

# TransTopix

Fall 2017



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# Professional employee development

Every employee at Transystems is a professional. Employee development advances professionalism. Transystems is committed to

professional development for every member of the company team.

Rich Carl, Vice President



of Safety, and his team are leaders in building the Professional Driver Development (PDD) program. This program helps professional drivers build their skills and to make driving careers.

Transystems also trains loader operators, technicians and project clerks. Transystems plans to expand the professional employee devel-

opment program into every position.

Typical training programs run everyone through the same curriculum. Transystems development programs start with evaluation and build a customized curriculum for each person's skills and development needs.

When evaluation indicates that an employee is familiar with a skill that employee's development does not include work on that skill. Instead, the employee's development plan concentrates on the skills where the employee benefits from development.

Sean Scott, Development Manager, trains managers in the Transystems development program that focuses on policies and procedures.

This training helps managers understand the background of policies and procedures so they can make smart decisions.

Sean travels to all locations to help managers get up to speed on innovations.

Every manager completes the University of Utah front-line leadership program. This program develops leadership skills.

Development is not all about policies and procedures. Managers also work on "soft-skills" training that helps managers hone their abilities to communicate, look at situations differently and grow in their professional roles.

It is rewarding to see Transystems people grow through their development programs.

Development falls right in-line with our mission: "To provide excellent employment opportunities in a safe, financially stable company."

*Scott Lind,  
President and COO*

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**ON THE COVER:** Eric Nephew, Mentor Manager for the Skills Development Class held in Billings, explains the inspection process to a group of drivers. Rich Carl photo

# Skills development program steps up

Creating a world class safety program is achieved one well-thought-out step at a time.

Since the company's beginning 75 years ago, Transsystems has taken those steps. This year, the safety program took a giant stride in the skills development portion of the professional driver development program.

Proving that innovation is not limited to equipment, Vice President of Safety Rich Carl and his team set out to innovate a process: standardizing the driver development program company-wide.

"The advantage of standardization is huge," Rich said. "We can move mentors around to any of the company's project locations and be assured that teaching, coaching and evaluation will be the same."

The first test of the newly developed process was a resounding success.

Eight mentors and a mentor manager headed to Billings in August to conduct a six-day driver development course for nine drivers.

The mentors taught, coached and evaluated, turning out a group of well-developed drivers.

"What the mentors accomplished here was amazing to



**During the skills development program in Billings, mentors worked with drivers to improve skills. Rich Carl photo**

*"What the mentors accomplished here was amazing to watch. It was like they had all worked together for years."*

**Tracy Magnus,  
Billings Project Manager**

watch," Billings Project Manager Tracy Magnus said. "It was like they had all worked together for years."

## **History of the driver development program**

"While driver development has been around for years, for the past four or five years, we've really honed the focus of the program," Rich said.

"The Red River Valley led the way in our most recent program. We basically defined the development process more. Sean Scott deserves lots of credit for his contributions to the development program."

In order to develop drivers, one must first develop mentors. Rich's team has done that.

"Sean has been training our mentors. He is a Certified Master Trainer and brought those skills to the company," Rich said. "We succeeded in our goal by pairing Sean's skills with the company's existing knowledge and development programs. Sean was integral to the program and the process. We relied upon him heavily to help standard-  
**See PROGRAM, Next page**

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# Program: Standardizing to reach goal

Continued from Page 3  
ize our program," Rich said. But Sean was not alone in taking on the task.

"We took Sean's processes and writing and worked them over some more to ensure the fundamentals of teaching, evaluation and coaching would be standard company-wide."

Technical writer Curran Rice had a hand in creating the final SOPs used by the mentors. He spent a lot of time in the field with Rich to learn the process.

"I worked the dickens out of him to get this written and standardized," Rich said.

## Why standardize?

"We had good development

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*"Our mentor development has improved dramatically. We can develop skills and focus on specific objects. The fundamentals of education, coaching and evaluating are now sharply defined and in focus."*

**Rich Carl**

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programs in every division, but they were too individualized," Rich said. "To achieve the skills and level of safety we desired, we needed to have standardization. Well-trained

drivers mean fewer losses. Standardized development helps achieve that.

"We brought people from every corner of the company and they all trained the same way. It worked very well in helping us to reach our goals of safety."

Development consistency was necessary to attain those goals.

"Our mentor development has improved dramatically. We can develop skills and focus on specific objects," Rich said. "The fundamentals of education, coaching and evaluating are now sharply defined and in focus."

The mentors' development  
**See CLASSES, Next page**

# Mentors, mentor manager deserve praise

**A**fter the successful debut of the new skills development program, the effort put forth by the eight mentors and a mentor manager did not go unnoticed.

Vice President of Safety Rich Carl saluted the eight mentors. They included: Dan Soto, Gary Heins and Robert Seamons from the Paul project in Idaho; Danny Lietz and Dan Nelson from the East Grand Forks project; Abuzar Salim and Steve Sandman from the Moorhead project in the RRV;

and Eric Olson from Renville. Each received a with focused recognition from Rich. Rich wrote:

"Skills mentors from across the company participated in the skills development program at the Billings project in August. This was a milestone for Transystems because the mentors cooperated with one another to provide development following company-wide standards, including mentoring methodology and consistent assessment of drivers in the program. The reten-

tion rate for this course was excellent."

Eric Nephew, mentor manager for the Billings event, also drew praise in a focused recognition.

"Eric accepted the challenge of being the mentor manager for the skills development program at the Billings project."

"He unleashed his own potential and the potential of the skills mentors and drivers who participated in the program," Rich wrote.

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# Classes: More planned for next year

Continued from Page 4  
program will improve and expand next summer, with increased emphasis on developing mentor managers.

The mentoring classes will expand next year to include teaching and coaching on the company's two new driving simulators. While last year's classes for mentors were three days long, next season's will be four. The mentor classes include classroom work focused on expectations and standards, simulator work, skills exercises and role playing.

"During the classes, mentors work with each other on coaching and teaching skills," Rich said. "The goal of the development is standardization, but we don't make them into robots. Everyone has a different personality and it shines through. Having a standardized process in place for coaching and educating is exciting."

Typically a 10-person class requires eight mentors and a mentor manager.

"The mentor managers oversee each class," Rich explained. "The mentor manager evaluates and coaches the mentors while the mentors work with the drivers. The manager's job is to oversee the entire process."

It helps to have a deep



**Transystems Development Manager Sean Scott conducts an orientation class for drivers during a Skills Development session in Billings.**

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*"In a nutshell, our new process allows us to uniformly evaluate each driver's knowledge then provide coaching to improve whatever skills necessary."*

**Rich Carl**

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bench when it comes to development. Thankfully, Transystems has that. Typically, the company's mentors are line employees, well versed in the day-to-day task of driving, Rich said. The mentor managers usually are drawn from the

supervisor pool.

"We are teaching them what we should all know as managers and mentors: how to coach, teach and evaluate," Rich said. "In a nutshell, our new process allows us to uniformly evaluate each driver's knowledge then provide coaching to improve whatever skills necessary."

While "world class safety" is a term not often heard in the trucking industry, it's more than just words to Rich and his safety team.

"We had to standardize to achieve that goal," Rich said. "We want to be as good as the best in the world. We strive for world class safety."

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# Meet Transystems project supervisors

**Editor's note:** This is the first in an occasional TransTopix series that will focus on the company's project supervisors.

## Kirk Ellingford of the Nampa, ID project

**N**ampa Project Supervisor Kirk Ellingford understands family businesses. That's why he is such a good fit at Transystems.

Right out of high school,

Kirk went to work with his father's company in Evanston, WY.



**Kirk**

"I managed the ready mix concrete, crushing and trucking side of the business until we sold it in 1996," Kirk said. He went on to work for Monroc Ready Mix in both Idaho Falls and Boise before joining Transystems to manage the Boise Project in 2012.

For four and a half years, Kirk kept man camps constructed in Boise moving swiftly and safely to Alberta, where they were used as housing in the oilfields.

When the oil sands projects got caught up in the falling oil prices, the demand for housing dropped to nearly zero and Kirk moved on to Nampa as a Project Supervisor a year and a half ago.

"I was Nampa daytime

supervisor last beet campaign and must have done ok," Kirk said, "because I am back this year as daytime supervisor again."

Kirk is not one to sit back and relax after the beet campaign ends.

Over the past few summers he has supervised a Simplot potato haul, worked with Steve Torix on the Pacific recycling project and worked with both Knife River and Central Paving hauling asphalt on five different jobs in the Boise area.

As a Project Supervisor, Kirk works closely with the Project Manager and other supervisors to make sure the customers' needs are met in a safe, timely and efficient manner.

That takes a special skill set, and Kirk has it.

In order to supervise a project, one must have the patience to work with both customers and drivers while being able to make split-second changes as needed to meet a customer's suddenly changing needs.

"It's important to have a good feel for your drivers and crew and be able to communicate with them in a positive and productive way," Kirk said. "Staying positive is

crucial when dealing with the crew and customers around the clock."

Kirk uses his great sense of humor to lighten the crew's load.

"If you can inject a little humor into the daily grind, it helps lighten the mood in what can be very long and hard shifts," he said.

"And we always put safety first, no matter how long or how hard we work."

"It all pays off in knowing that you have met our customer's needs and that you have done the job as safely and efficiently as possible to meet the company's standards," Kirk added.

His job comes with many challenges, chief among them is staffing in a tight job market. That's where Kirk's positive attitude really pays off for the project and Transystems.

Kirk places much of the credit for his successes in life with his wife Laurie.

"We have been married for 41 years, and she has always been there for me and has been a really big part of my career and life," he said. "We have three children and seven grandchildren. My wife, our kids and grandkids are the greatest joys in my life."

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# Project supervisors keep wheels turning

## Eric Nephew of the Renville, MN Project

**A**lthough he's been working for Transystems for fewer than five years, Eric Nephew already has supervised a long list of company projects.

Eric started as a driver in Hillsboro in January 2013. By fall of that year, he was already a project supervisor.



**Eric**

And he's been at it ever since. Projects Eric has supervised include beet campaigns in Hillsboro from 2013 to 2016 and Renville from 2016 to the present. Summer projects under his belt include the McKenzie County project, County Road 14, Watford City stockpile and County Road 53. He served as project manager on County Road 22 in 2015 and County Road 30 in 2015.

Being a supervisor means being a master multi-tasker. Eric interacts with all project employees. He assigns equipment and pile locations to drivers. Employee evaluations are on his to-do list, as well as coaching and mentoring employees on daily operations. He works with the

management team on operation changes and support and works with the Service Center on equipment repairs. He also plays a key role in hiring.

Eric knows what it takes to be a great driver and equipment operator. He has a CDL with Hazmat and Doubles Endorsements as well as experience running both a skid steer and loader.

Change is a constant in his position.

"Job duties are always changing, giving me new tasks all the time," Eric said. "I get to interact with a wide range of employees and am constantly learning new things in my position.

"It is very rewarding to see drivers develop in the PDD program. And I like growing in a great company," he added.

The most challenging part of his job is also one of his most rewarding. "Interacting and getting to know each of the employees and learning about their lives outside of work is a highlight for me."

The Duluth, MN native went to school in Proctor, MN, and college at Bemidji State. Hunting and fishing top his hobby list and he always enjoys getting back to Duluth for a little R&R with family and old friends.

## Tim Higdem of the Drayton, ND Project

**P**atience, communication skills, knowledge of the process and a sense of humor are all traits Tim Higdem brings to the job of Project Supervisor at Drayton.

With 16 years of employment at Transystems under his belt, Tim is well qualified to be a team leader, a task he's tackled for more than seven years.

He takes the job seriously.

"My job is to ensure that employees always have a point of contact for issues and questions," Tim said. "I communicate with the customer about the distribution process and endeavor to establish a workplace with an excellent safety culture, flexibility and high morale."

Tim has worked out of all five Red River Valley projects and has assisted with summer construction projects.

He has served on the company's safety committees, review board and driver training programs and has worked as both a driver and a loader operator.

His reward for a job well  
**See SUPERVISOR, Next page**



**Tim**

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## A look back

# History proves Transsystems is in it for the long haul for its customers

**T**ranssystems is proud of its longevity with customers.

Most of the company's current customers have been with Transsystems for many years; some for decades.

Longevity is a consequence of competitiveness and overall value.

When Transsystems left the petroleum-hauling business in 1983, the company's roster of customers included most of the major oil companies in the United States.

Those customers included many names that people today would not recognize. During the 1940s most of these companies were based in New York City. Only later did the companies move south and west, closer to the sources of oil production.

Transsystems roster of cus-

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*“Longevity is a consequence of competitiveness and overall value. ... Transsystems strives to be sure that the same levels of competitiveness and value will sustain relationships with current customers.”*

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tomers included:

Socony-Vacuum Oil Company (later Socony Mobil Oil Company and Mobil Corporation and Exxon Mobil); Standard Oil Company of New Jersey (later Exxon Mobil); Humble Oil & Refining Co. (later Exxon Mobil); Phillips Petroleum Company (at one time Phillips owned the refinery at Great Falls, MT established by the father of Transsystems

founder); V1 Oil Company; Amerada Hess Corporation (crude oil in eastern Montana and western North Dakota); The Texas Company (later Texaco) (Texaco also owned a refinery started by the father of Transsystems founder); Standard Oil Co. of California (later Chevron); Tesoro Petroleum Corp. (crude oil in eastern Montana and western North Dakota).

Many of these companies were customers since Transsystems predecessor began in the 1940s.

Transsystems is proud that these customers remained with the company for more than 40 years.

Transsystems strives to be sure that the same levels of competitiveness and value will sustain relationships with current customers.

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## Supervisor: 'Gets to work with great people'

Continued from Page 7  
done?

“I get to work with a great group of people,” he said.

Tim grew up and attended schools in Northwood, ND.

He and his wife, Christine, have four daughters and nine grandchildren. Grandchild

No. 10 is due in December.

When not busy supervising the Drayton project, Tim enjoys working in his yard and traveling to visit relatives.

# Manufacturing settles in to new space

Sorry, Fido. What was intended to be a dog food processing plant in Rupert ID, is instead a state of the art manufacturing facility for Transystems.

After a decade stuffed into a cramped space in Twin Falls, Transystems manufacturing project was more than ready for the move to a spacious 24,700-square foot building down the road in Rupert.

“The crew seems to like the space and they like the layout and the large rooms,” Manufacturing Project Manager Derek Torix said. “The ‘new’ hasn’t worn off much yet and we are proud to get to show it off to people.”

“The number one gain in the new facility is definitely the room to maneuver,” he said. “But actually having a nice facility to show off to the public and potential employees as well as current employees is a close second.”

“I think it really has a good public image,” Derek added. “Nothing against the Twin Falls facility, but we outgrew it long ago. So people coming in saw a tight, cluttered area with cramped work spaces. And we weren’t able to improve the outside of the old facility. Now we have a place that makes everyone proud and happy to come to work.”

And there are more people  
**See NEW, Next page**



**Transystems new manufacturing facility in Rupert offers plenty of room to get the work done. Top: Adam "Teddy" Wells is hard at work. Above: Grant Ploss plumbs a new trailer. Jason Strunk photos**

# New: More space for a bigger crew

Continued from Page 9 coming to work in the manufacturing project.

“We’ve added to the crew and will probably keep bringing on a few new people,” Derek said. “In the trailer building portion of the project, we will keep two plumbers and about nine welders per shift, which is close to what we had before. But we are looking at having two shifts at 40 hours a week, which will basically double the shop personnel.”

Two operators for the water jet and press brake also were added to the staff. And two full-time laborers signed on to help keep with the cleaning and other tasks.

“We also just added a drawing assistant. Cristhian Gutierrez Samaniego is here to help Jordan on the drawing side,” Derek said.

## Renovation, from start to finish, a success

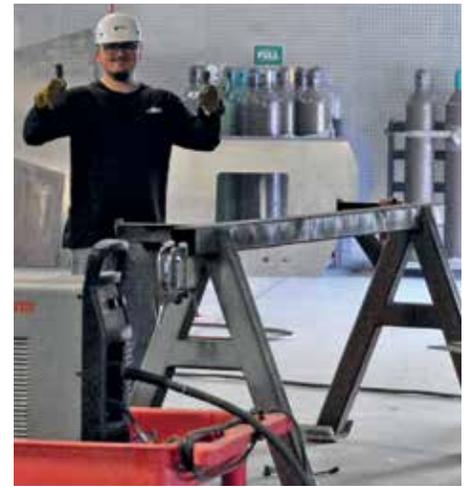
“We are enjoying having the room to move around,” Derek said. “The facility is complete, although we may pave a parking lot and do some ground work to make sure the runoff water has a place to go.”

After closing on the building in April 2016, local contractors got right to work.

“Del Milam and Sons started cleaning up concrete issues



**Above, the manufacturing crew includes Andrew Munsee, Ruger Wrigley, Shane Stirnweis, Jesse Williams, Spencer King, John Chope, Jordan Kisler, Dustin Martsch, Noe Navarrete, Grant Ploss, Kaysha Messick, Derek Torix, Albert Veenstra, Cristhian Gutierrez Samaniego, Adam Wells, Todd Breezee, Brandon Zuniga, Terrence Sieving. Lower left, Kaysha Messick has plenty of room in the new office. Right, Jesse Williams gives the new facility two thumbs up. Jason Strunk photos**



and putting bumper walls around the interior of the shop,” Derek said. “Meanwhile, Buckhorn Electric had to move all the electrical to a new location and Catmull Plumbing got busy making the restrooms usable and getting water to the water jet.”

While the renovation went at a quick pace, so did the manufacturing project’s work.

“We never really stopped building during the renovation process,” Derek said. “We built out of Twin Falls right up to the point where we could move in at Rupert. As the crew finished what they were on in Twin, they came down to Rupert and picked up where they left off.”

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# New: Water jet, press brake whirring

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Nobody missed a beat.

“We fired up the water jet and brake around the end of June 2016 and started trailer production in the new facility in August 2016,” Derek said. The office area was the last to be complete.

“After we got into the office, Milams were able to finish tearing down the temporary office and finish up a little cosmetic work. Then they repainted the shop bathrooms and redid the floor. Job complete.”

When tackling a 24,700 square foot project, it pays to prioritize.

Derek and his crew did just that.

“I knew we wanted the water jet and press brake operating ASAP,” he said. “So anything that played a role in that got top priority. Among the contractors, plumbers and electricians, that was the primary focus.”

Once the press brake and water jet were up and running, the crew turned its attention to different tasks.

“Once the equipment was operational, we started cutting parts and shipping to the old facility in Twin Falls, continuing to build up there,” Derek said. “The next priority was getting the electrical outlets in the proper locations so we



**Above, water jet operator John Chope gets the machine ready to cut. Left, the water jet in action, precisely cutting metal. Jason Strunk photos**

could get building. Milams got all the bump walls up so the electricians had a place to install outlets. Then they got busy.”

The next step was one for the plumbers, who ran air lines to hang air reels. After that came the installation of overhead doors.

“At that point, we could start building trailers in Ru-

pert, but only used part of the shop to do all the welding and trailer plumbing,” Derek said. “The last big thing to become fully operational was the plumbing bay. They jumped on it and knocked it out.”

Contractor Calvin Milam then stepped in to prioritize the completion of cosmetic work.

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# New: 'Now we have a ton more space'

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## Old vs. new

"I don't think there is any comparison between our old and new facilities," Derek said. "Now we have a ton more space so people have ample room to move around the trailers with their welders. We are no longer constantly in each other's way."

Abundant power is another bonus in the new facility.

"We were maxed out on power in Twin Falls," Derek said.

And weather was always an issue. Because materials were stored outside at the Twin Falls facility, the doors were always open. And the rain, mud and snow often made it difficult to get the forklift to the parts without getting stuck. Snowdrifts could also bury parts.

"In the winter, the shop was so cold that we were constantly having to preheat the material prior to welding," Derek said. "Now we cut and bend everything as we need it and it is all stored in staging areas inside and near the trailers."

## By the numbers

Twin Falls shop space: 6,400 square feet, minus 2,550 for maintenance during the beet campaign. Rupert: 11,100 square feet all the



**Welder Shane Stirnweis puts his skills to work in the manufacturing facility in Rupert. Jason Strunk photo**

time.

Twin Falls office and administration space: 1,350. Rupert 3,000.

Twin Falls parts area and break room: 4,000 square feet divided between stories. Rupert has about 3,000 square feet dedicated to parts and break room, but it's all on one level.

Bonus spaces added in Rupert: 1,900 square foot repair bay; 11,000 square feet for the water jet/press brake and material storage.

Acreage in Twin Falls was 2.75 acres. In Rupert, it's 4.5 acres.

"So, basically, we went from about a 9,000 square foot shop area to a 30,000

square foot area," Derek said. "So far, I can't think of much that I wish we had done differently on the new facility."

Pull through bays would have been nice, but the building is only 20 feet from the property line, so there was no room.

"We made the best of it and are dealing with it just fine. We just have to back everything inside, which gets tricky with pups. But it's nothing we can't handle," Derek said.

"We started manufacturing in Twin Falls in the spring of 2006 and moved out in August 2016. It was a good ten years, but I don't miss it at all."

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# Service Center Spotlight on Josh Rector

**S**harp skills in sales and marketing help Retention and Recruiting Manager Josh Rector draw employees to Transsystems 14 far-flung projects. It's his responsibility to make sure the company is fully staffed, including drivers, loader operators, technicians and administrative personnel.



He does much of his recruiting from the Service Center. That is why he is in the spot-

light in this issue TransTopix.

Josh came to Transsystems two years ago.

"Josh not only brings in the contacts and applicants through advertising, but he takes the time to call people to make sure they are really interested in a position before passing them on to the project managers," Senior Administration Manager Kari Franks said. "He makes being fully staffed at every project his priority. He supports all locations."

Josh spends a lot of time on the road attending open houses, setting up job fair booths and creating and filming advertisements. When he's not on the road, he's on the phone.

"He is on the phone all the time calling people," Kari said. "When a manager talks to a job applicant, the manager almost always mentions

that the applicant heard about the position from Josh, or has talked to Josh."

His ability to handle rejection and combat call reluctance helps him on his end of the line. Josh's sales background helps him to sell the opportunity of working for Transsystems.

"Josh knows how to focus on the numbers and provide attention where it is needed," Kari said. "He is also very budget conscience and is always looking for ways to advertise our positions getting the most bang for the buck. He has changed the way Transsystems advertises by using more social media and internet job sites," she added.

Josh brings a toolbox of special skills to get the job done. He is adept at using sourcing tools, search marketing, graphic design, media planning and campaign management, advertising production and content marketing.

"I study how people look for work and interact with media," Josh said. "I spend time researching media shifts and the latest marketing techniques."

The job comes with plenty of challenges, chief among them is contacting job candidates.

"The most common problems are that people have provided the wrong phone numbers or disconnected phone numbers on their resumes," Josh said. "They often have no

voicemail or it's not set up or is full."

Some people just don't answer the phone when you call.

"That's ok," Josh said. "It's important to understand and embrace this shift in the way we communicate. People are moving toward messaging apps like Facebook Messenger, Twitter Direct Message, LinkedIn Messenger and text."

Many see it as more efficient, and Josh agrees.

"Candidates are welcome to message me anytime," he said. His favorite is Facebook Messenger.

What's the highlight of Josh's job? He was quick to respond.

"The most rewarding part of my job is shaking the hand of someone I spoke with on the phone who then applied and has come to work for Transsystems," he said. "I recently met Pamela Evens, a professional driver for Transsystems in Sidney. She is now going to work with us in Billings."

Josh's efforts on the company's behalf have not gone unnoticed.

"Josh is always where he is needed," Kari said. "If you go to a job fair or an open house, most of the people have already talked to Josh and want to meet him. He has already made friends with everyone. He uses his strength in sales and marketing to start people in careers at Transsystems."

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# Situational awareness is vital for safety

All of us have stopped at an intersection and looked left to see whether a vehicle approaching would interfere with a turn, right or left. Most of us do not rely upon the approaching vehicle's turn signal as a sure indicator of the other driver's intention. We wait to see whether the other driver actually begins the maneuver consistent with the turn signal.



This is a classic example of situational awareness.

Whenever driving we should be aware of what other drivers

are planning.

The most important observation that we can make is to determine whether another driver is aware of us. When a driver slows or stops at an intersection but does not look in our direction, we should assume that the other driver is not aware of our presence. We should be prepared to give way to the other driver.

Often when another driver is moving very slowly that driver is lost or confused. We should assume that the other driver may make an unanticipated move. In these situations it is not rude to alert the other driver to your presence by using lights or the horn.

Early cars were fitted with horns for precisely this purpose. The horn should be a signal and not the means of scolding another driver.

We also should be aware of drivers who do not have their eyes on the road. When the other driver appears to be distracted, move to the right and be prepared for a collision. Do not move to the left in hope of avoiding the distracted driver's vehicle.

A driver who makes frequent, abrupt corrections probably is distracted or impaired. Stay back and alert authorities.

*Rich Carl,  
Vice President of Safety*

# Maintenance dives into more training

World-class maintenance requires world-class training. That's what the Transystems team has



been doing as we transition from summer work to the sugar beet campaign.

We have been training in all operations.

Recently, we completed our annual Preventive Maintenance Inspection (PMI) training in all divisions. We are

seeing increased uptime and improvement of our Safety Measurement System (SMS) score. SMS is a program used by the Federal Motor Carrier Safety Administration to measure how well a company does with the safety of its equipment and drivers.

The training process has brought forward a lot of great conversation and ideas for improvement.

But we are not finished.

There are a few other training items we are working on which merit highlighting.

We are updating and en-

hancing our new technician training packet. This will help get new employees up to speed and ensure they are properly trained.

We also are working on a training curriculum for more seasoned technicians. This includes some on-line training and hands-on training in the shops.

We are in the process in updating training materials for the Ranger onboard electronic equipment.

*Brian Gresens,  
Director of Maintenance*

## Division Reports

# Idaho rolls from construction to beets

**W**ork never stopped in the Idaho Division, as summer construction work segued into the beginning of the sugar beet campaign. There was no break in service at all.

With the two seasons overlapping for a couple of weeks, our technicians really had to scramble to get the equipment ready. Everyone pitched in and we made the transition happen.



We finished a loaded summer calendar the second week of September as early harvest got rolling.

We had great turnouts at our start-up meetings at every project. We're still looking to fill a few driver slots. We are competing in a tough market, but I have no doubt we will get the job done.

It's great to be able to rely on our loyal returning employees and it's a pleasure to welcome them back at the beginning of each campaign.

We have the same great crew year after year. Robert Petty stepped up as Project Supervisor in Nampa.

We had a relatively slow



**The factory at Twin Falls got off to a slow start on opening day, but soon everyone was up to speed. Jason Strunk photo**

start up this year, with rain forcing us to travel around for some beets. As always, we were able to keep the factories going.

It looks like we will have a good crop, although not one of the bumper crops we've enjoyed the past couple of years. We expect the campaign to run into late March this year.

New equipment keeps rolling out of our manufacturing facility in Rupert, ID. We continue to build more trailers for 129,000 pound gross vehicle weight. Throughout the campaign, we'll be manufacturing

another 30 new beet trailers.

We also got a few new tractors: five new Volvos and nine Freightliners expanded our fleet. They are just getting going now and everything is looking good.

I'm proud of everyone in the Idaho Division. They did a great job making the switch from construction to beets and we look forward to a successful campaign.

*Kevin Iversen,  
Vice President and  
General Manager,  
Idaho Division*

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## Division Reports

### Rocky Mountain team takes all in stride

**C**onstruction and beet hauling are team sports in the Rocky Mountain Division. As in any sporting event, the start is exciting and when the trigger is pulled you usually discover some extra work that needs to be done.

The Transystems team takes it in stride and handles every detail.

And this team plays well in the mud.



It was muddy when we left Sidney in the spring for our summer work and muddy when we returned to start the beet haul. The weather is always a challenge.

A full schedule of work in Utah and southern Montana kept the crews busy and away from home for much of the

summer.

Sidney's equipment and employees were up to the challenges faced in relocating. We had great input from employees and an outstanding safety record on our summer projects.

The beet campaign is going full bore in Sidney.

The factories in both Sidney and Worland are up and run-

**See REPORT, Next page**

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### Off to a smooth start in the Valley

**I**t's business as usual in the Red River Valley.

Summer work flowed right into harvest start up. In mid-August, our crews put the finishing touches on our seasonal job stockpiling aggregate for Mayo Construction. The same week, the wheels started turning on the sugar beet harvest.



Start up was smooth this year, with good turnout at all of the start-up meetings. Everybody was excited and ready to go. We worked with our customer during the pre-haul, with main harvest beginning at midnight on Oct. 1.

Thanks to the diligent work of our technicians over the summer months, all of our equipment was in great shape and ready to get to work. Everything is going well.

We have been bouncing around a bit to help out American Crystal Sugar because of some special circumstances. It's part of the job and we're happy to help.

The crop is big this year. It's a real nice one and we are keeping the factories well supplied with beets. So far, we're running at the top end of the slice limit and hope to continue to do so until the campaign wraps up in mid-May.

We were happy to welcome a few new supervisors to our

projects. Jeffrey Gainey and David Beliles stepped up to help supervise in Hillsboro and John Gunter is a new Project Supervisor in Drayton.

Eric Escobedo has done a great job in his new role as Project Manager in Hillsboro. He did a good job staffing up the project.

Our drivers were excited to see the five new 2018 Freightliner tractors going into East Grand Forks.

With equipment in excellent shape and great morale among our people, we look forward to the continuation of a good, smooth campaign.

*Troy Carl,  
Vice President and General  
Manager,  
Red River Valley Division*

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# Admin team supports development efforts

The administration side of Transystems supports all of the company's operations, including the Professional Driver Development (PDD) program.

The project clerks enter the information generated from drivers' road and written evaluations. Managers use this information to create the individual professional driver development plans.

Danielle McNew, Information Coordinator for Safety, worked with Dan Brennan, Vice President of Information, to build an entry screen in Transystems Information Processing System (TIPS) for the professional driver devel-



opment plans. Danielle also has traveled around the company to help the administrative staff get started

using the new system.

Once the clerk enters the individual's plan, the clerk works with managers to set due dates in TIPS for employee development. The new database helps to manage development at the project level.

Clerks produce reports and reminders for employees of development work that is due. Clerks also produce reports on overdue development tasks.

A few project clerks have been working on reference materials and instructions to assure consistency in managing PDD assignments. Andrea Reed, Crookston Project Clerk, has created a "how to" for the new TIPS entry system. Destani Hill, Idaho Division Administration Coordinator, is working on a "how to" for the PDD individual development plans.

I expect the administration department to be more involved in employee development as the program spreads to all positions across the company.

*Kari Franks,  
Senior Administration  
Manager*

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## Report from Rocky Mountain

Continued from Page 16

ning and we are keeping them fed.

A lot of our great crew returned for the campaign. That helps us out a lot. Staffing is always tricky for seasonal work. We really appreciate our returning drivers, clerks and operators. We stay on top of staffing every day.

The crop looks good and we expect to haul more than a million tons again this year

to Sidney. Worland won't be a record-breaker, but it'll be good. Sidney should run about 160 days, wrapping up in February.

We anticipate Worland's season to end in early January, as usual.

So far, the beets are looking great. The ag guys tell us the sugar levels are good. The slice is going well.

We swapped out four trailers with Renville for the Worland project and it has helped us quite a bit.

The campaign in Sidney will be better directed this year, with the addition of

supervisors who formerly worked on the coal haul.

We're looking forward to a good beet year.

Everybody did a great job on summer work and that carries over into the campaign. Scott Wilson and Ryan Moore handled the Utah projects very well.

As the campaign begins, I am extremely happy with our great team.

We expect great things of this campaign.

*Steve Torix,  
General Manager,  
Rocky Mountain Division*

# Good news



The Idaho mentor team shared a success story: 16 drivers graduated. The team includes, Mentor Manager Jason Strunk and skills mentors Denis Taylor, Dan Soto (Lead Skills Mentor), Kevin Anderson, Robert Seamons and Gary Heins.



Summer fun at picnics in the Red River Valley.



## Happy Birthday!

### November

1. Mark Hanson, Edward LaVallie.
2. Danielle McNew, Robert Middlestead, Wayne Peterson.
3. Dennis Anderson, Delbert Prince.
4. Nathan Pilster, Gary Schreckengost, Jareth Boomgaarden, Jodi Thompson.
5. Jon Cuttler, John Jones, Timothy Longie, Reimer Nell, Jose Martinez
6. Mathew Laducer, Gary Lindgren.
7. Brian Stutzman, David Moore, Larry Poulton, Larry Warner.
8. Jacob Daley, James Wis-hart.
10. Noe Jarquin.
11. Channing Wolfe, Wayne Byerly, Jay Overmon Jr., Derek Gummersall, Christian Gutierrez Samaniego.
12. Shawn Lewis, Javier Vega Jr., Donna Walker, Joshua Durfee.
13. John Britton, Chad Haugen, Andrea Reed, Christopher Van Dyne.
15. Mike Ault, Colin Basta, James Bollinger, James Snustad, George Steinmetz, Emmanuel Tom.

16. Christina Helsley, Greg Aeikens, Ryan Johnson, Cindy Kuttler.
17. Dominic LeBlanc.
18. Paul Dunn, David Grabow.
19. Gregory Jenson, Dane Harris.
20. Dale Beckler, Gerald Degner, Cleve Spang, Efrain Ramirez, Ryan Meier.
21. Chad Goodwin, Jason Christian, Daniel Thorson, Mark Unruh.
22. Scott Osborn, Roger Bonn, Robin Smith.
23. Curtis Haynes, Mary Kelly, Clark Sheldon, Ricky Walker.
24. Tim Plumley.
25. Hassan Abdi, William Teeters, Ryan Cook.
26. Peter Haugen, Karna Khaling, Curtis Larsen.
27. Daryl Greyn, Dennis Spohn, Arinoh Mbieh, Robert Amerine.
28. Esteban Perez-Mendez.
29. Echo Blake, Jose Hernandez, Dennis Petersen.
30. Dale Gunufson, Brian Schlecht.

### December

1. Troy Shupe, Waylon Greco.
2. Keith Boerner, Richard Koopman, Richard Merzlock,

- Adam Shoultz.
3. Steven Petrie, Michael Cooper, Francis Liera.
4. Micheal McCuen, Jose Gonzalez, Russel Oyler.
5. Ricky Jensen, Troy Coyle, Craig Nichols.
6. Richard Trapp, Brian Gresens, Tom Ackerland, Preston Covert, Keith Proehl, Jason Brower.
7. Clarence Guntrum, Todd Wallum, Timothy Tauber, Robert Girten, Juan Garcia.
8. Gregory Cisar, Kendall Hevel, Robert Wilkes.
9. Charles Luttrell, Joseph Beliles.
10. Steven Timm.
12. Gerald Riopelli, Mark Hartje, Abdurahama Ali, Leonard Marsa, Curran Rice, Isai Molina, Amanda Nielson.
13. Robert Miller, Kelvin Iverson.
14. Donald Selby, Wayne Eiden, Michael Halvorsen, Joseph Philipp, Sudarshan Rai.
15. Robert Hill, Stephen Johnson, David Knotz, Bret Lindsay, Alisa Gubler, Mustapha Kathem, Kimberly Dilworth.
16. Joel Samuelson, Jay Swedberg, Angel Agundez.
17. Jesus Trevino, Robert Durand.

18. Jeffrey Sharp, Paul Sire.
19. David Andersen, Gerald Ellis.
20. Warren Moldenhauer, Danny Day, Tchatchibar Ayeva.
21. Gregory Marlette, John Hatch, Shawn Sullivan, Troy Dejong, Benjamin Oberg.
22. Bryan Gordon, Jerold Stenset, Lawrence Gangle, David Perala, Jarrod Finsaas, Dakota Twinn.
23. Charles Christians, Michele Facer.
24. Wayne Stewart, Jose Garcia, Dustin Hammond.
25. Michael Senger, Stephen Franke, Christopher Murdock.
26. Vincent Bates.
27. Denis Taylor, Estrebe Loya, Mark Baeskens.
28. Paul Bergen, Albert Veenstra.
29. Roger Mott, Lynn Huss, Jacob Smith.
30. Carl Clemens, William Crumbliss, Victor Sanchez, John Gunter, Jaide Schoenen, Richard Garza.
31. Michael Ryan, Armanda Salinas, Josh Scott, Nicholas Bowman.

### January

1. Gilbert Spillum, Dennis Hoffman, Robert Chambers, James Puder, Jonathan

## Good news

Colton Buchl didn't seem very impressed with the fishing pole he won at the East Grand Forks picnic. His parents are David and Stacy Buchl.



Above, Crookston project employees Larry and Sheila Hoffland hit the road in the off season and made it all the way to Alaska. Left, Crookston supervisor Ray DeLeon and his daughter Piper enjoy the company picnic. Photos courtesy of Barb Zavala

## Happy Birthday!

### January, cont'd

Lopez, Jimale Absiye, Wiliam Taylor, Daniel Proulx, Mohamad Aden, Mohamad Jama, Benjamin Purrington, Mohammad Siraji, Ahmede Ali, Abdulla Hassan, Ahmed Gulled, Abdulkadir Ali, Shermake Farah, Ali Mohamed, Bashir Mohamad.  
 3. Shawn Geist, Madeline Wright.  
 5. Robert Rich, David Buchl, Jacob Stuart.  
 6. Marlinda Arroyo.  
 7. Dale Gee, Michael Hanson, Carlos Montana, Kevin DeWayne.  
 8. Mahonri Crane, David Smith, Jodie Hunt, Adam Verbrugge.  
 9. Kirk Gunnell, William Webber II.  
 10. Kenneth McGuire, Richard Carl.  
 11. Virgil Purrington, Jeffrey Winn, Tyler Johnson, David Knotts, Yadira Martinez.  
 12. Phil Young, Ronald Goroski.  
 13. Kevin Iversen, James Bailey, Darrel Simonson.  
 14. Gene Pearson, John Thompson, Abdalla Curi,

Bradley Arends, Jason Smith, Danielle Clark.

15. Barbara Zavala, Jesse Schultes, Abraham Zweh.  
 16. Randy Schiffman.  
 17. Bonnie Hofmeister, Raymond Kasprovk, Jonathan Carpenter.  
 18. Steven Rosh, Jaime Brown, Nathan Watson.  
 19. Dustin Geren.  
 20. Paul Meyer, James Mofett, John Bannert, Scott Freeman.  
 21. Kevin Dahl.  
 22. Alvin Borman, Jason Birrer, Heath Church, Brandon Nice.  
 23. Jim Hardenbrook, Patrick Paulson.  
 24. Thomas Smith, Richard Jones, Daniel Nelson.  
 25. Asael Simmons, Frank Morin, Joseph Stritenberger, Scott Wilson, Alfred Prouty, Adam Zondervan.  
 26. Kirk Ellingford, Jeff Primus, Jason Knutson.  
 27. Stephen Ellsworth, Anthony Contreras, John Chope II.  
 28. Carylson Sulzbach, Michele Longshaw, Teneyasia Rollins.  
 29. Norval Staples, Keith Shuck, Lewis Maynard, Danny Abercrombie, Ahmed Ogaili.

30. Rocky Braegger, Francis Martinez, Ryan Fiala, Logan Landrey.  
 31. Dennis Palmer.

### February

1. John Weimer, Gary Paulsen, Tim Cantrell, Jeremy Knudson, David Watkins, Muktar Abdi.  
 2. Eiden Lyne, Dean Anderson, Douglas Forsyth, Casey Burk.  
 3. Donald Cline, Jason Strunk.  
 4. Dennis Anderson, Pat Guinn, Jay Bolinske, Roberto Carhuas, Levi Bailey, Toni Clark.  
 5. Dale Anderson, Larry Ball.  
 6. James Fritz, Gordon Helmer, Jack Selph, Charles Frew.  
 7. Layce Whitworth, Nichole Cron.  
 9. Terry Short, Ralph Novak, David Taylor, Jason Ray.  
 10. Charles Matthews, Greg Adams, Bruce Watts, David Beliles.  
 11. Benedict Dvorak, Andrew Teal.  
 12. Richard Slyt, Timothy Kachmas, Aaron Spoor.  
 13. Edward Keller, Jack Goch-

no, Connie Marlette, Cody William.

14. Richard Ingham, Dawn Bergquist, Christopher Arneson, Abdullahi Abdi.  
 15. Jimmy Wanzer, Richard Lohman.  
 16. Shawn Bales, Ricardo Elizand.  
 17. Kenneth Leathers, David Christopherson, Hector Chia, Derek Hakeneis.  
 18. Patrick Paslay, Milton Delgadillo, Shane Revels, Austin Schindler, Brandon Zuniga.  
 19. Lee Langworthy, Bryce Brasher.  
 20. Robert Toombs, Robert Newlan, Ibrahim Ahmed, Myron Danielson.  
 21. Thomas Bell, Lucas McHargue.  
 22. Kevin Olson, Felicia Alaniz.  
 24. Ashton Pelletier, Keenen Golliet.  
 25. Chad Rolland, Julian Dahl, Curtis Lenoir, Billy Johnson.  
 26. Steven Velman, Jody Heinele, Justin Wilson.  
 27. Devon Gloege.  
 28. Sheldon Walde, Ryan Woodland.  
 29. Steven Vansell.

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## Parting Shot



The Idaho Division rolled out on the beet campaign with new equipment. The division expanded its fleet with new trailers and Volvo and Freightliner tractors. Jason Strunk photo