



NAPA NEWS

SUMMER 2020 EDITION



Photo Credit: Joel Kramer

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!



PREMIER CARRIER

Q2 2020



A NOTE FROM THE PRESIDENT



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!**



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

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.



MAY

TRAVIS VIRGIL

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!

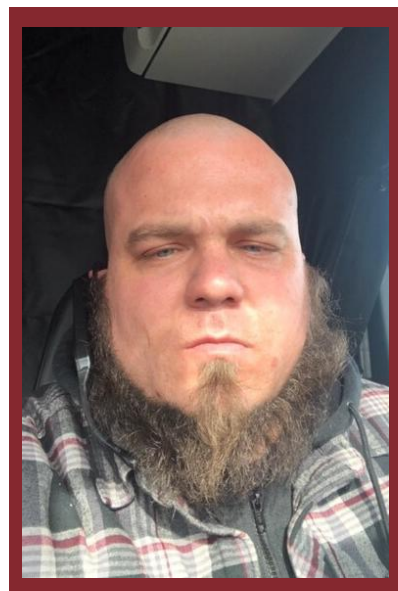


JUNE

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.

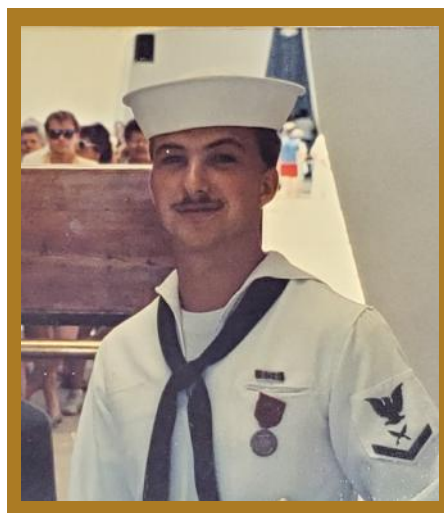
During his time in the Navy, Charles worked with the flight deck as a trouble shooter and did final checks on F-4 aircrafts. His most memorable events were flying people out of Beirut after the Marine barracks & U.S. Embassy were bombed.

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.





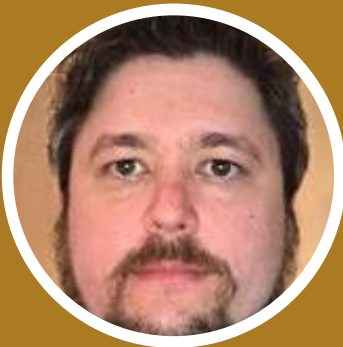
PERSONNEL UPDATES

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.



HARD WORK PAYS OFF

Hard work does not go unnoticed at NAPA.

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:



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, Lonniepaul Johnson, William Randall

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
Danelle 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





STAYING HEALTHY

Maintaining your Physical, Mental, and Emotional Health.



CLOTH FACE COVERINGS

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



WEARING A MASK

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



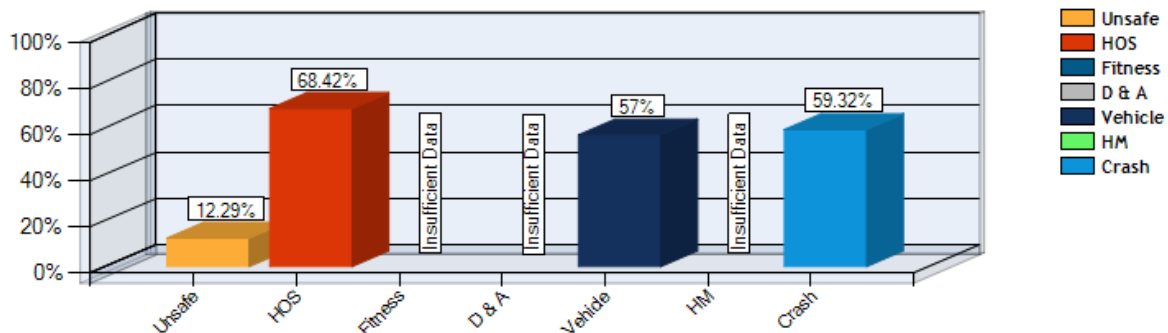
BROKERAGE UPDATE

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



Brittany



Tom



Carla



Molly

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 Dinan** 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.

How It Works

Step 1:



Enter Driver's Name
in Refer-a-Friend
on Driver Pulse App

Step 2:



Let Driver know
to Apply Online
at drivenapa.com

Step 3:



Qualified Driver
Completes Full
Application Online

Step 4:



Great job!
You are Now
Making Money!

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 ninety days
of service

\$250 when driver
reaches two weeks
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

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!



Molly & Donovan Dulisse

Molly Kramer married Donovan Dulisse on June 13, 2020. Congratulations!



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 HEALTHIER NAPA FAMILY



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:

WELL WINNERS

Our wellness challenge winners 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



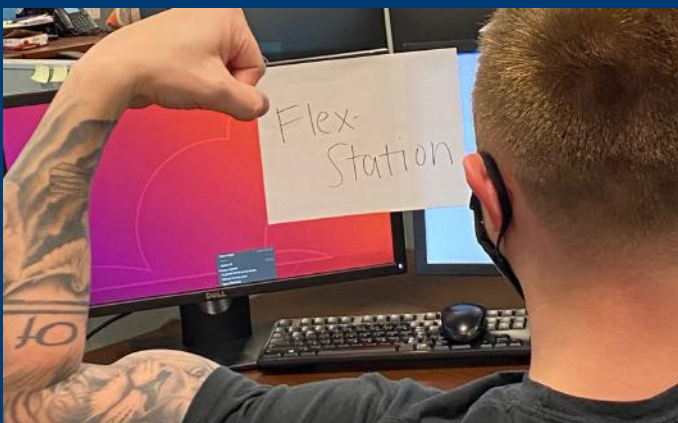
MAY: MENTAL HEALTH AWARENESS

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.



NAPAAVERSARIES

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	05/16/2019
Bates, Nicholas	05/28/2019
Sweigart, 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, Lonniepaul	06/13/2019
Shelly, Theresa	06/17/2019
Whitmore, Lucian	06/19/2019
Thompson, Michael	06/24/2019

SECOND - FOURTH

Smith, Briar T	04/04/2016
Crawford, Gary B	04/06/2016
Stimmell, David C	04/13/2016
Heller, Scott W	04/20/2016
Crawford Jr, Donald L	04/05/2017
Baer, Coby	04/17/2017
Girard, Peter P	04/20/2017
Pereau, Jill M	04/26/2017
Robinson, Kevin	05/10/2017
Crouse, Morgan	05/22/2017
Garrison, Anthony J	06/07/2017
Evans, John	04/02/2018
Terry, Michael	04/02/2018
Gray, James	04/04/2018
Guthrie, Gregory	04/05/2018
Phillips, Wallace L	04/11/2018
Williams, Sherry	05/07/2018
Addison, Todd	05/09/2018
Seliga, Tom	05/09/2018
Mukhamedov, Tulkun	05/10/2018
Getty, Jacob	05/14/2018
Pentz, Uriah	05/14/2018
Dougherty, Douglas	05/20/2018

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	06/19/2018
Mauro, Anthony	06/26/2018

FIFTH - NINTH

Knorr, Lennard E	05/20/2011
Mayne, James E	06/14/2011
Miller, Ervin L	06/28/2011
Joyner, 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, Martin L	06/26/2013
Blosser, Charles S	04/07/2014
Matson, Joseph M	05/05/2014
Taylor, Joseph C	06/23/2014
Royster, Mark T	06/24/2014
Finney, Charles G	04/15/2015
Barnette, 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, Thern J	06/18/2015

TENTH - NINETEENTH

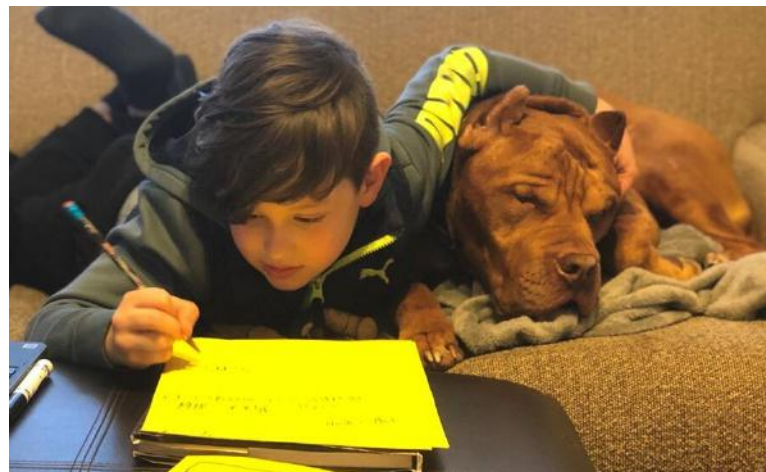
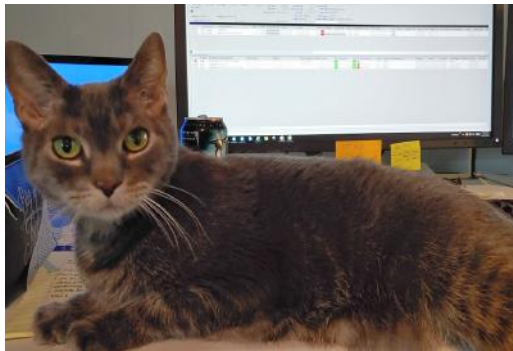
Anderson, Leslie O	06/17/1988
Adams, Timothy L	06/24/1991
Dawes, Daniel L	04/14/1997
Mauro, Jamie R	04/15/2002
Davidson, Sean R	05/27/2003
Huth, Traci E	04/01/2005
Adams, Robert E	04/13/2007
Reynolds, Steven T	06/12/2007
Sylvia, William I	06/16/2008
Bell, Ryan E	05/26/2009
Duncanson, Lee	06/01/2010

Happy
NAPAAversary!



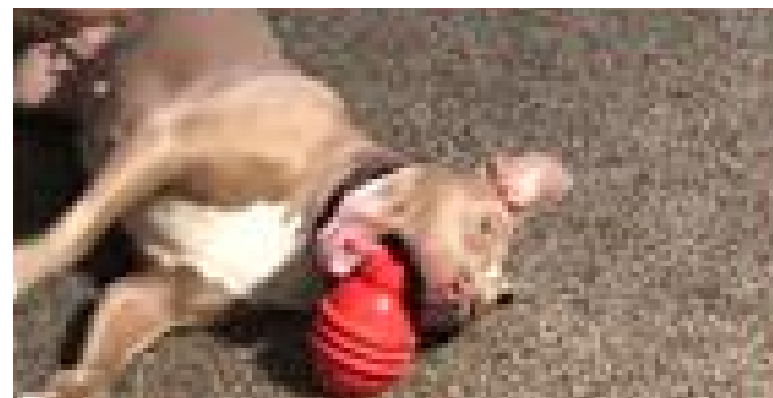
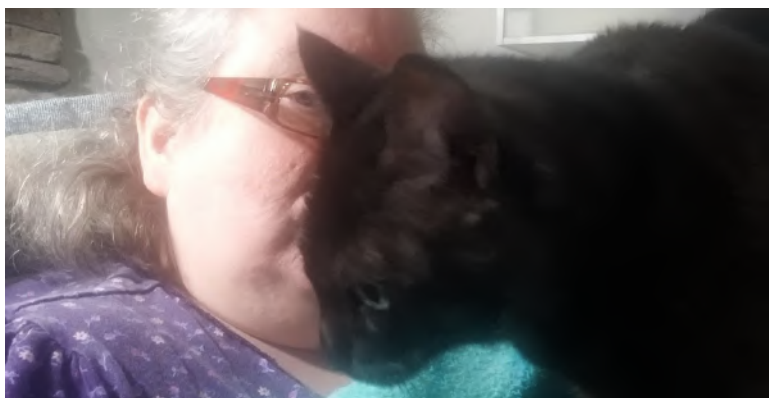
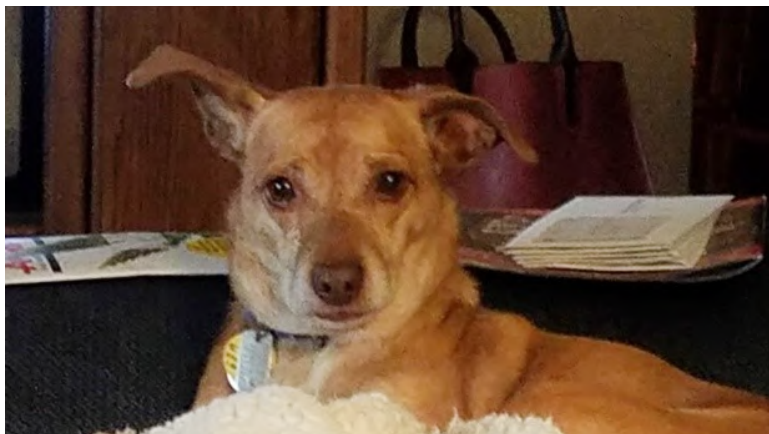


NAPA (Pet) SNAPS





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SNAPS





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