



# HILL STREET NEWS

## APRIL 2020 ISSUE



### Message from Safety:

Greetings from the Safety Team!

As many of you may have heard, the Federal Motor Carrier Safety Administration issued a temporary waiver for some commercial vehicle drivers to address disruptions in licensing and other requirements as a result of the COVID-19 pandemic.

The announcement from March 23rd, 2020 includes a “Notice of Enforcement Policy” and “Waiver” regarding expiring driver’s licenses and medical examiner’s certificates – for drivers who had current credentials as of 3/1 – allowing FMCSA to exercise its enforcement discretion to not take enforcement action in certain cases when a Commercial Driver’s License or Medical Certificate is expired. This is not a blanket exemption from the CDL and/or Medical Certificate requirements, and drivers should review the details of the waiver to ensure they qualify.

If you should have a CDL or Medical Card which is expiring soon, please contact Safety for instructions and a copy of the Federal Exemption and State Driver’s License Agency letter that should be kept with you at all times in the event of a roadside inspection.

The Transportation Security Administration (TSA) is also finalizing a draft exemption notice that permits State licensing entities to grant a 120-day extension on a Hazardous Materials Endorsement (HME) and Transportation Worker Identification Credential (TWIC) security threat assessment for drivers whose HMEs or TWICs have expired on March 1, 2020, or later within 120 days of the notice's publication in the Federal Register. This proposed extension will allow drivers whose HMEs or TWICs recently expired or will soon be expiring to continue to transport materials in light of access constraints to enrollment centers or State licensing entities because of COVID-19.

We will continue to monitor your credential’s expiration date for compliance during this crisis and will work to keep you moving and productive as your efforts are vital to the nation. If you have any questions concerning an upcoming expiration of your credentials, please contact Safety.

On behalf of all of us on the Safety Team, thank you for all of your safe driving efforts!

Written By: Raul Soria

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## *Message from Recruiting:*

Hi All and Happy April! We've seen a large influx of drivers that have unfortunately experienced layoffs from their local positions and we're doing what we can to keep up with the volume. In times like these, it's important for us to recognize the drivers that are spreading the word about Hill Brothers and ensure that you're receiving the Referral Bonus you've earned—if you have any questions about the status of a referral, please don't hesitate to reach me at [katiec@hillbros.com](mailto:katiec@hillbros.com). We certainly don't want to overlook you! We appreciate the word of mouth we're hearing from drivers calling in as well as the recommendations we're seeing on Facebook, it means so much to us and I'm sure it means so much to all the drivers whose jobs have been impacted by reduction in business and closures! Thank you all for Keeping America Moving!

### **Please welcome our new Hill Brothers Team Members who joined us in March :**

**Jodie P.—LH Dray**  
**Michael S.—P2**  
**Charles W.—LH Dray**  
**Christopher A.—P2**  
**Bo B.—P2**  
**Robert C.—Utility**  
**David D.—PCA**  
**Joshua G.—P2**  
**Lendon H.—P1**  
**Cory J.—P2**  
**Charles K.—P2**  
**Guadalupe M.—Finishing Program**  
**Richard M.—P2**  
**Victoria P.—LH Dray**  
**Christopher T.—P2**  
**Jackie D.—P2**  
**David H.—P2**  
**Michael M.—P2**





## *Message from Maintenance: A Few Changes...*

The shop would like to thank and wish Brett Beverage best wishes on his new adventure. We would also like welcome Jake Brooks into his new role as Service Manager and Troy Fulton in his new role as Service Advisor. Jake brings a wealth of knowledge and experience to the job as well as great organizational, leadership, and communication skills. Troy has not been with us long but has shown a great work ethic, leadership, communication skills, and his past experience as a lead man should serve him well in this position.

The shop has been working with our tire suppliers to improve the performance of not only truck tires but trailer tires in an effort to reduce downtime due to poor performing brands. We have also made a change to our PM program in that we are now changing fuel filters on every PM to reduce fuel related breakdowns. We would like to thank all the drivers and driver manager for their efforts past few months to get all oil changes caught up and their continued cooperation would be appreciated in our efforts to get the rest of our PM's caught up.

**Written By: Glenn Knust**

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## *Logistics: Employee Spotlight*

From all of US here in Logistics we want extend a big "Thank you" to ALL the drivers and office staff that continue to do their part in these challenging times to keep not only Hill Bros. but America rolling. Hill Bros. truly does know how to "find a way"!

### **Employee Spotlight: Nick Hill – Account Manager**

Nick is one of our last remaining Hybrids as we continue to transform logistics into what we will look like Team wise for years to come. Nick's responsibilities include managing relationships and driving new relationships with some of our oldest customers. In addition, he is still running 10-15 Power only trucks that trust him to run within the Hill Bros Logistics network of freight. We are excited to get Nick into a full-time role of an Account Manager and see what type of business he is able to grow with existing customers and new opportunities our sales team creates for him.

"Nick has been a valuable asset to our Team working with our Power Only carrier's and with The Trucking side to Solidify our Motto here at Hill Brothers – Find A Way!! He is always asking, researching ideas and looking to Find A Way to help both our company and the many Companies we service. Nick has been instrumental in developing relationships with our customers to help them get freight moved for on time service and become that point of contact they reach out to first."

-Dennis Simms-

"Nick has really grown over the past couples months with his ability, to leverage relationships in sport markets and see the shipment through from start to finish. He is consistently one of the last team members to leave and his dedication to his drivers 7 days a week is something that has been really impressive. We are looking for big things from Nick in the coming months and years to come."

-Jesse Boyer-

**Written By: Dennis & Jesse**



## CSA Score Alert

We are currently in ALERT status in the Driver Fitness category due to roadside inspection violations. Please note that the percentile scores is what is used by the industry with 100% being the worst score, and 0% being the best score. Please help us get better by avoiding these violations going forward!



## Clean Inspection Bonus Drivers: March 2020

Congratulations to the following drivers who received a Clean Inspection last month!! Each of these drivers received a Clean Inspection Bonus on their paychecks.

Driver Name	State	Date	Level
Anthony Mitchell	CO	03/02/2020	Driver Only
Jonathan Babb	SD	03/05/2020	Driver Only
Daniel Taylor	NE	03/13/2020	Driver Only
Robert Zierolf	KS	03/17/2020	Walk Around
Jonathan Babb	NE	03/21/2020	Driver Only





## *Message from Ops: Tips on Productivity & Success*

1. Plan your trip daily
  - a. Routing, directions, fuel
  - b. Break vs Hours of Service
  - c. On-time pick-ups/delivers will help cut down dwell time
2. Stay updated with current DOT issues/regulations
  - a. Be aware of Covid-19 issues and be safe
  - b. If you need more training or have questions ask for help
3. Schedule regular tractor maintenance
  - a. Keep track of your PM service
  - b. Check with shop about preventive maintenance
  - c. If in Omaha run truck/trailer through safety lane and write up if needed
4. Organizational Communication
  - a. Watch out for Fleet wide messages
  - b. Check your email daily for company updates
  - c. Communicate with dispatch about daily functions and eta/pta's (macro 16)
5. Know the Goals for each for each month
  - a. Monthly productivity bonus = extra cash in your pockets
  - b. Complete safety videos online or attend safety meetings
  - c. Drive safe and no accidents

Written By: Ubon Udofia

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## *Message from Human Resources: Preventing Back Injuries*

When you are lifting or pulling an object there is a 10 to 1 ratio for the objects weight during the action to the actual weight of the object. For example, a 100 lb item will use a force of 10 times that, or 1000 lbs. Not to mention adding the body weight from the waist up which is another 100 lbs. It's important to always use proper lifting or pulling techniques and stretch daily to be able to safely do the task without injuring yourself. When pulling an object never tug or jerk and whenever possible use an athletic stance where your back is only slightly bent, head straight, shoulders back\*\*, chest out, knees slightly bent and feet flat on the floor.

Here's an example of a back exercise: Lie on your back with your knees bent and your feet flat on the floor. Using both hands, pull up one knee and press it to your chest. Hold for 15 to 30 seconds. Return to the starting position and repeat with the opposite leg. Return to the starting position and then repeat with both legs at the same time. Repeat each stretch two to three times.

Also remember when you rush or get in a hurry you are putting yourself at a high risk for an injury. Plan ahead and make sure there's enough time complete the job at hand. We want you to return home to your loved ones the same way you left!

Written By: Elizabeth Kushiner



## APRIL ANNIVERSARIES

**Steve Floersch—April 1st: 27 Years**

**Scott Brockett—April 26th: 16 Years**

**David Standring—April 4th: 7 Years**

**Robert Sutcliffe—April 12th: 7 Years**

Javier Melgar—April 3rd: 6 Years

Shannon Gravett—April 9th: 5 Years

Michael Justice—April 10th: 5 Years

Jacob Lundholm—April 9th: 5 Years

Catina Woodford—April 16th: 5 Years

Richard Margritz—April 11th: 4 Years

Michael Ernst—April 13th: 4 Years

Bryan Grafton—April 6th: 3 Years

John Borman—April 9th: 2 Years

Andy Gomel—April 1st: 1 Year

Jessica Tollefson—April 20th: 1 Year



## APRIL BIRTHDAYS

Joseph Cobb—April 1st

Jameel Rashad—April 1st

Mike Williams—April 1st

Mike Waters—April 4th

Jeffrey Davis—April 6th

Georgii Ustalov—April 6th

Doug Cox—April 9th

Tom Hennessee—April 10th

Cory Jones—April 10th

Aaron Jones—April 11th

Edenilson Menjivar Coreas—April 11th

Tim Dillon—April 13th

Bryan Grafton—April 13th

David Clements—April 14th

Fred Konruff—April 14th

Mike Ernst—April 15th

Bryan Theilen—April 17th

Rod Ford—April 18th

Richard Margritz—April 21st

Quincy Post—April 23rd

Mary Hanke—April 24th

Erik Wiech—April 25th

Ryan Deets—April 25th

Nicholas Mata Infante—April 25th

Chris Pfeifer—April 26th

Richard Anderson—April 27th

Kraig Werner—April 28th

Richard Jenks—April 28th

Arik Swartzfeger—April 28th



## *Message from the GM:*

Back when I lived in Chicago and worked for Field Container Company I pulled an EPIC April Fool's joke on my boss Jim. Every conversation I have had since then with Jim he always brings it up – laughing and shaking his finger at me, scolding me a bit.

As I write today I think how great it would be if so much that has happened in the past 30 days was part of some big April Fool's joke. Alas, it is not. It is very real.

At the end of this I am sharing a link to a nice article as a woman relates current times to her grandparents. Lately I have been thinking about past generations myself. I grew up hearing stories from my grandparents about the Great Depression. I have read books about the many WW II rationings and limitations that impacted daily life. All while most folks had a soldier somewhere in harm's way weighing heavy on their minds.

In both cases the entire society were making large sacrifices. The state of things changed all of them. This pandemic we find ourselves in is the only thing close to either of those experiences of my grandparents that I can relate.

So, I find it changing us – as it changed them. At our worst we despair a little. But at best we take joy in little things – our simple health and that of our loved ones. I am sure that those with jobs have rarely been so thankful to have one as they are right now.

I remember as a young man how very, very excited my grandparents were to hear about my first job – a dishwasher in a restaurant – really Grandma? I know now that they knew the simple value of a decent job, and were much more grateful for such an opportunity than that young version of me could have been.

So, maybe, just maybe, we have a shot to develop some of those same simple traits – gratitude, self-sacrifice, humility, honor - that we admire in those “Great Generations”.

If you get a chance to read this article I hope it brings you some good nostalgia. Thanks for all of you for the sacrifices you are making every day for your families, for Hill Bros, and for our country.

**“Now I finally understand what my grandparents knew”**

**By: Allison Glock**

<https://apple.news/Ayal0mTIIITJ-l2q-x38c4oA>

**Written By: Rob Sauer**



## *Driver Shoutouts*

Over the past month we've had several drivers go above and beyond for the Operations team and truly demonstrate *The Hill Bros Way*. Some of these drivers are new to our team while others are veterans to Hill Bros but all equally showing they are doing their part in making our culture what it is!

A big HB Shoutout to Michelle Richards who has been with Hill Bros since October 2019 and has been a great asset to our Operations team. On more than 1 occasion Michelle has assisted in truck recoveries and is a wonderful resource to her driver manager Dean!

Wayne Cornwell also assisted in recent truck recoveries and has been a member of the Hill Bros team since August of 2016—thank you Wayne for going above and beyond to help us with our equipment! It's great to see a nearly 5-year veteran step up when he's needed!

Bo Brasher is a new member of the team but answered the call when Ops needed him in getting a truck back to the Omaha yard. We can't wait to see what the future brings with you Bo!

Also, we'd like to say thank you to Angie Harris for the recommendation on Facebook. Five and a half years in and Angie is constantly setting the example for our new and current drivers out on the road. This isn't the first shoutout for Angie and we're sure it won't be the last!

Soon we will be sharing a link to our Facebook page feature LH Dray driver and 2nd generation Hill Bros driver, Sara Stewart. Sara participated in the Career Pathways Advancement Program sponsored by the State of Nebraska. It is a grant that helped her pay for the CDL Certificate through JTL Driving School, that eventually led her to our Finishing Program and now to a valued member of our LHD Team. According to our CPAP contact Zach, the grant will be ending this September/October—if you know anyone that could benefit from the program please reach out to Katie in Recruiting for more details!

**Thank you to everyone who makes Hill Bros a great place to work each and every day!**

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## *Permits and Vehicle Credentials:*

The California Hazmat permit will be expiring on April 30<sup>th</sup>. Once the new permit arrives, we will send out a Fleet Wide message to drivers so that you can make arrangements to obtain one.

If you still have not received the new insurance card that was issued last month or the Kentucky Alcohol permit, please contact Rene' in Safety at extension 2243 to obtain a card or permit.





## *Driver Announcement: Switching to Love's*

Good morning Hill Bros Driving Team!

We are excited to announce a strategic partnership between Hill Brothers and Loves Travel Stops. Loves has been awarded Primary Fuel Vendor for Hill Bros for the coming year.

This decision was made following multiple rounds of negotiations across a number of vendors. We based our decision on driver amenities, parking availability, fuel discounts, and the density of stores within our operating area. Furthermore, your input was a big factor in our final decision, and we appreciate that! Loves was very competitive and has earned the right to our gallons.

What does this mean for you, our driving team members?

Loves stops will be our primary fueling locations, and **we ask our company drivers to begin fueling exclusively at Loves**. The transition period will begin now, with a target date of April 30<sup>th</sup> 2020 for the full transition to be complete. Again, we need our company drivers to be fueling only at Loves by April 30<sup>th</sup>.

We recommend that you start trip planning now with the mindset of fueling only at Loves. Take a look at your route and your Fuel Solution, it will help show you the best locations to fuel.

Our Fuel Routing Optimization program (Fuel Solution) will be updated to show you the best Loves locations along your route. We ask that you follow these solutions as it will maximize fuel savings benefits and increase your compliance score for fueling.

Your card will still function at TA/Petro and Pilot/Flying J; however **EFFECTIVE APRIL 30 it will be limited to a maximum purchase of 50 gallons**.

We realize that fueling at only Loves may bring some challenges, and we ask that you please communicate those to us as they happen. We can fix problems that we know about, and your feedback will be vital to ensure a smooth transition.

Your support team is aware of these changes and will be armed with the information necessary to help you during this change.

We recommend you download the Love's Connect app on your phone. There, you can link your MyLoves Rewards card and access all of the benefits (in store coupons, shower reservations, remote pump start, etc)

We are excited for this partnership with a great organization that shares our mindset of taking care of our drivers and their needs out on the road. We thank you in advance for your help with this change and your compliance as it will help move our company forward.

Thank you!

**Written By: Scott Hill**