsville to Chattanooga lane that started earlier in the year. He continues to prove himself through his commitment to timeliness and safety. His work ethic has been very valuable to our team!



Tate Parrish - NF

Tate always delivers on time, usually early! He stays out for a month at a time, and is a team player. Whenever he is asked to do something, Tate volunteers or goes with the flow. He's recently agreed to become one of our truck rescuers as well.





West Side Transport

Safe Driving Miles

These drivers reached important safe driving milestones. **Congratulations!**
Your dedication and hard work does not go unnoticed. Thank you for driving safely.

David Mullen | 3 Years

Lawrence Ball | 3 Years

Elizabeth Williams | 3 Years

Stuart Grote | 500,000

Gidget Vogt | 1,000,000

Mark Beck | 6 Years

Ed Tippie | 6 Years

Spring Safety Tips

Safety Director: Dave Figler

One of the incorrect assumptions often made by professional drivers is that speed can be increased in the spring because there are less extreme weather conditions such as ice and snow. There are many other hazards which confront drivers during this time of year. Drivers should remain cautious when faced with the following road conditions:

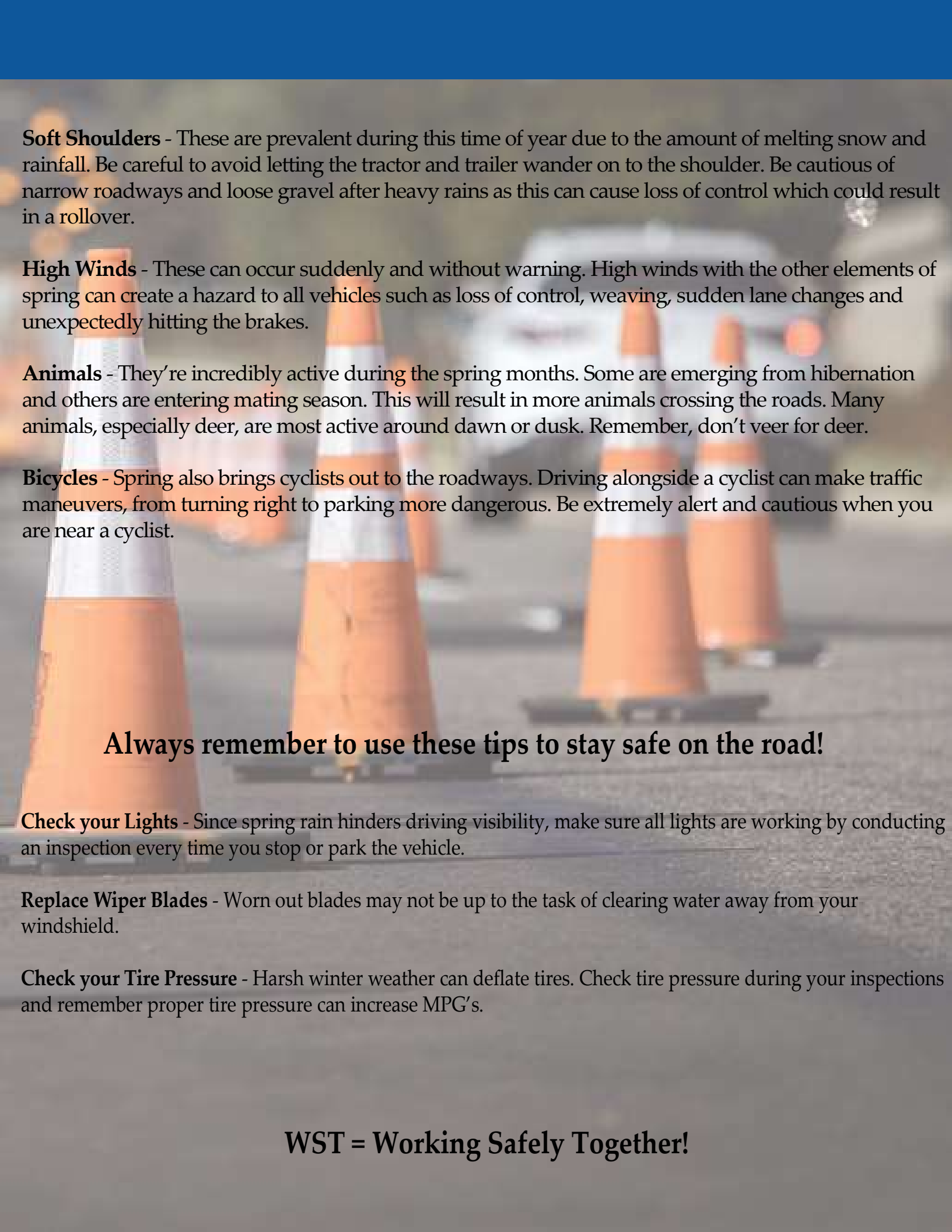
Rain - Sudden downpours can reduce visibility and increase stopping distance of the vehicle by creating a slick roadway or the truck and other vehicles around you. Rain will also produce road shimmer which can be distracting to all drivers.

Wet Pavement - This creates a slippery surface which will reduce the truck's handling and increase your stopping distance (up to 4 times the normal stopping distance).

Fog - This causes low visibility and recognition in the field of travel. Fog is often compounded with wet roadways which creates poor traction for your truck and the other vehicles on the road.

Standing Water - This creates a loss of traction and can cause loss of control which can place you in jeopardy of a jackknife (or spin while bob-tailing). It can eliminate visibility for other drivers as well, which can cause a collision.

Road Construction - Road projects frequently begin or resume in the spring. Construction zones create unforeseen hazards with equipment and work crews. This requires your special attention as to the need of reducing your speed, making lane changes, lane diversions, and temporary stops to permit road equipment or materials to be placed. The rebuilding of bridges and ramps on the interstates is currently underway in many parts of our region.



Soft Shoulders - These are prevalent during this time of year due to the amount of melting snow and rainfall. Be careful to avoid letting the tractor and trailer wander on to the shoulder. Be cautious of narrow roadways and loose gravel after heavy rains as this can cause loss of control which could result in a rollover.

High Winds - These can occur suddenly and without warning. High winds with the other elements of spring can create a hazard to all vehicles such as loss of control, weaving, sudden lane changes and unexpectedly hitting the brakes.

Animals - They're incredibly active during the spring months. Some are emerging from hibernation and others are entering mating season. This will result in more animals crossing the roads. Many animals, especially deer, are most active around dawn or dusk. Remember, don't veer for deer.

Bicycles - Spring also brings cyclists out to the roadways. Driving alongside a cyclist can make traffic maneuvers, from turning right to parking more dangerous. Be extremely alert and cautious when you are near a cyclist.

Always remember to use these tips to stay safe on the road!

Check your Lights - Since spring rain hinders driving visibility, make sure all lights are working by conducting an inspection every time you stop or park the vehicle.

Replace Wiper Blades - Worn out blades may not be up to the task of clearing water away from your windshield.

Check your Tire Pressure - Harsh winter weather can deflate tires. Check tire pressure during your inspections and remember proper tire pressure can increase MPG's.

WST = Working Safely Together!

New Customer Awards

Pricing/Operations Analyst: Taylor Peyton

Lowe's

Atlanta Market to North Vernon, IN

- 462 Miles
- Awarded 547 loads annually

Cargill

Sidney, OH to Pageland, SC

- 523 Miles
- Awarded 212 loads annually

Sidney, OH to Washington Court House, OH

- Awarded 212 loads annually

Michelin

Lexington, SC to Princeton, IN

- 592 Miles
- Awarded 260 loads annually

Wilmington, IL to Intra Chicago

- Awarded 214 loads annually

Colgate

New Concord, OH to
St James, MO, Spring Valley, IL,
Maquoketa, IA, Warrenburg, MO

- Awarded 624 loads annually

Conagra

Minneapolis, MN to Waterloo, IA

- Awarded 321 loads annually

Fort Madison, IA to McDonough, GA

- 776 Miles
- Awarded 250 loads annually

Birthdays

January

Happy Birthday to all of these West Side Employees! We hope you have a special day.

Ali Abukar
Ronald Allen
Mark Beck
Gene Bland
Draig Boone
Matt Braslavsky
Shandar Bridges
Jason Briggs
William Burney
Melissa Chapman-Pelley
Phillip Crawford
Keith Dreesman
Scott Ehrhart

Sophie Elis
Ronald Fitzhugh
Damaje Forrest
Christopher Foster
Julie Grable
Dana Gropp
Deandre Isaac
Frederick Janigan
Shawn Jung
Teofilo Laboy
Jay Liphford
Eileen Lozier
Jack Mays

William Mccraw
Paul Mcgee
Tina Mejia
Mack Mitchell
Leo Peiffer
Victor Po
Kevin Robb
Aaron Sanders
Donny Sanders
John Schroeder
Bill Scott
Andy Sepulveda

Arthur Simmons
Donald Stewart
Stephanie Trask
Misael Velazques
Tony Vujakovich
Noel Wagoner
Allan Williams
Dequan Williams
Elizabeth Williams
Bonnie Wilson
John Yanez
Gregory Zalac

Anniversaries

Happy Anniversary West Side Employees!
We appreciate your hard work and dedication to the team.

One Year

Henry Kimbrough
Htee Naing
Lewis Richardson
Bryan Rutledge
Stormy Stephens
Jake Williams

Two Years

Cory Fitzgerald
William Jelks
Tonya Miller
Janey Oberfoell
Chad Steele
Brian Vincent
Olivia Walden

Three Years

Lisa Barette
Steve Bohanan
Ronald Fitzhugh
Philip Haidet
Erika Hammer
Sherry Johnson
Roy Lagore
Elizabeth Williams

Four Years

Jason Briggs
Daniel Brock
Patricia Cornellier
Bryan Lowery

Five Years

Eileen Lozier
John Yanez
Joseph Young

Six Years

Jennifer Staggs

Seven Years

Brett Pierce

Eight Years

Brian Strassel

Ten Years

Keith Bisson
Alisher Bozorov
Daniel Wolfe

Eleven Years

Brett Hines

Thirteen Years

Tony Hobbs

Sixteen Years

Dave Reuhland
William Workman

Eighteen Years

Diane Strickland

Twenty-Six Years

Erin Horne

Thirty-Nine Years

Rick Troester

Birthdays

February

Happy Birthday to all of these West Side Employees! We hope you have a special day.

Frankie Albert
Laurence Benjamin
Rick Cameron
Dan Clark
Daniel Gomez
Mark Grismer
Jasmine Haley
Timothy Hill
Phillip Holloway

Regina Hudson
Tommy Jackson
Ronald Julks
Charles Kelly
Kyle Mallonen
Laderius Mason
Harlis Myles
Pireak Peach
Taylor Peyton

Joshua Picklesimer
Brett Pierce
Todd Pollett
Steven Rector
Allen Rejc
Darren Robinette
Gavin Rodriguez
Jamie Sowders
Ameka-Toi Spratt Huff

John Steltz
Stormy Stephens
Charles Sweeney
Edward Tippie
Gregg Vieira
Jasmine Wright
Sam Wright
Charles Yett

Anniversaries

Happy Anniversary West Side Employees!
We appreciate your hard work and dedication to the team.

One Year

Rodrick Dale
Brandy Reece
Philip Cunningham
Kendall Mixon
Remi Wright
Craig Laramore
Anthony Guzzo
James Murphy
Frederick Janigan
Don Willis
Sophie Eli
Abdelhak Ghannam

Two Years

Gerald Boggus
Justin McClendon
Thomas Tuller
Alex Coburn
Elizabeth Murphy
Dwayne Berry
Kevin Carter
Curley Hudson

Three Years

Devin Mapp
Mike Wronski

Four Years

Jesse James

Five Years

Alan Pyhtila
Geoff Brunson

Six Years

Thomas Thayer

Eight Years

Donald Vanderhoff
Susan Dever
John Foit

Nine Years

James Russo

Eleven Years

Gidget Vogt

Twelve Years

Brittany Jensen

Sixteen Years

Devan Allen

Twenty-Nine Years

Keith Decker

Birthdays

March

Happy Birthday to all of these West Side Employees! We hope you have a special day.

Wilfredo Alvarado	Eric Davis	Nancy Herrold	Eugene Norgart	Daniel Smith
David Armstrong	Thomas Deckard	Dannie James	Jamal Norris	Gary Stanley
Lawrence Ball	Les Duncan	Jesse James	Tonia Parshley	Leeroy Torrence
Bruce Barnes	Kenneth Ellis	William Jelks	Frank Pate	Phillip Tucker
Mitchell Bass	Susan Fortner	Austin Knipp	Timothy Penrose	Gidget Vogt
Juan Bermeo	Kenneth Gibbs	Daniel Knockel	Julius Perry	Robert Waggoner
Quinise Blake	Vincent Giles	Andrew Kress	Shana Powell	Melissa Ward
Gerald Boggus	Krista Glass	Terry Kyle	William Prater	Kory Wilson
Mikayla Bottomley	Leslie Graham	Devin Mapp	Dorien Reed	David Woodson
Kristi Buza	Joseph Gunter	Amanuel Mebrie	Breonna Register	Michael Wortz
Aaron Clay	Dil Gurung	Richard Meng	Kameron Richard	Mike Wronski
Julie Curtis	Rilda Gustafson	Spencer Mieras	Sheila Robertson	Austin Wynsma
	Derrick Hardy	Htee Naing	Nelson Santiago-Munoz	

Anniversaries

Happy Anniversary West Side Employees!
We appreciate your hard work and dedication to the team.

One Year

Tia Boggess
William Coltrain
Aaron Davis
Jasmine Haley
Samuel Johnson
Marcus May-Goins
Leon Moore

Two Years

Terry Bowen
Douglas Foster
William Hamman
Michael Hatfield
Donny Sanders

Three Years

Thomas Deckard
Kenneth Jordan
Paul Luecke
Quinn Obrien
Tom Piotrowski

Four Years

Rick Allinger
Draigo Boone
Stuart Grote
Cherie Harper
Tom Holliday
Norman Johnson

Five Years

William Burney

Six Years

Mark Beck
Christopher Peart
Phillip Porter

Seven Years

Eric Davis
Dana Gropp
Andrew Kress

Eight Years

Gene Bland
Richard Borsits
Patrick Burke
Robert Christ
Ken Miller

Eleven Years

Sandra Keith
Shawn Leyse

Twelve Years

David Figler

Thirteen Years

Caron Chalder
Leo Peiffer

Fourteen Years

Mark Ciezobka

Fifteen Years

Bruce Barnes

Sixteen Years

Kristina Brecht

Eighteen Years

Susan Fortner

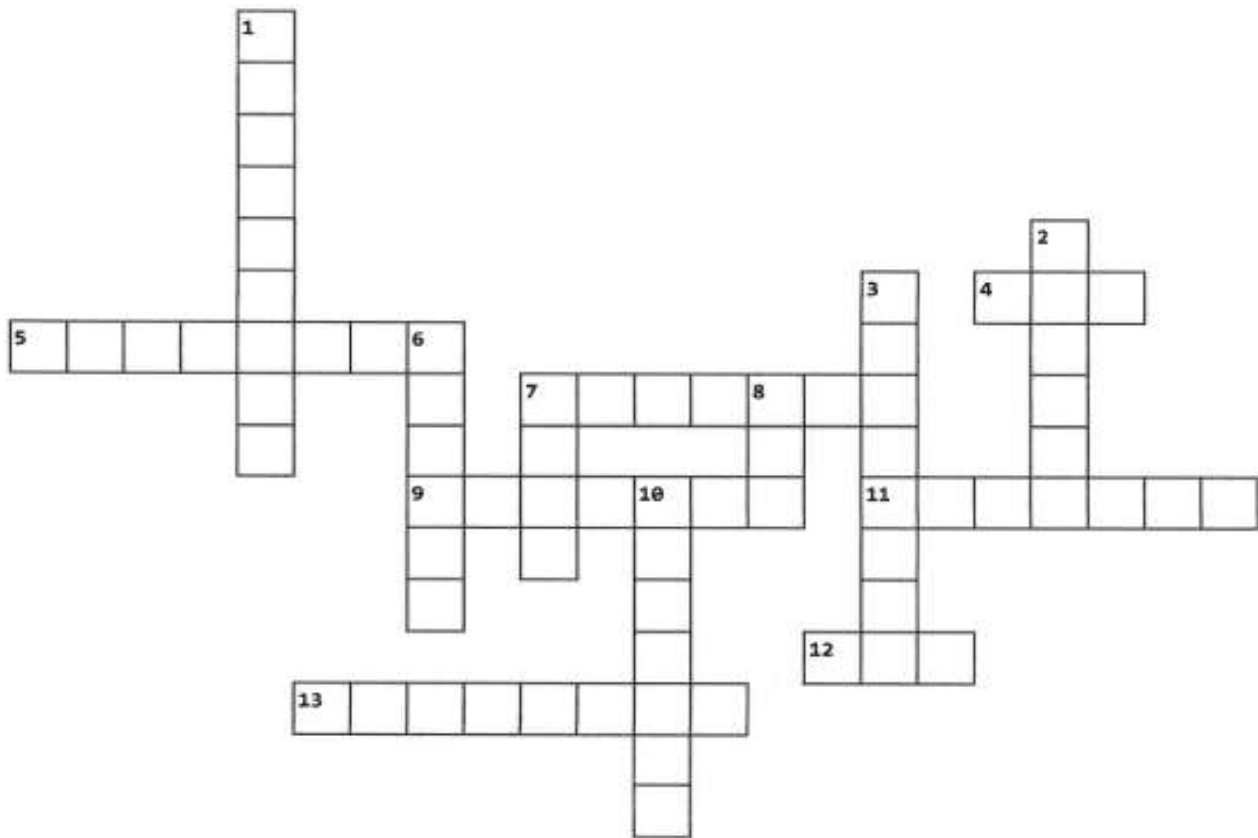
Forty-Three Years

Thornton Dixon

Games

	7			2			4	6
	6					8	9	
2			8			7	1	5
	8	4		9	7			
7	1						5	9
			1	3		4	8	
6	9	7			2			8
	5	8					6	
4	3			8			7	

Trucking



Across

- 4. Acronym for Freight of All Kinds
- 5. Where you deliver to
- 7. Where you pick up at
- 9. A trailer with no walls
- 11. Book carried to record hours of service
- 12. A partial shipment
- 13. Driving with an empty trailer

Down

- 1. When a driver is detained for more than 2 hrs
- 2. Tractor without a sleeper
- 3. Used to load & unload pallets on a trailer
- 6. Trailer used to carrier cold freight
- 7. Used when a trailer is loaded to keep the freight safe
- 8. Acronym for proof that a shipment is delivered
- 10. Tractor operating without a trailer

- 1. Detention
- 2. Daycab
- 3. Forklift
- 4. FAK
- 5. Receiver
- 6. Reefer

- 8. POD
- 9. Flatbed
- 10. Bobtail
- 11. Logbook
- 12. LTL
- 13. Deadhead

8	7	5	9	2	1	3	4	6
3	6	1	7	5	4	8	9	2
2	4	9	8	6	3	7	1	5
5	8	4	6	9	7	1	2	3
7	1	3	2	4	8	6	5	9
9	2	8	1	3	5	4	8	7
6	9	7	4	1	2	5	3	8
1	5	8	3	7	9	2	6	4
4	3	2	5	8	6	9	7	1