

# UNIMARK TRANSPORT NEWS

October, 2023 4th Quarter



*Giving Thanks*  
— FOR —  
**TRUCK DRIVERS**

Unimark Truck Transport  
is looking for qualified  
drivers. If you know  
someone who would be  
a good fit, please contact  
Recruiting.



866-254-2884

# A Word from our President, Mark Wentlent

## Life Unchanged at Unimark

Just over a month ago, our CEO John Harrington announced the sale of JHT to TFI International. Many thought the workplace, as we know it, would drastically change. JHT was transitioning from a privately owned organization that gave the feel of a “family owned, family run” company to a publicly traded, multi-facet organization, that is a leader in transportation and logistics across the U.S. and Canada. The contrast is considerable:



|                     | JHT    | TFI     |
|---------------------|--------|---------|
| Facilities          | 25     | 540     |
| Employees           | 1100 + | 24,000+ |
| Operation companies | 3      | 90+     |
| Revenue             | \$500M | \$7.28B |

The reality is TFI did not acquire JHT to just add to its size or to modify the organization to fit or enhance other sectors of their business – it acquired JHT because it is a well-run, well-organized organization that is the front-runner in our niche of the marketplace. We are unique to anything else TFI does, and the leadership of TFI saw the opportunity to expand their base competencies.

I had the pleasure of meeting Mr. Kal Atwal, Executive Vice-President at TFI on a recent visit to JHT HQ. His object for the visit was to meet the entire leadership of JHT but to also bring this message: Operations in JHT will not change! TFI did their homework before acquiring JHT, and they know what success looks like. Mr. Atwal emphasized that JHT has been very successful over the years and the intent of TFI is simply this: We are “looking forward to watching JHT thrive in the years ahead”.

Having said that, I want all to know there are some very real advantages for JHT in this new relationship. Our CEO outlined them in his announcement on 7 August.

- Continuity; our JHT customers will continue to receive the industry’s premier transportation and delivery services within the Commercial Truck Market
- Stability, trustworthiness and steadfast commitment to a continued customer centric culture at each of our JHT Business Units
- Retention of our business unit Management Teams, Service and Support staff and experienced frontline terminal personnel continuing to support our customer’s logistics, assembly center and administrative needs
- New ownership with a long term business vision and wherewithal on investing additional capital to meet forecast growth of our OEM customers and evolution to next generation products (Facilities, Infrastructure, Electric vehicle adaptation, Equipment, etc.)
- TFI will bring an expanded level of resources, geographic scale across their terminal network (4th largest carrier in NA) and keen focus on capacity growth to meet future delivery demands of our JHT customers
- As shareholders of JHT, TFI will provide valuable insight to our customers as one of the largest driver fleets in the Industry and buyers of power equipment in the marketplace

In short, our business focus remains unchanged as we continue to provide our JHT customers with industry leading truck transportation and delivery services to the Commercial Truck Market.

JHT plans to take full advantage of the size, facilities and investment capital that TFI offers, to continue our dominance in our marketplace niche. JHT is the standard-bearer for the industry. Your daily operation will continue as it has in the past. Our policies and procedures will remain the same and quality service is paramount.

However, be assured that as it has been in the past, how it is today and will be in the future , you the driver and decker remain our number one priority.

Thank you for all you do.





## Introducing Jan Pekarek

Jan has been with Unimark for 25 years, we just recently celebrated her work anniversary at the Joplin office. What a celebration it was! She has worked in billing, driver payroll and she is currently working as our driver liaison. Any new driver that attends orientation will receive classroom training from Jan during their stay. She is extremely knowledgeable and is always available to assist new or current drivers.

Jan is a lifelong resident of Joplin and has only worked two other jobs in her lifetime prior to Unimark: McDonald's and Dillion's grocery store. Jan is happily married and has four sons and four grandchildren that she loves spending time with. She enjoys camping, fishing, cooking, sewing, scrapbooking, basket making and laser engraving on wood.

She is also involved with the Cub Scouts and P.E.O.

Jan is an excellent party planner and has organized some great ones for Unimark over the years.

If you happen to be in the area and need a process explained to you, give Jan a call. She will instantly make you feel like part of the team and provide you with quick, easy solutions to your problem.

# FIT FOR THE ROAD



Even the most skilled and experienced professional driver can on occasion feel stressed after a day of driving. And, for good reason. The driving life is filled with stressful situations, frustrations created by the bad behavior of other drivers, traffic congestion, lack of suitable parking, highway construction, bad weather, and a constant race against an unforgiving clock.

Combined, these things, plus being seated for hours at a time, can add up to massive muscle tightness that leads to discomfort or even chronic pain. Even the hottest shower can't wash this away.

Instead, after dinner and before you retire to your hotel room for the evening, you may wish to try an easy technique that can help reduce the physical and emotional/mental effects of driving stress. Called progressive muscle relaxation, this simple process calls for you to first tense, then relax groups of muscles throughout your body.

Here's what you do:

- lay or sit quietly on your bed or sit in a seat of your truck's cab
- start by breathing in while tensing the muscles in one of your feet, hold that for a count of five and exhale and relax
- now do the same with the other foot
- progress up the rest of your body, tensing and relaxing the muscles in each body part, finishing with the muscles in your face
- finish by laying or sitting quietly for a minute or so

If possible, try this process each day when you're done driving.

# A Word from our Vice President, Mike Smith



It is hard to believe that summer is over already, this year is flying by. With it now being September, the kids are going back to school. We need to use the Smith training and be looking for the kids waiting on the buses and the buses stopping. As you know it is illegal to pass school buses when they are stopped to pick up kids. Some school bus statistics are below.

School bus-related crashes killed 108 people nationwide in 2021, up 50% compared to the pandemic-related low number of 54 deaths in 2020, according to National Safety Council (NSC) tabulations of data from the National Highway Traffic Safety Administration (NHTSA).

A school bus-related crash is defined by NHTSA as any crash in which a vehicle, regardless of body design, used as a school bus is directly or indirectly involved. This includes incidents involving school children getting in or out of a vehicle.

From 2012 to 2021, about 70% of the deaths in school bus-related crashes were occupants of vehicles other than the school bus, and 16% were pedestrians. About 5% were school bus passengers, 5% were school bus drivers, and 3% were pedalcyclists.

Of the people injured in school bus-related crashes from 2012 to 2021, about 30% were school bus passengers, 9% were school bus drivers, and 53% were occupants of other vehicles. The remainder were pedestrians, pedalcyclists, and other or unknown.

I know we have 90 to 100-degree temperatures across the country right now but soon those temps will be dropping. It's time to start planning for the cold months that are ahead. If you are heading to the Northwest make sure we are looking at what states are requiring snow chains to be with you. UTT drivers make sure you know where your YAKTRAX are. If you do not have a pair, let the dispatch team know.



# Meet Lowboy Driver Gary Bryant

Gary was born in Barbados, West Indies. He lived and played soccer in Brooklyn, NY before moving to Fort Wayne, IN. He's been married for almost 16 years now and has five kids, two girls and three boys. His oldest son just graduated from high school and his youngest son plays football and wrestles. His youngest daughter is in middle school. She's a cheerleader and also plays soccer and volleyball.

Gary has always wanted to be a truck driver and really enjoys working for Unimark. When he's not out driving for us, he loves watching soccer and NFL football. But mostly, he loves spending time with his family and friends.

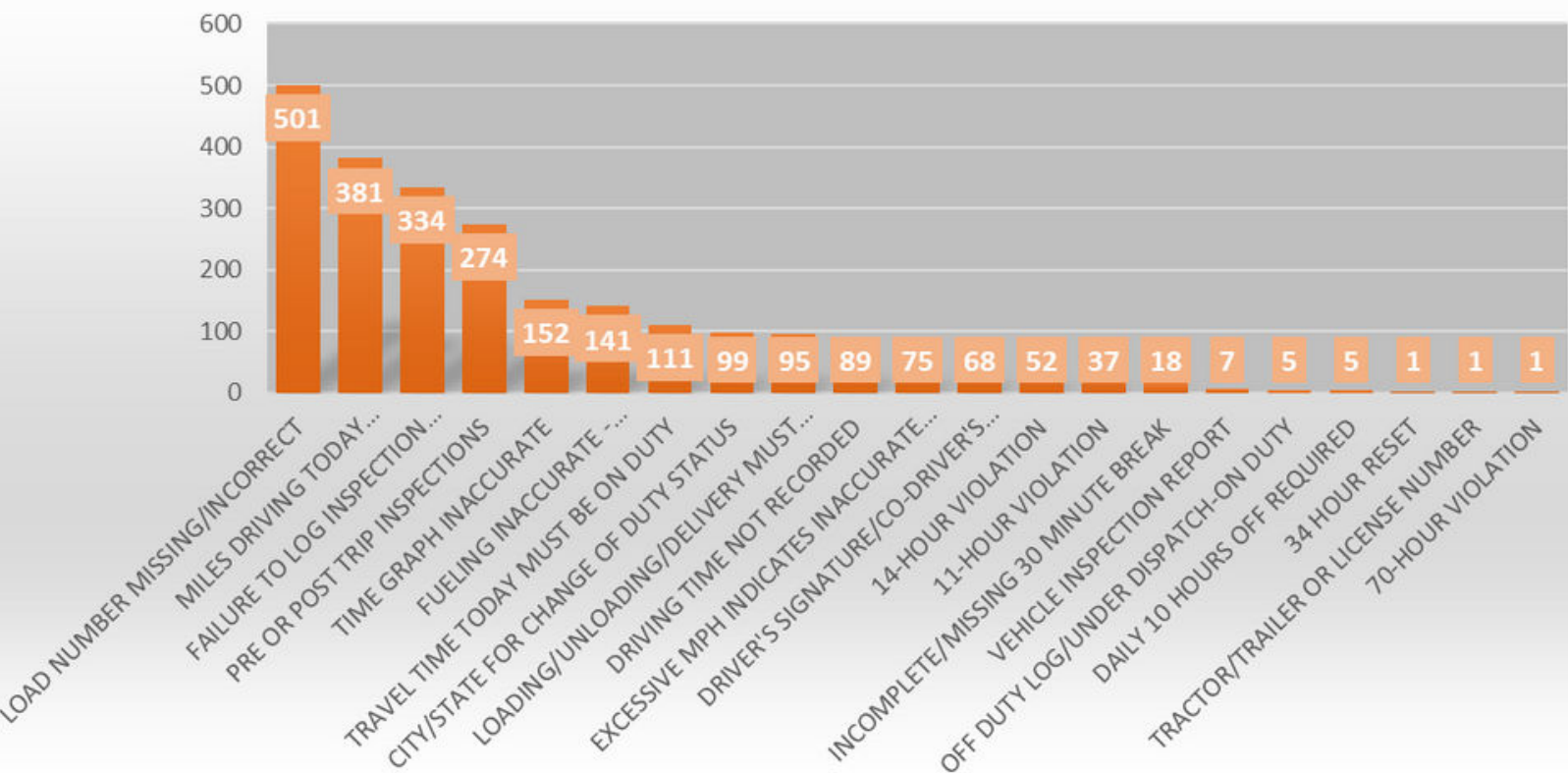


# Safety Minute from James Kyzer

Of the seven BASICS used by the FMCSA to measure a company's safety score, Hours Or Service (HOS) continue to be at the top of the violations list for Unimark. First, the positives. Of the 2,447 violations in the past three months, time violations (70-hour, 34-hour, 14-hour, 11-hour, 10-hours off, 30-minute break) account for less than 5% of total violations. This shows that you, the drivers, are conscience of the time you have to work with and are choosing to run legal.

Looking at the graph below of the 21 different types of violations found over the past three months, you can see that Load Number Missing/Incorrect is the worst violation, representing 20% of all violations, with Miles Driving Today Incorrect/Missing is a close second at 16%. 36% of all violations could be corrected with small changes to a driver's pre-trip practices. Updating a load number at the beginning of every new load and correctly inputting Miles Driving are violations that all Unimark drivers encounter. These two activities are part of beginning every new load, and beginning every new day, for every driver.

## HOS Violations - Unimark all drivers



The third and fourth most common violations have to do with inspections, a vital practice in our business. Every driver at Unimark must abide by the FMCSR cargo and securement checks schedule, along with performing pre- and post-trip inspections. Not logging these inspections, which makes it look like they are not being done, accounts for 25% of all log violations.

Though not often occurring, the remaining violations on the chart are still very important to both you the driver and the company. Some of these violations are Time Graph Inaccurate, Travel Time, Loading/Unloading not logged correctly, and Fueling Inaccurate. These are “falsification” violations. Items like Pre/Post trip inspections and Failure to Log “safety” inspections fall into the Equipment BASIC. If involved in an accident, these violations can be used against the driver and the company in court. Unfortunately, more and more drivers and company executives are being personally charged and fined when these violations are being found as a result of an accident. You must also keep in mind that when you are involved in an accident, law enforcement and the opposing lawyers can and will subpoena records from Unimark such as: dispatch records and times, toll charges, flight info, Uber/Lyft/taxi trips, car rentals, hotel stays, fuel purchases, credit card usage, and phone records (both company and personal). These types of records have been used to convict drivers and company personnel resulting in jail sentences. All these items drive up the drivers and the companies CSA scores. This directly effects insurance rates, driver and company insurability, customer transportation decisions, as well as how often our trucks are pulled into scales and inspected.

The goal for Unimark, and all its drivers, should be to operate legally, efficiently, and safely. Saving a little bit of time today is not worth jail time or fines tomorrow. If you need assistance with logs or unsure about a regulation please call us in the Safety Department.



# Introducing Alex Garcia

**Born in the inner city of Rochester, NY, to a single mother, I was raised by my aunt and uncle for most of my youth due to my mother's delicate health. Most people would see that as a disadvantage, but it was a blessing for me. Now, I have three brothers and seven sisters.**

**My dad (uncle) taught me the value of hard work and dedication. I started my work career at the young age of 12. My first paycheck of \$112 was taken directly from me and used to contribute to the house. That was my very first lesson in the work field. Thinking myself an adult, at 17, I moved out on my own, and at 18, my daughter was born. Finding it very difficult with now two kids, a G.E.D., and on and off jobs, I decided to join the U.S. Army at age 26 in October, 2006. That was the most important and life-changing decision I had ever made to that point in my life. Thank God that He gave me the wisdom, courage, and ability to join and serve until 2017, when my Expiration Term of Service (E.T.S) came.**

**While in the Army, I was assigned duties as a driver and later became Master Driver for the 10th Mountain Calvary Aviation Brigade in Fort Drum, NY, and later for the 201st Military Intelligence Brigade in Joint Base Lewis in McChord, WA. Before my E.T.S., I obtained my CDL through a military transitioning program, Troops to Transportation, with a Commercial Driving School in Lacey, WA.**



**Because of that program, I could work for PepsiCo, Greyhound, Truck Movers, and now, Unimark Truck**

**Transportation after the Army. I'm so blessed to have been hired by Unimark. I am grateful to have found a place where I can achieve my long-term financial goal of retiring at 55.**

**I'm married to an intelligent, strong, and independent woman, Yanitza. I have three children now: Anaidaline (24), Isaac (20), and Leviticus (6). We live in Winter Haven, FL, but I plan to retire to my heritage roots in Puerto Rico.**



**Alsubh, Mohamad**  
**Banner, Brad**  
**Barlow, Eric**  
**Blair, Alfred**  
**Botello, Mario**  
**Bowen, Justin**  
**Brooks, Robert**  
**Candelaria, Richard**  
**Carter, Logan**  
**Castro, Maribel**  
**Cloud, Jaquar**  
**Colyer, Robert**  
**Conklin, David**  
**Corley, Fred**  
**Cox, Ronald**  
**Cunningham, Mark**  
**Dixon, Roderick**  
**Ellis, John**  
**Fominov, Gennadiy**  
**Foster, Kenneth**  
**Green, Alex**  
**Griffin, Zannie**  
**Higgins, Thomas**  
**Holmes, Robert**  
**Jacobs, Justin**  
**Jenkins, Durrel**  
**Lassiter, Gregory**  
**Locker, Chris**  
**Long, William**

**McCalister, Jacob**  
**McFadden, Dwight**  
**Meikle, Brandon**  
**Michalishyn, Brian**  
**Money, Larry**  
**Moreno, Max**  
**Morris, Richard**  
**Phifer, Luther**  
**Plummer, Theodore**  
**Pomeroy, David**  
**Ramirez, Victor**  
**Riffle, Jayson**  
**Salazar, Oliver**  
**Seal, Jesse**  
**Shaw, Randall**  
**Stroud, Aaron**  
**Thompson, Chance**  
**Todd, Joseph**  
**Turner, Jeffery**  
**Varner, Hollie**  
**Veras, Michael**  
**Verduzco, Juan**  
**Villegas, Raul**  
**Williams, Michael**  
**Yates, Rodney**

# Relevant and Noteworthy from the Safety Department

## Driver Surveys

Since the first of the year we have been doing weekly and quarterly surveys with all Unimark drivers. So far, the participation has been great! These surveys allow you, the driver, to anonymously communicate with the operations and management teams. The surveys are generic by design. This allows you the freedom to share any comments, concerns, ideas, and constructive criticism with the staff. Every response is collected, organized, and forwarded to the correct team to review. The goal is twofold: address immediate issues drivers bring to our attention and accumulate information in an ongoing process to identify and address any long term or reoccurring issues. If you have a specific issue to discuss, and would like a direct response, you must include your name in your comment.

## Flagging Logs

Unimark's decision to use Motive for logging has made it possible for all drivers to log 1-minute increments instead of using the paper logbook rule of 15-minutes. Moving to the 1-minute rule has made "flagging" work on your logs irrelevant. All work being performed must be logged on line 4 On-Duty Not Driving. This includes, but is not limited to: safety inspections, fueling, deliveries, roadside inspections. Starting September 1st, 2023 any driver "flagging" work instead of logging work on line 4 will be in violation. The question that many drivers have is, "What is the minimum amount of time a driver must show for a Pre-Trip, Safety Inspection, Fueling, or Post Trip Inspection?" The best and only answer to this question is that all inspections must be logged on line 4 for the amount of time it actually takes to perform the duty. When the time comes for a driver or the company to defend a driver's logs, the question Law Enforcement, DOT, and lawyers will be asking, "Does the time shown on your logs represent a reasonable amount of time to complete the task?" We must be able to answer this with a confident YES. If every driver at Unimark follows our motto, Log It As You Do It, this will never be a problem.

# Upcoming Holidays

Halloween- October 31st

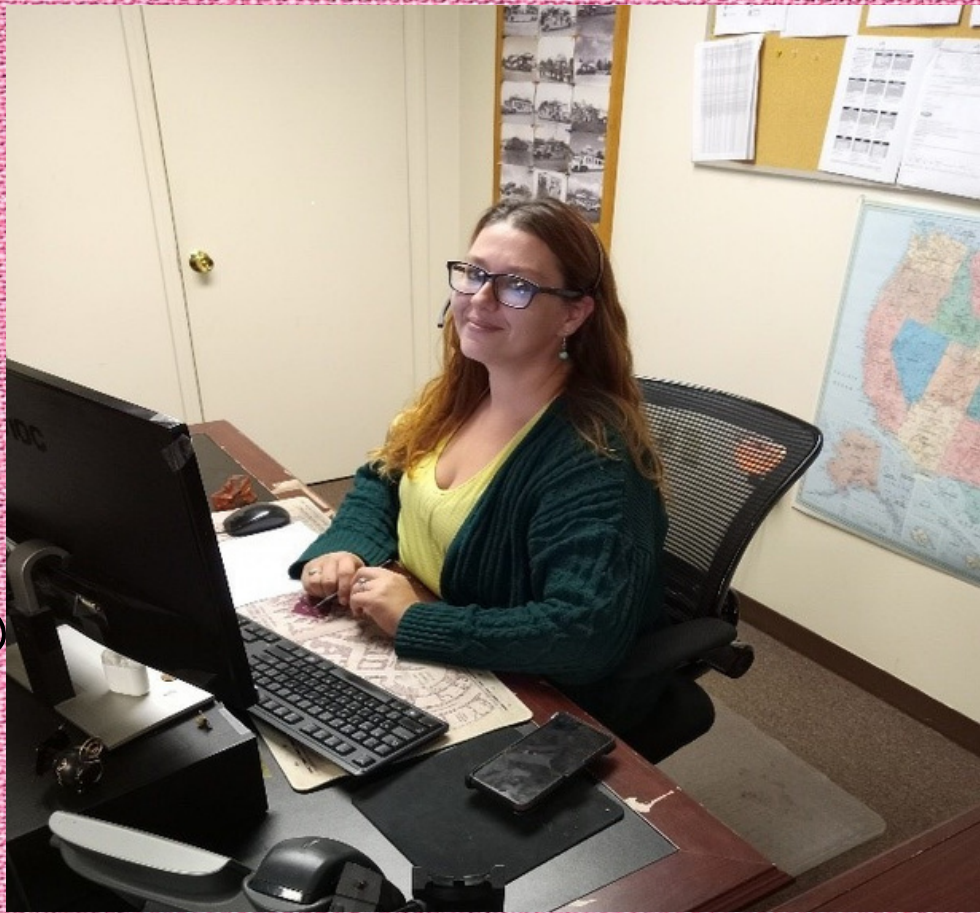
Thanksgiving- November 23rd- \*offices closed the 23rd and 24th\*

Christmas- December 25th- \*offices closed the 22nd and 25th\*

New Year's Day- January 1st \*offices closed\*



# Introducing Rachel Byrd



**My name is Rachel Byrd. I dispatch in Avon Lake, OH and Mineral Wells, WV. I've been with the company for almost one year. I love my job and enjoy talking to drivers daily.**

**Before working here, I was a M.E.T assistant manager at Home Depot.**

**This is my first job with trucking, so I'm still new to the program, but I'm glad to be part of it. As I continue to grow and learn with the company, I'm thankful I was given this opportunity to work with everyone and be part of the Unimark Lowboy Transport team!**



# THE TIME BANDIT RUSHES IN BLIND, BUT YOU CAN LOOK AHEAD.



\*The image above is based on an actual reported event from December 2022.

Talk to your fellow drivers and safety manager about how to avoid deadly consequences.

# Introducing Tricia Stirling

I started my journey in dispatching 5-1/2 years ago with a local tow company.

Each day was a different adventure with different trucks and drivers. Big or small, sun, rain or snow, the guys worked tirelessly. And really, what woman doesn't like telling a man where they need to go and the man has to listen ... (a little tow humor).



Working for Unimark/ATC In Ontario, Canada for just over a year now, has provided me the opportunity to continue this journey and learn new things.

I pride myself in getting things done in an organized manner and being able to help others to the best of my ability. I love to see and help others succeed and I am always willing to lend a hand to see that happen.

In my spare time, I'm Nana to six wonderful grandchildren and a Mom to four great kids. They are the loves of my life. I like to fish up north at the cottage and over the last couple of years, I've been teaching myself how to renovate my home. Who doesn't love power tools?!

And lastly, I love to create, be it through planning events, cooking, baking, sewing or knitting. The latter being very therapeutic as I have knit 75 newborn baby hats to be distributed, in my Dad's memory, to the three hospitals where his great-grandchildren were born.