

COMPANY VALUES:

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

HR CORNER

- **Annual Open Enrollment on November 19 - 30**
 - ◆ **Need all employees** to go online to validate enrollment elections (www.vbas.com)
 - ◆ **Username:** "TLL" (lower case) + Date of Birth (MMDDYY) + Last 4 of SSN
 - ◆ **Password:** "Benefit" + Last 4 of SSN + Year of Birth (YYYY / ex:1970)
 - ◆ We are looking to improve billing service and customer support with a new Third Party Administrator (TPA)
 - ◆ The new TPA is Benefits & Risk Management Services (BRMS)
 - ◆ New medical cards will be provided by BRMS before 1/1/2019
 - ◆ Download the **VbasMobile** application on your mobile device to help manage your medical benefit plan
 - ◆ Please contact Courtney at 209.329.2906 for benefits questions
- **Please make sure your address is accurate before 2019 for you to receive 2018 W-2s**
- **Floating Holiday is awarded annually every January 1st**

Tiger News



QUARTERLY NEWSLETTER

Q 3 2 0 1 8

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

2018 is racing to a close! We are very excited about the activities happening at Tiger Lines. Our customers are growing and demanding more and more of our services. We have created a couple of niches that have put us in a position to be the company other companies want to do business with. These opportunities are only because of you and your contributions to serving our customers! We are a company that believes all stakeholders must win, which we call Win⁴. Of course, customers have to win. Like Amazon, we are obsessed with customer satisfaction. We also want each and every employee to win. We want to be the employer of choice that is helping our employees reach their life goals. The company also needs to win in order to replace equipment and provide a return for the investment and the risk the owners take. And strange as it may sound, we want our vendors to win. We cannot function without our vendors supplying us with the goods and services we need to perform our functions. All four parties may have a bad load, a bad day or a bad week.

However, in the long run, everyone needs to win or nobody wins.

This past Agriculture season was a challenge to ensure we delivered on Win⁴. Because of the unusual demands from our existing customers, this one really tested our ability to perform on our SHINE attribute #6, which is Adaptable & Resilient. One of our customers decided to close their production just prior to the harvest and another customer decided to pick up the tonnage for that commodity. The results were one processing plant would no longer be in operation, and the remaining processors could not handle the amount of fruit as it was being harvested. The only option was to juggle the harvest by moving product in and out of cold storage, and fitting it into the remaining facilities as capacity allowed.

When crops are ripe and ready for harvest, they need to be harvested. As the harvest peaked the only option was to put it into cold storage for the few days available before the quality of the fruit started to drop. A constant flow in and out of cold storage was required,

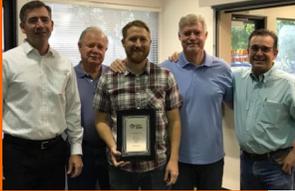
which added a considerable number of loads to our responsibilities. Coordination of product to the remaining plants needed to be done just right. We really needed to be adaptable. At the same time this was occurring, another one of our customers that had a longer distance requirement decided to add tonnage and extend the time we needed to service the time-consuming loads. We are happy to say we did, in fact, accommodate the needs of our customers this season! We know it could not have been done without the entire team practicing all 12 of our SHINE attributes, and especially #6 of Adaptable and Resilient. We want to thank the entire Tiger team and let them know how much we appreciate their efforts!

***Tiger Lines' Vision:
"The passion of our team is to SHINE in a way that exceeds expectations."***

Tiger Lines Roars!!! - Employee Appreciation



Steven Krebs, 10 years!!!



Tim Middleton, 10 years!!!



Christopher Conley, 5 years!!!



Fala Fa'afiti, 5 years!!!

Harvest Power California gives kudos to Bulk drivers: ***"I always appreciate their kindness, patience and smiling faces. Keep up the good work and be safe."*** -- Office Manager

McManis Winery appreciates the Ag drivers below: ***"These two drivers are doing an exceptionally good job and are patient with the winery process."*** -- Winery Manager



Jack Gaydon (left) & Edward Bordes (right)



National Truck Driver Appreciation Week!!!
9/10/2018 - 9/14/2018

Year-Round Driver gift:

- Zip-up Hoodie
- Beanie Cap

Agriculture Driver gift:

- T-Shirt
- Beanie Cap

Tiger Drivers Rock!!!

Habits That Are Ruining Your Sleep -- Presented by Jo Vanotti (Safety Manager)

Written by Maghan McDowell for livestrong.com on June 15, 2018

We all know what it feels like not to get enough sleep. The scary thing is that the effects are almost instantaneous. Insufficient sleep has been linked to car crashes, industrial disasters and medical errors. In the long term, poor sleep habits are linked to chronic diseases, increased mortality and overall reduced quality of life. Here are surprising habits that might be ruining your sleep and some tips for getting a better night's sleep.

Using Electronics Before Bed – It is not recommended to use your smart phone in bed. Reading on your cell phone, laptop or e-reader before bed can mess with your circadian rhythms. Researchers found that the blue light from electronic devices resulted in taking longer to fall asleep, reduced melatonin and reduced alertness in the morning. Solution: Read a book.

Drinking Alcohol Before Bed – People often or sometimes drink alcohol to help them sleep. Although alcohol initially acts as a sedative, it actually diminishes your quality of sleep and also impedes the restorative functions of sleep, learning and memory. Solution: Decrease or stop the amount of frequency of alcohol consumption before bed.

Playing Catch Up on Weekends – It is tempting to "Borrow from your

future self" by skipping sleep during the week, then making up for it on weekends, even 30 minutes of lost sleep a day can add up to long-term consequences for your body weight and metabolism. Solution: A 30-minute nap can reverse the impact of a night of poor sleep.

Constant Sleep Disruptions – Even if you are in bed for eight hours, if you are woken up, you might feel as if you have not gotten any rest at all. Small amount of light and noise can be a barrier to obtaining deeper, restorative sleep. This can cause difficulties thinking, a shorter attention span and bad moods. Solution: Wear sleep mask or ear plugs if unable to sleep in a dark quiet environment.

Skipping Your Workouts – Although feeling tired is not always a great motivator when you are trying to fit in a workout, regular exercise has been shown to improve your sleep quality and reduce feelings of sleepiness during the day. It is recommended 150 minutes of moderate to vigorous exercise a week. Solution: Consider upping your exercise to get a better night's sleep.

Burning the Midnight Oil – We have electricity to thank for allowing us to work or socialize long after the sun has gone down. This disrupts the body's perception of how long the night is. Electrical lighting after

the sun has gone down suppresses melatonin levels and it functions like sleepiness, body temperature, blood pressure and blood sugar levels. Solution: If you are up way past sunset, dim the lights while you work and consider taking melatonin.

Being Addicted to Caffeine – Many people use caffeine to help with alertness during the day. Caffeine stays in your body hours after consumption, meaning it might make it harder to fall asleep. Many of us are addicted to caffeine, but drinking less, especially in the hours before bed could also ultimately reduce sleepiness if sleep quality improves. Solution: Lessen your caffeine intake.

Just a Thought:

"The secret of success is to do the common things uncommonly well."
-- By Mark Handel (Safety Director)

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:

