



Frank Larance, Director IT
& Asset Utilization

Hello, my name is Frank Larance and I'm the Director of IT and Asset Utilization for Roadmaster Group. I can't believe we are already in month 3 of 2021. For me, this last year created an opportunity to rethink priorities and refocus some of my efforts. I'm thankful that transportation workers and especially truck drivers are finally beginning to be understood for the essential service they provide to our country. Without your sacrifice, dedication, and perseverance the flow of goods and services comes to a grinding halt.

Roadmaster Group rose above the challenges faced in 2020 and delivered one of the best years in the company's history. Even though most of us were further apart we all came together as a team to achieve a great result. This exceptional performance is continuing into 2021 and we have some more exciting things to talk about this year. Below are some focus points from my teams. I've also included some additional company information that I hope that you find useful. Please feel free to reach out if you have any additional comments or questions.

I'm going to cover a lot of ground in the next few paragraphs. Here are the main topics...

- **RMGconnect - Driver Mobile App**
- **Telematics**
- **PrePass Tolls and Weight Station Bypass**
- **Equipment**
- **Pricing**

RMGconnect – Driver Mobile App

There's an app for that... and it's called RMGconnect. (available for iOS and Android)

Have Questions? The RMGconnect app has answers!

Get the latest news on RMGconnect!

I don't know when my credentials expire – RMGconnect gives you reminders!

There's a typo in my order number and I need to rescan all the paperwork – RMGconnect puts the Order number and other relevant load information automatically!

What does my pay history look like – current and historical pay is accessible in RMGconnect!

What does the weather look like on my route – RMGconnect will show you!

RMGconnect does this and a whole lot more! Download and experience the app for yourself!

Do you have feedback on the RMGconnect app? We want to hear it, use the built-in feedback module to communicate your thoughts and ideas back to us.

Telematics

Many of our drivers have received the newer Omnitrac IVG unit in their trucks. We are moving to the IVG platform for the following reasons. First, it is an upgrade to the more modern 4G LTE signal. This means more terrestrial coverage in more areas. It also comes paired with a satellite upgrade that provides coverage in the US and up into Canada and Alaska. Second, the hardware installation is greatly simplified. The main unit contains the cellular antenna and this device connects to the satellite wirelessly. Lastly, the new IVG device is required for us to be Canadian ELD compliant (starts June 12th, 2021).

The IVG unit requires a wiring harness that is specific to the make, model, year of the truck. If you have an MCP200 please work with your DM to schedule a time to get that unit replaced with an IVG.

Bonus TIP: Did you know that the Omnitrac IVG unit will work with a wired or wireless USB keyboard? Roadmaster does not provide these but they are available at a very low cost from 3rd party providers.

We are also upgrading our trailer tracking devices from Omnitrac to Skybitz. The Skybitz device utilizes a 4G LTE signal which will maximize the time a trailer communicates. The Skybitz unit being installed is also DTTS compliant.

Continued from Page 1 (Frank Larance)

PrePass Tolls and Weight Station Bypass

The entire fleet is being moved over to the PrePass ElitePass. This device handles tolls and your bypass needs all in one device. Another huge benefit of this device is that it is powered by batteries that can be replaced. This means more uptime for your truck. Please stop by the shop in Joplin to get your new ElitePass and Kay and Kathy will get you taken care of.

Pricing

Demand for high-security truckload service continues to outpace supply. Pricing has remained strong across all customers. We are continually evaluating the freight mix to maximize our competitive advantage which in turn helps us to provide better service to our customers. By exceeding our customer's expectations, we strengthen our relationships and increase our opportunities for additional business.

Equipment

Roadmaster Group will be bringing in new equipment into the fleet this year. Beginning in March we will start to take delivery of new flatbed and van trailers. The delivery of new trailers will continue into July of this year. New Kenworth T680 trucks will also start to be delivered in April and new Volvo VNL860 trucks come in the May/June time frame. We believe it is very important to continue investing in our fleet to provide all of our Drivers with equipment that is high-quality. We spec our equipment for safety, performance, and longevity of life.

I'd like to finish up this article with a sincere thank you to all at Roadmaster Group. Our prior accomplishments and future growth are only possible with the continued commitment to excellence that each of you chooses to deliver every day.

Frank Larance

Inside This Issue

| | |
|--|------------|
| Frank Larance—Exciting Things to Talk About..... | Page 1-2 |
| Inside This Issue..... | Page 2 |
| Just Take My Money by Sarah Hogan..... | Page 3 |
| Tri-State Completes Multi-Year DOE Project..... | Page 4-5 |
| Tri-State Receives Award..... | Page 6 |
| Tri-State Appreciation..... | Page 7 |
| Office/Terminal Staff Anniversaries..... | Page 8 |
| Company Driver and Owner Operator Anniversaries..... | Page 9-10 |
| Daseke Benefits..... | Page 11-12 |
| Safety Matters—Driving Safety Tips by Dan Stark..... | Page 13 |
| Playlist Tidbits by Terri Wimberley..... | Page 13 |
| 7 Social Media Mistakes That Could Damage Your Career..... | Page 14 |
| Personal Protective Equipment..... | Page 15 |
| Morel Mushrooms, A Delicious Hidden Gem..... | Page 16 |
| Recipe—Morel Mushroom Pasta..... | Page 17 |
| Post Winter Workout Tips..... | Page 18 |



Sarah Hogan, CSR Lead, Joplin
sarah.hogan@roadmastergroup.com

If you're anything like me, sometimes in this world you find things that are so unique while still being purposeful that you can't get your hand in your pocket fast enough to spend your money. It will come as no surprise that, while surfing through the bazillion items for sale on Amazon, I have run across a few of these "just show me where to pay" products. Some of my favorites also come from companies with a social conscience who will donate an item or a portion of their proceeds to people in need.

Here are some things I have found that might be especially helpful if you live in your truck and work outside in all kinds of weather. I actually found the Zippo Hand Warmer a couple of years ago and bought one as a Christmas gift. It was so awesome, I ordered two more for myself. The rest of them are untried as of yet but I'm checking the mail every day for my Rite in the Rain paper...

Epic Wipes ~ Ever find yourself in need of a quick shower but no time or place to stop? Epic Wipes could be the answer. They are baby wipes on steroids. They are massive...16 times larger than a standard wipe...more like a towel, really, and they're individually packaged...think portable and lightweight. They are made out of bamboo (making them biodegradable) and utilize essential oils

and a toxin free surfactant to get you clean. You can find them at epicwipes.com ...\$24.99 for a box of 10 individually packaged wipes. As a bonus, for every box sold, Epic Wipes will donate a wipe to a person in need (disaster relief, deployed military and the homeless) on your behalf.

Scrubba Portable Laundry System Wash Bag ~ No washing machine? No problem. Scrubba is a laundry system wash bag for a "machine quality" wash in 3 minutes without the machine..."a modern take on the old fashioned washboard". Made of microbial resistant polyether TPU, the bag itself weighs 5 oz and folds up small enough to fit in your pocket. The inside is filled with "Scrubba nodules" that take care of the hard cleaning work. Just put your clothes in, add water (couple of gallons), detergent and then rub your clothes across the nodules. Change out the water to rinse and Voila! Clean clothes in 5 minutes. Check out the video on YouTube or you can buy at Amazon for \$54.95. Another bonus: a portion of every sale goes towards providing clean drinking water to those areas of the world that can't readily access clean water.

Rite in the Rain ~ Rite in the Rain is a "wood based, recyclable paper that won't turn to mush when exposed to: rain storms, sweat, oil and grease, mud and grime or a laundry mishap". Over 100 years ago, entrepreneur

JUST TAKE MY MONEY

By Sarah Hogan

Jerry Darling saw a need for durable writing material in the logging industry and developed a special coating "that created a unique moisture shield on the hand-dipped sheets of paper that he and his wife, Mary, processed at their home". Check out riteintherain.com/about to see a demo...someone writing on a notepad submerged in water. It really IS amazing. The water doesn't disintegrate the paper or warp it as it dries. Rite in the Rain carries all sizes of notepads and journals (\$3.95-\$17.95 at riteintherain.com) and you can even pick a paper color, binding type and a waterproof cover.

Zippo Portable Hand Warmer ~ This thing rocks. It beats those dry chemical (think Hot Hands) packets, well...hands down. This metal hand warmer is thin and compact, about the size of a deck of cards, making it perfect for your pockets. It uses lighter fluid to produce 10x as much heat as the dry chemical packets and the Zippo warmth lasts for up to 12 hours. Instead of a flint or a wick, the hand warmer uses a burner to produce heat. Plus, it's virtually odorless. Comes with a warmer bag and a one year guarantee. \$18 on Amazon. Do yourself a favor and get two...one for each pocket.

BY: Sarah Hogan, CSR Lead, Joplin

Tri-State Successfully Completes Historic Multi-Year DOE Project

By: Mark McDermott, Project Manager

This Project was the Largest Transfer of Highly Enriched Uranyl Nitrate Liquid (HEUNL) to the United States in the History of the Nuclear Transportation Industry.

Towards the end of 2009, two of our longtime partners and customers, NAC International and Secured Transportation Services (STS) requested Tri-State's involvement in a large project that had never been done before. The project involved the transport of Highly Enriched Uranium (HEU), which in and of itself poses enough transport challenges in its various states, but in this case, it was to be transported in a liquid state (HEUNL). This is the part of that has "Never Been Done Before." In fact, many experts in the field believed this was an impossible project to successfully complete.

Due to the security concerns tied to the product to be shipped NEVER having been transported commercially in the past, this project required coordination with not only U.S. and Canadian federal government and law enforcement agencies, but also state, provincial, and tribal agencies and governments as well. Once the U.S. Department of Energy, the Nuclear Regulatory Commission, and the Canadian Nuclear Safety Commission had all come to an agreement regarding the repatriation of the material, addressing the engineering, regulatory requirements, and logistical challenges began.

For example, NAC engineers had to make technical and challenging modifications and additions to their "LWT" Casks (Type B (U) Packages) that have been a work horse in the industry for years. These casks have been used to transport several forms of highly irradiated materials over the years. Because of our strong working partnership with NAC, and because these casks would be loaded onto Tri-State trailers, NAC believed it was important to consult with Tri-State about the engineering modifications.

Our team began to prepare for the project as Tri-State was tasked with providing DOE-cleared, highly trained, experienced, dependable and commit-

ted Driving Teams who could go in and out of Canada. In addition, equipment to be used for the project had to be well-maintained and able to pass multiple Level VI CVSA inspections on each trip. Any equipment trouble that led to breakdowns or delays increased the security risks associated with the HEUNL product. In addition,

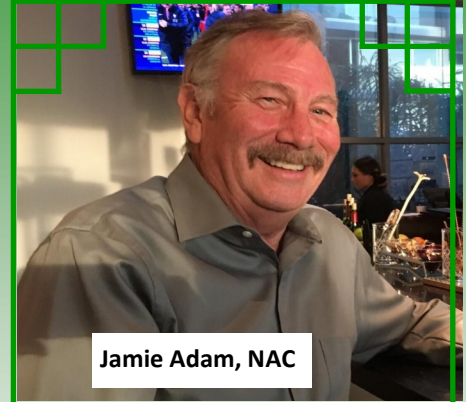


Tri-State had to provide 24/7 Executive, Operational, Customer Service, as well as Safety and compliance support if needed. Due to the very limited compartmentalization and other security requirements, there were not many of us who could provide this support.

During this time, as NAC was working on all of the technical and regulatory issues, they had already engaged STS, who, as mentioned before, was a longtime business partner with Tri-State. In fact, one of the owners of STS was a former Tri-State employee.

This group, along with assisting in the planning phase, was also responsible for the actual shipping of these loads, coordinating all parties involved, making shipping schedules, handling law enforcement and regulatory notifications and communicating with both the shipper and the receiver. They also kept us informed and closely worked with us to keep everything on track. This company and their staff were really the glue that held it all together.

After a great deal of prep work by all involved, it was not until 2015 that



Jamie Adam, NAC

This article is also in memory of Jamie Adam, who just recently passed away. Jamie was the head of all NAC Transportation Operations and this project. Jamie semi-retired at the completion of this project. He was a long time business partner with Tri-State and a very loyal customer. Also, he was a friend to Mark and Twyla McDermott, Loudon Terminal

Tri-State was finally tasked with providing an appropriate Team, truck and trailer, along with some other specially-requested equipment for a "Grand Tour" over the designated routes. This truck was to take the trailer and the LWT package and make about 10 or so



stops in various locations across the US and Canada to impress upon the attendees at each stop the integrity of the package, its actual components and how robust its construction was. This trip eventually proved to be a successful effort to educate all involved parties (state, provincial, and tribal government and law enforcement agencies) about the Nuclear Industry and allay

Tri-State Successfully Completes Historic Multi-Year DOE Project (Continued)

By: Mark McDermott, Project Manager

any fears they had about the product being transported across their respective jurisdictions.

The project finally began in early 2016 and



continued until August 2020. Tri-State proudly passed innumerable Level VI (Zero Out-of-Service Defects Required) CVSA inspections in the United States and Canada. During the course of the 4-year project, Tri-State had zero accidents or incidents and had an extremely low number of mechanical issues despite the number of miles traveled. This was in large part due to the extremely stringent preventative maintenance requirements set by our customers and all parties and agencies involved and a lot of hard work by Bear Enterprises, Inc. (Bob Renwick and Bobby Renwick, Jr.) and a lot of people at Roadmaster Group.

Below are some of the mechanical failure and accident/incident statistics of this entire project:

- Flat Tires - 7 shipments;
- Engine Failure - 1 (replacement tractor provided in 18 hours);
- Accidents/Incidents - 0

Below are the shipment and mileage statistics of this entire project:

- Number of Shipments - 171 Shipments
- Loaded Miles/
Kilometers: 206,370/330,195
- Total Miles - Over 465,000 miles
(745,000km) total loaded, empty and positioning equipment.

As I mentioned before, the fact that there were very few people within Tri-State who were able to have knowledge of what was actually happening, and that most of these movements were to be executed at night

and on the weekends meant many sleepless nights, some hair loss and some aging for the Drivers and the few others of us involved. BUT, without the support of the entire team at Roadmaster Group, despite many of you not even being aware of what you were supporting, this would not have worked, let alone exceeded everyone's expectations!

The last and most important thing to mention here are the Drivers who were involved with this project! Again, only a very few were qualified to participate. They literally "Carried The Water" for our company on this venture! They faced many challenges, from adapting to multiple rigorous inspections, bad weather, extended periods of time away from home, unfamiliar Canadian motor carrier requirements, high stress transit requirements, and stringent scheduling. Add increased scrutinization to all the other things our Drivers already deal with on a daily basis and only then may we come close to having an understanding and appreciation of what our elite Drivers who were involved in this project faced.



Back row L to R
K. Clouthier, M. Carr, M. Molson, J. Tolluszis, J. Adam, B. Williams,
Andrews, B. Renwick, B. Renwick
Front row L to R
B. Bolivar, M. Chapman, S. Wells, T. Wells

We can't thank OUR participating drivers enough.

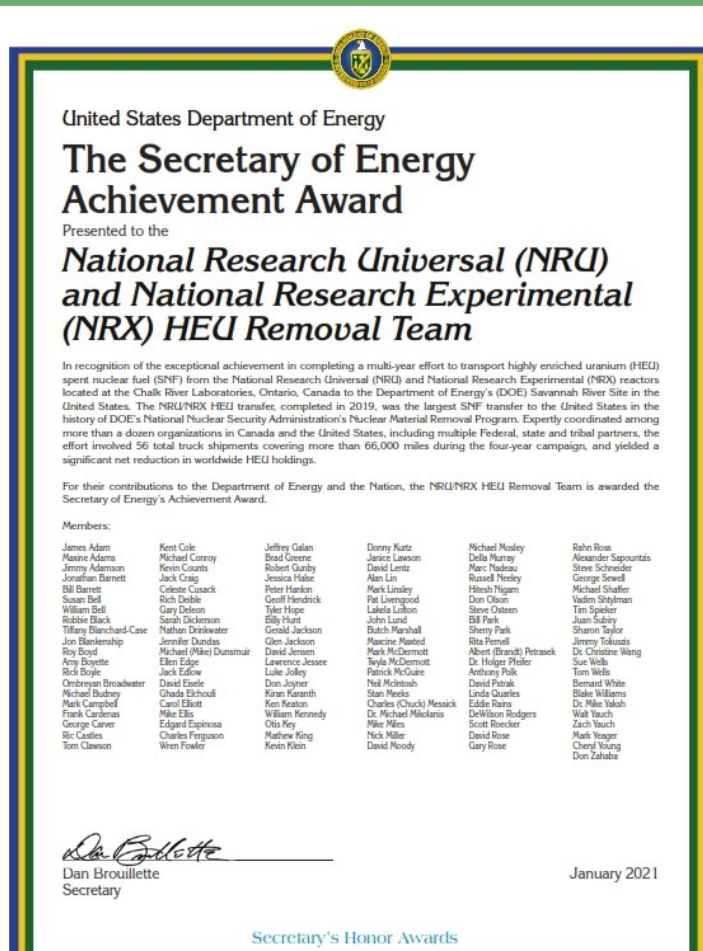
To them ..
Well Done
and Congratulations!



L to R: B. Vineski, M. Carr, S. Thiel, M. Clouthier, J. McKenna,
B. Williams, Y. Andrews, M. Chapman, B. King
R. Renwick, R. Renwick, M. Molson, S. Deighton, N. Sachar

By: Mark McDermott, Project Manager
mark.mcdermott@roadmastergroup.com

TRI-STATE RECEIVES THE SECRETARY OF ENERGY ACHIEVEMENT AWARD FROM THE UNITED STATES DEPARTMENT OF ENERGY



With coordination and teamwork
Tri-State was able to execute 171
shipments without incident.



TRI-STATE

Appreciation



Orlando Andrew Strong

I've driven for a lot of companies (and I mean a lot) but Tri-State stands out by far! As a driver, truth and transparency means everything while we're on the road.

If anything happens we can call up and whomever picks up the phone listens about whatever issue we have. They'll try and resolve it quickly or if they don't have that knowledge, they'll pass it to who knows the answer. Tri-State also cares about our training and puts a real effort in the classroom. Not just reading verbatim then going on to the next subject. I know we haul primarily hazmat loads but they make sure we get it before we leave class.

Dispatch and the load planners work together to make sure we're rolling efficiently. They're also truthful about loads and transparent with information so we don't get somewhere without the knowledge we need for the shipper or consignee.

At the end of the day, Tri-State makes us feel comfortable driving for them. They have the resources and knowledgeable people to ensure our success and the company success as well. I've made a lot of decisions but coming over to drive here was one of my best!

Love · Reply · Message · 15h



As our customers begin to open back up and their COVID 19 restrictions and guidelines loosen due to the vaccine, we will keep you informed by updating the customer directions, etc. for each load. Please pay close attention to this, and always follow the customers' requirements.

OFFICE/TERMINAL STAFF ANNIVERSARIES

JANUARY - MARCH 2021

30 YEARS

Cheryl Hinkle

24 YEARS

Cheryl Shuman

23 YEARS

Mark McDermott

29 YEARS

Tammy Scribner

22 YEARS

Chuck Curry

18 YEARS

Marni Smith

19 YEARS

Michael Hadaway

20 YEARSTerry Peterson
Bill Dooling**21 YEARS**

Leslie Martin

16 YEARSDeborah Bielan
Kyle Smith**15 YEARS**

Kelly Brungardt

13 YEARS

Stephen Barton

14 YEARSBrian Markosian
Nathan Powell**7 YEARS**Ronda McDaniel
Rhonda Kauspedas
Ruth Green
Rodney Payne
Kim Wilkerson**10 YEARS**

Jeanie Sullenger

9 YEARS

Terri Wimberley

11 YEARS

Jose Navarro

8 YEARSAnn Dubois
John Wilbur**5 YEARS**Cindy Garton
Jorje Gonzalez
Adolfo Rivas
John Sampson
Erick Ureta**6 YEARS**Russ Thompson
Blake England**4 YEARS**Zachary Wickham-Harris
Dustin Lear
Joyce Throneberry**3 YEARS**Christina Langille
Evelyn Cummins
Kevin Crawford**2 YEARS**Leslie Lombardo
Lisa Nellis
Robin Rickard
Trevor Brown
Terry Lane Sr.**1 YEAR**Cortney Johnson
Stephanie Lisk

Thank you!

♡

COMPANY-DRIVER-AND-OWNER-OPERATOR-ANNIVERSARIES

JANUARY - MARCH 2021

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!!

21 YEARS

Ricky Babbie

20 YEARS

John Ries
Robert Summerville
Rodney Groom

17 YEARS

Johnnie Matthews
Joann Matthews
Robert Alexander

14 YEARS

Marshall Hufham

13 YEARS

Sharon Lapan

10 YEARS

Keith Reeves
Paula Reeves

11 YEARS

Eldon Scott
Teresa Scott
Jeffery Wilson

8 YEARS

Hyrum Thompson
Delbert Coleman
Stacy Coleman
Mark Black
Brian Wood
Jill Wood
Jacki Hughens
Fredrick Hughens
Brian Brignac

9 YEARS

Randall Knickerbocker
Charlotte Knickerbocker
Donna Brown
Otto Brown

7 YEARS

Phillip Hinch
Amy Hinch
Robert Miri
Renee Miri

*Thank
You*

COMPANY-DRIVER-AND-OWNER-OPERATOR ANNIVERSARIES

JANUARY - MARCH 2021

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!!

4 YEARS

Laura Baucom
Billy Buckaloo
Daviene Buckaloo
Vivian George
Candace Subelka

3 YEARS

| | |
|-------------------|----------------|
| Dena Smith | Travis Adams |
| Earl Smith II | John Souza |
| Daryl Jackson | Kaihikapu Akau |
| Thomas Peterson | |
| Crystine Peterson | |
| Sheryl Hoage | |
| Charles Hoage | |
| Ronald Guillotte | |

2 YEARS

| | | |
|---------------------|-------------------|--------------------|
| Jay Lintz | Joshua Yates | Frazier Strutzel |
| Shane Selman | Luke Moon | Carl Morrison Jr. |
| Chad Brough | Rachel Moon | Michael Cronin Sr. |
| Tina Cristee-Brough | Donna Wheeler | |
| Riley Hoffman | Dale Malm | |
| Nicole Hoffman | Emmanuel Spann | |
| Mario Granados | Loretta Chilcote | |
| Eric Chambers | Edmund Chilcote | |
| Jason Mulkins | Mark Steiger | |
| Jeremy Lowther | Paula Steiger | |
| Bernadelle Burke | Kenneth Acord Jr. | |
| Kevin Anderson | Tina Copeland | |
| Rebecca Anderson | Michelle Strehle | |
| | Jack Moore | |

5 YEARS

Scott Nelson
Cheri Nelson
Joe Pineda
Matthew Warneke
Lisa Brandon
Ernest Louis
Michelle Higgins-Leggett
Stephen Leggett
Suzanne Faver
Michael Faver

6 YEARS

James Cayton
Paul Devine
Aaron Worley

1 YEAR

William Brown
Bruce Caslake
Donna Hurst
Clinton Hurst
David Carney
Valerie Carney
Rick Hays
Jason Plaisted
Tevin Daniels
Michael Busch
Gilbert Spland Jr.
Zechariah Teran
Steven Caudill
Christopherr Lall
Carol Lall
Alexander Heck
Loretta McKaughan
Joe Fernandez
Kelly Clawson
Kristyn Friesse
Ricardo Sanchez
Darrin Adams
Debbie Copeland





**Did you know our Medical plans include
a telemedicine option for actively enrolled
employees and their dependents?**

These services are provided by MDLive effective 1/1/2021. MDLive provides on-demand access to board-certified providers. You and your family can be treated for general health issues from the convenience of your home or while on the road.

With MDLive, not only do you have access to urgent, on-demand services, you can also choose to create a primary relationship with a provider you enjoy working with for non-urgent matters.

Telemedicine services have a \$0 copay for all plans except for the Bronze plan. The Bronze plan has a \$44 co-pay.

To register go to mdlive.com/bcbstx and click on Activate now. You will need your BCBS member ID number and your DOB.



“I didn’t receive my dental or vision card, what do I do?”

This is one of our most frequently asked questions. The answer is MetLife (dental) and EyeMed (vision) do not send out cards. You shouldn’t need a card to receive services but most employees are more comfortable having some type of card with them.

You can access your cards by visiting the below sites and registering. For benefits purposes you would list Daseke as the employer.



Dental: MetLife

Go to <https://mybenefits.metlife.com>

Vision: EyeMed

Go to <https://eyemedvisioncare.com>

SAFETY MATTERS

Driving Safety Tips

Focus on driving

- Keep 100% of your attention on driving at all times – no multi-tasking.
- Don't use your phone or any other electronic device while driving. Slow down. Speeding gives you less time to react and increases the severity of an accident.
- ***Law enforcement has the ability to conduct forensic investigations of your phone*** and will be able to determine if you were driving while using your phone. Any such use could expose you to criminal liability in the event of an accident.

Drive "defensively"

- Be aware of what other drivers around you are doing, and expect the unexpected.
- Assume other motorists will do something crazy, and always be prepared to avoid it.
- Keep a minimum 7-second cushion between you and the vehicle in front of you (1 second for every 10 foot length of your vehicle). Double the cushion or more as needed if the weather is bad or based on your vehicle weight.

Make a safe driving plan

- Build time into your trip schedule to stop for food, rest breaks, phone calls or other business.

- Adjust your seat, mirrors and climate controls before putting the truck in gear.
- Take the time and pull over to eat, it's probably healthier for you as well and is a good reminder to check the load and quick vehicle inspection.

Practice safety

- Secure cargo that may move around while the vehicle is in motion, both trailer and inside cab.
- Don't attempt to retrieve items that fall to the floor.
- Have items needed within easy reach such as toll fees, toll cards, and documents
- Always wear your seatbelt and drive sober and drug-free.
- Avoid driving when you are tired. Be aware that even some over-the-counter medications cause drowsiness and make operating a vehicle very dangerous.
- Always use caution when changing lanes. Cutting in front of someone, changing lanes too fast or not using your signals may cause an accident or upset other drivers.
- Be extra careful while driving during deer season.

Submitted By: Safety Department

Playlist Tidbits

Do you have a music playlist? If so, you may know that you can build many different kinds of music lists. Categorizing songs into different groups is a great way to change up how you listen to your favorite music. Personally, I have a few unique categories I'd like to share.

I never realized how many break-up songs there were until I made my "Footwear" seems to be everyone's "Breakups" playlist. My top 5 songs favorite request. I have over 30 are Freebird by Lynyrd Skynyrd, You "foot" songs in the playlist. Top 5 Oughta Know by Alanis Morissette, include Blue Suede Shoes by Elvis I Will Survive by Gloria Gaynor, Go

Your Own Way by Fleetwood Mac, Two Out of Three Ain't Bad by Meat Loaf.

There seems to be a song for anything in life. So, remember, sometimes you have to take a moment to treat life as a musical and just break out into spontaneous song and dance.

By: Terri Wimberley, Safety
terri.wimberley@roadmastergroup.com

7 SOCIAL MEDIA MISTAKES THAT COULD DAMAGE YOUR CAREER

Social media is booming with opportunities. For some business professionals, it could mean networking that will boost your career to new heights. For others, it could mean the end of your career. Don't be a part of the latter group. Avoid these seven social media mistakes.

COMPLAINING ABOUT YOUR BOSS

Putting your complaints out there for the world to see is never the way to go, especially when you have something to say about your job or your boss. Even when you think your posts are safe from your boss, a colleague might be able to forward it to him or her.

Even if that one comment doesn't hurt your job now, it could come back to haunt you later. A future potential employer might see it and decide that you're not worth hiring since you've badmouthed your employers in the past.

SHARING YOUR LATEST JOB OFFER

The thing about job offers is that they're sometimes confidential. Just because you have the job offer doesn't mean it's a sure thing, and if you break that confidentiality right off the bat, your employer may see you as untrustworthy and revoke the job offer.

Definitely don't say anything negative about the job offer! Mashable reports on a woman who posted, "Cisco just offered me a job! Now I have to weigh the utility of a fatty paycheck against the daily commute to San Jose and hating the work." Unfortunately, a Cisco employee saw the post. She lost the job before her first day.

PLAGIARIZING

The typical career counselor might advise you to stay away from bikini pictures, drugs, and profanity to avoid losing your job. Forget about those little mishaps for a second

and think about one of the biggest things that can damage your career: plagiarism.

This is an important one, because plagiarism is completely unacceptable in the business world. It will follow you throughout your career, whereas a rant or two won't always prevent future employers from hiring you. Plagiarizing is like screaming, "I'm incompetent and lazy, and I lack integrity!"

It's not just about keeping your professional accounts free from plagiarism, but you also have to hold your personal accounts to the same standards. Are you posting a photo? Give the photographer credit. Quoting an article? Cite the author.

USING TEXTING LANGUAGE

It might seem like no big deal to use texting language on social media, especially when it's convenient while posting on your iPad Air or when you can't make your tweet fit otherwise. However, chances are you're better off spelling everything out. Otherwise, you could be losing jobs because of it. A Jobvite survey found that 66 percent of employers look negatively upon poor spelling and grammar on social media.

POSTING TASTELESS COMMENTS

Any comment meant to offend another person or group could cost you your job. For example, CNN

reports on an incident where a former Washington National radio show producer drunkenly tweeted an inflammatory and racist comment about the people of San Antonio after his team lost a game. Others on the radio show were not amused and fired him for his comment. Wherever you are on the Internet, avoid posting offensive comments like this, even if they're meant as a joke.

POSTING PHOTOS WITH ALCOHOL

Yes, even if you're over 21, this behavior could cost you your job. In 2009, a teacher named Ashley Payne posted a photo on Facebook of her visit to a brewery while she was on vacation. Naturally, she had a glass of wine and a beer in her hand. Due to a complaint from a student's parent, the school district suspended her. Steer clear of these photos no matter the situation.

MOCKING YOUR CUSTOMERS

Like complaining about your boss, mocking or complaining about your customers can have equally poor effects. Several internet stories involve waiters who have taken photos of poor tips and posted them online only to get fired for doing so. Complaining about customers only shows your company in a bad light. Most employers won't stand for that, so avoid posting these types of complaints online.

Source:

www.careercast.com

Author: J.T. Ripton

PERSONAL PROTECTIVE EQUIPMENT

Who needs Personal Protective Equipment????

Our Drivers Do, That's Who!!



Personal protective equipment, commonly referred to as “PPE”, is equipment worn to minimize exposure to hazards that could cause serious workplace injuries. Tri-State provides our Drivers with a hard hat, safety glasses and a reflective vest. Drivers are expected to provide steel toe boots, long sleeved shirt, long pants and gloves. All of the afore mentioned items should be in the truck and available for use at all times. Often the load instructions will alert you that PPE is required at a particular shipper or receiver. Other times, the customer will request Drivers use PPE depending on the area of their facility where they are loading or offloading. Always be prepared and comply with these instructions. They are in place for our Drivers’ safety.

MOREL MUSHROOMS

A Delicious Hidden Gem



"Morel mushrooms are a mystery, a miracle, and a gift of the spring woods. Their arrival often coincides with turkey season. They can appear overnight and remain maddeningly elusive. Veteran mushroom hunters covet their secret spots with a possessive fervor"

www.outdoorlife.com

Where Are They? Your best bet for morel mushroom hunting is to head out to a forest. Usually morels grow on the edges of wooded areas, especially around oak, elm, ash, and aspen trees. Also they love damp creek or river bottoms, and look for dead or dying trees while you are on the hunt because they tend to grow right around those. Any mushroom hunter can tell you this. If you find one, look around where you are standing and most likely you will find more within 20 feet.

When Spring rolls around and temperatures reach the forties at night and the sixties in the daytime, you

better be ready to go hunting. A wet Spring is a precursor to a great mushroom season.

"Morels are pretty camouflaged. You have to develop an eye for it. You have to key in on what you're looking for. It definitely takes experience." says Joe Lacefield, Wildlife Biologist.

Morels are a delicacy; these delicious mushrooms can easily cost more than \$20 per pound when they're fresh, and over \$100 for a pound of dried morels. The main reason they're so pricey at grocery stores and farmers markets is their rarity. They only appear in the U.S. from late March through May.

If you have never tasted a cooked morel mushroom you are in for a treat! The tastiest way to cook them for most people is to roll them in flour and fry them in butter. So delicious!! You first want to soak fresh **morel mushrooms** in salt water for an hour to help get rid of bugs. They should then be patted dry. There are 100's of recipes you can try.

So, if you go morel hunting don't get frustrated and quit, the old folklore says you will look at 100 trees before you find one. And, it is so worth the time and effort!

By: Kyla Jewsbury, Executive Assistant, Tri-Stater Editor
kyla.jewsbury@roadmastergroup.com

RECIPE

MOREL MUSHROOMS PASTA

INGREDIENTS

- 1 ounce dried morel mushrooms (or 8 ounces fresh morel mushrooms, cleaned and halved lengthwise*)
- 3 cups chicken stock or broth
- ¼ cup unsalted butter
- ⅓ cup finely chopped shallots
- 1 tablespoon all-purpose flour
- ½ teaspoon snipped fresh thyme
- ¼ teaspoon kosher salt
- ¼ teaspoon ground white pepper
- 1 cup whipping cream or heavy cream
- ¼ cup snipped fresh Italian (flat-leaf) parsley
- Hot cooked pasta
- Snipped fresh Italian (flat-leaf) parsley (optional)

Instructions

1. If using dried mushrooms, heat the 3 cups broth or water to simmering. Remove from heat. Add dried mushrooms; let mushrooms stand 20 minutes. Strain mixture through a 100% cotton cheesecloth-lined sieve, reserving 1 cup broth. Rinse mushrooms under warm running water; squeeze out excess moisture. Slice in half lengthwise any of the larger mushrooms; set aside.
2. In a medium saucepan, melt ¼ cup butter over medium heat. Add shallots. Cook and stir for 3 to 5 minutes or until shallots are tender. Sprinkle flour over shallots; stir to combine. Slowly add reserved 1 cup broth, stirring until smooth. Reduce to low heat. Cook, uncovered, for 7 minutes, stirring occasionally. Stir in thyme, ¼ teaspoon salt, and white pepper. Slowly whisk in the whipping cream. Cook, whisking constantly, over medium heat for 7 minutes more or until the mixture thickens. Stir in reserved morels and ¼ cup parsley. Cook and stir until heated through.
3. Spoon sauce over pasta. If you like, sprinkle with additional parsley. Makes 4 to 6 main-dish servings.



Well, it's that time of year again. The time when we start realizing that we might have put on a few pounds over the winter, well, maybe over the entire last year, darn COVID! Time to think about taking those few extra pounds off!! Here are a few Post-Winter Workout Tips to get your body back in shape!

POST-WINTER WORKOUT TIPS

| | | |
|---|--|---|
|  <p>FIND A WORKOUT BUDDY <i>Helps stay accountable</i></p> |  <p>SET YOURSELF REALISTIC GOALS <i>And write them down</i></p> |  <p>SHARE YOUR GOALS ON SOCIAL MEDIA <i>For extra accountability</i></p> |
|  <p>TREAT YOURSELF TO NEW GEAR <i>Look good and get financially invested</i></p> |  <p>CONSIDER A PERSONAL TRAINER <i>A great way to set goals and get motivated</i></p> |  <p>TAKE BEFORE & AFTER PHOTOS <i>Remind yourself of your progress</i></p> |
|  <p>MAKE PLAYLISTS <i>To inspire you to work out if you're still feeling the winter blues</i></p> |  <p>WEAR YOUR GEAR AROUND THE HOUSE <i>Getting dressed for your workout is often half the battle</i></p> |  <p>MAKE A SCHEDULE IN ADVANCE <i>Commit to weekly intervals that are realistic</i></p> |

Chart from Fix.com

By: Kyla Jewsbury, Executive Assistant, Tri-Stater Editor
kyla.jewsbury@roadmastergroup.com