

## From CEO John Wilbur



I want to address the social unrest and the situation we have in the country today following the death of George Floyd in Minneapolis. The easy path for corporate leaders and corporations would be to say nothing. That's not our path, that's not the path we've ever taken, nor will we ever take.

The best way for me to address it is to reiterate our core values and principles. We have zero tolerance for police brutality, racial discrimination, or social injustice of any type. And that's the way it's always been, and that's the way it will always be here. We also have zero tolerance for looting, property destruction and violence of any type. That has always been our position and that always will be.

Our hope with everything that is going on, is that we heal together, and that we beat this pandemic and that we right all wrongs. That's a big wish list, but that's certainly what we're hoping for in terms of the country coming together today.

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## To all Roadmaster Group Drivers and Independent Contractor Partners

Thank you to each and every one of you that fought through and hung with us as friends, co-workers, employees, partners through one of the most difficult periods in our nation's history, certainly in trucking history. I hope each of you have always felt valued and appreciated by RMG, but the nation at large finally started to understand the importance of the work we do as a company, Drivers in particular, and recognized the essential nature of our work and what we do as part of the frontline of this pandemic. The Roadmaster Group was a leader in the trucking industry on how to respond to the chaos at large. John Wilbur, Michael Fisk, Donnie Lester and many of our Drivers including Tina Copeland, Charles Evans, Mark Sain, & others were often interviewed by national publications to give perspective, understanding, awareness, & advice on how to proceed and manage. We led the nation in our COVID Relief Pay, COVID Appreciation Pay/CAP, and other processes and programs that were implemented.

RMG made some difficult adjustments through the first few months, which included a minor reduction in force layoff of 5 co-workers and the delay of new hiring of anticipated positions. Many of you reached out to voluntarily forgo the additional CAP pay or donate it to those in need – gestures that were noble and appreciated beyond words. RMG is fortunate to be in a healthy position over-all, and to have been in a position to make needed additional funds available to our Drivers and O/O partners. We all understood that these COVID related programs were not sustainable long term, but helpful aids in the short term. Since April 1, we are privileged to have paid out over \$500,000 in additional COVID related funding to our Drivers – an amount perhaps unmatched by any other trucking company in the nation, almost certainly led the industry in amount of funds per Driver. The vast majority of the half million dollars was paid out in the form of additional pay and compensation – as well as reimbursements of masks, cleaning supplies, etc.

All CAP pay for the month of May should be paid out by June 9. As the nation largely reopens for business, effective June 1 we are ending the COVID Appreciation Pay/CAP. We will never end the appreciation we have for each of you as Drivers. The world is not “back to normal”, we recognize that COVID-19 remains a risk and a concern that requires our continued vigilance. We will of course continue to monitor the impact economically in terms of food availability, cleaning supplies, and other challenges that our Drivers faced in the outset of the pandemic. The COVID Relief Pay remains in place and the reimbursement of necessary cleaning supplies and face coverings remain in place.

Thank you as always to each of you, please stay safe, stay healthy.

**Michael C. Fisk**

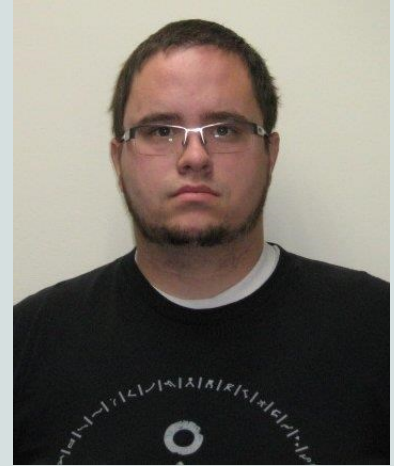
*Dir. Marketing/Hiring/Development*

**#DriverObsessed**

# Great Job Blake!

Recently, Donnie Lester, Vice President of Safety, received a glowing email regarding our driver, Blake Warren. Below is an excerpt from the email.

Blake , thank you so much for being a tremendous asset to our company!!



Driver, Blake Warren

"I conducted a hazardous materials/waste inspection yesterday on one of your drivers , Johnathan (Blake) Warren. Mr. Warren was beyond reproach. Mr. Warren was not only one of the most respectful and congenial Tri-State drivers I have encountered, he was by far one of the most well-versed in hazardous materials transportation regulations. This was certainly demonstrated by his paperwork, the load and especially the placarding. While reviewing the stack of manifests provided by Mr. Warren, I stumbled upon a Hazmat Placarding Sheet which Mr. Warren had filled out. It was quite apparent he had taken the time to review each individual manifest and tally the amount of each specific hazard class of hazardous materials so that he could accurately determine which hazmat placards would be required for the load. (This is what we do for every roadside hazmat/waste inspection to ensure appropriate placards.)

In our conversation, Mr. Warren advised he had undergone a Tri-State company specific hazardous materials training course where drivers were provided this Hazmat Placarding Sheet. He also stated the training course was very informative – in effect leaving him feeling quite comfortable with the many HM transportation regulations.

I wanted to reach out to you and pass along Mr. Warren's inspection and his complimentary dialogue in regard to your company's HM training program. In addition, I wanted to extend my appreciation for your continued push for compliance and your obvious support for your drivers in both the training you are providing and with allowing drivers the time necessary to accurately and thoroughly ensure complete adherence to all HM regulations prior to departing the shippers facility. "

# OUTSTANDING

## AN EXCERPT FROM "THE GUNS AT LAST LIGHT" AUTHORED BY RICK ATKINSON, WHO DETAILED AMERICAN LOGISTICAL AND SUPPLY CHALLENGES 76-YEARS AGO IN 1944

"By Summer, 1944 the Americans had 58 combat units in France, each about 15,000-strong. Six newly arrived infantry divisions remained in rear areas because of insufficient means to transport and sustain them on the front lines. Supply and logistics meant provisioning a huge U.S. Army fighting force, four-thousand miles from home, with 800,000 separate supply items, eight-fold more than what Sears, Roebuck stores stocked.

In fact, logistics and supply transportation bottlenecks in moving immense amounts of ammunition, rations, fuel, lubricants, medical supplies, and other sundries of all sorts, forward to combat units was a byzantine, complicated business.

American military leaders and their logisticians were getting a fast education on combat supply realities in Europe. In France, the most desperate need was for ammunition, which was expended at a rate exceeding two tons every minute of every hour of every day, despite incessant rationing by late 1944. Ammunition shortfalls reflected an inability of U.S. plants to meet demand, and by October, most American divisions were forced to stand down until their supply of weapons and ammunition improved.

Battlefield exigencies disrupted and then thoroughly demolished an intricate supply plan a full two years in the making. The unrelenting need for more troops to replace men combat casualties had been met at the expense of service and supply units --- mechanics, drivers, fuelers, loaders, fabricators, sutlers of all sorts --- and the subsequent spectacular breakout from Normandy caused American generals to pursue fleeing elements of a defeated German army in disarray without pausing to shore up their increasingly tenuous logistical supply chain.

Supply truck convoys that in July required just hours for a round-trip to the front lines in France now took up to five days to reach the battlefield and return to the Normandy beaches.

To alleviate growing shortfalls, eighteen U.S. artillery battalions were transformed into truck units. Moreover, the distance from American factories meant that anything ordered typically took almost four months to reach the front lines from home. And at any given moment, over 200 Liberty supply ships plied the Atlantic Ocean, or were loading in America, or unloading in France.

Quartermasters and their victualers found ravenous GIs eating 30% more than normal ration allocations. Prodigious wastage, always an American trait, made the logistician's life immeasurably harder. Of 22-million five-gallon jerricans sent to France since June, half had vanished, and Eisenhower asked Washington to supply 7-million more. The need to airdrop fuel to bone-dry combat units became a daily event. Four American armies --- Hodge's 1st, Patton's 3rd, Devere's 6th, Simpson's 9th --- advancing in France consumed one-million gallons of fuel each day. Fuel tankers, gas trucks and jerricans remained indispensable.

To alleviate gnawing supply shortfalls, a terrestrial innovation was the Red Ball Express, a cargo haulage service begun in late August. Soon seven thousand trucks carried four thousand tons or more each day on one-way highways to various Army supply dumps, typically a three day round-trip. Problems arose immediately. Red Ball alone burned 300,000-gallons of gasoline a day --- as much as three armored divisions in combat. Drivers and supply personnel loaded up to eight-tons of cargo on their duece-and-a-half trucks.

Moving overloaded trucks on poorly maintained roads the Red Ball units quickly became known as "truck-destroyer battalions." Despite a 25-mph speed limit, seventy trucks on average were wrecked every day. On one hilly stretch with dangerous curves, eight gasoline semi-trailers in a single convoy flipped over, followed by eight more the next day. "The gas splashing around throws you from side to side.

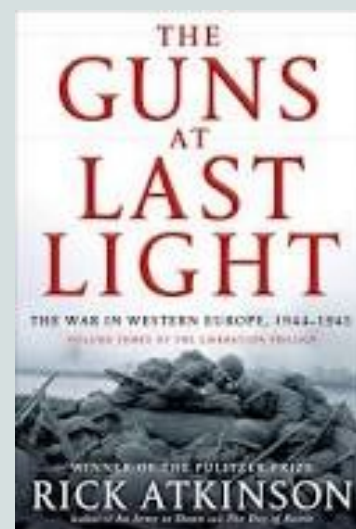
This affects your steering." one unaware GI driver explained.

Of fifteen thousand U.S. Army vehicles "deadlined" and useless in Europe by the autumn of 1944, nine thousand wrecked trucks littered French highways.

Roads deteriorated in the autumn rains, and a dearth of spark plugs, fan belts, tools and tires hampered truck mechanics; one supply transportation company with forty-one trucks possessed a single pair of pliers and one crescent wrench. The daily ruination of five thousand truck tires --- many shredded by discarded ration cans --- led to such a desperate tire shortage that even threadbare spares were stripped from Army vehicles back home and shipped overseas.

Pilferage and theft from grew so virulent that Eisenhower was forced to assign five infantry battalions along routes and supply dumps as guards with shoot-to-kill authority.

Nonetheless Red Ball worked, by moving 400,000 tons of supplies forward in three months, and keeping Army combat units supplied with all they needed. But as one Army major-general in Paris lamented, "Red Ball was the greatest killer of trucks that I could ever imagine."



Submitted by Kenneth Armstrong

## It's not so much what DOT staff expect, it's also what they inspect.....

After being postponed for the first time ever due to Coronavirus, the Commercial Vehicle Safety Alliance (CVSA) will be conducting their International Roadcheck 2020 inspection blitz from July 12th-18th throughout North America.

Are you, the professional Tri-State Driver, ready for this annual event?

The Roadcheck Inspection Blitz is an intensive undertaking by all U.S. states and Canadian Provinces. It involves a broad spectrum of law-enforcement agencies including CMV inspectors, State Highway Patrols, Weigh Station staff, local Police entities, and Federal/State authorities.

There are eight different levels of safety inspections conducted by participating CVSA agencies, however, usually only the Level 1 and Level 3 inspections are used during Roadcheck 2020 event.

Last year in 2019, of the 3.3-million DOT and law-enforcement inspections that were conducted, just over 20% were for Driver and/or equipment out-of-service violations.

Tri-State Motor Transit has an enviable years-long safety record made possible by its professional Drivers, Company shop maintenance staff, and management leaders who are steadfastly committed to fielding a safe, well-maintained fleet of late-model equipment.

As a professional Tri-State Driver, you don't have to look hard to find not-so-good Drivers out there who, by their own thoughtless actions, make it tough on just about everyone else, you included --- scofflaws, fly-by-nighters, "junk" runners, hard-heads, etc. --- that small community of safety renegades and outlaws who smugly think FMCSA regulations and safety requirements apply to everybody else, but not them?

This year's area of emphasis by CVSA inspection/enforcement teams will be directly focused on "Driver Requirements" during their North American Standard Level 1 safety inspections.

The so-called "Driver Requirements" as part of a Level 1 safety inspection will be examining and verifying Driver documents and credentials --- your CDL license, Medical Examiner's Certificate, their validity dates, etc. --- as well as checking your electronic Hours-Of-Service record-of-duty status and daily vehicle inspection reports. Inspectors will also check Drivers for seat belt usage, illness, fatigue, and for apparent alcohol/drug possession or impairment.

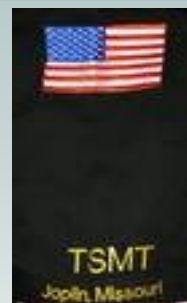
Equally important, CVSA inspectors will also identify the Motor Carrier, and verify both registration and ownership of the equipment being inspected.

The Vehicle Inspection component of a CVSA Level 1 Safety Inspection covers critical safety-sensitive items such as air brake systems, brake adjustment, cargo securement, driveline/driveshaft, coupling devices, exhaust system, fuel tanks, lights on both truck and trailer, frames, suspension, tires, wheels, tire rims, hubs, windshield, wipers, mudflaps, horns, steering mechanisms, battery compartment, seating, as well as all standard trailer equipment items.

Please remember, if you're selected for any kind of DOT safety inspection, whether it's Roadcheck or any other time --- ATTITUDE IS EVERYTHING --- and being a helpful, cooperative, professional Driver during the inspection process always produces the best results. Leave the bad emotions out of things.

If defects and/or safety violations are noted by CVSA inspection staff, depending on the severity, the Driver or tractor/trailer (or both) may be held out-of-service until such defects or safety violations are corrected. Out-Of-Service orders, as well as the number, type and severity of safety violations affects Tri-State's Compliance, Safety, Accountability (CSA) score and its Safety Fitness rating.

If no defects and/or safety violations were noted, CONGRATULATIONS for a job well done! Both truck and trailer will have a special color CVSA inspection decal affixed that indicates your equipment has passed the



BY: Kenneth (Ken) Armstrong, truck 205046.

Level 1 Safety Inspection, and is usually valid for a 60-90 day period.

Although the International Roadcheck safety blitz spanning from Canada to Mexico is intense, remember that DOT safety inspections can, and will, happen every day of the year. Anytime. Anywhere.

Tri-State's safety people provide solid leadership, and they work hard to train, coach, advise and help professional Drivers in every possible way to ensure our overall CSA safety score and safety-fitness rating remains superior, in relation to our acknowledged competitors, who are also similarly evaluated and judged. But all this good safety leadership effort doesn't happen on its own --- once again, there are no short cuts when it comes to having a solid safety record --- it rests squarely on the shoulders of professional Tri-State Drivers to do their part.

Teamwork counts, period.

Obeing safety standards and being properly prepared for a DOT inspection at any time of the year is an important part of a professional Driver's daily work habits. We must always make our individual contributions, both large and small, that helps both ourselves, and Tri-State, in achieving a positive safety outcome.

For the professional Driver, it's always safety by choice --- not by chance.

# COMPANY-DRIVER-AND-OWNER-OPERATOR-ANNIVERSARIES

## APRIL - JUNE 2020

We want all of our Drivers, both company and owner operators to know that we appreciate everything you do for us and value all of your years of service with us. However, if you are a company Driver and switch to an owner operator or vice versa, your anniversary date will not show your total years, thus causing your name to not appear on this list correctly. So, if you are not on this list and you should be, or you shouldn't be and you are, we apologize!!

### 25 YEARS

John Jerrell

### 28 YEARS

Martha Dodd

### 21 YEARS

Christopher Aregood

### 10 YEARS

Melissa Brindle  
Ryan Brindle  
Earl Cole

### 18 YEARS

Lloyd Davis

### 11 YEARS

William Park  
Sherry Park

### 9 YEARS

Dellmas Richards  
Robyn Roberts  
Timothy Roberts

### 7 YEARS

Katina Aston  
Kenneth Aston  
Michael Markle  
Jorge Rodriguez  
Roberta Matheny  
Rose Bates  
Jolene Cushenbery  
Darrel Cushenbery  
Moses Lawrence Jr.  
Kathleen Borell  
Beryl Paffrath  
Keith Ashline

### 12 YEARS

David Hendrix  
Jo Hendrix

### 8 YEARS

Anthony Baray  
Jeffrey Leavitt  
George French

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### 4 YEARS

Barton Ryan	Norman Goldman
Jamie Ryan	Kirk Dultmeier
Edward Howell	Beverly Dultmeier
Carol Meeks-Howell	Richard Flynn
Kip Kelly	Delores Edwards
Douglas Coss	

### 3 YEARS

Ronnie Smith	Hollyce Edwards	Daniel Magnusson
Dianne Smith	Dennis Edwards	Carrie Magnusson
Hermenehelda Erice	Jose Vasquez	Gerald Evans
Douglas Gonzales	Debra Simmons	Dianna Evans
Miguel Escalante	Joe Bullock	Quacoo Danso
Fredrick Hinojos	Sabrina Godwin	John Wright
Cindy Hinojos	Scottie Godwin Jr.	Susie Wright
Michael Harrelson	Eugene Dozier	Marcus Herron
Anthony Redden	Andrew Strode	Ryan Thompson
Donald Streeter	Laura Heggins-Strode	Herbert Brown
Leon Vela		
Mary Valenzuela		

### 2 YEARS

Peter Liszewski Jr.	Matthew Blake	Mitchell Tillman
Salavador Lara	Geoffrey Nielsen	Jeremy Jacobs
Anabel Lara	Michael Sobieski	Sheryl Hirschmann
Larry Knowlton	Richard Clary	Marc Hirschmann
Carla Preston	Judy Clary	Andrew Sikes
Linda Cantu	Benjamin Love	Daniel Tveit
Carmen Cantu	Phillip Griffith	Christopher Godwin
Aldo Goncalves Jr.	Ray Poland	Christine Godwin
Katia Goncalves	Ruth Bruner	Joshua Jesse
James Bell	Gary Bruner	Krystal Jesse
William Bell	Lamonte Hartage	
Gregory Lawrence	Sandra Hartage	
Yvette Lawrence	Mark Sain	
	Sheri Greene	

### 6 YEARS

Michael Osborn  
Douglas Brashear Jr.  
Benjamin Henderson  
Mark Hatstat

### 5 YEARS

Alice Breaux  
Edward Breaux  
Thomas Cormier  
Valeriano Josue  
Roberto Bravo  
Robert Brewer  
Joni Brewer

### 1 YEAR

Harden Martin	Dino Fabris
Katherine Sigismondi	Todd Klinefelter
Paul Rowland	Elliot Deherrera
Robin Rowland	Robert Franklin
Shane Hainsel	Brandi Cooper
Timothy Stiers	Jeffrey Oliver
Scott Combs	Allen Radcliffe
Clinton Batson	Terri Tracy
Joseph Prescott	Leticia Cronin
Gary Cole	Justin Yeary
Harold Tafoya	Mark Prescott
Richard Griego	Kimberly Prescott
Pedro Griman	Jeffrey Lowery
Luther Rogers	Mark Young
Sergio Nino	Amanda Young
Jose Nino	Vitaliy Tsarevskiy
Anne Biron	Elena Tsarevskiy
Mark Hamby	William Kyle Jr.
Inbok Choi	Charles Benvenuto
Terry Pratt	
Stanley Davis Jr.	
Edward Metcalfe	
Melissa Metcalfe	
Otho Walker IV	
Lozono Strawther	
Donald Huffman	
Bonnie Huffman	

# OFFICE/TERMINAL STAFF ANNIVERSARIES

## APRIL - JUNE 2020

### 42 YEARS

Annette Merriman

### 23 YEARS

Twyla McDermott  
Janice Dubois  
Ruth Goad

### 24 YEARS

Choya Wells

### 25 YEARS

Robert Finch

### 20 YEARS

Tommy Sofia

### 16 YEARS

Larry Reynolds  
Kay Dority

### 19 YEARS

James Fleet

### 15 YEARS

Kara Jeric

### 17 YEARS

Brett McConnell

### 13 YEARS

Tonya Clark  
Nancy Reiter

### 10 YEARS

Jacqueline Fales  
Heather Fales

### 12 YEARS

Daniel Garcia

### 5 YEARS

Michael Shear  
Joshua Pearson

### 6 YEARS

Jake Dooling  
David Jenner  
Michael Fisk  
Yolanda Navarro

### 7 YEARS

Christopher Stevens

### 8 YEARS

Carrie Cornwell

### 1 YEAR

Sharon Fontenot  
John Jones  
Kathy Allen  
Austin Hord  
Jacob Robins  
Kyle Taylor

### 2 YEARS

Timothy Cox  
Treune Nick Delmonte  
Nathan Bowman

### 3 YEARS

Wade Fackrell  
Jordan Eakins  
Blake Adams  
Henry Anger  
Kimberly Scott

### 4 YEARS

Raymond Morales  
Stephen Howerton  
Nathan Derrick



Thank You!

Our very own Breezy Burns received special kudos from a customer for her tireless efforts in ensuring that their large project was completed successfully and with precision.

Here's what the customer wrote:

"I just wanted to express our thanks for your tireless professional efforts over these last few days. It is not typical for folks to place the amount of attention to detail and response you and your team provided to successfully complete [a large project for us] . . . Please also pass a big thank you to the drivers . . . [t]heir professionalism and patience through the process was a big part of the success . . .

THANK YOU again for a job extremely well done!!!"



Briana (Breezy) Burns, CSR

Drivers specially mentioned by the customer were:

- DANIEL K NORRED
- GINGER R NORRED
- MARK WENDOLOWSKI
- ANDREW COURSEY



# PROBLEMS VS. OPPORTUNITIES

We all deal with people who complain about the trials and tribulations, depicting their lives as one big problem. A common sense, realistic view of this mindset will allow us all to know that our employers could hire a much less knowledgeable and capable person for routine things that require much less thought. Problems and challenges can serve to help us grow and become more capable.



Each and every day, we face problems of varying concern. Some are BIG while others barely hit the radar. View each and every one of these perceived problems as an opportunity. Don't lay blame or point fingers. We need to ask ourselves, "What can be done about it"? As co-workers, (drivers, office staff and external customers) our challenge

is to use each problem as a step toward improvement. No single one of us has all the answers. Collectively, from all of our different perspectives, we can solve anything. Break it down to stabilize the foundation, rebuild and retain for future reference. Ideally, the situation will never arise again. If something similar occurs, we will have the answers.

If the process for turning problems around is handled correctly, there are multiple opportunities for our organization along the way. Without problems, opportunity is never created. If you are thinking today is a breeze, take the initiative to look for problems and the opportunities will come your way.

**SOMETIMES WE'RE TESTED  
NOT TO SHOW OUR WEAKNESSES,  
BUT TO DISCOVER OUR  
STRENGTHS.**



# SAFETY FIRST



Submitted by  
Terri Wimberley, Safety  
terri.wimberley@roadmastergroup.com

The online Driver training program is on [www.carriersedge.com](http://www.carriersedge.com). Please log into your accounts to check for new modules at the beginning of every month. These training modules are quick reviews on information you already know and only take a few moments to complete.

The Certificate of Liability has been renewed. The current expiration is 06/30/20. Be sure to get your new copy. All Arizona plate registrations for the company tractors have been renewed, also. All hard copies can be found in the Joplin Driver permit room.

USDOT HazMat registration will expire 06/30/20. Please get your copy before then. Karen Blevins emailed them out to Drivers on 06/03/20 @ 8:57am if you need to look back in your emails.

Owner operators will need to file for the Schedule 1 Form 2290 after July 1, 2020 for the 20-21 year. Pre-filing is available online.

If you have any questions, feel free to speak with your Driver managers or call Terri in the Safety Department.



## Note from Leah Groom:

It has become challenging to renew credentials in the last few months. FMCSA has extended CDLs and physical certifications until September 30, 2020. Passports are only being renewed in 'life or death' situations. The expiration date for an eligible TWIC is 180 days after the expiration date that appears on the TWIC card. Please do not wait until the extension date to renew credentials. Some offices are open. You may have to call around to find one.

## DUST STORM 2020



The Dust Cloud is here! Every year dust clouds form over the Saharan Desert in Africa and travel across the Atlantic Ocean towards the Caribbean. This year it is monumentally HUGE. The Weather Channel has been tracking it and it has been spotted by the International Space Station.

As the Saharan Air Layer reaches the US southern coastlines toward the end of June, the dust in the upper atmosphere

scatters light from the sun to produce spectacular morning and evening views. Another good note is that the high amount of dust will block moisture and diffuse cloud formations that could develop into hurricanes.

Over the last few days of June, the cloud will trek into the Gulf of Mexico, hitting the east coasts of Mexico and Texas. The air currents normally coming from the west will then steer it into the heartland

of the US and back out into the Atlantic. It will follow the typical path of hurricanes that come through the gulf.

So if you happened to be in the south-east part of the US during this time, we hope you took a moment to admire the milky, hazy skies and stuck around for the magnificent sunrises and sunsets. If anyone has pictures, feel free to send them in.

# DASEKE® BENEFITS

## Social Media Guidelines

Roadmaster Group, Inc. and its affiliates (including but not limited to, Bed Rock, Inc. dba Tri-State Motor Transit Co.; collectively, the “Company”) understands that social media can be a fun and rewarding way to share your life and opinions with family, friends and co-workers around the country. However, use of social media also presents certain risks and carries with it certain responsibilities, especially considering the type of work that the Company performs for its customers.

In order to avoid any problems or misunderstandings, below are a few guidelines to provide helpful and practical advice for you when operating on the internet as an identifiable employee of the Company.

- **Review and familiarize yourself with the Company’s Code of Business Conduct and Ethics, the Employee Handbook, and Company policies and manuals.** The same principles and guidelines found in these policies apply to your activities online.
- Only very few people are authorized to speak for the Company. **Do not use your company email address** for private communications or to register on social networks, blogs, or other online tools utilized for personal use. Do not represent that you are speaking on behalf of the Company.
- Ultimately, you are **personally responsible** for what you post online. Keep in mind that any of your conduct that adversely affects your job performance, the performance of fellow associates or otherwise adversely affects members, customers, suppliers, people who work on behalf of Company’s legitimate business interests may result in disciplinary action up to and including termination pursuant to company policy.

# **DASEKE® BENEFITS**

## **Social Media Guidelines**

Cont'd from Page 13

- **Inappropriate postings that may include discriminatory remarks, harassment, and threats of violence or similar inappropriate or unlawful conduct will not be tolerated** and may subject you to disciplinary action up to and including termination pursuant to company policy.
- Remember that your work could involve **confidential and/or classified information**. Please act responsibly with the information you are entrusted with. Do not post anything that could compromise confidential and/or classified information. Note that any postings you publish could be used to obtain information that is not meant, by either the Company or, more importantly, the government, to be shared with the public. Do not post internal reports, policies, procedures or other internal business-related confidential communications.
- Always be **fair and courteous** to fellow associates, customers, members, suppliers or people who work on behalf of the Company. If you decide to post complaints or criticism, avoid using statements, photographs, video or audio that reasonably could be viewed as malicious, obscene, threatening or intimidating, that disparage customers, members, associates or suppliers, or that might constitute harassment or bullying. Examples of such conduct might include offensive posts meant to intentionally harm someone's reputation or posts that could contribute to a hostile work environment on the basis of race, sex, disability, religion or any other status protected by law or company policy.
- **Never post any information or rumors that you know to be false** about the Company, fellow associates, members, customers, suppliers, people working on behalf of the Company or competitors.
- **Do not create links to any Company websites** from your blog, website or other social networking site without identifying yourself as a Company employee and providing disclaimers that make it clear that your views do not represent those of the Company, fellow associates, members, customers, suppliers or people working on behalf of the Company.

If you have questions or need further guidance, please contact your HR representative.

# Photos: On the Road during the COVID-19 Pandemic



Jack McFadden uses what he can for a face mask



Teddy bear riding shotgun

Photos were taken by

**HDT**  
HEAVY DUTY TRUCKING

Trucking Info

truckinginfo.com



The Nebraska Hwy Patrol offered free meals to truckers



Joe Yuenger turned a T-shirt into a makeshift mask



Mark Sain uses a bandana as a face covering



Glove and mask demonstration by  
Kyle Smith



Many organizations hand free food  
to truckers



There are health checks at many shipper and  
receiver facilities



Banners at truck stops show appreciation to drivers



# Bacon Wrapped Pineapple Shrimp

## Ingredients:

12 jumbo shrimp, deveined

¼ fresh pineapple, cut into bite-sized chunks or 1 (14-oz) can pineapple chunks in natural juice, drained

1/2 cup pineapple juice

1/4 cup brown sugar

6 slices center-cut bacon, cut in 1/2 crosswise

12 wooden toothpicks



## Directions:

- Whisk together brown sugar and pineapple juice.
- Heat a nonstick skillet over medium-high heat.
- Holding a shrimp, nest a chunk of pineapple in the natural curve of the shrimp then wrap bacon around the shrimp and pineapple and secure with a wooden toothpick.
- Wrap and secure all 12 shrimp.
- Brush each one with the brown sugar, pineapple mixture.
- Add to the hot pan and cook 3 minutes on each side or until bacon is crisp and shrimp are opaque and firm.

