



FirstFocus

FirstFleet A newsletter for FirstFleet employees

Wellness Program Incentives

Get your wellness premium discount and earn up to \$180 in gift cards.

Take advantage of your 2016 Wellness Premium Discount. Complete your biometric screening and Personal Health Assessment (PHA) by July 31, 2015. We also have several opportunities for you and your spouse to earn up to \$180 in gift cards by participating in wellness activities and programs.

Biometric Screening Options

- Get your Biometric Screening at an on-site screening event
- Ask your doctor to fill out the physician's form
- Visit your Company Portal online to see a schedule of screening events or to download the physician's form.

Personal Health Assessment (PHA) Options

- **First-Time Users** - Visit **bcbst.com** and choose "Register Now." Select "Log In/Register to BlueAccessSM" and follow the instructions.
- **Current BlueAccess Users** - Enter your username and password to enter the member portal. Choose the "My Health and Wellness" tab, then select the "Continue" option next to your name.

FitnessBlueSM Enrollment Reimbursement – Employees Only

FitnessBlue offers access to more than 8,600 fitness centers and gyms nationwide for only \$29 a month. FirstFleet will even cover the initial \$29 enrollment fee.

- After you enroll in FitnessBlue, activate your account by scanning your membership card at a participating location. A gift card will be sent to you once have activated your enrollment.
- To enroll and search for gyms near you, visit **bcbst.com** and search FitnessBlue.**

**Participating facilities will vary.

Maintenance

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Safe Driving Awards

6

Earn \$180 in Gift Cards

Biometric Screening – \$50 gift card

PHA – \$30 gift card

Self-Directed Coaching* – \$50 gift card after you complete a module

Visit **bcbst.com**, enter the Health and Wellness Member Portal and choose "OnMyTime Courses."

Lifestyle Coaching Program* – \$50 gift card after completing a program. Contact a coach one of three ways:

- Call **1-866-498-9806**
- Email through your secure Wellness Portal on BlueAccess at **bcbst.com**
- Secure Chat - download the "Always On" Wellness App (available April 2015) and login with your BlueAccess username and password.

* Maximum earned is \$100 per person.

Maintenance

Spotlight on FirstFleet's Cleveland, TN Shop

In 1986, when FirstFleet, Inc. was brand new, the Cleveland, TN Shop opened for business with 5 mechanics who were responsible for servicing 53 tractors. Today the Cleveland, TN Shop operates on a 24/7 basis and continues to provide top quality service in addition to maintaining the 190+ power units domiciled at our Cleveland, TN, Jackson, MS and Atlanta, GA locations.

The service crew in Cleveland is currently made up of 21 employees and directed by Service Manager, Kevin Santoyo, who began his career with FirstFleet in 2009. The 3 operating shifts are overseen by Shift Leaders; John Carson, Kenneth Vaske and Walter Rutherford with 17 well qualified technicians all working diligently to keep FirstFleet equipment well maintained and on the road.



Front It to rt: Elijah Carter, Jacob Gibson, Walter Rutherford, Cameron Stewart
Middle It to rt: Robert Young, Kevin Ross, Brandon Dilbeck, William McElrath, Kenneth "Joe" Vaske, Joshua Eubanks
Back It to rt: Kevin Santoyo, Lloyd Hitson, James Cissom, John Carson, William Lunny, Wayne Mallett, John Walker, Justin Elder, Harold Trew, Adam Bright
Not Pictured: Robert Finnell

Safety is Job One in Cleveland with a focus on keeping all employee's safe all the time. To ensure Safety the following safety policies are kept in place at all times:

- Lock Out Tags and Tagged Dead Keys are placed in each ignition
- Wheel Chocks are placed in the front and back of one of the wheels
- Deadline Decals are added to each piece of equipment needing service

The Cleveland Shop is committed to keeping drivers on the road by providing timely and efficient service. Dale Moore, 3 Million Mile Safe Driver, states "The shop is a big part of the wheel that keeps us turning here in Cleveland, they handle problems or anything we need right away" he goes on to say "Kevin Santoyo is a great manager and the service crew is made up of a great group of hard working guys who keep us drivers on the road in safe equipment".

FirstFleet, Inc. is very proud of the Cleveland Shop Personnel and appreciates the commitment of this dedicated team!





Kevin Santoyo, Service Manager, Cleveland, TN



Wayne Mallett, Service Technician



Dale Moore, Driver and Kenneth "Joe" Vaske, Shift Leader



John Walker, Service Technician



William McElrath, Service Technician



Cameron Stewart, Service Technician

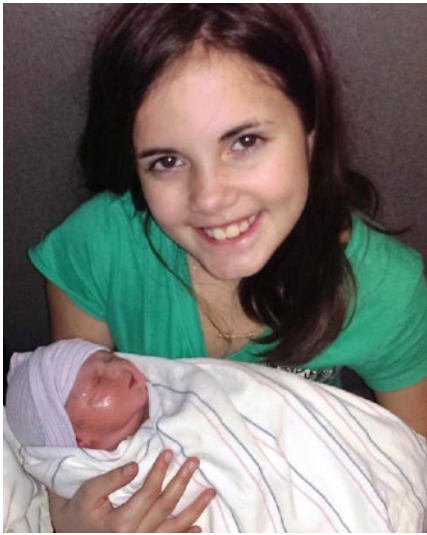
Did you know?

Delaware held a competition during the Ohio State Vs Oregon Championship game, the driver who came closest to the winning score won a 32" TV. Congratulations to Dennis Brooks!

Lt to Rt: Steve Cooper, Asst Fleet Manager; Dennis Brooks, Driver



Congratulations!



Congratulations to Jayson Hooper, Driver Cleveland, TN and his wife Misty on the birth of their son, Jaxson Neyland! Jaxson was born January 29, 2015 at 19" long, weighing 6lbs, 11ozs and is pictured here with proud big sister Alexis!



Congratulations to Madison Glancy, Bluffton, IN Admin., pictured here where she was awarded 2nd Place in Class at the North American International Livestock Show held in Louisville, KY this past November. Great job Madison!



Congratulations to Proud Grandpa and Jamestown Driver Trainer Randy York on the birth of his grandson Eli Cooper Troxler! Eli was born on February 4, 2015 at 20.5" long and weighing 7lbs, 14ozs. Look at that sweet smile while in Grandpa's arms!

Portland Service Personnel who recently completed an extensive Shop Safety Class, Great job guys!

Front Row Lt to Rt: Jeremy Jones, Joey Gentry

Back Row Lt to Rt: Howard Fisher, Eric Briley, Walter Woodard, Jeffery Cherry.



IRONMAN Man Tracy White

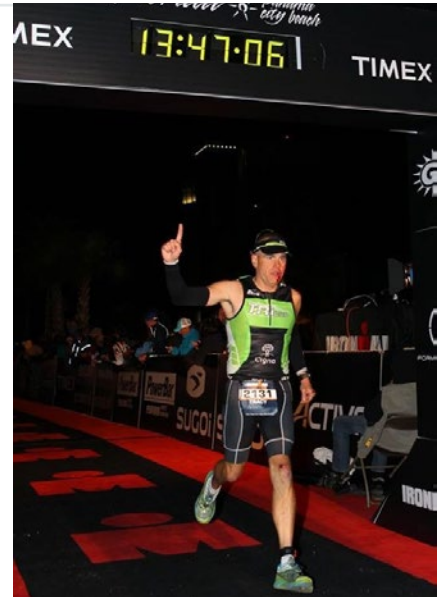
Congratulations to Tracy White, Transportation Supervisor in Cleveland, TN, who completed the 2014 IRONMAN Triathlon this past November in Florida!

Tracy began this journey in 2009 after marrying his wife Rachel who is a nurse. At the time Tracy was almost 100lbs heavier with high blood pressure and high cholesterol, Rachel encouraged Tracy to begin running with her and within 6 months he completed his first 5k. From there Tracy continued to train, he advanced to 10k runs, half marathons then to a full marathon before purchasing a bike and learning to swim in preparation

for the IRONMAN Triathlon. Tracy states "The IRONMAN is more of an attitude, anything is possible, you just have to want it and train for it." Tracy will also be competing later this year in the 2015 IRONMAN in Chattanooga, TN. Best of Luck to you Tracy!



Tracy & wife Rachel



Tracy crossing the finish line 2014 IRONMAN Florida!

Kroger's Heart 2 Heart Campaign

Kroger's annual Heart 2 Heart campaign was a huge success again this year and FirstFleet Delaware was proud to help! Kroger customers are able to purchase a paper heart balloon at Delaware area Kroger stores. For every paper heart balloon purchased a Valentine's Day mylar balloon is filled by Kroger and delivered to area children's hospitals, hospices, family centers and community homes by FirstFleet drivers.

The Heart 2 Heart campaign is an excellent way to spread Valentine's cheer, FirstFleet, Inc. thanks everyone who participated in this event!



Jon King, Delaware Driver



It to rt: Sean Coleman, Driver/Supervisor; Lloyd Angel, Safety / Driver Trainer



Lloyd Angel, Safety / Driver Trainer



Thanks again to FirstFleet Bluffton, IN for your continued support of the Wells Co. Boys & Girls Club.

Pictured with the kids from lt to rt: Ryan Getts, Fleet Manager; Perry Glancy, Regional Operations Manager; Terry Christensen, Driver and Allen Morales, Driver

2,000,000



Safe Miles

Billy Goodwin 2,000,000 Safe Miles!



Lt to Rt: Gina Maier, Fleet Manager; Billy Goodwin, Driver

Billy Goodwin has been driving for FirstFleet, Inc. out of our Cleveland, TN terminal for 19 years. Billy says "Safe driving starts with good rest" he also adds by staying out of packs of traffic and always scanning well ahead for potential hazards he's able to make safe driving decisions. **FirstFleet is extremely proud of Billy Goodwin, the company's 62nd Two Million Mile Safe Driver!**

FirstFleet, Inc. is very proud of our
Two Million Mile Safe Drivers!

1,000,000



Safe Miles

Mark Brown 1 Million Safe Miles!

Mark began his career with FirstFleet in 2004, he drives out of the St. Joseph, MO terminal. Congratulations Mark!



Lt to Rt: Mark Brown, Driver;
Daryl Gill, Fleet Manager

Keith Collins 1 Million Safe Miles!

Keith began his career with FirstFleet in 2005, he drives out of the Cleveland, TN terminal. Congratulations Keith!



Lt to Rt: Keith Collins, Driver;
Gina Maier, Fleet Manager

Greg Cosgrove 1 Million Safe Miles!

Greg began his career with FirstFleet in 2001, he drives out of the Portland, TN terminal. Congratulations Greg!

Lt to Rt: Benny Tuck, Fleet Manager;
Greg Cosgrove, Driver



Kyle Decker 1 Million Safe Miles!

Kyle began his career with FirstFleet in 2004, he drives out of the Cedar Rapids, IA terminal. Congratulations Kyle!

Lt to Rt: Bill McGuire, Fleet Manager; Kyle Decker, Driver



Billy Morgan 1 Million Safe Miles!

Billy began his career with FirstFleet in 2005, he drives out of the Cleveland, TN terminal. Congratulations Billy!

Lt to Rt: Gina Maier, Fleet Manager;
Billy Morgan, Driver; Sharon Morgan, Billy's Wife;
David Margolis, Regional Manager



George Mosby 1 Million Safe Miles!

George began his career with FirstFleet in 2004, he drives out of the Marshalltown, IA terminal. Congratulations George!

Lt to Rt: Bill McGuire, Fleet Manager; George Mosby, Driver



Dwayne Patterson 1 Million Safe Miles!

Dwayne began his career with FirstFleet in 2006, he drives out of the Cleveland, TN terminal. Congratulations Dwayne!

Lt to Rt: Dwayne Patterson, Driver;
Gina Maier, Fleet Manager



Russell Whary 1 Million Safe Miles!

Russell began his career with FirstFleet in 2005, he drives out of the Cleveland, TN terminal. Congratulations Russell!

Lt to Rt: Russell Whary, Driver;
David Margolis, Regional Manager.



FirstFleet is pleased to share the accomplishments of these Million Mile Safe Drivers!

500,000



Safe Miles

Michael McKinney 500,000 Safe Miles!

Michael began his career with FirstFleet in 2009, he drives out of the St. Joseph, MO terminal. Great job Michael!



Lt to Rt: Michael McKinney, Driver;
Daryl Gill, Fleet Manager

Mark Squire 500,000 Safe Miles!

Mark began his career with FirstFleet in 2005, he drives out of the Colorado Springs, CO terminal. Great job Mark!



Lt to Rt: Mark Squire, Driver;
Brad Lundquist, Fleet Manager

Michael Wright 500,000 Safe Miles!

Michael began his career with FirstFleet in 2004, he drives out of the St. Joseph, MO terminal. Great job Michael!



Lt to Rt: Daryl Gill, Fleet Manager;
Michael Wright, Driver

FirstFleet is pleased to share the
accomplishments of these
500,000 Mile Safe Drivers!

Happy Retirement Tim Shrum!

After 12 years of driving out of our Cleveland, TN location, Tim Shrum has retired! Tim says he enjoyed the steady work at FirstFleet, the home time and the people he worked with. He also stated that "FirstFleet allowed him the means to provide for his family and that in itself was a blessing and he gives thanks to the Lord each and every day for all blessings received". Tim received his 1 Million Mile Safe driving award in February 2011 and attributes his safe driving ability to obeying the laws, allowing plenty of space, not getting boxed in and having patience.

Tim has been married to his wife Audrey since 1973, they have one son, Timothy Kyle, and a daughter in law, Krystal in addition to 3 wonderful grandchildren. Tim plans to spend his retirement with his family especially in support of his wife Audrey who he says was always supportive during his many years on the road providing encouragement and greeting him when he returned home. Tim Shrum excelled at customer service and was always willing to lend a helping hand to his co-workers. We want to thank you for everything Tim, you will be missed – Your FirstFleet Family.



Lt to Rt: Gina Maier, Fleet Manager; Tim Shrum, Driver



INTERSECTION SAFETY

CLEAR THE INTERSECTION BEFORE YOU ENTER IT BY LOOKING:

LEFT ...

RIGHT ...

THEN LEFT AGAIN!

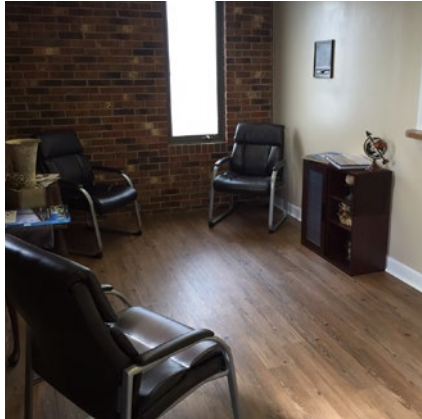


**THE PUBLIC HIGHWAY IS THE MOST DANGEROUS
PLACE IN THE WORLD!**

**THE INTERSECTION IS THE MOST DANGEROUS PLACE
ON THE PUBLIC HIGHWAY!**

FirstFleet's Jamestown, NC has a new look!

This location underwent a major renovation and now looks absolutely awesome!



FirstFleet, Inc. is honored and excited to again have the Garth Brooks account!



FirstFleet trucks at Boston Gardens



Jamestown, NC Driver Scott Geritano and Garth Brooks



Jamestown, NC Driver Dennis Keels and Garth Brooks



The 1st official load in Chicago

Rider Program

April 1st will kick off the Rider Program for 2015. The following guidelines must be met in order to participate:

Driver must be:

- Domiciled out of a FirstFleet terminal with direct supervision
- Immediate family member to the rider (rider is a legal dependent)
- In good standing with FirstFleet, including a good safety record which is subject to review by Safety & Risk Management
- FirstFleet employee for at least 60 days and benefit eligible
- Full time employee – No casual or lease drivers may participate

Rider must be:

- A member of the driver's immediate family (legal dependents only, i.e. spouse or child, no girlfriends / boyfriends, grandchildren or fiancées)
- Children must be at least 12 years of age and not over 25 years of age, must qualify as a dependent on driver's health insurance to participate
- Possess a state issued driver's license or identification card (i.e. school identification card) or passport
- No more than one rider at a time

Completed applications along with a copy of the proposed passenger ID must be received by the Corporate Office during normal business hours, Monday – Friday, 8-5 CST, no less than 24 hours before the requested trip.

The Rider Program is in effect April 1, 2015 – October 31, 2015. Riders may not participate outside of these dates.



Got News?

Got News? Want to Share It?

Please email your submission along with photos to: MaggieEngle@firstfleetinc.com or call 1-800-819-0905 x1108 with any questions.



RECENT DOT RULE CHANGES

VEHICLE INSPECTION REPORTS:

The Federal Motor Carrier Association announced recently a change in their rule making that removes the requirement for property-carrying commercial motor vehicles to submit post-trip vehicle inspection reports, (DVIR), when no defect is found by or reported to the commercial driver.

Motor carriers must continue however, to maintain a DVIR process, where drivers submit DVIR's when a defect is discovered by or reported to the commercial driver. An example would be a defect noted on a roadside inspection. It would need to be noted on a DVIR that the driver completes for that day. This provision went into effect on December 18, 2014.

34-HOUR RESTART CHANGES

Two rules regarding the 34-hour restart have been changed:

1. A driver's 34-hour restart no longer has to include two 1 AM to 5 AM consecutive periods.
2. 34-hour restarts are no longer limited to once per week.

These rules are suspended until September 30, 2015.

KNOW THE LAW—BE LEGAL—BE SAFE!

FF Safety, Jan. 2015

Anniversaries

5 YEAR SERVICE AWARDS

Gerdes, Leo, St. Louis, MO
Glasscock, Jerry , Dandridge, TN
Henson, George, Dandridge, TN
Holley, Ronald, Bluffton, IN
Hughes, Larry, Hermitage, TN

Hurtado, Vincente, Phoenix, AZ
Irby, Luther, Norfolk, VA
LaFuente, Benjamin, Tolleson, AZ
Lawson, Jimmy, Cleveland, TN
Mitchell, Sedrick, St. Louis, MO

Robinson, Marlon, Newton, NC
Scotti, Mary , Newton, NC
Sorgea, Michael, St. Louis, MO
Sullivan, Dennis, Portland, TN
Thompson, Daniel, Tolleson, AZ

10 YEAR SERVICE AWARDS

Basso, Paula, Murfreesboro, TN
Doss, Wendell, Ames, IA
Martin, Daniel, Lynchburg, VA

McMahan, Andrew, Portland, TN
Morgan, William, Cleveland, TN
Riden, Bill, Cleveland, TN

Seagraves, Terry, Tampa, FL
Uptgraft, Ronald, Bluffton, IN

15 YEAR SERVICE AWARDS

Henderson, Austin, Murfreesboro, TN

Miller, Richard, Circleville, OH

Newcomb, Martin, Delaware, OH

20 YEAR SERVICE AWARDS

Margolis, David, Murfreesboro, TN

25 YEAR SERVICE AWARDS

Coffman, Joseph, Cleveland, TN

