

TransTopix

Winter 2020



President's Corner

Transsystems All Stars come to stay

Transsystems hires All Star employees and keeps them.

Our retention and recruiting programs are the first steps on an employee's All Star journey.

Our All Star criteria begins with a safe employee who fully supports the company's culture of safety. That employee is a man or woman who cares and is willing to help fellow employees, respects the equipment,



Scott

shows up to work on time every time, is willing to pick up extra shifts or summer work and is interested in personal growth.

Along with all those qualities, the All Star respects and values the communities in which we operate.

How, you may ask, does the company's All Star criteria help with retention and recruiting? It's simple really: People work for and with people and want to work for a winning team.

In my frequent visits to Transsystems' projects, I always make a point of visiting with employees and receive continual feedback from them. I want to know their thoughts, and they want to share them. What I hear most

often is that they appreciate the camaraderie of the company's projects. And the communities where we work appreciate the professionalism of our employees.

If a person feels welcomed and supported and sees the entire Transsystems team backing one another up, that person will feel safe and support the operation. And that person will most likely stay with us.

I reviewed the All Star articles in this edition of TransTopix and several points struck a chord with me. Transsystems All Stars care about the skills development students and hold safety in the highest regard. Our All Stars are willing to pitch in when needed and work on summer projects. Our All Stars are dependable, love their jobs and are respected by coworkers.

We are fortunate to have many All Stars in Transsystems, not just those spotlighted in this issue.

The high quality of our employees shows in our safety mod rating, retention and turnover numbers.

Transsystems' Workers Comp Experience Modification Factor (Mod Factor) is determined by the National Council of Compensation Insurers (NCCI). NCCI rates businesses on performance in employee safety. It

looks at the amount of personal injuries a company has over a rolling four-year period. A factor of 1 is used as a baseline as average for the type of industry a company falls under. So, above the factor 1, a company is not doing as well. Below the factor of 1, a company is doing better.

We are well within the safety zone. Transsystems' most recent Mod Factor came out at .63, which is .37 points under the average. That means it is 37 percent safer to work for Transsystems than to work for a similar company.

The turnover rate for Transsystems is only 24 percent, while national trucking company data shows other carriers at 74 percent. Year after year, our retention rate for returning employees who were seasonally termed is around 65 percent. That is extraordinary for a seasonal operation.

Everyone plays a part in our success by working safely and continuing to build a culture that makes people feel welcome and respected. All Stars, recruiting and retention all go hand in hand.

Thanks to our entire All Star staff for a job well done and we hope to see you in a future article.

*Scott Lind,
President and COO*

On the cover

Paul All Star John Weimer. Bill Schulz photo.

Saluting our 2020 All Star employees

When it comes to moving materials, nobody does it better and safer than Transystems. The scores prove it, as indicated in reports included in this issue.

The Federal Motor Carrier Safety Administration's Safety Measurement Systems puts Transystems at the very top of its list of motor carriers. That is no

small feat considering Transystems' units run more than 33 million miles each year hauling more than 22 million tons of sugar beets and other goods to factories and project sites.

The credit for that top safety record lies with the company's dedicated team of 900-plus drivers, backed up by scores of skilled technicians, loader operators and an administrative staff

focused on getting the job done safely.

The effort put forth by employees does not go unnoticed. In this, our annual salute to Transystems' All Stars, we focus on outstanding employees from each of the company's 14 projects.

With thanks for a job well done, here are the 2020 Transystems All Stars.

Central All Stars bring dedication to the job

Billings

Loader operator Jeremy Welling is the Billings Project All Star for 2020. New to the company this year, Jeremy started as a pile site operator before stepping up to the yard operator position.

Project Manager Chris Kelly had plenty of good things to say about Jeremy.

"He picked up a lot of extra shifts and always did a thorough inspection of the loaders and made sure they were clean and greased every shift," Chris said. "He made sure to keep the trucks moving and got along well with the customer's flume operators."

Consistently early for his shift,



Jeremy

when Jeremy arrived at work, he always checked in with the supervisor and made sure his grease gun battery was charged up.

"Jeremy was always in a good mood, even when he was a little

under the weather," Chris said.

Having just completed his first sugar beet campaign with Transystems, Jeremy hasn't done any summer work yet. "But he said he would travel if a loader operator was needed elsewhere," Chris said.

A hunter and fisherman who enjoys wandering Montana's mountain roads, Jeremy claims to live "a pretty boring life" with his wife, five children and five grandkids.

Worland

The Worland Project has a pair of stellar workers, according to Project Manager Joe Kunz.

Loader operator/driver Andrew Getzfreid and professional driver Gary Parsons are both gems to work with.

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All Stars mentor others, set standards

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Andrew has been with the company for two years.

“He always arrives early for his shift and stays late if needed to make sure the next shift is running smoothly,” Joe said. “He picks up extra shifts on a moment’s notice and follows the exact directions given him for his job, including sticking to the company’s safety rules and policies to the full extent.”

He is a mentor for other loader operators and trains new ones. And he does it all with a great attitude, Joe noted.

“He’s ready to go to work when he shows up and always tries to get other employees in a good mood,” he added.

A member of the safety committee, Andrew ensures that others are following Transystems’ safety standards at the project.

In his free time, Andrew enjoys spending time with his fiancée, Katherine Coguill, and his kids. He’s a go-cart enthusiast and enjoys camping, working on his cars, woodworking and playing video games with his kids.

Gary Parsons joined the Transystems team as a professional driver three years ago and has been setting high standards ever since.

“It doesn’t matter what the work challenge is, Gary always takes it head on and completes his job despite inclement weath-



Andrew

er or trouble with a truck. He’s willing to help out at every turn and is a team player when it comes to solving problems,” Joe noted. Gary can be depended upon to be early for his shift and stay late. And he’s always willing to take on an extra shift.

“Gary is really a great mentor for the other drivers and is a trainer, too. He helps other employees understand and follow procedures and policies.”

And he does it all with a great attitude. As a member of the safety committee, he plays a big part in making sure the entire Worland crew works safely.

“Gary always is going above and beyond to follow standards and safety policies,” Joe added.

Gary works for Transystems on the beet campaign and spends the summer RVing with his wife, Marie. They enjoy camping, fishing and doing yardwork.



Gary



Ryan and Brian

Sidney

All Stars. Where do you start when it comes to defining a Transystems All Star?

Sidney Project Manager John Hoadley had the answers: “Dependability, experience and knowing their job. All those things come into play. But what

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All Stars really care about their jobs

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really defines an All Star to me is what's in his or her heart.”

John chose two All Stars from Sidney – Ryan Stauffer and Brian Jarrell. What set them apart?

“An All Star is an individual who cares about his or her job. I mean really cares. Ryan and Brian do. They are always asking the question, ‘What can I do to

make this better, and how can I help?’ They understand doing a good job makes everyone’s job better,” John said.

They braved the cold, mud, rain and everything Mother Nature could throw at them this campaign.

“Then they were bombarded by management (me) and the drivers coming to them with nonstop issues on the havoc

the weather was doing to the trucks,” John said.

They just smiled and dug in. “They grabbed wrenches, testers, brake cans, clutches and tire after tire,” John said. “When you heard them say, ‘Okay, finished,’ every driver knew he would be good and safe out on the roads.”

“Ryan and Brian, thanks, guys, from all of us at Transystems,” John concluded.

Idaho's All Stars are in it for the long haul

Twin Falls

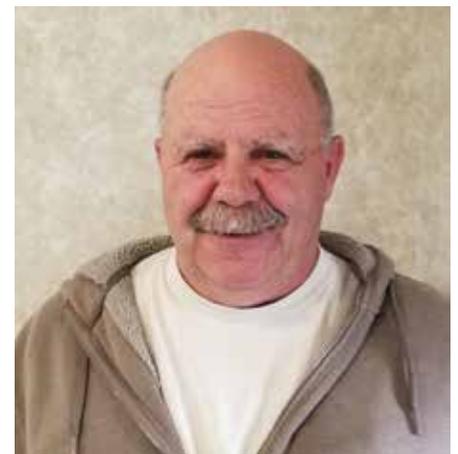
Two professional drivers were chosen as All Stars at the Twin Falls Project.

Denis Taylor, a 19-year Transystems veteran, and Don Hansen, who has been with the company for eight years, were selected by Project Manager Tyler Wetherelt.

“Denis was one of the first employees hired by Transystems in Idaho back in 2001,” Tyler said. “Working as a supervisor, driver and skills mentor, Denis always goes above and beyond what is asked of him, especially when it comes to mentoring new students and helping them to continue to develop once they obtain their CDL.”

He cares about his students.

“Denis continually follows up with me, checking on the progress of the students he has mentored and reviewing concerns he may have from our periodic



Denis, left, and Don are Twin Falls Project All Stars.

check rides,” Tyler said. And safety is his goal.

“He is very thorough when filling out his safety audits and takes great care in explaining why he thinks something is a safety concern and what needs to be done to correct it,” Tyler said. He has been active on the safety committee during his decades with the company.

When summer work rolls around, Denis is often on it.

“He has been on many summer jobs since he came to the

company,” Tyler said, “And he enjoys the different challenges each new job brings.”

When he’s not working, Denis likes to travel, visiting kids and grandkids (so he can teach them to drive). He enjoys driving his father back to Michigan to visit his siblings.

And his memories of Transystems go way back.

“The first Transystems job Denis can remember was a paving

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All Stars bring thoroughness to the job

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job down near Salt Lake City when the city was preparing for the 2001 Winter Olympics,” Tyler noted.

Don Hansen is another Twin Falls standout.

“Don is a valued employee who has gone out of his way to help the company in various ways during his time with us,” Tyler said. “He not only works through the beet campaign, he goes out on summer jobs or wherever else the company may need him.”

Case in point: Don recently returned from a stint in Sidney where he stepped in to help with the sugar beet campaign when extra drivers were needed.

A great mentor, Don does an excellent job of showing others the many safety and daily operational aspects of the job, Tyler noted.

He has been part of the safety committee meetings in the past and always provides valuable input.

One of his best attributes is the thoroughness he brings to the job.

“Don is very thorough when it comes to inspecting his equipment,” Tyler said. “He knows that a well-maintained truck is a safe truck and will keep you productive throughout your shift.”

He is dependable and loves his job.

“Don doesn’t miss many days of work. If he does, you know it’s for a good reason. I think Don would write his own medi-



Paul Project All Star John Weimer

cal release just to get back in the driver seat sooner,” Tyler joked.

Don considers his summer jobs with Transystems “get-aways.” When he’s not on a summer project, Don enjoys traveling. He and his wife, Shirley, made a trip to the east coast last fall and enjoyed it so much they are planning to return to Pennsylvania to catch up on what they missed.

Paul

As long as Transystems has been hauling sugar beets in Idaho, John Weimer has been part of the team.

With four decades of professional driving under his belt, John is not only an icon at the Paul Project, he is also an All Star.

“John literally sets the standard for longevity and depend-

ability,” Project Manager Coral Torix said. “When it comes to hauling sugar beets, John is what you would call an icon.”

One of 12 children born to a farm family in Mini-Cassia, north of Paul, John celebrated his 84th birthday Feb. 1.

He bought his folks’ farm in 1967 and started raising sugar beets while also running a small dairy.

After farming for 39 years, John was ready for a change. He decided to sell his farm and help neighboring farmers and friends around the valley. John eventually got a full time job driving for a livestock company, hauling sheep to California and back.

In 1980, John went to work for Circle A Construction, beginning his career hauling sugar beets for Amalgamated Sugar Company. John continued hauling beets every campaign for the next 20 years for Circle A. During the summer months, he pulled a tanker, hauling whey and other commodities to local dairies.

Then, along came Transystems. In 2001, Transystems came to Idaho and won the bid for the sugar beet haul for Amalgamated Sugar Company.

“A lot of drivers who had worked for Circle A applied for driving positions for Transystems,” Coral said. “Lucky for us, John was one of those guys.”

He hasn’t missed a single beet campaign since joining the company.

“John has driven for Transystems at the Paul Project every

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All Stars build good working relationships

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campaign for the last 20 years, giving him a total of 40 years and an estimated 2 million miles hauling sugar beets to the factory in Paul,” Coral noted.

“To this day, John still works four days on and two off, pulling a full 12-hour shift. He is admired and respected by all his coworkers,” Coral noted.

When he’s not at work, he enjoys spending time with his family, including his wife, Yvonne, two children, five grandchildren and 10 great-grandchildren.



Merrill

American Falls

Merrill Lewis is a professional driver and the American Falls Project All Star.

He has been with Transystems since 2017 and displayed All Star traits the entire time.

“Merrill has served as a mentor for Transystems’ new drivers,” Project Manager Mike Funk said. “He prides himself on developing a good working relationship with the new drivers and guides them through the development process with success. He also works with them on the importance of safety.”

Friendly and personable, Merrill’s smile radiates energy.

“Merrill has integrity, which means keeping promises, doing hard work, and showing diligence and perseverance,” Mike said. “All Star employees are always true to themselves and their full potential, which means

performing excellent work. Merrill displays strong ethical values,” Mike added.

Merrill signed on for summer construction work in 2019 and is looking forward to summer 2020.

Nampa

Nampa’s All Star Dispatcher Echo Blake has worked at Transystems for seven years. She started as a clerk for four years before adding dispatcher to her clerk duties. At first, Echo would dispatch trucks three days and clerk for two days. This year, Echo went to full time dispatcher.

“She has always been instrumental in helping in hiring, with the Professional Employee Development program and with Aurora, the eLearning video program for drivers and management. We count on Echo to en-



Echo

sure that when Jason Strunk is at our location with the simulator, we keep it full the whole time,” Project Manager Kirk Ellingford said.

Echo is a morale booster.

“With Echo in dispatch the last few years, the morale of the crew has been more upbeat,” Kirk commented. “She always dispatches with a smile. And she has also put in a lot of time in helping to train other members of our dispatch team.” With Echo’s help and two new

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All Stars work to keep projects staffed

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members on the Nampa team, dispatch is one of the project's strong areas that helps retain drivers all season long.

"Her excellent efforts help keep us staffed so we can take care of our customer's needs," Kirk added.

"For the past seven years, Echo has been one more part of the great team that we have been able to put together at the Nampa Project," Kirk said.

"A great team is vital in order to meet our customer's needs, work safely and make the Nampa Project as efficient as we can. We all know we can improve every year and our team will finish safe and strong."

In her off hours, Echo is an avid hunter, mostly going after geese. In the summer, she likes to take solo hikes, trekking farther into the woods each outing. An enthusiastic gardener, Echo has been studying up on mycology and general flora. She enjoys camping and fishing.

"My favorite thing is caught-



Cristhian

that-morning trout," she said. "And you'll never know exactly where my favorite camping spot is."

Manufacturing

Drawing Assistant Cristhian Gutierrez is the Manufacturing Project All Star for 2020.

Cristhian started in June 2017 as an entry level drawing helper. He fit right in, according to Project Manager Derek Torix.

"He helped with nest drawings and helped program the water jet files," Derek said.

With a little experience under his belt, Cristhian blossomed, taking on responsibility for smaller drawings like king pin plates and tongues.

"This summer, Cristhian

switched his focus to trailer drawings," Derek said. "He took the initiative to jump in and help us when our previous design coordinator made a job change. He stepped in and helps anywhere and anyhow he can."

While still learning, he keeps the drawings moving, including drawing plans for the Super Set version trailers for Wyoming, gravel trailers for an Idaho customer, and the loader step prototype. Cristhian also had a hand in creating a gooseneck flatbed trailer and bumper hitch trailers the project created for sale to the public. He did it all without missing a lick in providing the shop crew with the drawings they needed, Derek said.

He puts his heart into every project and is willing to come in early and stay late to get the job done.

A Twin Falls native, Cristhian has always enjoyed designing things, Derek said. "This is his first job being able to do just that."

When he's not a work, Cristhian enjoys spending time with his parents, Cruz and Maria. He also enjoys working out at the gym.

Red River Valley's All Stars shine

East Grand Forks

In East Grand Forks, there is All Star proof that Transystems Skills Development Program works well.

That project's 2020 All Star is Chrissy Kowalczyk, who started

with Transystems on July 27, 2017, as a skills development driver. After successfully completing the program, she earned her Commercial Drivers License and started driving for the company in August of that year.

She advanced to become a skills mentor and is very knowl-

edgeable with the simulator, Project Manager Rick Larson said.

"Along with all that, she does a great job of following up with the candidates who took part in the program," Rick added. She is also part of the project's

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All Stars step up when asked to help



Chrissy

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Safety Committee and is continuously working on improving in all aspects of her job.

“When she is asked to help, she says yes with a smile,” Rick added. “She is always cheerful and gives 100 percent to whatever task she is assigned.”

During the off-season, Chrissy enjoys spending time swimming with her sister, nieces and nephews out at Larimore Dam. It’s a favorite family spot. She is also an avid reader.

“Thank you, Chrissy, for all your hard work and dedication,” Rick added.

Drayton

Project Manager Billy Holum picked a pair of All Stars in Drayton.

Austin St. Claire, a second-year professional driver, and Dalton Anderson, got the nod.

“Austin does a great job helping new drivers on the night shift,” Billy said. “He is a men-



Austin

tor and works very well with the other drivers.”

Always willing to pick up an extra shift, Austin also helps out wherever he is needed.

He is also very tuned into Transystems’ culture of safety. He is a very conscientious driver, Billy added.

A resident of Rolla, ND, Austin enjoys road trips with his children, Lilly and Gabe, and playing the guitar.

Dalton is also in his second year with the company and works as both a professional driver and a loader operator.

“He is always looking out for his coworkers by communicating over the radio,” Billy said. “And he always has a smile on his face.”

While he most often works as a driver, Dalton steps up to run



Dalton

the loader when called upon.

He is a member of the safety committee and a mentor for the night shift.

In his free time, he helps out on the family farm in Michigan, ND. He enjoys fishing, hunting and hanging out with his family.

Crookston

A professional driver for Transystems since 2012, Jonathan Carpenter is the Crookston Project’s All Star this year.

“Jonathan is an All Star because of his dependability, work ethic and willingness to help out wherever needed,” Project Manager Robin Novak said. “He is quick to go to Hillsboro

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Jonathan

All Stars look out for fellow employees

From previous page

or East Grand Forks to fill a double for them, helps in the yard when needed and has worked several summer construction projects. He often picks up an extra shift.”

Every shift, Jonathan shows up with energy and a good attitude. Rarely seen without a big smile on his face, he always looks for the best in his coworkers, Robin reported.

Originally from Bemidji, MN, he purchased a home in Crookston to raise his young family

When not working, Jonathan stays busy helping his wife, with their children, William, 5, and Faithful, almost 2.

In the fall, he enjoys deer hunting.

Moorhead

The Moorhead Project All Star for 2020 is professional driver Shawn Geist.

Shawn followed his father’s footsteps to Transystems and has been with the company since 2005. In the nearly two decades Shawn has been with the company, he has worked as a driver, sub-managed and run the excavator during deep freeze.

“Shawn Geist is an All Star because he is willing to pick



Shawn

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All Stars come to work in good spirits

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up extra shifts, he mentors new drivers, he follows Transystems' safety rules and is also part of the safety committee team," Project Manager Jeff Gainey said.

"He talks to other drivers when they have questions and puts them in a better place to succeed with knowledge," Jeff added. "Shawn always comes to work in good spirits and cheer everyone else as well."

Shawn helps out on summer construction and always steps in to help when needed, coming in early and staying late if necessary.

When he's not working, Shawn enjoys grilling, golfing, and fishing. "He is an overall great guy that would do anything that you need him to do. We are lucky to have him here in Morhead," Jeff concluded.

Hillsboro

Acting Project Manager Tracy Magnus chose two All Stars from Hillsboro: Tessa Kent and Dallas Johnson.

"In her sixth season with the company, Tessa's detail orientation keeps our employees paid correctly and makes it much easier for managers to be proactive," Tracy said. "She is always willing to help with more complex needs, such as culvert counts and independent contractor paperwork."



Dallas

She has helped a lot in training other clerks in the Red River Valley, the Central Division and in Renville. Tessa has helped in all aspects of summer projects, from assisting with hiring to all different types and locations of construction.

Tessa is aware of what is going on at the project and questions paperwork that doesn't make sense, Tracy noted.

She is very friendly and helpful to all employees and vendors.

"If there are questions that come to her, she doesn't hesitate to help and keep management informed of anything needed," Tracy said.

She has been on the safety committee since she started with the company.

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Tessa

All Stars keep an eye out for hazards

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Often staying late, Tessa makes sure anything vital, especially hiring paperwork, is complete before she goes home.

Tessa enjoys spending time off with her husband, Eric, on their farm.

Dallas is a Hillsboro All Star.

In the two seasons he has been

with Transystems, Dallas has served as a Skills Development Mentor and Orientation Mentor.

“He is often helping train new drivers and willing to help with anything else we may need, from jumping dead trucks to helping us switch out trailers,” Tracy said. “He picks up extra shifts when needed and helps lend a hand anyway he can.”

He makes sure other drivers are aware of road conditions and other hazards.

“Dallas is always looking out for potential hazards and alerting managers as well as other drivers,” Tracy added. “When he sees safety issues, he’s never afraid to help fix things himself.”

He is always early for his shift and willing to stay late.

Renville's All Stars reliable, helpful

Shawn Fernkes and Brian Kimpling are All Stars at the Renville Project.

New to Transystems this year, Shawn is a driver who steps up to run the excavator for cleaning beets out of trailers. He also stepped up to train for teardown of frozen beets.

“When Shawn started, he was eager and willing to learn,” Division and Project Manager Dave Elsing said. “He picks up extra shifts, is always on time for work and asks questions about company procedures.”

When he shows up for work, he’s ready to work, willing to help and stay late if needed.

Shawn has been married for eight years to Nicole and the couple have three children, Emilee, Bentlee and Brynlee. Zipping around on a dirt bike and camping with his family are his favorite off-duty activities.

“I enjoy racing stock car, camping and hanging with friends and family,” he said.

“Shawn is a great addition to the Renville Team,” Dave said.



Left, Shawn is an All Star employee and an All Star family man. Renville's other All Star is Brian Kimpling.

Renville’s other All Star is professional driver Brian Kimpling.

A longtime employee, Brian came to Transystems in 2006.

“He is a great asset to Renville and Transystems,” Dave said. “Brian also helps with the loaders and started in the excavator for teardown this year.”

“He is safety-minded and helps all employees with the whys of safety importance,” Dave said. “He is always helping drivers understand the reason behind Transystems’ procedures. And he is a great listener.”

Brian comes to work with a

smile every day and takes time to visit with fellow drivers and managers before heading out for his job every day.

“If you need help with anything, Brian is your man,” Dave said. “He is always willing to help in any way he can, picking up extra shifts and staying late to accomplish the job.”

He likes to help his coworkers with any issues in the shop.

Brian enjoys going to the lake and basketball. Spending time with his family is a priority. He has many hobbies, including working on old tractors and cars.

Gearing up for a work-filled summer

Transystems' big green trucks will be spotted far and wide this summer.

"We have work already lined up for Western North Dakota, South Dakota, Billings, Utah and both east and west sides of Idaho," Errol Rice, Executive Vice President Strategic Development, said. "The South Dakota project is an extension of the Rapid City project we worked on last year and was a successful job for us. We won't be heading back to the Winner end of South Dakota, just Rapid City."

And early starts are on the agenda.

"We are hoping for early starts in April or May, especially in South Dakota," Errol said. "But that is dependent on the weather. We want our drivers and techs to get in as many workdays as possible."

Transystems will be hauling for repeat customers, former customers and new ones. The list includes longtime partners Knife River in Utah and Idaho and Border States in South Dakota. Central Specialties is a new customer that we will work with in North Dakota. We also have a job with Century Companies, a customer Transystems worked for in the past.

"We are still working on adding new projects, especially on the east side of North Dakota," Errol said. "We would also like to add a few more Idaho projects and we are waiting to hear back on a project in Western Montana."

With bidding season ongoing, the company already is planning on about 140 driver slots available for summer construction. The majority of those jobs will last June through July before tapering off in August, just in time for the beet campaigns to start up. The Sidney man camps will be available for the Western North Dakota project.

Referral bonuses offered to employees

What do you call a program that puts bonus cash in an employee's pocket while supplying a new hire to an employer? At Transystems, we call that win-win deal the employee referral program.

How does it work? Current employees who refer a successful job candidate to the company earn either a \$500 or \$300 bonus for each successful hire.

Any Transystems line or administrative employee is eligible to earn a referral bonus. It's simple.

An employee refers a job candidate. After the referred person has worked for the company for 30 consecutive days, the referring employee gets a check.

The bonus for referring the po-

sitions of equipment technician, linehaul driver or loader operator is \$500. The referral bonus for a skills development driver is \$300.

The program is tried and true, having been used by the company for more than 15 years.

"We like to reward our employees for helping with staffing," Kari Franks, Senior Administration Manager, said. "Employees generally refer others who are a good fit for the project. We do not bring in the most new hires through this program, but they are the best leads. The referral bonus program is our best means of gaining new employees."

While the referral program has been around for years, it was significantly altered in 2012,

changing the length of time a referred employee must work to trigger the bonus.

The length of time employed dropped from 90 to only 30 days.

The program is successful for several reasons.

Drivers refer people they want to share the road with. Transystems has the best driver pool in the industry. Our drivers refer others who are similar to themselves in safety and work culture. People are more likely to stay at a company where their friends work.

Since Oct. 1, 2019, lots of employees have taken advantage of the company's offer.

So far this campaign, Transystems has paid almost \$35,000 in referral bonuses.

Division Reports

Smooth sailing in Idaho this campaign

The Idaho Division hit the ground running and never stopped this sugar beet campaign.

In all the years I've hauled beets, this season has been the easiest. We worried early on that we wouldn't be able to keep up with our customer. But we sure did. It helped that we were well staffed. That's in large part due



Kevin

to the administrative staff lead by Jodie Hunt. Her team was fully involved, making all the calls and getting interviews set up. It really paid off.

The campaign kicked off early in September and we were off to a great start. Ninety percent of the crop was harvested before a

big frost hit us. The growers got all the beets in. We have had no problems with storage and were able to haul more beets out of the Upper Snake area and into Paul early in the campaign. That really helped keep us on top of things before the roads got bad. We got ahead of the game and stayed there.

Our new Freightliners performed well, and we also had a few new trailers to make the job easier.

Spring came early with its moisture and the frost coming out of the ground, so we are dealing with some muddy conditions right now and have been pulling some trucks out of the muck. That's business as usual in Idaho.

With the sugar beet campaign scheduled to wrap up the third week of March, we are already

looking forward to summer work. So far, we have a project set in Strawberry, UT, and one near Idaho Falls. We always seem to get some local jobs with Kloepfer Construction. We are looking forward to a busy summer.

Our new Division Maintenance Manager Chris Jensen is a real team player and has fit into the division very well. We have a good safety record because Ryan Fiala stays on top of all the safety programs, giving us a real boost in that department.

All of the Idaho Division employees deserve a hats off. They worked hard and they worked well together. I'm proud of our management team and our crew.

Thank you.

Kevin Iversen, Vice President and Manager, Idaho Division

Central Division battled weather and won

In the Central Division, Billings and Worland wrapped up successful sugar beet campaigns in January. Sidney has a bit longer to go.

Early storms with lots of snow challenged the crew in Worland as the campaign got started. They had to fight some weather but pulled through it all well.

Billings, also faced weather issues. The biggest hurdle there was lots of heavy snow early on. Some beets were hammered by hail in the fall, which had us



Tracy

things run better.

Sidney grappled with heavy rains in the fall. The farmers really had to work to get the beets out of the fields, but they got it done. Staffing presented challenges because of compe-

ting some short beet piles near the factory. Project Manager Chris Kelly did a great job of staffing, which always makes

tion for employees from the oil fields. We had to do some rerouting because of road construction near the factory. And Sidney also had some mechanical issues to deal with.

Fortunately, Worland, Billings and the Idaho Division were able to lend Sidney some drivers and trucks until the long hauls were wrapped up. We only have short hauls remaining, so things are running smoothly in Sidney now that the battle part of the

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Division Reports

Minnesota team gets the job done in Renville

It's all about teamwork in Minnesota this campaign.

Our seasoned drivers are coaching new hires and teaching them how we do things at Transystems and in Renville. The drivers look out for each other and offer encouragement and safety tips when the weather turns bad.



Dave

There is excellent communication among drivers. We've had normal winter conditions, which is enough to make some drivers worry.

A mid-January weather event showed just how well our team works together. Drivers out on the road were able to provide an early alert when the big storm moved in. It gave us a half hour lead time to get drivers off the roads and safely home. It was a bad enough storm to shut us down for a couple of days. We really appreciate the extra efforts

the yard crews put forth. They stayed on the job until replacement crews could safely make it to the factory. Despite the shut down and road closures, they kept the factory running.

Randy Wareberg and his team in the shop have given 100 percent from the start of the campaign. They kept our equipment in great shape through some challenging conditions.

I like the way the Renville team has worked together since the campaign started in mid-September. Harvest was delayed and we struggled with rain and muddy conditions at some pile sites. It was cold and wet, and we did a lot of moving from one pile site to another to deal with at-risk beets. Those problems are behind us now and we expect pretty smooth sailing until the wrap up in March.

The sugar beet crop was a lot better than the year before – not a bumper but a good one.

We faced a learning curve in our first year of doing teardown

for our customer. Red River Valley Deep Freeze Teardown Coordinator Virgil Purrington came to Renville to help during the start meeting for teardown. He fine-tuned our training and is likely to return to help us out. Our goal is to minimize pipe damage. We are doing okay at it, going in the right direction.

Our three new 490 Komatsu excavators are working well. They are big machines loaded with power, just what we need for teardown work.

With the end of the campaign still months away, we already have drivers stepping up for the summer construction season. We will head to White River, SD, to lend a hand to the RRV team running that project, which starts in mid-April and will run through most of the summer.

Thanks to each of the managers, supervisors, drivers, techs and clerks for your hard work. It is appreciated.

*Dave Elsing,
Minnesota Division Manager*

Central

From previous page campaign is over.

New trailers in both Billings and Sidney worked wonderfully.

The Central team is already looking forward to summer work. In May, we will head to Watford City, ND, for a big stockpiling job. About 40 drivers

and a double shift schedule are planned. It's local work for the folks in Sidney since it's only about 20 miles away. Everyone is excited to get started on it.

I must give a big thank you to the Central Division's project managers. When I was called to Hillsboro to help out with staffing, Chris, Joe Kunz and John Hoadley really stepped up to ensure that things ran well, picking up much of the slack when

I was away for several months as the acting Hillsboro Project Manager.

I'd also like to thank Billings driver Matt Crocker for lending a hand in East Grand Forks when that project needed extra drivers. Thanks to all the hard workers in the Central Division. I look forward to a long, busy summer.

*Tracy Magnus,
Central Division Manager*

Division Reports

RRV team perseveres through tough times

Despite Mother Nature's cruelest behavior, the Red River Valley Division is moving beets very well. A lot of people pitched in, coming from other divisions to lend a hand. We appreciate that.

It was a difficult fall weather wise. It rained from the first day of harvest until the first winter blizzard hit, dumping more than a foot of snow in early October.



Troy

The Red River Valley had the worst harvest in history, and it wasn't limited to sugar beets. Every crop was hit and hit hard by the weather. Snow did in the edible beans, and farmers left a lot of corn standing in the fields. Our growers were hit hard, too.

The unusual weather had us bouncing from pile to pile from start-up in mid-August throughout the harvest. We had a short crop that had to be moved a long distance, so protecting the yard beets was a big focus. It was an historic year as far as crop placement, and not in a good way. There just weren't many beets in Hillsboro or East Grand Forks yards. It took a lot of coordination to get the beets moved.

The weather finally eased up in December, and we had a mild month. January brought more snow, putting us at 15 percent



Idaho driver Spencer Hodges went to the Valley to lend a hand when extra help was needed. Bill Schulz photo.

of annual snowfall; but the temperatures were not frigid. It hasn't been a bad winter.

We ran 129,000-pound belly dumps from Idaho for the first time this campaign. We had to hone some new skills and use the construction Grizzly to unload the belly dumps. The Hillsboro crew scaled the learning curve and made it work.

All the drivers appreciated the new 2020 Freightliner tractors. They are good trucks

The campaigns will wrap up early this year. Hillsboro will be done in early February. Crookston and Moorhead will follow later that month. East Grand Forks will run into March, and Drayton will wrap it up the first part of April.

That gives us little time to get ready for summer work that is also starting very early this year.

The RRV Division will be overseeing the US 183 White River job near Vivian, SD.

About 40 drivers, managers and support personnel will head on in mid-April. It's too far to commute, so they will be making their summer homes there.

This job is sure to run smoothly because we are stockpiling out of a dedicated pit near Rapid City. We won't face access road difficulties this summer.

While the South Dakota job will run through the summer, we are still busy looking for more construction work to keep our crews on the payroll.

I'd like to thank the entire RRV team. They did a great job under some often trying circumstances. A special thanks to all the people that came from other divisions across the country to drive here. We could not have done it without you. The help is and will always be appreciated by all of us in the RRV.

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

Safety Report

Celebrating an All Star safety performance

Since this is the All Star edition of TransTopix, it's fitting that we salute the Transsystems team for its All Star performance in safety.

Numbers tell our safety story.

In 2006, the Federal Motor Carrier Safety Administration (FMCSA) developed the Compliance, Safety, Accountability program (CSA). The Safety Measurement System (SMS) is FMCSA's workload prioritization tool. FMC-



Rich

SA uses the SMS to identify carriers with potential safety problems. Transsystems' current SMS score is an astounding 9 percent, our lowest SMS Safety Management System score since the program was implemented by FMCSA nationwide in 2010. Montana was one of seven states that were part of a pilot program for the CSA, so Transsystems has been evaluated

even longer than most, starting in 2006. Our scores have shown constant improvement.

All carriers are put into peer groups based on total truck numbers. There are several data points used to create the measurement. The measurement sets a threshold for crashes at 65 percent. After that the carrier is flagged for a potential audit. Our 9 percent score means only 9 percent of all companies in our peer group have done better than we have. For example, a score of 60 percent would mean 60 percent of the other carriers in our peer group are better than we are.

Making our score even more impressive is the fact that FMCSA does not care if the loss was preventable. All DOT recordable crashes are factored into our score, even when our driver is not at fault in any way. If a driver runs a stop sign and hits our truck, FMCSA counts it against our score. That's why it is so important to Transsystems that

we eliminate all losses.

The safety team strives to continually improve the safety culture at Transsystems. But the true All Stars are all of you – the drivers, loader operators, techs and support staff. Without your buy-in to Transsystems' safety culture, this wouldn't be possible.

It's a number we can all be proud of. We earned it.

The score clearly shows that the processes we have in place make a difference. Those processes include:

- Safety orientations
- Skills development
- Orientation mentor program
- Manager development with safety
- Audits
- Safety indicators in Asset Works
- Safety committees
- Implementing ice cleats
- In-cab training
- Simulators.
- Great job team.

*Rich Carl,
Vice President of Safety*

Administration Coordinators keep wheels turning

Every manager needs a right-hand woman/man, someone you trust to take care of the details and critical tasks when you feel like you're running all over the place. In 2016, the Administration Department added a new title to the division offices:



Kari

spend more time working at

Administration Coordinator.

This position was designed to take care of office details so the Administration Manager could

the projects with the clerks and management.

Jodie Hunt in Idaho has Destani Hunt as her Administration Coordinator and Rachael Hunter in Red River Valley has Beth Juarez as her Administration Coordinator. Both Destani and

See COORDINATORS, Next page

Coordinators fill vital roles in divisions

From previous page

Beth fulfill vital roles in their divisions. I am so proud to have both as part of the administrative team. They do so much for their managers and divisions. This article gives Jodie and Rachael a chance to spotlight their right-hand women.



Destani

Destani is extremely organized, able to prioritize projects and a quick learner as well as being very personable. She

is always willing to take on additional projects while learning new concepts and/or procedures.

“Destani raises her hand as much as I do to help others with projects,” Jodie said.” She comes in early and stays late to get the job done. Even if Destani is busy, she still says, “What can I do for you?””

While Destani enjoys the sugar beet campaign, she has found a true passion for construction and looks forward for the season to begin.

Case in point. “Two years ago, we had a construction job with absolutely no cell phone or GPS service, so the manager was scarcely reachable, and the Rangers did not work to start timecards or report loads,” Jodie recalled. “Destani took on the clerking job, knowing it was going to be complicated with the lack of communication. She

made herself available to the manager whenever he got an opportunity to call, early mornings or late evenings, in order to get the timecard information. Then she manually entered all timecards and loads.”

Destani started with Transystems as a receptionist, and managers quickly took notice of her ability to complete tasks and her desire to learn more about the company. When the Administration Coordinator position opened, there was no doubt Destani would be great in that position as she continued to excel in assisting all managers in the division with a variety of tasks.

She enjoys working with the managers and customers to complete the daily tasks of timecards and reconciliations.

Destani’s enthusiasm really shows when birthdays take place in the office.

“We have learned to carefully inspect our chairs for a little blow horn,” Jodie added with a laugh.

Destani is a valued member of the administrative team as she is willing, able and capable of assisting clerks and division management with a variety of tasks. She is truly an asset to our team, Jodie concluded.

Over in the Red River Valley, the team counts on Beth to deal with the details.

Everyone at the RRV Division office relies on Beth to provide the support needed, regardless of the task. She is super at getting

the job done and helping find the most cost-effective way to do so.

“Beth is always such a bright spot in every day,” Rachael said.



Beth

“She is friendly and easy going and handles even the most hectic days with ease – at least outwardly! Her ability to juggle both incoming calls and on-site

tasks clearly demonstrates her gift of time management.”

Beth does not shy away from anything she’s requested to do. And if there is an errand to run or call to make, she is the first to say, “Leave it to me!”

Coordinating employee appreciation events is something that Beth excels at. She helps each project plan in-campaign events and coordinates the things each location needs for success.

“Appreciation events and picnics would not get done without her,” Rachael added. “She also took on the lion’s share of banquet planning last year. Without batting an eye, she had everything planned and organized.”

Working with Beth over the past four seasons, Rachael noticed she really took ownership of the new employee application process.

“I often hear her making calls to contacts on the worklist or helping a call-in applicant get their activity process to the next stage. She really understands

See COORDINATORS, Next page

Maintenance team All Star all the time

When it comes to All Stars, the Maintenance Division has 58. That's 58 stellar technicians. Not unlike Webster, they define the term All Star.

“All Star: adjective: composed wholly of outstanding performers or players; noun: A member of an all-star group or team.”

When we started this new maintenance journey four years ago, we faced a steep learning curve. Transsystems' All Star techs embraced it and have excelled in many areas.



Brian

These All Stars work in frigid climates with muddy and icy conditions. They always forge ahead, repairing equipment and solving issues in a timely manner. Sometimes this requires chipping ice and mud from components to checking them during a PMI or simply replacing a part. This requires the determination and drive to excel at what they each do daily. The All Star technicians often find themselves



Members of Transsystems All Star maintenance team in Paul, ID, include Kerry Howard and John Welker. Bill Schulz photo

out in the harsh winter conditions dealing with the issues the cold weather brings. They keep a sole objective in mind: “How can I get this piece of equipment repaired and back into operation?”

We have times where one shop may need more help than another. When we ask, All Stars say, “Let me know when to be there.”

Summer brings a new set of challenges. The All Star technicians are asked to be away from home for weeks. They work day and night in the dusty environments where we stage trucks. They work out in the elements with only a trailer for parts and

supplies. And they do it with the same attitude and determination they employ during the beet campaign.

Summer work sometimes means long drives to a truck or to another staging area. The techs must keep their focus both on driving and on repairing the equipment.

I want to thank the 58 maintenance All Stars we have at Transsystems. Keep up the great attitude and quality of work.

Thank you.

*Brian Gresens,
Vice President of Maintenance*

Coordinators

From previous page

how to help the applicant feel at ease by answering all their questions and getting them connected with a manager,” Rachael said.

Her courtesy and concern extend beyond office hours.

Beth always remembers to email greetings to any manager on his or her birthday.

“This year, Virgil Purrington’s birthday was on a Saturday. Not wanting to miss his day, she programmed an email to send on Saturday wishing Virgil a happy birthday and copying the rest of management so everyone would greet Virgil,” Rachael recalled.

“The email failed to launch. So, on Monday morning when Beth saw it had not gone on time, she sent it anyway. Virgil spent the rest of the day saying, ‘It was Saturday!’”

“We had a managers’ meeting that evening, and Beth picked up a cake to celebrate with Virgil. She always wants everyone to feel appreciated.”

Loader innovation: Stepping up safely

An innovation years in the making made it off the drawing boards and into the field.

“We have built three different concepts of loader steps over the last few years,” Manufacturing Manager Derek Torix said.

Early versions had the stairs as part of the loader, but this time the innovators in Rupert tried something a little different.

“We added stairs and a platform to a trailer to pull out to the pile grounds,” Derek said. “The trailer also has a porta potty and fuel tanks on it as well as lights and solar panels.”

On the loader step side of the trailer, a platform slides out to the loader spanning about 3½ feet, once the loader is in position. This creates a bridge for the operators to walk across to access the loader. The bridge is controlled with a wireless remote.

The trailer has multiple fuel tanks, which reduce the regulatory burden.

The tank is self-contained with everything running on either 12 or 24 VDC. The 200 watt solar panel keeps the batteries charged.

“We wired in a cord to plug into the loader to still be able to fuel should the batteries fail,” Derek added. “And we put a toolbox on the trailer to store supplies. A second toolbox is where the batteries and solar wiring are located. We also added a small cooler big enough to store a 2½ gallon of DEF with a heated blanket and thermostat to keep the DEF from freezing.”

The first trailer is out for a test



The new loader steps make the job safer for operators. To view a video of the steps in action go to www.transystemslc.com or scan this code



run at the Paul Project. “We are hoping to test it for a short time and get some feedback and build a version 2.0 soon,” Derek said.

This innovation was spawned for safety’s sake.

“The point of the steps is to make it easier for operators to get in and out of loaders safely,” Derek explained. “The ladder on the loaders is steep and somewhat hard to get up and down safely. There have been losses from people falling off and being injured. This innovation is aimed at reducing losses and helping operators safely get in and out of the machine.”

As always in the Rupert facili-

ty, it was a team effort.

Lincoln Zollinger started the design and Cristhian Gutierrez finished the initial drawings.

“Most everyone in the shop helped with building the trailer at some point or another,” Derek noted. “We definitely had some obstacles here and there that we had to improvise on, but all in all this one turned out pretty good.”

The innovation has drawn rave reviews from the Paul loader operators who are taking it for a test run, Paul Project Manager Coral Torix reported.

“We have been using it out at the piling grounds at the Paul Project for a few weeks now and it has been awesome the loader operators love it,” Coral said. Here’s what the operators had to say.

Loader operator John Jones said he definitely likes the fact that it is so much safer using this trailer when switching out with other operators.

“It eliminates the risk of falling from the loader’s vertical ladder,” he added. “It’s nice to be able to just walk straight into the loader rather than have to climb into it.”

“Pat Pasley also likes the fact that you can take all your stuff (cooler and such) up to the platform and place directly into the loader without having to reach from the ground to put your supplies on top of the steps,” Coral said.

“And Shawn Zollinger loves the fact that it makes cleaning the windows a whole lot easier and ten times safer,” Coral concluded.

Signboard innovation: Keep folks informed

A need to provide short messages directly to Transsystems employees spawned an innovation that is now in every project location: The signboard.

A typical office bulletin board is often overloaded and busy. Nuggets of useful information too often get buried.

“Messages needed to change more quickly to make sure they were relevant and not stale,” Vice President of IT and Revenue Equipment Dan Brennan said. “There are several subject matter experts that provide information to front-line employees. Enter the signboard.”

Each subject matter group, be it safety, maintenance or payroll, has a space on the electronic signboard to provide content. This content can be loaded ahead of time with dates and automatically turn on and off.

The signboard content is managed in the company’s TIPS system and is accessible from all around the company.

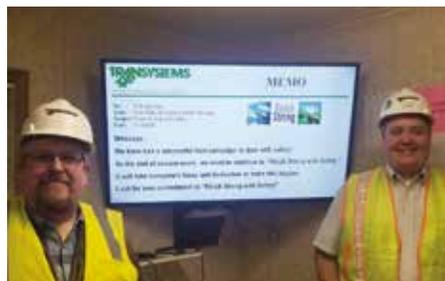
“If you have access, you can put up a message quickly,” Dan noted. “This is very valuable with time-sensitive communications. All the information from the groups is shuffled into project locations. This allows content to be tailored to regions. For example, an important safety tip on belly dump gates may not apply to the Red River Valley because they don’t have that equipment.”

The signboard system was not created overnight.

Many managers and employees had talked about the need for



Signboards display important information and updates, like upcoming project opportunities. Audra Labert illustration.



Mark Manners, Dan Brennan

such a system for a long time.

Dan and others on the IT team spent two years looking for a good fit using outside vendors and packages available. While they found several options, most missed a component, were difficult to use and were often coupled with expensive hardware.

“As I got more and more requests – examples of use case and the benefits – it became clear we needed to find a solution and implement it,” Dan said. “The IT team committed to this goal in the spring of 2019 during a senior team planning meeting.”

Dan outlined a vision of what the system might look like. Mark Manners and Rich Rowland teamed up on the software and hardware to come up with a great solution. JJ Howarth worked with site managers to get the hardware out and installed last fall.

“The team put together a solu-

tion that was half the cost of others, uses off-the-shelf equipment and met nearly all our requirements out of the gate,” Dan said.

The sleek monitors are in each project’s shift change or break room areas.

“We want the messages to be easily seen by all employees as they have a few minutes waiting for a truck or, perhaps, finishing up their shift,” Dan explained. “Furthermore, we want the messages to be brief and change frequently. This allows them to be effective with the short duration an employee may view them but interesting and valuable each time they look.”

While the company’s IT team created the signboards, they were not working alone.

“Each time we have a new project, device, or system proposal, it takes someone or a small group to see the path and value. It is not uncommon for their interest and enthusiasm to get the project off the ground,” Dan said. “Rich Carl and the safety team embraced this tool right from the get-go. They were pushing forward and building content that is professional and easy to follow. The experience provided caught on quickly for all.”

Service Center Spotlight on MaryBelle

As her one-year work anniversary draws near, Payroll Specialist MaryBelle Kinkaid is in the Transystems spotlight. And, although not many in the company may know her name, they all count on her for a paycheck.

MaryBelle is responsible for preparing all the payroll checks and XLA checks. She is also the person who makes sure employee information is updated.



MaryBelle

“Anytime an employee updates his or her address, tax info or direct deposit information, it comes to me,”

she said. “I do employment verifications for banks and government agencies, fill out unemployment reports and pay all payroll taxes.”

“MaryBelle came to us with a background in payroll,” Vice President of Accounting Leslie Simonson noted. “Specifically, she had experience with certified payrolls, which is a requirement on government-funded construction projects. As our summer construction business continues to grow, it is helpful to have an individual with background and knowledge in handling the special payroll requirements.”

The most important skill that MaryBelle brings to her job is her ability to pay attention to details. She ensures that each employee’s information is accurately entered into the company’s systems and keeps a sharp eye on employment verifications. In her

job, accuracy is paramount.

“The most rewarding part of my job is feeling that I do my part to take care of Transystems employees, making sure they get their full and accurate pay and working on employment verifications so they can get a home loan or unemployment benefit,” she said. “In all of those things, I’m always trying to remember that there is a person behind the name and what I’m doing and they deserve to be well taken care of.”

“One of the most appreciated things that MaryBelle brings to the position is a pleasant personality,” Leslie said. “She is approachable, eager to learn and always willing to help.

“Also, because of her pleasant personality and friendly attitude, she has established and developed good relationships with her coworkers. As MaryBelle approaches one year of employment with us, she has proven herself to be dependable and trustworthy. Employees don’t hesitate to approach Mary Belle with questions or issues, and they have confidence that she will respond in a calm and pleasant manner,” Leslie added.

With a lot of irons in the fire, MaryBelle’s biggest challenge is prioritizing her tasks.

“In any given day, there’s so much going on,” she said. “There are things I’d like to get done during my shift, things that managers, clerks or other members of the finance team need, and deadlines required by the bank or by law. It can be a struggle to balance all of those, and it changes every day.”

In order to smoothly and successfully process payroll each week, Mary Belle must closely follow processes from day to day.

“Inevitably, unexpected situations occur. But MaryBelle remains flexible and handles each circumstance with a positive attitude, even when it means going outside of regular processes or creating extra work for herself,” Leslie said. She works closely with many of Transystems administrative team members.

With a workforce the size of Transystems, it is important to have specific processes in place to accomplish the distribution of a weekly payroll.

One of the payroll tasks that MaryBelle had limited experience with when she came to Transystems was preparing and filing quarterly payroll reports.

“But, she was eager to learn about it. She tackled the task with enthusiasm and, when she needed help, I appreciated that she asked questions without hesitation,” Leslie said.

MaryBelle was born in the tiny mining town of Zortman. Her family moved to a ranch in Fort Shaw. She earned her bachelor’s degree in Business Administration from MSU Northern.

Family, friends and faith are important to MaryBelle.

“I come from a small, close-knit family that includes my parents, Chico and Trena, and my little brother, Lucas,” she said. “When I’m not at work, I enjoy serving with my church, spending time with friends, cooking or playing Pub Trivia.”

Marketing coordinator builds connections

We're about people and equipment. As the Marketing Coordinator, those words from Transystems President Scott Lind often ring in my ears when I'm digging up photos, creating ads or sharing stories told by employees.



Audra

At its core, marketing is building connections, and it's my job to connect with all sorts of people, from the project areas and divisions to people who haven't found their way yet to Transystems.

Maybe you follow our Facebook pages (And if not, please do!), scan the signboards or get your information from right here

in TransTopix.

Each outlet is designed to help members of the Transystems team to not only stay connected and find information but also to share. Employees have been sharing their ideas and successes, opportunistic photos from the job and even their families through our annual picnics and banquets. It's those connections that help build a better Transystems community and team, making it a place to find both a professional niche and to build potentially lifelong relationships.

Each person's story and road to working at Transystems is unique. People come here from the technology industry, full-time parenting, military, farming, and from diverse cultural backgrounds and geography. Part of the reason I like hearing each story from Transystems'

drivers and employees: Trucking and equipment has been part of my own personal history. At one point, all four children in my family were working for the family trucking business, and three of us drove Class B water tankers alongside our dad – including me.

Now that you know part of my story, I want to hear yours. You've found your way to Transystems, and I want to help you stay connected.

Look for me at your next banquet or meeting, or talk with your manager about how to get more connected. Help us celebrate your accomplishments. In the meantime, start getting connected through Facebook and your fellow team members.

*Audra Labert,
Marketing Coordinator*

Good news



The Renville Project family grew this winter. Ahmed Ahmed and his wife, Waris, had a daughter, Sabrin, left, on Nov. 20. Hared Mohamed and his wife, Fowsia, had a daughter, Safa, on Dec. 23. She is pictured at right.



Moorhead Supervisor Jeff Gainey and his fiancée Krysti Bench had a baby boy, Mason Devon Gainey on Dec. 3.

Happy Birthday!

February

1. Tara Carpenter, Victor Centeno, Jeremy Knudson, Mustafa Shire, John Weimer, Charles Zawistowski.
2. Dean Anderson, Branden Carl, Douglas Forsythe, Elden Lyne, Robert Shane, Marshall Wheatley.
3. Blair Brown, Marc Byre, Donald Cline, Shawn Heller, Jason Strunk.
4. Dennis Anderson, Roberto Carhuas-Tinoco, John Redfern.
5. Dale Anderson, Trevor Anderson, Larry Ball, Miguel Hidalgo.
6. Janice Canterberry, Charles Frew, Gordon Helmer, Trevon Unruh.
7. Mario Amescua, Nichole Cron, Bryan Russell, Layce Whitworth.
8. Bastian Benson, Jacquelyn Newman, Wayne Suda, Patrick White.
9. Monte Bean, Ralph Novak, Jason Ray, Terry Short, David Taylor.
10. David Beliles, Joe Cowley Charles Matthews, Bruce Watts.
11. Benedict Dvorak, Mayra Nunes-Avila, Steven Scheff.
12. Timothy Kachmarzinski, Michael Koehn, Richard Slyt.
13. Jack Gochnour, Edward Keller, Connie Marlette, Wayne McClay.
14. Abdullahi Abdi, Dawn Bergquist, Richard Ingham.
15. Stephen Hawkinson, Richard Lohman, Shawn Tatum, Erick Vanderploeg.
16. Justin Boit, Jerrid Mudgett.
17. David Christopherson, Timothy Kuhn.
18. Andrew Braton, John Gaking, Nathaniel Hunt, Bryan Kellett, Patrick Paslay, Brandon Zuniga.

19. Cheyenne Eldredge, Joshua Heath, Ashton Old Elk..
20. Dean Larson.
21. Thomas Bell, Lucas McHargue.
22. Felicia Alaniz, Joseph Leddige, Kevin Olson, James, Pyatte, Jena Torkelson, Meghan Watkins, Duaine Zaeska.
24. Adam Bill, John Booth, Gregory Breidenbach, Harlan Brenden, Heather Comstock, Michael Heinemann, Michael Herrman, Brian Mcnelis, Michael Trolinger.
25. Travis Adams, Julian Dahl, Dennis Decock, Billy Johnson, Curtis Lenoir, Chad Rolland.
26. Justin Banyai, Oscar Rojas, Ioan Sas, Adam Stieha, William Thompson, Steven Velman.
27. Devon Gloege, Evan McEntire, Brion Nelson.
28. Bernard Balderston, Robert Boese, Paul Linde, Sheldon Walde.
29. Steven Vansell.

March

1. Khalid Al Shaikhli, Jennifer Oliver, Tiffini Olsen.
2. Dustin Beliles, Sherri Clark, Donald Hansen, Jayla Martin.
3. Farah Ali, Thomas Curl, Jeffrey Fields, Jerome Larson, Clark Schiller, Dalen White.
4. Dustin Cody, Ryan Cummings, Christopher Guetter, Ross Hoffer, Stephen Savage, Kevin Thompson, Nicholas Wittman.
5. Richard Anderson, William Brockway, Jared Davis, Glenn Luchenburg.
6. Gary Brown, Robert Cooper, Kevin Higdum, Dean Hubbard, Jordan Kisler.
7. Brian Kimpling, William Yellow Owl.

8. Wendell Berg, Joseph Dietzman, Griscelda Garcia, Joseph Posusta, Roger Tulibaski.
9. Dennis Boucher, Ronald Brackett, Mitchell Geiger, Glen Goodsell, Reed Nerem, James Robirds.
10. William Burling, Chase Hermanson, Scott Page, Bryan Roush, Thomas Schuster, Sage Marie Sprenger.
11. Thomas Goedell.
12. Najimu Ahmed, Paul Allen, George Johnson, Daniel Magalsky, James Miller, Gloria Soto.
13. Daniel Bennett, Paul Cowan, Bruce Hall, Nathaniel Rios, Richard Stubblefield.
14. Brian Caba, Jodi Rasmusen, Joseph Warmus.
15. Matthew Berg, Michael Jeffries, Mohamed Mohamed, Donald Platow.
16. Randall Estes, Kelly Kaufman, Brian Turner.
17. Casey Snell, Tyler Wetherelt.
18. Rami Mohammed, Richard Pottenger, Luis Sanchez-Leal.
19. Alan Breske, Eric Brown, Zachary Daniels, Mark Hillman, Kevic Hiraldo, Derrick Huestis, Melinda Mcgee, Chard McLaughlin, Cindy Morgan, Eric Nephew, Mark Sprague, Bret Whitaker.
20. Kolt Krumrey, Scott Moulton, Michael Olds, Antonia Velasco, Aleksandar Zavko.
- 2.1 Thomas Daniel, David Shaver.
22. David Arizmendi Fuentes, Ryan Bartlett, Loren Bittner, Allen Hunts Arrow, Arlen Hurst.
23. Bruce Feldman, Darcy Hawk, Victor Jimenez, Lucas Sherburne.
24. Mark Andreasen, Barry Crow, Richard Meck, Yolanda Quintana Martinez, Alexis Rowlett-Woellert, Luke

- Tjaden.
25. Riyadh Alshihmani, Joseph Kum, Terry Leach Justin Stock, Timothy Swalboski, Sean Willman.
26. Ahmed Abdulrazak, Ryan Jabalera, Daniel Mortensen.
27. Royce Black, Starr Coleman, Richard Crowe, Maxwell Lamb, Charles Thomason.
28. Brandy Childress, Michael Cleveland, Eric Esterhold, Lee Johnson.
29. Monte Martin, Andres Vicencio Varela, Jose Vidaca Rivas, Karl Wolff.
30. Gregory Bakker, Don Christensen, Aron Mullis, Michael Pratt, Reggie Sharpe, Derek Torix, Robert Whitaker.
31. Rodrigo Arteaga, Todd Betty, Lonnie Caldwell, Skye Carpenter, Sharon Williamson.

April

1. James Battey, Pape Diouf, Marcus Grover, Stephen Keene.
2. Steven Duis, David Robertus.
3. Terrel Anderson, Paul Barnes, Delbert Cornish, Tim Feuerstein, Heidi Hall-Tous-saint, Alfred Markham, Abdifatah Nor Handulleh, James Smit, Louanna Woolsey.
4. Frank Blevins, Viki Gallagher, Jesus Gomez Medina, Leroy Haman, Ernest Martinez, Hermilo Sandoval, Derek Vanderploeg.
5. Ronald Beaumont, Marshall Henrie, Mark Lyczewski, Joe McClure, Jonathan Rivard, Eric Stevens.
6. Robert Campbell, Larry Gillihan, Robert Haydon, Cecil Killingsworth.
7. Jonathan Grindeland, Brooke Sargent, Frederick Woodward.
8. Kaley Haynes, Rod Olson, Keith Westberry.

9. Gregory Huffman, Chrissy Kowalczyk, Robert Rutherford.
10. Kevin Anderson, Craig Berg, Bruce Lands, Ann Sikora-Thompson, Mitchell Vera.
11. Jason Jameson, Marlin Koehn, Charles Sievers.
12. Dylan Bedard, Daniel Edgar, Samfestus Wright.
13. Zane Daddino, Dallas Johnson, Kevin Mueller, Pamela Pratt, April Sharp, Steve Worner.
14. Don Brown, James Cox, Corey Dalzell, Farron Rice, Terry Shaffer.
15. Brenden Benjamin, Jacob Larson, Arland Leider.
16. Dalton Anderson, Robert Moody, Bobby Roberts.
17. Robert Bernal, Dawson Bernard, Lloyd Hagemeier, Stewart Mabey, Michael Mitchell, Kent Stokke.
18. Kaden Bingham, Destani Hunt, Charles Robinson Dana Thompson.
19. David Latham, Don Wyant.
20. Wayne Lusk, Tracy Stewart.
21. Clinton Berg, John Hillstad, Charlotte Maruska.
22. Steven Knudson.
23. William Dörner, Crystal Erickson, Ethan Langaas, Vaughn Peterson.
24. Hamady Dia, Mical Hitesman, Steve King, Douglas Runia, Christopher Sommercorn.
25. Sandra Kuhn.
26. Jared Ferguson, Allen Fowler, David Fullmer.
27. Erik Trejo Gonzalez, Vinson Young.
28. Kaitlin Barnes, Jonathan Clelland, Colleen Danielson, Casey Kaelin.
29. Bill Bradshaw, Michael Espindola, Arnold Fine, Christian Jensen, Steven Spader.
30. Jeremiah Stewart.