

REGAL TIMES

Check out our NEW WEBSITE

By Brock Moore

We are pleased to announce the launch of our brand new website!

After three months of hard work and dedication, we are delighted to officially announce the launch on April 1, 2019. The new site launch is available and the URL is www.regalservice.com



Our goal with this new website is to provide our visitors an easier way to learn about Regal and the services and solutions we provide and also to allow the visitor to browse information based on their own choice. The new website is interactive and gives better access to About Us, History, Transportation, Warehousing, Logistics, Marketing, Careers, Newsroom, Contact Us, and Global Links to Employee Retirement Funds. Our current and prospective clients will find useful information about our services on the website. The Client List & Testimonials will highlight the high profile clients we work with and outline the value created for each client as a result.

Amongst the new features, the site contains integrated social media buttons for Facebook, Twitter, YouTube, Instagram and LinkedIn to foster improved communication with the clients and employees alike. We will be constantly updating our content with helpful information, articles, blogs, newsletters, company announcements and client successes in the News and testimonial sections.

We hope you find the new website with a fresh look, easy to access information and we also wish to establish this portal as a source of information for those who visit our site.

For any questions, suggestions, feedback or comments, please Email us at info@regalservice.com

The image shows three screenshots of the Regal Service website. The top-left screenshot shows the homepage with a dark header featuring the 'Regal Service' logo and the tagline 'EMPLOYEE OWNED. FAMILY OPERATED.' Below the header are links for 'CONTACT US' and 'CAREERS'. The main content area has a dark background with a blurred image of a truck on a road. The bottom-left section is titled 'TRUCKING' with a sub-section about reliable equipment and on-time delivery. The bottom-right section shows icons for 'TRUCKING', 'WAREHOUSING', and 'LOGISTICS'. The top-right screenshot shows the 'COMPREHENSIVE WAREHOUSING SERVICES' page, which includes a large image of a warehouse interior with stacks of pallets. The bottom-right screenshot shows the 'EMPLOYEE LOGIN' page, which features a red arrow pointing from the text 'Employee Login is the same as your online Training Login' to the 'LOGIN' form.

The image shows the 'EMPLOYEE LOGIN' page of the website. It features a dark header with the 'Regal Service' logo and a navigation bar with links for 'HOME', 'ABOUT', 'SERVICES', 'CAREERS', 'NEWS', 'CONTACT', and 'EMPLOYEE LOGIN'. The main content area has a dark background with a blurred image of a laptop screen showing the Windows desktop. The center of the page has a 'LOGIN' form with fields for 'Username' and 'Password', and a link 'Forgot your password?'. To the right of the login form is a 'BENEFITS INFORMATION' section with links for 'ESOP LOGIN', '401K LOGIN', and 'TRAINING'. A red arrow points from the text 'Employee Login is the same as your online Training Login' to the 'LOGIN' form.

Follow us on SOCIAL MEDIA

Regal Service is active in many social media platforms. A great way to increase business and company recognition is through promoting and sharing in these forums.

We would love for all employees to follow, comment, share and "like" our Facebook, LinkedIn, Instagram, You Tube and Glass Door company pages. Please encourage your friends and family to join us as well.



Company Store NOW OPEN!

Regal Service now has its very own store! You can access the store through our new website at www.regalservice.com. The link is on the Employee Log In page.

We have partnered with Doritex to provide Regal apparel. You are able to pick the color, style and logo you want. In addition, the item(s) will be shipped right to your home. We have made ordering quick and easy, just provide a credit card and your order will be placed and shipped.



Safety Department

TOLLS, OUT OF ROUTE MILES and

FUEL CONSUMPTION

By Don Undercofler

As employee owners, we all need to take an active role in reducing expenses and increasing profitability. The following three items have been targeted as expenses that can be reduced through driver cooperation and habit changes.

TOLLS: Reducing toll roads by 25% would result in a weekly savings of \$2,000.00. or \$104,000.00 annually. PA Turnpike and Chicago Skyway should be avoided.

ROUTING: North East to York shortest route is 292 miles.

Choosing to run the Interstate highways adds an additional 51 miles onto the trip. Changing your routing on this single run could result in an annual savings of \$25,00.00.

FUEL CONSUMPTION: Utilizing Top Gear, Cruise Control and Auxiliary Power Units (APU) can improve fuel consumption and offer huge savings to the company. We are prioritizing the repair and maintenance on all APUs to assist you in using them daily. If they aren't working, write them up and they will be repaired.

The goal is to be wise in how we operate the business and make smart choices that will save on expenses. By achieving this goal, additional revenue can be made available for benefits and wages. We will be evaluating the routing and driving habits of each employee in the days to come. Be prepared to discuss these topics if you chose to make unwise decisions. We all need to do our part.



In 2018 nearly \$50,000 was awarded to Regal Service employee owners who successfully recruited qualified OTR drivers and diesel mechanic; including the sign-on bonus the new recruit earned.

234 Message

DID YOU KNOW?

- You can call 800-247-2416 X 234 and receive important company news and valuable transportation updates
- There is a new Regal Service 234 Message recorded every week
- It's important to have your personal vehicle's license plate number available when you make the call. It could pay you to listen.

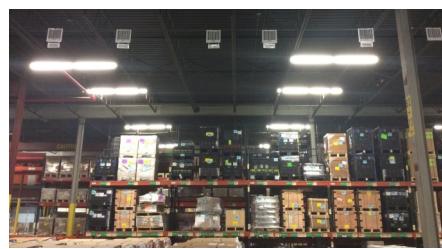


JAWS

By Roger Swezey

The first two weeks of March were the busiest two weeks in JAWS history. JEP requested JAWS to relocate all of the production saw solid rounds, some of the blocks and the unfinished heads to the plant. With the leadership of Nick Bellardo and Rick Cummings, JAWS moved 85+ trailers to JEP in this two-week period. These 85+ loads, were in addition to JAWS normal daily shuttle runs.

The second phase of the Camelot roll out has been completed. This involved moving freight from one area to another to measure and tape 50,000 square feet of the warehouse footprint. All the freight was assigned new default locations and signs were hung for the new placement. This project was spearheaded by Kerry Frederes and Pete Nelson.



ELD UPDATE

By Don Undercofler



If you are experiencing problems with your ELD device and/or tablet, here are some basic trouble shooting ideas. If your tablet is not functioning correctly, you should do the following:

1. Log out of the unit and log back into the unit. This process will allow the system to reboot and will often update and correct the issue you are experiencing. It is wise to do this once a day.
2. Check the connection on the magnetic head under the tablet. If it appears loose, use electrical tape to secure the charging port.
3. If you have been off-duty or in sleeper berth, the system may not change status until you go on-duty or start driving. Once the status is changed, the system will reset.

We are experiencing ongoing issues with the system. It is important that you inform us when these issues arise, but I ask that you go through the above steps first to see if it rectifies the problem. If it does not correct the issue, let me know and we can work through the issue together.

Shop

By Jody Martin



Welcome back to **Bill Collins**. Bill has returned as one of our Diesel Mechanics. We are very happy to have him at Regal.

WELCOME BACK

Tom Duncan has moved from ground maintenance to trailer maintenance. Congrats Tom!



Joe Best has moved from Diesel Mechanic to Local/Short Haul driver. Joe will be missed in the shop, but Operations is happy to have him.

Billing Department

By Donna Sweet

A few simple reminders to keep everyone happy!

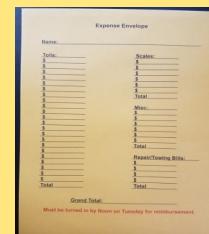
BILL OF LADING - Each BOL should have the proper signatures. The driver needs to write on the BOL, his name and Pro#.

LUMPER RECEIPTS—The driver needs to write his name and Pro # on the lumper receipt. The lumper receipt is attached to the BOL. The BOL and Lumper receipt go into the **TRIP ENVELOPE**.

EXPENSE ENVELOPES—Expense envelopes are turned in at the END of your week, but before noon on Tuesday. The envelope must have the drivers name written on it. All receipts placed in the expense envelope must have the driver's name on it. Expenses include tolls, scales, towing/repairs, truck washes, etc.

FUEL RECEIPTS—Fuel receipts go into your **TRIP ENVELOPE**.

When in doubt about your paperwork, please ask—we are happy to help!



Driving Force Recognition

1999 - 2018

Allen Matters, Lloyd Skinner,
Galen Malcame, Sandie
Carlson, John Olson, Donna
Sweet, Micky Reagan, Tom
Dziubkowski, John Niggel,
Christy Best, Scott Carlson,
Russ LeFever, Cyn Bloomfield,
Lynn Bloomfield, Bill Gutz,
Jody Martin, Gene Hubbard,
Scott McFeely, Mike Davis,
Terry Nickerson & Eric Barton

**THANK YOU FOR A
GREAT JOB!**

Operations Department

By Scott McFeely

SCOTTY'S TOP 5 EXCUSES HEARD FOR DELIVERING LATE

In 26 years of being in dispatch, I've heard some strange, funny, and disturbing reasons why freight was delivered late. Here are my top 5 through the years in no particular order:

1. Had diarrhea at the truck stop and ran out of paper in my stall. I had to wait 2 hours before someone would be nice enough to pass more paper under the stall door.
2. Dale Earnhardt Jr. was at the truck stop passing out free Mt Dew and it took me 3 hours to get to the front of the line.
3. My ex-girlfriend broke into my house and stole my truck keys and held them for ransom until I returned her Peter Frampton LIVE cd.
4. Was held hostage at the TA buffet because they had just brought out fresh prime rib when I was ready to leave.
5. Planters Peanut truck rolled into the parking lot and lost time taking pictures and sampling various mixed nuts.



Driving Under the Influence - Of Allergy Medicine Taken From IDEALEASE Safety Bulletin

Experts suggest that the 2019 allergy season could be more severe in comparison to previous years. With allergy season officially starting, you should be aware that some over-the-counter allergy drugs can seriously impair your ability to drive a Commercial Motor Vehicle (CMV).

University of Iowa researchers who tested allergy sufferers in a driving simulator found that the antihistamine diphenhydramine (found in many allergy and cold medications) significantly impaired a driver's ability to follow, steer, and maintain the correct lane. The study showed that diphenhydramine has more significant impact on driving performance than alcohol does.

When drivers take over the counter medications, they often forget that the medication has effects on their cognitive and motor abilities. It doesn't usually cross their minds that they are taking a drug and will be impaired. Even if they read the warning, it's common to assume that it only applies a few certain people and that "do not operate heavy machinery" means farm equipment or tractors, forgetting that CMV's should be included as well. Also, many drugs carry warnings about drowsiness or dizziness that people ignore. However, this is a serious problem that leads to thousands of vehicle crashes each year. The danger of getting behind the wheel of a CMV when a driver is too tired to drive can be fatal.

Drugs impair our bodies in a variety of ways. They may blur our vision; make us tired or too excited; alter depth perception; make us see or hear things that may not be there; raise or lower blood pressure; react too quickly, too slowly, or not at all. They cause problems with concentrating on the task at hand. These problems can result from taking any type of drug: illegal, prescription or over-the-counter. When our brain function is altered, our muscle and nerve function changes.

Antihistamines - which block allergic reactions - slow down reaction time and impair coordination.

Over-the-counter decongestants can cause drowsiness, anxiety, and dizziness. Drowsy driving is responsible for an estimated 100,000 traffic crashes and about 1,500 deaths every year, according to the National Highway Traffic Safety Administration (NHTSA).

Common prescription drugs (including medications to treat allergies, pain, diabetes, high blood pressure, cholesterol, ulcers, depression, anxiety disorders, and insomnia) can cause drowsiness, affect vision and other skills that can be serious hazards on the road.

Tranquilizers, sedatives, and sleeping pills slow down the central nervous system causing drowsiness and diminished reaction time and impairing the ability to concentrate.

Over-the-counter drugs such as cold and cough medicines, antihistamines, drugs to prevent nausea or motion sickness, pain relievers, decongestants, and diuretics can cause drowsiness or dizziness that can impair a driver's skills and reflexes.

Some drugs may make you feel alert and confident in your driving. In reality of the situation may be quite different. Drugs can fool you into believing you are in control of your driving when you are, in fact, impaired.

Here is a partial list of legal drugs that can - in the right amount - impair your ability to drive:

Anti-anxiety medication, Amphetamines, Barbiturates, Stimulants, Narcotic pain medications, Allergy medicines, Blood sugar medicines, Antidepressants, Tranquilizers, Blood pressure medicines, Motion sickness medication, Ulcer medication, Antibiotics, Anti-seizure medicines, Paregoric, Anti-nausea medicine, Sedatives, Cough syrups, Alcohol-containing medicines, Caffeine-containing medicines, Decongestants

To avoid harming yourself or others, partner with your physician and pharmacist to learn information regarding your medication's side effects, and what drugs are usually safe to combine - especially behind the wheel. Never take more than the prescribed dose, or take anyone else's medicine. Ask for non-sedating forms of your prescriptions if you are a professional driver. Allow your body time to adjust to new medications before you drive. Most importantly, each of us is responsible for knowing the signs and symptoms of being drug impaired before we get behind the wheel of any vehicle.