



Hill Street News

October 2020 Issue

Recruiting:

Jayson and Rachael are on the hunt for more drivers! We would love for you to help them out by referring your fellow drivers to come join the Hill Bros family. Referrals are a great way to supplement your income, as we are paying **\$2000** per driver referred!

Are any friends or family members looking for a new gig? Throw them our way and get paid! Any fellow drivers down in the dumps and being treated poorly from their current employer? Lend them a helping hand and bring them onboard!

Let Jayson, Rachael or Scott know if you have any questions on how the bonus works!



EMPLOYEE REFERRAL
BONUS

Thanks to all for doing what you do! We appreciate you!

Written by: Scott Hill

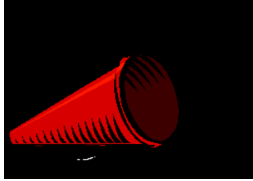
Operations:

- Please scan your bills as soon as possible even if you relay or split load in a yard. We have many customers that won't pay their invoices without a signed delivery receipt. All paperwork must be clear and include ALL portions of the documents. Make sure driver code and pro# are on their also. We appreciate you help in this matter. Thanks
- Double Check Seal numbers to the Seal # on your Bills. Please make sure you scale all your loads. We don't want you to get an overweight ticket and get CSA points. If you split a load please leave the scale ticket or copy of it with the bills for the next driver also. Thanks Hill Team and drive safe.
- When dropping loaded reefer trailers, please top off tank. Check bills for proper temp setting. Help us conserve fuel by putting reefer unit on **Cycle Sentry**. If a load needs to be on continuous run it will say so on the bills. Remember to send in temp checks twice daily and every time you stop.



Written by: Ubon Udofia

Shout Outs:



Jarvis Basden (621) and Edenilson Menjivar Coreas (8618) both Utility drivers stepping out of their normal lanes and helping save customer/Fedex loads for ontime delivery from IL back to Omaha.

- Thanks again to Chhandara Kray (2707) and Sara Stewart (2450) for helping fellow drivers with port/container questions. They stepped up to the plate and our appreciated by the DRAY division.
- ELD Testing, Grow and Develop Awards Winners: Wayne Metevia (2803), Lynn Thomas (634), Alton Jones (8604), Keith Marshall (628), Anthony Mitchell (8702) and Shannon Aitkens (2952).
- Find Away Award Winners: Caren Smith and Ubon Udofia
- Relentless About Improvement Award Winners: Ryan Hill, Michael Johnson, Kent Garman, Raul Soria, Troy Fulton and Caleb Anderson.
- Great Job Kim Goering (2453) for digging through the archives of paperwork and assisting us with missing documents to be turned in for billing.



Clean Inspection Bonuses

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

September 2020

Driver Name	State	Date	Level
Robert Thomas	CA	09/02/2020	Full
Keith Marshall	SD	09/03/2020	Driver Only
Arik Swartzfeger	MO	09/03/2020	Driver Only
Timothy Dillon	NV	09/09/2020	Driver Only
Cory Brown	NE	09/13/2020	Driver Only
Edward Highfill	CA	09/16/2020	Full
Michael Greer	NM	09/17/2020	Walk Around
John Miller	NE	09/24/2020	Driver Only
Houehanou Akohin	KS	09/24/2020	Driver Only
Robert Herechski	NE	09/25/2020	Full

CSA Score Alert

BASIC Status (Motor Carrier View) ? How does SMS relate to crashes?

Behavior Analysis & Safety Improvement Categories (BASICs) Based on a 24-month record ending September 25, 2020

UNSAFE DRIVING

CRASH INDICATOR

HOURS-OF-SERVICE COMPLIANCE

VEHICLE MAINTENANCE

CONTROLLED SUBSTANCES AND ALCOHOL

HAZARDOUS MATERIALS COMPLIANCE

DRIVER FITNESS

INSURANCE AND OTHER

On-Road Performance							
1.53 <small>Measure</small>	0.17 <small>Measure</small>	0.10 <small>Measure</small>	3.31 <small>Measure</small>	0 <small>Measure</small>	1.05 <small>Measure</small>	0.02 <small>Measure</small>	
32% <small>Percentile</small>	40% <small>Percentile</small>	27% <small>Percentile</small>	63% <small>Percentile</small>	0% <small>Percentile</small>	Less than 5 HM placardable vehicle inspections with violations	Less than 5 driver inspections with violations	N/A



	UNSAFE DRIVING	CRASH INDICATOR	HOS COMPLIANCE	VEHICLE MAINTENANCE	DRUGS / ALCOHOL	HAZMAT COMPLIANCE	DRIVER FITNESS	ISS Score
THRESHOLD	60	60	60	75	75	80	75	
GOAL	20	12	5	50	0	0	10	
Oct-19	▲ 47	▼ 19	▼ 34	▲ 37	0	▼ 80	▼ 76	96
Nov-19	▼ 45	▼ 18	▼ 34	▲ 42	0	▼ 0	▼ 73	40
Dec-19	▼ 43	▼ 14	▲ 36	▲ 44	0	0	73	40
Jan-20	▼ 37	▲ 18	▲ 48	44	0	0	▲ 75	63
Feb-20	▼ 31	▲ 21	48	▲ 45	0	0	▲ 76	63
Mar-20	▼ 30	▲ 24	▲ 55	▲ 52	0	0	▼ 68	42
Apr-20	30	▲ 28	▼ 33	▲ 54	0	0	▼ 0	42
May-20	▼ 28	28	▼ 30	▲ 56	0	0	0	42
Jun-20	28	▲ 45	▼ 29	▲ 64	0	0	0	42
Jul-20	▲ 36	▲ 49	▼ 27	▲ 67	0	0	0	42
Aug-20	▲ 39	▲ 52	▲ 29	67	0	0	0	42
Sep-20	▼ 32	▼ 40	▼ 27	▼ 63	0	0	0	41



2021 Employee Benefits

ANNOUNCING
OPEN ENROLLMENT
NOVEMBER 9TH – 20TH

IMPORTANT!

If you wish to maintain your current benefit elections, no action is necessary and your current elections will roll over.

Be on the lookout for a post card and Enrollment Guide being mailed to your home address prior to November 9th!

COVID-19: WE ARE NOT OUT OF THE COVID WOODS YET!

Please remember to follow the procedures we have put in place. We have done a good job at keeping this illness at bay, so now is not the time to ease off. In addition to personal hygiene and disinfecting your work area, please remember:

- 1) All visitors must answer the COVID-19 questions and have their temperature taken upon entering the building
- 2) Masks are to be worn at all times, when you are away from your desk; even if you are behind closed doors
- 3) Please practice social distancing, remaining at least 6 feet apart
- 4) And most importantly, if you are sick, do not come to work; contact Elizabeth or Deb for instruction

Written by: Deb Furey

October Anniversaries:

- Raymond Brooks Jr. Oct 13 - 28 years
- John Brooks Oct 24 - 26 years
- Dennis Simms Oct 22 - 19 years
- Anthony Mitchell Oct 2 - 11 years
- Richard Anderson Oct 22 - 10 years
- Hugo Vazquez Oct 31 - 8 years
- Rhonda Hatch Oct 2 - 7 years
- Gary Grey Oct 2 - 7 years
- Donald Dorrough Oct 31 - 7 years
- Robert Sparks Oct 20 - 6 years
- Michael Marshall Oct 15 - 5 years
- Margarete Marshall Oct 15 - 5 years
- William Croysdill Oct 20 - 4 years
- Pamela Rossi Oct 21 - 4 years
- Pete Abshier Sr. Oct 31 - 3 years
- Jorge Flores Oct 18 - 2 years
- Angela Bowen Oct 10 - 2 years
- Sarah Chacon Oct 1 - 2 years
- Mandy Ciciulla Oct 8 - 2 years
- Troy Fulton Oct 7 - 1 year
- Nichole Sandoval Oct 17 - 1 year
- Mark Hardin Oct 24 - 1 year
- Roudy Jean Paul Oct 24 - 1 year
- Vernon Patterson Oct 31 - 1 year

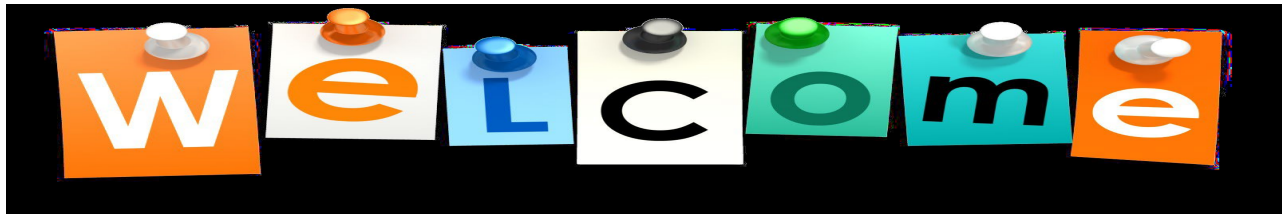
October Birthdays:

- Steven Myers Oct 1
- Emery Kropf Oct 2
- Rhonda Hatch Oct 2
- Carlos Fernandez Oct 2
- Jose Gonzalez Oct 2
- Joseph Giangrosso Oct 3
- Jean Paul Garbonez Oct 4
- Anthony Mitchell Oct 6
- Robert Brown Oct 7
- Rob Sauer Oct 10
- Paula Elledge Oct 12
- Phillip Arthur Jr. Oct 15
- Timothy Armstrong Oct 16
- Oscar Garcia Jr. Oct 17
- Paul Brooks Oct 17
- Caleb Glidwell Oct 18
- Jeffrey Shoopman Oct 19
- Pete Hill Oct 20
- Jeremy Samples Oct 21
- Michael Sutton Oct 21
- Chhandara Kray Oct 21
- David Corman Oct 21
- Kurt Heizer Oct 23
- Michelle Richards Oct 27
- Theresa Foral Oct 28
- Dani Jones Oct 28
- Stephanie Fisher Oct 29
- John Oberg Oct 30
- Gerry Winn Oct 30



New hires:

- Jason Laughlin Sept 10
- Riginald Mathis Sept 11
- Quentin Kripps Sept 11
- Timothy Armstrong Sept 17
- Anthony Muhoro Sept 17
- Joshua Daily Sept 17
- Donald Bieck Sept 24
- John Beck Sept 25
- Ricardo Urdiales Oct 1
- Little Greer Jr. Oct 7
- Brett Humbree-Mueller Oct 7
- Tony Neal Oct 7
- Tyler Johnson Oct 8
- Kristian Magnuson Oct 8
- Todd Davis Oct 9
- Christopher Hickey Oct 15



Thanks for choosing Hill Bros and joining our team. We hope you have a long and successful career here.



OCTOBER EVENTS AT HILL BROS.

OCTOBER 30TH

WORK AREA DECORATIONS
PRIZES FOR 1ST AND 2ND PLACE FOR
INDIVIDUALS

COSTUME CONTEST

1ST & 2ND PLACE PRIZE FOR INDIVIDUALS

1ST PLACE PRIZE FOR DEPARTMENT

**NOTHING TOO GORY OR REVEALING. DUE TO THE
PANDEMIC WE WILL FOREGO THE COSTUME PARADE.

HR WILL BE HANDING OUT
TREATS. STOP BY HR IF YOU ARE IN
THE AREA!

*These events are voluntary and for
Hill Bros. employees and contractors.
All must continue to abide by the
current policies requiring social
distancing and wearing a mask that
covers the mouth and nose when you
are away from your desk.*

