



SEPTEMBER 2011

Express

The Usher Transport Quarterly Newsletter

*Volume Thirty Four * Fall Edition*



The "Tribute in Light" - NYC

Lest we ever forget!

Our Cover



The "Tribute in Light" is an art installation placed next to the site of the World Trade Center to create two vertical columns of light in remembrance of the September 11, 2001 attacks. The tribute began in March of 2002 and is scheduled to continue at least through the tenth anniversary on September 11, 2011. As the anniversary of 9/11 draws near, we're sure there will be many tributes to the victims of that terrible attack. It was a sad day in our nation's history. A day that we should never forget.

Our Team



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SAFETY - MIKE BAKER / DAVID GUESS

HUMAN RESOURCES - KELLY MILLER

EXTRA MILE AWARD - JOE MURPHY

TERMINAL CONTRIBUTORS: CATLETTSBURG - CHARLIE FUGETT

PADUCAH - RENE WATSON

NASHVILLE - BARBARA LEE

CANTON - RON WERY

DORAVILLE - COSMIN OLTEAN

RAIL DIVISION - JIM LAGLER

COMMENTS, SUGGESTIONS, AND *LETTERS TO THE EDITOR, SHOULD BE SENT TO JOE MURPHY @ 800-777-2741 X 158 or E-MAIL JMURPHY@USHERTRANSPORT.COM.

***THE UT EXPRESS RESERVES THE RIGHT TO EDIT, OR CONDENSE, ANY LETTER OR MATERIAL SUBMITTED FOR PUBLICATION.**



Summer is coming to an end and fall is upon us! As our kids go back to school and the cold breeze blows in so will the paper work. Fall is a very busy time for us administration-wise, with the physical year coming to a close in January we want to make sure we are ahead of the game. So:

Save the Date:

- December 3, 2011 Christmas Party
- December 9, 2011 John Halsell, our 401K Representative, will be in the Louisville office from 7:30 -2pm

Keep your eyes open for:

- Toys for Tots announcements
- Open enrollment for all insurances:

* Health

*Dental

* Vision

**FSA (Flexible Spending Account)

*401K

We have a couple people that have hit their 10 or 15 year marker or will be coming up on them and we would like to thank them for their dedication:

Joseph Murphy: September 2011 10 years

Jeffrey Craig: September 2011 15 year

Charles Fugett: October 2011 20 years

Mary McCubbins: November 2011 20 years

Kelly Miller, Human Resources & Safety Manager

A's & B's of Work



Devoted, Determined, and Disguised – Do You Recognize Them?

Every organization today is searching for talent. Talent is exciting, energizing, and enveloping. Just look at how far we've come in the past 68 years with our own structuring of talent. Talented people draw you in with their creativity and innovation. Their ideas and commitment to making something happen are infectious. Talent comes in many forms. Unfortunately, because of misperceptions many managers fail to see talent in its different disguises.

Highly talented people or "A" players are employees who are hungry for results, impatient for promotions, willing to sacrifice life for work and its meaning in helping them identify who they are as individuals.



Then there the "B" players, also highly talented people, who are loyal, dedicated, focused on helping others succeed and prefer to give the spotlight to someone else. They are the "worker bees" who rarely, if ever, make personal demands. "B" players are not disengaged. "B" players are balanced – an enigma to "A" players, who truly do not understand them. As a result, "B" players and their values are frequently overlooked. Their contributions are too often minimized, and they can easily leave others confused. Ultimately, they end up leaving the organization. We have numerous "B" players within Usher Transport that relentlessly go the extra mile. For that, we say thank-you and know you are a valuable and integral part of this organization.

In distinguishing between "A" and "B" players:

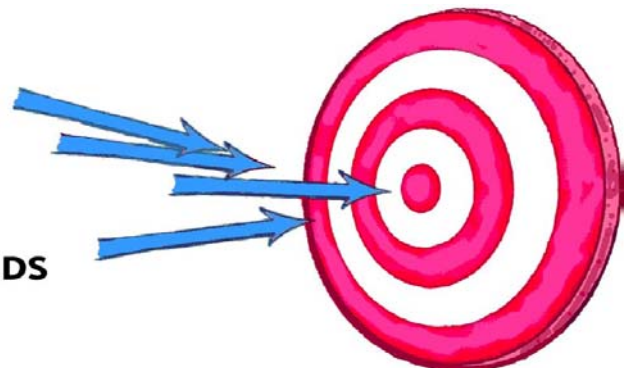
"A" Players

- Task oriented
- Work to get it done
- Want things to happen now
- Set high goals and change them
- Must win the game
- Need to lead
- Approach aggressively

"B" Players

- Relationship oriented
- Work to get it done right
- Enjoy seeing things happen at all
- Set achievable goals
- Like playing the game
- Like to follow
- Approach cautiously

- ✓ **ACHIEVE RESULTS**
- ✓ **ESTABLISH COMMON GROUND**
- ✓ **GENERATE COMMITMENT**
- ✓ **PAY LONG-TERM DIVIDENDS**



Dirty Kid Safety



“Christian, I’m not telling you again, it’s time to take your bath.” “But, but, Kaitlyn didn’t have to take one, why do I have to?”

Sound familiar? Anyone gaining their life experience via a six-year old and nine-year old can most likely identify with the above scenario. This actually took place in my house just this past week. As you can imagine, there wasn’t much “parental explanation” following his question; it was a bath or consequences.

Driving to Toledo this past week, I was listening to *Road Dog Trucking* on XM™ radio. For the most part, there’s a great deal of topical discussion, FMCSA interviews, and industry economic discussions. Occasionally though, there’s an “open line” forum for just about any type of question drivers can pose. Some are extremely good, some however, well; I have to wonder if that last mile marker I passed wasn’t on a different planet. One such question was asked of an industry panel of safety directors. *“My company has a fancy safety program, lots of meetings, posters, flyers, etc. They tell us all the time about pre-trip inspections and finding stuff wrong with our truck before DOT does. I suppose it keeps us safe too if we find defects. What I don’t understand is that most of our drivers in the terminal I pull out of never do a pre-trip inspection, nothing is really said about it, so why should I have to do it?”*

What, surely you’re just kidding? Not really, the radio host quickly responded by asking the driver why he was concerned with what the others were, or were not, doing as they should? Not really having an “I get it moment,” the caller simply said: *“Well, if they don’t make them guys do it, then I’m not doing it either.”*

You see, this is what I’ve determined to be a **“Dirty Kid Safety Program.”** It wasn’t so much that Christian didn’t understand he was dirty and looked like a mud-ball after being outside all day. He was more concerned with the easy way out that his sister was taking. He’d been perfectly content to wear multiple layers of dirt for days on end. What he didn’t know was that his sister, Kaitlyn, had already taken a shower well before he came inside – she had finished the ‘post-trip-inspection’ in a manner of speaking.

I suppose the overall moral or perhaps objective of this blog is to acknowledge the fact that we have a few **“dirty kids”** in our fleet – as in evidence of some of the roadside inspections I see. Our safety meetings are filled with fodder concerning hoses, inspections, cross-drops, safety concerns, etc. Those are necessary items we should be concerned with, not burdened by. Out-of-Service brakes, loose fifth wheels, and logs not current represent the layers of dirt we seem to be content with just because no one else is concerned either. Let me remind you that this is a minority opinion as many people get concerned about those type violations. More often than ever, it’s your fellow drivers that raise the most concern and awareness when someone seemingly takes the low road. What one person does effects the entire group. I recently watched as one of our BASIC category scores rose by 2% due to one bad –preventable – inspection.

Today’s economy qualifies your ability to have a career and a strong company to call home more than just a place to work; it is truly a blessing. I have several friends in this industry and over the past year I’ve watched as many of them have been downsized, furloughed, laid off, and even let go as their company struggles to stay in business. In one extreme case, a company’s safety record in combination with a “dirty kid culture” of safety ultimately spelled their demise due to inflated insurance costs, customers afraid to do business with them, and the organization’s inability to recognize someone needed a bath.

Finally, don’t be the mud-ball, step up, do what you know is the right thing to do. We can’t stress enough how much of a difference it **will make.**

David Guess, Safety

Usher Transport Wellness Report



Bill Usher, Jr. congratulates Elise Leitsch and Tabby Asher for submitting the winning entries in the Wellness Program's Slogan and Logo contest. Elise submitted the winning logo, while Tabby submitted the winning slogan. The results of their efforts can be seen in the logo at the top of the page. Congratulation ladies, great job!



Keep your eye out for future reports from the Wellness Committee!

Maintenance

Brokers: The HOSE LOCKER, at the Louisville Terminal, is now ready for use. You supply your own lock. Pick a hose tube and store your hose in it when not in use. Just make sure to write your name on the board so we know who that locker belongs to. If you have any questions, contact Mike Lochner in the shop. Make sure to check your annual inspection dates. If you want the Louisville shop to inspect your truck, please make sure to call ahead and give notice of day and time you'll be in. Our shop is very busy right now so calling ahead will help decrease your amount of wait time for an inspection. Remember, if you do a PM to use Usher's PM form. Also make sure to send that form and your annual in ASAP. Our fax number is 502-736-5467. You can also mail them to 3801 Shanks Lane Louisville, KY 40216 or email me at ndawson@ushertransport.com.

Drivers & Brokers: **Winter will be here before we know it. Let's make sure that we get all units winterized before the weather takes a quick turn for the worse. Remember, procrastinating brings breakdowns in the cold, working on your unit in the cold, waiting in the cold....get the picture? So let's get it done before that temperature drops!

When having any work done on an Usher unit, do not leave the vendor if it still has DOT offenses that can be written-up. Call Keith Judd or Mike Lochner before leaving the vendor for instructions. Be sure to get a PO before having your unit worked on. You can contact us from the vendor about the item needing repair/addressing, but no work should be done to an USHER unit until a PO has been issued.

Terminal Managers: We now have all of you up and running on Tanker Pro's Purchase Order system. This is really streamlining the processing of invoices and paper work. Remember that ALL ORIGINAL paper work must be sent to the Louisville Terminal. We will be scanning these into the system for your future use. We need the originals so that when we scan the document we get the best image quality.

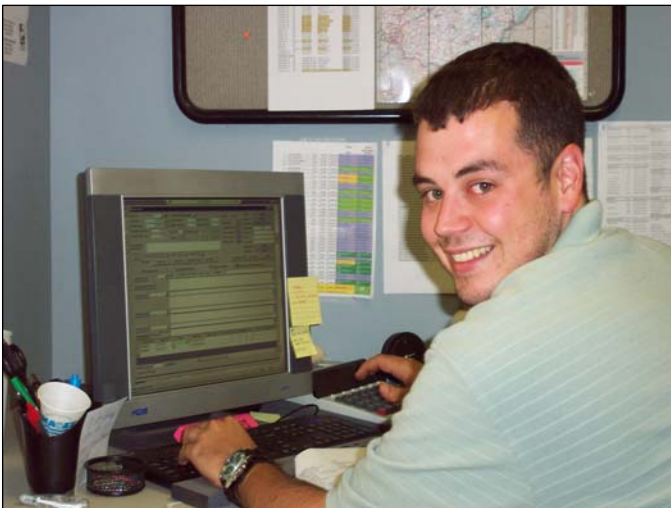
Submitted by....Nicole Dawson

Name That Truck



If you think you know the year and model of this truck, send your answer to Joe Murphy at jmurphy@ushertransport.com. The winner will be announced in the Winter Edition of the UT Express.

Who's Dat Who's Dat



That's Doug Dunaway, a member of the Louisville Dispatch Team. Doug was hired in May of this year. He is single and lists his hobbies as golf, any sport, U of L, the Steelers, and going to the lake. He also says that he is an avid skier, and frequents the state of Colorado, where he was born, to wet his appetite. Doug was presented with the opportunity to join the Usher Team and hopes to continue to thrive within the company. Welcome aboard Doug!

EXTRAMILE AWARD UPDATE

The following individuals have received Extra Mile Awards since the last edition of the UT Express.

Arnold Williamson (Louisville) – For coming in during his day off to cover a Chevron load.

Gus Sanchez (Atlanta) – For being recognized by Lykins Oil for providing excellent service.

Reggie Hardy (Atlanta) – For helping out a fellow driver who was broken down, and getting his load delivered on time.

Gus Sanchez (Atlanta) – For helping out a fellow driver who was broken down, and getting his load delivered on time.

Terry Smallwood (Louisville) – For being recognized by Reynolds Metals for his courteous attitude and knowledge of the business.

Ron Jennings (Louisville) – For being recognized by Parman Energy for his Knowledge of the business and his professionalism.

Congratulations for doing the right thing!

People do notice!

D-Rowe's Kitchen



“Kentucky State Fair Blue Ribbon Winner”

BENEDICTINE SPREAD

**8 OZ. Cream Cheese (soften)
4 TBSP Cucumber Juice
1 TBSP Onion Juice
5 Drops of Hot Sauce
5 Drops Green Food Coloring**

Mix well and refrigerate!

Enjoy.....Diana Rowe