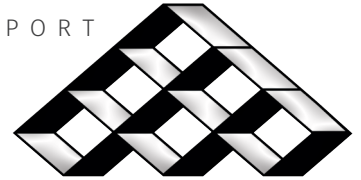


COASTAL-FMC CURRENTS

NEWS AND HAPPENINGS FOR COASTAL & FMC TRANSPORT

ISSUE 77



Katie Montgomery, Editor | June-July 2025 | www.coastal-fmc.com

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SPRING RAINS BRING SLOW START TO ASPHALT SEASON

FROM ERIK MONTGOMERY | ERIK@COASTAL-FMC.COM

We hope everyone had a restful Memorial Day and we'd like to take this minute to express appreciation to the brave men and women who made the ultimate sacrifice for our freedom.

In between the barbecues and beach trips, the holiday represents a sacred pause and a national moment of remembrance. Amongst the waving flags and parades, this is a time to thank all who served and gave their lives for our freedom. Their legacy lives on in the liberties we cherish.

Most of us have seen rain here over the past month and if you are like me, you are wishing it would hold off and come back in July and

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At top, construction is continuing on the new SBF tank at the Miller location, along with the piping bridge to connect tanks into the rest of the plant. The new lab facility is under way, with a move-in day expected this fall.



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August as we usually find ourselves asking for some relief from the heat and begging for water for our yards and pastures. Many are ready to be outside and also ready to be in the hay fields.

This also has put a slight damper on the start of the asphalt season. One of our suppliers said it best a few weeks ago: that our industry as a whole looks like a herd of turtles trying to get started this year due to the weather patterns across the Midwest. Every time we think it is ready and starting, well, it starts to rain again, making everyone back up and wait.

At this current date, we are ready, we have rail cars sitting full of product, tanks at all the plants are full, and we are just waiting for the sun to come out and say hello. Our biggest concern now is when it busts loose, can we handle the work, as everyone now will be going full speed ahead? My honest answer is probably not, and we will be behind before we can get ahead.

In the coming weeks, everyone will be pushed and will feel the pressure of getting work done and working to get ahead. Contractors will be working long hours, and that means we will feel this pressure as well. We will have long loads, short loads, and some loads that may not be appealing; however, it is all work. It is the same for everyone in the office as well, good week, hard work, easy work, etc. We all have to take the good with the bad and move forward. This will be in all areas so please take note and be patient with everyone.

Update on the office construction:

This is moving along; progress and change are very difficult. The upstairs is 95% complete and all we are currently waiting on is a few electrical items and some plumbing changes. Everyone is still moving items around and this will continue for some time.

Construction downstairs has begun, and several team members are once again displaced. This will be ongoing for the next weeks as we work on this area. We are still excited for the upcoming upgrade, and although it is different and difficult to see some of these changes, we hope you will enjoy the spaces over the coming years.

The lab at Miller is not complete. L& R Industries has the building up and we hope to start framing the inside in late August, possibly. Plans are for moving in late this fall. Due to the heat of the season, there is just no possible way the lab can make this transition during the asphalt season. We are very excited to have this for the future home of the company laboratory.

One of the most important items we are currently working on is our health insurance renewal. We will have more information on this soon and will update everyone as we make progress. Our renewal date is August 1, 2025, for the next plan year. Please note we are having multiple calls and emails per week regarding this with our insurance agent and insurance carriers to ensure we are doing everything possible to provide the best coverage possible to all team members. This year looks better compared to the previous few years, however that doesn't mean it will get better for the company overnight. Overall, rates are still high and we are reviewing all options prior to renewal. As decisions are made or reviewed, I promise your best options are considered prior to any decisions.

Lastly, many of us here in the office had students graduate from high school this year or some who had already graduated, but the main thing is they are moving away from home this summer. Many parents here in the company have already experienced this and there are several who have this happening to them in just a few short years. I can tell you personally that everyone will handle this differently. I feel we need to not only keep the youth in our thoughts, but the parents and families of these young adults as well.

I had a friend tell me the other day, "Life is full adjustments. It is how you handle them that is how you will be perceived by the outside world."



INFORMATION COMING SOON ON HEALTH INSURANCE

FROM PHILIP CHAFIN | PHILIP@COASTAL-FMC.COM

Wow, what a rainy Spring we have had. We have been mowing our grass and two days later, you can't even tell we mowed. It is nice to see everything so green, and all the rivers/ponds are perfect for floating/fishing! The only bad thing we have experienced with the rain is we have mosquitoes. They have never been bad at our house, but it has been so wet they are now thick. It's best not to complain because in a month we all will be hoping for rain.

May brings us close to renewing our health insurance and we should be getting some numbers back from Ron soon. This renewal year has not been as expensive as the last one, but still not a stellar year. All the costs for next year should be completed by the end of next month and ready for the company a couple of weeks later.

I recommend that everyone go into Employee Navigator and look at your information. Take a look to see if you want to make any changes or update your beneficiaries. Remember you can increase your life insurance every year by \$10,000 without filling out a Health Questionnaire up to \$100,000. If you have any questions about how to log in or just have general questions, please let me know.

Now, I have a couple of reminders before we close this letter.

1. Some folks are having trouble with their billing and not telling me until they are several months behind. Please bring any bill you don't understand or believe is incorrect to me. That is part of my job. This way we can avoid overpaying an invoice claim (hospitals like to get their money quickly but are slow to pay it back) and make sure your bill has been turned into our insurance.
2. Please stay in network. If you are not, please call me and we can verify. Out-of-pocket costs for out-of-network care is \$10,150.00 and no help with balance bills.
3. If you get hurt and believe you will need any type of X-ray or imaging, please pay the \$200 copay and go to the ER. Urgent Care co-pays (\$75) do not cover X-ray/imaging, and those costs will go directly to deductible and coinsurance.
4. When in doubt, let me know and we will find out.

Confucius says: Ability will never catch up with the demand for it.

Stay Healthy, Philip

ATTENTION DRIVERS: MATCH YOUR DOT MEDICAL INFORMATION EXACTLY TO YOUR LICENSE

FROM GARY PICARD | GARY@COASTAL-FMC.COM

A quick reminder to all drivers: When filling out your DOT medical forms, it's absolutely essential that your personal information exactly matches your driver's license. Even small mistakes – like a missing middle initial, a typo in your date of birth, or a slightly off license number – can cause major delays in getting your medical certificate processed. In some cases, mismatched information can even result in your commercial driving privileges being suspended until the issue is resolved.

Here's what to double-check:

- Full legal name (no nicknames or abbreviations)
- Date of birth
- Driver's license number
- Spelling and punctuation
- Address (where required)

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Why it matters:

The automated electronic transmission of DOT medical card information to state licensing agencies is scheduled to begin on June 23, 2025. Missouri started this process April 21, 2025.

When your DOT medical exam is submitted, it's electronically matched to your driving record. Any inconsistency – even a small one – can prevent it from being accepted by the state. That means downtime, extra paperwork, and possible delays in hitting the road.



Pro tip:

Bring your driver's license to your medical appointment and use it as a reference when filling out the forms. Double-check everything before signing. Let's keep things moving smoothly – dot your I's, cross your T's, and match your info exactly!

New FMCSA enforcement: English proficiency now mandatory for CDL drivers

Many of you have asked whether English proficiency is a regulatory requirement – and the answer is yes. While this rule has been in place for years, enforcement has been limited. That is now changing.

Effective June 25, 2025, the Federal Motor Carrier Safety Administration (FMCSA) will begin strict enforcement of English language proficiency requirements for all commercial drivers operating within the U.S., under an executive order from the President of the United States.

What this means for drivers

According to 49 CFR § 391.11(b)(2), all CDL holders must be able to:

- Read and understand highway signs and traffic signals written in English.
- Communicate clearly with law enforcement and DOT officials.
- Respond appropriately to official questions or instructions.
- Complete required documentation, such as driver logs and inspection reports.

Failure to meet these standards may result in being placed Out of Service (OOS) immediately.

Key enforcement changes:

- Immediate OOS Orders: Drivers who cannot demonstrate English proficiency during inspections may be removed from service on the spot.
- More Frequent Inspections: Expect increased attention to language skills during roadside stops.
- State-Level Crackdowns: States including Illinois, Kentucky, and Tennessee have already begun enforcing these rules more aggressively.

Reminder: Timely document submission is critical

Please remember to scan and upload all required documents as soon as you complete your load. Additionally, be sure to scan or turn in your trip envelope and fuel receipts promptly at the end of each week. This is a critical step in our process – delays in submitting these documents can cause issues with both billing and payroll.

As we continue to move forward with system improvements, your timely cooperation is more important than ever. Without it, we won't be able to process payroll efficiently, which creates significant challenges for the front office team responsible for handling your paperwork.

Thank you for doing your part to keep things running smoothly!

FMC COMPETES AT SUPER TECH

FMC Transport was well represented at the annual Super Tech Competition, sponsored by the Missouri Trucking Association and held April 9 at the Ozark Empire Fairgrounds in Springfield, Mo. FMC fleet manager Joe Blankenship is chair of the trucking association's Technical and Maintenance Council, which organizes the competition every year.



FMC safety director Gary Picard helped judge the competition, which included FMC shop foreman Allen Eggert and tech JT Mathews.

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Thirty-eight technicians competed at 14 stations including a written exam, pre-maintenance inspection, engine, brakes, after treatment, lighting, air systems, starting/charging, wheel end, brakes, steering/suspension, tire and wheel, electrical, fifth wheel, and wiring schematics.



JT Mathews took 26th place overall, while Allen Eggert took 15th place overall and won the suspension category.

NEW MEMBERS OF COASTAL-FMC FAMILY

Brady and Kassidy Walton welcomed their first children – twin boys – on Thursday, May 29, 2025. Baker James weighed 6 pounds, 5 ounces, and Cameron Douglas weighed 5 pounds, 15 ounces.



Victoria Bledsoe welcomed baby Carson Bledsoe, 9 pounds and 21.5" long, on 6/9/25.

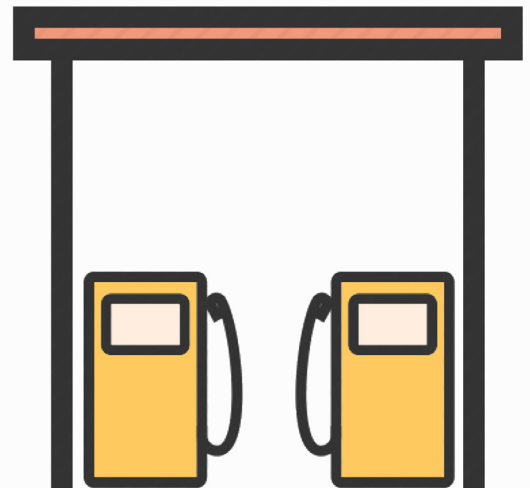


**Send us your photos
& news for inclusion
in the newsletter!
Send to
kim.r@coastal-fmc.com**

FMC TRANSPORT PREFERRED FUEL STOPS

Each month, we will feature a list of preferred fueling location as we work to negotiate better fuel savings with various fuel stops. We are working on additional fuel stops that can better suit some of the drivers in KS and AR. More updates to come throughout the year.

1. FMC Fuel Islands - Willow Springs and Miller
2. Sapp Brothers - Harrisonville, MO
3. Loves - Willow Springs, MO
4. Loves locations anywhere else
5. Casey's



★HAPPY★ BIRTHDAY!

JUNE BIRTHDAYS

June 2 – Randall McWhorter

June 5 – Jeanetta Brooks

June 6 – Gary Picard

June 7 – Robert Cline

June 16 – Brandon Roberts

June 24 – Chris Pekarek

June 25 – Daniel L'Heureux, Rick Loman

June 28 – Carl Roberts

JULY BIRTHDAYS

July 5 – Bobby Lee

July 14 – Sarah Roughton

July 16 – Katie Montgomery, Chad Odle

July 19 – James Carter

July 21 – Rodney Wade

July 26 – Owen Blagg, Damon Whitmill

July 27 – David Walker

July 31 – Bryan Holycross, Lowell Keeler



HAPPY
INDEPENDENCE
★ DAY ★
4TH OF JULY