



West Side Transport

Second Quarter 2024 Newsletter



Welcome to West Side!

Give them a warm welcome!



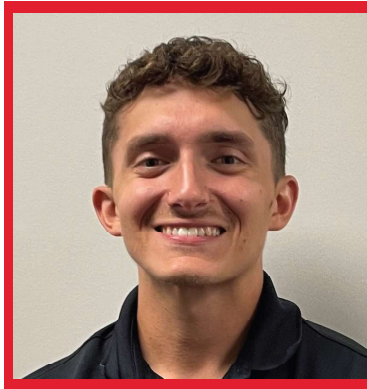
Ashleigh Johnson
Canton
Safety Coordinator



George Charleston
Columbus
Warehouse Associate



Katelynn Rients
Cedar Rapids
Maintenance Clerk



Garet McGuire
Cedar Rapids
Driver Services Representative

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!

April

Alan Schaver
Joseph Ostavitz
Randall Chamberlin
Dequan Williams
Keith Decker
Daina Brewer

Brett Hines
Dennis Jensen
Tun Naing

May

William Fisk
Charles McBride
Joseph Ostavitz
Eileen Lozier
Donald Dominick
Willie Elliott

June

Donald Dominick
Jamal Norris
Vance Downey
Wilfredo Alvarado
Thomas Steils
Tony Hobbs

Drivers of the Month

April



Harlis Myles Jr. - ILA

Harlis can always be counted on to do anything that is asked of him. When his lane is running he shows up every day, on time and gets along with the customers. When Ford is down he has been extremely flexible, running HUB freight and really goes with the flow of things. Harlis does not mind going anywhere we need him to, and has been understanding when there is not enough extra work to go around.

Danny Baker - OHH

While only being here a year, Danny has shown great motivation. From day one Danny was a go getter; he caught on quickly and made it his mission to be on time for all of his loads. He adapts well to last minute changes, shows patience when loads are not ready, and even takes on extra loads when asked. Danny has been a great asset to West Side!



Caleb Lawrence - MIH

Caleb supports the Toledo Assembly plant, and runs a high volume lane. The operation is challenging because it is remote and we do not have a huge driver pool out of the facility. Caleb's dedication to success has helped us successfully manage the business out of Findlay. He has a consistent positive attitude towards customers.



David Fleming - REG

David has consistently demonstrated exceptional commitment and professionalism. David is known for his upbeat and positive attitude, making him a pleasure to work with. He is often the first choice for handling high-priority loads due to his proven track record and the trust he instills in both his peers and management.



Drivers of the Month

May

Kevin Page - ILH

Kevin has been one of the most consistent drivers that we have. He is never afraid to call and ask a question if he is unsure exactly what he is supposed to do. Kevin is a team player and cares about his fellow drivers as well as customer perception. Kevin will do what is asked while always maintaining a positive outlook.



Lawrence Ball - OHH

Larry has incredible communication and is a very easy-going driver. He lets us know when he is docked, delayed, and loaded as well as gives us feedback on ISAAC any time he is asked. Larry is great with change, and has a great attitude. He is an upstanding driver and has an amazing relationship with us here at the office as well as our customers.



James Wilson - MIH

Jim's commitment to seeing the Dedicated Division succeed is on display every day that he works. He trains all our new hires, re-trains drivers who need extra assistance, and helps maintain our positive driver culture. Every new office employee goes for a ride along with Jim to learn the West Side Way on the road. We appreciate and respect the job Jim does for us.



Luckus Lopez - REG

Luckus's approach to safety is second to none. His meticulous attention to detail in performing inspections before every shift ensures a flawless safety record. Luckus's dedication is evident in his punctuality, reliability, and flexibility. He understands the importance of time and always ensures he is where he needs to be ahead of schedule.



Drivers of the Month

June



Ed Tippie - OHH

Ed has been with us for 8 years and has always been a great asset! He is always on time and quick with communication. Ed is one of our 6-year Safe Mile Award recipients and always passes his DOT inspections with flying colors. He's quick to help with yard checks or any other task. Ed receives many compliments from customers as well.

Willie Elliott - ILH

Willie simply does the right thing. He will do whatever is asked, while always maintaining a positive outlook. When one driver refuses, Willie always steps up and delivers. He makes sure he leaves the equipment top standard in his post trip. Willie has also assisted other drivers in safety issues or concerns he has seen along with other maintenance problems. His positive demeanor makes him a joy to work with.



Gregg Vieira - NF

Gregg has demonstrated exemplary performance, showing his commitment to adapt to the needs of trucking, safety, punctuality, and customer service. His ability to handle unexpected situations with professionalism have earned him high praise from operations personnel and his fellow drivers. Gregg's contributions enhance our efficiency and reliability.

Gregory Lang - MIH

Greg is one of the most positive drivers in the fleet. He attends every driver event that we host, participates in those events, and interacts very well with our drivers and office staff. He never misses a day, is always on time, and has a great reputation with our customers. Greg is a model driver here at West Side and is deserving of being recognized.



Housekeeping items for all drivers, terminals, and drop yards:

- When arriving at the Cedar Rapids and Glenwood terminals you must run your truck and trailer through the Inspection Lanes. Cedar Rapids Inspection Lane is open Monday - Friday 05:00 - 19:30, and Saturday from 07:00 - 13:00. Glenwood Inspection Lane is open Sunday - Friday 23:00 - 16:30.
- When dropping a load at a terminal/yard, please leave the BOL with the trailer for the driver delivering the load to the final consignee.
- Scale every load! Whether picking it up from the shipper or at a yard, you must scale the load to ensure it's DOT compliant. Overweight tickets are both expensive and time consuming for whoever gets caught being overweight.
- If you notice a defect on the trailer you're dropping while doing your post-trip inspection, or if you notice another defective West Side trailer while dropping or picking up your load, contact Breakdown and let them know. They will send road service to fix the issue before the next driver hooks to it so they aren't delayed.
- Leaking hubs continue to be a common occurrence. Make sure you're inspecting your hub seals during your pre & post-trip inspections.
- When dropping/delivering at the Cedar Rapids mill, ensure your tandems are slid all the way to the rear before dropping your trailer.

Payroll

Erin Horne
Payroll Supervisor

Greetings from the Payroll Department -



We would like to remind all drivers to scan in their trip paperwork within 24-48 hours of delivering the load. Please do not hold the paperwork until the end of the week to scan it in. Also, please make sure if you receive a message from payroll regarding missing paperwork to please give us a call. We want to ensure you are paid on time for your hard work.

Sarah Vavricka
Human Resources Manager

TrueNorth Trueadvocate Team can assist you with the following:

- Benefit Coverage Questions
- Ordering an ID Card
- Claims Questions and Research
- Filing a Claim
- Finding a Provider
- Choosing a Plan that Works for You

EAP - Employee Assistance Program

Mutual of Omaha

Group Number: G000C6XX

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

Visit the website: mutualofomaha.com/eap



(888) 655-9980

trueadvocate

@truenorthcompanies.com

Monday - Friday

7:30 a.m. to 5:00 p.m. CST



A Word from Safety

As you all know from the fleet messages sent by Safety, speed and safe distance play an important role in driver safety. Focusing on these two events will deter you from being involved in an accident.

Here are the 4 primary keys of speed and safe distance.

1. Space in Front - Always look down the road at least 15 seconds to see where you are going. An event may be happening that you can relay to the information to the vehicles behind you by slowing down or gently applying the brakes. Remember, safe speed and proper following distance prevent rear end collisions and jackknife accidents. Have at least 8 seconds of space distance open in front of you as it will take a truck traveling at a rate of 55 MPH the length of two football fields to come to a complete stop.
2. Check your Mirrors every 5-8 Seconds - Looking to the left and right is important to keep you alert as to what is around you. Always limit your lane changes and stay in the center or right lane when possible. This is known as the lane of least resistance.
3. Prevent a Sideswipe Accident - By knowing how to change lanes we can avoid a sideswipe. Most of us speed up to change lanes, but in fact we should bleed the speed or slow down before we make the change. Put your signal on early, check your mirrors, bleed the speed (slow down a little), check your mirrors again and then make the change. Bleeding the speed allows vehicles in your blind spot to appear in the mirrors.
4. Space Behind - Behind you may be that tailgating vehicle. Having proper space distance around you at all times may prevent that tailgater from hitting you in the event of a traffic jam. By having open space in front of you, it will not be necessary to suddenly slam on the brakes. A gradual slow-down may prevent that tailgater from slamming into your bumper. A professional driver avoiding a sudden stop may save the life of the person in the vehicle behind you.

Driving the proper speed according to conditions and always having an "out" will always protect you. Remember when possible to avoid driving in a traffic cluster. If you are in a cluster you do not have the appropriate amount of space needed to come to a quick stop. By acquiring NEWS (looking north, east, west, and south) you will always be aware of your surroundings and know which way to move the vehicle in the event of an emergency.



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.

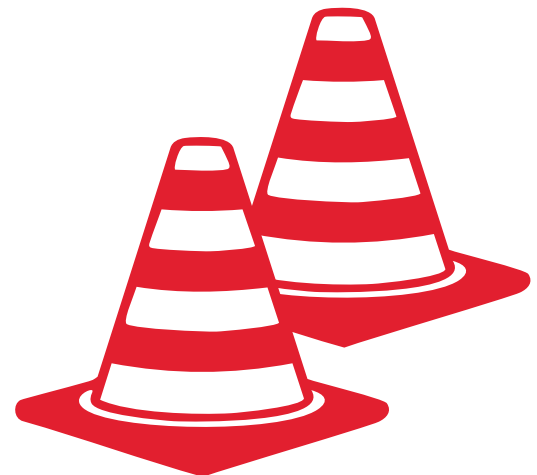
**Tina
Mejia** } **3 Years**

**Michael
West** } **3 Years**

**Thomas
Genska** } **6 Years**

**Christopher
Peart** } **500,000**

**Dennis
Hockingberry** } **6 Years**



Operations: New Performance Bonus

West Side Transport Performance Bonus featuring ISAAC

Our new West Side Transport Performance Bonus is designed to focus on safety and fuel efficiency. There are 4 categories that we will be monitoring that have bonuses assigned to them. The 4 categories are designed to encourage driving patterns that are safer for our drivers, increase fuel efficiency, and decrease wear on our tractors and trailers.

Categories:

1. ISAAC Coach - Acceleration Score
2. Braking Anticipation
3. Turning Anticipation
4. Coasting

The target scores set for each category are based on the past performance of West Side Transport drivers. The initial targets set for earning a bonus will change in the first 6 months and are subject to adjustments throughout the program.

Disqualifiers from the Performance Bonus:

- In order for the categories to be effective we must have a minimum amount of work put in for the bonus period. Less than 150 hours of on duty time will disqualify a driver for that period's bonus.

Acceleration Bonus:

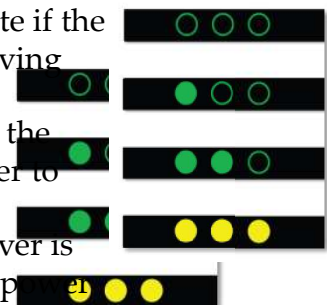
The Acceleration portion of the scorecard is an indicator on the tablet that appears when driving. It assists the driver in real time in using the right amount of engine power according to driving conditions. The driving conditions are derived from the 40 parameters sampled 100 times per second by the ISAAC solution.

The driving conditions are affected by the following:

- Load (Weight)
- Slope
- Shape and Type of Trailer
- Wind, Temperature, Rain, Snow Rolling Resistance, and Mechanical Resistance

How to read the ISAAC Coach Acceleration Indicators:

- The ISAAC Coach green circles indicate if the engine power used is adequate for driving conditions
- The more the circles fill out, the closer the driver is to the maximum engine power to use for the conditions
- The yellow color indicates that the driver is about to exceed the maximum engine power to use for the conditions



On the scorecard, the ISAAC Coach assesses the distance covered where the driver has an influence on the vehicle's operation. The acceleration percentage is the distance covered where the driver should improve his/her throttle management. During this time, "Accel" is displayed on the tablet.

The acceleration portion of the scorecard has a target score of less than 11%. If a driver over-accelerates less than 11% of the time during the bonus period, they would earn the \$100 acceleration bonus.

Braking Anticipation Bonus:

Braking anticipation measures all braking actions and assesses whether it was an optimal performance. The limit allowed can change according to several parameters, including vehicle speed. Feedback to our drivers is based on the 2 parameters listed below.

- Brake Improvement: a sample of the braking actions that have exceeded the limit. To facilitate feedback, not all braking actions that are over the limit are included in this list. Zooming in on the map (detailed view) allows you to see position, speed, and deceleration achieved during each braking action.
- Hard Brakes: hard braking is considered a critical event and can be viewed in ISAAC InRealTime.

The braking portion of the scorecard has a target score of more than 86%. More than 86% of your deceleration events will need to be in the good category, or 14% or fewer need improvement. Meeting the required greater than 86% score will pay a bonus of \$50 to the driver.

Turn Anticipation Bonus:

Turning anticipation measures all turning actions and assesses whether it was an optimal performance. The limit allowed can change according to several parameters, including vehicle speed. Feedback to our drivers is based on 2 parameters listed below.

- Turning Improvement: a sample of turning actions that have exceeded the limit. To facilitate feedback, not all turning actions that are over the limit are included in this list. Zooming in on the map (detailed view) allows you to see the positions, speed, and deceleration achieved during each turning action.
- Hard Turns: hard turning is considered a critical event and can be viewed in ISAAC InRealTime.

The turning portion of the scorecard has a target of more than 86%. More than 86% of your turning events will need to be in the good category, or 14% or fewer need improvement. Meeting the required greater than 86% score will pay a bonus of \$50 to the driver.

Coasting Bonus:

The ISAAC Coach encourages the driver to let the vehicle slow down on its own. Allowing the unit to slow down without applying the brake between stop lights, interstate exits, and other areas where applying neither the gas pedal or brake is the proper way of slowing the vehicle. In the ISAAC system coasting downhill does not count as coasting but is seen as a means to prevent excessive speed.

The coasting bonus is set at 3% for the initial Performance Bonus. Coasting at 3% or above for the month will pay the driver a \$50 bonus for that period.



When approaching a highway exit or any other low speed zone, the driver can keep using the accelerator or cruise control following the **ISAAC Coach™** recommendations and achieve good fuel economy.

When the vehicle reaches the slower zone, the brakes must be used to reduce the speed.



When approaching a highway exit or any other low speed zone, the driver can release the gas pedal to coast and use no fuel which is better than the fuel economy previously shown.

When the vehicle reaches the slower zone, it is already at the right speed and the brakes do not need to be used.

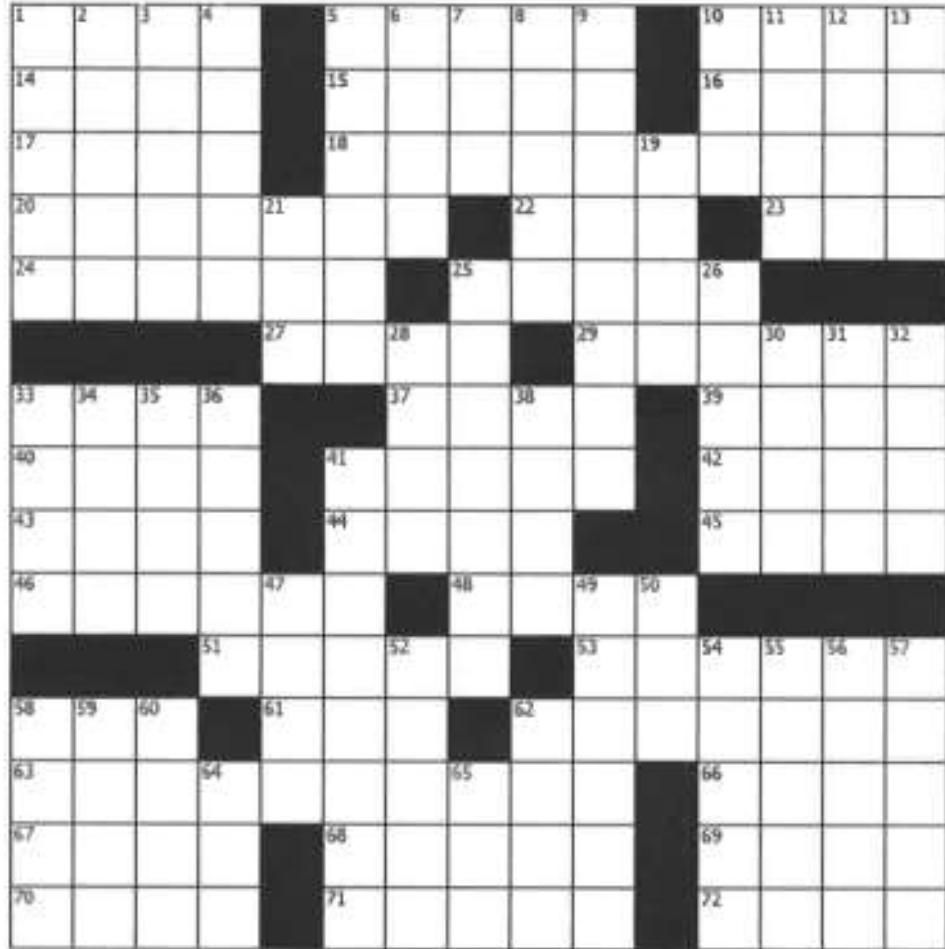
Games

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

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

Across

- 1. Competent
- 5. Gorge
- 10. "____ of Eden"
- 14. Thick piece
- 15. Hair coloring
- 16. Govern
- 17. Window glass
- 18. Car generator
- 20. Green gem
- 22. Sense of self
- 23. Possess
- 24. Snuggle
- 25. Crunchy
- 27. Skin irritation
- 29. Singer Willie ____
- 33. Assists
- 37. "Mona ____"
- 39. Common skin problem
- 40. Roller coaster feature
- 41. Discussion group
- 42. Poise
- 43. Water vessel
- 44. Notion
- 45. Metallic rocks
- 46. Gambling site
- 48. Strike
- 51. Sort
- 53. ____ of Liberty
- 58. Drain
- 61. Witness
- 62. Staying power
- 63. Unable to read
- 66. Leave out
- 67. Not ashore
- 68. Hearsay
- 69. Ceremonial act
- 70. Lament
- 71. Breaks suddenly
- 72. Biblical locale



Down

- 1. Popular type
- 2. Find fault with
- 3. Country roads
- 4. Film critic Roger ____
- 5. Swiss cottage
- 6. Detained
- 7. Picnic nuisance
- 8. Look of contempt
- 9. Barely acceptable
- 10. Pitcher's stat
- 11. Passenger vehicle
- 12. Sluggish
- 13. Shore bird
- 19. Sniffer
- 21. Rhyming boxer
- 25. Mandarin or Cantonese
- 26. Greek philosopher
- 28. Attired
- 30. Wound remainder
- 31. Single time
- 32. Seines
- 33. Actor ____ Guinness
- 34. Minnesota's neighbor
- 35. Performs
- 36. Parsley piece
- 38. Official stamp
- 41. Trailblazers
- 47. Robin's residence
- 49. Fall flowers
- 50. School org.
- 52. Show again
- 54. Love, in Rome
- 55. Fearful
- 56. Join
- 57. Dined
- 58. Thailand, formerly
- 59. Too
- 60. Appeal
- 62. Cease
- 64. Bond creator ____ Fleming
- 65. Physicians' group (abbr.)

- 1) Able
- 2) Ego
- 3) Chasm
- 4) Loop
- 5) Own
- 6) Panel
- 7) East
- 8) East
- 9) Nestle
- 10) Fact
- 11) See
- 12) Edna
- 13) Moan
- 14) Slab
- 15) Crisp
- 16) Ewer
- 17) Stamina
- 18) Illiterate
- 19) Idea
- 20) Nelson
- 21) Ores
- 22) Casino
- 23) Lisa
- 24) Slap
- 25) Rumor
- 26) Rite
- 27) Henna
- 28) Itch
- 29) Crisp
- 30) Ewer
- 31) Idea
- 32) Nelson
- 33) Ores
- 34) Casino
- 35) Lisa
- 36) Slap
- 37) Rumor
- 38) Rite
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- 93) Emerald
- 94) Emerald
- 95) Emerald
- 96) Emerald
- 97) Emerald
- 98) Emerald
- 99) Emerald
- 100) Emerald

Birthdays

April

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

Brandon Avery
Richard Borsits
Eric Brady
Monte Brown
Michael Campbell
Robert Christ
Patricia Cornellier
Joseph Crede
Japree Darden
Jason Elliott
John Gable
Rayaleh Hassan

Sam Hoff
Jaden Howard
Deangela Jamison
Pam Jordan
William Kennedy
Richard Lackner
Roy Lagore
Shawn Leyse
Montre Litton
Marquise Martin
William Mccraney
Anthony Mcgee

Justin McIntosh
Alexis Mendino
Robert Metcalf
Chris Miller
Kendall Mixon
James Moore
Leon Moore
Tun Naing
Jamice Norfleet
Amy Northrup
Tristan Osborn
Alan Pyhtila

Cory Richmond
Walter Riddle
Vanna Sous
Deb Spies
Garry Steger
Thomas Steils
Brian Strassel
James Stray
Nicole Taylor
Sheri Tvedt
Brian Vincent
Matt Wilde

Anniversaries

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

One Year

Ahmed Abu Aisha
Ronald Allen
Danny Baker
William Cunningham
Tajuan Drakeford
Christopher Foster
Joseph Gunter
Lamarr Jones
Andre Kincannon
Mack Mitchell
Julius Perry
Ryan Starkey
Charles Sweeney
Javen Townes

Two Years

Johnny Barnes
Monte Brown
James Hawker
Deangela Jamison
Shelby Prater
Timothy Randolph
William Kennedy
Check Krogstad

Three Years

Derek Anderson
Phillip Holloway
Tina Mejia
Walter Riddle
Michael Walter

Four Years

Leeroy Torrence

Five Years

Javier Pereira
Joshua Picklesimer

Six Years

Johnny Hopper
Melissa Schleuning

Seven Years

Dion Jones
Frederick Kelly
Spencer Mieras
Victor Po
Wendell Seaver

Eight Years

Edward Tippie

Nine Years

Stephen Allison

Ten Years

Kristie Tumilson

Twelve Years

Darren Robinette

Eighteen Years

Keith Dreesman

Twenty-One Years

Richard Meng

Twenty-Three Years

Kendall Ford
Matt Maybanks

Twenty-Four Years

Rick Cameron

Birthdays

May

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

Ryan Albert
Charles Allen
Mamadou Ba
Johnny Barnes
Mark Battefeld
Albion Bennett
Christy Bilbrey
Patrick Burke
Ronny Casanova
John Danner
Donald Debord
Tajuan Drakeford

Willie Elliott
Eric Ellsworth
Marcus Fields
Eric Gardner
Gary German
Ben Goyette
Tom Holliday
Ashleigh Johnson
Sandra Keith
Jamayal Kelly
Henry Kimbrough
Caleb Lawrence

Christopher Lewis
James Lovell
Carolyn Lowe
Brian Mckinney
Anthony Phillips
Brandon Redmond
Jamaal Reed
Marquis Reed
Michael Roelofs
Bill Rone
Chris Royle
Alan Schaver

Jennifer Staggs
Ryan Starkey
Michael Stokes
Theophilus Wheat
Lawrence Wilmington
Joseph Young
Pedro Zendejas

Anniversaries

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

One Year

Brandon Avery
Cedric Davis
Robert Eveland
James Moore
Jamal Norris
Allen Rejc
Aaron Sanders

Two Years

William Baldwin
Mark Battefeld
Robert Devney
James Jennings
Shawn Jung
Jerry Moore
Harrison Mzena
Thomas Tewell
Frank Thompson

Three Years

Matt Braslavsky
Melissa Chapman-Pelley
Cherif Diong
Julie Grable
Sam Hancox
Francisco Killian
Harlis Myles
Matt Wilde

Five Years

Kristi Buza
Ronny Casanova
Brittany Ivins
Gary Stanley

Six Years

Thomas Genska
Keith Himes
Jasmine Wright

Eight Years

John McMullan

Nine Years

Amy Northrup
Deb Spies

Ten Years

Michael Goodson

Eleven Years

Joe Bruno
Stacie Lobue

Twelve Years

Pam Jordan

Thirteen Years

Chad Connor

Fifteen Years

William Lynch

Twenty-One Years

David Armstrong

Twenty-Seven Years

Steven Willson

Birthdays

June

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

Ahmed Abu Aisha
Dewayne Allen
Ed Bailey
Robert Brennan
Joe Bruno
Yumek Carter
Alex Coburn
Moises Cruz-Zaragoza
John Dalrymple
Amadou Diallo
Joseph Evans
David Figler
John Foit

Douglas Foster
Lloyd Frazho
Kyell Gray
Stuart Grote
Philip Haidet
William Hamman
Caleb Hogge
Alex Johnson
Andrea Johnson
David Kimball
Michael Koresh
Lisa Krieger
Luckus Lopez

Paul Luecke
Jesse Martinez
Matt Maybanks
Justin McClendon
Corey McNeil
Gabriel Mendez
Harrison Mzena
Tom Piotrowski
Timothy Randolph
Timothy Reed
James Russo
Melissa Schleuning
Chevez Smith

Kristian Stewart
Kenneth Thomas
Steve Thompson
Trent Todd
Javen Townes
Kimberley Tucker
Sarah Vavricka
Cody Von Stein
James Wheeler
Carlee Williams
Crystalyn Williams
Jake Williams
James Wilson
Rickey Woodard

Anniversaries

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

One Year

Leslie Graham
William Prater
Gavin Rodriguez
Nicole Taylor

Two Years

Ernest Balkmon
Anthony Mcgee
Christopher Murphy
Arthur Spence
Brandon Spraggins
Brian Watts
Michael Wortz
Charles Yett

Three Years

Davon Bragg
Dale Doogan
Stephen Hill
Toni Phillips
Chevez Smith
Cody von Stein
Sam Wright

Five Years

Richard Lackner
Pireak Peach

Six Years

Dennis Hockingberry
Chris Miller

Eight Years

Dirk Cutrer
Andrew Johnson
John Schroeder
Matthew Thompson
Theophilus Wheat

Ten Years

Kimberley Tucker

Eleven Years

Trent Todd

Twelve Years

Terrill Johnson

Nineteen Years

Nicole Dietze

Twenty-Eight Years

Dana Truby