



THE NAPA NEWSLETTER

Quarter 3~ 2019

A message from the General Manager

Driver appreciation week is quickly approaching. This year National Driver Appreciation Week falls on the 2nd week of September. During this week, we 'officially' recognize & celebrate all of the great Men & Women Drivers of NAPA Transportation. Stay tuned for more details on some of the really fun events that our Human Resources team has planned for everyone this year. Speaking of recognition - **Congratulations to our drivers of the month from May, June, July....** Ervin, Bob & Frank are each long-tenured NAPA drivers whose **commitments to safety** and serving our customers have been significant over the years.



Equipment Update

I'm sure everyone has seen all of the equipment that has been "piled up" in Mechanicsburg over the past few months. While it has occasionally made parking a challenge, the good news is it has been a constant reminder of growth, investment & opportunity. Multiple NAPA Customers including Hershey, New World Pasta and Abbott Nutrition have been using our lot as overflow storage space for trailers. One of the Local Harrisonburg customers has also purchased 65 trailer spaces for the 4th quarter, so expect to see some additional trailers on the lot while traveling thru Harrisonburg as well. While it does create some congestion when we fill the lot with trailers, it really does create a value added service to our customers who are appreciative of our flexibility and willingness to do whatever it takes to provide them with a solution. Additionally, we have in-serviced over **230 pieces of new equipment** over the last 90 days. The list includes **(75) Reefer Trailers, (100) 2020 Wabash Dry Vans, (25) 2020 Freightliner Tractors and (32) Red Kenworth Tractors** designated for our growing Lease Purchase Program. Most of the new equipment is now in service and the majority of the sold equipment has been removed from our properties. Our **Mechanicsburg Shop Team** has done a tremendous job of managing the massive work volume including: in-service, out-service & continuously moving equipment around the lot to keep it organized and safe while maintaining our normal volumes of PM's and equipment repairs.

Customer Update

I am pleased to announce that NAPA has recently added 3 new customers, each of which represents a large opportunity for new drop/hook lanes with strong revenues and miles. **Godiva Chocolatier** out of Reading, PA started in August. Godiva has shipping points in Reading, PA, Allentown, PA and Horseheads, NY. Unilever also started in August with our first two shipping points being Newville, PA & York, PA. **Unilever** is a major food, health and beauty manufacturer that has shipping points all across the US, many of which we hope to begin shipping from as the account grows. Lastly, NAPA will begin shipping **Johnson & Johnson** in early September. We have been awarded business from Lititz, PA and Tobyhanna, PA. We are hopeful to quickly grow both Unilever and Johnson & Johnson to service their Southeast & Midwest shipping facilities, in addition to our Northeast awards.

Lastly, I would like to recognize those individuals who specifically contributed to making our Godiva start a successful one. This list includes employees from multiple departments include Drivers, Operations, Brokerage, Breakdown and Safety. It was a full **TEAM EFFORT** to take over 4 shipping facilities in a 2 week time period and all of the below individuals made significant contributions, leading to a successful startup!

Clyde North, Will Maurer, Terrance Brooks, Norm Smith, Kevin DeChamplain, Larry Schweers, Todd Holland, Kevin Robinson, Regina King, Dorson Hess, Joe Audette, Craig Marlbor, Michelle Stanley, Brian Kanavy, Rob Parry, Cheryl Rudd, Mike Trapp, Emily Raudebaugh, Heather Brown, Andrew Zeller, Dan Holahan, Diane Vancise, Chris Mallow and Jeff Burley.

-Nic Accomando



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DRIVER OF THE MONTH



The Driver of the Month is awarded to drivers who have achieved operational excellence as well as, dedication to keeping the roads safe.

May--Ervin Miller

Ervin has been driving for a total of 13 years and has spent 8 of those years with NAPA. Prior to NAPA, Ervin would see NAPA trucks everywhere and thought he would enjoy driving one! Ervin says he enjoys the **heartwarming & family atmosphere at NAPA**. Ervin enjoys reading the bible and having his daily devotions. Ervin stays active by gymnastics, playing basketball and swimming.

"NAPA treats you with the decency and respect that everyone deserves."

-Ervin Miller

June--Robert Adams

Robert (Bob) has been driving for 55 years and has spent the last 12 years with NAPA. Bob was part of the Payne Acquisition. **Bob says he loves that he gets to be home for the weekends!** Bob is from Danville Virginia and has 4 kids and 4 grandkids. When he's not driving, Robert enjoys spending time with his wife, children and grandkids. Robert also enjoys the outdoors and hunting.

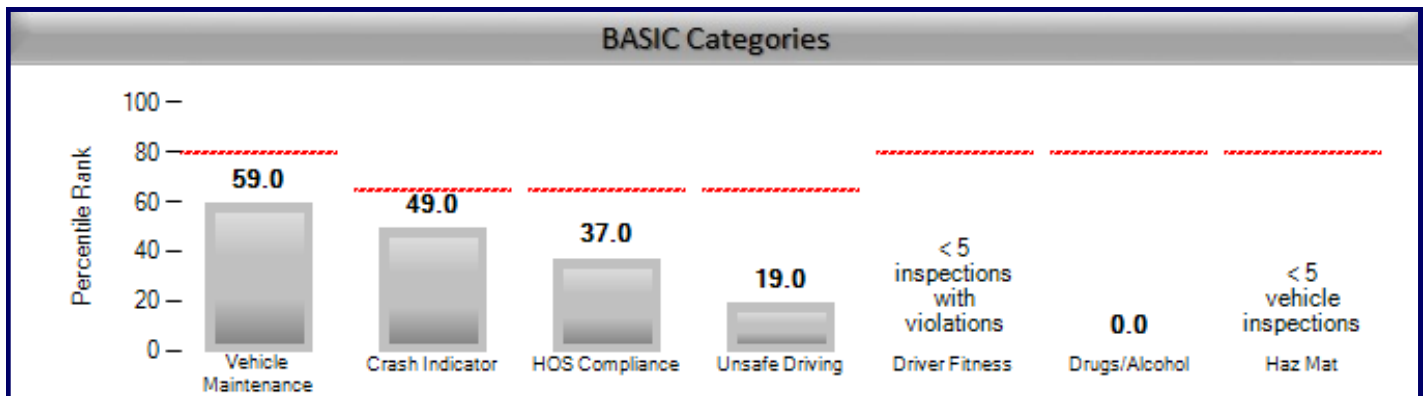


July-- Frank Kerns

Frank has been driving for a total of 9 years— the last 6 years have been with NAPA. Frank says some of the best qualities of NAPA are the equipment, routes, miles, customers, his terminal being local, but most of all the flexibility of his job. He says, **"Having a flexible life-style makes it easier to spend time with my 7 month old, Thomas"**. When he's not working, Frank enjoys spending time with his son and grilling at home. Frank served in the army National Guard for 8 years. His father was had also served in the military, so he joined to honor him. **Thank you for your service Frank (and Frank's father!)**

Safety Department Update

CURRENT CSA SCORES



GEOTAB Conversion Project:



As you know, we are transitioning from Omnitracs/Qualcomm to Geotab as our Hours of Service provider. Geotab allows us to integrate HOS tracking into the NAPA mobile app, which allows you to use the tablet in your truck or your smart phone. The scheduling, installing and training across 3 states and 5 terminals has been quite the undertaking. Along with the switch in providers, we are also making the transition from Automatic On-Board Recording Devices (AOBRD) to Electronic Logging Device (ELD). Our project is scheduled to be completed before the FMCSA deadline of December 16, 2019. See your Driver Manager or Safety for more information.

Personnel Update:

- **Kasey Brough** has recently transitioned from the claims administration into the Orientation Coordinator role. In this role, she will be welcoming every new driver to NAPA and laying the foundation for their success.
- **Katrina Homovich** is the new Claims Coordinator, She brings a wealth of knowledge and enthusiasm with her.
- **Jen Latchaw** is now handling titling and permitting for NAPA's equipment. Jen brings previous title work experience.

Recruiting News:

The Recruiting Team has been working hard to bring the best new drivers to the team. To date, we've hired over 150 new drivers in 2019. **Don't forget, referral bonuses of \$1,000 dollars are being paid to our current drivers EVERY TIME we hire a driver they refer.**

That's easy money for just telling other drivers about how great NAPA Transportation is. See a Recruiter or Safety Representative for more information.



EMPLOYEE REFERRAL
BONUS

Safety is everyone's responsibility!



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Terminal Talk

COLUMBUS, OHIO



On a very beautiful Sunday in August, the Columbus Team and their families went to the Columbus Clippers game.



Pictured (left to right): Tim Etgen & daughter, Katelyn Hartline, Chad Jellison, Gary Hoffman and Davanh Fongsamout & children.



HARRISONBURG, VIRGINIA

The Harrisonburg Terminal is excited about the new GeoTab transition that is currently being installed in all power units. Doug Kearns has been working at the Harrisonburg Terminal to teach the NAPHAR Drivers on the new HOS program. As previously mentioned under the Safety Department Update, we are transitioning from Omnitrac/Qualcomm to Geotab as our Hours of Service provider. GeoTab allows us to integrate HOS tracking into the NAPA mobile app, which allow you to use the tablet in your truck or your smart phone.

Pictured: (Left to Right) Doug Kearns & Tom Kanagy

Terminal Talk

RICHMOND, VIRGINIA

Field Safety Representatives, Anthony Cross & Doug Kearnes travelled to the Richmond Terminal to teach the new Geo Tab system. As previously mentioned under the Safety Department Update, we are transitioning from Omnitrac/Qualcomm to Geotab as our Hours of Service provider. Geotab allows us to integrate HOS tracking into the NAPA mobile app, which allow you to use the tablet in your truck or your smart phone. Along with the switch in providers, we are



also making the transition from Automatic On-Board Recording Devices (AOBRD) to Electronic Logging Device (ELD). Our project is scheduled to be completed before the FMCSA deadline of December 16, 2019. See your Driver Manager or Safety for more information.

Top Picture: Pictured (Right to left): Doug Kearnes, Paul Williams, Louis Mansfield, Quentin Thornton, Kenny Adams, Anthony Cross, Matt Wilson, Shane Bell and Kyle Woodward

Bottom Picture: (Right to left): Lisa Smith, Anthony Savero, Aeran Lambert & Field Safety Rep: Anthony Cross





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Terminal Talk 📍 MECHANICSBURG, PENNSYLVANIA

We are pleased to announce the promotion of **Denny Simpson** as the new **Shop Manager for NAPA Maintenance Mechanicsburg**. Denny joined NAPA Transportation in February of 2016 as our Parts Manager. Under his leadership, we witnessed positive transformations in the areas of Parts management, Tire management and technical training. In his new role, Denny will be responsible for planning and managing the daily operations of the Mechanicsburg shop and the Breakdown Department. As of July 29th, He will be your direct contact for Facilities and Leadership related questions or concerns for the Mechanicsburg shop. We are excited to see where he will lead the maintenance department in his new position! Please join us in congratulating Denny Simpson on his promotion!

Pictured is Denny with his dog, Stella!



NAPA AT THE BALLPARK



What's better than spending a sunny Sunday at a baseball game!? NAPA Mechanicsburg enjoyed theirs in Harrisburg at a Senators game on June 23rd!



TUNKHANNOCK, PENNSYLVANIA



Ernie Smith from Tunkhannock was driver of the month for June!



Mike Dorrence is Tunkhannock's driver of the moth for July!

P & Q Driver Of The Year Nominees



Pictured: Timmy Belcher & Tara Williams



Pictured: Keegan Tymon & George Newell



Pictured: Keegan Tymon & Wayne Salsman

Going the Extra Mile ★ ★ ★

The difference between ORDINARY & EXTRA-ordinary is the little EXTRA!

The Go the Extra Mile award is based upon the concept of promoting team spirit! NAPA Transportation, Inc. recognizes and values the strength in our teams and will continue to encourage and support efforts in building a team environment.

Nominations are made for superior performance and/or contributions by a teammate involving activities such as: internal or external customer service, cost savings, productivity/work processes, or outstanding citizenship.

One (1) \$50 Gift card will be awarded each month to an office and maintenance shop employee who have been nominated by their peers.



Pictured: Jacob Getty



Pictured: Brian Kanavy



Pictured: Molly Kramer

**THANK YOU FOR GOING
THE EXTRA MILE!**



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Driver Focused, [Community] Service Driven.

NAPA is a Proud Sponsor of many Philanthropic Events.

Our 2019 **Strides Against Breast Cancer** Fundraising is continues to be a success! We've been hosting R&K subs sales, walking taco & bake sales, food truck Fridays, dress down weeks, themed basket raffles & more! **This year's goal is \$7,500.** We are now accepting orders for NAPA's 2019 Strides Against Breast Cancer T-Shirt! This year's design will be featured on a black T-Shirt & **will be available in short sleeve for \$15 and long sleeve for \$20. 100% of the proceeds** will go towards NAPA's Strides against Breast Cancer fundraising efforts! Cash or checks will be the accepted forms of payment. Checks are to be written out to NAPA Transportation, Inc. **All orders and payments are due to Zach, in Human Resources no later than, 9/6/19.**

2019 J-shirt design!



This years design has a pink breast cancer awareness ribbon with NAPA Transportation, Inc. on the front and "Driving for a cure one mile at a time" on the back.



Doug Funk was one of the winners of the monthly basket raffles. He won the ultimate home gaming set!



Megan Thompson and her son Oliver, Morgan Smedley, Christina Accomando and her children, Georgina and Patrick Accomando volunteering at Bethesda mission.



Driver Focused, [Community] Service Driven.



On June 1st, NAPA Tunkhannock wrapped up the Relay for Life of the Endless Mountains. The Tunkhannock team raised \$2,051.00 through various fundraisers. NAPA matched what was raised for a **grand total of over \$4,000 to the American Cancer Society!** The Relay for Life movement is American Cancer Society's signature fundraiser dedicated to helping communities attack cancer. Through funds donated, time given



or awareness raised, communities are teaming up to make a difference. The funds raised not only honor survivors and remember loved ones, but also help give cancer patients and their families the resources they need, like free rides to chemo, free places to stay near hospitals, 24/7 helpline for answers & support.



Ernie Smith raising money for Relay for Life!
"Touch a Truck!" Make a donation, explore
a truck and find a fish!



Keegan Tymon & Annalease Donald after
the 5k Color run!

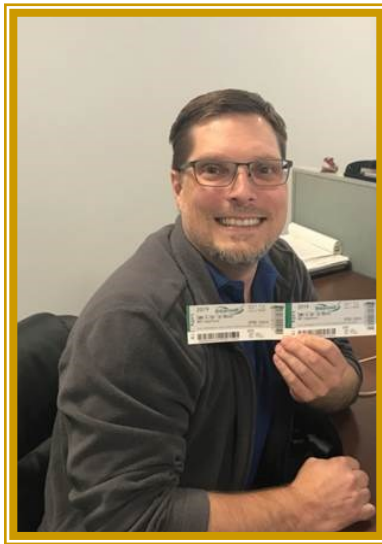
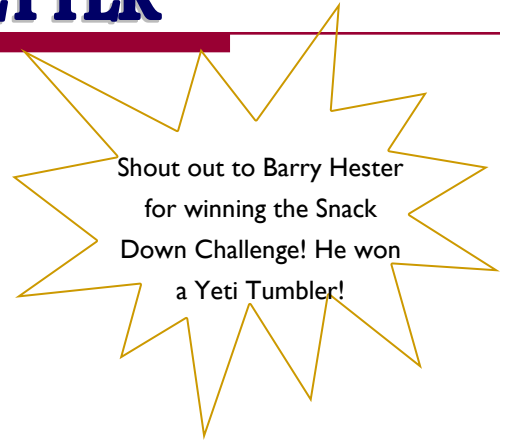


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Did you know If you choose healthy, whole- food snack options with a lot of protein and nutrients, they can help keep you full throughout the day and limit your cravings for unhealthy foods?!

During our July's **Snack Down Wellness Challenge** we learned the difference between whole and processed foods, what is an unhealthy snack and how to choose better snack options!



Gail Myers and Ryan Bell won tickets to Hershey Park for engaging in 30 mins of physical fitness everyday for the month of May!

Exercising regularly is not only necessary for staying healthy and strong, but it's a great stress reliever as well! So make the time, make it fun and celebrate the small successes!



H2O Challenge

DRINKING A RECOMMENDED 6-8 GLASSES OF WATER EVERYDAY IS ESSENTIAL FOR HEALTHY FOR A HEALTHY FUNCTIONING BODY!



Barb Watson won \$25 credit to the NAPA store and choice a cozy fleece jacket for participating in the Snack Down Challenge



Marat Tomaev was the Hello H2O challenge winner!



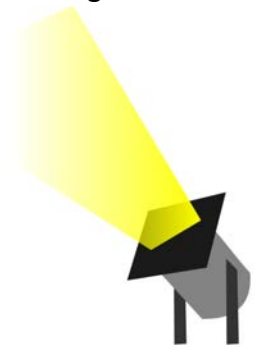
In the Spotlight

Anthony Cross is this quarter's employee spotlight. Anthony recently joined our Field Safety Team. He has been driving for over 25 years and still has a valid CDL. As a former driver, Anthony brings a wealth of driving and safety knowledge. Most recently, Anthony worked in a Driver Manager capacity, where he was the liaison between drivers and upper management. Anthony says that safety is and always has been his passion, since day one of driving.

Anthony is originally from Brooklyn, New York and has been living in PA for the past 15 years. Anthony says his favorite thing about NAPA are his new friendly co-workers! He also enjoys his schedule, as it lets him spend more quality time with his family. He said his goal is to retire here. When Anthony isn't working, he's enjoying quiet evenings or a good history movie. He's passionate about sports and helping people who are less fortunate.



Tony Talton is this quarter's employee spotlight for the Maintenance Department. Tony has been a mechanic for the last 20 + years, the last 6.5 of which have been with NAPA. Tony is currently on the 2nd shift at the Mechanicsburg location and serves at the supervisor on the weekends. Tony has also filled in as the Breakdown Coordinator whenever needed. Tony says he really enjoys the people at NAPA and that it's a great place to work! When he's not working, Tony's spending time with his 5 year old—who is his world. Tony also enjoys attending car shows, motorcycle riding and working out.





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INTERN

noun

I. a student or trainee who works, in order to gain work experience.

Hello, my name is Sara Romage and am the Communications Intern this summer at NAPA! I will be a senior at Shippensburg University of Pennsylvania and am currently studying Public Relations with a minor in business. I had no idea what to expect when I accepted this internship within the Transportation Industry. My uncertainty quickly changed when I met my supervisor, Morgan Smedley. She has been a huge help and mentor for me this summer. I appreciate her taking the time and encouraging me every step of the way.

Part of my job here at NAPA is helping out with the internal communications for the company and assisting marketing efforts. This includes wellness challenges, fundraising for Strides Against Breast Cancer, and other special events. I have also assisted with content and templates for NAPA's social media platforms. Assisting with Driver Appreciation Week has been a lot of fun, and I am eager to see how it will turn out! My internship has been very enjoyable. I have not only had great experience learning more about the transportation industry, but learning about an office atmosphere in general! I will take what I have learned here at NAPA back to school and use what I've learned in my future career!



Some of our Shippensburg University Alumni wishing Sara luck in her final year at their alma mater!



NAPA'S WOMEN IN TRUCKING

The Women in Trucking Association is a non-profit organization with the mission to encourage the employment of women in the trucking industry, promote their accomplishments and minimize obstacles faced by women working in the industry. In June, the Women in Trucking Association held a "I heart trucking" photo contest dedicated to **#SteeringTowardDiversity**. This message signified that trucking is for everyone and encourages companies to advance and celebrate diversity efforts in their workforce. Over 120 participants submitted their photos including **many NAPA drivers**, followed by online voting to determine the People's Choice Winners and a panel to judges to determine their favorites for the Judges' Choice winners. The winners will be recognized at the Women in Trucking conference in September. We are looking forward to being more involved in this prestigious organization.



Pictured: (top right) Janeth Gutierrez; (left) Mary Fuller; (middle right) Joann Hall & (bottom right) Lisa Smith

Team NAPA enjoying Food
Truck Friday with Soul Burrito!




Mike Dunbar, Ed Warner & Keegan Tymon at the Wilkes Barre
Railraiders baseball game on June 23

Congratulations to Brandon
Clouser and his family on the
birth of their baby girl, Addi-
son Leann. Miss Addison was
born on July 2nd and weighed
7lbs and 9oz!



Congratulations to Malik Walker
and his family on the birth of
their baby girl, Skylah A-Mari.
Miss Skylah was born on August
12th weighing in at 8lbs 6 oz!

SHARE YOUR JOURNEY WITH US

Share your photos (and location) with us by emailing socialmedia@napatran.com for a chance to feature your photo on NAPA'S social media! 

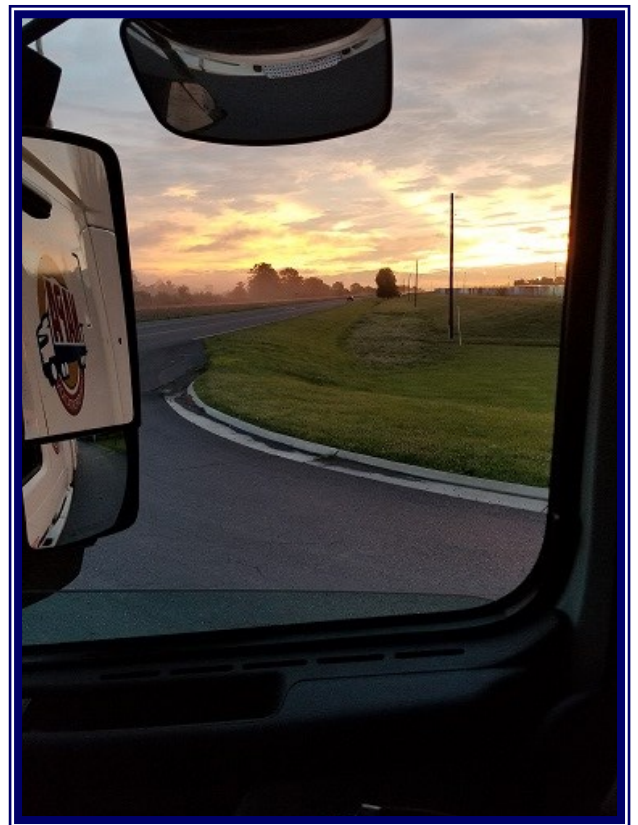


Picture by Joel Kramer on July 4th at Hershey Park



"Nice Clean Truck at the Blue Beacon" Taken by Jamie Crispell

**WE WOULD LOVE TO COME ALONG
FOR THE RIDE!** 



Picture by David Roberts at Miller-Coors in Elkton, VA



NAPA ANNIVERSARIES

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Congratulations on your anniversary with NAPA Transportation, Inc. As you reach this milestone, we want to take the opportunity to thank you for your ongoing hard work and efforts that have had a significant role towards our company's successes.

We are proud to have you as part of TEAM NAPA!

First Anniversary	Second -Fourth Anniversary	Fifth- Ninth Anniversary	Tenth- Nineteenth Anniversary	Twentieth Plus Anniversary
Andrew Breeden 7/2/2018 Braydon Harpster 7/9/2018 Michael Fobes 7/9/2018 Colin Williams SR 7/10/2019 Earl Martin 7/11/2018 Louis Hempstead 7/18/2018 Shawn Brophy 7/20/2018 Adam Petrlik 7/25/2018 Lucas Bucciarelli 7/26/2018 Patrick Ralph 7/27/2019 Joseph Heatwole 7/30/2018 Joshua Powers 8/1/2018 John Vossos 8/1/2018 Joshua Smith 8/2/2018 Sarah Smith 8/2/2018 Carla Dinen 8/6/2018 David Hodge 8/9/2018 Michael Terrell 8/9/2018 Charles Karschner 8/9/2018 James Lee 8/15/2018 Douglas Escalera 8/15/2018 Mccoy Hasten 8/20/2018 Robert Pruiksma 8/20/2018 Nelson Chilson 8/22/2018 Arinaldo Velez 8/22/2018 Scott Walker 8/22/2018 William Megonnell 8/27/2018 Kyle Warner 8/27/2018 Anthony Garrison 8/29/2018 Nicholas Bailey 8/29/2018 Daniel Holmes 9/4/2018 Jason Morrow 9/4/2018 Molly Kramer 9/4/2018 Robert Bagri 9/4/2018 Sam Broyles 9/4/2018 Timothy Etgen 9/6/2018 Jamie Whitt 9/6/2018 Madison Bowman 9/11/2018 John Shaffer 9/11/2018 Zachary Moody 9/17/2018 James Lawwell 9/19/2018 Tanya Shiffer 9/20/2018 Shawn Williams 9/21/2018 Emily Raudebaugh 9/24/18	Keith Allen 8/12/2015 Darren Burton 7/1/2015 Mitchell Wimer 7/16/2015 Aeran Lambert 7/29/2015 Ernest Hunter 8/24/2015 Gregory Lewallen 8/26/2015 Homer Powell 9/16/2015 Brian Springer 9/23/2015 Paul Williams 9/30 2015 Timothy Cadwalader 7/7/16 Branon Carheel 7/27/2016 Jasmine McElroy 7/27/2016 Daniel Scott 7/27/2016 David Roberts 8/3/2016 Bruce Shuttleworth 8/3/16 Ronald Brunner 8/3/2016 Mark Geer 8/3/2016 Anthony Brumfield 8/17/16 Michael Trapp 8/24/2016 Joseph Horvath Jr 8/24/2016 Jamie Crispell 8/24/2016 Ernest Smith JR 9/1/2016 Terry Starr 9/17/2016 Amanda Watson 9/19/2016 Megan Thompson 9/26/16 Ferdinand Jones 7/26/2017 Jason Swiger 7/19/2017 Charles Johnson III 8/2/17 Gary Pertersen 8/16/2017 Cheryl Rudd 8/25/2017 Jason Jackson 8/30/2017 Michael Diamond 9/5/2017 Jorge Haitt 9/7/2017 Thomas Kanagy 9/7/2017 Mark Berkheimer 9/13/2017 Albert Coles 9/13/2017 Larry Thomas 9/13/2017 Jason Wright 9/20/2017 Ernest Lyles 9/20/2017 Louis Mansfield 9/20/2017 Crystal Almeida 9/26/2017 Johnathon Stoltz 9/27/2017	Keegan Tymon 9/7/2010 Charles Anderson 7/14/10 Gary Fusillo 7/20/2010 David Levere 7/27/2010 Larry Johnson 9/28/2010 Curtis Rumph 7/7/2011 James D'Angelo 8/2/2011 Larry Haugh 8/2/2011 Margie Jamison 8/16/11 Ashley Cousins 8/29/11 Verne Mapes 9/1/2011 Brian Johnson 9/26/2011 Brian Brown 9/8/2011 Gregory Clere 8/14/2012 Mark Hoffman 8/20/12 Todd Radar 9/6/2012 Jeffrey Timmons 9/19/12 Patricia Staub 7/8/2013 Frank Kern 7/10/2013 Ray Fairweather 7/10/13 Jordan Sica 8/12/2013 Charles Vogel 8/21/2013 Brian Kanavy 9/16/2013 Elizabeth Yarger 8/9/14 James Tarpley 8/12/2014 Marshall Crawley 8/20/14 Mark Stoner 9/2/2014 Matt Setterdahl 9/9/14	Michael Dorrance 7/6/00 Danny Whitaker 7/7/2002 William Leizear 9/5/2002 Charles Morral 9/24/2002 David Beach 7/16/2003 Esther Beach 7/16/2003 Mark Britt 8/17/2003 Terrance Brooks 8/21/07 Michael Dunbar 7/27/2009 John Burgard 8/24/2009	Daniel Puffenbarger 8/19/1980 James Baker 7/7/1980 Harvey Stover 7/30/1985 Tammy Smith 8/11/1986 Andrea Holtz 7/15/1991 Debra Stroman 8/7/1995 Edward Warner 9/4/1996 Michelle Caines 9/15/1997 Tina Shifflett 9/20/1999 Richard Miller 9/21/1996

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