



## Roadmap to

# SUCCESS

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For this months article my segment will concentrate on our newly established fuel program.

First,

I wish to convey my personal thanks to those associates working with me toward a goal of greater fuel efficiency and idling reduction. Greater Fuel Economy has been central to my work in aggressively retiring and retooling the company's truck and trailer fleets. In the last 18 months we have invested 9.7 million dollars in fleet modernization. My goal in accumulation of this debt was to put us in the running for a 2 mile per gallon increase in fuel economy.

Fuel is truckers Gold. Our new fuel bonus program aims to share the wealth with those entrusted to spend the resource wisely. I have said many times, fuel consumption will make or break a trucking company's bottom line. In May and June our idle reduction and fuel improvement has been impressive. In saying this however; I must outline the fact that prior to the bonus program, Ryan scored below industry standard. Gain in our first two months has been important, but we need to get all the drivers on board to ensure success in meeting our goals.

Ryan started our fuel savings program with a fleet average of 5.4 MPG, (fairly dismissal) and today we have increased this important measurement to 6.40 MPG. We will surely take the 1 Mile per gallon in improvement, but our end goal is 2.0 MPG. Our equipment is spec'd to perform at 7.8 MPG for an average. Many of you have been seeing this figure plus with a concentrated effort.

It is evident that pay for performance has motivated a good (%) of the associates. Weekly pays have increased as a result. Great! , that the benefit of this program, you work toward the goal, and get paid for participation! It's a good deal. About 38% of you have been consistently giving yourselves a pay raise. My goal is that we continue to improve and everyone can benefit from the savings. As we move forward, understand the bonus will be increasingly challenging. Base will rise .25 per gallon per month to reach the year end fleet goal of 7.0 MPG. This will require effort and honestly I have provided you the tools to make this a reality.

Remember, not only do you get weekly pay incentives. The top associate of the year will get one additional week of vacation plus 2 free airline tickets to any destination in the Southwest Airlines destination network. The other option is vacation and a paid trip for two to any Royal Caribbean Cruise.

I have not enforced the penalty side of the equation during the start up phase and honestly, hope to avoid it altogether. Readers digest version.... don't be a guy performing at 2 miles a gallon below fleet average or we start with equipment inspections , and go down hill from there, with payroll reductions and disciplinary actions when a failure to improve MPG is encountered. Again, if you don't get mileage we don't make money, we don't make money, we don't have a business and won't need you for the longhaul.

Fuel is Gold!

I ask each of you to follow the fueling guidelines and make the efforts to hit the goals here, pay yourself if you find no other reason to participate. The attached chart will give you the top fuel driver for the year, (the right column 1 -29). Mr. Kassatly is currently the man to beat for the vacation and trip.

I will post an overview of the program in the driver's room this week for review. I will also enclose it in the next week's payroll.

As Always Be safe and be courteous.

Tracy



# ***SAFETY DEPARTMENT***

Tires –

We are having some much improved weather after a brutal winter. The cold – extreme cold and cold for extended periods – has been very hard on drivers, equipment, and customers. Now that we have been given a glimmer of warm weather we are being met with some new challenges.

The cold weather and varying temperatures causes tire pressures to vary. Usually, after a cold spell tire pressures can drop several psi. After an entire winter of cold and varying temperatures it is important for drivers and service techs to be checking tire pressures.

Under inflated tires can cause several problems

- Reduced MPG – leading to higher operational costs
- More likely to have a blow out when the tires heat up under a load
- Delays in service to customers – tire repairs en route to shippers & consignees

A team effort is required to check the tires and take corrective actions. Check tire pressures while under a load. Please don't just drop the trailer in a yard or at a customer then call Dispatch and report it. This just creates additional cost for service calls. Run the equipment, trucks and trailers, through the Marysville shop or a tire service provider and get them taken care of. If you don't do it, you are just leaving the problem for the next driver to correct. Perhaps the next time, you will be the driver getting the load with low or flat trailer tires – no one wants to have to deal with that.

Your assistance in taking care of our equipment is greatly appreciated.

Thanks and let's have a safe Spring!

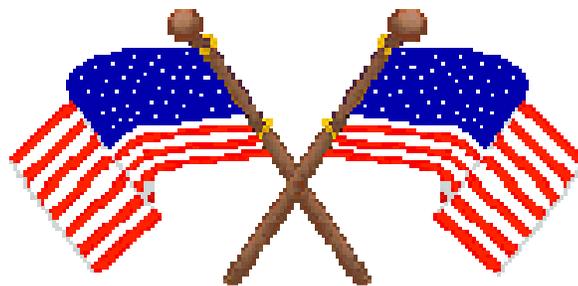
Dave Jacobsen

Safety and Recruiting

937-553-5000 ext 109



<b>IDLE%</b>	<b>PAY</b>
<b>10.00%</b>	<b>\$92.40</b>
<b>15.00%</b>	<b>\$79.20</b>
<b>20.00%</b>	<b>\$66.00</b>
<b>25.00%</b>	<b>\$52.80</b>
<b>30.00%</b>	<b>\$39.60</b>
<b>35.00%</b>	<b>\$20.40</b>
<b>40.00%</b>	<b>\$0.00</b>



**HAPPY  
4TH OF JULY!!**

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# H/R and Payroll

PLEASE WELCOME TO THE RYAN TEAM:

Johnny Oakley, Larry Thomas, Tyrone Brown, Rusty Quiggle, Michael Bracewell, Michael Hazelip  
Walter Bernard

PLEASE WELCOME BACK:

Jimmy Taylor and Steve Roberts

I would also like to take this opportunity to remind you that I recently sent out health insurance applications to you in the mail. These need to be completed in full and returned to me no later than July 18, 2014 even if you do not wish to enroll in our health insurance plan you still need to complete the form and mark it that you waive the insurance and return it to me. If I do not receive the completed form by July 18, 2014 your check on July 25, 2014 will be a live check and you will be able to pick it up at the office upon receipt of the completed application.

Have a great summer!

Tammy Yelton  
HR/Payroll

## SHOP NEWS

*Just a few things to cover.*

*-We have had trouble being able to access trucks for repair work due to drivers locking their trucks. If you lock them, make sure to notify the shop and make sure they have a spare for your truck. Also, UNHOOK from your trailer.*

*-If you are dropping a heavy trailer you need to block the legs to avoid the trailer sinking and causing damage to the load and the trailer. The wood is located in the yard.*

*-Just a reminder—we do have bulk DEF in the shop. Please fill up here instead of on the road.*

*-I know you have heard it before, but you need to clean your trucks out on a regular basis. There is a shop vac in the shop for your use. Please use it. Before you bring your truck in for repairs it needs to be cleaned out.*

*-Planning ahead and good communication will help all of us to be successful and keep Ryan rolling down the road.*

*Thank you in advance for your professionalism and cooperation,  
The shop*



# Log honor roll

Michael Bracewell, Mike Cerdeira\*, Daniel Duke\*, Bud Dyke\*, Larry Eastman\*, Jeryl Eiland\*, Michael Finley\*, Dave Godwin\*, Keith Green\*, Ben Hollenback\*, Tony Jones\*, Shawn Johns\*, Lloyd Johnson\*, Travis Leib\*, Joseph Leicht\*, Judd Mcarty\*, Dale New\*, John Oakley, Ron Pridemore\*, Rusty Quiggle\*, Mark Reeb\*, Greg Regoli\*, Gary Sessions\*, Dan Shoemaker\*, Howard Shoemaker\*, Keith Singleton\*, Tommy Stacy\*, Keelton Sullivan, Larry Thomas\*, Brad Tilton\*, Edison Velez\*, Lonnie Yates\*, John Yuska\*

**The following drivers were accidently omitted from the Log Honor Roll and did qualify.**

Jon Spengler\*, Daniel Martinez\*, Tim Woods\*, Mark Ogg\*, Charles Ogg\*, Pam Wilson\*, Leon Logan\*, Larry Thomas\*, Philip Carroll\*, Jacob Rothgeb\*, Tyrone Brown, Daryl Price\*, David Webb\*, John Smith\*, Mike Seyfried\*, Rodney Denune\*, Lonnie Yates\*, William Jones\*, Michael Hazelip, Sidney Frazier\*, John Sanders\*, Jim Hudson\*, Robert Johnson\*, John Hastings\*, Nikola Petrovski\*, Philip Rockhold\*, Gary Ball\*, Chris Brotherhood\*, Dave Smith\*, Randy Cline\*, Ray Hicks\*, Danny Nichols\*, Bachar Kassatly\*, Jerry Mikell\*, Jerome Jolly\*

\* DENOTES HONOR ROLL FOR MAY AND JUNE

## **SAFETY TRIVIA**



### **QUESTION:**

What do 90% of tire debris on the road have in common?

A. Over-inflated, B. Under-inflated, C. Low tread depth, D. Poor quality

### **LAST MONTH'S QUESTION AND ANSWER...**

#### **QUESTION:**

What are the 3 factors that determine stopping distance? At 55 MPH, approximately how far does a tractor trailer travel before it can stop?

#### **ANSWER:**

A: Perception Distance

Reaction Distance

Braking Distance

Stopping distance – approx 500 ft



**BE AWARE.  
BE SAFE.**

## One on one with... *Amy Monk*

### **The 411 on Amy:**

Family: Amy is the proud Aunt to twin 1 year old twin girls, Genesis and Giada..

Hometown: Beloit, Ohio (Westville Lake).

Buckeye fan? YES!!

Favorite food: Caribbean food

Favorite movie: Shawshank Redemption

Favorite hobby or pastime: Fishing



In 1999 a friend of Amy's needed help writing a resume, she agreed to help him and in return if he landed the job then he would help her get hired on as well. Long story short– he got the job and Amy began her career in logistics. She started out as a billing clerk and quickly was promoted to supervisor, then terminal supervisor and eventually traveling ops manager. In 2004 she moved to a small trucking company located in Dublin, Ryan Logistics. Amy was part of our move the present location and remained with us until 2007. When I asked her why she wanted to return to Ryan she said, "Ryan is my home. I love it here and want to help us grow to the next level." "I like to help people and I'm money motivated. When I'm working on a load I am looking out for the driver and the company– how can I make them the money I know they can and want to earn." She said she enjoys the fast pace and challenges that each new day brings. Welcome home Amy. We all wish you success and happiness!



"This is Santa's Little Helper. He is a two year old greyhound. He came to live with us a year ago this past December after a short stay in the Hardin county dog pound. He was about half his normal body weight and had many health issues the first year. Greyhounds are very gentle dogs and with only about 10 minutes of exercise a day they are very happy just laying around."- Shawn Johns, Ryan Logistics driver and dog lover.