Bob Hurley honored for 50 years of service

“If they would have fed me and clothed me, I would have worked for nothing,” said Bob Hurley, the Owner-Operator who was recently honored for 50 years serving as first a company driver and then a long-time Owner-Operator.

“I’ve always enjoyed truck driving,” Hurley said. He knew he would from the time he watched trucks go by while working in Georgia fields as a pre-teen.

An opportunity to head for Idaho and be involved in a Job Corps driver training program was one step towards that goal. After completing the program, Hurley remembers clearly when he was one of ten interviewed and the first to be hired by then Boise Cascade Trucking.

Jim Mitchell, who was Operations Manager and later Director of Transportation was involved in the hiring. “I vividly remember the day Bill Harris (Trucking General Mgr. at the time) and I went to the Marsing Job Corp to interview candidates for our Affirmative Action recruiting program.

“Bob was a shy young guy and I remember Bill saying ‘there is something about that kid that I like’.”

“He was right,” Mitchell said, “Bob has been a special guy throughout his career. He was a guy you could trust and count on.”

Mitchell said he was proud of Hurley’s determination and “mostly proud that he is my friend.”

Hurley remembers telling Harris and Mitchell “I’ll give you 100 percent every day.” And you won’t be able to find anyone to say that Hurley has given any less over the years.

(Continued on page 4)
Welcome to new and returning drivers who have joined the ranks of BCT, Inc. and Boise Trucking Operations during the past month (by publication deadline)

Rodrigo Barron of Belton, Texas October 8, as a new Owner-Operator out of DeRidder.

Vincent Spohn of Alburtis, Pennsylvania Oct. 8 as a new Company Driver at Allentown.

Denis Rodin of Walla Walla, Washington October 9 as a new Ideal Energy Driver out of Vancouver.

David Willis of Prairie Hill, Texas October 10 as a new Company Driver at DeRidder.

Roberto Ortiz of Allentown, Pennsylvania October 15 as a new Centerline Driver at Allentown.

Nick Carter-Sanford of Spokane, Washington October 30 as a new Owner-Operator out of Wallula.

If you’re an Owner-Operator who knows a driver who would be a good ‘fit’ for BCT call 1-800-544-5989, Opt. 5.
Thank you for your service!

Americans sometimes confuse the intention of Veterans Day with Memorial Day. Memorial Day is a federal holiday specifically for paying tribute to those who have died while in service to their country. Veterans Day is reserved as a day on which to honor the bravery of all Americans who have served in the military, both living and deceased. It takes courage for a person to potentially risk life and limb for their country. The least we civilians can do is to honor these heroes. That is the basis of the Veterans Day celebration, to venerate these great men and women with words of appreciation.

When we say to a veteran, “Thank you for your service” and shake their hand, it sometimes doesn’t feel like ‘enough’, but appreciated by them none the less.

Thank you for stepping forward when others might step back.

Thank you for delaying plans for college, marriage and other opportunities and choosing to serve. Thank you for sacrificing time with your families and missing those significant milestones the rest of us take for granted. Thank you to your spouses who find themselves often leading nomadic lives, far away from the support of loved ones. Thank you to your children who accept your absence as a way of life and understand they share you with a nation and sometimes the world. Thank you to your parents who have nothing but prayers to protect you and must now trust you will be safe.

Thank you for serving as a heroic example of who we are and what we can dream to be.

Thank you for your service.

Debbie Saunders
Retired BCT Load Planner

What's your MIS?
Most Important Stop

For new Allentown Driver Vincent Spohn, working safely allows him to enjoy time with his family. He’s pictured here with his wife Heather and sons Crowyn and Logan.

It's a BCT thing!

To loved ones and home
50 years of Hurley

(Continued from page 1)

“They put me in a position and gave me an opportunity no one else would have given,” he added.

Hurley’s goals for himself seem to exceed what people expect of him.

“Being loyal to the people you work for and setting a standard for yourself that is more than standards set by the company,” has been one of the steps in Hurley’s success. In other words, he said: “the biggest challenge you have in life is standing up to yourself and doing the right thing.”

“Bob has always had his finger on the pulse of the Wallula paper mill,” said BCT General Manager Dan Bernert. “He has an uncanny ability to know what people want before it’s requested. You can always count on Bob to do what is asked of him. His can-do attitude is as prevalent today as it was 50 years ago. “

Bernert said Hurley is truly a dispatcher and driver’s best friend. “Countless times throughout my career, I have called on Bob to help me find a load out of the mill to get a driver home for the weekend, or provide loading/unloading/scaling SOP’s to a driver who is new to Wallula mill procedures, or to update me on BCT equipment needs to meet mill load demand, or forecast issues that might prevent us from getting loaded timely……..the list is endless.”

While Hurley started with the company doing basic driving chores, a big move was when he had the opportunity in 1984 to take over hostling operations at the mill as a contractor.

(Continued on page 5)
50 years of Hurley

(Continued from page 4)

At the time, Hurley was hauling chips, 11-12 loads a day out of Yakima when others may be doing 2-3 loads a day fewer. His 100% effort never went unnoticed and then Terminal Manager Sandy Vail made the hostling offer. She told Hurley: “I know if I give it to you, I won’t have to worry about it.”

The company helped him buy his first three trucks and the rest is pretty much history. “They have done everything they could to help me be successful,” he said.

So it’s no surprise to hear Hurley say “I love this job and I love the company.” The love comes right back. “BCT is very fortunate to have Bob and his hard working crew on our team,” Bernert said.

At 71, Hurley isn’t in a truck everyday but he still runs his business. But he now finds more time for his passion for playing racquetball, for fitness and times he spends on the water fishing.

“They call me the ‘Walleye Slayer,’” he said of the title given him by a fishing buddy. And when it comes to the racquetball court, “nobody who goes in can beat me.” He uses the gym as a place to share his philosophy. “I talk to somebody every time I come to the gym,” he said. “I love young people and I challenge them to challenge themselves.”

His prayer is that he makes a difference in people’s lives and that they, in turn, make a difference in the lives of others.

Wallula Terminal Manager Andy Sarrazin arranged “Bob Hurley Day” at the terminal. He was honored by visits from coworkers and managers who shared a catered barbecue meal and lots of cake.
It was a day just like any other day. I was standing in the shipping office at the Waco Sheet Feeder talking with the shipping coordinators. We were discussing the schedule for the following day.

Out of the corner of my eye I see something falling along the wall. I half turned around, bent down to catch it when I hit my head on an office chair.

Of course my first reaction was to look around to see if anyone had noticed what had happened. Sure enough, I looked over to the planner, Jon Jon, and noticed his concerned look on his face.

I tried to cover it up like it didn’t really hurt, but after a few moments passed, the quiet in the office erupted in laughter. Once they saw that I was ok, everyone started laughing. I myself also laughed at the situation.

In reality, besides a sore forehead, I was really lucky. Had I been a little closer to the desk and hit it instead of the chair, it could have been much worse. I could have had a concussion, or even split my head open. As it turned out, it was just a bumped head and a bruised spirit.

Most accidents occur when we let our guard down and get complacent. I was definitely complacent this day.

My Eyes were not on task and I definitely put myself in the Line-of-Fire. A good habit to get into is to move your eyes first before you move your hands, feet, body or car. I should have also looked for all Line-of-Fire potentials before moving.

-Ron Bates
Waco Terminal Mgr.
Trucking

Page 7

Check air dryers

Wallula Shop Manager Kevin Franckowiak reminds truck Owners that it is the time of year to replace air dryer cartridges. Water not properly eliminated from the system can lead to damage from moisture and become a safety issue if, for instance, the brake system fails. Pictured is Wallula mechanic Jesse Corona replacing the cartridge on a company truck.

A friendly year-end message to Owners

Owner/Operators will be receiving renewed permits in their December settlements and company drivers will receive theirs through the terminals. Included will be new IFTA stickers, Oregon PUC weight receipts, Washington annual permits as well as any other Idaho or Oregon permits that happen to expire around year-end.

Remember: You do not have to carry the NM permit because one has been purchased for you. The ports can pull up your tractor by the DOT number and verify that you indeed have a NM permit. Also, you are no longer required to purchase a TX permit because you are legal to run there under BCT’s Unified Carrier Registration.

Be on the lookout for these in your settlement packet or at the terminal. As drivers, you are ultimately responsible to know which credentials are necessary for your circumstances, and to verify that you are carrying the correct permits and IFTA stickers and meet state requirements. We encourage drivers to review the new documentation you receive in December, as well as reviewing your permits before each trip to ensure you are legal to run.

Charges for new credentials will be processed in December, making it critical for Owner-Operators who are thinking about getting a new tractor to let Driver Services know as soon as possible to avoid duplications.

Thank you for your support.

Questions?? Please call Danelle in Driver Services at either (208)805-1327 or (800)544-5989. #4.

-Danelle Holt
Driver Services
Trucking

DeRidder shows drivers...

Vencent Finely - Waco

Shop Manager Chris Bruce with Jimbo Matthis

Waco based Owner Operator Rodrigo Barron served by Mechanic Jimbo Matthis.
Trucking

A week of saying thank you to Owners, company drivers and leased drivers helping us provide quality service with special attention to safety.

DeRidder Terminal Manager Steven Crain with Centerline Rep Nacio Thompson and Driver Paulo Ramirez with BCT Operations Manager Mike Hayes on the far right.

BCT/PCA cares!

Load Planner Cory Collins with Waco Driver Gerald Patrick.

Nacio Thompson and Driver Ben Fakes
### CSA Reports for Owner Operators and Company Drivers

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*Inc. = Inconclusive  No Vios = No Violations  * = Exceeds  |

| Improving | Alert |

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### After ten months and 12 million miles, preventable AFR is a respectable 1.58

“October was one of our more difficult months in terms of preventable accidents,” said Randy Bailey, Manager of Driver Services and Safety. All three preventables were the result of drivers “Hitting Fixed Objects.”

While the incidents were generally minor, they were still accidents that could have been prevented, by always knowing exactly where the equipment is in relation to its surroundings. “The old Get Out And Look (GOAL),” definitely works and would have prevented these accidents,” Bailey said.

The Accident frequency rate for October was 2.17 preventable accidents per million miles of travel.

Miles of travel recorded were the highest of 2018 with nearly 1.4 million miles logged.

The annual AFR is at a respectable 1.58 through ten months of operations. “But we’re entering a time of the year when, despite changing conditions, we traditionally perform safely,” Bailey said. “We’d like to see that trend continue.”

---

### ACCIDENT FREQUENCY

**2018 10-Month AFR**

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*Any accident in which our driver failed by defensive driving to do everything reasonable to prevent the accident.

**The number of preventable wrecks per million miles of travel.
October Accidents

Road debris causes damage
Debris on the freeway caused minor damage to a company truck near El Monte, California October 3. The driver was merging onto the freeway when he drove over a tire casing and broke the lower plastic bumper bracket.

Driver wakes after wreck
The driver of a Hyundai admitted he had fallen asleep following a wreck in which a BCT trailer was rear-ended on Highway 395 near Mesa, Washington.

It was about 5:45 am October 11 when the collision occurred. The bumper of a company trailer was bent. The Hyundai was totaled.

Ford bounces off trailer
A Ford Explorer hydroplaned into a BCT van, bounced off a concrete highway barrier and then hit the trailer a second time.

No damage reported on the BCT trailer but the Explorer was banged up on the front, left side and rear.

Fence post bites it
A company driver was backing into a customer lot in Eugene, Oregon and hit a fence post the morning of Oct. 17. No vehicle damage but the post was creamed.

Ford gets in the way
An Owner-Operator was in a tight area of the Wallula mill dump area when he hit a parked vehicle the evening of October 18. The passenger door of the Ford pickup was damaged.

Right hand turn interrupted
An all too common wreck happened to an Owner-Operator in Vancouver, Washington the morning of October 26. The Owner was making a right turn and you can probably guess the rest. The driver of the second vehicle tried passing on the right striking the trailer and causing a small cut in the curtain.

Falling metal causes damage
When a large piece of metal fell from a semi in front of a BCT Owner-Operator, he was unable to avoid the object. The accident happened the afternoon of October 17 near Pine Hill, Alabama.

The rear shock, airbag and right rear step was damaged on the tractor and a tire on the trailer was damaged.

Driver takes out railing
An Owner-Operator was entering I-84 from LaGrande, Oregon at midday October 22 when his truck went into gravel and he took out 50-60 feet of guardrail.

Anniversaries

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Tips for driving vehicles in deer country

Drivers kill thousands of deer each year across the country. The cost of repairs and lost production is significant for Owner-Operators and the company.

Deer will cross roads at any time of day or night, creating a hazard for the vehicles, passengers, and deer. More than half of all deer/vehicle collisions occur in October and November. The rut (mating season) and peak days for hunting may account for this.

Here are driving tips to help prevent collisions:

- Deer are most active at dawn and dusk. Be especially watchful during these times.
- One deer crossing the road may be a sign that more deer are about to cross. Watch for other deer— they will move fast to catch up with leaders, mothers, or mates and may not pay attention to traffic.
- When you see brake lights, it could be because the driver ahead of you has spotted a deer. Stay alert as you drive by the spot, as more deer could try to cross.
- Wonder why the person ahead is driving so slowly? The driver may know where to slow down and be extra alert for deer. Don’t be too quick to pass, and watch out.
- Take note of deer-crossing signs and drive accordingly. They were put there for a reason.
- Try to drive more slowly at night, giving yourself time to see a deer with your headlights. Lowering the brightness of your dashboard lights slightly will make it easier to see deer.
- Be especially watchful when traveling near steep roadside banks. Deer will pop onto the roadway with little or no warning.
- Be aware that headlights confuse deer and may cause them to move erratically or stop. Young animals in particular do not recognize that vehicles are a threat.
- Deer hooves slip on pavement and a deer may fall in front of your vehicle just when you think it is jumping away.
- Deer whistles, small devices that can be mounted on your vehicle, emit a shrill sound that supposedly alerts deer nearby. (Humans cannot hear the sound.) How well the devices work is not scientifically known.

Chip fleet dominates clean inspection list

Congratulations to the Chip Fleet that dominated the clean inspection list for the last reporting period.

Atanacio Chavez was a hero with two perfect inspections.

All clean inspections earn drivers $100 on their next settlement. It’s BCT’s way of recognizing drivers whose pre-trip inspections and attention to repairs helped them avoid violations during a roadside inspection.

“Clean inspections are a sign of quality operators,” said Randy Bailey, Manager of Driver Services and Safety.

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Earn an extra $1000 in just six months!

BCT's Driver-to-Driver Recruiting Program

Recommend a new Owner-Operator to BCT and earn cash!

✔ $500 when they sign on
✔ $500 after six months

Plus
One cent for every mile they run

Openings now available!

Call Recruiting Manager
Pat Robinson
800-544-5989, Opt. 5

“Finding good Owner-Operators is important to BCT. We feel our own drivers are the best source of new people who meet our safety and service standards.”

-Pat Robinson

ALL FLEETS
Kudos

Thanks for preloads out of DeRidder

From Mike Hage
Boise Load Planner

Kudos to Cory Collins, Steven Crain, and the DeRidder Spotters for continuing to get a significant amount of trailers pre-loaded. Not an easy task to manage.

Thanks to Mike Hage for planning training

From Scott Folks
Waco Load Planner

I am the new load planner in Waco TX. Mike Hage in Boise was tasked with training me. He was extremely patient and knowledgeable.

Millennial training a baby boomer on TMW is not the easiest assignment he has been given.

My thanks to him on getting me prepared to do my job and service my external and internal customers hopefully as well as he does.

Dory helps build customer relations

From Scott Folks
Waco Load Planner

To driver James Dory for being instrumental in reestablishing a positive relationship with one of our Texas customers by always being professional, on time, and putting the customer first.

Smith adds another year to many with Boise/PCA

Please join me in congratulating Stephen Smith on his 45th year anniversary with the company.

Stephen’s contributions to Boise/PCA are many, he’s a great resource of knowledge from the 45 years of experience working with the paper group and trucking.

Stephen is a good man, and I’m very fortunate to work alongside him for the last 11 years. Thanks for the hard work and dedication

-Abel Franco
Industry Terminal Mgr.

Abel Franco (right) congratulates Stephen Smith on 45 years.

Send Kudos to Craiglockwood@Packagingcorp.com.
Hoopman retires after 28 years with MD&W; he is ‘loyal, generous and knowledgeable

On October 31, 2018 the MD&W celebrated the retirement of our senior mechanic Larry Hoopman.

Larry had 28 years of service at the MD&W and played a key role in the transformation of the MDW safety culture and employee involvement.

Larry is an avid tractor historian collecting and restoring his ever growing fleet of 1940’s John Deer Tractors. Most recently Larry shared his passion by developing a parade of tractors with a float recognizing the MD&W families and safety during the areas 4th of July parade.

Larry’s creativity and mechanical ability will certainly be missed, but his loyalty and generosity in sharing his knowledge has ensured a smooth transition as new employees join the team.

The MD&W team thanks Larry for his contributions to our team.

-Darwin Joslyn
General Manager
Minnesota Dakota & Western Railway Co. (MD&W)

Larry Hoopman
DeRidder Terminal Manager Steven Crain welcomed Chris Bruce as the new Shop Manager at the terminal last month.

“Chris comes with a varied maintenance background from marine, construction and military applications with strong electronics diagnosis and trouble shooting,” said Crain.

Bruce, who lives in the small town of Mittie, was a natural to mechanics. He was raised around his grandfather’s junk yard where he and his buddies would mix and match parts to “Frankenstein things together.” He became interested in big engines when working on the Cummins, Caterpillar and Detroit marine applications.

He spent 31/2 years in Iraq, Afghanistan and Kuwait in battle damage repair. There he and a crew rebuilt equipment “sometimes reusing only the VIN plate” of the destroyed vehicle.

He’s now preparing to build a home on family property overlooking a pond where he will live with his blended family that includes “three boys, three girls and several dogs and cats.” He’ll also be working on his collection of vehicles that includes 16 cars, a bus and a 1966 F-600 dump truck that he recently drove to work.