

TransTopix

Fall 2020



President's Corner

Retention key to staffing, recruiting

The Administration Team plays an important role in employee retention at Transsystems.

First impressions matter. Successful retention starts during recruiting, with the initial phone call or contact and how a potential employee is treated.

When a new person applies at Transsystems, the first voice they often hear is that of an Administration Team member, calling to get information to arrange an interview with a manager.



Scott

That quick response, a friendly voice and a helpful attitude on the part of the clerk has a big influence on a job applicant. This first impression has a huge impact on whether a person will choose Transsystems as his or her career choice.

Helping a person with their application and setting up the employee's Drug and Alcohol Clearinghouse are examples of how the Admin Team helps new and returning employees. We all know how cumbersome some websites can be.

Every year we have a high number of returning employ-

“Good retention and recruiting take a good team, one that cares. We have an excellent team that represents Transsystems very well and starts everyone on the road to a good career with Transsystems.”

ees. We must ensure that each of them is in compliance with all regulations before beginning work at our projects. The Administration Team works with IT and other departments to make sure this is a painless process for the employees.

Once everyone is working, it is vital that every individual's pay is correct according to the load information in AssetWorks. Any additional supplemental pay needs to be entered by a clerk. The Administration Team has many crosschecks to ensure every employee is paid correctly.

Managers work very closely with the Admin Team to communicate what additional pay is required to be entered into our system.

Good communication also plays an important role. Vice President of Administration Kari Franks and her team added a New Hire Tools and Information booklet that went out to all employees this fall.

This booklet includes information on our culture, health insurance, pay per load, paycheck and other vital policies and procedures.

I encourage you to page through the booklet and use it as a reference guide when you have questions.

To support the booklet, Kari's team is excerpting segments from the booklet and putting the information in as payroll stuffers. There will be different excerpts included throughout the year.

Good retention and recruiting take a good team, one that cares. We have an excellent team that represents Transsystems very well and starts everyone on the road to a good career with Transsystems.

Welcome back to the many returning employees and thank you to all our new employees for choosing Transsystems.

*Scott Lind,
President and COO*

On the cover

Morning sun rises over the smoke stack at the Nampa Project. The sun is shaded by wildfire smoke that lingered in Idaho. Jim Woodward photo.

Admin Team keeps the wheels turning

The 32-member Administration Team is “the grease that keeps the wheels turning at Transystems,” according to company President and COO Scott Lind.

Keeping the wheels turning starts with recruiting and hiring, and the Admin Team plays a key role.

“The Admin Team is awesome and plays a tremendous role in recruiting from the very start to the end. We work hard at hiring,” Vice President of Administration Kari Franks said.

She outlined the work her team does, starting long before hiring begins.

In early spring, Administration Managers Jodie Hunt, Rachael Hunter and Kari work with the division manager to set the budget for advertising and strategize ad placements. Then they work with marketing to create the advertising content. In May, advertising begins for the Skills Development Program. In July, Transystems begins general advertising for fully qualified job candidates.

The leads start rolling into the TIPS II program, the company’s unique recruiting software specially designed for Transystems primarily by Jodie and made reality by Dan Brennan and the IT team. Members of the Admin Team coordinate and prescreen the leads, contacting each one. The prescreen and Transystems MVR rating is complete before the applicant is turned over to the manager to decide whether



Rachael Hunter, Shari Combs and Beth Juarez are three members of the Red River Valley's Administration Team. Bill Schulz photo.

they would like to interview the applicant.

What happens next?

Once the project manager makes a hiring decision, the new employee works with the clerk to complete new hire or rehire paperwork.

“In the past this was a manual process,” Kari said. “Personnel Administration Coordinator Chris Alvarez created checklists and paper hire packets to help the clerks make their way through the process. Since Transystems is seasonal and most employees have a layoff period, these packets were somewhat complex.”

Different paperwork was needed for employees new to Transystems, rehires over 365 days, over 90 days, 30-90 days and 30

days or less.

Once TIPS II was programmed, Chris worked with Dan and IT to create all the documents in digital form. The only paper document we currently must complete is the I-9 form.

“Because of the work done to create the TIPS II recruiting system, which we call our Worklist, our recruiting program automatically generates the documents that need to be completed for the employee being hired,” Kari said.

Each new employee or rehire receives individual help with the paperwork. He or she sits with a clerk to fill out the documents. The project clerks complete the forms with the information given to them by the employee,

See CLERKS, Next page

Clerks excel at scheduling, paperwork

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who only has to sign and certify that the information the clerk entered is correct.

The clerks then schedule the employee drug test. Once the manager or mentor completes the road test for drivers, he or she can complete the hire form.

Once the employee is hired, the clerk enters the assignments he or she needs to complete for Professional Driver Development in TIPS and tracks the employee's progress for the project manager.

Attention to details

The Administration Team impacts two of the company's vital Safety Measurement System (SMS) scores with the Federal Motor Carriers Safety Administration.

The team's greatest impact is on Driver Fitness. This score refers to how well Transystems maintains driver records, including commercial driver's licenses, medical cards and motor vehicle records.

"Our current score is a .02 measure with zero being the best and 80 percent being over the intervention threshold," Kari said. "This means out of 92 driver inspections we had only a single driver fitness violation. That is outstanding work."

Most administrative employees play a role in keeping this score at such an admirable level.

First in line are the company's 23 project clerks, who scan in the new hire documents and

While recruiting is important at Transystems, retention is even more so.

"We have a stellar retention rate from beet campaign to beet campaign. The project clerks, division administrative staff and administration managers help with this retention through our attention to detail and the care that we put into managing employee pay and helping in any way we can."

Kari Franks, Vice President of Administration

make sure every new hire and rehire employee has the appropriate, up to date documents so they are qualified to drive for us.

The next step happens at the Great Falls Service Center. Chris, with the help of Kim Rohrer, reviews and audits the documentation in every employee file.

"If something was missed when the employee was hired, Kim or Chris will catch it," Kari said. "Generally, our audits are complete a day or two after the employee is activated."

Once employees are on the job, the project clerks monitor document expiration dates by running through the expiring paperwork report programmed by the IT department in TIPS II. This report notifies the clerk, who then notifies the employee 30-60 days prior to a document's expiration.

"This gives the employee plenty of time to renew licenses and medical cards and certify them

with the state," Kari noted. "The clerk also helps drivers with their certification by emailing or faxing it to the state for them."

Chris monitors the commercial driver's license of every active employee to make sure none are downgraded or suspended or an employee hasn't incurred a violation. She does this through a monthly upload to a third-party vendor that provides Transystems with alerts if any change has been made to an employee's license status.

"The second SMS score is in Hours of Service, which can be tricky because we fall under the agricultural exception when we haul beets and the short haul exception for most of our construction projects," Kari said. "Any other work in a commercial motor vehicle does not fall under any exception."

To make it easy for the management team, administrative personnel put together a mobili-
See TEAM, Next page

New members join the Admin Team

The Administrative Team is happy to welcome a handful of new clerks to the company. These individuals join the team that meticulously reports, records and documents information for the company.



Kari

Our clerks play a key role at each project, helping to keep the wheels turning, supporting hiring, pay-

roll, compliance and safety.

Following is a little bit about each of our new clerks.

Hillsboro weekend clerk **Shannon Beliles** and her husband, Joe, have four boys and love watching them play sports (basketball, football and baseball). Shannon also enjoys spending time with her three grandchildren and two dogs. She and Joe have lived in Hillsboro for five years. Shannon has been with Transystems for two years and Joe for four years. She

previously worked at Hillsboro as a laborer before becoming the weekend clerk.

Kristi Moffett, East Grand



Kristi

Forks weekend clerk is a third time employee. She previously worked in Nampa, Idaho, and Valmy, Nev. She's been married to Jim, Hillsboro supervisor,

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Team provides training and support

From previous page

zation packet to cover these out of the ordinary scenarios. The clerk generally provides copies of the mobilization packet to the manager and then scans the completed documents to a file in SharePoint so we can audit them.

Following the mobilization packet keeps the driver in compliance with the Hours of Service regulations.

“Currently, we have had zero Hours of Service compliance violations out of our last 92 inspections. Our score is the best it can be,” Kari added.

Leading the team

A team is only as strong as its leaders, and Kari has two outstanding managers helping the team every step of the way.

Jodie Hunt, Administration Manager for the Idaho Divi-



Jodie

Red River Valley Administration Manager Rachael Hunter, pictured on page 2, manages 11 or more administrative employees and makes things happen in her division.

“Both Rachael and Jodie play a very important role in their divisions,” Kari added. “Administration supports Operations, Maintenance and Safety. We are not confined to an area or department. We also work or are available seven days a week, especially at startup. Rachael and Jodie are there to provide the training and support their teams need every single day.”

The administration man-

sion, Billings and Worland, “makes things happen and fully staffs and trains 12 or more administrative employees,” Kari said.

agers help with advertising. They complete reports that show how our advertising expense is doing against the budget. We also enter information that produces reports that tell us what advertising is most effective,” Kari said. “Administration managers, along with marketing, find and test new avenues for advertising every year.”

Rachael and Jodie have attended a three-day Recruiting and Retention conference in Nashville twice that is specific to trucking to stay abreast of new trends.

“No task is too large for them,” Kari said. “If the company needs to make something happen, the Administration Department will create a plan and execute it. Jodie and Rachael are phenomenal at execution, which is why our department plays such a vital role in the company today.”

Clerks sign on to help projects prosper

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for 42 years in November. The Moffetts have three children and three granddaughters. They like to spend their summer months with family at their place in Devils Lake. During the winter they enjoy hockey and concerts.

Nichole Kelly took over the position of full-time Drayton clerk this year. She lives in Grand Forks, N.D., and has two dogs named Gunner and Maverick. In

Nichole

her time off she likes to have fun outside riding four-wheelers, camping and fishing.

Erin Wilson is new this year as the part-time clerk in Crookston. Erin has been married to her husband, Allen, for seven years and has three children ages 5, 2 and 1.

Erin

Her job allows her to stay home with her kids during the week and take her 5-year-old autistic son to therapy. Erin and her kids enjoy crafting and playing with their dogs.

Marlee Leuenberger, full-time clerk in Sidney, Mont., has been married to her husband,

Wayne, for 28 years. Marlee has two children, 25-year-old Whitney, who lives in Dickinson, N.D., and 24-year-old Garrett, who lives in Sidney. She enjoys spending



Marlee

time with family, historical reading, the arts and the outdoors.

Cathie Blackwell, weekend clerk in Sidney, Mont., moved from California seven years ago to be close to her grandkids. She has two children, a daughter in Sidney and a son in California. Cathy retired from



Cathie

her previous job at Gem City Motors in July but got bored and is now working part time. She likes to go camping with her daughter and family and hopes to do more traveling next summer.

Leah Loomis, the new full-time clerk at the Billings Project, is a Montana native with two beautiful daughters and a perfect grandson. She lives an active lifestyle and is currently renovating her home.



Leah

She enjoys many activities, such as barbecuing, cooking, making pottery, anything home improvement, and spending time with

friends and family.

Shiloh Hebdon, American Falls clerk, spends her time outside of work with her 7-year-old daughter, Kiara, and her mother, Janet.



Shiloh

She likes to work on metalsmithing and jewelry design and enjoys playing Minecraft

with Kiara.

Shiloh says, "I love my job. I like getting to know the drivers and being here to help them as they need. I am grateful for the strong support given from the amazing ladies I work with. I absolutely love being in a quiet office working to help Transsystems grow and succeed."

Dorene Hansen is the clerk at the Paul Project.

When not working, she enjoys spending time with her daughter and their dog, Bear. Dorene and her daughter fish, bike, garden, craft, camp and repair their old GMC pickup.



Dorene

Dorene's motto is to "keep all of life's normal from being boring, all the unexpected from being overwhelming, and count all as a blessing."

She enjoys sunny travel when possible and accomplishing her bucket list.

See NEW FACES, Next page

Key players in stellar maintenance

The driver of a piece of equipment plays one of the most important roles in an effective maintenance program. A driver is tasked with a pre- and post-trip of the vehicle and communicates to the shop any issues or concerns with the piece of equipment.



Brian

The technician has the other vital role in an effective maintenance program. The technician is tasked with completing quality Preventive Maintenance Inspections (PMI) and repairs based on the Driver Vehicle Inspection Report (DVIR).

The driver's fundamental role in a successful maintenance program is to be an effective inspector and communicator.

It is critical that the pre- and post-trip inspections be completed according to the Transsystems methods. When completed prop-

erly, the DVIR will help identify any problems and potential issues. That is step one.

The next step is communicating the issue to the shop. This can be done with the DVIR. In some cases, it is necessary for the driver to ask a technician to look at the issue or ask a question about the driver's concern. Verbal communication ensures that both the driver and technician are on the same page as to what needs to be repaired.

Both Maintenance and project management will help educate drivers on equipment. With constantly emerging technologies, things do change. The techs keep abreast of the changes and are always looking for new and innovative ways to improve uptime. This may cause things to look or sound different. Clear communication between drivers and techs is vital.

The role of the technician is similar in effective inspections and quality repairs. The PMI is the keystone to all effective

maintenance programs. A technician is responsible to complete the PMI in the Transsystems method and determine what components are worn and need to be replaced or what is determined to be in good working condition. Technicians are also responsible for making repairs based on driver write-ups from the DVIR. Out-of-service items are to be corrected immediately and minor out-of-service items are corrected on the next PMI.

In conclusion, the roles of the driver and technician are critical for Transsystems' success. When both players have a good understanding of what to inspect and how to communicate, it equates to uptime on our equipment. The Maintenance Team is here to keep the equipment running and to educate when needed. I look forward to continued cohesiveness between technicians and drivers to reach our goal of World Class Maintenance.

*Brian Gresens,
Vice President of Maintenance*

New faces brighten all the project offices

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Terri

Twin Falls project clerk **Terri Dubeau** and her husband, Steve, recently relocated to Twin Falls. Steve is a driver who went through the CDL training in 2019, and Terri is the newest adminis-

trative member. Terri loves the Lord, family and animals.



Cheyenne

Cheyenne Goff, Idaho Division receptionist, likes camping and other adventures with her husband outside of work. Cheyenne says, "What I enjoy about my job so far is the constant-

ly changing environment, the versatile experiences, and that I am learning how to put my skills to good use in a way that works for me."

Thank you to our newest clerks for being patient and diligent through training. We greatly appreciate everything you have to offer Transsystems and can't wait to see you grow with us.

*Kari Franks,
Vice President of Administration*

Innovation

New electronic tablets get rave reviews

New electronic tablets in Transystems trucks and loaders are making life easier for the company's drivers.

"Tablets automate a lot of tasks," Vice President of IT Dan Brennan said. "An employee can tap in a user ID and pin at



Dan

the start of the shift. The tablet takes care of the paperwork after that. For example, loads and unloads are captured as they occur. A driver's timecard is produced in near real time as they work."

The new tablets replace the Rangers, which were coming to the end of their lives.

The IT and Administration Teams researched and reviewed several companies before selecting the new tablets.

"We looked at several criteria including compliance, dependability, capability, ease of use and cost," Dan noted.

Improvements have been made to the screen, allowing drivers to quickly view if their trailers are loaded and if their trailer configuration is registered correctly. An audible and visual load and unload indicator is present. This can alert the driver to "sticky" loads. This also helps ensure the proper trailer configuration is used, Dan added.

A driver can see his or her logged in status on the home screen and an audible alert helps if a driver forgets.

The tablets keep the company in compliance with Federal DOT regulations, including the Driver Vehicle Inspection Report or DVIR.

Tablets are also Electronic Logging Device (ELD) compliant. We can enable ELD when required based on the job we are working on and routes involved.

Who uses them?

All employees who operate company equipment interact with tablets daily. However, many additional employees utilize the generated data.

Data from the tablets helps with compliance audits and regulatory requirements.

"Some of our customers use this data in real-time to help automate their processes," Dan said. "Many of our customers operate around the clock, seven days a week. Using a paper process there can be a delay in getting information compiled. With this near real-time approach, problems can be identified and corrections put in place within hours."

Tablets can help managers find bottlenecks. By monitoring wait time at a load station, adjustments can be made, Dan added. All teams can use information to identify safety concerns before they become an accident.

Another critical criterion with the new device was a near perfect load generation.

The old, on-board Ranger devices struggled at times with electrical connections and engine data.

A custom wire harness was developed to eliminate the need to make connections in the field. This has improved quality and reduced the burden of install.

Additionally, a tablet from one truck can be removed and docked in another truck without setup.

"It's dock and go," Dan said. "The vehicle configuration is automatically loaded when docked. This allows us better uptime for devices and less burden on the driver and shop personnel."

The tablet is capable of a wireless connection, but the IT team chose a hard wire primary connection for dependability. In a fleet with several devices nearby at times, this eliminates false connection and interference issues.

Mounted behind the dash is in-cab hardware that provides the cellular connection and G-force measurements and gathers engine data.

"The plug and play architecture reduces the install burden and training required to install. This also improves dependability," Dan said.

One final bonus: This device comes in at about half the cost of past devices.

Safety Report

COVID-19 response fast and effective

When COVID-19 hit in March, Transystems' safety program kicked into high gear, researching and altering procedures to meet the company goal of sending every employee home safe and healthy at the end of a shift.

After plenty of research, a flood of safety procedures and equipment followed. Among them: An infectious disease procedure, plastic barriers in training tractors, a myriad of face covering options, disinfecting protocols and supplies.



Rich

Let's take a quick look at each of those.

Early on, I worked with the company's Technical Writer Curran Rice to research and write a clear and concise infectious disease standard operating procedure. It outlines Transystems' standing policies, once again ensuring the safety and health of each employee. The SOP is posted at every project.

When typical suppliers of sanitizing products ran dry, our safety managers, in keeping with the company's cultural belief in innovation, found alternate resources like local breweries that were making hand sanitizer.

Idaho Division Safety Manager Ryan Fiala consulted with



Above, new clear marine grade vinyl barriers in Transystems trucks provide a barrier of safety for drivers and mentors. Left, sanitation stations are mandatory in each of the company's project offices. Photos courtesy Rich Carl.

the Manufacturing Project and designed a sanitizing station that holds a gallon of sanitizer and has a place for masks and disposable gloves.

Safety up close

The plastic barriers now in place in training and other company vehicles ensure the safety of mentors and trainees as well as coworkers who travel together. The adaptable barriers currently are working their way

throughout the company. Made of marine grade vinyl, the barriers help stop the direct spread of droplets from COVID-19.

Among the mandates in the SOP is that of wearing face coverings whenever an employee is in a public area or within 6 feet of another person. A variety of face shields and masks are available to employees, protecting them and our customers.

Each of our customers has a different safety standard. Transystems **See SAFETY, Next page**

Barriers 'do the trick,' keep drivers safe

Hillsboro driver/mentor Rick Jensen knows all about Transystems' new safety barriers and believes they are doing the job for which they were designed. Rick ought to know. He used the barriers while mentoring scores of employees through the summer CDL programs and into the sugar beet campaign orientation.

During summer driver training, the barriers were glass and permanently affixed inside the cab. Now the barriers are plastic, easily removed and stowed when a driver is solo in the cab.

"The barriers are unintrusive and did not impede what we needed to do while mentoring new drivers," Rick said. "Communication was still very effective. Now, during the campaign, the removable plastic barriers seem to work well."



Hillsboro driver and mentor Rick Jensen demonstrates the use of the new safety barriers. Tracy Magnus photo.

With six years of Transystems' safety culture under his belt, Rick is satisfied with the safety the barriers provide.

"They do the trick," he said. "I have not heard of a single instance where the barriers failed and someone got sick."

He noted the new driver

trainees are very aware of the COVID-19 pandemic and seem appreciative of the efforts put forth to keep them, and the mentors, safe.

"I think most of them are relieved that we have something in place to address the situation," Rick said.

Safety is goal

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systems not only meets them, we beat them.

Most Transystems employees have had an edge during the pandemic. By its very nature, our work is isolating. Interaction is easily controlled when you are driving a truck or running equipment. Technicians and office personnel always follow company protocol.

Transystems has a duty to protect employees, but the employees have a role to play, too. Along with the face covering,

employees are required to disinfect workspaces, equipment and truck cabs before and after each shift.

We researched disinfectants and discovered hypochlorous acid, a water-soluble, food-grade sanitizer used by airlines to disinfect planes. You simply spray it on and let it dry. Because many of our employees travel, we encourage the use of it in hotel rooms and offices on frequently touched surfaces.

Whether you believe in COVID-19 or not, it's company policy to following the infectious disease plan.

As the campaigns opened, I

traveled to company projects to ensure employees understand the importance of following the policies and how to adhere to them. Sanitation stations are up and running at all locations. The infectious disease plan is reviewed and discussed at each startup meeting and every training session. At every meeting, we discuss it. And the meetings themselves are different. Almost all are now held virtually.

We are vigilant in ensuring the safety and health of each of our employees. Thanks to all for working toward our goal.

*Rich Carl,
Vice President of Safety*

Summer 2020 was 'very successful'

Last summer was a great one for Transystems. “This was a very successful summer in that we are able to start early and run late with a wide variety of job locations,” Executive Vice President Errol Rice said. “We had a lot of local work in the Boise and Twin Falls areas throughout the summer. This local work has a great impact for Transystems as it can start earlier and end later than the remote jobs, where we have to have some mobilization time built in and worry about getting guys back for beets. We are going to look at this model in the future as a way of helping us manage pre-harvest in some locations, where the daily truck count can have some big fluctuations.”

The company’s remote projects were also successful. Transystems crews worked in Utah, Central Idaho, North Dakota and South Dakota. The weather was fairly cooperative in all those locations so there were no long shutdowns.

Summer 2020 also brought new customers to the company.

“We added new customers in Gowan, Central Specialties and IMC,” Errol said. “We think all of these have the potential to be long-term relationships given the overlap in our regions. We will still look to add some Montana and Wyoming partners as those states have been tough for us to compete in.”

All told, Transystems had more than a month straight with



A project for Idaho Materials was one of many that filled the calendar for Transystems last summer. Greg Huffman photo.

more than 140 drivers working on construction this summer.

“We were able to add some trucks to a few jobs and wrap them up quickly as well as capture some additional work with some of our customers. It’s important to have the jobs start and end on schedule so we can move resources around to catch up as

well as build in some vacation time for the drivers and managers,” Errol added.

And next summer is looking promising.

“There are already some good signs for next summer as we have booked some big Western North Dakota work and some local work in the Boise area,” Errol said.

Division Reports

Out West campaigns are running well

A larger than anticipated sugar beet crop is keeping the Idaho Division busy. Once again, the summer construction work ran right into the start of the beet haul. We were hauling gravel one day and beets the next. We have been running trucks every week of the year.

The first week of September we went from early harvest



Kevin

to the regular harvest in good shape. While staffing has been a struggle, we continue to meet our customer's needs. We are now working hard to get staffed

up for the season.

Idaho growers are looking at a crop that is a half-ton more than anticipated, and the sugar content is good. When I visit with the growers, they seem happy with the crop. A lot of them were still digging potatoes when we started moving beets, so their seasons overlapped, too.

The COVID-19 pandemic and relentless smoke from regional fires haven't made life any easier. COVID-19 impacts our employees' attendance records since they have to quarantine if exposed to the virus. And the smoke just puts a damper on our days. It's gloomy when the sun is missing.

And, while it doesn't affect our

equipment, it's not good for the crops or our morale.

We will be feeding the factories until the first part of April again this year. It's a nice long season for us, and we already have summer work lined up. We are looking forward to working with Knife River in the Boise/Mountain Home area. It's great to have that first summer job already on the books.

Our same strong management team is in place. Everyone returned for the campaign. I appreciate the hard work our crews are putting in and look forward to a very successful campaign.

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

Reports from MT, WY

Scott Lind and Kevin Iversen offered updates on the campaigns in Worland, Sidney and Billings.

An additional truck from the Idaho Division is being put to good use in Worland, ensuring that the crew will be done quicker than usual this year.

The campaign started on schedule at the end of September, and Project Manager Joe Kunz has everything under control. He is well-staffed and has good harvest numbers to work with. The warm weather slowed them down a bit in Wyoming, but things are going well now.

The last beets should be hauled

to the factory by the first part of January. Hopefully, some Worland drivers will head to Idaho to lend a hand there.

While everyone in the Worland crew are all stars in his opinion, Kevin wanted to give Jean Sulzbach a tip of the hat.

"She has been driving for Transystems for a quarter century and remains an outstanding employee. She beat cancer and couldn't wait to get back into a truck. Her attitude is amazing," Kevin said.

Jocelyn Acheson is a new supervisor in Sidney. Project Manager John Hoadley said, "It is an extreme pleasure to have her on our team. She is confident and unafraid of new challenges."

The campaign started in Sidney Sept. 22 and should wrap up the third week of February. With a good crop harvested, the crew is looking at a 1 million ton haul over the course of the campaign.

A good number of employees returned from last year's beet campaign and summer work. Staffing is going well in Sidney, with a full maintenance team ensuring uptime on the equipment.

The sugar beet campaign in Billings started early in October. Project Supervisor Chris Kelly and his team is doing a great job. They are well-staffed and have a good crop to work with. The Billings crew expects a good long season this year and will wrap things up early in March.

Division Reports

Good crop, great harvest in Minnesota

Things are going well in Renville. We had the nicest harvest I've seen in a long time with ideal weather conditions and great morale. It was also one of the safest harvests I've seen with plenty of courtesy and safety on the road for both our drivers and the farm trucks.

The drivers were happy to get back to work when we started up in mid-August and have been doing a fantastic job meeting our customer's demands. We are getting the beets cleaned up and moved along.



Dave

While nobody is calling it a bumper crop this year, it's a very good one. And the co-op worked hard to get the beets out of the field and into the pile sites for us to move. We'll be running a bit longer than last year. Last year we were wrapped up the third week of March. We expect to run into mid-April with this crop.

We welcomed a lot of new skills drivers this year and they have done very well. It's exciting to see them progress, becoming more confident and skilled every day. They seem to love the job they are doing.

Right now, we are busy installing the new tablets in the



Jesus Magallanes wears his COVID-19 PPE. He is doing his part to keep his fellow Renville drivers safe. Dave Elsing photo.

trucks. The drivers are picking up quickly on the new technology and the clerks absolutely love the accuracy of the data.

While I am proud of each one of our employees, I'd like to say a special thanks to Greg Marlett. Without him my job would be a lot harder. He runs the lowboy and can handle trucks and heavy equipment for us.

He's always willing to step in

and pick up an extra shift. He does it all, and I appreciate it.

I also appreciate how well the Minnesota team is doing adopting the company's COVID-19 safety standards and practices.

We are staying safe, looking out for each other and getting the job done.

*Dave Elsing,
Minnesota Division Manager*

Division Reports

Great fall kicks off campaign in RRV

Oh, what a difference a year makes. This year, the Red River Valley is enjoying a great fall, with mild temperatures and pleasant working conditions. Last year, that was not the case.



Troy

Last year, between Oct. 1 and Oct. 15, we had only harvested 1,200,000 tons of beets, a fraction of the expected harvest. This year, all the beets were out of the ground by Oct. 15. It has just been a very different year, and different harvest.

The sugar beet crop, although significantly smaller than projected, came out of the ground clean, which will result in good beet storage over the winter.

We started the pre-haul Aug. 20. It was one of the best pre-hauls we have had in many years. Our success in higher staffing numbers sure helped.

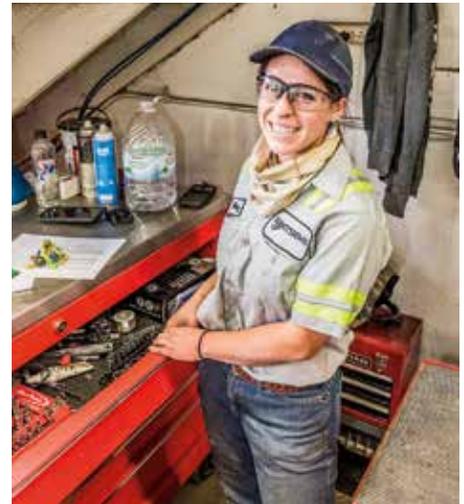
A full staff will continue to be helpful when we tackle some anticipated problems with crop distribution. With far fewer tons than forecast in the locations we expected, we will be juggling routes to keep our customer happy. And the COVID-19 pandemic tossed us another challenge. We are a social group. As human beings we want to be together. Social distancing takes its toll on all of us. We are working hard to



keep morale up. Crop issues and COVID-19 aside, we will get the job done.

We should have the campaign wrapped up in early April and look forward to whatever summer work comes our way. We had great success with last summer's work in South Dakota and anticipate similar work this coming summer.

Troy Carl, Vice President and Manager, Red River Valley



The faces of East Grand Forks. Top, lead tech Jason Ray keeps the fleet running. Above, shop tech Mary Senum. Left, dayshift driver Karl Wolf follows the company's mask mandate. Bill Schulz photos.

Happy Birthday!

November

1. Tim Abrahamson, Marshall Boatman, Mark Hanson, Miguel Rangel Mendoza.
2. Danielle McNew, Bruce Witt.
3. Tyrone Denault.
4. Dennis Cowell, Dennis DeBoer, Tammy Elsing, Randy Krueger, Joann Thompson.
5. Marnel Bullock, Gary Dargon, Joseph Kunz, Elizabeth Lindhartsen, Jose Martinez, Daniel Salwei.
6. Jacob Broom, Bryce Cole, Ayde De La Rosa, Gary Lindgren, Maria Stuart.
7. Scott Cleveland, David Moore, Chance Ploof, Brian Stutzman.
8. Brett Woods.
9. Dale Ashburn, Joseph Lemmer, Marcus Pace.
10. Richard Hilton, Noe Jarquin.
11. Crishtian Gutierrez Samaniego, William Record, Freddie Watts, Channing Wolfe.
12. Kyle Muus, Javier Vega.
13. Diego Castaneda Juarez, Andrea Reed, Ronald Wagner.
14. William Doramus, Daniel Ferguson, Ronald McFaddin.
15. James Snustad, George Steinmetz, Jeremy Vondal.
16. Cindy Kuttler, Paul Ronningen, William Sutton.
17. Matthew Hayes, Dominic Leblanc, Milton Rice, Gary Ward.
18. Paul Dunn, David Grabow, Abdulmelik Kero.
19. William Belveal, Dwayne Bratten, Bruce Davis, Dane Harris, Gregory Jensen, Andres Segoviano.
20. Dale Beckler, Larry Ereth, Gustavo Hernandez, Ryan Meier, Cleve Spang.
21. Mark Arends, Jeffry Bachmeier, Daniel Thorson, Esteban Trevino, Matthew Weber.
22. Joseph Johnson, Robert Schorn, Robin Smith, Michael Wilson.
23. Misty Enger, Mary Kelly, Steven Neal, Clark Sheldon, Ricky Walker.
24. Ronda Francisco, Humberto Morales, William Thompson, Rebecca Webster.
25. Hassan Abdi, Xavier Getzfreid.
26. Seth Facer, Cheyenne Goff, Karna Khaling, Curtis Larsen, Scott Pederson.
27. Robert Amerine, Kylan Hagen,
28. Esteban Perez Mendez.

29. Echo Blake.
30. Dale Gunufson, Edwin Hansen, Suzanne Spade.

December

1. Kal Beutler, John Isadorski, Brooke Maritt.
2. Richard Merzlock, Cheryl Shively, Daphne Villatoro.
3. Vicky Johnson, Steven Petrie.
4. Don Clark, Brenda Mortensen, Peter San-doval.
5. Hope Dykshorn, Ricky Jensen.
6. Tom Ackerland, Jason Brower, Jodene Crawford, Brian Gresens, Warren Mortensen, Keith Proehl, Christopher Syverson, Jeffrey Thrall, Richard Trapp, Leslie White.
7. Robert Girten, Timothy Tauber.
8. Gregory Cisar, Paul Dykshorn, Waylon Rickford.
9. Joseph Beliles, Jason Handeland, Mark Manners, Mitchell Mayer.
10. Dave Miller, Brad Rogers.
11. Dorene Hansen, Austin St. Claire.
12. Steven Goodwin, Mohamed Mohamed, Amanda Nielson, Curran Rice, Gerald Riopelle.
13. Ernestina Piceno, Detina Quarcoo.
14. Donald Chastain, Michael Halvorsen, Alexander Keeler, Erick Plascencia Rosales, Donald Selby.
15. Kyle Beaston, Kimberly Dilworth, Michael Goodall, Daniel Ingram, Melvin Myers.
16. Joel Samuelson, Jay Swedberg.
17. Andrew Casper, Jesus Trevino, Todd Wallum.
18. Shiloh Hebdon, Paul Sire.
19. Eric Hass, Kristi Mof-fett, Christopher Pentilla.
20. Juan Aguilar, Tchat-chibara Ayeva, Danny Day, Pavel Prokopchuk, Cornelio Resendiz Pacheco.
21. Troy Dejong, Gregory Mariett, Shawn Sullivan.
22. Robin Burdick Lawrence Gangle, Bryan Gordon, William Masterson, Danny McHargue, David Peralá, Sharrie Schopp, Jerold Stenseth.
23. Arther Correa, Luke Henry, Cord Roberts.
24. Dustin Hammond, Anthony Shepard.
25. Thomas Gates, Michael Senger.
26. Marvin Breeding, Peter Haugen.
27. Robert Allen, Dustin Burke, Kyle Jacobson, Estreberto Loya, Denis

Good news



Tag Wetherelt, son of Tyler and Kimberly and grandson of Kevin Iversen, plays offensive and defensive tackle for the Wildcats in Filer.

Taylor, Jerry Zimdars.
28. Allen Brown, Leo Carlson, Randy Miller.
29. Cayden Docken, Kenneth Eckley, Christopher Gegere, John Wippert.
30. Carl Clemens, Ricardo Garza, John Gunter.
31. Lonnie Ellison, Mackenzie Francisco, David Hendrickson, Dustin Howell, Lynn Petersen, Michael Ryan.

January

1. Mahamud Abdimahad, Mohamud Abdullahi, Adam Adam, Kadar Adan, Ahmed Ahmed, Hakar Ali, Robert Chambers, Judy George, Abdikadir Hashi, Dennis Hoffman, Abdihakim Hussein, Abshir Hussein, Bishar Hussein, Nasri Ise, Abdirazak Ismail, Abdifatah Kaje, Nuur Mahmud, Ali Mohamed, Hadith Mohamed, Abdirahman Mohamud, Adwok Nijoke, Mohamud Noor, Abdikadir Osman, Robert Paulson, Farhan Roobaa, Anes Sani, William Taylor, Afrah Wayel.
2. Charles Brown, Troy Erickson, Jody Handeland, Juan Mejia, Patrick Popowski, Wyatt Sutton.
3. Abdirashiid Adam, Shawn Geist, Kent Nelson, William Schiffman, Madeline Wright.
4. Jacob Deslauriers.
5. David Buchl, Scott Jungclaus, Kevin Sevi-

6. Marlinda Arroyo, Gordon Brodie, Keith Srader.
7. Dale Gee, Michael Hanson, Bridger Larsen, Colter Larsen, Carlos Montano, Miguel Rios, Sheldon Swift.
8. Shawn Fernkes, Jodie Hunt, David Smith, Adam Verbrugge, Frederick Woodhouse.
9. Michael Kepler.
10. Mohamed Abdile Shuriye, Richard Carl, Brent Ellingson, Kenneth McGuire.
11. Higinio Apaza Vilca, Matthew Daddino, Joshua Dyer, Jason Hamre, David Knotts, Jon Long, Abdirashid Mohamed, Terry Munsee, Virgil Pur- ington.
12. William George, Ronald Goroski, Seth Goschey, Melanie Moats, Gary Steffel.
13. Ronald Barnes, Melvin Hymas, Kevin Iversen, Shannon Moudry.
14. Bradley Arends, Dorothy Beasley, Danielle Clark, Michael Digiacomo, Keith Kasprick, Brandon Latriaille, Scott Nordstrom, Jason Smith, Fredrick Tate, John Thompson.
15. Abdulhakim Issa, Charles Packer, Jesse Schultes.
16. Bille Abyan, Julie Acheson, Armando Bento, Mitchell Gallegos, Phyllis Hensel.
17. Julie Berdis, Jonathan Carpenter, Bradley Hurst, Jason Kraft.
18. Steven Anderson, Parry Bossuty, Steven Rosh, Nathanael Watson.
20. John Bannert, Nicky Denault, Jeffrey McCall, Paul Meyer, James Moffett.
21. Mark Mills, Helmer Nyland, Victoria Pfarr.
22. Jason Birrer, Richard Vondal, Erin Wilson.
23. Jim Hardenbrook.
24. Kristee Badet.
25. Andrea Casiano, Carnessa Hunt, Frank Morin, Scott Wilson.
26. Braden Bristle, Kirk Ellingford, Jeff Primus, Stephen Smith.
27. John Chope, Charles Keyes.
28. Johnny Arredondo, Calvin Bingham, Teresa Riedlinger, Je Sulzbach.
29. Miguel Barrera Lopez, Keith Shuck, Norval Staples, William Winston.
30. Rocky Braegger, Ryan Fiala, Jeffrey Koch Rieke, Logan Landrey, Franciso Martinez.
31. Lynn Brady, J. Dale Hogrefe, Joseph Knott, Dennis Palmer, Gricelda Rodriguez.

February

1. Tara Carpenter, Victor

- Centeno, Hunter Hudinski, Jeremy Knudson, Mustafa Shire, John Weimer, Charles Zawistowski.
2. Doug Almquist, Dean Anderson, Branden Carl, Elden Lyne, Robert Shane, Marshall Wheatley.
3. Mac Byre, Donald Cline, Shawn Heller, Vincent Muragwa, Jason Strunk.
4. Dennis Anderson, Robert Armstrong, Robert Carhuas Tinoco.
5. Dale Anderson, Larry Ball, Miguel Hidalgo.
6. Janice Canterberry, Gordon Helmer, Trevon Unruh.
7. Dennis Brule, Nichole Cron, Bryan Russell.
8. Bastian Benson, Travis Miller, Wayne Suda, Patrick White.
9. Monte Bean, Ralph Novak, Jason Ray, Terry Short, David Taylor.
10. Joe Cowley, Charles Matthews, Bruce Watts.
11. Benedict Dvorak.
12. Timothy Kachmarzinski, Michael Koehn, Richard Slyt.
13. Jack Gochour, Edward Keller, Connie Marlette, Wayne McClay.
14. Abdullahi Abdi, Dawn Bergquist, Richard Ingham, Leah Loomis.
15. Stephen Hawkinson, Richard Lohman, Eric Vanderploeg.
16. Justin Boit, Ricardo Elizondo, Jerrid Mudgett.
17. David Christopherson, Bryton Damhof, Timothy Kuhn.
18. John Gaking, Nathaniel Hunt, Bryan Kellett, Patrick Paslay.
19. Cheyenne Eldredge, Joshua Heath, Ashton Old Elk.
20. Jacob Kennison, Robert Toombs.
21. Thomas Bell, Lucas McHargue, John Unrau.
22. Joseph Leddige, Kevin Olson, Meghan Watkins.
23. Abuzar Salim.
24. Adam Bill, John Booth, Gregory Breidenbach, Harlan Brenden, Heather Comstock, Michael Heinemann, Brain McNelis.
25. Travis Adams, Jeffory Carney, Julian Dahl, Dennis Decock, Billy Johnson, Curtis Lenoir, Chad Rolland.
26. Justin Banyai, Oscar Rojas, Ioan Sas, William Thompson, Steven Velman.
27. Devon Gloege, Evan McEntire.
28. Bernard Balderston, Robert Boese, Johnny Caulder, Paul Linde, Joseph Locher, Sheldon Walde.
29. Steven Vansell.

Parting shots



Left, last summer's Banks Lowman paving job north of Boise was scenic. Greg Huffman was the project manager and Monte Davis took the photo. Above, adhering to CDC guidelines, East Grand Forks night shift driver Jacob Broom gets a pre-shift temperature check from Chrissy Kowalczyk, night shift sub-manager. Bill Schulz photo.