



SHELLENBERGER

FAMILY OF COMPANIES

Volume 14, Issue 1

Winter 2019

From the President

What a joy it is for me to confirm the two announcements that we made in December regarding increasing compensation in 2019.



Steve Shellenberger, President and CEO, with Cooper

The increase that affects all employees is a change to our company's match of employees' 401(k) contributions. As of January 1, 2019, our match will rise from 1% to 2% of the employee's base pay. A 401(k) is the best vehicle available to individuals for retirement savings. I encourage each of you to contribute the maximum amount to the 401(k). Rochelle Sanger at extension 1144 will answer your questions about our 401(k) plan.

The second announcement affects S&H Express and Granite Transportation drivers in three ways.

Short-haul mileage: We are increasing mileage pay from .57/mile to .60/mile for loads between 101 and 225 miles. For loads of 226 or more miles, mileage pay will increase from .46 per mile to .50 per mile.

(Continued on page 2)

Our Mission:

The Shellenberger Family of Companies is dedicated to providing reliable transportation services that exceed our customers' expectations. By delivering for tomorrow's needs...today, our team of talented drivers and support staff is committed to earning and keeping the loyalty of satisfied customers throughout the Northeastern United States..

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Jordan Kolb
Executive Vice President

From the Executive Vice President

One important task required at all successful transportation companies is asset management. By carefully managing our assets - our fleet of trucks, our trailers, and our technology - we continue to provide tools that drivers and office staff need to be successful.

For the last three years, we have consistently implemented a plan to upgrade our fleet of trucks that can best be described as *out with the old and in with the new*. We've made a commitment to continue to follow this plan through 2019 and we can state with confidence that at the end of 2019, the oldest truck in our fleet will be a 2014!

(Continued on page 2)

Consistent Effort Results in Consistent Gains...Or, There's No Grass Growing Under Our Feet!

We are consistently busy here at the Shelly Truck Driving School. In our Fall 2018 company newsletter, we explained that the Pennsylvania Department of Education asked us to create a Class B CDL curriculum. I'm pleased to announce that creation of this 80-hour course is on schedule for completion and submission in the first quarter of 2019.

We didn't let work surrounding the Class B curriculum distract us from the day-to-day activities of growing our Class A CDL program in 2018.

In 2018 -

- The total number of our Class A CDL program graduates was just two short of doubling the total number of graduates in 2017.
- The Shelly Truck Driving School had a 98% retention rate.
- We added CDL testing to our available services and that proved to be lucrative. This year we tested 475 Class A CDL candidates. One hundred-and-eighteen were Shelly Truck Driving School students. Candidates from outside companies comprised the balance.
- We wished our valued instructor Sid Garber farewell. Sid retired on November 30, 2018.

Looking ahead to productive work in 2019, we are pleased to announce that

- Instructor Al Saunier is proving to be a terrific addition our staff. He joined the School on October 1 and is doing a fantastic job teaching and relating to students.
- Beginning in March, we will again offer weekend Class A CDL classes. These weekend classes provide much-needed flexibility for students seeking a Class A CDL license.
- The 2019 class schedule has been finalized and is now available.

Please encourage anyone who is interested in earning a Class A CDL to call me at 410-294-0821 for more information.

Vice President's Message (continued from page 1)

Out with the old and in with the new describes our plan for upgrading trailers also. In response to comments on our quarterly driver surveys and to customer demand, we will add at least 100 newer trailers in 2019. At the same time, we will remove the oldest trailers in our fleet.

Managing and upgrading technology is equally important to our success. During 2018, we upgraded transportation software, installed in-cab incident-recording devices, and purchased collision mitigation/lane departure truck-safety systems. In 2019, we plan to finish upgrading GPS in all trucks, evaluate driver-friendly phone apps to better manage paperwork/payroll, and utilize our automated accessorial (detention/unloading) billing software.

We believe that careful management of our assets - trucks, trailers, and technology - will make our companies a better place to work for everyone, and will provide a higher level of service to our customers.

Here's to a successful 2019!

President's Message (continued from page 1)

Live loads and unloads: Before 2019, there was no pay for running live loads vs. drop-and-hook loads. As of January 1, 2019, drivers will be paid \$10 for each live load and live unload completed. Loads that are picked up preloaded or that are dropped for delivery will not qualify for this increase.

Detention: S&H Express and Granite Transportation drivers will receive detention pay after one hour instead of after two hours. Carefully adhering to detention policies - being on time and following customer requirements - is still required.

We believe that drivers deserve to be paid for their time - whether waiting or driving. Our increased pay for live load and unload, detention, and short-haul mileage reflect that belief.

Our valued, loyal customers were asked to support our employee increases, and we ask all employees to remember that great service, every day, is what our customers deserve. We trust that our customers will support us in these changes as they have supported us in the past.

Merely saying **Thank You** does not adequately express my thanks to our employees, our great customers, our loyal vendors, and most of all, to our Heavenly Father for a great 2018 and an even greater outlook for 2019!



John Dooley won the free raffle at our November Wellness Lunch and Learn. The fitness raffle prize can be used at home or on the road.

Our Wellness Committee shared Highmark's *Maintain Don't Gain* program with employees over the Christmas and New Year's holidays. The program has been proven to help prevent weight gain without forgoing the joys of the holiday season.

Did you participate? Did it help you make changes in your eating and exercise habits?

Watch for Lunch and Learn and other health-related activities throughout 2019.

Winter Survival on the Road

As you read this, we are mid-way through another unpredictable eastern winter. The freak storm in November caught a lot of drivers by surprise and got me thinking about strategies and supplies that will have you prepared for winter weather emergencies.

Whether you are a local shuttle driver who is home every day or an over-the-road driver who spends the night in the truck, here are a few things that you can do to lessen the discomfort (and danger) that you face in the event that your truck shuts off or if you become stranded in a storm due to road closures.

- Don't ever run your fuel level below ¼ tank.
- If your sleeper has a bunk heater, test it now to make sure it works.
- Keep your cell phone on charge while driving so it's ready when you need it.
- Wear boots that have a good sole for traction on ice and snow.
- Pack a small bag with a change of warm clothes and a blanket.
- Carry a warm winter jacket, hat and gloves.
- Take a flashlight with you. If possible, get a flashlight that you can recharge by plugging it into your 12v outlet or a USB port.
- Carry extra water and some energy bars/ snacks.
- Keep an ice scraper and brush in the truck so you can keep your mirrors/windows clear and to remove snow from the top of your 5th wheel to prevent high hooking.



Eric Evans, Vice President,
Director of Maintenance

These items will help keep you safe and comfortable in the event of a cold weather emergency, but they may prove to be useful if you are helping another driver or motorist in need.

Be safe out there this winter and always adjust your driving based on weather and road conditions.

Think spring!!



Mourning Beth Booth

Our dear friend Beth Booth retired on February 27, 2017 - just two short years ago - after working for S&H Express for more than 20 years. Sadly, we lost Beth on November 7, 2018, after a brief illness in Panama City, Florida, where she had been living since her retirement.

Beth's daughters, Lorri Maier and Michele Hunsiker, explained that while Beth's years of retirement were short, she enjoyed every single moment of her life in Florida.

Anyone who knew Beth would say that she celebrated her love of family, her love of friends in both Florida and Pennsylvania, and her love of God to the very fullest.

Our deepest heartfelt sympathy goes out to Beth's daughters and to their families, and to all of her very many friends.

MEET TWO S&H EXPRESS DRIVERS - one rookie and one seasoned. Both with important things to say about safety.

Calin Risser earned his CDL in October 2018 and has just finished his 90-day probationary period with S&H Express. He is a graduate of Shelly Truck Driving School and he credits the school's instructors and S&H Express driver trainers, Derek Hill and Danny McCleary, with preparing him for a career as a professional truck driver. "Those guys gave me great advice and I will share it with anyone who asks - keep your head on swivel while you are driving and prepare yourself for the worst possible move that another driver could make because 80,000 pounds doesn't stop on a dime."

Calin developed a passion for trucks as a boy. After giving landscaping a try as a career and not liking it, he began researching schools that train truck drivers. "There is another school that is more convenient to his home in Mt. Joy but Shelly Truck Driving School had a better graduation rate," says Calin. He and his dad decided to visit and everything that Calin had read about Shelly Truck Driving School checked out. "The program is great, it's exactly what Dominick said it would be."

"Calin's work ethic was a great example for other Shelly Truck Driving School students." Dominick Grossi, Executive Director

Because winter weather is unpredictable, Calin shares this advice with fellow truck drivers, "Slow down, be sure you have enough fuel, check out your truck to minimize the risk of a breakdown." A

close call early in Calin's career continues as a daily reminder for him to get out of the truck and to look underneath to make sure the jaws are locked into the king pin. He does this even in the morning when he's been parked at a truck stop overnight!

In his spare time, Calin enjoys hanging out with friends and family and watching sports on TV and in person. The Phillies and Eagles are his favorite teams.



S&H Express driver Calin Risser (above) hauls a variety of products between PA, NJ, NY, and MD.



Mark Boonie's dad drove for more than 35 years and shared many truths about trucking with Mark. Those truths still resonate with Mark, who has been truck driver for almost 17 years, and a driver for S&H Express for one year.

"It's winter," says Mark, "A lot of safe-driving advice is the familiar watch your speed, watch your following distance, anticipate what's ahead of you. That's good advice, but it doesn't go far enough." Mark's dad stressed the need to rely on your gut - it will tell you when to stay off the road. He explains, "If you feel scared, then most likely you are driving outside of your abilities. It's hard to be calm when you are scared. Driving scared is different than driving cautious. Being scared affects your reactions - you may whip the steering wheel in response to traffic conditions, you may hit the throttle, you're more likely to slam on the brakes. If your gut is telling you not to be on the road, then don't."

Mark encourages new drivers not to underestimate the value in knowing what their truck is capable of doing. "If I have to drive a different truck one day, I look for an opportunity early on - when traffic is light - to hit the brake pedal a little hard, then to ease up on the pedal to see how the brakes respond. I want to know how quickly that particular truck stops. What kind of pressure do I need to put on the pedal? I need to know if the wheel turns a bit when the truck is braking. Every trailer's brakes are different. Test the truck and the unit being pulled so that you know how they react."

Mark reminds all drivers to take advantage of their truck's height, "When you see brake lights up ahead, start slowing right away; adjust your following distance."



Like his dad, Mark Boonie (left) is a musician. He plays the guitar and bass in two local bands. In his spare time he likes to shoot pool and work on his house.

Driver Anniversaries

January - March 2019

24 years

Henry Siegler, Jr.

17 years

Dan Scarpetta

13 years

Teresa Devoe
Larry Raffensberger

9 years

Jon Barbour
Michael Schoen

8 years

Ronald Deshong
Mark Miller

7 years

Rishi Hajaree

6 years

Todd Sheffield
Christopher Wicker

5 years

Ron Brunner
Kenneth Guessford, Jr.
Alan Lewis
Alan Shukaitis

4 years

Barry Lucabaugh, Jr.
Andrew Mazzur
John Pfauz, Sr.
David "Dewey" Reichart
David Schell
Billy Williams

3 years

Glenn Baldwin
Kenneth Boyer
Stephen Helwig
James Hilton
Tory Jennings
Alan Moulden
Claude Nelson
Kenneth Smith, Jr.
Frederick Thomas

2 years

Angel Alvelo
Richard Beeghley, Sr.
Maxie Brooks, Jr.
Michael Downey
Harry Malle III
Tomas Morrison
Dyron Reinier

1 year

Jon Ballwanz
Lester Bashore, Jr.
Thomas Benkert, Jr.
Jerron Briscoe
Carlos Chatman
William Dennis
Desmond Duehart
Stephen Ferree
Michael Frazier, Sr.
Kern Guada
Ricardo Mercado-Morales
Gregory Mokrzycki
Asif Peerzada
Daniel Reek
James Stokes

Million Mile



Recognizing our Million Mile drivers was an important part of our Holiday Party. Jimmy Myers, shown above left with Jeff Shellenberger, received a company jacket to recognize 2.5 million miles driven without a preventable accident. The following drivers also received jackets:

| | |
|-----------------------|--------------------|
| Paul Congdon 1.5 M | Manuel Fabian 1 M |
| Clayton Frey 1.5 M | Jason Fake 1 M |
| David Keeney 1.5 M | Kenneth Gross 1 M |
| Bryan Robinson 1.5 M | Edward Allison 1 M |
| John Miller 1.5 M | Robert Jones 1 M |
| Jeffrey Carnathan 1 M | Rodolfo Rivera 1 M |
| Tony Day 1 M | Ken Ulrich 1 M |
| Lemuel Figueroa 1 M | |

Safety Awards

The following drivers received checks and certificates to recognize their years of service without a preventable accident:

| | | |
|-------------------------------------|-------------------------------------|--------------------------------------|
| Jon Ballwanz (S&H) 1 yr. | David Garber (S&H) 5 yrs. | Tim Mckinley (S&H) 1 yr. |
| Richard Beeghley, Sr. (Bulk) 2 yrs. | Christopher Gray (S&H) 1 yr. | Ricardo Mercado-Morales (S&H) 1 yr. |
| Roodley Brice (Granite) 1 yr. | Kenneth Guessford Jr. (Bulk) 5 yrs. | Alan Moulden (S&H) 2 yrs. |
| John Crane (Granite) 11 yrs. | Robert Jackson (SE) 4 yrs. | Martine Rosario (S&H) 3 yrs. |
| Michael Downey (S&H) 2 yrs. | Leyland Kennedy (S&H) 3 yrs. | Henry Siegler, Jr. (Granite) 21 yrs. |
| Barry Eberly (Granite) 6 yrs. | Brian Keyser (Landis) 4 yrs. | Kenneth Smith, Jr. (S&H) 3 yrs. |

Our recruiting team wants to meet you!

From the desk of Recruiting Manager Karley Pealer...

It was very nice to meet so many drivers at the holiday party. As Recruiting Manager, I am, of course, laser-focused on recruiting new drivers. I don't often have the opportunity to connect faces with names and to meet drivers' family members and friends. That familiarity adds an especially nice dimension to my job.

We have great things popping off company-wide to make 2019 the best year for our professional truck drivers and for our companies. The recruiting department is using a variety of tools, including Craigslist and Indeed, to find safe, quality drivers who will be a good fit for our companies.

Another aspect of my job is helping with driver retention. I'm here for all drivers, so if you have a question or suggestion contact me at kpealer@sandhexpress.com or 717-848-5015 x2109. Or, just stop by my desk to introduce yourself.



I hope that you won't hesitate to reach out to me or other members of the recruiting team so that we can work together to recruit new drivers. The new pay raise, newer equipment, the introduction of paid detention after one hour, and changes to our live load/unload pay will make this an amazing year for drivers.

We are still implementing our popular referral-bonus program,



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From the desk of Marketer and Recruiter Mike Thompson...

Did you know that driver recruiting for our Southeast division is handled here in York? That's right, in addition to developing social networking strategies and analyzing the results of our various recruiting efforts, I am responsible for recruiting company drivers? owner operators? for our Southeast division. The Southeast division opened in St. Petersburg, FL in July 2015. This division builds on the capabilities and capacity of all of our companies to meet diverse customer needs including general freight, frozen, refrigerated and other loads.

Internet marketing is an important part of driver recruiting. I enjoy the challenge of creating strategies, evaluating and reporting results and refining our efforts. Is there something that you believe we could do differently? A cutting-edge marketing strategy that you feel would allow us to reach a wider range of professional truck drivers? Please stop by my desk or contact me at 717-848-5015 x1139 or mthompson@sandhexpress.com. I'd like to talk with you!

I would be remiss if I didn't mention and thank David Paullin. He is a tremendous mentor to me. His desk is near mine and he unselfishly shares his knowledge and insights about the trucking industry with me. I am fortunate to be able to learn from and assist him in recruiting owner operators for S&H Express, Bulk Transport and Granite Transportation divisions.

Report Card Program

Our report card program is a long-standing employee benefit. Employees may submit their children's and/or grandchildren's report cards and we reward those children for their "A's" and "B's." In past years, this program has paid out nearly \$25,000 per year. It is not unusual for us to write 50 - 100 checks several times each year!

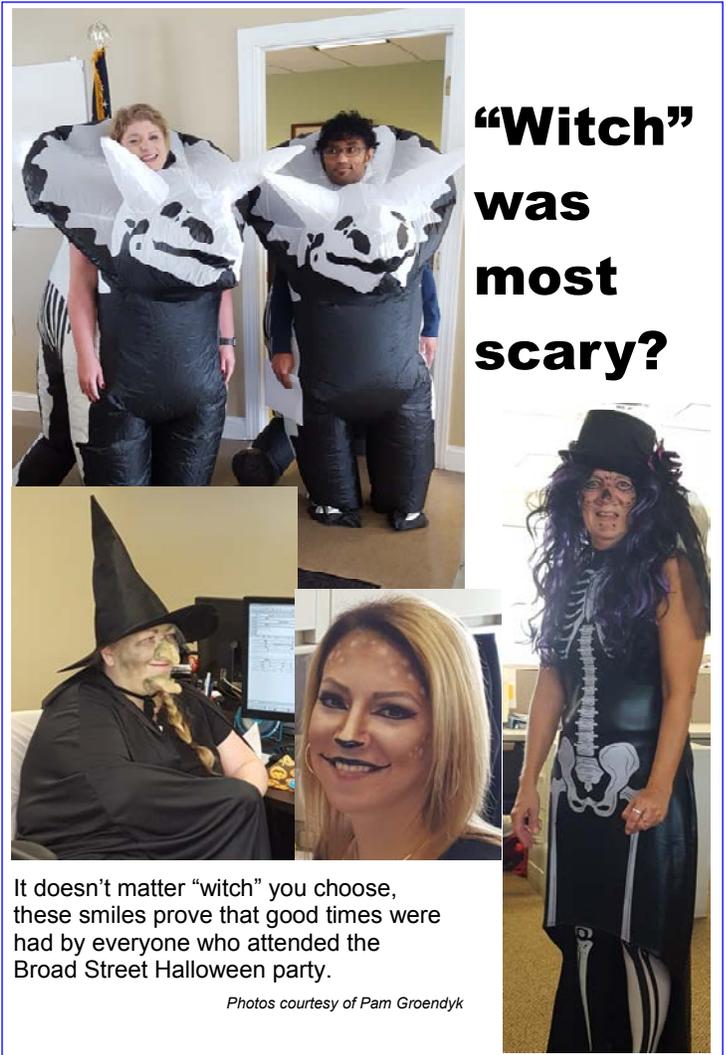
We have recently learned that some local school districts have changed their report card schedules and that the dates that report cards are issued can vary between elementary and high schools within the same district. These scheduling changes make it difficult for us to efficiently process reward payments checks.

The difficulty arises when report cards are sent to us many weeks after they are issued, for example when a first marking period report is received by us at the same time as the child's second marking period report card or while we are receiving report cards from other children for the second marking period. We need your help.

These are the new requirements, which must be met in order for report cards to be eligible for payment:

- Report cards must be received by us within three weeks of the date of issue. This means that we will look at the issue date on each report card and if it was delivered to us more than three weeks after that date, we will not write a check for that report card. We hope that this will eliminate the confusion of overlapping marking periods mentioned above.
- End of year/final report cards must be received by us no later than June 30.
- The student's name and address and the employee's name must be legibly written on the report card.

Questions about the report card program may be directed to _____



S&H Express driver Tyler Potts pulled the St. Paul's Chapel Church Boy Scout Troop #155 float in the Red Lion Parade again this year.

Photo courtesy of Tyler Potts



IT AND TRAILER UPGRADES PROVIDE BETTER SERVE FOR LANDIS EXPRESS CUSTOMERS

The Landis Express team is excited about the opportunities that 2019 will bring to Reading. On January 2, we went live with our new TruckMate software. Thank you to the many team members who worked tirelessly with IT to prepare for this new-to-us software! TruckMate is an integrated transportation management system (TMS) that was founded in Cleveland, Ohio in 1983. It has since become part of Trimble's International Transportation and Logistics System.

The transition to TruckMate gives the Landis Express team the opportunity to reduce its paperwork load and to provide more personalized service to customers through real-time customer-delivery updates. By providing a more controlled delivery service for customers, we hope to better serve our customers.

As always, we will continue to build our relationships with both our current and new drivers. Our continued focus on recruiting and retaining drivers will foster increased and consistent service to our customers. Upgrading and replacing trailers, another of our goals for 2019, is underway. Landis Express is grateful for support it receives from S&H Express and its other affiliated companies.

Recruiting

Great drivers are the key to success in our industry. Our recruiting team works tirelessly to evaluate the skill levels, licenses, employment history, work-ethic and personality of applicants. We want to be sure that we hire drivers and jockeys who will be a good fit for our company.

Recruiting truck drivers isn't easy. It isn't just a desk job. Our recruiters go to truck stops, schools, unemployment offices and job fairs to meet prospective drivers. However, the best applicants come from your referrals. Referrals are our biggest source of new drivers. We couldn't be MORE thankful to the drivers who have referred another driver.

Did you know that in addition to the normal referral bonus of \$3000, we also have the Annual Recruiting Contest where you can win even MORE money than the one-time referral bonus?

Keep that \$3000 and the recruiting contest in mind when you are stopped to get fuel or to use the restroom, or when you are waiting for your next load. Those are great times to talk to other drivers about joining our team! We can help by providing you with flyers, business cards, and information. Just ask a member of the recruiting team. We are here to help you make extra cash and make our team stronger at the same time!



Jeff Shellenberger, President
Shelly Truck Driving School

This newsletter is published by S&H Express for the use of its employees, customers, vendors, and friends.

ADDRESS CHANGES may be directed to

Hollie Walkley
c/o S&H Express
P. O. Box 20219
York, PA 17402-0165

Or

Hwalkley@sandhexpress.com

Additional information about S&H Express and its affiliated companies may be found at

www.sandhexpress.com

Or by calling

717-848-5015