



ROLLIN' ON



Birthdays

Trent Myers - 3rd
Kendra Bracy - 11th
Ray Pangle (Skip) - 18th
Zac Dominique - 20th

Anniversaries

James Siverling - 1 Year
Don Trimble - 1 Year
Wade Arredondo - 3 Years
Norm Lanteigne - 9 Years



Dispatch

- Thank you to all who were able to attend our Christmas party and celebrate the year we have had. We couldn't do what we do without you; we sincerely appreciate all of your hard work! We hope you enjoyed the showcasing of the American 250 Trailer and look forward to what's in store for next year. Merry Christmas and Happy New Year!
- Congratulations to Narsa, Damian, and Goldie on reading our dispatch section last month and being the only drivers to text "Ho Ho Ho" and receive a \$25.00 gift card. We did this as a fun incentive to make sure you are reading your newsletters. We found that many of you are not reading so please do so going forward into the new year. You never know what hidden incentive might be in store next!?
- Trailers need to be brushed out, swept, leaf blown etc. after they are empty. No exceptions. We have had two trailers rejected for the month of December due to driver's not cleaning out trailers beforehand. It is apart of your duty to ensure all equipment is clean, odorless, and free of debris prior to reloading them.
- Starting 2026, we will not be answering the cell phone number during the hours of 0800 – 1700. That is the afterhours phone for dispatch. That number does not have a team member who monitors it throughout the workday, and it doesn't allow us to transfer should you need the shop or a different department. We have been warning about the use of this phone and starting 2026 it will not be answered during the workday. Sorry for the inconvenience, thank you for understanding.
- If you are going to need load locks after hours, please alert the shop no later than 1600 the day before so they can set them out for you. Friendly reminder it is your responsibility to ensure each load is secured and safe for transport.
- In regard to split sleeper logs, please be eliminating the use of "off duty" status. Using that status prior to going into sleeper status will disqualify you from completing a split. It will make you take a full 10 or put you in 14 hour shift violation. Any questions please see dispatch.
- Please ensure you are using the online write up process for all equipment malfunctions. This allows all departments to see in real time what is going on. If you are not aware on how to do this, please see dispatch and we will walk you through it.

Clean DOTs

Chris Freeman
on 12/3/25.



ISS Score: 28



**UNSAFE
DRIVING**



**CRASH
INDICATOR**



**HOURS-OF-
SERVICE
COMPLIANCE**



**VEHICLE
MAINTENANCE**



**CONTROLLED
SUBSTANCES
AND ALCOHOL**



**HAZARDOUS
MATERIALS
COMPLIANCE**



**DRIVER
FITNESS**

On-Road Performance

4.32 Measure	0.40 Measure	0.33 Measure	0.27 Measure	0.32 Measure	0 Measure	0.32 Measure
61% Percentile	47% Percentile	Less than 3 driver inspections with violations	Less than 5 vehicle inspections with violations	30% Percentile	No HM placardable vehicle inspections	Less than 5 driver inspections with violations

On-Road Performance Detail

Driver Inspections with Unsafe Driving Violations: 13 Safety Event Group: 9-21 driver inspections with Unsafe Driving Violations Avg. PU × UF: 25 Segment: Combination Carrier	Crashes Included in SMS: 3 Safety Event Group: 2-3 Crashes Avg. PU × UF: 25 Segment: Combination Carrier	Driver Inspections: 37 with HOS Compliance Violations: 1 Safety Event Group: 21-100 relevant driver inspections	Vehicle Inspections: 16 with Vehicle Maint. Violations: 2 Safety Event Group: 11-20 relevant vehicle inspections	Driver Inspections: 37 with Drugs/Alcohol Violations: 1 Safety Event Group: 1 driver inspections with Controlled Substances/Alcohol Violations	HM Placardable Vehicle Inspections: 0 with HM Compliance Violations: 0 Safety Event Group: No Safety Event Grouping	Driver Inspections: 37 with Driver Fitness Violations: 1 Safety Event Group: 21-100 relevant driver inspections
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Safety

- **THANK YOU** all for signing off on your logs immediately and not waiting until the next day. The completion rate of these has increased by 87% which is amazing so again, thank you.
- **As we continue into winter, please be using extra caution and allowing yourself extra distance between the vehicles in front of you. We especially caution you on black ice as it's extremely hard to detect, and we have a few tips to remember for the months ahead:**
 - ✦ **Slow down** in cold conditions, especially on bridges, overpasses, shaded areas, and ramps.
 - ✦ **Increase following distance** to allow extra stopping time.
 - ✦ **Avoid sudden braking, steering, or acceleration.**
 - ✦ **Use engine braking** and gentle inputs when traction is limited.
 - ✦ **Be extra cautious early mornings, evenings, and after precipitation.**
- **If you encounter icy conditions, notify dispatch so others can be alerted.**

Maintenance

- **Please make sure that if your truck needs repaired that you are turning in repair tickets. Please make sure you are being as thorough as possible when doing the write ups.**
- **It is also important that we are aware your unit is on-site—otherwise, repairs may be delayed or overlooked. We want to ensure all issues are addressed promptly and efficiently.**



Goldie Cardwell

Birthday:

- May 2nd



Fun Facts About Goldie:

- After work Goldie enjoys relaxing, talking to, and being with her grown children.
- In her free time she likes to go fishing and camping.
- She also enjoys watching Hallmark movies and Green Mile.
- Goldie is looking forward to being a better driver and doing her best everyday, as well as, getting to help her coworkers.



From Goldie:

“I would like to say Thank You to all of my coworkers and a big Thank You to Jeff Hall, for allowing me to work here and be apart of this HTI Family, both now and in the future.”

