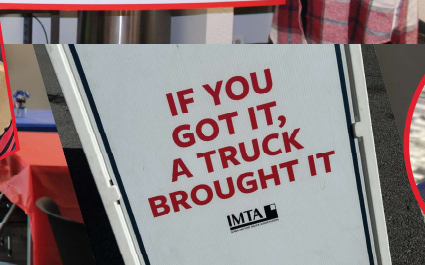
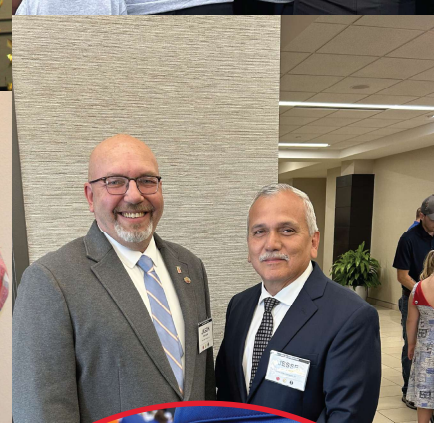




Fourth Quarter 2024 Newsletter



A Year to Remember



Welcome to West Side!

Give them a warm welcome!



Abraham Chiappetta

Columbus
Shop Manager



Lindsay Hess

Cedar Rapids
Driver Manager



Nevaeh Trimble-Roszell

Cedar Rapids
Customer Support Specialist



Scott Comer

Cedar Rapids
Driver Manager



Jordan Morrison

Cedar Rapids
2nd Shift Trailer Mechanic

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!

October

Dennis Jensen
Sandra Keith
Phillip Crawford
Robert Christ
Bill Workman
Johnny Long
Jasmine Cross
Selena Rapp
Amadou Diallo

November

Dana Truby
Steve Thompson
Todd Pollett
Carlee Williams
David Mullen

Joe Smith
Kenneth Jordan
Jay Liphford
Joseph Gunter
Mark Pounds

December

Tony Hobbs
Noel Wagoner
Alex Adams-Luther
Donald Lawson
Bryan Rutledge

Drivers of the Month

October



Marque Collier - ILA

Marque has become a very dependable, solid driver! He is handling the Ford Automotive Lane to Shipshewana daily for us, and now goes out of his way to run it non-stop. He gets back to the yard and asks for additional short runs for added revenue for him as well as the ILA division. Marque agrees to come in earlier or later for whatever is needed. The month of October he showed us extra effort, dependability, perfect attendance and a positive attitude!

Mamadou Ba - OHH

Mamadou has only been here for a little over a year, but has shown great motivation! From day 1, Mamadou 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!



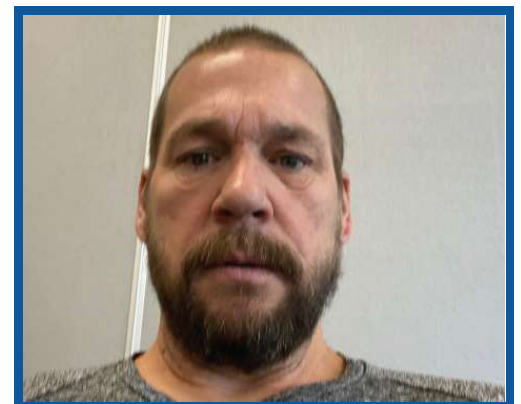
Andrew Allen - MIH

Andrew has been with us since August of 2023. He started running for our MIX division at first until we found him a home daily slot. Andrew usually runs out Mason to Mack Lane, but has proven to be flexible on several occasions. Most recently, when his home daily position was down, he went OTR to help support new business from NAL. Andrew is a huge asset to our business!



Bryan Rutledge - NF

Bryan is the Driver of the Month in October for his overall commitment to safety. Earlier this month a motorist was following behind Bryan on his way to Colorado. She was so impressed by his driving in the windy weather, that after following him for 2+ hours, she called into the office to let us know that she hoped she could follow behind him for as long as possible.



Drivers of the Month

December

Crystalyn Williams - ILA

Crystalyn runs in our general freight hub division. She is on time daily, does not miss work, does not complain, and always has a positive word. No matter what the need, she simply says yes with a smile on her face the entire time. Crystalyn never appears in any safety reports, scans her paperwork daily, and the time it takes to dispatch her is minimal. We love to have her around!



Draigo Boone - OHH

Draigo is a great asset to our West Side team! He is very punctual and has great communication in every situation. He comes in with a great attitude every day and has received compliments from many of West Side's daily customers.



Tina Mejia - MIH

Tina has been with West Side since 2021. During her time here she has won Driver of the Year, participated in countless driving events and helped coach and train new hires. Tina is constantly proving she is a team player. The most recent account of this would be giving up her home daily lane to run an OTR position for us out of the Canton terminal. We could not ask for a more skilled and reliable driver than her!



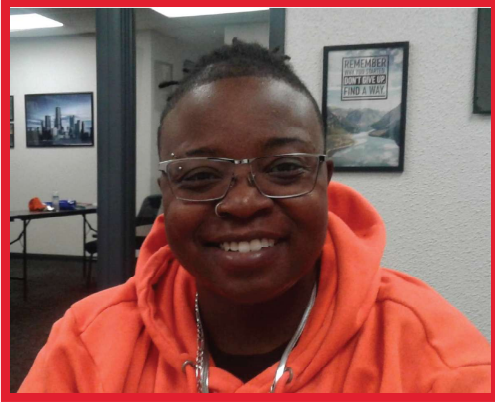
Tony Hobbs - NF

Tony was scheduled to be home for Thanksgiving and had a load that we could not recover that had a delivery date for the day after Thanksgiving. Being the dedicated driver Tony is, he sacrificed his holiday home time and delivered the load on time. Tony is a very reliable and hardworking driver for West Side and we truly appreciate everything he does for us!



Drivers of the Month

December



Crystalyn Williams - ILA

Glenwood selected Crystalyn as the December Driver of the Month as well as November! She is on time daily, doesn't miss work, never complains and always has a positive word. No matter what the need is, she simply says yes with a smile on her face the entire time. She doesn't appear in any safety reports, scans her paperwork on time and the time it takes to dispatch her is minimal. We love to have her as part of the West Side family.

Greg Zalac - OHH

Greg has been with West Side for eight years, and since he has been with us he has always been great at communication. Greg has serviced the 6AM delivery into Romulus, MI for Whirlpool for years. He rarely misses work and is on time daily with his deliveries. Greg has been a great asset to the team!

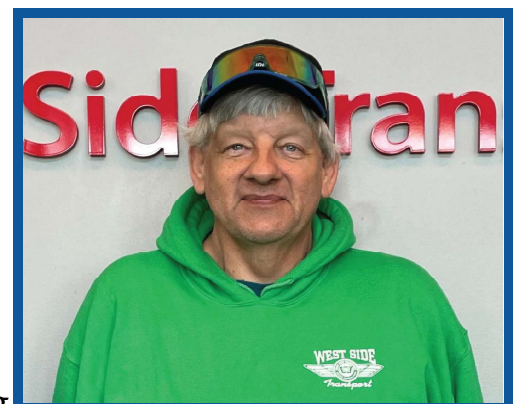


Reginald James - MIX

In the almost 6 years that Reginald has been with us, he has never refused a load. He has been a key factor in the success of the Dedicated Operations, whether it be in Michigan or helping launch new business out of the state. Reginald is truly a driver we would gladly hire again and again. He always comes to work with a smile on his face, and always states "West Side is the best side."

Paul Luecke - REG

Paul consistently goes above and beyond every day. He will jump from one truck to another and do shuttle spins to keep moving. He hustles every day and maximizes his driving time. Paul cancelled his PTO day to drive a company vehicle to rescue a fellow driver who was in Indiana when she was not able to drive. Paul stated "This is what you do for your fellow truckers. Gifts are much less important than helping someone." Paul is an amazing West Side family member and a great human being!

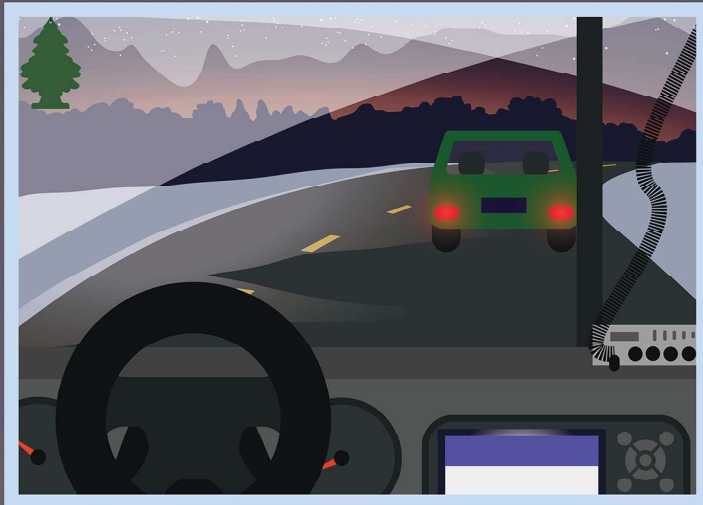


WINTER SAFETY



A HIDDEN AND THEREFORE POTENTIALLY THE MOST DANGEROUS WINTER DRIVING HAZARD?

BLACK ICE!

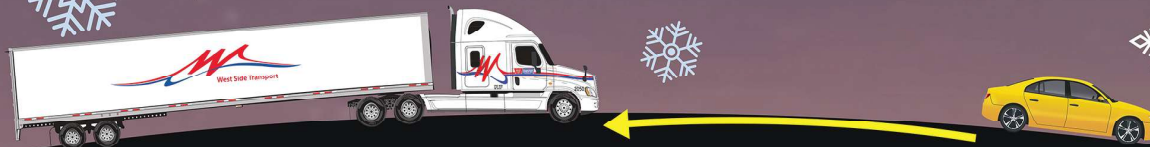


WHAT ARE SOME OF THE SIGNS?

1. WATCH FOR LITTLE OR NO TIRE SPRAY FROM OTHER VEHICLES
2. AIR TEMPERATURE, ROAD TEMPERATURE REPORTS AT OR BELOW FREEZING
3. ICE ON WINDOWS AND MIRRORS
4. BLACK ICE FORMATION IS MORE PREVALENT DUSK THROUGH EARLY MORNING
5. HIGHEST RISK LOCATIONS: BRIDGES, OVERPASSES, SNOW BLOWING ACROSS ROAD SURFACE (ICE FORMS FIRST ON BRIDGES AND OVERPASSES)



ICY ROAD CONDITIONS CAN OCCUR EVEN WHEN VISIBILITY IS GOOD. "BLACK ICE" IS DIFFICULT OR IMPOSSIBLE TO SEE ON THE ROAD SURFACE, ESPECIALLY AT NIGHT. WHEN ICE FORMS ON THE FRONT OF YOUR MIRRORS, THERE MAY ALSO BE ICE FORMING ON THE ROADS.



KEEP LONGER FOLLOWING DISTANCE

HOW FAR BACK SHOULD WE BE?

FAR ENOUGH TO AVOID LOSS OF CONTROL, AND CONTACT WITH OTHERS. INCREASE BRAKING DISTANCE FOUR TO TEN TIMES WHAT YOU WOULD NORMALLY ALLOW ON DRY PAVEMENT. SLOW DOWN FOR TURNS AND DO NOT OVER STEER. MAKE SMALL ADJUSTMENTS WHILE DRIVING ON SLIPPERY ROADS.



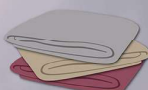
- FALLING AND BLOWING SNOW CONTRIBUTE TO BOTH REDUCED VISIBILITY AND TRACTION
- GIVE YOURSELF MORE TIME (PLAN FOR IT!)
- REDUCE YOUR SPEED TO ALLOW FOR INCREASED STOPPING DISTANCE
- ACCELERATE, STEER AND BRAKE SMOOTHLY AND CAREFULLY TO MINIMIZE THE CHANCE OF SKIDDING

1. WET ROADS = $\frac{1}{2}$ OF NORMAL TRACTION
2. SNOW PACKED ROADS = $\frac{1}{4}$ OF NORMAL TRACTION
3. ICY ROADS = DRASTICALLY REDUCE NORMAL TRACTION

SAFETY TIM'S WINTER GEAR CHECKLIST



Water



Blankets



Gloves



Flashlight



Batteries



Boots



Non-Perishable Food



West Side Transport



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.

**Johnny
Reimers** | 3 Years

**Donald
Stewart** | 6 Years

**Garry
Steger** | 3 Years

**Sherry
Johnson** | 3 Years

WELCOME TO THE NEW DEDICATED FACILITY



- MARKED TRACTOR AND TRAILER PARKING TO SUPPORT 150+ PIECES OF EQUIPMENT.
- ONSITE MAINTENANCE FACILITY.
- BONDED FTZ (FOREIGN TRADE ZONE)
- THE LOCATION IS PART OF A 48-ACRE COMPLEX WITH A 1 MILLION SQUARE FOOT WAREHOUSING FACILITY AND A TIER 1 AUTOMOTIVE SUPPLIER

****ALL VISITORS MUST SIGN IN BEFORE ENTERING THE BUILDING DUE TO FTZ GUIDELINES, INCLUDING THE MAIN ENTRANCE AND SHOP****

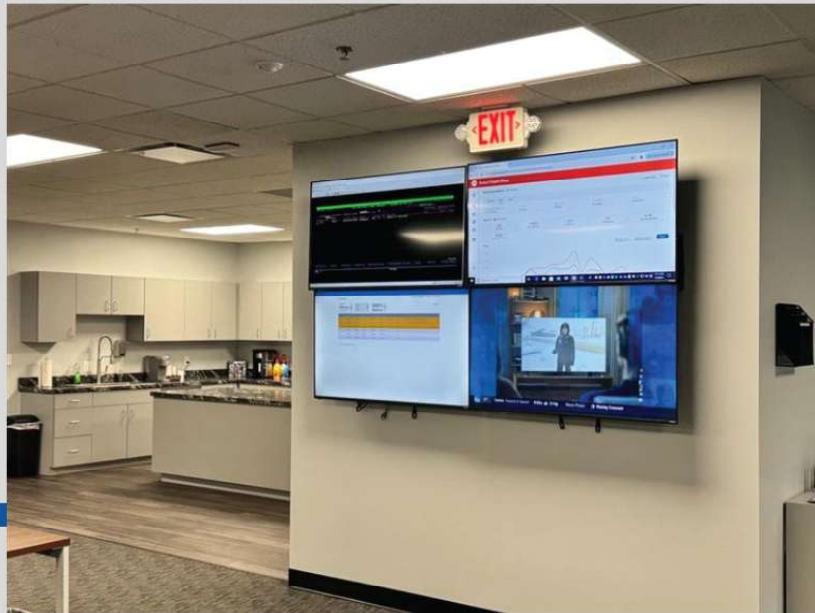
TRUCK & TRAILER ENTRANCE

8249 HAGGERTY RD.

CANTON, MI 48187



**DRIVERS MUST CALL INTO
DISPATCH
TO GET PAST THE TRUCK &
TRAILER GATE
319-390-4466 EXT: 520**



Games

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

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

Birthdays

October

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

Alex Adams
William Baldwin
Brian Balfour
Valecia Barber
Tia Boggess
Johnny Booker
Richard Boyle
Daina Brewer
Daniel Brock
Marqui Browner
Ronald Burkey
Abraham Chiappetta
Cecil Clark
Veronica Crawford

Dirk Cutrer
Ronnie Davis
Keith Decker
Saliou Diallo
Andrew Dobbins
Miguel Elizondo
Kendall Ford
Zachary Gosik
Sam Hancox
David Horton
Brittany Ivins
Tray Jones
Ron Joseph
Andre Kincannon

Kendra Klooster
Chuck Krogstad
Donald Lankford
Craig Laramore
Stacie Lobue
Bryan Lowery
Anthony Lucy
William Lynch
Sherrie McClendon
Garet McGuire
John McMullan
Janey Oberfoell
Quinn Obrien
Jason Pavelchik

Christopher Peart
Jordyn Reinert
Monique Robinson
Thomas Ropelewski
Robin Snead
Chad Steele
Frank Thompson
Mike Tucker
Kristie Tumilson
George Turecek
Makilah Wallace
Kathryn Weatherby

Anniversaries

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

One Year

Michael Weuve
Thomas Kolat
Tristan Osborn

Three Years

Andrea Johnson
Daniel Knockel
Amanda Kirk
Nelson Santiago-Munoz

Five Years

John Danner
Clifford Jackson
Wayne Taylor

Nine Years

Eric Brady

Two Years

Joseph Ostavitz
Kristie Walter
Alex Adams
Darren Dawson
Les Duncan
Daniel Gomez
Mark Grismer
Timothy Reed
Christopher Wooding

Four Years

Ryan Armstrong
William Canty
William Elliott
George Mahiya
Paul Mcgee
Corina Robida
Jeffrey Spurgeon

Six Years

Ryan Albert

Seven Years

Carolyn Lowe

Eight Years

Timothy Kammer
Kendra Klooster

Twelve Years

Thomas Ropelewski

Fourteen Years

Edward Bailey

Seventeen Years

James Lovell

Twenty-Eight Years

Vanna Sous

Birthdays

November

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

Andrew Allen
Derek Andersonwilni

Lisa Barette
Micah Bell
Whitecell Bey
Fofana Boubacar
Daryl Bowers
Kevin Carter
Timothy Castanien
Clifford Deamer
Michael Demons

Robert Devney
Ronald Duncan
William Fisk
Thomas Genska
Jonathan Hackworth
Erika Hammer
Tony Hobbs
Dennis Hockingberry
Salim Issa
Brittany Jensen
Norman Johnson
Michael KaeFRING

Frederick Kelly
David Kenney
Dylan Lee
Jean Mccray
Bobbie Jo Morgan
Andrew Mularky
Danny Mullins
Nicole Osler
Jalene Payton
Toni Phillips
Mark Pounds
Richard Rebb

Johnny Reimers
Lewis Richardson
Nelsondy Sagaille
Aaron Sampson
Jeffrey Spurgeon
Kevin Starr
Arrington Stone
Derek Tester
Richard Umberger
Brandon Vian
Kristie Walter
Kenneth Yarbrough
Eriton Zeneli

Anniversaries

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

One Year

Dominique Bell
Rodney Carter
Cecil Clark
Norman Daniels
Damaje Forrest
Justin Mcintosh
Amanuel Mebrie
Shana Powell
Dorien Reed
Jamie Sowders
Amber Suthers
Keith Walker
Crystalyn Williams

Two Years

Dennis Jensen
Aaron Sampson
Bonnie Wilson

Three Years

Steve Cloke
Alex Johnson
Ronald Julks
Ryan Martinez
Austin Raubs
Daniel Snyder

Four Years

Teofilo Laboy
Luckus Lopez
Ronald Mortimer
Eugene Norgart
Taylor Peyton
Tony Vujakovich

Five Years

Clifford Deamer
Gary German
Bobbie Jo Morgan
Chris Sines

Eight Years

Dedra Bush
Gregory Zalac

Eleven Years

Charles Kelly

Twelve Years

Charles McManis

Thirteen Years

Alan Schaver

Birthdays

December

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

Ryan Armstrong
Erika Baker
Peter Bertch
Keith Bisson
Davon Bragg
Kristina Brecht
William Canty
George Charleston
Marque Collier

William Cunningham
Norman Daniels
Lavell Davenport
Darren Dawson
Jeffrey Dickerson
Nicole Dietze
Thornton Dixon
Dale Doogan
Douglas Driver
David Fleming
Johnny Hopper

Reginald James
Frank Jankowski
Terrill Johnson
Aaron Jones
Johnny Long
Charles McBride
Dave McNichols
Jaime Mendoza
Austin Raubs
Dave Reuhland
Linda Reuhland

Jermaine Richard
Deb Richardson
Amber Roush
Joe Smith
Arthur Spence
Keith Tucker
Kelley White
Don Willis
Bill Workman

Anniversaries

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

One Year

Timothy Castanien
Jairus Cobbs
Tommy Jackson
Lisa Krieger
Nicole Osler

Two Years

Valecia Barber
Gregory Lang
Jalene Payton
Amber Roush
Misael Velazquez

Three Years

Daina Brewer
Michael Kaefring
Kayla Ralston

Four Years

Christy Bilbrey
Robert Mansell

Five Years

Lawrence Ball
Marque Collier
Phillip Crawford
Herman Mast

Six Years

Yumek Carter

Seven Years

Andy Sepulveda

Nine Years

Kenneth Warren

Eleven Years

William McCraney

Thirteen Years

Jason Pavelchik

Thirty-Eight Years

Deb Richardson