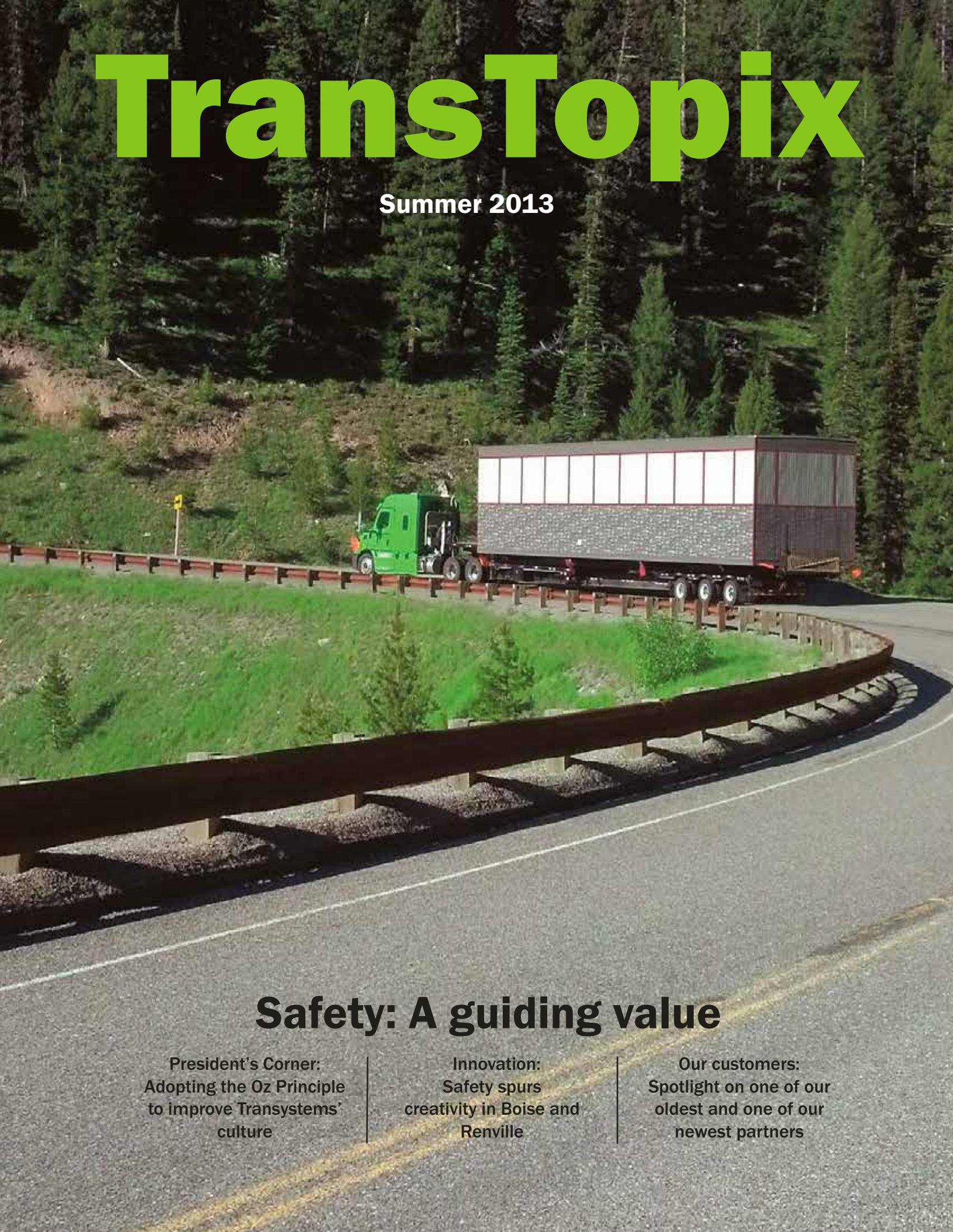


TransTopix

Summer 2013



Safety: A guiding value

President's Corner:
Adopting the Oz Principle
to improve Transystems'
culture

Innovation:
Safety spurs
creativity in Boise and
Renville

Our customers:
Spotlight on one of our
oldest and one of our
newest partners

Accountability the Oz way

We all remember the movie “Wizard of Oz.” Transsystems is building a culture based on the book “The Oz Principle: Getting Results through Individual and Organizational Accountability,” by Roger Connors and Tom Smith. The Oz Principle uses the story of the journey to Oz to illustrate how we possess the power to solve our own problems as soon as we realize that there is no Wizard to solve our problems for us.

Accountability is a term many of us use to look for who is at fault when we have not achieved the results we want. The statement “Who is responsible for failing to achieve the result?” is associated with this negative definition of accountability. We live in a culture where finding fault and blaming others for our problems is widespread. Being a victim is an escape from being accountable for not getting the results we want.

The concepts in “The Oz Principle” are simple and powerful. Like anything else, though, powerful con-



cepts make a difference only when put into practice. At Transsystems, we are work-

ing to change the language of accountability from “who is at fault” to “who is responsible for achieving results?”

The main characters in the movie all are looking for something they believe someone else can give them: the Tin Man wants a heart; the Scarecrow wants a brain; the Lion wants courage; and Dorothy wants to go home. On their journey to find Oz, they discovered that “the man behind the curtain” could not help them.

It is then that the characters realized that all they had to do was focus on themselves.

How often do we want others to solve our problems or look for someone else to blame for our circumstances? True accountability, according to the authors of “The Oz Principle,” is ris-

“... We possess the power to solve our own problems as soon as we realize there is no Wizard to solve our problems for us.”

ing above one’s circumstances to get the results one desires, always asking the question “What else can I do?”

A primary concept in the book relates to Above the Line® and Below the Line® thinking. Below the line thinking is where we play the blame game which can take the form of finger pointing, taking a wait and see attitude, saying “It’s not my job,” ignoring the problem, acting confused or just wanting to be told what to do. None of these responses creates an environment where one gets results.

By moving above the line, we focus on finding solutions. Accountability, according to “The Oz Principle,” is “a personal

See OZ on the following page

Oz

Continued from previous page

choice to rise above one's circumstances and demonstrate the ownership necessary for achieving desired results: to "See It®, Own It®, Solve It® and Do It. ®"

In my next Transtopix article I will explain what "See it®, Own it®, Solve it®, and Do it®" mean to you and your fellow employees.

As we work on issues within Transystems and our personal lives, a focus on accountability for results is a key to success. The book

mentions that leaders should not expect a wizard to wave a magic wand and solve problems. Individually and organizationally, we need to call out the Below the Line® thinking and encourage people to look for and implement solutions that get the results we need.

Transystems has adopted the concepts of the Oz Principle and all managers have completed eight-hour training and are practicing the tools provided.

You will hear and see more about this program as we create a culture of accountability and feedback.

Over the next year, I will

share how we are using the Oz Principle at Transystems

Please ask questions and challenge one another. If we are to get better, we must be open to hearing the feedback that tells us what we do well and where we need to improve.

The Oz Principle contains simple concepts that, when practiced consistently, will change our culture and change the organization.

I hope you will join me on this exciting journey to a stronger organization. We will benefit at work and at home.

*Scott Lind,
President and COO*

Safety key to mission, vision, values

Transystems' strategic plan seeks to ensure that Transystems improves continuously and does not become complacent.

While mainly focused on hard numbers (growth of employment opportunities, improving safety, adding new customers and products, etc.), the foundation of this plan is our Mission, Vision and Values (MVV)



statement.

In this issue of TransTopix, we continue to focus on our four core values: Trust, Safety, Respect and Union Free.

It is important that every-

one understands and embraces these values.

The Mission, Vision and Values statement acknowledges the basic principles that guide Transystems.

We started with trust in the spring edition. In this issue, we move on to our second core value: safety.

Our MVV statement is the core of our culture and how we view our fellow employees, our customers and our suppliers.

ON THE COVER: A Nisku-bound mancamp makes its way over Lost Trail Pass traveling from Idaho into Montana on its way to Canada. **Jim Woodward photo**

Management Process keeps it safe

Safety department
relies on program
with four components

The principal focus of the safety department is Transystems' Safety Management Process.

The Safety Management Process has four main components: safety auditing; safety committees; analysis of losses for causation; and implementation of corrective actions to prevent recurrence of losses.

The safety audit is a key component of the safety process at Transystems. Every employee completes a safety audit on a regular schedule. The safety audit system is a formal process that involves six steps: the audit for unsafe conditions and acts; recording the unsafe conditions and acts; reporting; analysis of trends; corrective action; and notification of corrections or warnings about hazards.

The safety audit process does not rely upon employees taking initiative to report unsafe conditions. Transystems has a separate process for hazard reporting. The safety audit is a methodical analysis of conditions and acts. The auditing employee makes an electronic record



Rich Carl and Liz Carroll keep a close eye on safety for Transystems. Dan Rice photo

of unsafe conditions and acts by making selections from lists designed to draw attention to potential hazards. The selections vary according to season, type of operation, and location. The results of the audits help managers prioritize corrective actions.

Notification of hazards and corrective actions assures that Transystems people know the Company is responding.

Safety committees also play an important role in the Safety Management Process.

Every project and division has a safety committee. The Great Falls Service Center also has a safety committee.

Each safety committee meets regularly and follows an agenda that includes review of action steps pending from previous meetings, review of losses since the most recent meeting, analysis of causation of those losses, consideration of losses that occurred during the same time period of the previous year, and development of recommendations for corrective actions, including training and hazard awareness.

Safety committees do not determine preventability of losses.

Transystems uses a sophisticated system for the investigation of losses and

See SAFETY on the following page

Myth busters at work in North Dakota

Transystems dashed another safety myth this summer.

Transystems people working on two large construction projects in western North Dakota proved that it is possible to operate safely in that very busy part of the state.

The Dunn County and Tobacco Garden projects employed more than 70 people who have operated nearly 2,150,000 miles, working 45,000 hours and hauling more than 400,000 tons of construction aggregates.

The projects' safety records are among the best in the entire company.

The Minnesota Division, particularly project supervisors Nick Leach and Scott



Pederson, had prime responsibility for the projects. Dave Elsing, Red River Valley Division Safety Manager, oversaw safety for the projects.

Not to be outdone, the complicated Cotterell con-

struction in the Idaho Division went loss-free with 73,000 miles and 3,300 hours. Harvey Bell managed the project. Ryan Fiala, Idaho Division Safety Manager, oversaw safety on the Cotterell project.

Safety

Continued from previous page

determination of the causation of losses. The Company's Loss Reporting Form is electronic and concentrates on environment, equipment, people, and process, the four factors that contribute to losses. The Loss Reporting Form builds a data base that directs managers to the most significant causal factors involved in each loss. The consistency

of information produced by the Loss Reporting Form is a critical part of its effectiveness. The ability to complete the form quickly assures that investigations are timely.

Determination of causation suggests corrective actions that are most likely to address the root causes of losses. Focused corrective action goes beyond slogans and promotions.

The safety department manages claims by and

against the company and is active in the management of Transystems' insurance programs.

The safety department also administers Transystems' training programs.

The safety department staff includes Liz Carroll, Information Coordinator for Safety; Dave Elsing, Red River Valley Division Safety Manager; Ryan Fiala, Idaho Division Safety Manager, and Rich Carl, Vice President of Safety.

RRV team steps up to cage challenge

RRV shops unite to build cages, prep 70 new tractors

With the clock ticking, four Red River Valley Division shops joined forces to manufacture sugar beet cages for new trailers purchased to haul American Crystal Sugar Company's beets this campaign.

It was a tall order: 80 new 53-foot trailers in need of cages, with only 42 days to get the job done.

In addition, the RRV team needed to prepare 70 new tractors for service.

The RRV team divided to conquer, splitting the monumental task into four parts.

The Moorhead shop was in charge of setting up all 70 of the new tractors. At 12.5 hours per tractor, the technicians had their work cut out for them.

Drayton technicians welded the chrome moly pipe together to make the cages. That task took 3.75 hours per cage.

Hillsboro installed the dump system wiring, the plastic floors and the vibrators. The time required per trailer was 15.5 hours.

The East Grand Forks shop staff took on the task of



Above: Eric Boushey, EGF technician, stands ready to attach the new "monster mesh" while Gary Tvedt, a loader operator from Crookston, installs the cold roll into the mesh, which will enable him to clamp it onto the new gate.



Left: Paul Monley, an East Grand Forks driver, helped out in the shop this summer. Here he attaches the "monster mesh" to a new cage before it is installed on a new trailer.

Ben Purrington photos

installing the mesh used to hold the beets in place and installing the cages on the trailers for the finished product. Total time allotted for that task was 35 hours per trailer.

All told, it took more than 54 hours per trailer to complete the construction and installation of the cages. The last stage involved staff from each shop commuting to East Grand Forks to help

with final installation.

The patented cages are unique to Transystems. Dan Brennan led the original design team. Over the years, with a lot of employee feedback, the cages have steadily improved. Each improvement allows us to better serve our customer.

The trailers are a new design for the RRV Division. Each trailer bed is 53-feet

See CAGES, next page

Cages

Continued from previous page

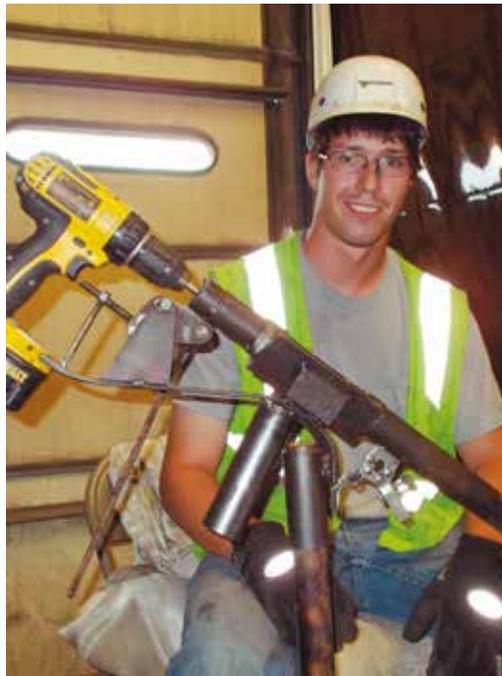
long. The cage size is 45-feet long, 8.5-feet wide and 6.5-feet tall. The bed is longer than the cage, allowing us to add the number of axles to the trailer to allow gross weight of the loaded unit to be 97,000 pounds.

The cage is shorter in length than the bed of the trailer because American Crystal's receiving hoppers are only 45 feet long. The new cage is taller than the former cage, holding more beets for the greater payload.

The latest round of cage construction was a team effort. "We have all the techs involved in the build along with some drivers and loader operators. All individuals involved deserve a pat on the back," Ben Purrington, Division Maintenance Manager, said. "I have seen a strong embrace of Transystems safety culture this summer. I would like to name everyone involved and send a strong thank you to them. I could not be more proud of a group of people and the work they have accomplished."

Thanks to Moorhead employees Mark Smith, Dave Christopherson, Ryan Wagner, Tyler Niemann, Jeff Primus and Shannon Colsen; East Grand Forks employees TJ Ridley, Jeremy Egstad,

Meet an innovator



Ryan Wagner at work. TJ Ridley photo

Crookston technician Ryan Wagner saw a need to improve our fixture for welding hinges. Before Ryan's innovation, a technician had to stop the welding process and turn the pipe by hand, which could result in an injury to an employee or compromise the weld. Ryan added a mount to the fixture and attached a cordless drill. He then put a speed limiter on the drill and a handle to start and stop. This is only one example of Ryan's inventiveness.

Eric Boushey, Nick Zimmerman and Paul Monley; Drayton employees Todd Dahl and Kevin Kasprowich; and Hillsboro employees Aaron Vigness, Mark Buethner, Mark Braaten, Ben Jirout, Edgar Carrenza, Greg Lavine and Mike Urbashich.

Other employees pitched in, helping to move equipment from East Mfg. in Ohio to the RRV and among shop-around the RRV.

"Thank you to all the people who helped with this," Ben said.

It was no small task as it is a four day trip to Ohio and back. There were 26 stacks of trailers to pick up and deliver to the RRV. Mobiliza

tion around the RRV also takes many hours. Mobilizing trailers from Fargo to Hillsboro then to East Grand Forks was complicated. Transystems crews moved gates from Drayton to paint then delivered them to East Grand Forks.

"I estimate that there were 8,000 hours total involved to make this build a success," Ben said. "That only covers the build."

While the build was going on, other summer work did not stop. RRV technicians prepared for sale 54 tractors and 64 trailers. All that along with routine summer maintenance on retained units.

Innovation

Tackling safety challenges in Boise

Boise crew tops one safety innovation with another

By **JIM WOODWARD**
Boise Project Supervisor

Driven by the Transsystems' cultural belief of "Leader in Safety," the employees of the Boise Project have stepped up.

When loading a structure onto an extendible trailer, drivers walk on the trailer bed while stretching out the loading cable. Winter presented special challenges with wet and sometimes icy decks.

Through the audit process, Brian Walters identified this slipping hazard and the safety committee hammered out the solution.

After several trials with different types of material, the Boise Project crew chose a product that provides maximum non-slip surface at a very cost effective price. Drivers are helping with painting the trailers and the results provide a safe surface from which to work while loading structures.

The innovation did not stop there in Boise. As we prepare to piggyback tractors and



The Boise team's innovation solved the problem of safely dismounting from a piggybacked tractor. Kirk Ellingford photo

trailers for the return trip from Nisku, Alberta, we face another safety challenge. How does a driver safely dismount a piggybacked tractor?

The discussion began. The solution needed to provide for "three points of contact" from the cab to the ground, it needed to provide fall protection in case of a loss of contact, it had to be portable and light weight, and able to be

carried on the tractor without interfering with loading or unloading.



While Jim Kirk Ellingford was working with a local machine shop and manufacturing prototypes, Ryan Fiala found an online solution that fits all of the requirements.

Now an aluminum platform with a handrail that hooks onto the side of the trailer allows the driver to move from the cab of the decked tractor to the trailer deck.

Another ladder also hooks to the trailer allows the driver safe access to the ground.

Kirk devised a way to safely store these units on the back of the headache rack during transit.

All drivers have trained on the safe use of this system.

In another instance, the audit process identified the need for reflective tape on the platform and ladder allowing maximum visibility at night in truck stops.

These are excellent examples of overcoming challenges when everyone pitches in to be part of the solution. It is the Transsystems way.

Customer spotlight

Wyoming Sugar marks milestone

Excerpted from
Wyoming Sugar Company
news release

One of Transystems' oldest customers marked a milestone last summer. Wyoming Sugar Company, LLC celebrated its 10th anniversary under local ownership. Transystems has delivered beets to the Worland factory since 1969.

The Wyoming Sugar Company's history is a long one. The sugar beet processing factory in Worland has been a landmark and anchor for the Southern Big Horn Basin since accepting its first load of sugar beets in 1917. Before the original Wyoming Sugar Co. built the Worland plant, sugar beets were sent north in rail cars to be processed in Montana.

For 96 years, the Worland

factory has been in continuous operation, through changes in both ownership and name.

In 1925, Holly Sugar Corp. purchased the plant. Holly Sugar was acquired by Imperial Sugar in 1988 and the factory ran under the name of Imperial Holly Sugar. In 2002, the plant was threatened with closure when Imperial announced plans to shed the Worland factory as part of bankruptcy reorganization.

That is when local investors stepped up to protect an important economic asset. Growers and community leaders joined forces and bought out Imperial.

Company Chairman Dick McKamey noted that the purchase of the factory was a community effort. "There was no government help. This community rose up; if

the community hadn't stepped up, we'd have lost it," he said.

The new community-backed company charged forward. "We reinvented and resized ourselves," McKamey said.

New technology, a 100-day campaign and a 10,000-acre growing area for the facility are the components of WSC's successful operation, with farmers regularly producing 28 to 30 tons of beets per acre.

Being the smallest sugar company in the nation could put WSC at a competitive disadvantage except for one thing — partners. McKamey said WSC does what it does best by itself and forms partnerships to round out the business.

"We have the best partners," he said. "We'd have never done it without them."



Kane Transport

Transystems welcomed a new customer this summer when we began providing tractor service for Kane Transport, Inc., a petroleum carrier and liquid bulk service. Transystems provides drivers and tractors to service Kane's customers in Western North Dakota.

The seven Transystems driv-

ers working the haul face challenges.

"I would like to thank the Kane haul drivers for doing the job safely," Virgil Purrington said. "We run to Minneapolis in lots of traffic as well as dealing with heavy truck traffic out of the oil fields. It's also challenging dealing with a product that can reach 300 degrees," he said.

Division Reports

Holmer harvester headed our way

A big machine is the biggest news for the Idaho Division, where Transsystems is taking its sugar beet operation a step further. When the campaign kicks off in September, a new Holmer harvester will be on the ground and running as the company takes on a new role as a custom sugar beet har-



vester. While custom cutting of grain has been around for a long time, custom

harvesting of sugar beets is relatively new.

This campaign, Transsystems begins a test of custom harvesting sugar beets using a Terra Dos T3 machine built by German manufacturer Holmer-Maschinenbau GmbH, the same company that supplies some of our cleaner/loaders.

The aim of the custom harvester is to reduce the harvest costs of growers. The Terra Dos will defoliate, top and dig the beets in a single pass. This reduces the time



Transsystems will begin custom harvesting sugar beets as the campaign begins in Idaho. The Terra Dos T3 harvester defoliates, tops and digs beets in a single pass. Holmer photo

the defoliated beet is exposed to the sun and should produce a higher quality beet.

If custom harvesting results in better profits for the growers, it will strengthen the co-op. A strong customer is good for everyone at Transsystems.

Along with the harvester, we purchased another cleaner loader, bringing our total to five.

The summer was busy for the men and women working in the Idaho Division.

Five jobs kept the trucks running. Crews worked with Knife River to haul gravel near Rexburg under Carson Munk's direction. Aaron Litz was Project Manager for the Glenn Street job in Oregon and for another haul at Cambridge, which is just wrapping up now. Harvey Bell

managed Transsystems summer projects in Coterrell and City of Rocks.

With summer work buttoned up, we are looking forward to the start of the sugar beet campaigns in Twin Falls, Paul and American Falls on Sept. 8. We will start work in Nampa the first part of October. Throughout the summer, Transsystems trucks showed up in parades and at fairs. We hope to take the new harvester to one fair before we put it to work in the field.

It is early yet, but the recruiting effort looks good and we have scheduled a number of picnics to welcome our people back and keep in touch with past and current employees.

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

Division Reports

Rolling out for our 44th beet campaign

When Transystems trucks start to roll in Worland Sept. 17, it will be the beginning of Transystems' 44th campaign hauling sugar beets for the Worland,



Wyoming sugar factory. Wyoming Sugar Co. and Transystems signed a five year contract

this summer and look forward to reaching the half century mark.

Serving that customer safely continues to be Transystems' top priority in the Rocky Mountain Division.

During the last campaign, the Worland crew took Transystems' emphasis on safety to heart, working more safely than ever. Only one loss was reported, with a frequency of less than seven per hundred thousand labor hours. Safety remains our focus in this year's campaign.

In anticipation of startup, Russell Baker joins the company as a new technician in Worland. He comes to us with plenty of training and a



Fill 'er up! Wyoming Sugar Company built new sugar storage facilities this summer.

desire to stay in the Worland community. We look forward to having him with us for the long term.

Project Manager Ryan Moore returned to Transystems after a brief career change. We are happy to have him back.

One-third of our drivers took the company up on an offer of summer work at the Dunn County project. We are very proud of Jean Sulzbach, Jason Sorrick and Mike Hugly and thankful for their willingness to relocate to North Dakota for the sum-

mer.

While the campaign is still a way off, we are keeping in touch with our crew.

Ryan has been calling people and we have scheduled a picnic for Sept. 15 in Worland to welcome former employees back and recruit new ones. We expect a crowd.

An upgraded loader will help make the campaign even smoother this year. We all are looking forward to the start of the campaign.

*Steve Torix, Manager,
Rocky Mountain Division*

Division Reports

Somethings old, some new in RRV

Lots of new equipment is in the Red River Valley for the beet harvest that began Aug. 28. We replaced our fleet of loaders with 17 new Komatsu WA 4707s. We have 70 new 2014 Freightliner Cascadia tractors and 80 new 53-foot flatbeds, for which we are building cages. We will be doing some skip modifications to accommodate the



new equipment. All of that new equipment will improve our service to an old and

valued customer. Transsystems has hauled sugar beets for American Crystal Sugar for 30 years. This summer, ACSC signed on for another five years, continuing our great working relationship.

Topping that good news is the return of so many of our long-term and truly appreciated employees. Many of our drivers went to work on the western North Dakota Dunn County construction project this summer. Others worked



A brand new 2014 tractor for use in the Red River Valley is the backdrop for, left to right, Liz Carroll, Information Coordinator for Safety; Josh Kayl, East Grand Forks Supervisor; Dave Elsing, RRV Division Safety Manager; and Nathan Viergutz, East Grand Forks Project Manager. Rich Carl photo

out of West Fargo on the Kane hot oil haul. We are excited to welcome them back to our beet campaign.

Recruiting and retention are going very well. Our No. 1 goal is to see our employees return year after year. This fall, it looks like we are reaching that goal and we are excited to welcome everyone back.

Along with the return of our longtime employees, we welcome a new member of the team. Beth Juarez started as our receptionist in the division office in June.

As we gear up for the campaign, harvest dates and predictions are right on target. Last year's campaign was great, a real record-breaker. It was our longest campaign

ever and the beet harvest was one of the largest, at more than 11 million tons.

We are looking at about 10 million tons of sugar beets as we begin the campaign this fall. That is a good number because of the late planting season.

We celebrated the bumper crop of 2012 with well-attended banquets earlier this summer. Parades and picnics kept Transsystems busy and in the public eye as the summer went on.

Our rehire meetings went well and it sure is nice to see everyone again.

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

Division Reports

Minnesota crew goes from busy to busier

The Minnesota Division's summer in a word? Busy.

Division employees stepped up to take on the Dunn County construction project in North Dakota before the sugar beet campaign was totally wrapped up in Renville. We literally started there when we were still on yard beets here. And some of our staff will remain in North Dakota when the cam-

campaign starts here Sept. 10.

The Dunn County project, the second largest construction project in Transystems history, has been an exercise in company-wide cooperation. Every division played a part, sending drivers, relief help, managers and supervisors.

We are proud of our safety record at the Dunn County project. We have had no major losses, our cost per hour is low and so is our frequency rate. This safety record reflects on the whole company. It really is a group



Nick Leach is the project manager on the Dunn County project. Jessica Harris photo

project, with a who's who of company employees on the job site.

It was great to see Transystems employees from our far-flung projects and divisions working together so well. Everyone holds the same Transystems core values and plays by the same rules. When faced with a challenge, we pulled together.

A big part of the credit for making the project run smoothly goes to the on-site management team. Nick Leach, the project manager, and Scott Pedersen, project supervisor, have been on the

job since day one and will be there until it is complete.

Eric Escobedo and Brendan Siems came in from the RRV to help supervise. Billy Holum, Paul Peichel, Jason Holm, Josh Kayl, and Tim Higdem also were great in their relief roles.

A dozen or more division employees will miss the kick off of our beet campaign to wrap up the Dunn project. We go into this year's campaign on the heels of one of our best campaigns ever.

Last year was fantastic. We went from one of our smallest crops two years earlier to the biggest ever. When pressed to get a big crop in under often treacherous driving conditions, we did it.

There is always room to improve on safety and we will.

Come mid-September, we are on track to start up fully staffed. And with seven new trucks added to the Minnesota fleet of 26 last year, we are ready to meet our customer's changing needs. We expect our cleaner-loaders to handle the same tonnage they did last campaign. It is good news when we can give good service to our customer.

*Mike Rood, Manager,
Minnesota Division*



Above: In this Transystems television commercial, Hector Marina portrays a Transystems driver, assuring his children he will be home from work in time for an afternoon ball game. The children are Brody, Izzy and Sammy Jasso. Below: Joel Garrison, Twin Falls Project Manager, Coral Torix, Idaho Special Project Manager and Veronica Jasso, Paul driver and scheduler, watch filming. *Jessica Harris photos*

Transystems' stars in small screen ads

Transystems is looking for a few good men and women ... quite a few good men and women.

Late in the summer, when sugar beets are ready to harvest, the company's workforce swells to 1,100-plus. That is where recruitment and retention manager Jessica Harris comes in. It is her job to help fill the drivers' seats and loader operator slots that come open each year as the company's fleet prepares to move sugar beets from fields to factories across Minnesota, North Dakota, Montana, Wyoming

See ADS, next page



Ads

Continued from previous page

and Idaho.

To accomplish that, Jessica attends scores of job fairs, picnics and parades each summer, touting what Transystems has to offer and scouting for the reliable, skilled people the company depends upon.

Along with competitive wages, a stellar safety program and unparalleled training, Transystems drivers and operators have an additional perk: they're home at the end of their shift each day. Getting that word out is one of Jessica's most important tasks.

Family flexibility and being home daily play well to the beet region's labor pool.

Last year, Jessica created a single television commercial which aired in the Grand Forks market. Dave Elsing, RRV Division Safety Manager, starred in that commercial, which focused on being home at the end of each shift.

This year, Jessica upped the ante. Using other Transystems employees, she created four new ads. Ads were filmed in Twin Falls, Idaho, and Grand Forks, N.D., and are airing across Idaho, Minnesota and North Dakota.



Above: The Helm family starred in one of the Transystems television ads. Kris Helm is the Drayton Project Manager. His wife, Amy, and children Jake, Avery and Kole joined him in the ad. Below: Twin Falls farmer and Transystems driver Charles Matthews portrayed a farmer in one of the television spots. Jessica Harris photos



Starring in the ads were the Helms family from Grand Forks; the Jasso Family from Paul, Idaho; Coral Torix, Idaho Supervisor, and Ryan Fiala's stepdaughter Mikayle Meyer; and Charles Matthews, a farmer and Transystems driver from Twin Falls.

While three of the commercials highlight Transys-

tems' family-friendly focus, the fourth has special appeal to area farmers.

"We are trying to attract local farmers and show them how working for Transystems makes the perfect fit when they are finished with their harvest," Jessica said. "We are always trying to attract farmers because they prove to be great employees for us."

The TV commercials, along with parades, picnics, and advertisements in print and on the radio, Internet and Craigslist, are working. "Most projects are staffing up well so far," Jessica is happy to report.

Administrative Report

Clerks on the front line for safety

At Transystems, safety starts long before employees start their engines or pick up their tools. The 35 members of the company's administrative staff might be in project offices, but they are on the front line of safety.

The administrative staff is responsible to ensure that every person hired by Transystems is a safe hire. Administrative staff members do that by analyzing documents in hiring packets. Each document is checked and double-checked for accuracy and indication of potential risk.

With more than 1,000 applications streaming into project offices this time of year, there is plenty to keep the project, division and Great Falls Service Center administrative staff busy.

Staff members check each potential employee's application, motor vehicle record, medical card, experience level and employment history. They check to see that the hiring level for a driver is consistent with the driving experience listed on the application and reflected in employment history. This process also helps to ensure that drivers receive the train-



Kari

Administrative staff members contact each applicant's former employers to check dates of employment, loss history, and drug and alcohol test results.

They scrutinize motor vehicle records for violations and current license status. The data enters the Transystems rating system giving managers a snapshot of a potential employee's risk.

Medical cards are examined to verify that potential employees meet Federal Motor Carrier Safety Administration standards. Staff members schedule employment-related drug tests.

Project administrative staff does all this without unnecessarily slowing the hiring process. Their job is to help the project and division managers staff with safe, qualified employees.

Clerks are responsible to make sure every piece of the hiring packet is complete.

ing needed to operate Transystems equipment safely and efficiently.

Admin-

Service Center administrative staff members audit every single employee file to double check that the correct paperwork is complete and experience levels verified.

This year, Danielle McNew, Personnel Coordinator at the Service Center, put together an excellent training program to improve the analysis of hiring data at the project locations. She is traveling to each division office to conduct training. She also offers online training.

Project administrative staff members also put together weekly safety dashboard for each project and administer the safety audit process. The safety dashboards give managers a quick view of loss frequency, audits, check rides, and employee training needs. Clerks also keep track of employees due to perform safety audits and compile records of defects and corrective actions.

Since much of the work is done behind the scenes, it is easy to miss the role the administrative staff plays in safety. Administrative staff members are committed to doing their part to support and improve Transystems' culture of safety.

Kari Franks, Senior Administration Manager

Good news

Summer filled with fun and babies

A group of Transsystems managers completed a Dale Carnegie course in Idaho. They were Brent Abbott, Kirk Ellingford, Dirk Torix, Kevin Iversen, Coral Torix, Joel Garrison, Bill Rogers, Todd VanDorn, Derek Torix, Shannon Bales, Ryan Fiala, Charlene Davis and Sidney Senior Project Manager Todd Albright.



Aubree Ann Schroeder was born July 25.

From Minnesota

Spencer and Jen Schroeder welcomed baby girl Aubree Ann Schroeder on July 25.

Loader operator Mitch Kling married Carlee Otto on June 16.

From the RRV

Tim and Christine Higdem were married in June.

The Purrington family is growing. Katie (Purrington) and Andrew Tritz welcomed their first child, 8-pound, 10-ounce Jaxson Tritz, on May 28. Proud grandparents are Virgil and Jane Purrington of Ada and Louis and Terry Tritz from Glencoe, Minn.



Andrew and Katie (Purrington) Tritz and their new son, Jaxson.

“He has big hands and big feet and will have a basketball in his hands in no time,” Virgil commented.



Ashley Hollon and her horse Blaze stopped by a Transsystems truck during the Filer Fun Days Parade in Filer, Idaho, on June 22. Transsystems Manufacturing sponsored Ashley in the Filer Junior Riding Club. She is the daughter of Michael and Jami Hollon, the project clerk. Ashley is 15.



During manager training in Great Falls in June, the group got together for a round of air shots. Pictured are Shannon Bales, Aaron Lentz, Dan Brennan, Scott Pederson, Jessica Harris, Dirk Torix, Cheyenne Torix, Scott Lind, Todd Albright and Eric Escobedo.

The many faces of Transystems

The company is proud of its diverse and dedicated workforce



Clockwise from above: Cedar Leonard, Moorhead; Eric Boushey and Jeremy Egstand, East Grand Forks; Mark Edgar, Idaho; and Paul Meredith, Nampa
Jessica Harris photos.



Happy birthday!

July

- 1: Terry Daddow
- 2: Steven Gewerth, Cole Mord
- 3: Larry Christensen, Virgil Mudersbach, James Shanklin
- 4: Curtis Andersen, Shaun Andreasen, Mark Edgar
- 5: Myron Steinhofner
- 6: David Diekmann, Hillary Larson, Ronald Schoolcraft
- 7: Rodrigo Flores
- 8: Terrence Sieving
- 9: Shaun Lundberg, Kenneth Rieke, Frank Snobl, Cindy Wang Anderson
- 10: Anthony Lietzau, Nathan Viergutz, Candy Woods, Timothy Zblewski
- 11: Robert Adfield, Harley Haug, James Lerom, Kathleen Nelson, Earl Ryan
- 12: Thomas Hoops, Darryl Poulsen, Earle Schreiber, Jeffrey Walker
- 13: Delmont Hagen, Timothy Lafleur, Edward Reynolds
- 14: Steven Holyoak, Todd Winmill

- 15: Jesse Comancho, Randy Gores, Kevin Grass
- 16: Thane Butterfield, Jerry Daniel, Gene Mendes, Chad Sather
- 17: Mark Braaten, Clayton Brame, Bruce Ford
- 18: Jon James, Eddie Jorgensen, Matthew Keating, Lucky Koyle
- 19: Donald Bertsch, Rober Huntington, Kay Udy
- 20: Paul Beamis, Michael Johnson, Spencer Schroeder, Gene Zsedeny
- 22: Richard Beus, David Clausen, Wade Hamby, Jimez Lambus, Randy Saint, Morgan Trammel
- 23: Noel Johnson, Paul Klein, Michael Scott
- 24: Kari Franks, Antonio Guadarrama, Dustin McClellan
- 25: Harvey Bell, Dale Grindahl, Kim Linzy
- 26: Christopher Albright, Vaughn Clark, Lynn Hendricks, Larry Nelson, Marcus Newton
- 27: Julio Gonzalez, Gary Goodwin,

- Chad Janssen, Johnnie Mai, Thomas Massman, Robin McGhee, Rockie Miles, Mario Vega, Kevin Wagner
- 28: William Burns, Adam Cobb, James Gaub, Duane Rasmussen, Gerald Wahlen
- 29: Arlen Getz, Anthony McCann
- 30: Andrew Givens, Geoffrey Glenn, Joshua Kayl, Clyde Miller, Noe Rebolledo
- 31: Darrin Emery, Willard Johnson, Nels Olsen, Michael Urbashich

August

- 1: Bradley Loge, Gary Melin, Roger Nelson, Chuck Rogers
- 2: Curtis Crowley, Robert Neisen, Jeffrey Peterson, Chris Ward
- 4: Tina Richardson, Donald Runkle, Bradley Wilkerson
- 5: Jacob Betts, Shannon Ripley
- 6: Bryan Bourdon, Barry Coward
- 7: David Eischens, Jack Goodhue,

- Eric Hall, Bruce Jacobson, Dale Wilsdon
- 8: Joseph Bruggeman, Tanya Stone, John Weber, Richard Wosick
- 9: Ronny Brown, Kevin Heikkinen, Thomas May
- 10: James Aalderks, Randy Alderman, Mary Castro, Dan Rice
- 11: David Bussler, Neil Disse, Joel Garrison, Rolland Morris, Sean Nurmi, Terrance Peterka, Lonnie Stevens
- 12: Dalice Hill, Bojan Senger, Jimmy Stone
- 13: David Lietz, Myron McCrady, Alfred Nelson
- 14: Garth Hancock, Scott Lind, Kirk Metzger, Kevin Miska, Luke Smith, Bryan Speck
- 15: Vicente Herrera, Neil Hoff, Timothy McGillivray, Vance Thoreson
- 15: Charles Lietz, Randall Wieler
- 17: Christy Dingfelder, Mark Dooley, Thomas Haverkamp, George Knezovich, Ruben Perez, Kenneth Seim, Ryan Soberaski, Jeremiah Wishard

- 18: Jose Chairez, Ronald Hancock
- 20: Earl Feucht, David Gochmour, Dan Miller, Tondra Stiffler, Damian Uselman
- 21: Martin Delariva, Robert Freeman, Gregory Lavine, Brad Poppen, Brendon Siems
- 22: Steven Flygare, Tyler Niemann, Ryan Sorensen
- 23: William Cain, Gilbert Trevino
- 24: Steven Bendele, Adam Johnson, Christopher Kyles, Caleb Mowl, Dana Thomas, Bertha Young Stone
- 25: Hugh Brown, Scott Hughes
- 26: Julian Andrade, Danny Smith
- 27: Joshua Horgen, Benjamin Jirout, Colton Kupitz, Donald McEntarfer, Bruce Moen
- 28: Kristoffer Helm, Shawn Reed
- 29: Jason Cory, Thomas Crosby, Randall Elliott, Brett Vincent
- 30: Heithzeel Carrillo, Delbert Gomez, Polly Mejia, Doyle Narry
- 31: Thomas Bascom, Charles Breeze, Paul Desautel



Clockwise from above:
Virgil Purrington, RRV;
Deanna Thomas in
Dunn County; Barry
Coward, Sidney; Arlen
Hurst in Dunn County;
Aaron Vigness, Ben
Purrington and Mark
Smith getting ready to
race in Ada, Minn.



Jessica Harris photos

Happy birthday!

September

- 1: Michael Barber, Victor Cernyar
- 2: Corey Blake, Jamie Ness, Jeffrey Simpson, Randy Wentz
- 3: Calvin Clemmer, Melinda Droneburg
- 4: Kevin Kasprovicz
- 6: Richard Beighley, Lowell Mages
- 7: Christopher Lafreniere, Amber Moyer, Mark Smith
- 8: Samuel Armas, George Drewicke, Susan Standlee, James Taylor
- 9: Shayne Hyde, Terry Knopp
- 10: Timmy Fazekas, Israel Guzman, Randy Wareberg
- 11: Chancy Lewis, Nathan Purrington, Murray Vaughn
- 12: Esteban Castaneda, Steven Dailley, Mike Lokken, Eric Manton
- 13: Natasha Albright, Katie Galland, Roger Shaver
- 14: Michael Bangle, Justin Wilkins
- 15: Cruz Bales, Matthew Balstad,

- 16: Gerardo Canales, Tomas Garcia, Lyle Geis, Guy Hovde, Stephen Muir, Jerry Tourillott, Jesus Villarreal, Allen Wright
- 17: Donald Corle, Steven Jenniges, Timothy McKern, James Schwan, Ikromzhon, Shamshidinov
- 18: Junior Darbin, Rick Dickman, Jeremy Nowak, Vince Towne
- 19: Jery Gillaspay, Nicole Lopez, Randy Newton, Lucas Randow, Raul Silva, Stanley Taylor, Todd Vandorn, John Welker, Richard Young
- 20: Larry Birch, Julian Espinoza, Randal Mergenthal, Dale Nelson, Darwin Somsen
- 21: David Dudley, Rocky McBride, Jason Waterworth
- 22: Mauricio Gonzalez, Eva Moreno, Bjorn Sorgaard, Gerald Wagner
- 23: Elliott Gamblin
- 24: Steven Espe, David Huddleston, Aaron Litz, James Stults, Gordon Taylor

- 25: Donald Bloomer, Todd Jorgensen, Charles McGann
- 26: Tom Bastian, Kenneth Burge-meister
- 27: Andrew Anderson, John Fearneyhough, Timothy Pethel
- 28: George Belanus, Raul Bolanos
- 29: Steven Boatman, Stephen Fisher, Steven Floyd, Mark Heder, James Hofstader, Russell Walker
- 30: John Johnson, Robert Jordahl

October

- 1: Claude Evans, Tony Garrison II, Benjamin Haarup, Paul Unruh
- 2: Lanny Jacquemart, Aleksander Nelson, James Roberts
- 3: August Halbesleben, Louis Miksatko, John Scarlett
- 4: William Graff, Dean Swenson, Jason Weeks
- 5: Zane Cecil, Joel Fiedler
- 6: Francisco Beltran, Maurice Blair,

- Daniel Brennan, Ray Deleon, Yvonne Sanders, Lance Sharkey, Thomas Ziebach
- 7: Mark Alberg, Kristine Carl, William Emmett, Lloyd Hensley, Glenn Holweger, Clyde Opdahl
- 8: Steven Eckhardt, Ricardo Jimenez-Gonzalez, Marvin Novak, Jeff Sylskar, David Wedel
- 9: Kris Weigel, Allen Becker, Steve Torix
- 10: Rodney Lund, Jack Turner
- 11: Ohran Hasanovic, Duane Rector
- 12: Gary Bergman, Tim Fiscus, Travis Schultz, Mary Sietsema, Coral Torix, Ryan Wagner, W Michael Wilcox
- 14: Gary Andrew, Steven Hager, Jami Hollon, Roger Lester
- 15: Keith Needham, Fausto Palomarez, Bruce Voelker
- 16: Frank Nerud, James Thara
- 17: Martin Aspiazu, Heather Hadley, Shannin Nielsen, Julie Small
- 18: Cody Campbell

- 19: Dennis Aldrich, Beth Juarez, John Schenck
- 20: Jimmy France, Rodney Latta, Michael Nelson, Daniel Schwerin
- 21: Odney Ellingson, Rory Lindquist
- 22: David Lubarski
- 23: Keith Bower, Marisa Bustamante, Douglas Jordan, Sarah Lane, Benito Molina, Michale Tammaro, Brian Walters, Kevin Wilson
- 24: Matthew Hoffman, Mark Hulst
- 25: Robert Enriquez, Jerry Hoffarth
- 26: Craig Beaudin, Jeremy Hillenbrand, Richard Martinez, Ann Powers
- 27: Dale Anderson, Richard Dyer, Myron Harbaugh, Doug Miller, Robert Wisecaver
- 28: Ernie Conan, Timothy Perreira, Errol Rice, Steven Stathis
- 29: Philip Earnest, John Hadley, Laura Pehrson, Mario Reyes
- 30: Eric Escobedo, Kay Steff
- 31: Loren Evenson, Duncan Templer, Mark Wilkinson

Parting shot



Joel and Megan Garrison's oldest son Jace heads out for a day of fishing on his parents' boat. Joel Garrison photo