

NOVEMBER NEWS

STAY UPDATED WITH TLI



MEET YOUR TLI FAMILY



Meet Antonio De Le Cruz! Located in Kansas City at RTI's main office, many of us may have spoken to this member of our talented IT department, Antonio. Fulfilling the role of Helpdesk 1 support, Antonio is on the front lines; fielding incoming support tickets along with troubleshooting tablet issues. Antonio's upbeat, friendly demeanor and can-do attitude really adds to our company culture, and is a great reflection of the IT departments spirit. Antonio often goes out of his way to go above and beyond to help all of us through the thick and thin. On behalf of RTI & TLI, we thank you!

RECIPE FOR THE TRUCK

OMELETTE IN A MUG

- 2-3 eggs
- 1 tbsp milk
- Chopped onion
- Chopped bell pepper
- Chopped deli ham (or meat of your choosing)
- 1 tbsp shredded cheddar cheese
- Salt and pepper to taste

Mix all ingredients in a mug and microwave for 1:30-2:30 minutes. Enjoy!



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DRIVER REFERRALS

Looking to make some extra cash? You can make an additional **\$5000 for solo company drivers**, and **\$7500 for Teams!** To send in a referral, pull up your

Go Driver app, click the "More" button, and select "Refer a Driver". Then, click the "+" button and enter your referrals information. Referrals pay out at **\$500**

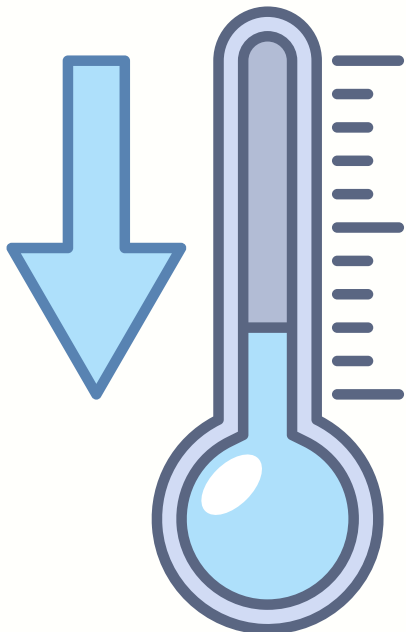
first load + \$75/week for 12 months for solo drivers, and **\$2000 first load + \$75/week for 12 months** for teams. To get the full payout, the driver

must still be working with us at the time of payment. TLI must receive the referral **prior** to candidate being employed.

TLI Company Store is up and running, order TODAY!

Check it out on our updated website: !

<https://transcolines.com/>



MAINTENANCE

Colder weather is upon us-make sure you are prepared! Stop by any of our shops to get some fuel treatment to carry in your truck in case you can't get blended fuel, and give your Espar bunk heater a test run to make sure it works! Ensure you're using Opti-Idle in battery mode if you don't have an APU to keep your batteries charged, even when using your Espar.

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HR / BENEFITS

This is a friendly reminder that our Open Enrollment period is now underway!

You have **until November 25th** to attend one of the available Open Enrollment meetings and make your benefit selections.

ENROLL
NOW

****Key Details:****

- Open Enrollment Period:** Now – November 25th
- Enrollment Deadline:** ** November 26th (after this date, you will not be able to enroll or make changes to your benefits)
- Effective Date for New Benefits:** January 1, 2025

We have ****new benefit plans** available for 2025**, and we encourage everyone to review their options carefully. It's important that you participate in one of the Open Enrollment meetings to get all the information you need and to ensure you're fully enrolled in the plan that best suits your needs.

Current plans DO NOT rollover, so your action is needed.

Please check your email for detailed communications, including meeting schedules and additional resources. We are here to help if you have any questions or need assistance with the enrollment process.

Don't miss your chance to make selections—ensure your benefits are updated before the deadline!

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BUSINESS DEVELOPMENT

Sales & CSA “How every driver is a part of the sales team.”

The **CSA** program, which stands for **Compliance, Safety, Accountability**, plays a crucial role in shaping the safety landscape for commercial motor carriers. Each carrier is assigned a CSA score based on various safety performance metrics. Including crash data, vehicle maintenance records, and driver behavior. A lower CSA score indicates better compliance with safety regulations, which not only enhances the carrier’s reputation but also directly impacts their ability to secure contracts and new customers. Shippers increasingly prioritize safety when selecting transportation partners, often favoring carriers with strong CSA scores. This trend means that CSA scores can be a **significant competitive advantage**, facilitating access to more lucrative business opportunities and increased load volumes. In addition to affecting contracts, CSA scores can influence overall sales performance. Carriers with strong CSA scores are likely to experience reduced insurance premiums, leading to lower operational costs. This financial advantage can allow a carrier to offer more competitive pricing to potential customers. Conversely, carriers with poor CSA scores may face restrictions or higher scrutiny from regulatory agencies, which can deter prospective customers. Moreover, a negative safety record can lead to higher rates of turnover among drivers and decreased morale, further impacting the carrier’s operational efficiency and market presence. This means that every driver, every day, plays a key role in sales growth and new business development. **We love having you on our team!**

OPERATIONS

Winter Driving Tips! The long haul. Know how to drive safely in winter conditions. Whether you are a new or seasoned driver, winter roads can be dangerous. Here are a few tips to help you prepare and stay safe at work:

1. Watch for black ice. Black ice is a thin layer of transparent ice that forms when the temperature is close to freezing. Look for ice build up on your windshield; this is a clue that conditions are favorable for black ice to develop. Slow down when approaching shaded areas, bridges and overpasses as these sections of road freeze sooner than others in cold weather.

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OPERATIONS CONTINUED

- 2. Carry a cell phone and make sure it is charged.** Cell phone batteries can freeze in extremely cold weather, so don't leave your phone in the vehicle for extended periods of time.
- 3. Drop your speed to match road conditions.** No matter how much experience you have, the way your truck will move on snow or ice is unpredictable.
- 4. Talk to people.** Listen for road condition and weather updates on your radio and when parked, talk to the drivers around you. We're all a little nervous out there and it helps to know what you're dealing with. Try to find a seasoned driver with a healthy respect for physics to help talk you through it.
- 5. Don't follow too close.** Trac tends to bunch up on bad roads – the natural inclination is to follow other drivers. Keep a safe distance from the vehicle in front of you.
- 6. Watch for warning signs.** If vehicles are spun out in the median or shoulder, the roads are bad. If you start seeing big trucks spun out, it's time to get off the roadway.
- 7. There is no load worth your life.** If you experience extreme driving conditions, try to find a safe spot to wait it out. Let your logbook gain some hours. If you can't find a spot in a truck stop, park on a ramp or anywhere that is safe and out of the way. Try not to park on an incline, as you may get stuck.
- 8. Make sure you have the supplies you need.** In the unfortunate event that you end up stuck, spun out, wrecked or just sitting in a back up, be sure you have the necessities with you. Keep extra warm clothing, blankets, canned food and water. Be sure to keep your diesel tanks full so you won't run out.
- 9. Treat your diesel.** Diesel gels when it gets really cold. If your diesel gels, your truck won't run. If you are facing winter weather conditions, you need to put an anti-gel additive to your tanks (put it in BEFORE you fuel so that it mixes). It is a good idea to stock up ahead of time.
- 10. Commercial vehicles in B.C. must carry chains from October 1 to March 31.** Make sure your chains fit your tires and practice installing them before you need to use them. Otherwise, you may have a cold and frustrating experience on the side of the road. Stop at a weigh station or rest area for the install so you are safely off the road and have some room to drive your rig forward and back.
- 11. Wear sturdy shoes or boots that have good traction.** Snow, ice and cold weather can make even the simplest task treacherous. Maintaining 3 points of contact when entering or exiting the cab will keep you on your feet, especially in winter when steps and the ground below may be icy.
- Know before you go

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SAFETY

Winter is coming! Are you prepared?

Winter is considered the most wonderful time of the year for most but can be a very dangerous time for truckers. Cold weather can cause a multitude of issues for not only the roadways, but for you and your truck as well. Listed below are some tips to keep you safe on and off the road!

- 1. Pre- and Post-Trip Inspections:** Inspections are always a key part of your routine, but during icy weather, there are a few extra checks to make sure your truck is winter-ready. Ensure all lights are functioning properly; Check brakes and other critical systems; Monitor levels of coolant, washer fluid, and antifreeze; Inspect the condition of your windshield wipers; Check tire pressure and tread, and carry chains if required in certain states; Always complete the DVIR during pre- and post-trip inspections. If you're part of a team, both drivers must complete the DVIR.
- 2. Practice Defensive Driving:** Be extra cautious and aware of your surroundings. Winter driving can be unpredictable, so: Watch for icy patches, especially on bridges, which freeze first; Maintain a safe following distance and avoid driving in tire ruts, which may be filled with ice or snow
- 3. Monitor the Weather:** Stay informed by checking local weather reports regularly. If conditions become unsafe, communicate with your dispatcher or safety team for guidance; When in doubt, it's better to wait than risk unsafe driving; Know your comfort zone—don't push yourself beyond it
- 4. Preparation is Key:** The better prepared you are, the safer you'll be. Here's a checklist of things to do before hitting the road: Keep your fuel levels at least half full to prevent fuel line freezing; Clear ice and snow off all windows and mirrors; Plan for delays and build extra time into your schedule; Be cautious when entering and exiting your truck: wear footwear with good grip, take your time, and always maintain three points of contact with the vehicle
- 5. Stay Mindful of Your Hours of Service (HOS):** Winter weather can cause delays, so make sure to: Be sure to confirm the accuracy of your logs daily; Verify/certify your logs daily to stay DOT compliant; Keep track of your remaining hours and plan your stops accordingly; Update shipment and trailer information in your log

The Bottom Line

YOU are in control of your safety Use good judgment, communicate regularly, and make sure you and your truck are properly prepared for winter conditions. By staying vigilant and proactive, you can minimize risks and stay as safe as possible throughout the season.

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HAPPY BIRTHDAY DRIVERS!

SEAN ALLEN | NEILL ANSBRO | CHRISTIAN BARBOZA | TAMARA BARNETT |
DEVIN BATISTE | DAVID BEARD | JUSTIN BOWLES | MACKIE BOYKIN | PHILLIP
BRADLEY | WESLEY BROWN | JAMES BUGG | ANTHONY BURRESS | PETER BUSH
| CURTIS CANADAY | JESSE COBB | JAMOND DAVIS | RANDOLPH DENDY |
JOSE GARCIA | DALTON GARZA | MARCO GORDON | MICHAEL GRACIA JR. |
TERRENCE HARGROVE | KIMBERLY HAYDEN | MATTHEW HERRERA |
CHRISTOPHER HOLTZMAN | EDWARD JOHNSON | TIERA JOHNSON |
SHANNON LEWIS | PASTOR LOVO MARTINEZ | DEASHA MCPHERSON | GAVIN
MONTICELLI | ANGELINE PAIGE | JASON PLEITEZ MENDEZ | TROY PULIZZI |
CRAYANNY ROBINSON | BENNETT RUETZ | WILLARD SAPP | CESAR TARIN |
ROBERT THOMAS | WILLIAM TOLLEY | ANTONIO TORRES | KENNETH TUBB |
RASHAD TUCKER | CHRISTY VAUGHN | JAYSON WILHITE | DIANE WOODALL |
SCOTT ZAKARZECKI |

CONGRATULATIONS ON YOUR ANNIVERSARY!

1 YEAR: ASHLEY ALDANA | VICKY BURNETT | RANDOLPH DENDY | ROBERT GRANT |
EVERETT GRAY | SHANNON LEWIS | BRIONNA MAYHOE | WAYNE NELLUMS | TOMMY
PORTER | ERIKKA RUDOLPH | LASHAWNA BOWES | DEREK BUNCH | TIMOTHY
WINRIGHT |

2 YEARS: RYAN DUHON | TAYLOR FARLEY | SEAN HUMMINGBIRD | SAJAN
KATWAL | TEK SARKI |

3 YEARS: CHRISTOPHER MADGAR | SARAH MADGAR | LARRY TAYLOR |

5 YEARS: FRANKLIN BARNETTE

6 YEARS: LOVIS HALL

7 YEARS: ALEX ALVARADO | TIMOTHY WINRIGHT |

8 YEARS: ALECIA HELPHENSTINE | SHAWN HELPHENSTINE |