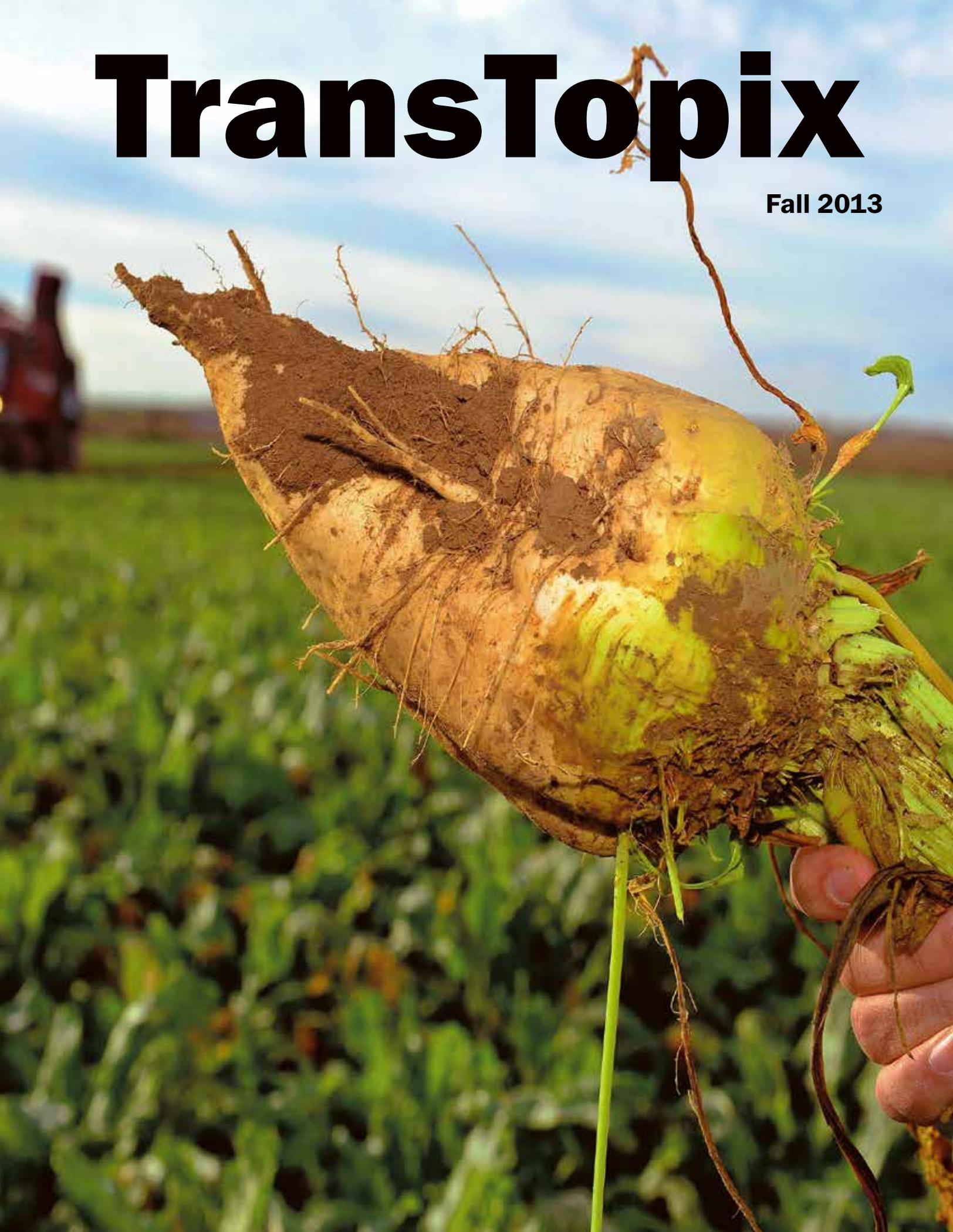


TransTopix

Fall 2013



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ON THE COVER: Behold the beet. Sugar beets flourish in temperate climates where the growing season is about five months long. When fully grown, a sugar beet is about a foot long, weighs two to five pounds, and is about 18 percent sucrose. Beet sugar represents about 54 percent of domestically-produced sugar. In 2012, 28.9 million tons of sugar beets were harvested in the United States. Rion Sanders photos

Transystems values start with respect

Transystems' strategic plan seeks to ensure that Transystems improves continuously and does not become complacent.

While mainly focused on hard numbers (growth of employment opportunities, improving safety, adding new customers and products, etc.), the foundation of this plan is our Mission, Vision and Values (MVV)



statement.

In this issue of TransTopix, we continue to focus on our four core values: Trust, Safety, Respect and Union Free.

It is important that every-

one understands and embraces these values.

The Mission, Vision and Values statement acknowledges the basic principles that guide Transystems.

We started with trust in the spring edition. In this issue, we move on to our second core value: Respect.

Respect is defined as admiration for or a sense of the worth or excellence of a person. We should keep it in mind as we work together.

President's Corner

See it, own it, solve it, do it

At Transystems we focus on finding creative solutions to the challenges we face. To help us reach that end, we are building a culture based on the book, "The Oz Principle: Getting Results through Individual and Organization Accountability." I discussed that book and our plan in my last column.

This time, I would like to focus on the specific steps that will move us toward our goal. Unlike the Land of Oz, there are no wizards to solve our problems for us. It's up to us. We are accountable for our shortcomings and our successes.

Accountability, according to the Oz Principle, is "A personal choice to rise above one's circumstances and demonstrate the ownership necessary for achieving desired results"

Let's take a look at accountability steps and how they will lead us to a stronger organization. See It – Our ability to acknowledge problems. The Lion in the Wizard of Oz represents the courage to see challenges. The Oz Principle is about being proactive in solving the problems we



know are there. The question we need to ask ourselves is: "What is the real problem

that is preventing us from achieving our desired result?"

Own It – The Tin Man represents the heart to Own It. If we refuse to take ownership in the problem, we won't invest the time to solve it. This is where we play the blame game. If we can blame the problem on someone or something else, then we don't have to deal with it.

The question we need to ask ourselves is: "What role do I play in the problem?" Solve It – The Scarecrow represents the mind to Solve It. Being willing to rise above our circumstances to find a solution is not an easy task but it gets results. This means taking risks and never settling. Always asking "What else can I do?" re-frames the conversation. Too often we hear, "We can't do that" or "That's not part of my job."

The question we need to ask ourselves is: "What else can I do to get the results that I want?"

Do It – We can see it, own it, and solve it but if we don't do anything then nothing changes. Doing it means we have to follow through and take action.

The question we need to ask ourselves is: "What actions will I take to make sure the problem is solved and results are achieved?"

Many Transystems people already use the Oz Principle by getting involved and using ingenuity to solve problems.

You will hear and see more about this program as we create a culture of accountability. In my next article, I will discuss the Transystems' Belief Statements that define the direction we are headed with our culture. I will share some of the tools we are using to reinforce these beliefs and stories of employees who are living them.

I am honored and humbled to be part of a great organization.

I hope you will join me on this exciting journey to a stronger organization.

*Scott Lind,
President and COO*

Bonus referral: Santa's little helper

Christmas is a'coming and a little extra cash would not be a bad thing. Transystems bonus referral program offers a \$500 bonus to any employee who successfully refers a friend or relative for a job.

The bonus program has been in place for more than a decade and has really taken off the past two years, according to Ann Powers, Vice President of Finance.

"In 2012, 60 referral bonuses were paid," Ann said. "To date, for calendar year 2013, 54 have been paid; 23 of those since the beginning of the campaign."

It is a program that has proven mutually beneficial. The referring employee gets the cash and Transystems gets a new employee who has been "pre-approved" by a current employee.

The Hillsboro project has seen exceptional use of and benefits from the referral program. Employees throughout the project, from clerks to technicians to drivers and loader operators, have made new employee referrals.

"The program works because the best possible advertising for a company is a happy employee," Tim Plumley, Hillsboro Project



Tim

Manager, said. Most often, the employee making a referral is a long-term worker.

"Most every employee who has made a referral comes back to work year after year. They are happy. Our safety culture and our open door policy draw people to want to work for us," Tim said. "When an employee refers a friend or family member, it shows that they are dedicated to the company."

A referred employee must be on the job for 30 days before the bonus is paid to the employee who made the referral. That has increased participation in the program, Tim said.

"Anytime I can give an employee a \$500 check, it's good," he added.

Maxwell Lamb is not only an all-star employee (see TransTopix Winter edition 2012), he's an all-star referrer. A driver for six campaigns, Max has referred five or six friends and family members who have become valued employees.

"Transystems is a good company to work for with good people who will help

you out when you need to know something," Max said. He came to the Red River Valley as a



Max

teen in 1976. He and his wife Sheila have seven daughters, three sons and 12 grandchildren.

"Never a dull moment," Max said.

Jim Wishart, a driver in Hillsboro, gets a helping



Jim

hand from technology when he refers friends to Transystems for employment.

"I use Facebook to get hold of people," Jim said. So far, the second-season driver has referred a handful of people, mostly from his hometown on Lake Michigan.

"It's nice to have a few folks from back home here in North Dakota," Jim said.

The \$500 bonus is not the only thing that spurs Jim to refer. "The unemployment rate back home is running about 20 percent. I feel good to know I've helped someone find a good job," he said.

Manage distraction for safety's sake

Sensible steps curb dangerous distractions at work

By **RICH CARL**
Vice President of Safety

Distractiion is part of everyday life. We cannot eliminate distractions. They can interfere with our productivity, our comfort, and, sometimes, with our wellbeing.

In some cases, we like distractions and are not willing to give them up, e.g., most people listen to the radio while they drive. Sometimes distractions can be positive. That feisty radio talk show may help us stay alert.

If we cannot or will not eliminate distractions, how do we manage them?

I am particularly concerned about distractions that affect safety.

Over the next few months you will hear from me about techniques to manage distractions while working. I hope that you will apply these techniques to your non-work activities.

Since Transystems' business is so involved with



driving, that will be my first priority in the management of distractions.

Step one: minimize opportunities for distractions.

Plan ahead

Plan what you need to do during your shift in advance of the beginning of your shift.

This goes beyond your lunch box. Check your schedule. Do you need to contact people or set or change your schedule? Is anyone expecting to contact you? When? How?

Communicating with others often involves the cell phone.

A major safety concern is the distraction of the cell phone.

How do I manage my cell phone?

Let people know that you are not always available through your cell phone and that they should not expect an immediate response to a call to you.

Step two: keep your cell phone out of hearing and sight when you should not use it.

When you can hear your cell phone or see its screen, you are tempted to glance at the phone to determine who is calling.

That glance is dangerous

Two seconds at 60 mph is the distance of two basketball courts – nearly the length of two high school gyms in two seconds.

Three seconds in a school zone at 25 mph is more than the distance between three houses. Think of kids who could step into the street.

Step three: Use your cell phone when appropriate.

When you keep in contact with people who expect you to call you reduce their need to contact you and your concern about maintaining contact. Frequent cell phone contact is OK when in safe situations.

The cell phone is not the only source of distraction.

Place your other things in the cab appropriately.

Do not place things where you will be tempted to reach for them while moving.

Use only an original equipment cup holder that you can reach without averting your eyes or leaning away from the steering wheel or controls.



Our roots run deep in RRV

For three decades, Transystems has been at home in the Valley

“Who are these guys from Montana?” That’s the question Scott Lind asked himself 30 years ago, when the Grand Forks Herald ran an article announcing that Transystems had won the bid to haul sugar beets in the Red River Valley.

Then, Scott was not long out of school and working as a driver for E.W. Wylie. Now he’s the President of Transystems.

It didn’t take long for those “guys from Montana” to become part of the fabric and family of the RRV.

Transystems employees live, work and play in the Valley.

“I see Transystems people involved in every facet of the community,” Don Shilling, president of General Equipment, said. “They live here and participate wholeheartedly in community activities.”

Whether it is filling sandbags during a flood, coaching a little league team or sponsoring a car in the drag races, Transystems people are a visible part of the community.

“I see them working long hours at their jobs, then working long hours in the community,” Don said. “You can’t tell which ones are transplants and which ones grew up here. They are part of that huge fraternity of people involved with sugar beets, whether growers, vendors, suppliers, fuel suppliers or the tire guys. We all know each other.”

Transystems has been part of the Red River Valley for a long time and will be there for a long time to come.

“Many residents never knew life before Transystems. You are an ingrained part of our culture and our community,” Don added.

Numbers tell our story in the Valley

It is easy to get used to the idea that the campaign is just another campaign. Not much different from the last and not much different from the next. So what's the big deal? Transystems people have been doing this for ACSC for 30 years.

If we spend a little bit of time with a pencil and paper, maybe we can figure out that it *is* a big deal each and every year.

Let's start with the really big numbers.

The growers harvest between 10 and 11 million tons of beets each year.

The professional drivers at Transystems cover about 13,700,000 miles every single campaign. That seems like a big number but maybe we need something to compare it with. How about driving round trip to the moon 29 times a campaign? Or driving around the earth twice each day of the campaign?

Timing has something to do with it as well. The RRV team delivers 36,000 tons per day to the hoppers. That's 1,171 loads a day.

Technicians shouldn't be overlooked. They keep the equipment running including the 1,728 tires rolling along every day.

Of course, all of the ad-



Above: The way we were. Transystems' 1994 RRV fleet. **Left:** The way we are now. Brand new tractors and trailers are bringing in the beets in Moorhead this campaign.

ministrative work is automatic. Right? Wrong. The administrative staff keeps about 360 time cards squared away each day. Not to mention repair orders, purchase orders, audit records and a bunch of regulatory mandates.

Now let's switch to the small numbers. You know, the ones measured in seconds.

Loader operators in the RRV must scoop up a bucket of beets every 11 seconds to keep up with the factories.

The other little number is what ACSC and its growers get paid for sugar. This isn't profit. It is the entire amount they get to plant, raise, harvest, haul, process and bag sugar. They get about \$0.25 per pound of sugar. Pay all those expenses out of the \$0.25, and what is left over is profit.

See how easy it is to lose sight of the truly outstanding effort the RRV Transystems team puts out each year?

Three cheers for all involved.

History

Red River team packed with innovators

The Red River Valley Division has a long history of innovation.

Mesh-sided trailer cages reduce the empty weight of the tractor-trailer unit and allow for greater payload. The first order of heavy-duty fish net to be delivered to Grand Forks, North Dakota prompted the supplier to ask: “Are you sure?”

This campaign, Transystems introduced a very fine mesh on the trailer cages. This mesh reduces drag and improves fuel mileage.

Design of the trailer cage frame was another major innovation. Chrome moly tubing is the principal structural component of trailer cages.

A driver who had used chrome moly in his racing car suggested that chrome moly would be a good alternative to other metals in the cage frames. While more expensive than steel and aluminum, chrome moly’s lightweight more than compensates for the added cost by improving payload. Transystems has patented the trailer cage design.

The RRV Division frequently has introduced new configurations of equipment in order to improve efficiency. Doubles units for



Mesh-sided trailer cages are the most recent innovation from the Red River Valley. Jessica Harris photo

delivery of beets from North Dakota origins to the Hillsboro factory allow for a significant improvement in payload and for fewer trips.

The 53-foot long semi-trailers introduced for the 2013-14 campaign allow Transystems to take advantage of recent changes in Minnesota vehicle size regulations.

The RRV Division improved efficiency by eliminating dedicated yard trucks and substituting a mix of standard and self-unloading linehaul units to handle yard beets.

Two major innovations in efficiency and especially

safety were the elimination of tie-downs during unloading of side-discharge trailers and automation of the gate opening function. Attaching chains to restrain trailers during unloading and manually opening gates exposed Transystems drivers to a number of hazards.

The RRV Division introduced audible deer alarms at the East Grand Forks project and realized an 80 percent year-over-year reduction in deer hits. The deer alert now is standard through most company operations.

Innovations in the RRV Division go beyond hauling

See HISTORY, next page

Partner's perspective of Transystems

Fargo equipment dealer values lengthy relationship with Transystems

Twenty-one years ago, Mike Rice walked into General Equipment in Fargo looking for another option for loading sugar beets. It was the beginning of a long, mutually beneficial partnership between Transystems and its equipment supplier.

During the 1992-93 sugar beet campaign, General Equipment supplied a single test loader to Transystems. One thousand machine hours later, the loader had proven itself and the folks at both Transystems and General Equipment knew they had

found a partner. Transystems bought 15 loaders from General in September of that year and has been a satisfied customer ever since.

Don Shilling is president of General Equipment. The company he heads has roots even deeper in the Red River Valley than Transystems' own. General Diesel, the forerunner of General Equipment, opened its doors in Fargo in 1951. The company is one of 39 Komatsu dealers in the United States and is locally owned.

Doing business with Transystems changed the way we do business, Don said.

"When Mike walked in the door in 1992, we were a fairly small independent dealer. We had 'normal' business hours, 7 a.m. to 6 p.m. each day and Saturday

mornings," Don said.

"When we got the contract with Transystems, we had to kick it up a notch. Since Transystems ran 24-7, it became a different commitment for us to provide the service they required. As a result, our operation has evolved. Transystems was instrumental in changing our business model."

From day one, the two companies have worked as a team, Don said. Communication is key to that teamwork. At the end of each campaign, there's a gathering to evaluate how it went and how the loaders worked.

"Both companies do a really good job communicating, and we learn from our mistakes. We are partners more than just customer and vendor," Don said.

History

Continued from previous page

equipment. The division developed dry unloading systems for several locations. These systems allow for backup and greater throughput of beets.

The RRV team was in the lead on development of the safety pull systems widely used in the company's operations.

Swing-away windshield cages for loaders now allow operators to clean windshields while standing firmly on the ground.

The division also introduced the use of excavators for teardown of frozen sugar beets.

Innovation goes beyond hardware. A Drayton driver suggested the 4 and 2 schedule that allows employees more time with their families while complying with hours-

of-service regulations.

It is worth noting that not all attempts to innovate have succeeded. One giant unloader was an expensive failure, but the company knows that a culture of innovation implies taking risks.

Another innovation for the RRV Division is coming soon. The division will construct shops to its own designs. These facilities will improve working conditions for all Transystems people.

Innovation

New trailers getting the job done

How do you squeeze 53 feet into 45 feet? That was the challenge the Red River Valley crew tackled late last spring. It was all about taking advantage of recent regulatory changes that allow larger gross vehicle weights in Minnesota. This opportunity requires a 53-foot trailer, but the RRV innovators could not increase the length of the beet cage because American Crystal's receiving hoppers accommodate trailer cages to a maximum length of 45 feet.

Solution: Increase the cage height and width and make the trailer frame longer. More beets fit in the cage and the additional eight feet of trailer frame allow for axle placement changes that permit the larger payload.

"We were able to pass that savings on to the customer," Ben Purrington, Division Maintenance Manager, said.

The new trailer and cage concept was complete last spring. Plans went to the trailer builder in Ohio at the end of May, and the first 53-foot trailers started showing up in the valley during the third week of June, enabling the RRV technicians to kick into overdrive to assemble



One of 77 new high-tech tractors pulls a trailer with the new mesh-sided cage. Jessica Harris photo

the new cages and mount them on the trailers in time for the beet harvest. It is a Transystems success story.

The new trailers and cages are working out well, and feedback from employees, customer and the general public has all been good. The taller cages and mesh that holds the beets in mean the load is virtually unseen when it is traveling down the road. This not only gives the trailer a nice sleek look but also is more efficient and contains the load more effectively.

"You wouldn't have a clue what's in the trailer," Ben said. "I took five calls from people who saw the new

trailers and wanted to tell us we did a great job and the trailers look nice," Ben said.

Members of the team that made it happen include Steve and Tim Fazekas, Tim Sproule, Talon Grabow, Greg Jenson, Darrin Emery, Keith Needham, Calvin Iversen, Paul Unruh, Willard Johnson, Mike Urbashich, Greg Lavine, Edgar Carrenza, Ben Jirout, Mark Braaten, Mark Buethner, Aaron Vigness, Todd Dahl, Kevin Kasprowich, Eric Boushey, Nick Zimmerman, Paul Monley, Jeremy Egstad, TJ Ridley, Shannon Colsen, Jeff Primus, Tyler Niemann, Ryan Wagner, Dave Christopher and Mark Smith.

High-tech tractors safer, smoother

By **DAN BRENNAN**
**Vice President of IT
and Revenue Equipment**

Transystems drivers in the Red River Valley and Renville aren't riding alone. The 77 new Freightliner Cascadia tractors delivered this summer have cabs loaded with new safety and technology features.

For starters, a virtual technician is always onboard with the driver. The tractor constantly troubleshoots itself, sending data to Freightliner. There, technicians analyze the data and send emails to Transystems' techs. They decide if it's a critical fault or a "service soon" issue. The virtual tech also lets the real techs know which dealer has any necessary parts in stock. This information can prevent a breakdown. We can provide another unit for an employee before the driver is stuck out on the road.

Then there is the global positioning system which provides a "report card" at the end of each shift. GPS reduces paper work for each driver and generates payroll information. A driver can see which piles have been hauled from, the number of

loads, pay rates and more. Each employee can compare performance with peers for items such as productivity, idle time and fuel economy.

A two-pedal transmission is another new addition. It's a manual transmission that is shifted electronically. The new trucks have no clutch pedals. The transmission learns both the load and how best to shift. The transmission will even skip gears when appropriate. While a fully automatic transmission is expensive, inefficient and heavy, this one is computer-shifted and drives efficiently, letting the driver concentrate on the road. That translates to less fatigue for drivers at the end of the shift.

Transystems added an industry-leading collision mitigation system to each new tractor. The system is called OnGuard. Radar on the front of each truck watches traffic. The cruise control aid maintains a safe following distance from the vehicle in front of the tractor. It will slow down the tractor or speed it up, as necessary for safety. If a collision is imminent and the driver does not act, the collision mitigation system will and it reacts faster than a driver can.

OnGuard will mean fewer deer hits. Eventually, this system will issue an audible alert if a large animal or other object is on the road. If the object is big enough, the truck will take action to avoid the collision if necessary.

New roll stability control aids drivers who drive the same routes over and over. A tractor will sense the g-force as it goes around a corner and will take away the throttle and apply the brakes if necessary. The system issues an alert in the cab, giving the driver immediate feedback.

Other safety devices on the new tractors include LED headlights, which burn longer and brighter. This means fewer bulb changes and better visibility. Advanced sensors have been added to every wheel resulting in improved electronic traction control performance as well as smarter ABS performance. This helps drivers get going when starting on slippery surfaces. Steering axle air suspensions have been added to these tractors. This suspension provides a smoother ride for the driver and more stability during turns.

See TRACTORS, next page

Division Reports

Beet campaign going well in RRV

Fall moisture gave the beets a boost in the Red River Valley, increasing the estimated crop by a million tons.



A late planting start and fairly dry summer had us looking at a crop of about 9.6 million tons. With the

recent rains, we expect to haul closer to 10.6 million tons.

The campaign is going well. We are about 95 percent complete with the harvest in the RRV. The northern districts are finished because of the drier lifting conditions.

We started hauling beets Sept. 5 and will run into mid-

May with the Minnesota factories and until around the first of June on the North Dakota factories.

Along with tons of beets, our 70 new tractors and 77 new trailers have hauled in a lot of positive feedback, not only from our drivers but also from residents of the RRV. Our neighbors and the people we share the road with appreciate the sleek look of the new equipment.

That new equipment is performing very well. Any time you get new equipment a few challenges come up. We have overcome every challenge that has popped up, thanks to the creative genius and hard work of our employees. Their hard work never stopped from the end of last year's campaign to the start of this one. For the RRV folks, summer was action-packed. We ran late into

June, and then had to get the new tractors ready to roll and build cages for the trailers. Everyone pulled together to get it done. We sent drivers out to North Dakota to help on construction and had local jobs as well, including a haul for Kane Transport.

We'd like to wish Drayton Project Manager Kris Helm good luck as he and his family head to Minneapolis. Billy Holum will be taking over as Project Manager in Drayton. Sean Scott is the new supervisor there. We'd like to welcome Tracy Hefta, a new clerk in Hillsboro.

We have an amazing team here in the RRV. Keep up the good work. I look forward to a long successful campaign.

*Troy Carl, Vice President
and General Manager,
Red River Valley Division*

Tractors

Continued from previous page

Sophisticated steering wheel airbags made their debut on these new tractors. The airbag systems are much more complex than a standard automobile airbag, which is tied to sensors on the car's bumper. In the new tractors, a computer under the driver's seat takes readings every tenth of a second to see if it

needs to do something.

None of the improvements were mandated. Transystems ordered the improvements to enhance safety and to improve drivability, reliability and productivity.

Feedback from drivers has been positive.

"The drivers really enjoy driving the new units. They like the new safety features. They have a very smooth ride with plush seats," Troy Carl,

Red River Valley general manager, reported. "Going back to Transystems green has been a big hit with everyone."

And it's not just the tech-loving young drivers who value the new systems. Seasoned drivers see the value of the product. More experienced drivers know to ask, "What does it do for me?"

The answer with these tractors is all good.

Division Reports



Although it was wet, Transystems employees in Worland pushed on to get the factory started safely and efficiently . Ryan Moore photo

Rocky Mountain Division going for it

Everyone has rain problems, and the Rocky Mountain Division is no exception. We had some interesting moments wondering where we were going to come up with sugar beets as the campaign started this year.



A slightly late start, compounded by rain and the mud

that comes with it, kept many growers out of their fields. For a while, they struggled to dig enough beets to keep the factory going. We were jumping from pile to pile to keep the factory supplied.

Everyone worked together and we overcame that early challenge and kept Wyoming Sugar in beets.

After our successful summer construction projects in North Dakota and lending a hand to move man camps to the Red River Valley, we all returned to Wyoming eager to get back on the beets and that's what we're doing.

A break in the weather helped things dry out after we got started. The growers are pulling their beets, and everything is looking good. We've run loss-free so far and everyone is pleased with that.

A newer loader in Worland and a handful of new employees are more reason to be pleased with the way the campaign is shaping up.

I'm happy with our employees' attitudes and look forward to getting back on schedule and going for it.

*Steve Torix, Manager,
Rocky Mountain Division*

Division Reports

Things are going great in Idaho

Brawny harvester
struts its stuff

Things are going great in Idaho since harvest started Sept. 19. It is going to be a good season for us and for our customer, The Amalgamated Sugar Company.

The harvest is coming in with higher tons than we anticipated, which means we

will be hauling more beets and keeping our people on the payroll longer.



Our new Terra Dos T3

harvester is running well and drawing a lot of interest from growers. It is a neat deal and is going to work out well. We are on a learning curve with it, that's for sure. We have received great support from the German manufacturer. Holmer sent a team out to show us how to run it when the harvester was delivered this fall. Stephanie Lorenzer, a wizard of a technician, has flown over twice from Ger-



many to help us through the learning process.

The beauty of the harvester is that it replaces an entire crew of workers with one man and a machine. Our operators are new hire Gunnar Cahall, Steve Bellem and Jason Weeks, night supervisor at Twin Falls.

The lumbering machine can cover more than 50 acres a day, defoliating, topping and harvesting beets in a single pass. And it unloads in a mere 45 seconds.

Growers are pleased with the machine because it frees them from the hassle of harvesting and leaves fields in such good condition that they can plant their rotational crop right behind the harvester.

It's a great machine doing a good job for us, but there's

always room for innovation. We are headed to Germany this fall to talk about ways to make the harvester even better for growers.

We came into the campaign on the heels of a busy summer. Many of our drivers worked on the Dunn County project in North Dakota. Other employees kept busy on a handful of Knife River jobs closer to home.

Carson Munk has stepped up to become Project Manager in American Falls and is doing a good job.

Thanks to all of our hard-working employees.

*Kevin Iversen,
Vice President
and General Manager,
Idaho Division*

Division Reports



Top: A proud crew worked with the harvester during its first days in service. Left to right: Charlie Matthews, Stephanie Lorenzer, Gunnar Cahall and Kevin Iversen. **Far left:** The harvester leaves fields in ready-to-plant condition. **Upper left:** German technician Stephanie at work. **Left:** A bird's eye view from the cab.

Rion Sanders photos

Division Reports

'Later, wetter and dealing with it'

Weather and staffing are the biggest challenges facing the Minnesota Division as the campaign kicks into high gear.

So far, this year has been flat-out challenging. It's the kind of year that tells you what you're made of. We got a late start, about five



or six weeks later than last year's harvest, and the rain faucet just doesn't want to turn off. We're later and wetter but we're dealing with it. We are "ag" and we deal with "ag."

We had decent numbers in retention of employees. But, because of the late start, we're in head-to-head competition for employees with construction and other harvest operations.

Drivers are excited about our seven new 2014 Freightliner tractors. The new safety

equipment on the units is amazing, and everyone likes to drive new outfits.

We're later and wetter but we're dealing with it. We are "ag" and we deal with "ag."

The Minnesota Division's drivers were pleased to see the seven new 2014 Freightliner tractors put to work on the current campaign. Jessica Harris photo



equipment on the units is amazing, and everyone likes to drive new outfits.

I can't say enough good things about our administrative staff. I think it's the best administration team in the company.

Our billing, paperwork and compliance are always on time and correct. Thanks to Angi, Carlee and Jessica for a great job.

And thanks, also, to our

seasoned drivers who have joined with our trainers and safety committee to take some 20 new drivers under their wing. They help to get them up to speed.

The maintenance crew, although short one member, has done an excellent job of getting the equipment up and running. We continue to be loss-free in the shop.

Safety grows every day.

*Mike Rood,
Manager,
Minnesota Division*

A summer summary, past and future

Dunn County work wraps up safely; gearing up for next summer's big project

There was no time to spare between summer construction wrap up and the beginning of the beet harvest this fall.

The Dunn County and Tobacco Garden projects in North Dakota kept about 100 Transystems employees from all divisions working through the summer, booking more than 2 million miles and some 45,000 hours to haul nearly half a million tons of construction aggregates.

The summer started well on the Tobacco Garden project.

"We flew through it," Mike Rood, manager of the Minnesota Division which oversaw the Dunn County project, said. "When we transitioned into the Dunn County project, it rained for three and a half weeks. That wears on our employees, but they hung in there and saw to it that our commitment was fulfilled.

"Our employees stayed dedicated and on task. It was amazing," he added.

About three dozen

"Our employees stayed dedicated and on task. It was amazing. ... We have never had a summer job of this duration."

Transystems employees got bonuses for working the entire length of the projects.

"We have never had a summer job of this duration," Mike said. "They were away from home for almost five months. Their willingness to do that, shows they believe in our company."

Employees on the projects also believed in our safety training.

"We spent more time in training on the front side of the project and it paid dividends. I couldn't be prouder of how they took the training to heart and worked safely in a dangerous area," Mike said.

The help and welcome provided by Transystems Sidney Project did not go unnoticed.

"We were in Sidney's backyard and Todd Albright and his crew put the welcome mat out for us. They were cordial and helpful," Mike noted.

With more work on the books in that area of North Dakota, our employees now know what to expect when we return. They know the area, the terrain and the risks along the routes. "We will see pretty good numbers and feedback," Mike added.

A seamless transition is expected at the beginning of summer 2014, when Transystems begins work on a large North Dakota DOT project, the Watford City bypass. Transystems will be working with a longtime partner, Knife River.

"We've done a lot of work for them in the past in Idaho, but this is the first time working with their North Dakota offices," Errol Rice, Vice President of Marketing, said.

Wheels start turning on the Watford City project in May and continue through early September 2014.

Transystems drivers will be hauling dry aggregates and base material to a stockpile on the project. About 45 drivers will be running day and night. The company hopes to land another similar sized project in the same area and timeframe, keeping many more Transystems drivers behind the wheel year round.

At work shattering stereotypes

At Transystems, women are in the workforce at every level

The women of Transystems wear many hats, from receptionist to welder and from Vice

President of Finance to loader operator. In this issue and the next, we will shine a light on the women who are shattering stereotypes, working in non-traditional jobs in the company.

‘Faithfully, every year, I help with the beets’

While truck driving is still a male-dominated profession, there are women behind the steering wheels of Transystems tractors in every division.

Of the estimated 3 million truckers in the country, more than 200,000 of them are women.

Jean Sulzbach of Worland is one of them.

Jean was destined to drive. At the tender age of eight, her father had her driving a horse-drawn hay rake on the family ranch in Nebraska. So it is no surprise that she is right at home behind the wheel of a Transystems tractor pulling a trailer loaded with beets.

She first came to Transystems in 1994 for a short stint



Since 1995, Jean Sulzbach has driven for the Worland sugar beet campaign. Ryan Moore photo

Editor's note:

This is the first in a series of articles focusing on women in non-traditional roles in the workplace.

on a Holly Sugar project. In the fall of 1995, she drove her first beet campaign and has returned each campaign since.

“Faithfully, every year, I help with the Worland beets,” Jean said.

And she is no stranger to Transystems summer construction projects, often traveling to remote locations to drive for the company in the off-season.

She got into trucking after her husband, Norman, was injured at a young age while working in the oilfields of Wyoming. They had spent years moving about, working on ranches and construction projects before they came to Wyoming.

“I loved moving,” she said. After Norman’s injury, disability checks didn’t stretch far. With six children to sup-

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Woman's work

Continued from previous page

port, Jean knew she had to find a career.

“A truck driving school was in my backyard. I reasoned with myself: I’d been on big equipment and trucks were big.”

Jean was a pioneer at Transystems.

“In my first years at Worland, it was only me and all men driving the trucks. And they were decent and helpful, and I appreciated that.”

Another thing Jean appreciates is the company’s focus on safety.

“They keep the equipment safe. They stay on top of maintenance and they’re good people,” she said.

She is often asked if she is ready to take it a little easier and give up driving truck.

“I’m not going to retire. I hear if I work hard, I can get a good job pushing up daisies,” she quipped.

“Jean’s work ethic is beyond belief, and her skills are right up there next to her work ethic,” Steve Torix, Division Manager, said.

‘Nice to know they trust your instincts’

Transystems’ lone female



Amber Moyer is a loader operator at Drayton. She is the only woman currently running a loader for Transystems.

loader operator took a circuitous route to her career.

Amber Moyer grew up in the small town of Roosevelt, Minn., playing high school hockey in the neighboring town of Warroad where “hockey was more like a religion than a sport.” After high school, she went to college, majoring in vocal music with plans to be a music teacher.

When a local businessman needed an operator, he asked her to give it a try. She did and it clicked.

“I like running equipment. I’ve run excavators, skid steers, dozers and tractors,” Amber said.

She was working as a laborer for Transystems in Drayton when a loader operator opening came up. “With my background on other equipment, they gave me a

shot, and the rest is history,” she said.

As the night loader operator, she has a lot of responsibility and she likes that.

“Sometimes you’re working alone, and it’s nice to know that they trust your instincts and judgment,” she said. “I get to figure out dispatching of trucks and keep track of which driver is where. If a truck goes down, sometimes I help fix it.”

Having a schedule that gives her every other weekend off is another bonus, especially since she’s in the midst of wedding planning.

“And I like being the only girl doing this job,” she said.

The biggest challenge she faces? In a word: Mud. “We have to run in some pretty tough conditions,” she noted.

See **WOMAN'S WORK**, next page

Woman's work redefined at Transystems

Continued from previous page

Seasonal work works for her

Just down the road in East Grand Forks, LaVonn Bjornson found a company she liked and stuck with it. She began driving truck during the East Grand Forks sugar beet campaign 19 years ago. She was one of two female drivers the year she started.

"Transystems is a good place to work. Everyone, from the managers to the secretaries to the technicians and other drivers is willing to help you out," she said. "That's why I've stayed this long."

LaVonn started out driving the family's farm truck, hauling grain, potatoes and beets.

"Someday, I'll drive a semi," she recalls thinking.

Someday came after her three children were grown, when LaVonn and her husband Kenneth started driving over the road semis almost 25 years ago.

"We drove as a team. We got to see lots of different places, but we were gone too much."

She enjoys working seasonally and having time off during the summer "to catch up on what you missed during the winter."



Above: LaVonn Bjornson enjoys working seasonally so her summers are free. **Below:** Nampa driver Sherri Lankford hauls trailers full of beets in the winter and buses full of tourists in the summer.

When asked what she liked best about her job, her answer was quick, "Driving."

'The story of my life'

"Working in a man's world is the story of my life," Nampa driver Sherri Lankford said. She grew up driving trucks, starting with the family trucking business and farm when she was a



See **WOMAN'S WORK**, next page

Woman's work

Continued from previous page

girl and has held a class A license for about as long as she can remember.

When her two daughters were in school, she drove the school bus. Then she moved on to driving buses for the fire crews battling wildfires around the state.

These days, when she's not hauling sugar beets, she hauls tourists all summer

I really, really like the amazing safety program. It's made me a better driver.

long to national parks, from Yellowstone to the Black Hills and beyond.

"During the beet campaign, it's great to be home every night," she said. The tour bus schedule does not afford her that luxury.

She is gone from the first of May to the end of September, staying every night in a motel and rarely getting a day off.

That's not how it works at Transystems. She works regular hours and has two days off each week to spend time with her three grandsons,



Two Sidney clerks, Christy Dingfelder and Natasha Albright, helped out on the Dunn County work this summer. Jessica Harris photo

who live nearby.

When asked what she liked about her Transystems job, she said, "What don't I like?"

"It's a great company to work for. I really like the support system from the managers to other drivers and loader operators. There's mutual respect," she said. "And I really, really like the amazing safety program. It's made me a better driver."

One woman, many tasks

It's almost easier to list what Natasha Albright's job does not include than describe what it encompasses.

At the Sidney project, she runs the pull tractor, is a lube

tech, handles the parts inventory and ordering, serves as the project's relief clerk and tackles small production issues.

She started with Transystems in American Falls about seven years ago, then moved to Sidney with her family and kept right on working for Transystems.

She enjoys the many different tasks she performs. "I like learning the ins and outs of different jobs and how the company runs," she said.

She is studying for her CDL and hopes to have a long-term career with the company.

Natasha has one daughter, Lexie.

Administrative Report

You're the customer, we respect you

Transystems employees can expect to receive a great deal of respect from the administrative team.

This year in August, all of our project and division office administrative staff received training on telephone etiquette and how to provide exceptional customer service. When I refer



Kari

to customer service, I don't mean just our paying customers, but also our internal customers. Our drivers, loader operators, laborers, technicians, managers and people applying for employment at Transystems are all customers of the administrative staff.

In the administration department, we show our respect through customer

service. We strive to exceed the expectations of those we work with by our enthusiasm, pleasant and courteous demeanor, and prompt follow up.

Recall the last time you received excellent customer service. I hope you can remember a time at work at Transystems.

*Kari Franks,
Senior Administrative
Manager
Great Falls Service Center*

Happy birthday!

November

1. Edward Carlson, Ronald Duarte, Mark Hanson, Edward LaVallie.
2. Danielle McNew, Robert Middlestead, Lee Patterson, Wayne Peterson.
3. Dennis Anderson, Harold Enerson, Cedar Leonard, Edwin Pope, Douglas Torgeron.
4. Michael Russell.
5. Vance Hendrickson, John Jones, Jose Martinez, James Olson, Timothy Sproul.
6. Michael Hughley, Gary Lindgren, Richard Nord, James, Smith.
7. David Moore, Larry Poulton, Larry Warner.
8. Dusty Brooks, Nicholas Leach, James Wishart.
9. Tamra Harbaugh, Timothy Rector.
11. Channing Wolfe.
12. Alfred Aragon, Charles Azubuikie, Luke Thompson.
13. Gregory Robbins, Delbert Starr, Christopher Van Dyne,
14. Stacy Buchl.
15. Mike Ault, Derrek Duden, George Steinetz, Timothy Warren, Michael Wheeler.
16. Edgar Carranza, Blair Ross.
17. Douglas Chutich, Robert Clark, Gary Ward.
18. Ontonio Gallegis Jr., David Grabow, Jason Mitchell.
19. Margo Barnett, Dwayne

- Bratten, James Brock, Gregory Jensen, Samuel Johns, Fred Larson.
20. Nancy Jensen, Christopher Woods.
21. Harriet Anderson, Russell Baker, Brian Clark, Robert Stirling, Daniel Thorson, Mark Unruh.
23. Nicole Lee, Christopher Smith, Larry Wagner, Ricky Walker.
24. Todd Ison, Humberto Morales, Tim Plumley, Sandra Silva, Lynn Ziebarth.
25. Anthony Lot.
26. Peter Haugen, Scott Pederson.
27. Robert Amerine, Kylene Hagen.
28. Christopher Bly, Howard Mather, Leo Monson.
29. Bill Florence, Thomas Gustafson, Echo Jackson, Michael Thompson.
30. Dale Gunufson, Michael McIntire, Suzanne Spade, Steven Trowbridge.

December

1. Corey Burrup, Alan Counts, Ronald Schlaht.
2. Todd Albright, Keith Boerner, Lee Eken.
3. Michael Cooper, Wayne Dart.
4. Todd Dahl, Travis Hardy, Russel Oyler, Peter Sandoval.
5. Trent Knutson.
6. Jason Hass, Noe Quintero, Richard Trapp.

7. Douglas Hicks, Timothy Tauber.
8. Colten Christensen, Alan Larsen, Lyle Wang.
9. Duane Allredge, Aaron Woolman.
10. Charles Kopacek.
12. David Crawford, Darla Deane, Jay Merritt, Curran Rice, Tracy Ridley, Gerald Riopelle, Dennis Sullivan.
13. Thomas Beitz, Steven Fazekas, Richard Holmgren, Kelvin Iverson, Tamara Metcalf, Robert Miller, Eric Prynne.
14. Joseph Phillip.
15. Kimberly Dilworth, Robert Hill, Gary Roehl.
16. Norman Church, Steve Dilow, David Gausman, Adam Newton, Lucas Slagter.
17. Gabriel Morales, Todd Walum.
18. Cindy Fuglem, Ronald McGregor, Roy Moad, Michael Wilson.
19. Stephen Bellem, Kieth Cummins, Leland Peterson.
20. Steven Herbst.
21. John Hatch, Gregory Marlette, Floyd Moseley, Joseph Murray.
22. Lawrence Gangle, Bryan Gordon, Terry Nelson.
23. Charles Christians, Catherine Chutich.
24. Jesus Escobar, Jose Garcia, Ifrael Robles, Tyrell Thomas.
25. Jayme Bohman, William Morrison, Michael Sener.
26. Gunnar Cahall.

27. Bill Cullum, Dean Helm, Estreberto Loya, Denis Taylor.
28. Richard Archibeque.
29. Douglas Greeley, Roger Mott, Nichole Peichel.
30. Jaide Schoenen, Allan Smith.
31. Carllys Johnson, Michael Ryan, Armandina Salinas,

January

- 1: Robert Chamber, Dennis Hoffman, Abdirahman Mahamed, Ben Purrington, Alejandro, Sandoval, Gilbert Spillum.
- 2: Bill Baxter
- 3: Ronnie Dietz, Shawn Geist, Cecil Napier, Steve Nikkel, Sean O'Donahue.
4. Faustino Rosas, Michael Stratton, Gaylord Young.
5. Robby Bakken, Robert Rich.
6. Penny Hoover, David Needham.
7. Michael Hanson, Hamed Mujic.
8. Marla Braff, Mahonri Crane, Jodie Hunt, David Smith, Thomas Wallace.
9. Kirk Gunnell, Ivan Nanney.
10. Rich Carl, Charles Loyd.
11. Higinio Apaza-Vilca, Humberto Flores, Virgil Purrington.
12. Ronald Goroski.
13. Joshua Fetzer, Kevin Iverson, Joshua Roth, Darrel Simonson.
14. Dorothy Beasley, Jeffrey Breeding, Danielle Clark, Billy Murphy.

15. Clayton Aafedt, Alfred Vecchio, Barbara Zavala.
16. Douglas Archibald, Vincent Rucker, Denise Villanueva.
17. Johathan Carpenter, Bonnie Hofmeister, Raymond Kasprovic.
18. Melvin Brady, Jaime Brown, John McCann, Andrew Rademacher.
19. Charles Bammert, Anthony Clapier, Sandra Richard, Nolan Teel.
20. John Bannert.
21. Julie Douthit, Lori Mullins.
22. Jason Birrer, Alvin Borman, Rodney Hobbs, Kenneth Lancaster, Brandon Nice, Jeffrey Olson.
23. Tammy Halldorson, Jim Hardenbrook, Verl Hunter, Patrick Paulson.
24. William Bowe Jr., Duane Johnson, Richard Jnes, Jim Stickney.
25. Eugene Hopwood, Frank Morin, Asael Simmons, Josphe Stritenberger.
26. Kirk Ellingford, Jeff Primus.
27. Jerry Loveless, Ronald Weir.
28. Dion Lagunas, Paul Monley, Jean Sulzbach.
29. Lewis Maynard, Hartzell Phillips, Keith Shuck, Norval Staples.
30. Rocky Braegger, Ryan Fiala, Francisco Martinez, Walter Robinson.
31. Jon Goedert, Anglea McEntarfer, Shane Shell.

Good news

Community boosters busy this summer

No matter where they live, members of the Transystems family pitch in to make their communities better.

Here's a sampling of the good things we've been up to.

A little rain did not stop accounts receivable manager **Barb Albro** from bicycling 63 miles to raise \$1,600 for Special Olympics in a summer fund raiser in Great Falls. "I made some new friends and had a great time," Barb said.



Barb Albro, left, and Jena Lawson, Special Olympics Montana Athlete of 2012, took part in a bicycle ride to raise money for Special Olympics.

Photo courtesy Special Olympics

Nolan Teel, Shuttle Manager based at the Great Falls Service Center, has been ap-



Transystems employees Nathan Viergutz and Josh Kayl presented a new specialized saw to EGF Fire Chief Gary Larson and Paul Hanson, EGF Fire Department engineer.

pointed as a commander of the Montana Civil Air Patrol, which provides aerospace education, cadet programs and emergency services.

Idaho Division Vice President and General Manager **Kevin Iversen** was appointed to the Idaho Trucking Advisory Council as a director in the summer of 2013. The Trucking Advisory Council advises the Idaho Department of Transportation on truck transport issues. Kevin was also appointed as a director of the Idaho Trucking Association. ITA is an industry group that works to promote a safe and efficient transportation system in Idaho.

Donation

In the Red River Valley, Transystems donated a Vent Master saw to the East Grand Forks Fire Department. The saw has special carbide blades designed to decrease the time it takes to cut into roofs to create ventilation points. It also can be used to cut through walls to help free trapped fire fighters or fire victims.

Engaged

Drayton employee Amber Moyer and Nathaniel Brown are planning a December 2014 wedding. Amber is the night loader operator at Drayton and Nathaniel is a farmer.

Parting shot



Transystems is rolling in the Red River Valley. Photo by Ryan Moen: Channel 8, Grand Forks, ND