

COMPANY VALUES:

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

HR CORNER

- **Online Open Enrollment / Benefits Website** - Please call HR at 209.367.3225 to help improve your use of the website.
- **Health Reimbursement Account (HRA)** - In 2016, if you were enrolled in the medical gold plan, an HRA visa card (aka bene card) was used to pay for medical co-pays and deductibles. In 2017, HRA is now integrated with your medical and prescription benefit plan. That means, when you go see your doctor or pick-up your prescriptions, the co-pays or deductibles should automatically be deducted from your HRA account. Some providers or pharmacies may need assistance on HRA deductions. Please have them call HealthScope at 866.645.0351
- **HRA 2016 Rollover** - HealthScope is still processing claims from 2016. April 30 is the estimated completion date for unused 2016 funds to rollover to 2017.
- **Benefit Cards** - Vision (VSP) and Dental (Lincoln Financial Group) plans do not provide benefit cards. A new provider can access your benefit coverage using your SSN.
- **401(k)** - Completing your 1st year of service with Tiger Lines in 2017? Call JP Morgan 855.576.7526 to start. (up to 6% match)

Tiger News



QUARTERLY NEWSLETTER

Q I 2017

A Message from the Altnow Family

WELCOME to 2017!!!

There is something about the advent of a new year that motivates people to start with a clean slate. It inspires healthy lifestyle changes to better address the future physically, mentally and spiritually. From weight loss programs, to other lifestyle improvements, as planners and organizers we tend to see the New Year as a chance for a brand spanking new bright and shiny day!

Here at Tiger Lines, we are excited to make an announcement in the near future concerning plans that will lead us to embark on new adventures.

The goal of these plans is to perpetuate, steward and protect the health of the Tiger alliance of companies for many generations to come.

So, over the next few months we will begin to present to you a shiny, new and improved pathway to lead Tiger Lines toward sustainable success.

To get you started, a key word that symbolizes these endeavors is the word **SHINE!**

For now, we leave you to ponder it! Digest it! Think about the many applications "Shine" is able to be integrated into our Tiger corporate family! Until next time... Dennis Altnow, CEO/President



Tiger truck shines even at night during the 2016 Lodi Parade of Lights!!!

Message from Bob Hughes, COO - "TEAM"

Change is happening all around us constantly. We particularly take notice when something really significant happens such as a new President taking office. Regardless of how we voted, we knew we would have a new President come January 20th, and the candidate our country elected promised to bring a lot of change! The impact of these changes for each of us personally is not yet known. The impact of these changes for our industry is also not yet known.

Currently there is a lot of discussion in regards to the impact this President and his administration will have on the transportation industry. His choice for Secretary of Transportation is Elaine Chao, and she



Halloween costume contest in the office!!! Who were the winners? 1st Place: Disco Dude (Mario - Payroll), 2nd Place: Minnie Mouse (Esmeralda - Billing)

may bring about a lot of change. She appears to be a supporter of infrastructure improvement, which will be a good thing if they repair the roads our drivers travel! We do not have a lot of influence on those decisions, so we will have to be patient and wait to see what changes. We do not have a lot of control over the changes that are made in Washington, or even in Sacramento, however the changes we do have a lot of control over are those we bring about in our own areas of influence.

The management team here at Tiger Lines has been working on change for the past few years. A few areas we have been working on are developing our teamwork, improving communication, increasing personal effectiveness and clarifying lean processes. This has all been done in an effort to better serve our external customer, and you, our internal customer! Our hope is these changes will make Tiger Lines an even better place to work and the place to have a satisfying and rewarding career. We will soon be able to observe the impact of the changes Washington is currently making, and we hope you have already sensed a positive impact of the changes we have been making here at Tiger Lines.

Tiger Lines Roars!!! -- Updated Website



Ray Mauro celebrating 10 years with Tiger Lines!!! with Dennis (CEO/President) and Emil (HR)

“One man can be a crucial ingredient on a team, but one man cannot make a team.”

-- Kareem Abdul-Jabbar



Good night, sleep tight.

Just A Thought:
By Mark Handel (Safety Director)

“If you want to do something, you find a way. If you don't want to do something, you find an excuse.”



Welcome to Our New Website

Thanks for visiting us. We hope you find all the information you are looking for.

Check-out our new website!!! An improved “Employee Resources” area for you to access. Give your feedback to HR for any additional information you would like to see or use. (tigerlines.com)

Marijuana Still BANNED for Truckers by Jo Vanotti (Safety Manager)

Several employees are still unclear about the passing of legalizing marijuana. It appears the Department of Transportation (DOT) will stand by its previous stance that using marijuana is forbidden for truck drivers as long as it remains a “Schedule 1 Drug”.

There are five “Schedule 1 Drugs” which are as follows: Amphetamines, Marijuana, Phencyclidine, Cocaine and Opiates. The use of marijuana for a medical condition is also forbidden if you operate under the DOT guidelines. “It remains unacceptable for any safety-

sensitive employee subject to drug testing under the DOT’s drug testing regulations to use marijuana.”

If you have any questions in regards to this, please feel free to contact, Jo Vanotti at 209.367.3226

Sleep, How Important Is It? By Mark Handel (Safety Director)

If you chronically feel tired or irritable, find it hard to focus on work and other tasks, or depend on caffeine to function, you may be one of the 50 to 70 million people in the United States suffering from an accumulation of lost sleep. That means you are at risk for reduced productivity and performance, poor concentration, psychological stress, depression, hostility, a weakened

immune system, and a higher risk of heart disease due to increased inflammation and other factors.

Inadequate sleep, which is less than seven hours a night, can also contribute to weight gain. According to “Habits of Health,” when you’re sleep-deprived, your body secretes more ghrelin (a hormone that increases appetite) and less leptin (a

substance that signals you to stop eating when full.) In a study conducted by Columbia University, people who slept only five hours per night were 73% more likely to become obese than those getting seven to nine nightly hours of sleep.

Tiger Lines affords every driver the ability to have the required time off in order to obtain proper sleep. It is up to you to put sleep as a priority!

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, or follow us at Tiger Lines, LLC sites to leave your feedback:



Mark Seibel celebrating 5 years with Tiger Lines!!! with Jim (CFO), Dennis (CEO/President), Don (Chairman), and Emil (HR)

Michael Walters celebrating 5 years with Tiger Lines!!! with JJ (Bulk Ops Director), Dennis (CEO/President), Don (Chairman), and Emil (HR)

