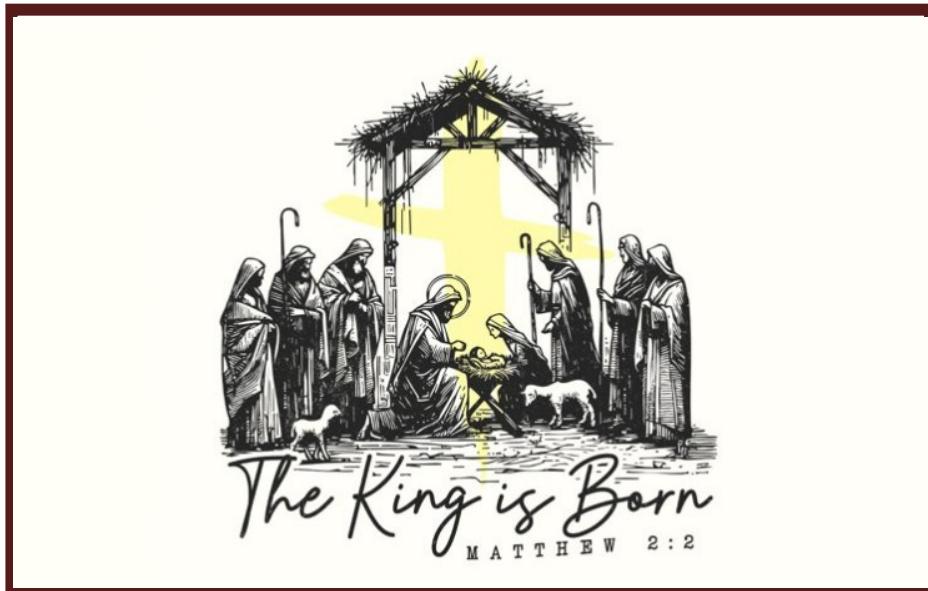




ROLLIN' ON



HTI Christmas Party

December 6th, 2025 at HTI

Thank you to everyone who has given us an RSVP. We got the final count in last week. We look forward to seeing many of you and celebrating this season together. Remember, Jesus is the reason for the season.

Birthdays

Damian Terry - 23rd

Anniversaries

Edward Stevens - 2 years
John Ireland - 4 years



Dispatch

- Please be signing off on your logs each day. We have noticed when it is missed, it tends to take two or three days to be corrected. This is something that should be completed at the end of every work day.
- During the work day, please be calling the OFFICE phone and not the CELL phone. The cell phone is not always monitored during the day so calls get missed. IN order to prevent that, call the office line so we don't miss you.
- In order to be considered, time off sheets need to be turned in no later than two weeks in advance of the time you are requesting. As for vacation, please send in 30 days prior. We are doing our best to accommodate everyone and the more advanced notice we get the better off we all will be.
- In regard to load locks, please ensure you are preparing for each trip and taking what you need. Should you forget load locks and need them on the road, HTI will split the first offense. A second offense would be your responsibility to cover the cost. We highly recommend that you purchase a lock and key to protect your load locks from theft. Should you wish not too, that is fine, but please plan accordingly and take with you what you need on each trip out.
- Fuel Island responsibility – we have had to replace 5 different couplers on the fuel nozzle due to driving away without removing the nozzle from the tank. Please ENSURE you are hanging up the fuel nozzle when you are finished. This is becoming an expensive issue that needs to stop. If this continues to happen, we will start pulling camera footage and hold each individual accountable. Thank you for understanding.



- Upon reading the newsletter, the first driver to text "Ho Ho Ho" to dispatch and answers our questions correctly will receive a \$25 gift card of your choice.



Accounting

Did you know?

- On Christmas 184 million pounds of turkey and 318 million pounds of ham is eaten.
- 2 million fruit cakes are made each year.
- 1.76 billion candy canes are made each year, 12 million being made by Spangler Candy Co. right here in Ohio. Spangler is the largest candy cane manufacturer in the U.S.
- About 119 million people in the U.S. travel more than 50 miles to celebrate Christmas each year.



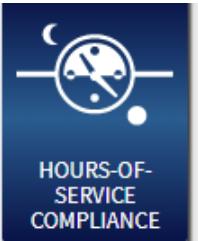
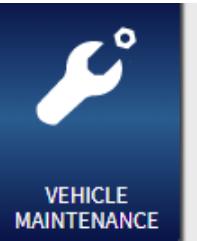
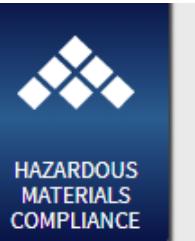
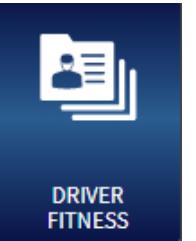
Safety

With the change in seasons of colder temps and more precipitation, please be planning accordingly and allow yourself enough time to safely make it to your destinations. Additionally, be plugging in your trucks when you park overnight and on weekends. If you are staying hooked to a load and can't plug in, we understand that, but plan to come in a few minutes early in case the truck may need a jump start to turn on. Any questions let us know.

Flag City Towing

Flag City Towing & Recovery now has two new fully outfitted rollbacks on order. that gives us four total rollbacks, with side-puller capabilities, also giving us the largest light duty fleet in the area.



UNSAFE
DRIVINGCRASH
INDICATORHOURS-OF-
SERVICE
COMPLIANCEVEHICLE
MAINTENANCECONTROLLED
SUBSTANCES
AND ALCOHOLHAZARDOUS
MATERIALS
COMPLIANCEDRIVER
FITNESS

On-Road Performance

3.64 Measure	0.40 Measure	0.32 Measure	0.25 Measure	0.31 Measure	0 Measure	0.31 Measure
52% Percentile	48% Percentile	Less than 3 driver inspections with violations	Less than 5 vehicle inspections with violations	29% Percentile	No HM placardable vehicle inspections	Less than 5 driver inspections with violations

On-Road Performance Detail

Driver Inspections with Unsafe Driving Violations: 12 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
---	---	---	---	---	---	--

Maintenance

- If you aren't sure how to put repair tickets in, please see dispatch.
- Please only see Tina about repairs, not the techs or clean up.
- 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.



ISS Score: 27!

We sent a text this past week about our improved safety score that is now at 27 and in the clear of inspections. **CONGRATULATIONS!!** Thanks to all your hard work and commitment to operating in a safe environment. What helped swing the score in our favor were major events within the last few years that fell off of us.

Friendly reminder, the ISS score operates like the game of golf, the lower the number the better. **PASS** on inspections category is 1 – 49, **OPTIONAL** inspections category is 50 - 74, and the **MANDATORY** inspection category is 75 - 100.

Again, we are now at a 27, in the **PASS** category, and hope to maintain this going forward. You have all the power and control as the professional driver to keep up this accomplishment of a low ISS score. Any questions let us know.

Thank you again for all you do!

Clean DOTs

Dave Thokey:
Received
11-21-25 in
Tipp City,
Ohio.



James Siverling

Birthday:

- James's Birthday is May 2nd.



Fun Facts About James:

- He enjoys getting to spend time with his kids.
- James also enjoys painting different types of models, planes, cars, etc.
- James is looking forward to continuing his work in towing.

