

THE TRANSPORT

JRayl Transport Newsletter



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I would like to welcome you to the first edition of the JRayl newsletter. Our family has always believed in communicating frequently with all our employees on a regular basis and this newsletter is another way to share what is going on at JRayl. I hope you enjoy it!

After a challenging 2017, we have gotten off to a good start in 2018. There is a strong demand for our services from our long time partners like Goodyear, Morton Salt and JoAnn's Fabrics and we have been able to add new customers in both the Truckline and Brokerage businesses.

The efforts of the Driver Experience Team allowed us to have among the highest driver satisfaction in the industry and that contributed to us having the lowest driver turnover in company history.

We recently won an award as one of the Best and Brightest Companies to Work for in 2017. This competition identifies and honors organizations that display a commitment to create a great work environment for their employees. This award really recognizes the way we work together and how the company takes care of you and your families.

In addition to this newsletter, we hope that you are following us on social media through either Facebook or on Twitter.

To our drivers, I want to say thanks for your efforts and ask you to be safe out there on the road. To all of our other employees please remember how important it is to support our customers, our drivers and each other.

Let's make 2018 the best year ever!
Tim





PHOTOS BY AMANDA ROGGE

DRIVER OF THE YEAR: LISA BLOUNT

By Amanda Jones

Congratulations Lisa Blount! A regional driver from the North Liberty terminal received the top award of 2017 JRayl Driver of the Year! Lisa has displayed a continuous positive attitude, superior delivery performance, and one of the lowest idle percentages in the fleet. Additionally, she has been accident and incident free since she became part of the JRayl Family a half dozen years ago.

Lisa shared that her secret to success has been strong relationships and communication with her team members. A network of drivers has helped her with deliveries, traffic delays, and any emergency needs. She also encourages good discipline when preparing for travel by double and triple checking her paperwork, load securement, and route planning. Lisa is very proud of her clean accident and incident records. She credits her safety numbers to observing the behavior of the other drivers to try to avoid any unsafe situations.

Lisa loves being a truck driver. You can hear it in her voice. She appreciates some of the challenge - particularly backing into docks that - comes with the profession. She prides herself on hitting the mark on the first try, and she cracks up at the shock she causes when she exits her truck. The receivers will say "This 5'2" woman gets the job done better than many men in the industry."

"I always tell people I'm a paid sightseer because, through driving, I get to see parts of the country that other people will never get to see!" - Lisa Blount



Lisa's story and recent recognition has been highlighted in an article: "Faces of Trucking: Lisa - Driver of the Year for JRayl". You can read the full article: <https://cdljobnow.com/faces-of-trucking/lisa>

Congratulations Lisa and enjoy your upcoming awarded vacation for your dedication and hard work!



JRAYL WINTER FEST 2018

By Tara Trautman & Abigale Soloninka



JRayl places an immense importance on making certain our employees feel valued in the workplace. With our hard-working drivers on the road so often, there are not many opportunities for the drivers to spend time with family or with co-workers. A few times a year, JRayl likes to offer our employees and their families a chance to get to know one another a little better for an afternoon of fun!

Texas:

All company employees and independent contractors were able to invite their families for an afternoon of bowling, food and fun! Everyone brought out their competitive nature and battled the pins at Bowl-A-Rama in Rowlett, TX. Even the kiddos competed with one another for the top bowling honors.



Akron:

The largest number of drivers and office employees are located near our headquarters in Ohio. JRayl's Winter Fest for the Akron team took place in Springfield, Ohio at a local bowling alley.

“Getting to know our drivers and their families is one of the greatest qualities about our company. I believe it helps grow a stronger relationship between office employees and the drivers. Everyone bowled their hearts out with some friendly competition. They served great food and everyone seemed to have a fantastic time!” stated Abigale Soloninka. Abigale is currently a college student and part-time JRayl employee helping the Human Resource and Recruitment Departments.

JRayl would like to show the driving employees and contractors our appreciation and gratitude for all their hard work and dedications. Thank you and know that we truly appreciate all that you do!

JOIN JRAYL ON SOCIAL MEDIA:



REFERRAL PROGRAM

RECRUITMENT UPDATE BY TARA

As the trucking industry continues to struggle with the growing shortage of drivers, developing fresh, enticing strategies to recruit and retain drivers is a must! Employee Referral Programs produce 84% of new hires in the trucking industry. What would you do for a free 65" flat screen TV or plush recliner to kick back in while watching your favorite show or sports game?! What if it was doing something as easy as telling a driving buddy about the great opportunities being a driver at JRayl offers and making sure they use your name as a referral when applying? Guess what? It is that easy!

At JRayl, this has been the most successful Quarter for driver referrals! SIX 65" flat screen televisions were earned by JRayl Employees so far. Bill Millenbine was our first driver, this quarter, awarded for bringing a new family member to JRayl. To give you an idea on how this quarter's promotion worked: A TV was presented to the employee that was listed on the potential driver's application. Once the applicant was hired, and after they pull their first load on their own, the TV was ordered! Thank you to all the employees that were willing to go the extra mile and support the referral program.

JRayl's referral program allows you to get great prizes or extra money, just for bringing a new driver to the JRayl family! When you speak to a potential driver, let them know about your favorite aspects of working at JRayl. Tell him or her about the last JRayl company sponsored event you and your family attended. Talk to them about our guaranteed pay and weekend home time. Explain the support system you have from the JRayl family. While a TV is the featured prize for the first quarter, each quarter will feature a new, exciting prize for bringing new driver talent. Grab a stack of referral cards from your drivers' lounge and Welcome Home another superstar like yourself to our JRayl family (and a not-so-bad TV for you and your family)!

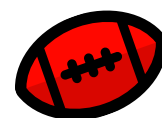
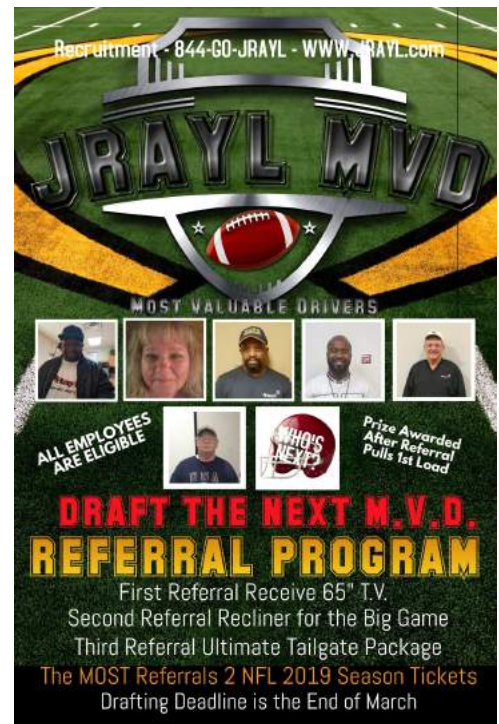
If you have any questions about the referral program or would like some tips on referring others to JRayl, do not hesitate to contact the recruiting department at 330-752-2509. Thank you again for supporting the JRayl Referral Program!



BILL MILLENBINE WITH HIS NEW 65" TV



TARA TRAUTMAN, THE DRIVER RECRUITMENT MANAGER FOR JRAYL



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CELEBRATING 10+ YEARS

Congratulations to the following JRayl Family Members who celebrate 10 or more years at JRayl. We recently designed a new 10-year employee jacket to recognize those individuals. Congratulations: John Hosack, Russell Spencer, Alex James Jr., Duane Milliken, Michael Latson, Walt Selby, Rod Pangallo, Greg Garwick, Erik Lovejoy, Mike Cowans, Albert Schaefer, Randy Chism, Archie Donaldson, Kenneth (Gus) Ours, Glenn Amos, Jillian Frank, Scott Chamberland, Brian Devericks, Rich Hayworth, John Mohnacky, Garret Morris, Jeremy Nelson, Darla Norman, Bryan Rafferty, Rick Raines, Tim Rayl, Paul Reeder, Jim St. John, Lisa Stephen, Tara Rayl, Dale Wesie, Jerry Wise, Jody Hamilton, Leon Pillsbury, Jimmy Thomas, Jody Miller, Azrudin Sabic, Harvey Varner, Harold Garret

If you have not received your anniversary jacket, please contact Gina (ext: 3374)!

NEW BENEFITS

BY GINA KELLER

The Executive Team at JRayl announced to ALL JRayl employees an exciting new benefit! If you are reading this and you are a full-time JRayl employee, you are now covered by Long-Term Disability! What this means is that if you were to get hurt or sick to the extent that you could not work, Long-Term Disability (LTD) would help replace a portion of your income for an extended period of time, after being off of work for 180 days. The benefit amount is 50% of your pre-disability monthly earnings, not to exceed \$3,000 a month.

What happens if you cannot afford to wait 180 days before receiving disability? You can sign up for Voluntary Short-Term Disability! The wait period for Short-Term is 14 days, and it will provide support until Long-Term Disability begins. The maximum benefit amount is 60% of your gross weekly earnings, not to exceed \$1,000 a week. If you missed the enrollment window, you will get another chance to sign-up during open enrollment, which will be October of this year.

If you have any questions about Disability insurance or any other benefits that JRayl offers, please call the Human Resources Department at extension 3423, or email HR@jrayl.com.

BENEFIT WEB LINKS

Century MEC:

<https://thankourcustomers.com/StoreDocuments/Benefits2017/2017%20Century%20SBC.pdf>

Anthem: <https://www.anthem.com/>

VSP (vision): <https://www.vsp.com/>

Delta Dental: <https://www.deltadental.com/>

Slavic 401k: <https://www.slavic401k.com/>

Metlife (Life and Disability): <https://www.metlife.com/>



TRANSPORTATION

INDUSTRY UPDATES

American Transportation Research Institute (ATRI) recently published in *Truckload Authority** the Top 10 Trucking Concerns in 2017. It was the first time in eleven years that the driver shortage ranked as the top concern.

The survey conducted included carriers, drivers, and industry stakeholders. While motor carriers pointed to driver shortage as the critical issue, it was not among the top 10 concerns for the drivers.

The drivers Top 10 Concerns included:

1. Electronic Logging Devices (ELD) Mandate
2. Truck Parking
3. Hours of Service
4. Economic Impact of Regulations
5. Driver Distraction
6. CSA
7. Driver Health and Wellness
8. Driver Retention
9. Transportation Issues
10. Autonomous Vehicles

The article listed a few top strategies to explore to mediate the concerns. For the ELD concerns, the costs to meet the new mandate and risk of productivity loss needs to be researched and quantified to truly understand the impact of this new industry regulation. The implementation of the new regulation by FMCSA** is an effort to create a safer work environment for drivers, and make it easier and faster to accurately track, manage, and share records of duty status data.

The top strategy for Hours of Service was to continue to push for increased flexibility in the current sleeper berth provisions. The current rule specifies that drivers using the provision must take at least eight consecutive hours in the sleeper berth, plus a separate two hours either in sleeper berth, off-duty, or any combination of the two.

Parking strategies in the article suggests a larger support and investment in new truck parking facilities. Also educating the public sector on the safety consequences resulting from closing public parking facilities. Finally research the value in real-time truck parking availability and truck parking reservation systems.

Economy, autonomous vehicles and diesel technician shortage were 11, 12, and 13 in the ATRI study. The survey was open to the United States, Mexican and Canadian trucking markets.

The full report regarding the carrier and driver 2017 Top Concerns can be found on ATRI's website at atri-online.org.



Trucking Concerns

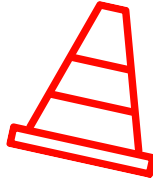


References:

*TruckLoad Magazine Winter 2017-18 Edition - www.truckload.org

**FMCSA - www.fmcsa.dot.gov/hours-service/elds/electronic-logging-devices

JRAYL SAFETY FIRST



JRAYL'S FAMILY MATTERS



CELL PHONE SAFETY

- Refrain from talking on a cell phone while you are actively driving.
- If you need to answer a call or make a call, find a safe area to stop.
- Use a hands free device like a Bluetooth headset or earpiece that allows you to speak while both hands remain on the wheel.
- Hands-free or not, postpone conversations that are either emotional or complex.
- DO NOT send a text message or try to read incoming text message while driving.
- Use your cell phone only in the event of an emergency in which you need help or someone else needs help.

DRIVING DISTRACTIONS

Distractions now join alcohol and speeding as leading factors in fatal crashes. Drivers often do not realize that talking on a cell phone distracts the brain and takes their focus away from the primary task of driving.

Three types of driving distractions include:

Visual - taking your eyes off of the road

Manual - taking your hands off of the wheel

Mental - letting your mind wander

Any type of distraction can endanger a driver's safety, however, texting is the most alarming because it involves all 3 types of distractions.

The numbers illustrating the dangers of cell phone use while driving are frightening! In fact, at any given time throughout the day, approximately **660,000 drivers** are attempting to use their cell phone while behind the wheel of an automobile.

CELL PHONE STATISTICS*

- The National Safety Council reports that cell phone use while driving leads to 1.6 Million crashes each year.
- Nearly 330,000 injuries occur each year from accidents caused by texting while driving.
- 1 out of 4 car accidents are related to texting and driving.
- Texting while driving is 6 times more likely to cause an accident than driving drunk.
- Answering a text takes away your attention for about 5 seconds. Traveling at 55 mph, that is enough time to travel the length of a football field.

References:

*Texting and Driving Accident Statistics: <https://www.edgarsnyder.com/car-accident/cause-of-accident/cell-phone/cell-phone-statistics.html>



ROOKIE OF THE YEAR

TERRY CROCKETT



ABOUT TERRY CROCKETT

JRayl recognized Terry Crockett as Rookie of the Year. Terry is a Texas regional driver who started in the JRayl training program in January of 2017. Within the past year, Terry has learned that driving a 53' Truck is a much different then driving the oil fields of Texas.

Terry shared, as he is learning the industry, the biggest challenge is the other drivers. "Keep an eye on everyone and everything in your mirrors," Terry shared. He also felt that the hardest part of JRayl has been learning PeopleNet and remembering to log-in after sleeper. His advice to new drivers to the industry would be, besides eat and rest, run your full clock and never turn down a load.

Terry spoke about his first year and how it went by very quickly. "I started in a CNG truck but now I am in a 2015 International Diesel. The long-distance travel was an adjustment but I enjoy the scenery. I like the mountain views especially through Minnesota and Pennsylvania. The wrecks have been scary when driving by a traffic incident. The worry that the accident causes, the lives at stake, the devastation and destruction; I hope to never get into an accident." Terry shared in his interview.

Terry has hopes to someday purchase his own truck. Terry commented, "I'm not scared to work." He knows it will take dedication to meet these goals. Terry strives to meet deliveries on-time by double checking all routes for any necessary detours to avoid delays.

Terry is married and when he is not driving he loves dinner and a movie with his family, going to church, and fixing things.

Terry enjoys fishing and hunting. He fishes in fresh water and salt water and especially enjoys fishing for shark!

Congratulations Terry!



JRayl

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TERMINAL UPDATES

In North Liberty, the addition of a driver lounge and bathrooms has drivers excited for the continued investment in the JRayl family members. Facility updates will continue in 2018 and JRayl will share as the updates are completed!



Thank you JRayl team for your help with the Newsletter!
Please provide Newsletter comments & recommendations to:
amanda.jones@jrayl.com