



Tri-Stater

A ROADMASTER GROUP PUBLICATION

VOLUME 1, ISSUE 15

NOVEMBER 7, 2017

SPECIAL POINTS OF INTEREST:

- Our Unsung Heroes
- Be WINTER Aware

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Our Unsung Heroes

BY: John Wilbur, CEO



During this month of Thanksgiving, I wanted to express my gratitude for our Unsung Heroes that we don't see every day. Most of our office and shop staff are located in either Glendale or Joplin, but we have people playing important roles all over the country. I thought it might be nice to take this opportunity to thank all of them. First and foremost, we have to start this conversation with our drivers, that now number over 500 strong including our Owner Operators. They represent the most committed, highly skilled and dedicated drivers in the industry. Nobody works harder than this group and they don't hear "Thank You" often enough. Supporting our

drivers in the field is a group of local drivers located at military bases and key customer facilities in States such as New York, Kentucky, Tennessee, North Carolina, Indiana, Utah, Oklahoma, California and Missouri. These drivers play a critical role in making our business run more efficiently. We also have shop technicians supporting our equipment including Rodney Payne, Dustin Lear and Logan Chastean in Richmond and Eddie Kendrick in our new Loudon terminal. They do a fantastic job of supplementing our primary maintenance operations in Glendale and Joplin. What many of you might not know is that we have several office, sales and support staff that work outside of our primary facilities. Kara has been a highly productive CSR for us for over 10 years working out of her home office in Ohio. While she may not get out of her PJ's some days (just kidding!) she does a tremendous job handling long time customers including Clean Harbors and Maxam. Dan Johnson formerly worked in the Glendale office and we were fortunate enough to keep him as a DM when he moved to Salt Lake

a few years ago. Congratulations to Dan are in order as he just accepted a promotion to Planner. Chuck Curry handles several duties as a Terminal Manager and CSR based at our Richmond, Kentucky facility. Chuck handles both Bluegrass and Crane, two of the highest volume DOD shippers in the country. Dave Jenner is a Sales Executive for us based in Boise, Idaho. I'm not sure how often he is home since he constantly travels the country calling on his customers which include General Dynamics, ATK Orbital and Paramount. Last, but certainly not least we have the famous McDermott's! Twyla has a full time job keeping Mark under control as they run our radioactive business out of their shiny new terminal in Loudon, Tennessee! I hope some of you get to visit them soon because they would love to show off their new "home".

I hope all of our Unsung Heroes feel a bit more appreciated this month. Even though we don't see you every day, we know you are out there working hard! THANKS!!

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Be WINTER Aware

By: Dan Stark, Safety & Security Manager

Winter is here and cold and icy conditions are present. Many Orica North America sites are located in areas known for having harsh and austere winters. Winter weather creates a variety of hazards that can significantly impact everyday tasks and work activities. These hazards include slippery roads/surfaces, strong winds and environmental cold. Learning how to prepare for work during the winter, protect workers from the cold and other hazards that can cause illnesses, injuries, or fatalities, is essential to maintaining a safe work environment and completing tasks successfully.

Walking safely on snow and ice

› Wear the proper footwear. A pair of insulated and water resistant boots with good rubber treads is a must for walking during the winter months. A pair of over-the-shoe treads also helps!

- › Take short steps and walk at a slower pace so you can react quickly to a change in traction. Wear footwear with slip-resistant soles. A boot with a smooth sole will increase the hazard of slipping on ice or snow.
- › Pay attention to your surroundings. Ice can often be hidden under snow.

Winter Driving

- › Inspect the vehicle prior to driving
- › Keep an emergency kit in the vehicle
- › Plan your route
- › Pay attention, ice is not often obviously visible
- › Slow down! Keep an increased distance with the vehicle in front of you
- › If stranded, do not leave the vehicle. Call for emergency help if needed. Blowing and drifting snow may cause disorientation, so you should not attempt to look for help unless it is visible within 100 yards.
- › Wear your seatbelt
- › Be aware of carbon monoxide poisoning. Keep the exhaust pipe clear of snow.

Cold Stress

- › Wear proper clothing
- › Stay dry, change wet clothes

- › Take frequent, short breaks in warm, dry areas
- › Protect potential frostbitten areas and exposed skin
- › Pay attention for signs of frostbite and hypothermia
Reddening skin, tingling, pain, swelling, numbness gray / white patches of skin
Loss of coordination, confusion, slurred speech, slowed heart rate, slowed breathing
- › Shoveling Snow and using powered equipment such as snow blowers
- › Warm up before the activity
- › Scoop small amounts of snow at a time where possible
- › Push the snow rather than lifting it
- › Use smart lifting techniques- keep the back straight, lift with the legs and do not turn or twist the body
- › Ensure equipment is in good working condition
- › Never attempt to clear jam by hand
- › Refuel snow blowers prior to work, not when equipment is hot

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Insight from the Editor



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

THINK!

Paperwork Reminder:

When you use Drive Axle to turn in your paperwork make sure you DOUBLE CHECK clarity of your pictures. If you can't read it, we can't either.



It's already November! **And, on the fourth Thursday in November**, families across the U.S. gather to feast on turkey, watch football and gear up for Christmas by looking for Santa during the Macy's Thanksgiving Day Parade.

But, guess what! There was no turkey on the menu at the first Thanksgiving: What was on the menu? Deer or venison, ducks, geese, oysters, lobster, eel and fish. They probably ate pumpkins, but no pumpkin pies. They also didn't eat mashed potatoes or cranberry relish, but they probably ate cranberries. And no, Turduckens (a turkey stuffed with a duck stuffed with a chicken) were nowhere to

be found during that first Thanksgiving.

And as far as watching football on Thanksgiving? The NFL started the Thanksgiving Classic games in 1920 and since then the Detroit Lions and the Dallas Cowboys have hosted games on Turkey Day. In 2006, a third game was added with different teams hosting.

And last, The Macy's Thanksgiving Day Parade began in 1924. There were 400 employees marching from Convent Ave to 145th street in New York City. No large balloons were at this parade, as it featured only live animals from Central Park Zoo.

Thanksgiving begins with acknowledging God and, earnestly giving Him thanks, in advance, for His abundant blessings. During this time we humbly reflect upon all the gifts (family, friends, and health) that we have in our lives. I wish everyone a Happy Thanksgiving and peace, love and happiness for all of you!



Email us your comments, ideas or suggestions to:

newsletter@tristatesecured.com

Holiday Home Time

By: Wade Fackrell, Division Manager

Attention Drivers: with the Holidays fast approaching we need every truck to look at their schedule and decide which holiday takes priority for each of you this year. As you can imagine, our Customers will still have freight through the holidays and obligations that Tri-State is committed to covering. Company policy is to make sure each Driver has either Thanksgiving or Christmas to spend with their families. We know it can be a difficult choice, but unfortunately one that the industry often requires. That being said, if at all possible, we'll do our best to route each truck by the house on the working holiday. Please get this done ASAP as each DM will need to manage how many trucks are off for each.

Wade.Fackrell@roadmastergroup.com

QE Permit: Did you get it?

You went through the process of applying for the Quebec Explosives (QE) Permit—Now what? It usually takes an avg. of 2 weeks to hear back. If you have someone that picks up your mail and they notify you that your QE Permit card has come in here is the process:

1. Wait until you get home and actually have the permit in YOUR hand / Available for use.
2. Take a picture of the card front/back.
3. Use your Drive Axle app and send in the pictures to: tsmtbilling@roadmastergroup.com
4. Follow up by calling Theresa Porter, Shelly Williams, or Michael Fisk to confirm.

Once notified/confirmed we will update your Load Master profile. Questions? Contact: Theresa.Porter@roadmastergroup.com

Happy Anniversary!

November 2017

- 33 Years:** Glen Vinson
- 22 Years:** Kyla Jewsbury
- 20 Years:** Chalice Page
- 19 Years:** Peggy Hosp
- 18 Years:** Lindy Link
- 12 Years:** John Williams
Jacob Kirkpatrick
- 11 Years:** Robert Whittaker

- 10 Years:** Daniel Stark
- 6 Years:** Steven Clack
Howard Jones
Janelle Jones
- 5 Years:** Kevin Zahn
- 3 Years:** Michael Sobieski
Sandra Bates
Christopher Waddle
John Waddle
Melodie Waddle
Bryan Baker
Edward Buza
Jason Sherrod

- 3 Years:** Janine Sherrod
Trevor Rickard
- 2 Years:** Michael Fisher
Randie Moxley
James Able
Vassie Wise
Bobby Wise
William Jansson
Donna Jansson
Kai Weary
Jennifer Aikens
- 1 Year:** Almira Baker
Thomas Bennett
Patrica Bennett

- 1 Year:** Zachary Biltz
Timothy Cooper
Francis Vipond
Deborah Vipond
Lucian Anderson III
Dana Anderson
Brenda Melchor
James Clark



#DRIVEROBSESSED



Pictured above: Kevin Mitchell

We'd like to introduce you to Kevin Mitchell! Kevin was born and raised in Yakima, WA. He's the proud father of a teen-aged daughter, supports the Seattle Seahawks, Kevin would recommend the movie "Wild Hogs", the TV show NCIS – which he says you can bingewatch from Netflix . . . and wears a size 14EEE shoe, for those who were interested. Kevin has been a professional Driver for almost 18 years, two of which with Tri-State. Be-

cause of his professionalism and abilities, Kevin is often trusted to assist in the training of Drivers that need some extra guidance in getting their careers started with us.

Kevin knows how to eat – and values food – and has some restaurant recommendations to share:

Montana Wheat Factory – located in Missoula, Great Falls, & Three Forks, MT. He recommends their bisquits & gravy.

Red Apple – multiple locations in Chicago, IL. He recommends the chili.

Finally, the advice he'd share is to "always look forward to your path of success", which can be intentionally taken several ways. Change is often a part of trucking, but his experience is that things will work out so long as you're with the right company. In this season of Thanksgiving, Kevin is most thankful for Family & Friends, Career . . . and 2nd chances.

We're thankful to have Kevin as one of our dedicated professionals.

Fedoras & Facial hair

So there may/may not have been a memo: "Fenix Fedora Friday". But one thing is apparently clear, there is an understanding that Fedoras and facial hair go hand in hand.



Pictured above: (Standing) Russell Figgins, Danny Garcia, Michael Shear, Josh Pearson. (Kneeling) Danny Dubois, & Nathan Derrick

OTR SNAP SHOT

We've all heard that a picture's worth a thousand words, and looking at this crew I'm sure that statement is true! We love seeing the camaraderie between our Drivers. This picture was sent in by Team Nunez! Thank you Frank & Jodi for sharing this picture. This made our day!



If you have an OTR Snap Shot that you'd like to share. Please email that to us at:

newsletter@roadmastergroup.com

DELICIOUSNESS

Submitted by: [Leah Groom, Safety/Log Dept.](#)



Ever have Gooseberry pie? Well if you are ever in Joplin you might get a slice. Virginia Bryan, the Mother of our very own Leah Groom, is well known for her DELICIOUS Gooseberry Pie! We thought we'd share her recipe so that you can enjoy too!

Virginia's Gooseberry Pie:

3 Cups—Gooseberries
1 1/2 Cups of Sugar
1/3 Cup of Flour

1. Place the above in a saucepan and heat until sugar dissolves.
2. Pre Heat Oven: 375 Degrees
3. Make the pie crust:

2 Cups of Flour
3/4 Cup of Shortening
1 Tsp. Salt
4 TBsp. of Water



Place the flour, salt & shortening in a bowl. Using a pastry cutter or fork "cut" the shortening into the flour until crumbly. Add water and mix well. Divide the pie dough and roll out onto a generously floured pastry sheet. Place rolled out crust into a pie plate. ADD the cooked berries then top with the other half of the rolled out crust. Seal the edges of the pie. Cut a few slits in the top pastry to vent. Brush milk over the top crust.

Bake at 375 until crust is slightly browned or to your liking. ENJOY!
Thank you Leah, and thank you Virginia for sharing your pie recipe with us!

Email: Leah.Groom@roadmastergroup.com

DELISH2: ICED PUMPKIN COOKIES

These Pumpkin Cookies are perfect this time of year. They are a great addition to any menu, whether an elaborate spread or just a social get together. Once you set these down they'll be "Gobbled" up in a snap!

Ingredients:

2 1/2 cups all-purpose flour	Glaze ingredients:
1 tsp. baking powder	2 cups powdered sugar
1 tsp. baking soda	3 TBsp. Milk
2 tsp. ground cinnamon	1 TBsp. Melted Butter
1/2 tsp. ground nutmeg	1 tsp. vanilla extract
1/2 tsp. ground cloves	
1/2 tsp. salt	
1/2 cup butter, softened	
1 1/2 cups White Sugar	
1 cup of Canned Pumpkin puree	
1 egg	
1 tsp. vanilla extract	



Directions:

1. Preheat oven to 350 degrees. Combine flour, baking powder, baking soda, cinnamon, nutmeg, ground cloves, and salt; set aside.
2. In a medium bowl, cream together the 1/2 cup of butter and white sugar. Add pumpkin, egg and 1 teaspoon vanilla to butter mixture, and beat until creamy. Mix in dry ingredients. Drop by tablespoonfuls onto cookie sheet lined with parchment. (Flatten slightly if desired)
3. Bake for 15-20 mins. Cool cookies, then top with the glaze.
4. To Make Glaze: Combine powdered sugar, milk, 1 TBsp. melted butter, and 1 teaspoon vanilla. Add milk as needed to achieve desired consistency.

Source: <http://allrecipes.com/recipe/10033/iced-pumpkin-cookies/>