COASTAL-FMC CURRENTS

NEWS AND HAPPENINGS FOR COASTAL & FMC TRANSPORT

ISSUE 71

Katie Montgomery, Editor | December 2023 | www.coastal-fmc.com

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ADOPTING THE RIGHT MINDSET: ENTERING 2024

FROM ERIK MONTGOMERY | ERIK@COASTAL-FMC.COM

Welcome to 2024 and I hope everyone had a great Christmas holiday and a wonderful New Year's Eve holiday. We welcome the new year with new challenges, new opportunities, new goals, and new dreams.

Please email us any of your Christmas photos for our next newsletter as we would love to see you and your family.





We parked Stan Wood's truck and flew the flag at half staff in his honor. He will be missed.

As we enter into another year, it is always a time of reflection and review of what we have accomplished, been through as individuals, and what we plan to do in the future. This year seems as individuals, many of us have been through a long a hard year. Many of us lost loves ones, dear friends, and family members.

As we discuss this, we want to show our deepest appreciation and respect for a true friend of the company and family friend who recently passed. Mr. Stan Wood fought a hard fight with his battle with cancer and lost this fight on December 4. In honor of him, we parked his truck and lowered the flag to pay our respects for this man. He was a true friend to everyone here and he will be missed every day.

Heading into 2024, you will start to see some exciting and hard work going into the Willow Springs Rail Terminal. As everyone is aware, due to a fire within the facility in the summer of 2023, we suffered damage to the middle of our facility. After several

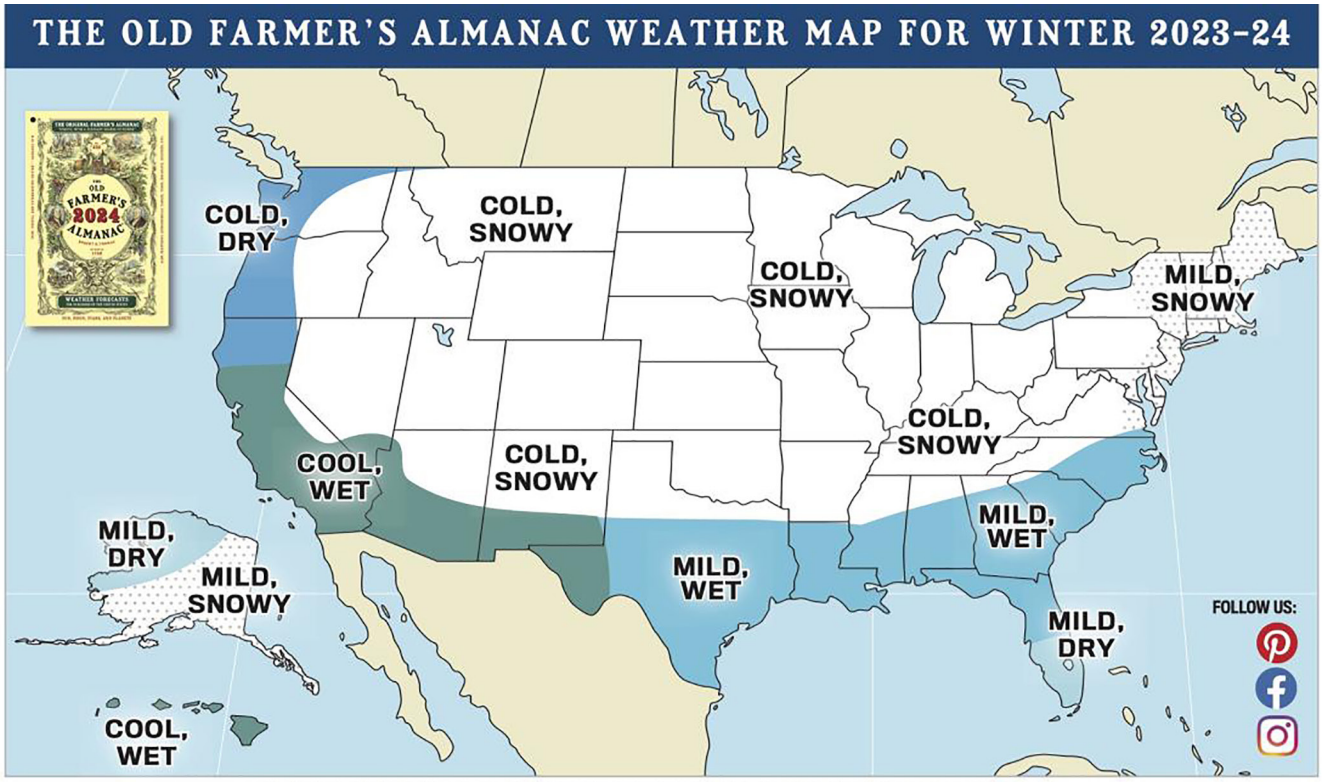
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months of demolition and working on engineering, we are happy to let everyone know that you will start to see the delivery of new tanks arriving we anticipate end of January through the end of Q1 2024. With the removal of the six blending and finish tanks within the tank farm, we are going to build back with nine new tanks and be ready for summer production. Everyone during these months will be tested to ensure we will meet our deadlines. We look forward to seeing this equipment arrive and look forward to the years of service they will provide the company.

With other news on the terminal side of things, we are implementing our Dearman software throughout all three facilities: Willow Springs, MO; Miller, MO; and Clinton, OK. This will tie all asphalt production plants into the safe software and something that has been needed for some time. We will have challenges here as we move forward, but we are looking forward to this move!

So far, the winter season has been unusually warm, so propane has been a little slower to start than expected. However, cooler weather and temperatures look to be on the horizon. We are reviewing daily pricing and hedging our position to ensure we review every opportunity for the company. We are hoping for a cooler January and February to assist in the propane season.



During the month of January, we are also expecting to receive two new Kenworth trucks. Please be on the lookout for these units as Joe placed these orders over a year ago. We are pleased to see these units arriving and the shop will be working to get these out on the road as soon as possible. Joe and Allen are working for some additional orders to arrive in 2024 and we look forward in seeing these arrive as well for our fleet.

Ways to Save Money & Energy

Stay cozy this winter and save money with these simple tips.

Use the Warmth of the Sun: Open curtains during the day to allow sunlight to naturally help to heat your home. Be sure to close them at night to keep heat in.

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Thermostat Adjustments: Keep your thermostat a few degrees lower than normal, as long as there are no health risks, and lower if you are away from home for more than a few hours.

Keep Radiators & Heaters Clear: When in use, don't put items directly in front of heaters so the warm air can penetrate the room.

Bundle Up: Keeping your feet warm is key. Try wool socks or cozy slippers to keep the rest of your body comfortable.



PTO reminder

Please start reviewing your PTO for 2024. It is never too early to start making plans. Several requests for PTO are already on the books for 2024. Please review your calendars and work to get these set so they don't overlap with other team members. Remember, we need notice prior to everyone taking PTO, we are still a small company and if you are gone, you are missed! We want you to take your PTO; we just need advance notice, not just a day or so ahead! If team members overlap, we may have to work through or have difficult conversations if someone waits until the last minute!



We are seeing more and more vehicles that are not being kept clean.

Drivers

Please review the following as we have addressed multiple times; however, we are still having issues and they are seemingly on the increase. Please keep your trucks CLEAN. We are seeing more and more often trucks arriving into our shop and/or other outside shops that are not being taken care of. They are full of trash, dirt, debris, or just lack of attention. We work hard to provide good, sound, and updated equipment. We ask that you take care of this equipment. As stated, before and reminded – this will be reviewed and will go against performance as we review your equipment if it is not taken care of.

Please also get your equipment washed. As you enter Willow Springs, we own and operate a truck wash.

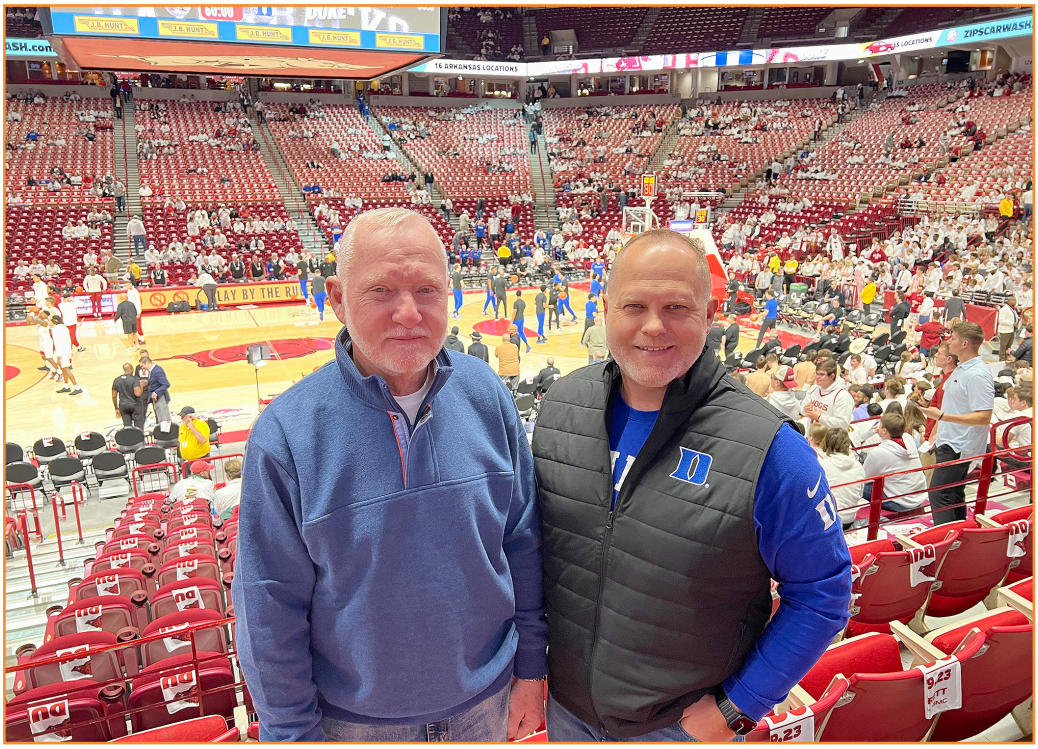
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We watch weekly as you drive by at the end of the week, park on the yard and go home or pass through during the week and your truck and trailer needs washed desperately. Everyone notices. Pay attention, and get our units cleaned. This will only help EVERYONE!

Dates to remember

Spring Driver Safety Meeting: March 23 in the Willow Springs shop



David and Erik attended the Arkansas / Duke Game in Fayetteville, AR in late November 2023. Unfortunately, Duke lost by 5 points.

Late Fall, the guys got to play in the ESS Charity Golf Outing in Springfield, MO. David, Erik, Tim James, and Kevin Osborn got to spend the day together.



KEEPING IT ALL IN PERSPECTIVE FOR THE HOLIDAYS

FROM SHANE LEE | SHANE@COASTAL-FMC.COM

Here we are again at the end of another year. It seems like only a short time ago we were starting 2023 and now it's time to bring it to a close already.

You hear it all your life, and never really believe it, but the time really does seem to go by faster with each passing year. I look to my family at home and see my son getting ready to enter his last year of high school and my daughter only two years from high school. It just does not seem possible, but then I look in the mirror and I know without a doubt, yes, it is absolutely possible. You can see the road map of how we got here in every wrinkle and grey hair I have now. The last 10 years that I have been a part of this company have been a blur looking back and I just can't believe that much time has passed.

This past year has been challenging for many people I know, and I figure the same is true for all of you reading this. Many of us have lost friends and loved ones, while some have been blessed with births and new family members along the way too. It's the circle of life and we are all just treading along day to day, and year to year.

It's so very important that we keep in mind the reason for the season and all the blessings we have each received this this year ¬– it's also important to not get caught in the mundane everyday things that take us away from what is important. As we prepare to break for Christmas, I want to personally thank each and every one of you not only for what you do for the company, but personally for the relationships, conversations, and friendships that we share. I am a better person for having the opportunity to work with and for each of you daily. I am blessed to be able to help you and this company to move into the new year and continue our journey forward.

The coming year is going to be busy as we start out with our winter maintenance and projects going on now. Updates to the Willow Rail Spur are the focus the next couple months ahead of spring asphalt season starting. Other projects include the implementation of Dearman Software at each of the asphalt terminals prior to season starting and the completion of the TMT maintenance program implementation in the shop. Each of these projects is intended to streamline our operations and help us to operate smoother and easier for you and the customer both. There will likely be a few hiccups along the way, but we will overcome them, as always, and appreciate any input and observations you may have along the way as they help to make us better.

2024 is full of unknowns, just as 2023 was when we started it, and all other years before that. We must move into the new year together and with a belief that together, we can accomplish anything we set our minds to. I am resolved to do just that and to continue to work harder for each of you in the coming year and hopefully, we can do great things together.

I wish you each a Merry Christmas and a Happy New Year. May you and your families be richly blessed and enjoy your holidays together.

A FEW REMINDERS ABOUT HEALTH INSURANCE

FROM PHILIP CHAFIN | PHILIP@COASTAL-FMC.COM

Hello, everyone, and welcome to another addition of Southern Fried Health News! Well, that does not sound very healthy. I guess we will call it Southern Baked Health News! Ha!



We are a few months into our new health insurance year and are having no huge problems currently. There have been a few problems with using our insurance and I wanted to give everyone some reminders to help save you and the company money.

Green Imaging (GI)
Some doctors or hospitals will tell you they don't like or can't use these imaging services. We have seen where they will attempt to

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scare you into thinking they have to use their imaging department.

Believe me, they can use GI and will. They do not make the big bucks when you use someone else, and it will all go to your deductible and co-insurance. Remember when using GI, you will not pay anything, and the company gets a huge discount. Their phone number is on your health insurance card. With GI, everyone wins!

Quest/LabCorp
This is another contract-provided service that some health providers may not like you using for your lab work, but it will cost you nothing if you use these labs. My daughter had some lab work done at Cox in Willow Springs and they wanted to send it to someone other than Quest.

We were finally able to get them to send to Quest and save the out-of-pocket expense. The important thing to remember with lab work is to make sure they bill the insurance directly. If they bill the provider and then the provider bills you, the facility will get the discount and you will be out the deductible/co-insurance. This is also a big saving for you and the company.

Cox EPO
Last but not least is to remember you save the most money with Cox (EPO). Your total out of pocket is $2,000 cheaper with our EPO Cox. You can go to anyone in the PPO First Health, but it will be more expensive. Please remember if you are looking for a facility, you should look on My First Health to find out if it is in network. If you are looking and have trouble, give me a call 417-469-4891 or 417-252-4357.

I will be glad to help you. If you go out of network, your deductible jumps to $5,000 and out of pocket goes to $8,150. Also, on out of network, you will not have any help on Balance Bills if the facility does not like the amount paid to it by the insurance. The extra cost will be yours to pay. With this said, please call me if you need help.

Confucius Says: He who learns but does not think is lost! He who thinks but does not learn is in great danger.

Stay Healthy, Philip



In early December 2023, Philip Chafin's daughter, Chloe, had a surprise gender reveal for her upcoming baby. She is having a little BOY! Dad (Dakota) and Grandpa / Grandma (Phil & Gayla) are overjoyed!

HUMAN TRAFFICKING AWARENESS IN JANUARY

FROM COMMERCIAL VEHICLE SAFETY ALLIANCE | CVSA.ORG

The Commercial Vehicle Safety Alliance (CVSA) has set the dates for next year's Human Trafficking Awareness Initiative (HTAI) for each of its three member countries. In the U.S., the initiative is scheduled for Jan. 8-12, 2024.

CVSA's annual five-day human trafficking awareness, outreach, identification, and prevention initiative aims to educate commercial motor vehicle drivers, motor carriers, law enforcement officers and the general public about the crime of human trafficking, the signs to look for and what to do if you suspect someone is being trafficked. According to the United Nations, human trafficking is the recruitment, transportation, transfer, harboring or receipt of people through force, fraud or deception with the aim of exploiting them for profit.

Men, women and children of all ages and from all backgrounds can become victims of this crime, which occurs in every region of the world, including North America. Human traffickers often use violence, fraudulent employment agencies, and fake promises of education and job opportunities to trick and coerce their victims.

In preparation for the 2024 Human Trafficking Awareness Initiative, CVSA is offering human trafficking awareness resources to its membership and working with Truckers Against Trafficking to distribute wallet cards, posters and window decals.

During the five-day awareness initiative in each country, CVSA jurisdictions will note human trafficking awareness and outreach efforts and projects and submit that data to the Alliance. The results will be released in summer 2024.

For information on this topic, contact Gary in safety: gary@coastal-fmc.com.

The Human Trafficking Awareness Initiative is part of CVSA's Human Trafficking Prevention Program. The program seeks to reduce human trafficking throughout North America through coordinated enforcement and investigative and educational awareness measures within the commercial motor vehicle industry.



GRANT FAMILY WELCOMES BABY GIRL

Scott Grant welcomed a grandbaby in November. Ada Scottlynn Freeze was 7 pounds, 2 ounces, and was 19 inches long.

NEW HIRE: JASEN JOHNSTON

POSITION: IT OPERATIONS DEVELOPER
LOCATION: WILLOW SPRINGS

A resident of West Plains, Jasen recently joined the Coastal-FMC family in the IT department as an IT operations developer.

Jasen's work history includes many types of employment: Gameplay programmer, graphical asset creator, cowboy, dish washer, sandwich artist, electrician, soldier, aircraft structural repairman, IT support technician, web developer, systems administrator, backend developer, and computer technology specialist.

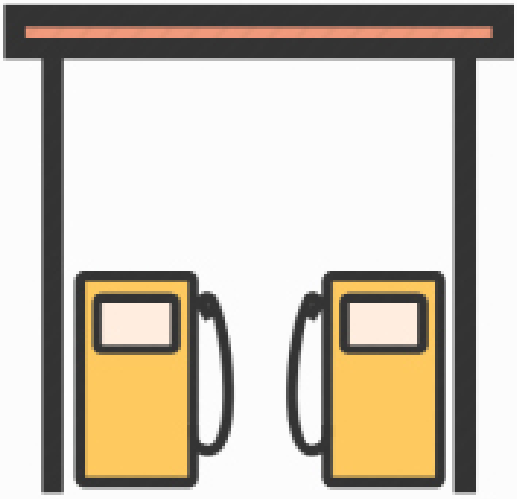
He is interested in his family's genealogy, studying it in great length back to before King James V.

He also appreciates double-meanings for words like "hobby." "A hobby is a fairly small, very swift falcon with long, narrow wings. They specialize in being superb aerialists. Although they take prey on the ground if the opportunity presents itself, most prey is caught on the wing; insects are often caught by hawking, and many different birds are caught in flight, where even the quick maneuvering swifts and swallows cannot escape a hobby."

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 in 2023.

1. Sapp Brothers – Harrisonville, MO
2. Loves Travel Center – Willow Springs, MO
3. Loves Travel Centers – all other locations
4. FMC Transport Fuel Island – Miller, MO: This location has DEF and Winter Treatment. If you have questions, call Joe or Allen.
5. Lamar Travel Center
6. Casey's Locations: This is not our best option, but we do have some discounts offered.
7. FMC Transport Fuel Island – Willow Springs, MO: Please only use if you are unable to use the Loves across the street.



IT'S NEVER TOO EARLY TO PLAN AHEAD FOR 2024



It's never too early to plan ahead for using your PTO in 2024. Talk to your supervisor as soon as possible to reserve your days off in the new year. Don't lose your days!

COASTAL-FMC TAKES FIRST PLACE IN PARADE







The Coastal-FMC family took first place with its movie-themed float in the Willow Springs Chamber of Commerce Christmas parade, held Saturday evening, December 2, in downtown Willow Springs. Co-workers and family members braved the cold and the rain to participate in the event.



ANOTHER SUCCESSFUL COMPANY EVENT





The company held another successful annual gathering in October at Pine Meadows Venue just outside Willow Springs. Team members and their families were welcomed to the fiesta-style event, complete with a taco bar, miniature piñatas, and plenty of desserts. The evening included recognition for years of service for several employees, along with the drivers below who were honored for safety. Hay rides, carriage rides, and fireworks also were part of the fun. Stay tuned for plans of next year's event!



WORK ON THE ROAD



Joe Blankenship addressed the Missouri Trucking Association at the annual convention held September 20-21 at Chateau on the Lake in Branson. Blankenship is the chairman of MOTA's technology and maintnenance council.



COASTAL-FMC FAMILY

Scott Grant's family welcomed a new grandbaby on August 22. Amos William Manning was born at 7:48 p.m., weighing in at 7 pounds, 4 ounces. He was 19.75 inches long.

Family news? Happy holidays? Send photos for the newsletter to kim.r@coastal-fmc.com

COASTAL-FMC FAMILY



Norm Drew enjoyed spending time with his grandson during a recent visit.



Scott Grant is pictured with his grandson and farm helper.

CELEBRATING 26 YEARS



Brian Bailey and his wife, Kathy, recently celebrated their 26th wedding anniversary.



CELEBRATING TECHNICAN WEEK



Above, Joe Blankenship, Allen Eggert, and Gary Picard grilled burgers and bratwursts at the FMC shop for a cookout in honor of National Technician Appreciation Week, held September 24-30. The week is designed to celebrate technicians and the vital work they do for the trucking industry. Pictured below, Blankenship, Scott North, Zachary Wick, PJ Lovan, Eggert, Norm Drew, Bryan Holycross, Gary Roberts, and Tommy Havens.





DECEMBER BIRTHDAYS

December 4 – Seth Amankrah
December 5 – Kevin Baker
December 6 – Dallas McColgin
December 12 – Ashley Jack
December 15 – Martin Lovan
December 18 – Terry Cunningham, Ed Rickman
December 20 – Kevin Osborn
December 21 – Erik Montgomery
December 24 – Norman Drew
December 25 – Kyle Sanders
December 29 – David Lamson
December 31 – James Kelly

JANUARY BIRTHDAYS

January 2 – Carson Smith
January 6 – Bruce Blankenship
January 16 – Brian Bailey
January 18 – Brent Merrick
January 21 – Roger Rush
January 23 – Ron Gudermuth; Paige Bennet
January 24 – Ron Pringle
January 25 – Brandon Caswell
January 26 – Todd Nieznay
January 28 – Zachary Wick

