

KENNESAW TRANSPORTATION NEWSLETTER



**Kennesaw's Annual Christmas
Open House**

Winter Weather Driving Tips

DECEMBER 2024

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**KENNESAW
TRANSPORTATION
CHRISTMAS
OPEN HOUSE**

**AWARDS, FOOD, SANTA, RAFFLE GAMES
+ MUCH MORE**

- + COFFEE & DONUTS STARTING @ 9:30
- + DRIVER OF THE YEAR AWARDS
 - + \$10K AWARDS
 - + LUNCH @ 11:30
- + FAMILY PHOTOS WITH SANTA

MONDAY, DECEMBER 23RD

A DAY FULL OF FUN FOR THE WHOLE FAMILY

DRIVERS

HOLIDAY PAY



THANKS-
GIVING
\$300

CHRISTMAS
\$400

NEW YEARS
\$100



**RUN THANKSGIVING,
CHRISTMAS, AND
NEW YEARS - TAKE
HOME \$800 TOTAL!**
.....

UNDER A LOAD ON
ONE OF THESE
HOLIDAYS? ENJOY
YOUR MEAL ON US!
SUBMIT YOUR RECEIPT
TO BE REIMBURSED UP
TO \$25.

*****RECEIPT MUST BE FROM
A MEAL PURCHASED ON
THE HOLIDAY ITSELF.*****





COMPANY CULTURE OCTOBER DRIVER LUNCHEON



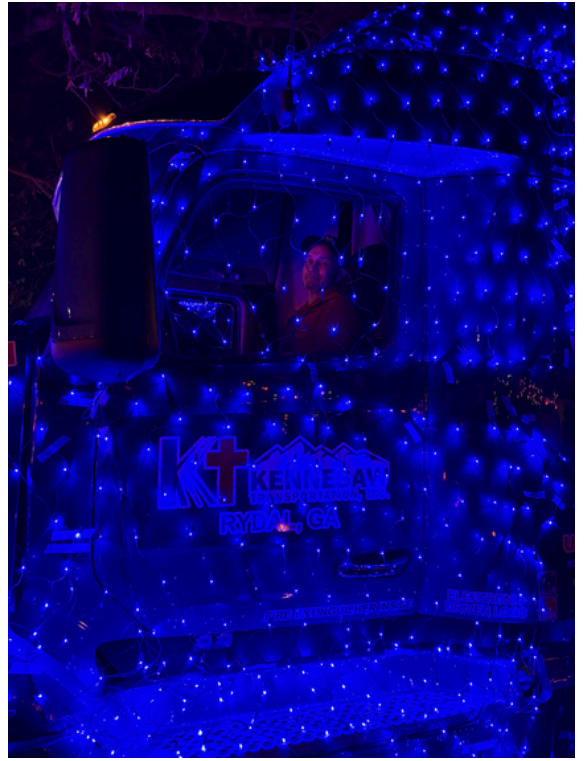


COMPANY CULTURE NOVEMBER DRIVER LUNCHEON





COMPANY CULTURE CHRISTMAS PARADES





MERRY CHRISTMAS & HAPPY NEW YEAR

A MESSAGE FROM KELLY PATRICK

As we gather to celebrate the holiday season, let us remember that Jesus is the reason for the season. Christmas is a time for joy, reflection, and togetherness. It provides us with an opportunity to look back on the year and appreciate our journey together. I am incredibly proud of what we have accomplished as a company in such a challenging economic year, and I am excited about the possibilities that 2025 holds.

I want to express my gratitude for your dedication and for consistently bringing your best selves to work each day. Your creativity, resilience, and teamwork inspire me, and it is truly an honor to work with such a fantastic group of individuals.

To our outstanding truck drivers, thank you for your relentless efforts in ensuring that goods are delivered safely and on time, regardless of distance or weather conditions. Your commitment plays a crucial role in keeping our operations running smoothly and our customers satisfied.

As we celebrate this holiday season, I hope you take the time to recharge and spend quality time with your loved ones. Let's carry the spirit of Christmas—hope, love, joy, and peace—into the new year.

Praying you all have a very Merry Christmas and a prosperous New Year!



SAFETY

A MESSAGE FROM YOUR SAFETY TEAM

Safety Message

We continue to see an increase in dirty inspections in CA, NM, AZ, and OK with vehicle maintenance and unsafe. These costly mistakes can be avoided by conducting a proper pre-trip and post-trip inspection and paying attention to your surroundings. Watch your speed and always adjust your speed in different driving conditions.

Permits

This is a reminder always to double-check your permit book and make sure all the required permits, insurance cards, and vehicle registrations are current and up to date at all times! Please let your Safety department know if you have any questions, and feel free to bring your permit book by Safety to ensure you have everything and that it is current. Also, please ensure you have picked up any updated permits and stickers if you still need to. They all expired on December 31, 2024.

Chains

In the winter, snow and slippery roads can make mountain driving challenging for truck drivers, and tire chains may be necessary to ensure your safety and those around you. Below are steps to follow when chaining up.

- Lay out the chains. Chains often hook onto one another, so some untangling may be necessary.
- Clean off the hooks.
- Drape the chains over the tire, with at least one of the chains falling to each side; make sure the hooks are facing out, and the tensioners are open.
- Connect the chains
- Check the number of links; make sure you have the same number of links on the inside of the tire as you do on the outside of the tire.
- Tighten the chains using the tensioning tool; do not overtighten, as they must rotate around the tire.

How many tires need to be chained on a semi-truck?

- The number of tires that need to be chained varies based on weather conditions and state laws; truck drivers generally must chain the tires of at least one drive axle.
- Always look up the regulations of the states you will be driving in for their state laws.

How fast can you drive with chains on a semi-truck?

- When using chains, it is best to take it slow. Try not to exceed 30 mph.

If you are not comfortable driving in inclement weather, please find a safe place to stop and communicate with your dispatcher



SAFETY

A MESSAGE FROM YOUR SAFETY TEAM

Winter Weather

As winter weather conditions continue to sneak up on us, even the best driver knows it only takes one moment of complacency to make a costly mistake.

Please keep in mind the following winter weather driving tips:

- Watch for brake lights on the vehicles ahead of you.
- Clean the ice and snow off mirrors, windows, and lights.
- Use your air conditioner to help keep windows defrosted.
- Be extra careful on entrances and exit ramps.
- Be aware of bridges. Their surfaces freeze first and can be more slippery than the roadway.
- Don't drive in the ruts of other vehicles. Their spinning wheels have probably packed the snow into ice.
- Accelerate/decelerate carefully and gradually.
- Slow down. Speed decreases traction. Slowing will increase your transaction.
- Always keep in mind the importance of following distance.
- Plan routes accordingly
- Perform complete and thorough vehicle inspections to ensure everything works before setting out.
- See and Be Seen. Be aware of your surroundings. Look ahead, AND Keep Your Eyes Moving.



OPERATIONS

A MESSAGE FROM YOUR OPERATIONS TEAM

Samsara

We need your help. Please note that you must be using the manual arrival and manual departure at all shippers & then manual arrival and empty call for delivery on every load in real time on your Samsara tablet. When this is not done correctly, we cannot give accurate and timely information to the customers. Many of our customers hold our freight to a scorecard based on our performance in both timely updates and on-time pickup and delivery appointments. Please contact your fleet manager if anyone needs additional guidance or direct assistance. We also have user guides in Operations to help you navigate your tablet's routes. Please don't be shy; let's work together to get it right.

We are also hearing from many drivers that they do not see their incoming messages on Samsara. Remember that your messages tab runs similarly to a text message log and continues to stack up. It is a good practice to be sure you are scrolling through your messages a few times daily to ensure you have not missed any communications. Unfortunately, there is no way for Samsara to highlight unread messages or separate them.

Service To Our Customers

Please know how critical it is to make on-time pickups and deliveries to our customers. We need to know if you have issues that prevent you from being on time, whether it is your hours, not feeling well, breakdowns, etc. This proactive communication with operations will allow us to repower the load to keep service to the customer or pass the info along to the customer if we cannot do service. Some of our freight is drop and hook for delivery ASAP, while others are strict appts. ALL loads must arrive by the time that they must be met.

Routing

Lately, there have been several instances where drivers have been out of route, stating they were following their GPS. This negatively impacts you and the company. It is always a best practice to look ahead in your trip against the routing you receive with each dispatch via Samsara and whatever method of directions you use. Please be mindful of your location and where your route is taking you, as it may not be the most practical when using a GPS. An example of this is for loads going into and out of the NW states during the winter; we ask that you avoid I-80 as this can be an area with more significant weather impacts and take I-90 instead, as this tends to be a clearer, easier path during winter weather. Your routing will come over with a VIA-POINT to change your route in Samara to accommodate this mileage and directional change. Please keep your line of communication with your Fleet Manager open and discuss any questions with them in real-time.



RECRUITING

A MESSAGE FROM YOUR RECRUITING TEAM

The Family Plan

We are excited to welcome Kaikethia to Kennesaw as part of our “Family Plan Team”! We want to remind all our drivers about the fantastic Family Plan program at Kennesaw Transportation. This initiative allows experienced drivers to team up with a family member or friend who is a new driver. As long as one driver is experienced and both applications are approved, you can join our team under this unique plan.

This program provides an excellent opportunity to support your loved ones in their driving journey and allows you to work alongside someone you know and trust. Additionally, there are great benefits to being a trainer here at Kennesaw Transportation.

If you have any questions or would like to learn more about the Family Plan, please don't hesitate to reach out to one of our recruiters. They will be happy to provide you with all the details. Let's drive success together!

Orientation - We Want To Hear From You

Here are a couple of pictures from a recent orientation at Kennesaw Transportation. We are always looking for ways to enhance our weekly driver orientation experience, and we welcome any suggestions or ideas you may have to help us improve. Our goal is to ensure that every driver who joins us feels supported and valued, with the hope that they will build a long and fulfilling career with Kennesaw Transportation.

We are committed to making your transition from one company to another as smooth as possible, and your feedback is invaluable in achieving that. Please feel free to contact Kelley Jones at (800) 624-2024 x1228 or via email.





Keep It Moving!

By Pete Smith

It is often said of our work: “If we are not moving, we are not making money.” The only way to thrive in trucking is for the truck to constantly move. Sometimes, the truck moves day and night. Miles are exchanged for dollars, and dollars are traded for essential things needed to sustain life. Fear reminds us that we are in deep trouble if the truck stops moving. No one likes breakdowns. There is nothing worse than being stuck and unable to move. Every day, we wake up with determination to move the truck. Let’s give a big shout-out to moving...ROLL ON!

Life is lived in motion! The truck does not move by itself. It is mechanical. A human must repair, maintain, and drive the truck. A creator creates movement. The truck is just an object that carries that motion. You are the power source of movement. You have the ability to make things happen and move things forward. This applies not only to your truck and career but to every aspect of life. It’s up to you how things move in your life. Your life depends on it!

God created us with many moving parts. You are alive because your blood is moving through your body right now. All things should remain in motion because life is in constant motion. Life’s biological, physical, mental, and spiritual dynamics are designed to keep us moving. Our lives can end up in breakdown when these components of life stop moving. The only way to live is to keep it moving!

The Bible tells us the story of the Israelite people. Their life was controlled in slavery for over 400 years. This was no life for anyone to live. There was no hope in sight for anything to change. When the Israelites turned to God, He provided relief and promised a special place to thrive and live. God directed their journey, but they were assigned to “Keep it moving.”

Exodus 13:21 The LORD went ahead of them. He guided them during the day with a pillar of cloud and provided light at night with a pillar of fire. This allowed them to travel by day or by night.

The presence of God was present and in motion. It empowered the people to move out of bondage. The cloud and the fire were literal. The people had to decide to keep moving in the direction and presence of God. Great living was ahead of them and required them to keep moving!

What areas of your life are not in motion? Are you in breakdown mode with faith, relationships, finances, or unforgiveness? God can help you set things in motion for your best life, but the outcome also depends on you. You have to keep things moving. Some things have been destructive in your life. However, they do not have the power to destroy you unless you let them stop you. Make some plans today to keep it moving!

Let's give a big shout-out to moving...ROLL ON!



ATTENTION DRIVERS

CHRISTMAS PAYROLL NOTICE

PLEASE BE AWARE THAT THE
PAYROLL CUT-OFF FOR THE
CHRISTMAS HOLIDAY WILL BE
**MONDAY, DECEMBER 23RD AT
7 AM EASTERN.**

**FOR MORE INFORMATION PLEASE
CONTACT CARMEN J.**

caj@kennesawtrans.com

(770) 382-3748 x 1252

OFFICE NEWS - AROUND THE OFFICE

UPCOMING LUNCHEON, EVENTS, & MORE!

Annual Christmas Open House

Join us Monday, December 23rd, for our annual Christmas Open House! Join us for Driver Awards & Employee Recognition from \$10k recipients to Drivers of the Year! It's a day full of fun for the whole family, from games, lunch, Santa, and more!

Details -

- + Coffee & Donuts Starting @ 9:30
- + Driver of the Year Awards
- + \$10k Awards
- + Employee Spotlights
- + Department Highlights
- + Lunch @ 11:30
- + Family photos with Santa
- + Hot Chocolate Bar
- + Face Painting
- + Cookie Decorating With Ms. Clause
- + Games & Door Prizes



OFFICE AROUND OFFICE

NEWS - THE

UPCOMING LUNCHEON, EVENTS, & MORE!

New Customers Coming

We appreciate the hard work our Sales Department is doing to bring in new freight to Kennesaw. That said, our service is essential for ensuring that freight continues to flow for everyone involved in hauling. As we approach winter, it's important to note that freight activity typically slows down across the industry. Still, we are reaching out to all our customers for any available loads to help keep everyone moving and miles up.

With that being said, we expect an increase in team loads entering the Northwest region during this time. Please be mindful of the weather when planning your trips. Bring extra supplies and allow for additional travel time to accommodate any slow-moving road conditions and ensure your safety.

If weather conditions become unsafe, prioritize your safety and inform dispatch that you need to shut down until conditions improve.



OFFICE NEWS - AROUND THE OFFICE

EMPLOYEE SPOTLIGHTS

Employee Spotlight

We want to take a moment to celebrate and thank our professional drivers, Mike B. and Barry S. We received a call praising the team of drivers for their professionalism and safe driving. The caller highlighted their excellent driving manners.

Employee Spotlight

We would like to congratulate Brandon B., Tyler A., and Howard Brown from our Maintenance Department for recently obtaining their CDL!



OFFICE NEWS - AROUND THE OFFICE

EMPLOYEE SPOTLIGHTS

Welcome To Kennesaw

We are excited to announce Ty Rogers as our new IT Systems Administrator.

Ty was born in Georgia and currently lives in Cartersville. He has enjoyed computers and technology for as long as he can remember and has a Bachelor's degree in Information Technology from Kennesaw State University.

In his free time, he enjoys visiting new places, 3D printing, video games, and the occasional hike. Ty is looking forward to getting to know the team better and hopes to utilize his skills to support our IT infrastructure in the years to come.



Welcome To Kennesaw

Patrick Bushue is the VP of Sales for Kennesaw Transportation. He has over 40 years of experience in all phases of the trucking industry, with the last 20 years being in National Sales. He was mentored by both his father and father in-law, whose transportation experience dates from back to the 1950's. Pat and his wife enjoy spending time with their kids and grandchildren along with searching for Bigfoot in the North Georgia mountains.



OCTOBER 2024

We want to acknowledge our top Team and Solo Drivers each month. These Professional Drivers go above and beyond, ranking as our top performers in the company. We are truly grateful for your hard work, dedication, and perseverance, which serve as an inspiration to us all. Keep on trucking!

SOLOS

Johnny D. – 12,399 miles
Sammy N. – 11,912 miles
Derrell H. – 11,792 miles
Fredrick A. – 11,589 miles
Ronnie C. – 10,927 miles

TEAMS

Leonard A. / Brian C. – 31,275 miles
Derrick D. / Cedric R. – 28,365 miles
Alice M. / William C. – 27,558 miles
David B. / George G. – 27,534 miles
Angela M. / Jerry M. – 27,335 miles

TOP RUNNING TEAMS & SOLOS



NOVEMBER 2024

We want to acknowledge our top Team and Solo Drivers each month. These Professional Drivers go above and beyond, ranking as our top performers in the company. We are truly grateful for your hard work, dedication, and perseverance, which serve as an inspiration to us all. Keep on trucking!

SOLOS

Sammy N. – 11,608 miles

TEAMS

Shannon W. / Ronee W. – 26,048 miles

Anthony H. / Quayde H. – 24,990 miles

Gary L. / Carl S. – 24,252 miles

Romell T. – 23,826 miles

Valeria S. / Richard R. – 22,712 miles

Jackie S. / Joseph S. – 22,456 miles

TOP RUNNING TEAMS & SOLOS



**"FOR TO US A CHILD IS
BORN, TO US A SON IS
GIVEN, AND THE
GOVERNMENT WILL BE ON
HIS SHOULDERS. AND HE
WILL BE CALLED
WONDERFUL
COUNSELLOR, MIGHTY
GOD, EVERLASTING
FATHER, PRINCE OF
PEACE".**

ISAIAH 9:6-7

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TRANSPORTATION



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