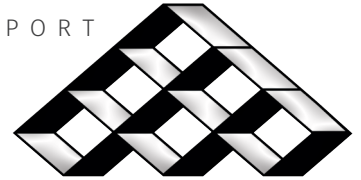


COASTAL-FMC CURRENTS

NEWS AND HAPPENINGS FOR COASTAL & FMC TRANSPORT

ISSUE 75



Katie Montgomery, Editor | January-February 2025 | www.coastal-fmc.com

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2025 STARTING WITH MINDSET OF CHANGE, PROGRESS

FROM ERIK MONTGOMERY | ERIK@COASTAL-FMC.COM



First, welcome to 2025! I would sure like to know where the last year went? This year is already full of items for discussion and review, so lets dive in.

First, as we have been discussing for several months, we are in the process of moving our 401(k) platform from Eleven Point Financial and The Standard to Simmons Bank and Empower. We are very excited about this move, which is taking place during the first quarter of the year. The Plan will take effect on February 17, 2025. Many will have questions, and we will be here to work with you and help you as we move forward.

Patty and I will be glad to assist, but there is also a good team at Empower to help answer your questions. Here are some important dates for you to remember: February 7th – March 3rd is a blackout period where you cannot make changes to your plan. This is due to the transition. Once this blackout period is complete, you will have full access to your account online, by phone, or via the Empower mobile app. Empower will offer investment advice, a full-featured mobile app, an account dashboard, and more. You can call them any time to discuss your

PLEASE SEE NEXT PAGE



We have broken ground on our new lab facility at Miller.

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account. Once your account has been activated, you will start receiving emails and mail from Empower. To sign up for your online account, go to empowermyretirement.com and choose the "I do not have pin" tab and follow the prompts.

We want your input along the way. Please let us know how things are going, and we will work to make sure this is an easy transition.

Next, we are in the process of a full-scale remodel here at the main office, as you can or will see as you enter the property. Our office was originally built in 1986, and over the years we have added on several times to accommodate the growth of the company. Well, we have decided it is time again as we continue to change and move forward.



Big changes are underway at our main office.

We are removing Bay #1 from our shop and will be moving everyone into the main office. We are excited about this as we have had some outside of the main office building for some time. Due to technology and continued change, we believe everyone needs to be under one roof and working toward the same goals for the future. We will be doing this in phases over the next 20 weeks, approximately.

Phase #1 will be the new addition in the shop. Phase #2 will be the upstairs offices. Phase #3 will be the main floor and front offices. This will all be messy and a little hard to manage at times, as most everyone in the office will be moving to a new location. We are working to ensure we have adequate space moving forward and streamline the efforts of the office as we grow and change.

While we are under construction here, we are also in the midst of building a new lab at our Miller location. This is long overdue, and we are pleased to announce the start of this project. We purchased the land next to the plant and the building will be located on this property. The building will house our new laboratory and will be approximately 5,000 square feet. We have been out of room in the current building for several years, and this will allow us to remodel the Miller offices over the coming years.

It seems like we have a lot going on and everyone is very busy as we start 2025. We are traveling, meeting, and working on things for 2025 and beyond. We are planning and meeting to ensure we work together and change with the times.

We have been a little remiss on the newsletter lately, however it is our plan to continue, and we want to keep everyone updated and informed on what we are seeing and doing.

Date to remember:

March 22nd is our Spring FMC Safety Meeting here in Willow Springs at the shop. Details will be upcoming. A representative with Simmons/Empower will be here that day to answer questions!

NEW YEAR: RESOLVE TO GET A PHYSICAL

FROM PHILIP CHAFIN | PHILIP@COASTAL-FMC.COM



Welcome to 2025. I wonder how many New Year's resolutions have been made? Most people do make resolutions, but few of them last past January. If you have not examined your health, take a moment to think about it. This is a good time to start a diet, join a gym (and use it), quit bad habits (look in the mirror before looking at someone else), and get your body examined.

None of us would set out on a long trip without making sure our vehicle was ready to go. We would be checking the oil, tires, shocks, front end, or anything else that we think might cause us problems. Why do we want to go on the journey of life without getting ourselves checked?

Physicals are covered 100% by insurance and can be scheduled every year. Your doctor or local doctors' office will know what is covered. Smokers or former smokers can get a lung scan, and if you feel you're having other problems they can do blood work. They will test your stool for rectal or intestinal cancers. They can do tests to see if you are diabetic or prediabetic. Tests can also tell if you have or might have heart disease. These are all areas that if something is wrong and found early, it can help make your recovery faster and increase your life expectancy.

With that being said, please don't forget your eyes and your teeth. Your eyes and your teeth can make your whole body sick if something goes wrong. Eye exams and dental checkups are covered 100% at an in-network provider. Even if a doctor is out of network, your insurance will pay toward the total bill and could save you thousands of dollars if a problem is detected early. Please take a moment to make the call today for a physical, eye exam, and dental checkup.

Another thing that can save you a lot of money is to remember that we have direct contacts with Green Imaging and Quest/Lab Corp. This means that you are not out of pocket for any cost for the following:

- Green Imaging – use them for any type of x-ray or scan is covered at 100%.
- Quest/Lab Corp – use them for any type of blood/lab work covered at 100%.

Call me if you have trouble with any of the above.

Confucius says: "Education breeds confidence, Confidence breeds hope, Hope breeds peace!"

WHAT WILL 2025 HAVE IN STORE FOR FMC?

FROM GARY PICARD | GARY@COASTAL-FMC.COM



What will 2025 have instore for FMC? With 2025 off and running, we are looking ahead to what regulations or changes may be instore for this year.

1. CDL Downgrade Rule

One thing that started in November of last year and will begin to have a impact this year was FMCSA now requires state driver licensing agencies to automatically downgrade the Commercial Driver's Licenses of drivers flagged as "prohibited" in the FMCSA's drug and alcohol clearinghouse. This helps ensure that drivers who have become unqualified to drive due to drug or alcohol violations will not be able to maintain a valid CDL and won't be able to obtain a CDL until they have completed the return-to-duty process.

2. Speed Limiter Mandate

One of the most anticipated regulations is the FMCSA's proposal to require speed limiters on heavy-duty trucks.

- What to expect: A final decision is expected by May 2025. The rule will determine whether trucks must operate within a specific speed range; the range has been highly debated and will continue to be. Although FMCSA has not set a range at this time, it will likely be between 65-70mph.

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3. Automatic Emergency Braking (AEB) Systems

The FMCSA and the National Highway Traffic Safety Administration (NHTSA) are collaborating to require Automatic Emergency Braking (AEB) systems on trucks.

- Implementation timeline: A finalized rule is expected early in 2025, this will most likely target new trucks from the manufacture class 3 and up.
- AEB systems are designed to prevent or lessen the severity of a collision by automatically applying brakes in emergencies.

4. Electronic Logging Device (ELD) Expansion

The FMCSA is revisiting its ELD regulations, which currently apply to trucks manufactured after the year 2000. Potential changes include:

- ELD requirements may expand to include trucks with pre-2000 engines. During roadside inspections and site visits, FMCSA has documented many trucks with pre-2000 engines operating ELD's with no issues and is looking to expand on that data.
- Updates that may address malfunctions, devices removals, and technical specs are also expected to be reviewed.

5. Safety Measurement System (SMS) Revisions

FMCSA is considering changes to its Safety Measurement System (SMS) to enhance carrier safety ratings. Changes that are under discussion include:

- Going from a three-tier rating system (Satisfactory, Conditional, Unsatisfactory) to a single tier classification of Unfit.
- Reviewing increasing the weight of behavioral violations in categories like "Unsafe Driving".
- Using roadside inspections or CSA scoring as the basis for new ratings. This concern with using roadside inspections is the inconsistency of how and what violations are reported.

6. Crash Preventability Determination Program (CPDP) Expansion

On December 1, 2024, the FMCSA expanded the CPDP to review 21 specific crash types to determine preventability. Crashes deemed "Not Preventable" are excluded from the Crash Indicator Basic score on the CSA SMS site. It is also noted in the Pre-Employment Screening Program (PSP), aiding in maintaining accurate safety scores.

Now with all that said and as with any election cycle, the 2024 presidential administration could shape how quickly or significantly these regulations are implemented. While many are in the advanced stages of rulemaking, political factors could delay or alter their final versions.

On to a couple of other items for FMC. At this time, we are reviewing our ELD system. Our contract with Peoplenet is nearly up, so we are checking with other ELD providers to see if there is something better out on the market that would be more convenient for you, the driver, and the office staff. We have not made a decision to switch at this and are currently testing Peoplenet's newest platform.

We may test other devices in the coming months just to see what and how they work with our company. We are only reviewing the ELD at this time. TMW dispatch and our new TMT maintenance is not under review and anything we choose for ELD will be compatible with both systems.

We are still working on implementing our LMS training videos and how we will roll that out to the drivers. We are already using LMS on new hires for Coastal and limited with FMC at this point.

I would like to remind all employees that if you become injured while working for Coastal or FMC, please report this to your supervisor and the Safety Department immediately. Even if you feel that you are not injured to the point of needing to see a doctor, we still need to know so we can document the incident in case you have issues later.

Being in the middle of winter, I want to remind everyone that not only are the roads sometimes treacherous due to ice and snow, but also parking lots and equipment. Please check your surroundings before going outside. If you believe that there could be icy or slick surroundings, please use some sort of traction for your shoes to prevent slips, trips, and falls. It is this time of year that we see this the most, and it can range from strains, sprains, contusions, and concussions. None of these are enjoyable and can lead to serious injuries and lost days of work.

I want to say thank you to everyone for helping us be a safe and efficient company. Let's make 2025 the best year yet.

NEW FACES IN THE COASTAL-FMC FAMILY



JT Mathews

FMC Shop: Service tech

JT (Jarrett) joined the FMC team in July. Prior to FMC, he spent four years at Cabool Tire, five and a half years at Heritage Tractor, and six months in Kazakhstan with Central Asia Farm.

JT enjoys family events and just spending time with family and friends. His other hobbies are hunting, fishing, off-roading, kayaking, and building 4x4 vehicles.



Kristos Awuah Baffour

Miller Lab: Lab tech

Kristos recently joined the lab team. Before coming to Coastal, Kristos was a research associate at the NYU Center for Genomics and Biochemistry. He also was a graduate teaching assistant at Missouri State University in Springfield and a project manager at iGEM at NYU and an intern at CERN, Geneva.

He is brother to three siblings and is a native of Ghana. He enjoys teaching children, playing saxophone and anything music, soccer, and making art.



Brian Scott

Miller Lab: Lab tech

Brian joined the lab staff at the end of July, after his daughter was born.

Prior to joining the team, he worked in a food microbiology lab for seven years, most recently running the day-to-day operations of Red Monkey Foods pathogen and allergen lab. Brian and wife, Lena, have two children, a two-year-old son, Liam, and a six-month-old daughter, Sophia.

He enjoys collecting, restoring and shooting old surplus firearms. "I have also been known to do some fishing and can occasionally be found playing some tabletop war games," he said.



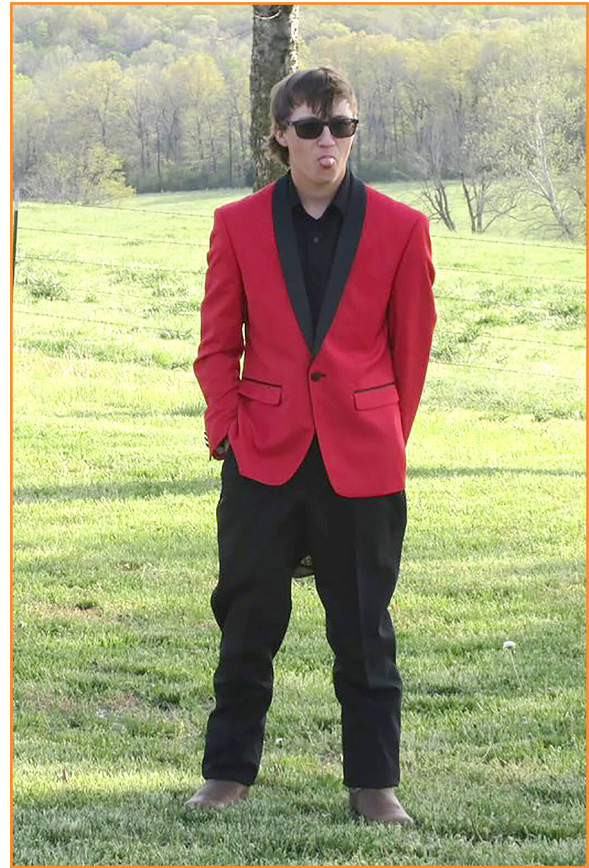
Jason Scott Snyder

Miller Lab: Lab tech

Jason recently joined the lab staff. He previously has been employed as a service technician, delivery associate, commercial kitchen cleaner, and line worker.

He enjoys spending time with his significant other, Tierny Preston, and farming and ranching.

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



Levi Ray

Miller Plant: Plant hand

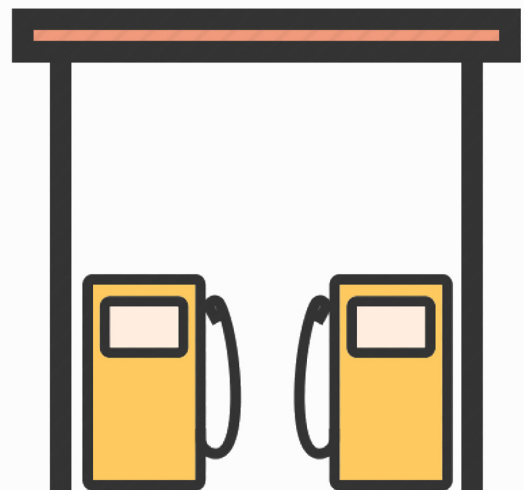
Levi joined the Coastal family recently. He has previous work experience at Travel America in Mount Vernon, on a goat ranch, and at S8H.

His family includes his parents, sister, and brothers. He enjoys working on vehicles, as well as hunting and fishing.

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.

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.





Joseph Stephens

Miller plant: Plant hand

Joseph joined the crew at the plant recently. He is a Navy veteran, with other work experience as a liquor store clerk, mall security, French's Onion checker, Fantastic Caverns groundskeeper, Shell and Casey's station clerk, and Glo Dry Cleaning worker.

He was born in southern Alabama, the oldest of seven (three siblings and three cousins). The family moved to South Carolina, Georgia, Tennessee, back to Alabama, then to northern Missouri and later southern Missouri. His family includes his parents, along with sister Nikki, brother Randy, and brother Nash.

His hobbies include animation, game development, robotics, programming, writing (short story, novella, poetry), gardening, aquaponics, reading, renaissance faire, martial arts, swordsman, LARPing and TTRPG (role-playing games), and musical instruments including the saxophone, trumpet, guitar, and fiddle.



Michael West

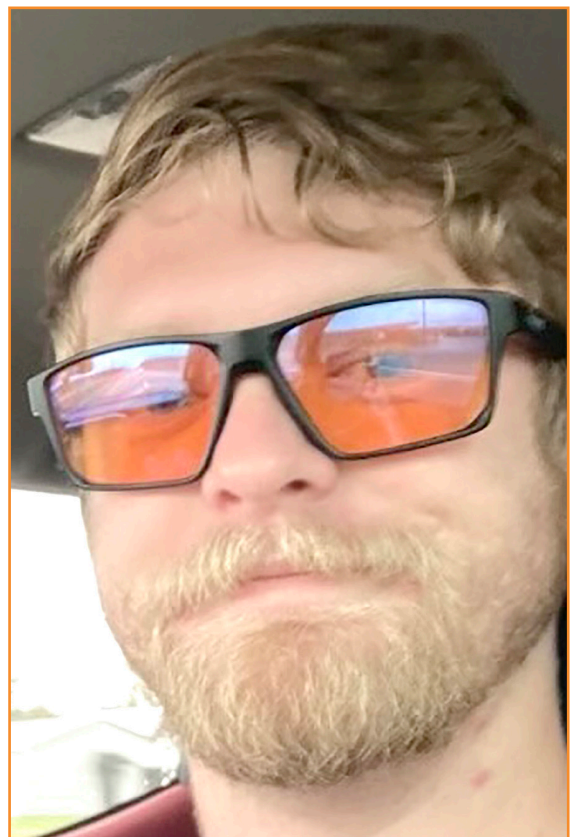
Miller Plant: Plant hand

Michael has joined the staff at Miller. He is a U.S. Army veteran, with work experience in water well drilling, turbine pump technician, master welder (diploma from Tulsa Welding School), structural welding, ornamental iron gates, handrail, security doors, some pipe welding, and more.

"I started welding in 2001 and seem to have found my calling," he said. "I really enjoy building things, especially if I can do a great job at it."

He is married to Kristi Kolani Lua-West. Their youngest son, Mason Kekoa Lua-West, is in the ninth grade, a straight-A student, in the marching band, and takes archery.

He enjoys fishing, camping, hiking, blacksmithing, smelting, green house work, and art.



Presley Pearce

Miller Plant: Plant Hand

Presley joined the Coastal family in January. Previous work history includes four years as a college radio host, a year as a 911 operator, and eight months as a residential psych technician for troubled teenagers.

His family includes his parents and a brother. His hobbies include voice acting, short story narration, competitive gaming, and martial arts.



Tevin Black

Miller Plant: Plant hand

Tevin has joined the team at the Miller facility. His previous work includes employment at a custom auto shop and doing wheels and tires.

His family includes his wife, two daughters, and a son.

His hobbies are spending time with his family, working for Coastal, and working on his project truck, a 1982 Ford F-250.

FEBRUARY IS AMERICAN HEART MONTH

YOU CAN'T

pour
FROM AN
empty cup

Prioritizing **#OurHearts** is an important part of self-care. Every day, take a little time to move more, sleep well, reduce stress, and eat healthy.



NIH National Heart, Lung, and Blood Institute



★HAPPY★ BIRTHDAY!

JANUARY BIRTHDAYS

January 6 – Bruce Blankenship
January 16 – Brian Bailey
January 18 – Brent Merrick
January 21 – Roger Rush
January 23 – Ron Gudermuth;
Paige Bennet

January 25 – Brandon Caswell
January 26 – Todd Nieznay
January 27 – Levi Ray
January 28 – Zachary Wick
January 29 – Brock Lunyou

FEBRUARY BIRTHDAYS

February 1 – Marion Quick
February 2 – James Jacobs
February 6 – Jason Osborn, Byron Nickels
February 9 – Cade Holdt
February 10 – Tommy Havens
February 12 – Harold Cook
February 15 – Gary Roberts
February 17 – Douglas Melton

February 18 – Scott North,
David Montgomery
February 19 – Jarret Mathews
February 20 – Dave Peters
February 23 – Patty Spitser
February 28 – Jake Slayton,
Danny Campbell
February 29 – Jennie Rothermich

FROM THE COASTAL-FMC FAMILY

***Sophie Montgomery, daughter
of Erik and Katie Montgomery,
recently won Howell County
News' Third Annual
Christmas Story Contest.***



**Don't forget to send your
family's news to [kim.r@
coastal-fmc.com](mailto:kim.r@coastal-fmc.com) to be
featured in future newsletters!**

This year's Best Overall Prize winner is Sophie Montgomery. Montgomery is a homeschooled eighth grader from Willow Springs. She won the \$100 Grand Prize for her story, I Do Not Want a Hippopotamus For Christmas. This story, along with all the others, appeared in the Dec. 25, 2024 edition of Howell County News. Additional copies are available at the news office or by mail. Call 417-252-2123 to request a copy