

Fort

R E P O R T

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PERSONAL CONVEYANCE

Seth Leitner

First off, let's just get this out of the way...

Personal conveyance is not allowed to be used to extend your 11-hour drive time, 14 hours on duty, or to advance your load.

Fort Transfer Company is strongly committed to full compliance with the current federal hours of service (HOS) regulations. A major element of individual compliance with the hours-of-service regulations is the use of a Commercial Motor Vehicle for Personal Conveyance, 49 CFR 395.8. Fort Transfer Company authorizes our company drivers, lease drivers and owner operators to use a Commercial Motor Vehicle (CMV) while off-duty for Personal Conveyance per the authorized uses below.

When to Use

Drivers are required to document such use as off duty on their Records of Duty Status, irrespective of the method used to record the driver's Hours of Service (e.g., paper logs, electronic logging devices ELD, etc.). A driver may record time operating a CMV for personal conveyance (i.e., for personal use or reasons) as off-duty only when the driver is relieved from work and all responsibility for performing work by Fort Transfer Company. Personal conveyance does not reduce a driver's or Fort Transfer Company responsibility to operate a CMV safely.

Conveyance to Safe Haven, I

Fort Transfer Company authorizes the use of a CMV while off-duty for personal conveyance: Time spent traveling from a driver's in-route lodging (such as a motel or truck stop) to restaurants and entertainment facilities.

Conveyance to Safe Haven, II

Time spent traveling to a nearby, reasonable, safe location to obtain required rest after a loading or unloading delay and no available parking on site. The time spent driving under personal conveyance must not exceed the 11 hours driving and 14 hours on duty' time to allow the driver adequate time to obtain the required rest in accordance with minimum off-duty periods under 49 CFR 395.3(a) (1) before returning to on-duty driving, and the resting location must be the first such location reasonably available. FMCSA recommends that the driver annotate on the HOS if he/she cannot park at the nearest location and must proceed to another location.

Conveyance to Home

Commuting between the driver's terminal and his or her residence, between trailer-drop lots and the driver's residence, and between work sites and his or her residence. In these scenarios, the commuting distance combined with the release from work and start to work times must allow the driver enough time to obtain the required restorative rest as to ensure the drive is not fatigued.

Conveyance While Loaded

Moving a CMV at the request of a Federal, State or local law enforcement official, or a first responder to relocate the CMV during the 10-hour break period. However, the CMV must be moved no farther than the nearest reasonable and safe area to complete the rest period, while on 'off duty' status.



COMPANY UPDATE

Brad Kahler

As we head into the 4th quarter, we continue to face a slower than expected economy with some sectors of our business being directly impacted – housing market, car industry, oil industry, and agriculture. We have fared well through most of the year, but the overall trucking demand is expected to be lower than last year for the remainder of the year.

Don't be discouraged, because there are still plenty of loads that need to be handled by The White Glove carrier. Also, we do have a plan that involves 3 different strategies/approaches.

1. Continue with our plan to centralize our operations to become more efficient with our trucks on the road, which will allow us to utilize our equipment and technology better.
2. Grow and expand our current business and new opportunities.
 - a. Grow central dispatch to allow for more load opportunities. The more loads, the better.

- b. On a positive note, we are seeing growth from certain customers – Huntsman and Nalco, and we expect to see growth with both in 2020.
- c. Herbicide customers are happy with our service and we plan to continue servicing that industry.

3. We are identifying excess cost and right sizing our fleet to adapt to the environment. Through attrition our truck count has naturally decreased to a size that can now handle the current demands of our customers. Each truck should be seeing better utilization with that adjustment.

Through these strategies, we are becoming a better and stronger company. We have learned to “grow from our adversities,” which is a good approach to take in life along with being biblical based (Rom 5:3).

We want to stay true to keeping you informed, so let us know if you have questions.



Mohammad Karimipour



Kevin Hubner



Danny Roussell

DRIVERS OF THE MONTH

JULY

Mohammad Karimipour

Everyone, please take a minute to congratulate our July Driver of the Month, Mohammad Karimipour – a true professional in every aspect of this job. He's always impeccably dressed, positive, friendly & professional, and always executes flawlessly on every load assigned to him. He handles general chemicals as well as all specialty products for our customers and never fails to come through for us. We can't say thank you enough for being a part of our Fort Family, Mohammed!

August

Kevin Hubner

Meet Kevin Hubner. He was our new driver for the month of August! Kevin is a professional driver that runs out of the Morton Terminal. Kevin has shown commitment, dedication, and willingness to succeed. Thank you for joining the Fort Transfer family. #driverappreciation

September

Danny Roussell

We'd like to congratulate Danny Roussell on September Driver of the Month. He is always friendly and professional; he always keeps his tractor in immaculate condition and is willing to do anything that is asked of him safely and legally. Recently, he agreed to give up his dedicated lane to Waller, TX so that he could help be our spotter until a replacement was hired and trained. This likely resulted in less earnings, but he will do anything to ensure that Fort Transfer is successful.

ANNIVERSARIES



1 YEAR

Donald Brown
Vanessa Baker
Termall Williams
Bo Ellis
Jarvis Knighten
Kelti McCallum

2 YEARS

Richard Holland
Reginald Sanders
Barry Falgout
Tim Weatherly
Danny McGlothing
Isaac Scott
Dave Burr
Jeff Granier
Jonathan Francis
Brian Hooper
Sean McQueen
Chris Rivers
Isaac Scott
Danny McGlothing
Terry Hopper

3 YEARS

Noel Deocos
James Bennett
Jordy Shiner

4 YEARS

Garland Hankins

5 YEARS

Mervin Roussell
Kenneth Brabham

6 YEARS

Kerry Prewitt
Terry Purtell
Brian Reichert

7 YEARS

Danny Roussell
William Turnbo
Robert Emfinger

8 YEARS

Mitchell Arenstein

12 YEARS

Sean Mathews

22 YEARS

Jim Dodson

COMPANY BIRTHDAYS

October

Sean Grimes- 2nd
Elmo Lecoq-5th
Donald Brown-11th
Tim Weatherly-11th
Seth Leitner- 12th
Thomas Wolf-13th
David Adams-13th
Charles Hood-14th
Greg Dowl-15th
Edward Diaz-16th
Rick Hudson-18th
Jennifer Richter-19th
Lou Riley-21st
Eugene Ezell-22nd
Steven Ellis-27th
Placid Nwokorie-27th
David Hayden-29th
Dale Zernicek-29th
John Nowels-30th
Tim Wiese-31st

November

Wesley Davis-3rd
John Balzer-6th
Richard Mercer-8th
Terry Hopper-8th
Larry Melton-9th
Butch Hazle-9th
Natheyon Taylor-10th
James Price-11th
Marvin Jackson-16th
Robert Rowe-18th
Kevin Langston-18th
Jimmy Taylor-23rd

December

David Burr-2nd
Eric Tarmann-2nd
David Maskell-3rd
Gill Knighten-9th
Dennis Johnson-12th
Brian Reichert- 12th
Robert Hood-12th
Kevin Underwood-13th
Kevin Hubner-16th
Keena Skaggs- 17th
Randall Vincent-17th
Jonathan Francis-18th
Steve Sorenson-22nd
Marques Lacey-22nd
Jean Faget-23rd
Terry Miller-26th
Antonio Benjamin-29th
Jason Wilcox-30th
James Washington-31st



Fort Hope is a committee inside of Fort Transfer that was founded as a way of caring for our current drivers and employees that had sudden and surprising situations.

For example, during the recent flooding in the Southeast TX region, Fort Hope gave \$1,000 in emergency supplies, like Diapers, clothes and non-perishable food for people in the immediate need.

Another example was one of our drivers was making a delivery in another state, his dad passed away suddenly. Fort Hope came alongside and created resources to help that driver get home as well as added support to the grieving family. That is the type of care and support that Fort Hope wants to provide for the drivers and the support staff.

If you have a need or request for prayer, please do reach out using FortHope@forttransfer.com.



JOURNEY BAG PROJECT

In the coming months, be on the lookout for a project Fort Hope will be administering to support the Forgotten Initiative, which is a non-profit agency that looks to “Bring Joy and Purpose to the Foster Care Community.”

The “project” will be to fill Journey Bags, which are backpacks filled with personal and comfort items for children to call their own. Children often come into foster care with nothing but the clothes on their backs. The goal of Journey Bags is to bless these kids and let them know that they are loved, prayed for and remembered! More info to follow in the next month!



SAVE THE DATE!

Within the next three months, another great holiday season will have come and gone. Memories will be made; good times will hopefully be shared with you and your families. Be sure to make **Fort Transfer's 14th Annual Driver Banquets** a part of your holiday and memory bank! This year there will be a guest speaker who once was a KGB member. It promises to be a unique experience while enjoying food, drink and fellowship with your coworkers and friends. Don't miss out! RSVP today to Heidi Poepfel at hpoepfel@forttransfer.com.