



January, 2025

BCT Inc., a PCA transportation Company

Online at: <https://www.boisepaper.com/our-company/bct-inc/>

Safe habits lead to safety award for Wallula's Medrano

Experience, defensive driving and not hurrying



After 10 years, Owner-Operator Omar Medrano has earned membership in the elite BCT/PCA Million Mile Club.

Drivers earn this honor by logging one million miles of safe driving without a preventable accident. There have been more than 100 BCT/PCA Drivers reach this milestone since the award was first offered in 2000.

Medrano started driving in Pendleton, Oregon in 2003 where he received his CDL. He said at that time, the requirement was only that you pass the written test and have an insured tractor for the driving test.

"He's been hauling boxes the whole time he's been with us, He's one of those guys that always shows up...snow or shine. His easy disposition makes him popular with the other drivers."

*-Andy Sarrizan
Area Operations Manager*

Armed with his CDL, he went to work driving a ten-wheeler hauling peas for Smith Frozen Foods in nearby Weston, Oregon.

As new crops came due for
(Continued on page 3)

Omar Medrano receives his Million Mile Club plaque from Wallula Load Planner Robb Stevenson. Medrano signed on with BCT in 2014.



With 40 preventables, '24 slightly better than '23

"We didn't finish the year anywhere close to our goal but want to congratulate all the drivers that worked hard to achieve a safe year with no preventable accidents." said Randy Bailey, Manager of Driver Services and Safety.



*Randy Bailey
Driver Services
and Safety*

In the year-end Accident Frequency Rate (AFR) report, Bailey noted that the 2024 AFR of 1.85 was higher than the goal of 1.0.

However, it was a 5% improvement over the previous year. Drivers stumbled in January of 2024 with eight preventables and an AFR of 4.73 that was hard to overcome. October and November were banner months with AFR's of .97 and .00 respectively.

There were 40 preventable accidents in 21.5 million miles of travel combining the Company and Owner-Operator fleets. Last year there were 42 preventables.

Owners had zero preventable accidents in December and only

nine for the year for an AFR of 1.28.

Drivers of Company trucks had 31 preventable accidents in 12 months for an AFR of 2.13.

Company trucks logged 14.5 million miles during the year while Owners travelled 7 million miles.

In the last five years, only 2021 ended with an AFR below 1.0.

"Let's start off 2025 with a new focus on zero preventable accidents," Bailey said.

ACCIDENT FREQUENCY

2024 12-Month AFR

Preventable* AFR**

January	8	4.73
February	3	1.82
March	3	1.85
April	3	1.62
May	4	2.10
June	3	1.70
July	2	1.06
August	4	2.07
September	5	2.72
October	2	0.97
November	0	0.00
December	3	1.81
Totals	40	1.85

*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.

New Drivers

Welcome to new and returning drivers who have joined the ranks of BCT, Inc. and Boise Trucking Operations during the past month.

Joseph Shepherd of Wyoming, Michigan December 16 as a new Company Driver for Grandville.

Andrew Rodriguez of Huntington Park, California December 16 as a new Company Driver for Commerce.

Ryan Gonzales of Waco, Texas December 16 as a new Company Driver for Waco.



Tarim Turnbull of Mobile, Alabama December 20 as a returning Owner-Operator out of Jackson.

Earn extra cash!

Check out our Driver-to-Driver bonus program for current drivers who help us connect with future drivers. Page 13.

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.



Million Miler Omar Medrano

(Continued from page 1)

harvest, he met other drivers and learned of opportunities with Medelez Trucking in Hermiston, Oregon. He spent eight years driving for them before signing on with BCT in 2014.

"He's been hauling boxes the whole time he's been with us," said Area Operations Manager Andy Sarrazan. "He's one of those guys that always shows up...snow or shine. His easy disposition makes him popular with the other drivers and I frequently see him lending a hand to the other guys out in the yard."

Medrano feels that experience is the key to the safe driving that led to his recent award.

"The more you drive, the more you see," he said. "That leads to learning how to keep yourself out of dangerous situations."

Medrano says he is "always on the defense" when driving. "If you don't anticipate bad behavior before it happens, it becomes much harder to keep yourself out of danger."

Finally, Medrano uses one of the SafeStart principals for safe-



ty. "Don't be in a hurry," he said. Medrano says you only make up small amounts of time and it's not worth the risk.

Away from the truck, Medrano enjoys working around his home and likes working on cars. He has a 1994 Bronco that he's in the process of rebuilding and he says that takes up much of his spare time.

Medrano has been divorced for five years and has two adult daughters, Zora and Ismiralda who are responsible for his eight grandchildren ranging in age from five to 23 years.

Load Planner Robb Stevenson presented Medrano with his plaque last month. In addition, he will receive a cash award and a gold watch noting his safe driving achievement.



Brent Wagner and his PCA sales team held a luncheon to show their appreciation for our BCT company dedicated drivers. Each Customer Service Representative gave high praise to our drivers for their dedication and professionalism. CSR's also said that their customers have nothing but great things to say about the drivers. Thank you to all who attended, Brent Wagner, Jeff Wright, Mike Dunley, Gary Burk, Kane TenPas, Justin Doty, Stacy Hyde, Chelsea Washburn, Austin Spicer, Kim Marsh, Ryan Gish, Andy Sarrazin, Jenny Walker, Mark Stevenson, Ryan Holmes, Jim Bennett, Kevin Shields, Alfonso Piedra and Karen Piedra.

*-Rebecca Moore
Vancouver Terminal Mgr.*



Wisconsin's Dorsz is PCA Driveer of the Month

Please help us congratulate Wisconsin Driver of the month Dave Dorsz.

Dave has been driving for 28 years. He started back in 2017 as a driver at PCA Burlington and each year has shown his value to the operation.



Dave is always willing to go the extra mile to get the job done. He has consistently worked six days a week for the last seven years

and is willing to start early or even late whenever called upon.

Dave was an important part of the FAB/PCA transition and a huge reason why it has been such a success. Dave not only is our spotter, but he is instrumental



Dave Dorsz with Shane Nordoff, Area Operations Mgr.



Driver of the Month Dave Dorsz with his son Jason and granddaughter Kylie.

in inspecting and coordinating repairs, helping drivers, and being our lead driver out of PCA Burlington.

We couldn't do it without you Dave, and we are very grateful to have you as part of our team!

When Dave is not working, he enjoys go-

ing to the gym, hiking, investing, and spending time with his son Jason and granddaughter Kylie.

Dave believes that trucking driving is a lifestyle and you must be able to commit to it because things change so quickly and often. Dave believes that safety is number one priority, and we thank him for leading by example.

*-Shane Nordoff
Area Operations Mgr.*



(Above) Andy Aycock (Grandville driver) and two daughters Dasha and Sasha. (Right) John Blower (Grandville driver) with his wife Kelley and grandkids Roman and Oliver.



Michigan sites celebrate Christmas

Grandville and Grand Rapids plants had back-to-back Christmas parties this year. They were hosted at the same event complex. Three rooms were full of activities and food.

They had family pictures, Santa, and prizes in one area. Every child went home with a gift. There was a room of

events for children: Build a Bear, wax hands, live DJ, 360 degree photo booth, and all kinds of crafts for the kids.

Finally, the banquet hall with an amazing food spread... prime rib, chicken, and salmon were all offered at the buffet. The party lasted 2.5 hours for each plant. They raffled off all kinds of prizes to the em-

ployees... Yeti cooler, Craftsman tool set, headphones, TV's, Nintendo Switch, Blackstone grill, just to name a few. There was also a fully stocked ice cream bar for dessert. Santa even brought a couple of his reindeer!

-Jamie Schmidbauer
Area Operations Mgr.



Gary Marschner (Grand Rapids driver) with his wife Amy.



Gail and Scott Ripley (Grand Rapids plant employee and driver)



Jerry McVey (Grandville warehouse supervisor), Joel Murphy (Grandville shipping supervisor), and his girlfriend Bree Williams.



Scarlett Schmidbauer with a Reindeer.



Gifts encourage drivers to make healthy food choices



We have had a huge focus on safety for our Midwest team this year.

We're not only focused on safety at work, but what are we doing in our personal lives to ensure our safety at work.

I believe it all begins with personal health and what we're doing to be just a little bit better than we were yesterday. It's something I preach at every safety meeting.

For our holiday gift this year I wanted something that encourages a good habit. That's why we went with coolers that fit perfectly in our driver's cab.

Everyone knows how hard it is to be in a truck driver and how much it beats on our bodies. The idea behind the cooler is to encourage our drivers to pack a lunch daily instead of choosing food while on the road.

*-Shane Nordoff
Area Operations Mgr.*

Shane Nordoff with Driver Rick Mongan



Milwaukee Holiday gifts



Burlington Holiday gifts



A few reminders for safe winter driving

"Winter weather can pose a serious challenge for truck drivers, as all it takes is one moment of not paying attention to make a costly mistake," said Randy Bailey, Manager of Driver Services and Safety.

"Since driving in snowy, icy and wet conditions requires extra awareness and skill," he continued, "it's important to brush up on how to drive in winter weather. This year, consider these essential winter driving tips for truck drivers to stay safe on the road."



Top winter weather driving tips for truckers:

See and be seen

When there's low visibility on the roadway, you must be extra wary of your surroundings. Stay alert to potential danger around you by:

1. Cleaning all the snow off your mirrors, windows, lights and reflective tape before hitting the road.

2. Watching for brake lights on the vehicles ahead of you.

3. Checking that your own lights are on and working properly.

4. Watching for cars hidden in the cloud of snow created by your vehicle.

5. Using your air conditioner to help keep windows defrosted. Remember, conditioned air is dry air.

6. Watching for drivers whose visibility may be limited — especially if they have only cleared their vehicle's windshield and no other windows.

Be cautious on slick surfaces

Some surfaces become slippery faster than others, so it's essential to know when and where to use extra caution. Stay safe on these surfaces by:

7. Being careful on entrance and exit ramps. Sharp turns on a slippery road are dangerous and can easily result in jackknifing.

8. Being cautious while crossing bridges. Their surfaces freeze first and often become more slippery than normal roadways.

9. Braking early for stop signs and red lights, as intersections can be icier than the roads leading to them

10. Turning off the engine brake to avoid losing traction on wet, icy or snow-covered roads and when approaching any of the mentioned surfaces before.

11. Keeping your speed down on snow-, ice- and rain-covered roads to maintain traction, and staying off cruise control. Remember, if your wipers are on, your cruise should be off. You should also increase your following distance to be able to react to other vehicles ahead of you.

12. Being prepared for heavy gusts of wind when in large, open areas or when coming out from behind a hill, tunnel or overpass. Be especially cautious when you have an empty trailer.

"Remember to scan your surroundings, make enough space for others and anticipate danger to stay safe on the road."

*-Randy Bailey
Driver Services
and Safety Mgr.*

Make use of defensive driving

Defensive driving is one of the best ways to avoid accidents on slick roads. Remember, though, defensive driving sometimes means letting the driver who is in the wrong have the right-of-way. Make use of defensive driving this winter by:

13. Slowing down. Speed decreases traction, so slowing will increase your traction and help you stay in control.

14. Making sure not to drive in the ruts of other vehicles, as their wheels may have packed snow into ice.

15. Keeping a safe following distance to help predict other drivers' actions. Consider doubling your following distance from seven to 14 seconds (or more), as extra space is crucial when dealing with slippery roads.

16. Accelerating and decelerating carefully and gradually. The tractor must pull the trailer, so if the pavement is slick, the conditions are ripe for a jackknife.

"Remember to scan your surroundings, make enough space for others and anticipate danger to stay safe on the road," Bailey said.



Chain laws (and violation fines) vary from state to state

Winter has already begun in many areas of the country, so it's important to know when and where to chain up.

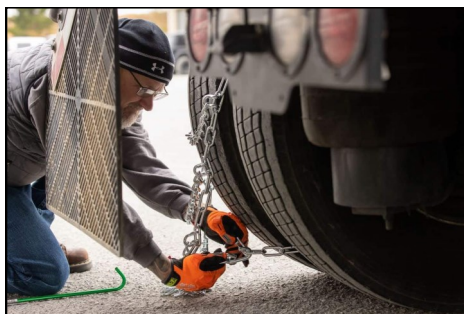
There are many different tire chain laws throughout the nation, as each state sets its own rules. There are no chain laws in Florida, Hawaii, Missouri, New Hampshire, Vermont and Washington, D.C.

Twenty-two states have a similar chain laws stating: "Tire chains or snow tires may be used by any vehicle when required for safety due to snow, rain or other slippery conditions."

Another 19 states have special guide-lines indicating when and where chains may be used.

In Oregon, for instance, chain laws apply to all highways in the state and signs tell drivers when they must be carried. It takes six sets of chains to meet Oregon laws. In addition, truckers who violate Oregon's chain law may pay a fine up to \$880. Those fees vary from state to state.

Chain requirements in each state indicate how many chains must be placed on each tire of each drive axle as well as chain requirements for trailers. Check online for state laws where you may be traveling.



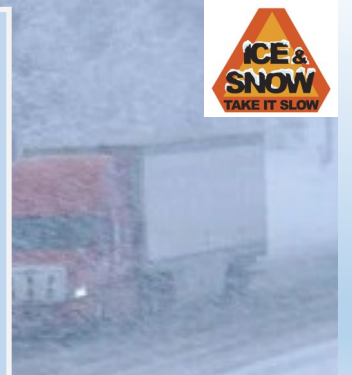
In the BCT/PCA system, the only locations that run chains are Wallula, Washington, Boise, Idaho and a few Salem, Oregon trucks, according to Randy Bailey, Manager of Driver Services and Safety. "The Wallula Terminal is the only location where drivers can get new chains, chain parts and repair tools," Bailey said. Boise keeps a supply of spare chains.

Bailey said drivers with chain law questions should check with their state's DOT website or give him a call.



Ice and SNOW

- Keeping your speed down on snow-, ice- and rain-covered roads to maintain traction, and staying off cruise control.
- Remember, if your wipers are on, your cruise should be off.
- You should also increase your following distance to be able to react to other vehicles ahead of you.





Several DeRidder folks gathered to celebrate the 20th Anniversary of Load Planner Cory Collins (tall in Middle) who is receiving his service award from DeRidder Terminal Manager Steven Crain. Joining (from left) were Julie Myers, Janet Matthis, Jimbo Matthis, Steven Crain, Collins, Brenda Collins, BCT GM Mike Hayes and Michele Crain.

Pretrip inspection is best way to avoid violations

Check engine compartment, suspension, lights and brakes

Check fuel area, rear axle, suspension brakes

Check front of trailer, sides, axles, suspension brakes and lights



Inside cab inspection including paperwork.

Trailer couple, electrical and air connection.

Check service brakes, parking brakes, check all wheels and all lights.

Simplified checklist for reminder only.



December Accidents

Backing under uneven trailer

A Company Driver out of Waco was at a customer location backing under a trailer that was parked on asphalt and dirt. Lower on one side, the tractor left side bumper was damaged when it hit the trailer in the December 3 report.

Backing at angle

A Columbus Driver was backing at an angle at a Brandenburg, Kentucky customer's lot the afternoon of December 3. His ride side hood mirror got caught in a tree limb and was broken off.

Backing damages bumper

The bumper of a Company truck was bent the morning of December 6 as the Driver was backing in a Chicago, Illinois customer lot. The bumper caught on a barricade.

Backing into dock

On the morning of December 9, a Company Driver was backing into the PCA Waco dock when the right side door of his trailer hit the dock. There was a hole in the door where the metal post at the dock tore the door.

Backing across street

At a customer location in Grand Rapids December 11, a Company Driver was backing across a city street into an enclosed dock. As he pulled forward to adjust, the Driver caught the left trailer door on the building door frame breaking the door frame hinges.

Passing truck hit PCA

A Company Driver out of Middletown was heading east on I275 the morning of December 11 when another truck passed heading the same direction. The other truck veered from his lane and made contact with the PCA trailer leaving scratches on the side. The other truck damaged his side mirror assembly.

Another backs into PCA

A Company Driver out of DeRidder was in a customer lot the morning of December 17 when the driver of another vehicle backed into the BCT trailer. There was no damage to the BCT equipment but the offending trailer lost a door.

Lane change accident

In the late afternoon of December 12, a Company Driver out of DeRidder was traveling eastbound on I-10 in Houston when he made contact with another vehicle while attempting to change lanes. The passenger car had scrapes, creases and dents to left rear panels. There were scrapes on the PCA tractor's brush guard.

Driver hits low branch

A Company Driver out of Waco was traveling on the La Reunion Parkway in Houston when he clipped a low hanging branch with his 53-foot trailer. The morning incident December 23 resulted in damage to the trailer's headrail.

Wild hog chooses suicide

A Company Driver out of Jackson was on I-20 near Tyler, Texas the morning of December 23 when he hit a wild hog that had run into the roadway. The collision caused damage to the left side of the bumper.

Wind blows over trailer

An Owner-Operator out of Wallula was traveling on I-82 Eastbound near Benton City, Washington the morning of December 26 when strong winds blew over his pup trailer. The pup had damage to the left side of the trailer along with pintle hook damage. There was possible damage to the pintle hook connection of the lead trailer.

Other driver hit our mirror

A Company Driver out of Commerce was at a Buena Park, California intersection the early morning of December 30 when a box truck was passing on the left and broke off the driver's side mirror.



If you don't
know,
don't go!

BACKING SAFETY



Celebrating driver anniversaries

Driver	Location	Job Class	Start	Years
ABUOT, JOHN	Grand Rapids Trkg	CDL Company	1/29/2024	1
ADAMS, JEREMY J	LCC South BCT	CDL O/O	1/9/2024	1
ALONSO, ADRIAN	Wallula Trkg	CDL Hostler	1/24/2024	1
ASBURY, TOMMY	Columbus Container	CDL Company	1/30/2007	18
BRADSHAW, CASS A	Waco Container	CDL Company	1/9/2019	6
CASTELO, TITO	Wallula Trkg	CDL Hostler	1/31/2024	1
EATON, KENNETH	Jackson BCT	CDL O/O	1/20/2016	9
ENGLISH, CEDRIC	Waco Container	CDL Company	1/22/2007	18
FINLEY, VENCENT	Waco Container	CDL Company	1/22/2007	18
FRAZER, MICHAEL A	Columbus Container	CDL Company	1/20/2023	2
GARCIA, DANIEL	LCC South BCT	CDL O/O	1/8/2024	1
GUNCKLE, LAWRENCE E	Columbus Container	CDL Company	1/24/2022	3
HOLLISTER, CHRISTOPHER M	Waco Container	CDL Company	1/15/2010	15
HURLEY, FRANK	Wallula Trkg	CDL Hostler	1/1/1986	39
KOLFF, JUNIOR G	Burlington Trkg	CDL Company	1/6/2023	2
MAGALLON, DANIEL	Wallula PCA Dedicated	CDL O/O	1/19/2010	15
MEDRANO, OMAR M	Wallula BCT	CDL O/O	1/14/2014	11
MOBLEY, NORMAN D	Fairfield Trkg	CDL Company	1/8/2024	1
MONTGOMERY, ALTON L	Waco Container	CDL Company	1/22/2007	18
NAPIER, HEATH A	Middletown Trkg	CDL Company	1/4/2023	2
REED, JOHNNY K	Wallula BCT	CDL O/O	1/31/2022	3
RUSSELL, CLARK D	Waco Container	CDL Company	1/2/2018	7
SAPIEN, AGUSTIN	Wallula BCT	CDL O/O	1/24/2024	1
SMITH, SCOTT D	Wallula Container	CDL Company	1/18/2021	4
WELLINGTON, DALE	Waco Container	CDL Company	1/8/2024	1
WEST, CHANCE C	DeRidder Trkg	Mechanic	1/11/2021	4



Violations, out-of-service of one O/O affects entire fleet

In reporting CSA numbers for December, Randy Bailey, Manager of Driver Services and Safety, pointed out that a single driver with multiple violations can damage numbers for the entire fleet and affect the probability fleet trucks will be inspected more often.

CSA stands for Compliance, Safety, Accountability ... FMCSA's date-driven compliance and enforcement program. Data is collected in seven areas (we report only five each month)

Despite several clean inspections that would eventually improve scores, one Owner-Operator had two Hours of Service violations and two Out-of-Service orders for maintenance. That resulted in an increase in



the Hours of Service Basic that exceeded the Intervention Threshold.

Scores are determined based on data collected in seven categories. Each category has an "intervention threshold" which leads to closer examination of the fleet by audit or additional inspections.

"Scores in the various Basics

lead to an ISS scores that affect every driver in the fleet," Bailey said. There are three categories of ISS score that are considered at roadside inspections. If the fleet has an ISS score below 49, they'll get a pass (note scores in chart below).

The recent violations and Out-of-Service incidents lead to a jump in the ISS score in October and November from 45 to 86. At that level, the BCT fleet can expect inspections until scores come down again.

"Clean inspections, those with no violations and no out-of-service orders, will lower scores over time" Bailey said. "It makes attention to your daily pretrip inspections and immediate repair of safety issues critical."

CSA Reports for Owner Operators and Company Drivers

7%CSA BASICS	UNSAFE DRIVING	HOURS OF-SERVICE	DRIVER FITNESS	VEHICLE MAINT.	CRASH IN-DICAT.	ISS Score
Intervention Threshold	65%	65%	80%	80%	65%	
BCT, Inc.						
Oct. 8, 2024	7%	53%	0%	72%	53%	45
Nov. 5, 2024	7%	54%	0%	72%	45%	45
Dec. 10, 2024	6%	72%	0%	73%	35%	86
Company						
Oct. 8, 2024	8%	0%	0%	40%	9%	38
Nov. 5, 2024	12%	0%	0%	43%	8%	39
Dec. 10, 2024	7%	0%	0%	46%	5%	40

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

Improving

Alert



Some BCT Owner-Operators have earned
\$1000's extra in just six months!



You could too!

If you're an Owner-Operator
Recommend a new
Owner-Operator to
BCT and earn cash!

You get paid:

★ when they sign on

★ after six months

& One cent for every

★
Plus

mile they run

"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

Call Recruiting Manager

★
Pat Robinson

800-544-5989, Opt. 5



★
Openings now available!

ALL
FLEETS



Kudos



Large group of drivers applauded

Shane Nordoff
Area Operations Mgr.

I would like to shout out these Ohio drivers for having an outstanding month. We had 17 drivers out of Ohio that had 0 harsh events. We had 3 drivers with only one harsh event:

Randy Lane, Warren Back, Scott Rucker, Jeffrey Roberson, David Purdue, Ken Honeycutt, Josh Garner, Nancy Higley, Heath Napier, Danette Sanders, Rob Williams, Bryce Taylor, Wes Cartwright, Daniel Glass, and Scott Livelsburger

In Wisconsin, we had an impressive 17 drivers with 0 harsh events in the month of December. We had another 6 tractors with only one harsh event

Mark Brandenburg, Jason Shank, Ramon Rodriguez, David Fajardo Jr., Eugene Smith, David Fajardo Sr., John Dallas, Richard Nelson, Jose Lazaro, Josep Ornelas, Mike Kroner, Scott Moore, Abraham Gonzalez, Gene Kolff, William Robert, Brian Drell, and Kevin Smalley

Special Shoutout to our top performers of the month

Milwaukee : **Jason Shank** 5,847 miles and 0 harsh events with a speed percentage of 0.6%

Milwaukee: **Mark Brandenburg** 6,602 miles and 0 harsh events with a speed percentage of 3.1%

Burlington: **Richard Nelson** 5,741 miles and 0 harsh events with a speed percentage of 0.5%

Burlington: **Jose Lazaro** 5,432 miles and 0 harsh events with a speed percentage of 0.9%

Newark: **Bryce Taylor** 5,789 miles and 0 harsh events with a speed percentage of 4.3%

Middletown: **Jeffrey Roberson** 5,795 miles and 0 harsh events with a speed percentage of 1.3%

Fairfield: **Josh Garner** 3,914 miles and 0 harsh events with a speed percentage of 5.2%

Collins celebrates 20-year anniversary

From Ron Bates
Area Operations Mgr.

Please help me congratulate Cory Collins on 20 years of service. Cory continues to make a huge impact at the Mill and with

the drivers. The DeRidder Dedicated team has seen a steady increase in business year over year, and Cory has played a big part in leading his drivers to do it safely.

Thanks for all you do Cory, I'm so glad you are a part of our team!

Top drivers post top fuel economy

From Robb Roop
Columbus Terminal Mgr.

Congrats to these Columbus Drivers:

Top MPG: **Jason Britton, Todd Garrity, Allen Hawkins, Bill Haddix, and Matt Hurley**

Top Idler: **Matt Hurley, Tommy Asbury, Mike Frazer, Don Gilpin, Darren Newell.**



Here's a photo of Commerce drivers Daniel Getchel (Left) and Andrew Rodriguez (Right) grabbing Christmas gifts from our tree. Drivers received LED headlamps and leather work gloves.



Photos show Waco Terminal Mgr. Stephanie Proctor presenting awards to two Company Drivers. Receiving his award for 15 years is Chris Hollister (above) "Chris has been a valuable asset to our Waco fleet," Proctor said. "His experience and knowledge of our customers is invaluable. Chris is always willing to help out when we need him." Receiving his five-year award is Wayne Willis. Said Proctor: "He always has a smile on his face and he is willing to help out wherever we need him."

Check your headlights and taillights

The days are getting shorter, which means you will spend more time traveling at dusk or when it's dark out. Prepare for longer nights by ensuring your headlights and taillights are in good working condition.





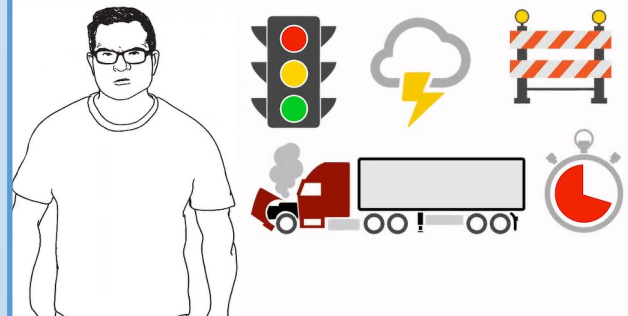
1st Quarter '25

Driver Wellness

DRIVER WELLNESS

- STRESS
- SLEEP APNEA
- GENERAL FITNESS

Online Safety Training



Go to: www.protread.com/

1. Click Pro-Tread "User Login"
2. Login: User ID: YourName (no space between names)
User ID: YourName (again, exactly the same)
3. Site ID: Type in "200744"
4. Click "Login"
5. Chose "Lesson Menu"

6. Choose "All Lessons By Title"
7. Choose "Driver Wellness"
8. Disclaimer ... Choose "Accept"
9. Lesson loads and starts automatically
10. You see "Congratulations" when completed.

Click "Stop" button to get credit for completing the lesson.



Safety training for
Professional Drivers of PCA & BCT