



Winter 2009

Regal Times



Successful 2008 follows with 2009 Challenge

REGAL REMINDERS.....!!!

- Time again to take advantage of a great tax saving plan through the Section 125 benefit. Get your forms to Ken by 1/1/09.
- January is OPEN ENROLLMENT for your 401k plan
- January is also OPEN ENROLLMENT for both dental and PA health insurance (March is open enrollment for BCBS of WNY participants)

While uncertain economic news fills the internet, newspaper, radio and television, we certainly have much to be thankful for at Regal Service heading into the new year.

Our economy continues to provide challenges, but over the past few years we continue to see how our company proactively evolves in a positive and realistic manner.

The recent employee meeting provided everyone an opportunity to better understand and appreciate Regal Service as more than a trucking company. We are a family. A growing family. And like most families we have a few "odd uncle's" but for the most part....WE GET IT.

Both individually and collectively the combination of working together and understanding the positive implications of employee ownership

have truly taken off.

Many of us have been raising more questions about the value of our ESOP and the recently declared \$200,000 dividend. The announced 401k matching allows even more positive options to consider in a difficult investment market.

We understand the importance and direct cost influence of our decisions. While some competitors feel reduce pricing is the only way to gain market share, Regal continues to prove predictable service combined with reasonable pricing are the most important decision elements.

The combined efforts of our shop, operations department and safety department, working with the drivers have provided a marked improvement in our fuel savings.

We've successfully finalized

healthcare coverage for 2009 as well as set up an administrative process with HBKW. This allows a greater degree of attention and health option insight from a company Regal has been doing business with for over 20 years.



But it's your continued, genuine effort supporting those in need through the various Regal sponsored charitable activities which clearly underscores our blessings and our responsibility to make life better for those less fortunate.

Thank you for being part of a truly unique company.

REGAL FINALIZES 2009 HEATH COVERAGE PLANS



Health America coverage returns to Regal Weekly Employee Contribution

While Regal's dental and healthcare coverage with Blue Cross / Blue Shield of Western New York will continue (with modifications), employees currently covered through Highmark Blue Cross/ Blue Shield will now be covered under a policy with Health America (effective 1/1/09).

As in year's past, we've attempted to mirror coverage's and costs for both NY and PA employees and feel fortunate being able to continue providing these benefits.

	Health America		BCBS of WNY		Dental	
	Current	1/1/2009	Current	1/1/2009	Current	1/1/2009
Single	22	25	22	25	4	5
2 Person	N/A	N/A	65	70		
Parent & Child	65	70	N/A	N/A		
Husband & Wife	72	77	N/A	N/A		
Family	83	90	83	90		
Other					10	11

2008 Employee Meeting Recognizes EXCELLENT overall effort



After a rare video short launching President Bowser's grass roots entry into national politics, the 2008 Regal Employee Owner meeting kicked off in grand fashion at the Erie Convention Center.

This year's meeting provided something for everyone as we recognized long-term individual driver achievement as well as current safety and fuel mileage leaders. This led up to the 2008 Driving Force award presentation to Russ LeFever.



Congratulations!



Regal's Overall Safety Record...OUTSTANDING

As a company, when you achieve good, overall safety compliance within your fleet, it represents many positive "dominos." First and foremost, you know you're driving with a company who wants you to have enough time to safely and economically make your scheduled delivery and pick up.

The numbers represented in the chart to the right represent significant achievement. It also tells you what the DOT inspectors see when they bring up Regal's ID number.

Great Job!

Inspection Selection System (ISS-D) Recommendation* (As of November 21, 2008)	
Carrier Name:	BOWSER REGAL INC
US DOT #:	351500 MC #: 155759
ISS Inspection Value:	29
ISS Recommendation:	PASS
Basis for Recommendation:	Safety

Recommendation	ISS Inspection Value
Inspect (inspection warranted)	75-100
Optional (may be worth a look)	50-74
Pass (no inspection required)	1-49

1st Quarter Driver Training



Bridge Laws

Understanding legal weight requirements. This will include axle weight limitations and 5th wheel, trailer tandem adjustments.

Proper Loading / Securing of Freight

Process for dropping / securing trailers

Parking at the Truck Stop

DOT Health Warning

The Department of Transportation recently announced their intent on focusing even more on the general health condition of all drivers requiring a valid commercial drivers license.

Maintaining a valid DOT medical card will be mandatory for a CDL to remain valid. CDL holders who require a constant medical card recertification will become

costly to keep. Drivers will need to put some serious thought into changing their habits in the very near future if they want to continue to be medically qualified to drive a commercial vehicle (we've already had a driver suggestion to begin a "Biggest Loser" contest).

The Priority Care staff had also stressed the importance of our Body Mass Index (BMI),



together with neck measurements and other variables to be used in assessing future health requirements.

Over the winter months, Regal Service will be qualifying it's own Wellness Program with an expected Spring launch.

Keep informed and provide your own insight when the time comes to participate.

HEALTH

WORKSITE HEALTH PROMOTION

Workplace Wellness: A Wise Investment Promoting a Healthy Lifestyle Beneficial to Everyone

Don't think anyone is surprised by the fact our company's health insurance renewal costs for 2009 have increased.....substantially.

This isn't about going into a long "song and dance" to change the world. It is about suggesting we put our thoughts together and develop a rewarding wellness plan that goes beyond brochures and motivational tapes. It will take some time to develop a realistic wellness plan based on the profile of our company, but your help is important. We're a pretty creative bunch and I can't think of anything more important than paying a little more attention to our long term health....More to follow.



Regal Service presents Leroy Mullen ...with the coveted JTM Golden Hairnet Award for 2008



"Before I forget, here's your dental plan"

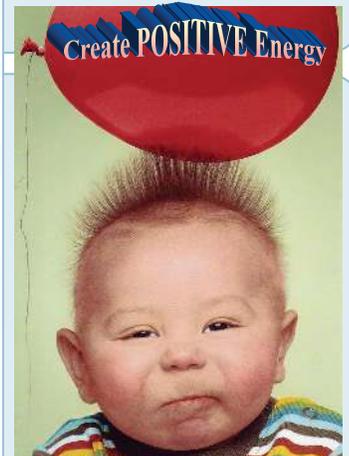
Local Veterans Honored



Together with the effort of local volunteers and with local news cameras running, a monument honoring the Ripley veterans was dedicated appropriately enough, this past Veteran's Day.

Pictured are Regal's own Bob McIntosh who served in the U.S. Marines from 1972 through Dessert Storm in 1994. Next to Bob is his dad. (and Regal favorite).. Jim, who served during WWII in the Army Air Corp.

The Regal Relief Committee is a volunteer effort focused on helping children, veterans, and local families in critical need of basic necessities. They meet once per quarter.



ESOP Committee Member Changes for 2009

The ESOP Committee began over 10 years ago. Through the years many of the employee owners have stepped up to provide their time and effort helping to create the positive and unique features of Regal Service.

Bob McIntosh and John Olson have served you on a volunteer basis, for nearly 3 years and their efforts have been outstanding.

Terry Nickerson and John Best

have now stepped up. Together with Scott Carlson, they will now serve on the ESOP Committee. This also means they will participate as members of the Accident Review Board and Regal Relief Committee.

Typical of Bob and John, they have asked to remain an active part of the Regal Relief Committee.

When you see these volun-

teers, thank them. They represent the company well and have nothing but the company's best interests at heart.

- John Best
- Scott Carlson
- Terry Nickerson
- John Olson

- Scott McFeely
- Bob McIntosh
- Jon Kunselman
- Tonya Martin



Regal Relief 'Giving Momentum' Keeps Going



It's difficult to put into words the outpouring of generosity Regal Service "Secret Santa's" have provided to many local, worthwhile charitable organizations. But a look at the one picture of Scotty's office might help tell the story. WOW!

These organizations you Secret Santa's have helped include the Holy Trinity Lutheran Church, Project Love, Crime Victims Center, Ripley Summer Reading Program, Toys for Tots, Children's Christmas Tree and gifts too many to try and describe for families sponsored through the Community Shelter.

Our Regal Relief Volunteer Team continues to grow with many of the commit-

tee members pictured in this newsletter.

Their "mission" is our mission and it doesn't stop once Christmas is over. Watch for announcements explaining ways where your direct or indirect involvement will reach someone in need.

This Christmas, Regal has again sponsored a family with 5 daughters ranging in age from 8 to 16. Presents were purchased during a Saturday afternoon shopping trip. Extra funding and generous gift donations helped support many more families in hopes of a merrier Christmas.

The "Toys for Tots" campaign was again an over-

whelming success as 3 bins were overflowing with even more gifts of generosity than last year's record collection.

Your anonymous good will gestures throughout the year in support of employees and their families in critical need was heartfelt and compassionate.

Thanks to all of you for your continued generous and giving nature.

Scotty's meeting video along with the Crime Victim Center video showing how our company is successfully behind the scenes, reaching out to those in need should make us all feel proud of the type company we want and need to be.



"Kindness causes us to learn, and to forget, many things."

