NOTHING CAN STOP US!

NAPA Makes Premier Carrier List

FourKites, the leader in predictive supply chain visibility, included NAPA Transportation, Inc. on the Premier Carrier List for the 2nd quarter of 2020.

The FourKites’ list is the preeminent list for the freight logistics industry to showcase the hundreds of brokers, carriers and 3PLs worldwide who are achieving the highest standards of visibility-related operational excellence across all modes of transport.

The list includes nearly 275 carriers, brokers and 3PLs across North America, Europe and Latin America. To be included, carriers must be assigned to at least 300 loads across all FourKites customers, and achieve a minimum of 75% tracking consistency.

FourKites’ Premier Carriers are the most highly valued and sought after by the 380-plus global Fortune 1000 shippers that make up the FourKites ecosystem.

Great work to Colby Malone, Jared Hutkowski, and their teams for achieving this great recognition!
A New Year for NAPA!
As the 2nd quarter of the calendar year comes to a close it is hard to believe July is here and we are already at the mid-way point of 2020!! July also marks the beginning of a new Fiscal Year for NAPA (July –June) as well as NAPA’s 29th Anniversary in business. I look forward to one year from now celebrating our 30th anniversary, a true milestone, with everyone!! We all hope by that time, the Coronavirus pandemic will be behind us and both our professional and personal lives will have returned to normal.

What’s to Come?
With three small children at home, I am extremely nervous about this upcoming school year. We are not sure yet if our kids will go back to school full-time, part-time or if they will be forced to stay home and learn remotely. We all hope they can go to school, but if they are permitted to go back, will they be safe? How will the school’s decision impact us from a childcare standpoint? I’m sure many of you share the same concerns whether it is children, grandchildren, parents or grandparents; we have all felt the impacts in some way of this pandemic. For anyone who may have lost a friend or loved one as a result of the Coronavirus, you have been impacted in the worst way possible and I am so sorry for your loss.

Continuing to Be Safe.
While we hope Coronavirus will soon be behind us, NAPA will continue to take all measures necessary to ensure the safety & well-being of all employees, no matter how long it takes. Policies will continue to be developed and amended, signage will continue to appear, facilities will continue to look different, communication will continue to be made routinely, all in the interest of keeping everyone safe. I am so grateful that we continue to operate a thriving business with a truly great team of employees who are engaged and focus on each others safety and continuing to push our business forward, despite all of the challenges Coronavirus has presented. Please continue to do your part to keep yourself safe and by doing so protecting your teammates & co-workers.

WEAR A MASK. WASH YOUR HANDS. STAND SIX FEET APART.

- Nic Accomando

WHEN EVERY SECOND MATTERS...

THEY KEEP GOING.

THANK YOU TO ALL TRUCK DRIVERS AND TECHNICIANS!
Jeff McChessney originally joined NAPA in 2000 and worked until 2010. After getting some experience at other companies, Jeff came back to NAPA in 2016.

Jeff has been with NAPA for almost 14 years! His favorite part of NAPA is that he is known for his name and not his truck number. Outside of his truck, Jeff likes to hunt and fish.

Jamie joined NAPA in September 2018 and has been driving for 9 years. He always had a passion for driving, so he went to school to learn and then drove a flatbed for 7 years. Two years ago, he decided to try something new, so he joined a friend to run as a team at NAPA.

When not driving, Jamie likes to stay at home and work on his cars, house and grill. Also, Jamie has 7 chickens, 3 ducks, 5 cats, 3 horses and a dog.

COMPANY DRIVER OF THE MONTH
The Driver of the Month is awarded to Drivers who have achieved operational excellence and are dedicated to keeping the roads safe.

APRIL

JEFF MCCHESSNEY

Travis Virgil joined NAPA in 2011 and has 18 years of driving experience. Travis started driving because he wanted to get out of the house.

When he's at home, Travis enjoys spending time with children, studying different cultures, and learning foreign languages. He does speak Spanish!

MAY

TRAVIS VIRGIL

JUNE

JAMIE WHITT

Jamie joined NAPA in September 2018 and has been driving for 9 years. He always had a passion for driving, so he went to school to learn and then drove a flatbed for 7 years. Two years ago, he decided to try something new, so he joined a friend to run as a team at NAPA.

When not driving, Jamie likes to stay at home and work on his cars, house and grill. Also, Jamie has 7 chickens, 3 ducks, 5 cats, 3 horses and a dog.
VETERAN OF THE MONTH
The Veteran of the Month is awarded to a NAPA employee who is a Military Veteran or on Active Duty and is committed to NAPA’s mission.

APRIL

CHARLES PLATT
Charles Platt was in the United States Navy from 1973 - 1987. While in the Navy, Charles received a Navy Achievement Award along with a Battle Effectiveness Award, a Navy Expeditionary Medal and numerous other achievements.

During his time in the Navy, Charles worked with the flight deck as a trouble shooter and did final checks on F-4 aircrafts. His most memorable events were flying people out of Beirut after the Marine barracks & U.S. Embassy were bombed.

MAY

CHARLES SMALL
Charles Small enlisted in the U.S. Navy right out of high school in 1981. During his first four years, Charles was stationed on the USS Hewitt (DD-966), a Spruance Class Destroyer of the Navy. He completed two Western Pacific cruises and visited ports in Hawaii, Japan, Thailand, and many others.

Charles later went on to onshore duty in Newport, Rhode Island at the Surface Warfare Officers School Command. After spending four years there, Charles came back and raised a family.

JUNE

ELTON MOTON
Elton Moton wanted to travel and serve his country. So, while still in high school, Elton joined the Army in March of 1984 after serving five months in the delayed entry program. Six months later, Elton was sent to Ft. Jackson, SC for Basic and later Advanced training. His first duty station was Ft. Drum, NY in 1985. After spending a year there, Elton requested to attend Airborne school in Ft. Benning, GA. Upon completion, he was sent to Ft. Bragg, NC and served with the 548th Engineer Battalion, the 37th Engineer Battalion Airborne, and the 82nd Airborne Division.

During his seven years in the Army, Elton spent a year in Korea with the 293rd Signal Company, a seven-month deployment to Honduras, and two combat tours (Panama invasion and Desert Storm). He also attended Air Assault school in Ft. Campbell, KY and the Army Primary Leadership Development Course. He has received several awards and letters of accommodation.
PERSONNEL UPDATES

Recognizing NAPA employees taking the next step in their careers.

TEAM NAPA ADDITIONS

Eliza Fullerton joined NAPA as an Operations Trainee in the Mechanicsburg terminal. She lives in York, PA and is a recent graduate from Shippensburg University. She obtained a BSBA in Supply Chain Management with a concentration in HR Management. Eliza loves anything outdoors, whether it’s hiking, running, or having campfires with her fiancé.

Jonas Goodman joined NAPA as the Columbus Terminal Manager. Jonas is originally from Greenville, MS. He has 15 years of logistics/transportation experience, which has moved his family to where he currently resides, Columbus, Ohio. When he is not at work, you can find him at church or spending time with his wife and three kids. Jonas enjoys grilling, fishing, and playing poker.

Yvonne Lake joined NAPA as a Customer Service Representative. She was born in Mechanicsburg but grew up in Creston, Iowa. Yvonne is a mother to four wonderful children. She has been in the transportation industry for 10+ years. Yvonne enjoys camping, fishing, riding motorcycles, watching local bands, and going to the beach.

Sean North joined NAPA as a Breakdown Coordinator. Sean is originally from Harrisburg, PA and has over 10 years of experience in the transportation industry. Sean enjoys cooking, anything sports related, remodeling, camping, cookouts, and taking care of his dog. Above all else, Sean enjoys caring for his family.
GO THE EXTRA MILE

The Go the Extra Mile award is based upon the concept of promoting team spirit! Nominations are made for superior performance and/or contributions by a teammate. The following individuals were nominated this quarter:

**OFFICE**
- Aaron Smith
- Barb Watson
- Brittany Atkins
- Bruce Bowdoin
- Carla Dinen
- Carmen Rivera
- Christina Roach
- Danielle Salsman
- Elizabeth Rogers
- Forrest Wimer
- Gary Hoffman
- Jared Hutkowski
- Jason Morrow
- Jason Rhoads
- Jodi Wanfried
- Josh Wright
- Keegan Tymon
- Kelsey Moodt
- Kevin Robinson
- Mike Diamond
- Molly Dulisse
- Morgan Crouse
- Morgan McCoy
- Patti Staub
- Tara Williams
- Thomas Muth
- Zachary Miller

**SHOP**
- Danny Nguyen
- Jacob Getty
- Ron Sweeney
- Shavon Cheatham
- Tom Buerk
- William Sylvia

**DRIVERS**
- Andrew Lowcock
- Bruce Shuttleworth
- Calvin Huggins
- Charles Platt
- Herbert Hill
- James Rabun

THE BIG CHECK

The Annual Production Bonus is awarded to a Driver who has driven 105,000 miles annually. These Drivers received a production bonus this quarter:

- Danny Nguyen
- Jacob Getty
- Ron Sweeney
- Andrew Lowcock
- Bruce Shuttleworth
- Calvin Huggins

In addition to Kevin, the following Drivers received a bonus this quarter: Dale Blankenship, Charles Finney, Daniel Dawes, Scott Heller, Paul Morrissey, Robert Adams, Derrick Bennett, Elmer Rodriguez, Michael Fabrizi, Tom Seligo, Patrick Fiori, Timothy Adams, Lonnie Paul Johnson, William Randall

HARD WORK PAYS OFF

Hard work does not go unnoticed at NAPA.
Why It Is Important to Wear A Cloth Face Covering
The spread of COVID-19 can be reduced when cloth face coverings are used along with other preventive measures, including social distancing, frequent handwashing, and cleaning and disinfecting frequently touched surfaces.

Cloth face coverings are recommended as a simple barrier to help prevent respiratory droplets from traveling into the air and onto other people when the person wearing the cloth face covering coughs, sneezes, talks, or raises their voice.

Who Should Wear A Mask:
- All people 2 years of age and older should wear a cloth face covering in public settings
- People who know or think they might have COVID-19
- Caregivers of people with COVID-19

Who Should Not Wear A Mask:
- Children younger than 2 years old
- Anyone who has trouble breathing
- Anyone who is unconscious, incapacitated, or otherwise unable to remove the cloth face covering without assistance

How To Wear A Face Covering Correctly:
- Wash hands before putting on face covering
- Put over nose and mouth; secure under chin
- Fit it snugly against the sides of your face
- Make sure you can breathe easily
- DO NOT put covering on neck or forehead
- DO NOT touch face covering

Taking Off A Face Covering Correctly:
- Untie the strings behind your head or stretch the ear loops
- Handle only by the ear loops or ties
- Fold outside corners together
- Place covering in the washing machine
- Be careful not to touch your eyes, nose, and mouth when removing and wash hands immediately after removing.

How To Clean A Face Covering
- Wash by hand or put in washing machine on warmest setting
- Dry on highest heat or lay flat in direct sunlight
DEPARTMENT UPDATES
Working Towards a Common Goal

BROKERAGE UPDATE
Northeast Logistics is now using **Trucker Tools** as a platform for automated load tracking. This platform gives NAPA full visibility to all brokerage shipments as if they were running on an asset truck. With full integration of the TMW system, we are able to receive real-time updates as drivers enter and exit facilities. What set Trucker Tools apart was the Predictive Capacity tool that gives us real-time visibility to trucks in need of freight within our network. With the upcoming “Buy it Now” feature, carriers can book loads in our system without calling. The app, which is free to carriers and drivers, enables drivers to upload documents, has a parking assistant to help find locations to break, and has a fuel optimizer to show the cheapest fuel along the driver’s route, saving drivers an average of $25 per trip. If you are interested in using any of these features, search **Trucker Tools** in your app store.

SAFETY UPDATE
The **Compliance, Safety, and Accountability (CSA) Score** is a safety compliance and enforcement program of the Federal Motor Carrier Safety Administration (FMCSA) that holds motor carriers and drivers accountable for their role in safety. **NAPA is below the intervention threshold in all areas.**

Drivers receive a safety bonus when they have fewer than 40 Drivecam points, no accidents or incidents and a clean HOS performance record. Our company goal is 80% achievement of the monthly safety bonus. We reached a milestone with this June’s safety bonus! **81% of eligible drivers received their safety bonus this past month!** Great job to the entire organization for supporting this effort!

RECRUITING UPDATE
Our Recruiting team has changed over the last quarter. Here is what our team looks like now:

- **Brittany Atkins** celebrated her one-year anniversary in June and was promoted to Recruiter in March.
- **Thomas Muth** joined as a Recruiter in March just weeks before the team started working from home.
- **Carla Dinen** returned from maternity leave in March. She continued as Recruiting Processor working remotely in her new home in New Jersey.
- **Molly (Kramer) Dulisse** joined the team as Recruiting Processor in June. She was previously on NAPA’s Customer Service team.

**2019-2020 Hiring Results = 263 Drivers were hired.**
Driver Referral Program

At NAPA, our top source of hiring quality drivers is through driver referrals. Drivers trust other drivers, so we’ve created a new referral program to ensure our drivers receive top dollar for the highest quality candidates.

**Driver Referral Bonus Payout**

- $25 upon receipt of qualified driver’s online application
- $25 when driver schedules an orientation date
- $100 when driver arrives at the first day of orientation
- $250 when driver reaches two weeks of service
- $250 when driver reaches ninety days of service
- $100 when driver graduates orientation
- $500 when driver reaches six months of service
- $750 when driver reaches nine months of service
- $1,000 when driver reaches one year of service

**How It Works**

1. **Step 1:** Enter Driver’s Name in Refer-a-Friend on Driver Pulse App
2. **Step 2:** Let Driver know to Apply Online at drivenapa.com
3. **Step 3:** Qualified Driver Completes Full Application Online
4. **Step 4:** Great job! You are Now Making Money!

**Driver Referral Program**

Earn **up to $3,000** Per Referral
NAPA’S NOTEWORTHY

NAPA is Compliance Champion of the Week

Trucker Tools named NAPA Transportation, Inc. Compliance Champion of the Week for a great week of freight visibility success.

In addition to recently seeing a week of 90% load tracking compliance, NAPA was also able to provide customers with a full month of 84% visibility.

Great job to our Northeast Logistics team!

Morgan & Shane McCoy
Morgan Smedley married Shane McCoy on June 6, 2020. Congratulations!

If you have personal or team news that you would like included in our next newsletter, please email the details of your news to Quinn at quinn.mcandrew@napatran.com.

TERMINAL UPDATE

The Columbus terminal has recently added snack and drink vending machines. Jonas Goodman, our new Terminal Manager in Columbus, noted that drivers were very excited about the new addition. Enjoy!
A sedentary and uninspired work life can be hazardous to your health. Participating in NAPA’s wellness challenges will help boost your health and give you more energy. This quarter's Wellness Challenges were:

**APRIL: HYDRATION CHALLENGE**

During these crazy times, are you still remembering to drink water and stay hydrated? Studies show that nearly half of Americans are not drinking enough water—men should drink about 15.5 cups (3.7 liters) of water per day and women should drink around 11.5 cups (2.7 liters). We challenge everyone to stay hydrated, by drinking the recommended amount of water each day, and to stay away from the sugary and caffeinated drinks.

*Hydration Challenge Winner*

Deb Stroman

**MAY: MENTAL HEALTH AWARENESS**

May was Mental Health Awareness Month—In the United States, almost half of adults (46.4%) will experience a mental illness during their lifetime. This month we are encouraging everyone to not just be physically healthy but mentally healthy as well! Studies show that an employee that writes 15 minutes and reflects at the end of the day performed 22.8% better than those who did not. We challenge everyone to journal their thoughts and feelings for 15 minutes a day for the month of May.

*Journal Challenge Winner*

Jennifer Tessier

**BE ON THE LOOKOUT FOR MORE HEALTH TIPS!**

Health and wellness challenges are currently on hold. However, the Human Resources team will continue to send out tips and advice to assist in keeping our team happy and healthy. Thanks to everyone who participated in our past challenges. We encourage you to review those challenges frequently to continue building healthy habits.
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.

**FIRST**
- Sammons, Matthew 04/08/2019
- Morrissey, Paul 04/11/2019
- Mason, Carlos 04/18/2019
- Blankenship, Dale 04/24/2019
- Phillips, Patrick 05/01/2019
- Hernandez, Eduardo 05/08/2019
- Montgomery, JC 05/15/2019
- Stites, Nicholas 05/28/2019
- Sveigart, Andrew 05/28/2019
- Brooks, Curtis 05/30/2019
- Kaplan, Stuart 06/03/2019
- Howard, Thaniel 06/05/2019
- Lapoint, Kevin 06/05/2019
- Randall, William 06/05/2019
- Atkins, Brittany 06/10/2019
- Johnson, Lonnie Paul 06/13/2019
- Shelly, Theresa 06/17/2019
- Whitmore, Lucan 06/19/2019
- Thompson, Michael 06/24/2019

**SECOND - FOURTH**
- Fabrizi, Michael 05/20/2018
- Hawkins, Richard 05/20/2018
- Parry, Robert J. 05/20/2018
- Smith, Ernest H 05/20/2018
- White, Wayne 05/20/2018
- Wingate, David 05/20/2018
- Kelley, Jessica 05/21/2018
- Bennett, Derrick 05/23/2018
- Flinchum, Michael 05/19/2018
- Mauro, Anthony 05/20/2018

**FIFTH - NINTH**
- Knorr, Lennard E 05/20/2011
- Mayne, James E 06/14/2011
- Miller, Enwin L 06/28/2011
- Jorn, Jonathan 05/22/2012
- Gottshall, David C 06/11/2012
- Horn, Lisa 06/11/2012
- Johnson, David M 04/04/2013
- Dowell, William M 04/16/2013
- Minor, Thomas O 06/12/2013
- Baker, Marlin L 06/26/2013
- Blosser, Charles S 04/07/2014
- Matson, Joseph M 05/05/2014
- Taylor, Joseph C 06/13/2014
- Royster, Mark T 06/24/2014
- Finney, Charles G 05/15/2015
- Barnett, Daniel E 05/07/2015
- Maurer, William A 05/11/2015
- Rodriguez, Elmer B 05/14/2015
- Stanley, Michelle L 05/26/2015
- Fuller, Mary M 05/29/2015
- Carter, Charles W 06/18/2015
- Jackson, Them J 06/19/2015

**TENTH - NINETEENTH**
- Anderson, Leslie O 06/17/1988
- Adams, Timothy L 06/24/1991
- Dawes, Daniel L 04/14/1997
- Mauro, Jamie R 04/15/2002
- Davidson, Sean R 05/27/2003
- Huth, Traci E 04/01/2005
- Adams, Robert E 04/13/2007
- Reynolds, Steven T 06/12/2007
- Sylvia, William I 06/15/2008
- Bell, Ryan E 05/25/2009
- Duncanson, Lee 06/01/2010

Happy NAPaversary!
NAPA (Pet) SNAPS