

COMPANY VALUES:

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

Tiger News



QUARTERLY NEWSLETTER

Q 4 2 0 1 6

HR CORNER



Please welcome Courtney Fells, our new HR Generalist!!! She will be helping with recruiting and benefits questions.

Other Info:

- Annual Health Benefits Open Enrollment on Dec 5 - 23, 2016
- 401(k) - 6% annual match/enroll any time to plan for financial future
- Time-Off Request Form - please use updated form and signed by supervisor
- Sick Pay - please use Time-Off Request Form for payroll to process.

A Message from the Altnow Family

Today, I overheard one of our managers make an astounding remark. He mentioned the thing that motivates him to get out of bed each morning is to come to work and see the ongoing progress his crew has been making to effectively cooperate and communicate with each other as a Team! His Team has been inspired by a book that has been circulating around the company called, "The Ideal Team Player", by Patrick Lencioni. (Let me know if you want a free copy!)

His statement left me to ponder these questions:

What makes a company a great place to work? What gives a company a good reputation in the community? What makes a company a place where employees feel trusted and can trust others in return? Some will say it is a great place to work because it has higher pay. Some might say because they feel

safe when they work there. Others might say because they have ongoing job security or they are treated fairly. Many will answer a combination of these qualities. What do you say?

Here is my answer:

After this past tomato season, many of us received a heartwarming email from one of our Woodland seasonal employees. In my opinion, she provided the best summary of what makes a company a great place to work. While sharing many positive things about her Woodland office summer job experience, she wrote:

"A company is more than just a workplace, it is the people who give it soul!"

Here is what I emailed back to her:

"In one sentence you have captured the essence of what we all want to experience for ourselves

and loved ones at their place of employment. In one sentence you have captured what every leader, every manager, every owner, every co-worker wants to hear from their team members. In one sentence you have captured what every business consultant and business guru/author wants to infuse into business organizations to make the workplace environment better."

So, here is the Key to a great place to work..... **It's the PEOPLE!**

Again..... **It's the PEOPLE!**

-- Continued on back



Joyce Vanotti celebrated 40 years of loyal & distinguished service!!!

Message from Bob Hughes, COO - "TEAM"

The Maintenance team worked over 200 hours to rebuild the trailer below. Another one ready to haul refuse!!!



At the time of writing this, another Ag season is almost finished and in the history books. While reflecting, I realize within our Ag season are a bunch of smaller seasons like Cherry season, Peach season, Tomato season, Grape season, and Walnut season just to mention a few. As I think about the other operations here at Tiger

Lines, I realize the seasons play a role in them as well. For instance, we are preparing for fall and the increased work it brings for the bulk operation in the form of Leaf season. The Holiday season impacts the Dry Van operation as does the Cannery season in the form of increased drum hauling. The Brokerage team is affected by seasons as freight movement ebbs and flows. Our business cycles constantly through many seasons!

These seasons not only have an impact upon operations, but in fact affect the entire Tiger team. Currently the maintenance team is busy getting the seasonal equipment cleaned up, triaged, and prepared for next season, while continuing to meet the demands of repairing

and maintaining the equipment used in year round operations. I never hear any complaining about all the big and small seasonal demands placed upon them day in and day out. The seasons also affect the Administration and Safety teams in the form of increased demands such as driver hiring, payroll, billing, training; the list goes on and on.

As the seasons gradually change and Thanksgiving draws near, I can think of a few things I am thankful for. One thing is all of these seasons, however I am most thankful for the Tiger Team that makes it possible by coordinating and working together in harmony to pull all of these seasons together and serve our customers beyond their expectations!

Tiger Lines Roars!!!



Shop guys tirelessly maintaining Tiger trucks to safely operate is what keeps drivers happy and grateful!!!



Operating LEAN: being well organized and eliminating waste provides a competitive advantage. Jason Henry is leading the way in transforming the shop into a Lean Mean Maintenance Machine!!!

National Truck Driver Appreciation Week: 9/12 - 9/16 Drivers were appreciated with food and cool gifts!!!

Circle of Tiger Lines Logistics



“Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilization work.” - - Vince Lombardi

Al Dias celebrated 30 years of loyal & distinguished service!!!



Below is a new Kenworth truck that saw action during 2016 Ag season. This one traveled over 28K miles.



Safety Tips “Coffee - Friend or Foe?”

People are divided into two groups when it comes to coffee. Many consider it a vice and are pretty sure it's unhealthy, while the rest consider a cup of Joe the stuff of life that gives them the vigor to face each day. Coffee and Tea are the world's most popular beverages. Approximately 130 million Americans are regular coffee drinkers and 1.6 billion cups of coffee are consumed worldwide each day. That is a lot of Joe.

The World Health Organization (WHO) has ruled that coffee is full of bioflavonoids, which are strong

antioxidants that seem to protect us from cancer. Coffee beans share some of the same antioxidants with well known super foods like cranberries and blueberries. Who Knew? A 2016 study conducted by the WHO showed a clear reduction in cancer, specifically in the liver and uterus. The benefits of coffee extend beyond making someone a little more cancer resistant – and more awake. Parkinson's risk is significantly lower in coffee drinkers as well as Type 2 diabetes, stroke and heart disease.

One minor caveat to the latest news

on coffee – people should not scald their throat with extremely hot coffee (over 160 degrees Fahrenheit). Repeating burns to the same area can increase the risk of throat cancer. But it is not the coffee doing the damage, it is the burn! Coffee has come full circle, from a beverage with a slightly unsavory reputation to one that actually makes people healthy and awake enough to enjoy it.

The WHO study concludes that coffee drinkers on average live longer than those who abstain. -- Jo Vanotti, Safety Manager

A Message from the Altnow Family

Continued from front - - Similar to the manager I heard today, the thing that gets me out of bed each morning to come to work is YOU. You give this company a soul by breathing life into the day to day operations and relationships within the Tiger Family. Your consideration for others in your work environment (Safety); your ethic (Integrity); your camaraderie (Team); your “can do attitude” with a smile (Excellence); , make this company stand head and shoulders above our competitors.

I am extremely grateful for your magnanimous effort in bringing us to the close of another successful year and wrapping up another busy summer season in all our operations!

Best Wishes for all the upcoming Holidays from a grateful ownership/management team, You Make Our Day! -- Dennis Altnow, CEO/President

Social Info

Tiger Lines is committed to continue getting better in everything we do and we believe your suggestions can help us get there. “We all need people who give us feedback. That's how we improve.” -- Bill Gates

Please contact HR to share your comments and suggestions, or follow us at Tiger Lines, LLC sites to leave your feedback:

