

WARREN TRANSPORT



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BUSY! High demands!

This summer found WT trucks in great demand....more than any other Summer to date! Now, the usual Fall increased workload is predicted to break even more records. In the past WT drivers have taken time off when there was a slow down such as a plant going down for maintenance, i.e., the BGI planned outage August 6th lasting till the end of this month. This year those drivers were simply shifted to other hauls and still there are not always enough drivers or trucks available to meet every request. - -- One short-term asphalt haul for **River-side Contracting** has been using 9 WT-Billings trucks a day and 2 WT-East trucks a day! **WT appreciates the extra business and is striving to do it's best customer service work for everyone.**

WT-E (Hardin) Branch To Have NEW Offices & Shop

After years of studying the pros/cons of building a office/shop at this location, the Weaver's (through WeaverWorks, LLP) are finally going to bite the bullet and make this commitment to additional construction. The drawings have been finalized, the location has been determined, the bid was won by **Springlane Construction** out of Hardin and the bank loan has been approved. Once the contract is signed and the permit from the city approved, construction will start. An expected 120-day turn-around will soon put an end to most of the trucks having to come to the Billings Shop for repairs and maintenance. And, the rented trailer that has served as the WT-E office for the first 5 years, will then be returned. --- The **Rocky Mountain Power Plant** outside of Hardin went down Sept. 12th for repairs through the 18th. Everything is now back up to full steam ahead.

July and August Driver / Mechanic Bonuses

WT IN-SAFE bonuses amounted to **\$9,000** for July and **\$9,990** for August. Fuel bonuses totaled **\$11,878** for July and **\$9,770** for August for a total two-month combined bonus of **\$40,638!** All eligible workers are included in these bonuses as an incentive to **Think Safety First Always** and to drive in a fuel-efficient manner. Great work Team!

Rip Rap Sales WT-South (Warren) is managing two hauls: one to Lovell, Wyoming, to deliver 400 tons; and the other a 4,000 ton rip rap haul to Belfry this fall/winter for **Knife River Yellowstone** and the Park Service in Wyoming. Contact Jerry Dart/Operations Manager at WT-S at 406 764-2500 if you have similar needs.

WT Headquarters Building/Office Changes

Starting October 1st the following moves will begin: allied company Quarry Services will take over the "old" front shop for servicing their road stabilization equipment and for offices for their staff; Weaver's will be vacating the pole barn behind the main headquarters office – moving personal contents to the Bedrock Farm; WT-Shop will take over the vacated pole barn and Billings Operations Mgr. Rick Carol and Ass't. Dave Wambeke and the driver's lounge will be relocated within headquarters offices. Some small construction changes will soon take place to accommodate this. **As WT and its sister companies grow...changes continue to challenge us to adjust!**

Employee Policy Reminder



Today there are countless ways to circulate messages and communicate via computers and phones. WT expects employees to comply with policies as stated in the WT Manual: **The telephones and other company equipment are furnished for the efficient operation of the business.....(and) are to be used only for WT business.** (WT) maintains its right to monitor all e-mail and Internet searches (and cell phone histories). **Misconduct that may result in discharge or other discipline** include improper use of company computers (and phones). That includes, for example, **propositions, repeated sexual jokes, innuendoes, or comments, inappropriate comments concerning appearance, display of magazines, books, or pictures with**



SAFETY FIRST — ALWAYS!!!

Drivers Note: Winter has already arrived (briefly) in parts of MT! Do you have a winter survival pack in place as well as hooks for chains on your truck? --- Remember, **there is zero tolerance for safety infractions!** **Speeding will not be tolerated.** Keep your speed within the limits at all times. Also, you must wear your harnesses as well as other required safety equipment. Failure to follow these requirements not only means loss of your In-Safe Bonus, it is grounds for termination. --- Tire expense is the #1 problem at WT! Almost 100% of the time that the Shop Mechanic is sent out to help a driver, it's the tires that caused the break down. Also checking engine oil is an concern.



These critical issues should be caught in pre or post trip inspections! **Pre-trip and post-trip truck inspections are required** on every haul by every driver. Surveillance cameras are being used in Billings to confirm that this is happening. Other Branch Managers have their own ways of staying on top of this. All kinds of issues can be spotted and prevented during these paid pre and post trip times. Accidents can be prevented and lots of money saved. Do them! --- **Qualcomm** on-line classes are now available for managers to take. Since Qualcomm units are installed on about 20 WT trucks so far, it's time to make more effective use of this valuable resource. Once

managers are better educated, they will require drivers to also take these on-line classes. This technology is not to be feared....but rather to be respected and better appreciated!

Employees News Another Trap Shooting year is now past with the WT team placing 5th. A yearend pot luck was enjoyed by team members and spouses at the Weaver's home on Sept. 3rd. Special thanks to **Rick and Joni Jacobs** for their assistance cooking and serving! --- Welcome to new driver at WT-South—**Steven Cranford** who started 9-8-10.

*****Allied Company News*****

EM Ash Load-Out Building Almost Complete WT does the trucking for this customer and the demand here is high too! Eight to 10 loads a day are desired by one North Dakota customer alone. — Finding ample ash product to meet the demand is a challenge Environmental Materials (EM) is committed to meet! Because of the increasing orders, a double shift of baggers has been put in place with workers on duty now from 5 AM to 3:30 PM and 3 PM

until 12:30 AM. And, there's a good chance a third shift will be added once supply is secured. --- All ash workers are now wearing unique white Tyvek coveralls



and special goggles, earplugs, respirators and "bump caps" to protect their skin and eyes from the ash. Supervisors are insisting workers follow strict safety protocols with this product, loading and unloading as well as running the forklift and other equipment.

QS Sugar Beet Loading Started Welcome to all the return loaders from previous years plus 3 new – **Dennis Nielson** (former WT driver), **Dave Boyd and Garrett Halsey**. That makes 8 full-time and four relief operators. Their orientation took place September 1st. Then the early **Western Sugar** harvest of beets started on September 7th. This is the first time in history beets have been dug this early, largely because of the early frost that occurred last season. Three different front-end loaders (and one spare) are working this harvest moving to nine different locations where a small quota of beets will be dug by each farmer. Then, the official harvest begins on October 2nd. Beet Loader Leaders are again Quarry Services staff: **Eric VanHemelryck, Jeff Haggerty and Tom Gilreath** with American Drivers Services (ADS) doing the trucking headed up by **Rick Carroll** (who wears both ADS and WT hats).

Diversified Yet Unified

Employee Policy

Reminder (continued)

a sexual connotation (etc.). It is your responsibility to report any harassing or sexually harassing behavior to the WT Chief Financial Officer or President immediately.

If you receive something that you think is questionable, don't open it and for sure don't send it on to anyone else. Thinking about making that questionable comment or joke? Don't. Watch your language and gestures and keep them clean!! Choose to act appropriately / professionally.

got safety?