



Roadmap to



SUCCESS

JAN/FEB 2015



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January 2015 Newsletter:

This is the time of year for reflection and laying the groundwork for the future. This month I will leave you with some thoughts and suggestions for planning and goal setting. After all, you can't expect to accomplish anything of significance, without a plan of attack or measurement tools to track your progress towards the objective. You will find this statement to be true for both your personal and professional endeavors in life. Annual goal setting, and long term forecasting, can help keep you on track in the long run. If you don't have long term plans, then your short term plans will be poor because they have no higher objective. These same tools and suggestions can be useful in planning business activities for the year. Proper planning on this scale will increase your job performance, and personal job satisfaction and earnings for 2015.

Areas of Focus: You need to decide what areas to focus on for the coming year. Do not overwhelm yourself with hundreds of goals. Pick one area and when you reach that goal, set another.

Hint: Pick an area that you most lack in like: Health (weight loss maybe), Wealth, (earnings, savings for New car.), Education, Spirituality, etc.. You get the idea..

Journal you're Progress: Write down a sentence each day on how you made progress toward your goal. You will find this to be a motivating factor, it takes a little time but is can keep you on track and prove you are committed to reaching your goal... when you see progress it will keep you jazzed.

Play and Rest: Have a day scheduled each week where you will totally relax. Plan to go out with your friends, wife, kids, or find solitude and time for reflection. Go fishing, something you love doing.

No matter what needs done this will keep you energized!

Reward Yourself: Choose a way to reward your self while working on a goal, rather it is a short term or long term goal... reviewing your progress should be positive reinforcement to your subconscious! I am making progress and deserve a reward! I am moving forward... I am really doing it!!

Divide and Conquer: When setting a goal, set it up in smaller units that can be measured and managed. Clearly defined actions that you can act on will make your progress less daunting. Have weekly, monthly, and year end goals or mini goals if this is a long term challenge.

Food for thought: I think every human being needs to have a sense of purpose and accomplishment. Taking a couple of hours to think about what it is you want to accomplish on life's journey will give you a sense of purpose. Setting and measuring your goals might be on of the most rewarding endeavor's you undertake... You're work as a truck driver is important, and the work has a great purpose to the nation, however; you should also understand the mission of your existence, measure yourself, set goals... use your income to improve the standard and quality of your life, your family's life, and the world around you. Each day every one of us "can" make a difference. Without goals and measurements it's really easy to become lost and feel unimportant. It is hard to define why we are here without goals, my hope is that you will find this information rewarding and useful! As always, you are appreciated and cared for by this organization. Thank you for all the work and good luck in the coming year!!!

Be safe, be on time,

Tracy



SAFETY DEPARTMENT

There is never a shortage of topics to cover when it comes to Safety. So, let's go.

Safe Driving – Our QualComm units track “Critical Events”, like hard braking. Hard braking is an emergency stop situation and should be avoided at all times, but especially in the winter. Proper following distance (7 to 8 seconds on dry pavement) needs to be maintained and expanded for poor driving conditions (10 to 12 seconds) for wet or snow covered roads.

DOT tracks all of our accidents, road-side inspections, and other safety related information in the form of CSA Scores. Ryan Logistics scores have been creeping and leaping upward lately.

Things that have caused the increase:

Speeding – 9 violations – There is no excuse drivers!

Some drivers have more than 1 this year

Possible Solution – Progressive discipline steps

HOS violations – 5 violations

Most of these were drivers WITH QualComm

Vehicle Maintenance – 8 violations

Flat tires Light out Air leaks

Most of these should/could be remedied by proper pre & post trip inspections

Seat Belt – Really? Put it on!

5 violations



We are a small company so every CSA point counts and I mean REALLY counts! PLEASE, perform proper pre-trip and post-trip inspections. Get the little things fixed. Maintain proper logs or keep your QualComm updated. You still have to keep legal logs. You have to sign off on pre & post trip inspections. We really have a friendly work environment so let's all agree to work together to bring those CSA scores down and get off the skyline.

Thanks in advance for your help delivering freight, safely, on-time, and 100% legal!

Be Safe,

Dave Jacobsen



Log Honor Roll

Ron Adkins*, Gary Ball*, Eddy Baro*, Walter Bernard*, Don Blackburn, Michael Bracewell*, Daniel Brooks*, Jim Brown*, Tyrone Brown*, Phillip Carroll*, Randy Cline*, Keith Decker*, Kyle Douglas*, Daniel Duke*, Larry Eastman*, Jeryll Eiland*, Miguel Frazier*, Dave Godwin*, John Hastings*, Larry Hendricks*, Ray Hicks*, Ben Hollenback*, James Hudson*, Brian Ingram, Bachar Kassatly*, Paul Lay, Josephy Leicht*, Leon Logan*, Dan Martinez*, Jim McKenzie*, Jerry Mikell*, Mike Mitchell*, Tony Negrete*, Dale New*, Danny Nichols*, Chuck Ogg*, Mark Ogg*, John Oliver*, Larry Parmer, Nikola Petrovski*, Justin Pulfer*, Daryl Price*, Ron Pridemore*, Rusty Quiggle*, Sarah Raper*, Mark Reeb*, Greg Regoli*, Steve Roberts*, Phillip Rockhold*, Dennis Rose*, Jake Rothgeb*, John Sanders*, Gary Sessions*, Mike Seyfried*, Dan Shoemaker*, Seth Shoemaker*, Jack Sidenstricker*, Keith Singleton*, John Smith*, Mark Sowards*, Tommy Stacy*, Keeton Sullivan*, Brian Tate*, Jimmy Taylor*, Charlie Thomas*, Edison Velez*, Dan Wallace*, David Webb*, Pam Wilson*, Tim Woods*, John Yuska*

****Denotes drivers who made the Honor Roll for both November and December 2014. Way to go!***

H/R and Payroll

HAPPY AND PROSPEROUS 2015 TO ALL OF YOU.

I hope you all enjoyed time with family and friends over the holidays and are ready to start 2015 off with a bang.

I would like to welcome the following new members of the Ryan Team:

Dennis Rose - short haul, Justin Pulfer - short haul, Daniel Wallace - short haul,
Larry Parmer- short haul, Brian Ingram - short haul, Paul Lay - short haul

Welcome to the Blitz Team:

James Brown - Owner/op, James Blackburn - Owner/op

*Quick reminder to **short haul** drivers: please make sure you have a trip number for all loads you are on. If you do not have a load number for a load you are assigned to please contact Jeff at ext 108. Thank you in advance for your cooperation.



I would also like to take this opportunity to "THANK YOU" for getting your paperwork in on time. It is very much appreciated.

Tammy Yelton

SHOP TALK

Happy New Year from the Shop!

Just a few things to cover to keep everyone rolling this winter. First, please remember to take your extension cords with you when plugging/unplugging your trucks. Drivers are leaving them on the fence in the morning and they are disappearing. We also have 2 skids of kitty litter in the shop for you to put in the trucks. You can use this to provide extra traction when you get stuck in the snow/ice. We also have diesel fuel treatment for the cold days, just let us know if you need some. Lastly, we have already had a few trailer with flat spotted tires due to drivers dragging them when the brakes are frozen to the drums. Remember that when you hook to the trailer and start you may have to slightly back up and pull forward to get the brakes to free if they are froze. Do Not Drag them. Trailer tires are \$150.00 each plus labor.

And as always, do your pre and post trips and report any problems right away.

Thank you for your cooperation,

The Shop



NOT DRIVING RIGHT NOW?

MOVE YOUR BODY: Walk, jog, push, pull- it doesn't matter, just MOVE!

STRETCH YOUR BODY: Stretch to restore your muscles to keep them efficient. Simple stretches throughout the day can keep you moving without aches and stiffness.

STUCK IN YOUR TRUCK?

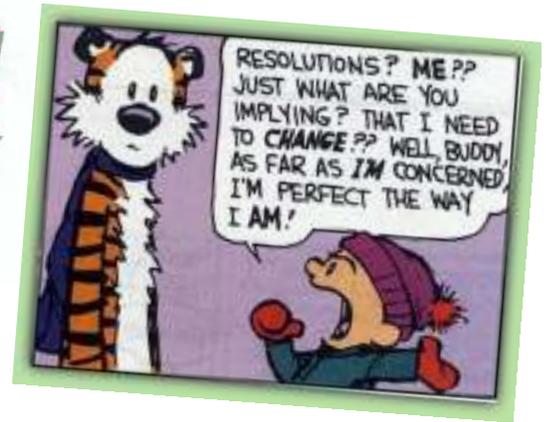
BRING YOUR OWN FOOD: A healthy food option in your truck allows eating when you feel the need. It prevents low blood sugar, feeling starved, and keeps your body fueled.

GOOD FOOD IN= GOOD ENERGY OUT : All food is not created equal.

DRIVING IN A DAZE?

EAT EVERY 3: Eat healthy food every 3 hours to keep your body and brain in high gear. Try running a truck on empty! Your body uses food (the body's fuel) in about 3 hours. If you don't refuel your body it increases your fat storage to help you last longer. Eating a fist size of healthy food, every 3 hours steadily fuels your body, keeps you focused, sheds your fat storage and gives you high energy.

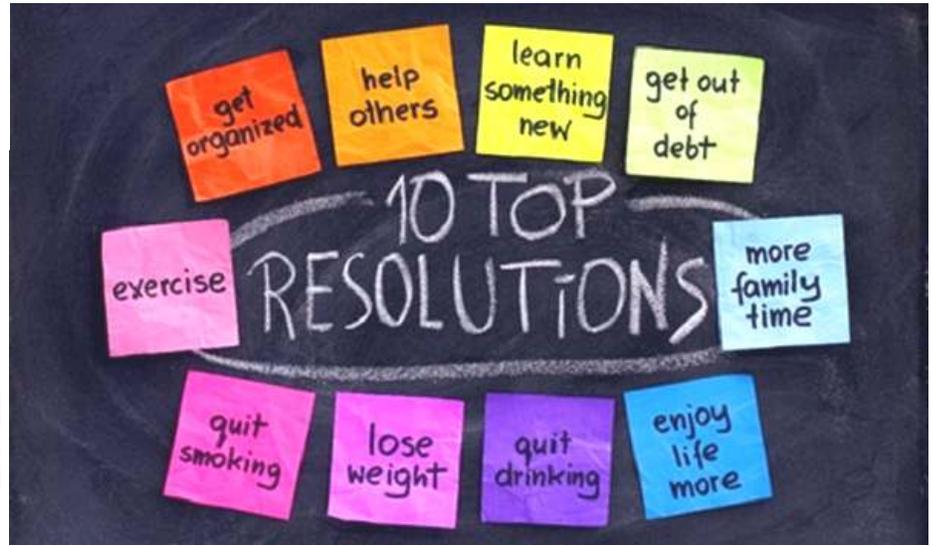
DRINK WATER: When you get the craving for unhealthy foods, hydrate your body first.



"Either cheer up or take off the hat."



This crew has SPIRIT!!



One on one with... *Johnny Sanders*

Since he was a young boy, anything with a motor intrigued Johnny Sanders. He got his start in trucking behind a wrench at Utility Truck Equipment and enjoyed being a mechanic for many years, but in 2007 he decided to try life behind the wheel. When asked what he likes most about being a professional truck driver he replied, "I like the sense of freedom. Every day there is new scenery and well, I like to drive!" He did go on to say he could do without rush hour traffic. Johnny will celebrate his one year anniversary with Ryan Logistics on January 3. From dispatch to H/R and Safety to the shop everyone has positive comments on Mr. Sanders and his performance. Johnny will make minor repairs on Ryan trailers at drop yards if he sees an issue with them. He is always airing tires and replacing trailer light bulbs. He almost always gets his Def while at the shop. "Most drivers wouldn't do half the things that Johnny does. They would say, "It's not my job." Johnny knows it's not his job but he does it anyway" said Shop Supervisor Nick Evans. "He has helped out the company and so many drivers that are not even aware of it by his actions."

Thank you Mr. Sanders for being a wonderful example to everyone!

The 411 on Johnny:

Family: Brenda, his longtime girlfriend of over 13 years.

Hometown: Circleville, OH

Buckeye fan? "Oh ya!"

Favorite food: Chicken

Favorite movie: Not really a movie watcher, it's all sports.

Favorite hobby or pastime: Johnny enjoys riding his motorcycle, wrenching on his Jeep or watching racing.

