

COMPANY VALUES:

- **Safety**
- **Integrity**
- **Team**
- **Excellence**

HR CORNER

International Women's Appreciation Day, March 8, 2019



Tiger News



QUARTERLY NEWSLETTER

Q1 2019

Message from Bob Hughes & Jim Musgrave (Co-Presidents)

Welcome to 2019! The year is off to an exciting start. We have a tremendous amount of opportunities that we face every day, and we strive to deliver service beyond the expectations of our customers on each and every load. We are excited about the stability of our customer base and the opportunity for growth with our existing customers as well as new opportunities. In order to keep up with the demand, we have new power units arriving daily, as well as quite a few trailers that should be arriving in June. More opportunities are available to us because each individual on the Tiger team performs their responsibilities in an exceptional manner. We are a unique transportation company, and it is because of you!

We received feedback about the 12 attributes of SHINE being a little too complex and difficult to remember. We assembled a diverse group of Tiger team members and challenged them to reduce the number of attributes, but to not lose the spirit of the original complete list. We have reduced the attributes down to four, easily remembered by the acronym, "W.H.A.T."

Those attributes are: 1. **WIN⁴**, 2. **Humble, Hungry and Smart** with People, 3. **Advancement** of People, Processes, and Legacy, and 4. **Transparency** and Clarity. It is better when the team is involved!

We currently have active projects such as an office improvement in Woodland, concrete work for the sidewalks at the Lodi terminal and remodeling the general office area in Lodi. It is hard to believe we have already been in the Lodi office over 35 years. For those of us that have been here since the beginning, it sort of feels like we just moved in! We as a management team, are investing in continuing our pursuit to become the primary choice of companies to work for in the Central Valley area. We invest in equipment, management training and compensation packages for all employees to help accomplish this goal. We want to continue to be the team people want to join, then for them to enjoy a long, successful career and retire comfortably.

Two very large benefits offered to qualified employees are the 401k retirement plan and our major medical program. The 401k plan is available to full-time employees that have

been employed for over one year. The company will match whatever you place into your account up to 6% of your salary. This is a 100% return on your money! Most people understand social security will not be enough income to retire on, and unless they win the lottery, they know they will need a second source of income.

We changed to a new third party administrator for our medical insurance plan this year, which is BRMS. They are in Folsom, and right now it appears they are doing a great job. We continue to use the same network of doctors and facilities we have been for the last couple of years, and the employee portion of the premium has continued to be low compared to most plans offered. These are two of many benefit programs the company offers us. The willingness of the owners to invest back into the company, our management that truly cares about the team, our competitive compensation and our extensive benefit plans are some of the many reasons we continue to attract and retain the best employees! You are appreciated for all you do, and we are excited for your career to continue at Tiger Lines.

Tiger Lines Roars!!! - Company Picnic



Alan Yarber (L), 15 years!!!
Juan Perez (R), 5 years!!!



Yuri Torres, 5 years!!!



Jose Mendez Aguilar
5 years!!!



Oscar Gomez-Munos,
5 years!!!

Tiger Lines'
four SHINE attributes:

- WIN⁴
- HUMBLE, HUNGRY, and SMART with People
- ADVANCEMENT of PEOPLE, PROCESSES and LEGACY
- TRANSPARENCY and CLARITY

**Tiger Lines Picnic,
Saturday, 23 March 2019,
2:00pm - 6:00pm
Micke Grove Regional Park**



Intersection Awareness & Safety by Mark Handel (Safety Manager)

Intersection Awareness and Safety attentiveness are extremely important when operating a commercial motor vehicle. Always remain aware of your surroundings when entering any intersection. Below is a helpful list of ways to be more attentive at every intersection:

*Manage your vehicle's speed and try to anticipate whether any lights will be changing. Always provide yourself enough time and space to stop your vehicle safely. Remember the rule in the Smith System Training: "know where your line of no return is" that would represent the imaginary line where it is no longer safe to stop.

*Regularly check your mirrors every 5 to 8 seconds to understand where other drivers are located. As you know, other drivers typically assume you can see them even if you cannot.

*Position your vehicle well in advance of entering the intersection ensuring

everyone in the intersection can see your vehicle. Don't make any quick lane changes in order to get into the proper position.

*When turning, try to manage your space. Taking the turn slowly will allow you to have more control over your vehicle throughout the entire maneuver.

*During left turns, be sure that the entire turn can be completed without making any vehicles in the intersection swerve or rapidly slow down. In other words, don't enter into a left turn maneuver if you do not have the proper time to do so safely so not to affect other vehicles.

*When present, observe pedestrian cross signals to help determine when the light may change in an intersection.

*Before entering any intersection, consider the road conditions and weather.

*During pre-trip inspection, ensure that all reflective

material, lights and turn signals on the vehicle are in proper working condition. This will help increase the visibility of your vehicle and let you be seen in the intersection.

There are many different variables to control when entering any intersection. By following the tips above, you can manage intersections better and improve the safety of you and your vehicle, as well as others on the road.

Just a Thought:

"The larger the island of knowledge, the longer the shoreline of wonder."

-- Ralph Washington Sockman

Social Info

Tiger Lines is committed to continue getting better in everything we do and we believe your suggestions can help us get there.



Please contact HR to share your comments and suggestions. Follow us at Tiger Lines' sites:

