

## SPECIAL POINTS OF INTEREST:

- A Year in Review
- Impaired Driving

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# Tri-Stater

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## A Year in Review:

BY: John Wilbur, CEO President

It's Already been a year?



Yes, it's already been a year since the Roadmaster Group acquired Tri-State Motor Transit Co. Time

flies when you are having fun and working hard. I thought this would be a good time to review all of our accomplishments over the past 12 months. The list is quite impressive.....

First of all, we refreshed almost the entire truck fleet with over 75 new Kenworths, Freightliners and Volvos in less than 120 days. This brought the average age of the truck fleet from almost 10 years to just under 2 years. We also refreshed the trailer fleet with the infusion of over 200 new vans and 25 conestogas. We have sold sev-

eral hundred old trailers including almost all of the 48 foot vans. The average age of the trailer fleet went from 15+ years to under 5 years. In summary, approximately \$15 million of new equipment was placed in operation since last May and we have the newest fleet in the industry.

Along with the equipment, we invested in new fuel cards, toll transponders and provided Drive Axle access for all drivers. One of the biggest projects was getting Tri-State's operation on our Loadmaster platform which was accomplished by late October. This set the stage for the folding of SLT's operation into Tri-State in late November, a huge undertaking. The combination now consists of over 300 trucks, 1000 trailers and over 500 drivers.

Since the combination of SLT and Tri-State took place, we have been focused on improving operational efficiency and truck level revenue metrics. The first milestone in this project was the implementation of our

operational/planning restructure which was implemented in late April. We are only 6 weeks into this new structure, but the early results are very encouraging. We have seen double digit % improvement in revenue per truck and miles per truck per week, exactly what we were seeking.

The next step in this process is the implementation of our planning optimizer which was launched just yesterday. We expect even bigger improvements in planning efficiency and utilization as a result of this robust tool.

There are several more things I could detail here, but I think you get the point....**we've accomplished quite a bit over the past year.** Most importantly, we took a company that was shrinking and losing millions of dollars a year and turned it into a profitable, growing enterprise. This was only possible due to the incredible efforts and commitment of our drivers and staff. All I can say is **THANK YOU! THANK YOU VERY MUCH!**

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## IMPAIRED DRIVING

BY: Dan Stark, Safety & Security Manager

For many people we assume that impaired driving is only caused by drinking alcohol. Recent events have proven that impaired driving can also be caused by the use of illegal drugs and narcotics as well as prescription medications. What is the definition of impairment you may ask? The loss of function in areas of vision, hearing, motor skills, speech and other sensory areas. Impairment causes us to have slower reaction and judgment when operating a car, boat, aircraft, or even a

truck. Just because it's legal in some states to have a marijuana card doesn't mean it's legal for you to drive after lighting up. Mixing several different prescription medications and over the counter ones for day to day illness will have the same effects. Drunk driving fatalities have decreased over the years, however, impaired fatalities continue to climb. Many states continue to combat this problem with tighter restrictions and enforcement in reducing these types of incidents. The one key factor in all this is the individual obligation of knowing your own impairment. Know the rules, the facts, and your limitations. Don't be

a statistic! People are counting on you to make it home alive. **Drive safe, drive defensive, but don't drive impaired.**



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# Insight from the Editor



**Kyla Jewsbury,**  
Editor-in-Chief,  
Exec. Asst.

This is our 10<sup>th</sup> issue of the Tri-Stater. So far, we have not run out of articles, pictures, stories, etc. and it seems like there is always something new to talk about every two weeks. I hope everyone is continuing to enjoy the newsletter and please if you have anything you would like for us to talk about or to focus on, please let us know.

I talked to a couple of drivers the other day and they enlightened

me as to why maybe not all drivers, such as them, want to be vocal in the newsletter, and it made sense to me. They said that with the type of freight we haul, they don't want their name on the newsletter, in case it would fall into the wrong hands, it may not be a good situation. If any of you feel this way, please let me know that you have a picture or idea but don't want your name on it. You have my 100% promise that I will not put

your name with the article or picture. Just let me know. I want everyone to feel comfortable about contributing to our newsletter!

Thanks and have a great June!

## WE ARE #DriverObsessed!

Email us your comments, ideas or suggestions to:

[newsletter@tristatesecured.com](mailto:newsletter@tristatesecured.com)

We really want to hear from you! Your contributions matter!

## Dept. Highlight: Human Resources



Pictured above (L/R):  
Lindy Link & Cheryl Adams

Meet our Human Resources Department!

The HR department is responsible for making sure we, as a company and as employees, follow business guidelines, laws and regulations. It is also responsible for company benefit administration, personnel hiring and office policies along with many other items.

We have two awesome ladies who make up that department.

Lindy Link, Vice President, works out of our Glendale facility. She started in 1999 with SLT handling payroll. Then, as the company grew, management came to her and said they needed a Human Resources person and basically, tag—you are it! She has been there ever since.

Cheryl Adams, Manager, works out of our Joplin office. She started in 1991 and has worked in practically every department over the years until she settled into Human Resources in 2002. Cheryl also started in the payroll department

They have two children each. Lindy has a son and a daughter. Her daughter, Justine, works for us in accounting in the Glendale office. Cheryl has two sons, both of which work part time for us here in Joplin. Also Cheryl's dad, Mike Hinkle retired from TSMT.

Along with both starting in payroll and ending up in HR, they are also similar in their interests. Both are avid readers and both love to camp. Lindy, along with her husband, often camp in the mountains of Arizona where she says it is a lot cooler! Cheryl and her husband, Scott, go camping as well and can be found near the lake or they set up camp when hunting deer. Speaking of deer, she loves to hunt and fish, as does the rest of her family.

Sometimes Human Resources can get the stigma of being the Big Bad Guys. If there is one thing that Lindy and Cheryl really want you to know is that this is such a misconception. They are here to help you and the company, and they can guide you in the right direction if they don't have an answer. Please call them when you have a question or an issue as they want to help!

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**THINK!**

When using Drive Axle to submit paperwork make sure your **LOAD NUMBER** is correct.

Editors Note: Someone in HR (\*ahem\* C.A.) owes someone a debt for being a horrible corn hole player!

Congratulations, Hats off, and  
Happy Anniversary!!!  
We appreciate you!

TRI STATE - JUNE 2017

13 years: Barbara Fariss  
Kenneth Fariss

8 years: Sherry Park  
William Park

4 years: Sue Krisher  
Edwin Krisher  
Jorge Rodriguez  
Michael Markle  
Katina Aston  
Kenneth Aston  
Louis Loving

2 years: William Gray  
Deborah Franklin  
Lorne McCrary  
Ray Franklin

1 year: Kenneth Williams  
Edward Howell  
Carol Meeks-Howell  
Kim Hufford  
Ryan Hufford  
Patricia Nickelson  
Timothy Nickelson  
Christopher Miller  
Echo Miller  
Noel Alcantara  
Tonja Lawler  
Kevin Reicks  
Charles Harris, Jr.

# Happy Anniversary!

ROADMASTER  
SPECIALIZED INC.

Happy Anniversary!!!

JUNE -2017  
19 years: Gregory Meredith

Thank  
You

## #DRIVEROBSESSED

### Meet Kevin Denton

We were talking about what it means to be **#DriverObsessed** and I couldn't help but think of Kevin Denton.



Kevin has been in trucking for over 36 years and with Tri State for 20+ of those years! He along with his wife,

Jeanette, are known to be "Jack-of-all-trades" around here. They have worked in various depts. And worn many hats! Currently Kevin is lending us a helping hand in Operations as the Introduction Fleet Driver Manager. He also works with our Customers and in our Sales department, and on Special Projects— and that's just brushing the surface. Any time the company would call on Kevin (and Jeanette) he has been able and willing. They have lived in Maryland, Pennsylvania and Idaho, all for Tri State as terminal managers, Customer Service Reps, and Driver Managers. Kevin has also

been a great support in the Recruiting arena! It's easier said, what haven't Kevin & Jeanette done at Tri State.

Speaking of Jeanette (Kevin's AWE-SOME WIFE) they are celebrating their 37th Wedding anniversary this month! Our congrats to you both. Together they have 1 son—Kurtis Denton—who is married to Lessley. Kurtis & Lessley have 1 daughter—Kevin & Jeanette's granddaughter Kyle who is 13.

In his spare time Kevin does a lot of wood work. He specializes in scroll saw art. He really enjoys working on projects. He has made items that have a lot of detail to them, games, crosses, wall hangings, swings, etc.

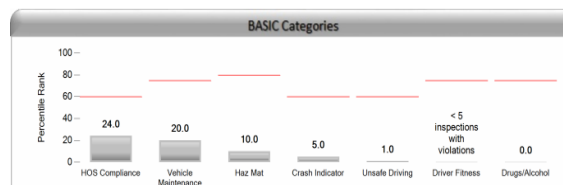
In interviewing Kevin he said the thing he loves about our drivers is that Tri State Drivers are known for their knowledge and professionalism.

Thank you Kevin for always being a leader here at Tri State, for always being flexible and willing to jump in and help where needed, and willing to be on the team when it counts! Finally, thank you for taking the time to talk to us. It is very easy to see that you are **#DriverObsessed**.

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# KUDOS!

This is our company CSA scores as of June 12, 2017. As you can see, we're doing well relative to other fleets our size (although our scores have crept up slightly recently) and especially considering that we handle way more hazmat related freight than the bulk of our "peers" that FMCSA compares us to. Kudos to all of our Drivers and training team!



The nature of our business is that past performance doesn't protect us from future results . . . so **"ever vigilant"** must be our mantra. Let's celebrate what we're doing well, and continue to be aware of all the little habits and procedures that keep us in compliance – and ultimately differentiates us as Professionals. Thanks to the Drivers who are the heart and soul of what makes us great as a company!



# Driver2Driver:

## DRIVER SAFETY

A healthy well rested driver is a safe driver. I imagine you all know this, and you know just like I do that it is easier said than done. Here are a few ideas:

If you have trouble sleeping, try putting a 1" memory foam top on the bed. They are easy to roll up and stow away.

Taking at most a 3mg pill of Melatonin about 30 minutes before you go to sleep can really help.

Listening to an audio book or some soothing sounds can relax the mind for a restful sleep.

Eat small light meals, especially prior to, or during your shift. Breads and complex carbs can induce sleepiness, so limit them.

Using your 30 minute break to do calisthenics along the side of your truck. Wakes you right up.

Also, just having a regular regimen of exercise and stretching helps increase energy and stamina.

Also, taking a quality mineral supplement helps regulate the body's processes thus helping to regulate sleep and stamina. I recommend Dr. Carolyn Dean's "Re-Mag" and "Re-Myte" Amazing products.

I guess the other thing I'm thinking of that will fit into this condensed milk can of safety talk is "awareness".

Being aware to me also means being pro-active. As I outlined before, planning our routes, knowing the customers property and entrance points, knowing the freeways and exits...these are huge factors in getting to where we need to go safely.

Also, how many times have you been able to avoid an accident because of your awareness? I can't count them for myself. Constantly looking in your mirrors, adjusting your speed to create separation from others, maneuvering into your turn lane ahead of time, I mean about two miles ahead of time at least, scanning the road surface for debris and pot holes, scanning the sides of the roads for deer and other animals. I just avoided a deer the other day, because I was actively looking for it.

Man, there is so much when it comes to safety, but I am out of real estate. As the Most Interesting Man in the World says in those Dos Equis commercials, "Drive Safely My Friends!"



Submitted by: Tom Fox

Email: [tfoxedu@gmail.com](mailto:tfoxedu@gmail.com)

## DELISH ~ di 'liSH

### Caprese stuffed portabellas



#### Ingredients:

- 2 large portabella mushrooms, cleaned, stems and "gills" removed
- 1 stick butter
- 3 cloves garlic, finely chopped
- Cherry tomatoes, halved
- Small pearl mozzarella
- Fresh basil, chopped
- 1 cup Balsamic vinegar
- 4 tsp. brown sugar
- foil

stir. Brush butter mixture all over the mushroom caps. Place caps in foil pouch. Fill mushrooms with cherry tomatoes and mozzarella pearls. Salt and pepper. Grill on medium heat until mushrooms are tender and cheese is melted.

While mushrooms are grilling, make a balsamic glaze by cooking the balsamic vinegar and brown sugar, mixed together. Bring the balsamic mixture to a boil then lower heat to medium-low and cook for 10 minutes. Drizzle over cooked mushrooms and enjoy!

Source: Kyla Jewsbury, Executive Assistant

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#### Instructions:

Make a foil pouch big enough to fit both mushrooms. Put butter, garlic and basil in a bowl. Microwave until butter is melted, then

## Who do you know?

The key to our growth and sustained health as a company is the capacity we're able to offer the DOD and other key customers. In the past few years we've grown from about 10% market share to nearly 40% in certain key segments . . . all attributed to our ability to find and train good Drivers.

### The best Drivers typically come from our current Drivers.

If you know a great Driver that has hazmat & tanker, please let us know. Our standard referral bonus is \$2000 paid in \$400 every 90 days for a qualified Driver that gets hired. For an outstanding TEAM, we'll often pay more than half of that "upfront"! Please contact recruiting at 800.835.9471 or email Stephen Crenshaw or Kimberly Scott directly. Simply emailing the prospective Drivers name & # is all you need to do to get the referral credit.

Email: [Stephen.Crenshaw@roadmastergroup.com](mailto:Stephen.Crenshaw@roadmastergroup.com)

Email: [Kimberly.Scott@roadmastergroup.com](mailto:Kimberly.Scott@roadmastergroup.com)

*Yum*

We are always looking for something yummy to share! If you have a quick and easy super delicious recipe that you're willing to share please let us know by emailing your ideas to:

[newsletter@tristatesecured.com](mailto:newsletter@tristatesecured.com)