

TransTopix

Fall 2016



Transystems measures up

At Transystems, we measure our performance during every shift. We measure efficiency and productivity. Most importantly, we measure safety.

Others also measure Transystems. We pay attention to those other measurements.

The National Council on Compensation Insurance (NCCI) gives Transystems an excellent

.71

score of .71 on its safety rating factor. That .71 rating means that Transystems is 29 percent better than the average company in our industry.

The Federal Motor Carrier Safety Administration (FMCSA) also measures Transystems performance.

Transystems driver fitness rating is within .06 percent of perfect. We strive for 100 percent.

We have made big strides towards better ratings for over-the-road equipment inspections. Our number of “no-defects” inspections is on the rise.

This improvement is a well thought out plan and our Transystems team is working hard to continue this direction.



Starting with good records is important and our administration team has made improvements to

ensure we hire safe and compliant employees.

Current training for technicians puts special emphasis on brake and tire inspections and standard Preventive Maintenance Inspections (PMI). Every technician is up to Transystems standards. This shows up in improved road-side inspections and up-time of equipment.

Good equipment inspections by drivers play a vital role in operating safely. We start with good training in the Transystems Professional Driver Development program. We are implementing a

President's Corner

three-part driver vehicle inspection report (DVIR) to better communicate equipment condition to managers, technicians and the administration team.

The management team's role is to audit and inspect every part of each process to ensure compliance and understanding.

Better scores reflect better safety. Better scores also reflect better equipment availability.

When we talk about measuring performance at Transystems, employee participation is crucial. Our best measure of safety is our own involvement in audits, inspections and helping each other to operate safely.

*Scott Lind,
President and COO*

.71 marks TransTopix safety stories

Throughout business year 2017, every department at Transystems is focusing on maintaining or improving the company's already good experience modification factor of .71. The experience modification factor is a measure of the personal safety of employees working at Transystems. A number less than 1 is a positive indicator that our workplace is safer than at similar employers.

ON THE COVER: Kirsten Burns is a driver for the Paul project in Idaho. Jason Strunk photo

Myth debunked: Don't blame sugar

A spoonful of sugar helps the medicine go down and turns a child into a whirling dervish of hyperactivity. Right?

Wrong. There are plenty of scientific studies that debunk that myth.

Through the decades, researchers have tried and failed to find evidence to back up the claim that many parents put forth when their children misbehave.

Digging up the roots of sugar buzz myth

A report from the University of Arkansas for Medical Sciences noted that the myth probably got its start in the mid-1970s, when Dr. William Crook wrote a letter to the American Academy of Pediatrics, which published it. "Only in the past three years have I become aware that sugar ... is a leading cause of hyperactivity," the letter stated.

"A letter does not include the rigorous scientific research that a paper does, and accord-

ing to the National Institute of Mental Health: 'The idea that refined sugar causes ADHD or makes symptoms worse is popular, but more research discounts this theory than supports it.'"

Several studies have examined the effects of sugar on children's behavior. Here are the aspects of the studies that make them credible, according to WebMD:

1. Known quantities of sugar in the diets were studied.
2. The studies compared the effects of sugar with those of a placebo.
3. The children, parents and researchers involved in the studies never knew which children were given which diets (this is known as a "double-blind" study and helps to prevent unconscious biases from affecting the results).

An analysis of the results of all these studies was published in the Nov. 22, 1995, issue of the Journal of the American Medical Association. The studies concluded that sugar in the diet did not affect the children's behavior.

Why does it persist?

A 2010 article published in Yale Scientific Magazine probed the continuation of the

sugar-high myth.

"In 1982, the National Institute of Health announced that no link between sugar and hyperactivity had been scientifically proven. Why, then, does this myth still persist?" the author of the article asked.

She went on to answer her own question.

"It may be mostly psychological. As previously stated, experimentation has shown that parents who believe in a link between sugar and hyperactivity see one, even though others do not. Another possibility is that children tend to be more excited at events like birthday and Halloween parties where sugary foods are usually served. People may have confused proximity with correlation although the environment is probably more to blame than the food."

The Emmy-award winning Dr. Oz television show also weighed in on the myth.

"Nothing would make a parent happier than finding the cause of hyperactive behavior. But alas, the sugar-hyperactivity myth has been debunked. There have been numerous studies looking at the role of dietary sugar in children and

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Myth persists despite scientific proof

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there is no evidence that it makes kids hyper.

“Interestingly enough, parents perceived their child as hyperactive when they were told they had consumed a sweetened soft drink, when in fact, it was sugar-free.”

In spite of all the research, some parents still believe sugar makes children hyperactive.

Why? Some researchers have suggested that simply expecting sugar to affect your child can influence how you interpret what you see.

Live Science reporter Laura Geggel surmised that the concept of the sugar high is a bit of a parenting urban legend; plenty of research has shown that feeding kids sugar doesn't make them hyper. What it does do, though, is prime their parents to look for signs of misbehavior.

Pediatric researcher Mark Wolraich told Geggel, the misconception stems from the fact that sugar often marks a special occasion. Geggel noted that when kids are stuffing themselves with birthday cake or Halloween candy, they're already in a situation where they're going to be naturally amped up. “Parents’

ideas are reinforced by seeing it in those circumstances,” Wolraich said. “The placebo effect can be very powerful.”

In 1994, Wolraich conducted a study that placed 48 kids on a strict diet high in either sugar or artificial sweeteners, and asked parents to keep a log of the children's behavior.

“At the end of the study period, the researchers concluded — based on the parents' journals, teacher reports, cognitive and behavioral tests, and their own observations — neither diet made kids any less sharp or less well-behaved than usual. (In fact, they wrote, ‘the few differences [in the sugar diet] were more consistent with a slight calming effect than with hyperactivity,’” Geggel reported.

A 1995 meta-analysis of 23 studies, also led by Wolraich, reached the same conclusion. “Sugar does not affect the behavior or cognitive performance of children,” the researchers wrote, and “the strong belief of parents may be due to expectancy and common association.”

A study published in the August 1994 *Journal of Abnormal Child Psychology* showed that parents who believe a child's behavior is

affected by sugar are more likely to perceive their children as hyperactive when they've been led to believe the child has just had a sugary drink.

In conclusion, an article published four years ago in *Stanford Medicine's Scope* publication said:

“Does sugar make children hyperactive? ... The answer is no.”

What's really going on

“A large body of scientific evidence debunks the notion of a cause-and-effect relationship between sugar consumption and children's hyperactivity. So what's actually going on?”

The *San Francisco Chronicle* interviewed a Stanford nutrition expert to find out.

Dr. Tom Robinson, director of the Center for Healthy Weight Lucile Packard Children's Hospital at Stanford, explained in the article that because so many parents (and therefore their children) expect eating sweets to make them hyper, it becomes a self-fulfilling prophecy.

Putting it simply, “The way we think we should feel has a lot to do with how we do feel,” he said.

Driver development is never ending

For Transystems drivers, safety development starts on Day One and never ends.

The summer issue of TransTopix covered the company's Professional Driver Development program. That program uses individual driver evaluations to build a professional

.71 driver development plan unique to each driver. At Transystems, evaluation and development are continuous. The driver development plan changes in response to each driver's evaluation.

The development process also strives to be innovative. Even seasoned drivers learn from novel development approaches.

Transystems is increasing its use of simulators in the driver development program. Drivers at all levels of experience benefit from simulator training that replicates driving situations that would be too dangerous to demonstrate behind the wheel even on the company's training courses. Winter driving is a good example. Simulating a jackknife on black ice provides a teaching opportunity without putting the driver at risk of injury. Simulator training has other advantages.



Sean Scott was instrumental in improving Transystems mentoring program.

"Every hour on the simulator equals four hours of behind-the-wheel training," Rich Carl, Vice President of Safety, said. "The simulator accelerates learning. A driver can practice making turns on the simulator before actually getting behind the wheel to make the turns on our training course. The school of hard knocks just got easier."

The simulators' programming reflects the exact configurations of a wide variety of Transystems equipment. Simulator training also promotes uniformity of driver development techniques.

Improving program

The simulator is just one part of an improved and standardized driver development program.

Transystems uses mentors to help drivers with their development plans and to assess skills that may require additional development and areas where the driver is proficient. Even seasoned drivers benefit from the mentoring program.

"We knew that we needed to improve our mentor training," Rich said. "Sean Scott of the Red River Valley Division stepped up to the task. Sean's strong suit is coaching techniques. He is a master driver instructor with more than 5,000 hours of training instruction."

Sean traveled from his home base to both Renville and Idaho to get the mentor training underway. The three-day mentor development program is a success.

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Report: We are off to a safe start

We are off to a great start on safety for the 2016-2017 sugar beet campaigns. Losses per hour are



lower than at any time during my tenure as Vice President of Safety. This is great performance by drivers, operators,

technicians and every member of the crew.

Let's celebrate but not be complacent.

During the next few months we should concentrate on our



greatest risks of employee injury: slips, trips and falls.

Our best practices for avoiding slips, trips and falls are:

1. Watching where we are walking, especially at night;
2. Planning the location of the next step and not moving until sure it is safe;
3. Walking with hands out

of pockets to maintain balance;

4. Using the 3-point hold getting in and out of any vehicle; and

5. Keeping hands empty in order to perform a 3-point.

All of this ties into our experience modification factor being as low as it is: .71.

For Transystems drivers, safety development starts on Day One and never ends.

At Transystems, this year's theme is small steps build big results. Small steps include shorter strides in slippery conditions.

*Rich Carl,
Vice President of Safety*

Mentors

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"We teach the mentors teaching, evaluation and coaching techniques. We show them the Transystems approach to mentoring," Rich said.

At Transystems, there are two types of mentors for drivers.

Orientation mentors work with new hires who are seasoned drivers but not familiar with procedures specific to Transystems and its working environments.

"They teach the Transys-

tems process, how we do things here," Rich said.

Skills mentors are those who work with less experienced drivers.

"Skills mentors need the ability to work with the same person over an extended period of time and have patience," Rich said. Twenty-five employees went through mentor training this summer. Along with learning coaching skills, the mentors also learned a standardized process for developing drivers.

"We are developing the same way throughout the entire company," Rich said.

What comes next for the simulator?

Both experienced and inexperienced drivers benefit from the winter driving simulations.

"We can teach them how to handle a jackknife, without having to be in a jackknife situation," Rich said. "We'll teach them the techniques on the simulator, rather than on a dangerous, icy road."

"Other trucking companies use simulators," Rich said. "I don't know if they use it like we do. We are on the leading edge of training drivers with it."

Trailers rolling out for Idaho 129

The CubeLite team in its new facility located in Rupert, ID, has gone from a steady one trailer per month into one trailer per week. What's behind the big jump in demand for trailers?

It all starts with using larger tractor-trailer combinations in order to increase the tons per load.

The State of Idaho has recognized that higher productivity trucks are a win-win for the public, the environment, the highway infrastructure and Idaho's economy.

The state legislature cleared the way for larger and more productive trucks three years ago. This was after an extensive 10-year pilot project that allowed 129,000 pound gross vehicle weight trucks to operate on selected routes on the state highway system. The normal gross vehicle weight permitted is 105,500 pounds.

Safety comes first with Transystems and with the Idaho Transportation Department. The ITD study concluded that the high productivity trucks actually made travel on these routes safer. The trucks have more axles and greater braking capacity than the typical truck. In addition, the training standards for these units are higher than the typical tractor and trailer combination run-



ning the highways across the county.

The safety of the traveling public is impacted by congestion. When the Idaho legislature and ITD approved the higher productivity vehicles, it reduced the amount of congestion represented by these trucks by 19 percent.

That means 19 percent fewer loads and hours on the road. The less exposure, the more likely a safer day for everyone.

Another win for the people of Idaho is the reduction in wear to the road infrastructure. While the trucks weigh more, that weight is spread over more axles and tires. This results in a 29 percent reduction in stress to the roadway. Initially this seems impossible but imagine having someone step on your toe with a high heel shoe versus

a tennis shoe. The weight is spread more evenly in the case of the higher weight truck and the tennis shoe.

The environment concerns everyone. Greenhouse gases are a fact of life and anything done to reduce them is a good thing. The higher productivity trucks produce significantly less pollution per ton of cargo than the trucks they replace. A big winner with the larger trucks is Transystems customer. The growers who own Amalgamated Sugar will enjoy lower freight costs because Transystems will pass through its savings from using the more efficient trucks. The freight saving pass-through is something that Transystems has been doing for decades. When it finds a way to increase productivity, Transystems passes these
See IDAHO, Next page

Division Report: All's well in Idaho

The Idaho crew got busy fighting through muddy conditions to get early harvest rolling in mid-September. The crew's extra effort paid off.

We're looking at back-to-back record harvest years with lots of beets. Some areas are as high as 50 tons per acre. The average is over 40 tons per acre. We also are looking at higher-than-average sugar content. It was a great growing year for beets in Idaho.

Better farming practices and Roundup Ready beets have paid off with the harvest num-



bers climbing every year. This year, Mother Nature really cooperated. We should wrap up harvest by

mid-November.

We have record numbers of beets. We also have great safety numbers; the best we've had in years. The company's culture of safety and training programs is really paying off. We all are more safety minded and I am very proud of our record this year. We are running

with a low frequency of losses and low cost.

The linehaul fleet is running well and we haven't had problems with our other equipment. We will be hauling beets until the end of March.

We look forward to increasing the number of equipment combinations operating at 129,000 pounds of gross vehicle weight. It's a nice year. We're OK thanks to great drivers, operators, administrative staff and managers.

Kevin Iversen, Vice President and General Manager, Idaho Division

Idaho

Continued from Page 7 savings to the customer. This helps keep the customer profitable. A prosperous customer is the kind of customer Transystems and its employees can rely on.

None of this was easy for ITD, the Idaho legislature and governor. In addition, none of these pilot projects or new laws could affect the loads on the interstate system. To change the truck weight laws on the interstate system takes an act of Congress in Washington, DC. This took three more years and a bunch of heavy lifting by the Idaho

congressional delegation, ITD and the governor.

Finally last year, Congress passed and the President signed the bill allowing 129,000 pound high productivity vehicles on Idaho interstate highways.

The end of the struggle is in sight. All that is left is for ITD to develop rules and policies to implement the new laws. The rule making process in Idaho is transparent and wide open to public input. Hearings have been held all over Idaho. Hundreds of pages of public input have been offered and considered.

The Idaho Transportation Commission will consider the proposed rules and all of the

commentary when it makes its recommendation to the Idaho legislature for consideration early in 2017.

Many state routes are already approved and in use.

Local highway districts also have approved some routes for these trucks. Transystems has a number of requests in for state and local routes. As these are approved, the new CubeLite high productivity trailers will go to work. Yes, for those of you counting, Transystems has been working on this project for 13 years. There are other states to tackle where old fashioned regulations are unnecessarily putting the public, the environment and growers at risk.

Division Report: A tale of two crops

It was a tale of two crops in the Red River Valley during this year's harvest. Beet growers between Drayton and Grand Forks were devastated by rain. They dealt with more than twice the average rainfall right when they should have been harvesting. Regrettably, lots of beets were left in the ground. It's a tough situation for those growers.

At the same time, only 50 miles away the growers around Hillsboro were breaking records. It's the biggest ever beet harvest in that area. We have plenty of beets to haul, just not where we usually see them.

It's been a good startup and we look forward to a long campaign with lots of volume to move. We started early and will run late, clear to the very end of May or beginning of June.



winter weather to come and cool them off.

A good hard freeze is vital to storage of beets. It's not quite cold enough here yet, but the night temperatures are dipping into the high 20s and the beets are steaming, which is what we like to see. That means they're cooling off.

The new Volvo tractors are running well. The drivers like them.

We welcomed a new Division Administration Manager when Rachael Hunter joined us at the end of summer.

The new driver development program was a big success. I'd like to thank Sean Scott and Dave Elsing for all their

It feels good for everyone to be back in our normal routine. We're splitting piles and waiting for the

hard work. We have never had such well-trained mentors. It's a great program.

I'd also like to thank Eric Escobedo and his crew of drivers who worked on the Devil's Lake construction project. That project ran right over the start of the campaign. Luckily, Steve Torix was able to help us out by sending some Sidney drivers to wrap it up so we could bring our drivers home and get them on the beets. Steve's help is really appreciated.

We had some touch-and-go moments with the rain during early harvest, but the crop is out of the ground now. We're moving beets and getting creative with the haul plan while hoping for good, cool weather for storage. It's going to be a good campaign.

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

Division Report: Tremendous harvest

Beets, beets and more beets have the Sidney and Worland crews bustling.

We have tremendous crops at Worland and Sidney. That's good news because the crops did not look promising earlier in the season.

We planned to do a little early harvesting in both



the ground longer because it was too wet to dig. In the long run, the delay was beneficial because the beets kept grow-

Sidney and Worland, but the rain came and nobody could get into the fields. The beets stayed in

ing and tonnage skyrocketed. We will gain 80,000 to 90,000 tons in Sidney and about 2 tons per acre in Worland.

We jumped into the campaign going full swing. The massive number of beets has us jumping around a little to make room in the piling

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Torix

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grounds and factory yards for the extra tonnage.

We had a great, safe start up and staffing is very good. Because of our great staffing and the timing, we were able to help out with Renville's start up. We always are willing to send people and equipment to other locations. We are all part of the Transystems team. That's what it is all about. We help other projects and they step up when we need their help.

At the onset of every cam-

paign there are some bumps and bends in the road, just like at the beginning of any job. Things are going well now and I'm excited about the campaign.

The more tons, the better. The factories will run longer and we will move beets longer. That's good news for employees who will stay on the payroll longer.

At Worland, we'll be running into mid-January, at least 10 days longer than planned.

Sidney's campaign will stretch even longer, maybe as much as 30 days due the exceptional size of the crop.

We moved a couple of tractors from Sidney to Worland

to handle the long hauls early in the campaign.

We replaced two loaders at Worland with equipment from the Red River Valley Division and the Idaho Division.

I especially would like to thank the maintenance team in Sidney.

Those guys dealt with challenges and adapted well. They are staying ahead of the game.

Everybody is working hard and putting forth a real team effort.

I appreciate everyone's efforts.

*Steve Torix,
Rocky Mountain Division
Manager*

Report: Safety is proven by numbers

Another case of "less is more." Transystems has a low experience modification factor for its worker compensation insurance. The factor of .71 means that Transystems is 29 percent safer than the average company in the industry.

.71 Transystems has another low number to make it proud.

The Federal Motor Carrier Safety Administration (FMCSA) scores Transystems driver fitness violation rate at 99.06 percent. FMCSA's threshold



for extra scrutiny of carriers is 80 percent.

For FMCSA, driver fitness relates to credentials

required to operate a commercial motor vehicle.

Does the driver have in possession a current commercial driver's license (CDL)?

Does the CDL include endorsements for the type of equipment the driver is operating and the cargo onboard? Is the driver's medical card current?

Transystems rate of compliance with driver fitness regulations is 99.06 percent.

This success rate is the results of lots of diligent effort by the company's administrative staff.

Transystems process for monitoring driver fitness begins with the employment application and continues throughout the driver's tenure with the company.

Project clerks are the front-line control over driver credentials.

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Back in the saddle with Western

Next fall, Transystems will return to Billings, MT, working with Western Sugar.

The move is a re-partnering of sorts. Transystems spent years, nearly 25 of them, hauling sugar beets for Western beginning in the 1970s.

A grower-owned sugar beet cooperative, The Western Sugar Cooperative is comprised of more than 850 growers with a long history of sugar beet production.

The company's roots were planted in the opening years of the 20th century when Charles Boettcher started the Great Western Sugar Company and opened two factories in Colorado in 1903.

The company expanded, building and acquiring additional facilities in Nebraska, Colorado, Wyoming and Montana.

The Billings factory was built in the early 1900s, with an original capacity of 712 tons per day. That's changed significantly in the last 100-plus years. Today, the factory slices some 5,000 tons each day.



The Western Sugar Factory in Billings. Scott Lind photo

Half a century into the sugar business, Boettcher and partners sold the company to Colorado businessman Billy White, who in turn sold it to the Hunt brothers.

In the mid-1980s, the Hunt brothers sold the seven sugar processing plants and five storage facilities to the British sugar firm Tate & Lyle. At that time, the name changed to Western Sugar Company.

In the 1990s, Tate & Lyle began looking for a buyer for the company. Little more than a decade later, the co-op was born. More than 1,000 sugar beet growers in Colorado, Nebraska, Wyoming and Montana united to form

Western Sugar Cooperative, believing that the future of the sugar beet industry in this area would be well-served by grower ownership of the company. On April 30, 2002, the cooperative purchased Western Sugar.

Today, Western Sugar Cooperative has more than 850 grower-owners, plants up to 134,140 acres of sugar beets and produces more 10 million cwt. of locally grown sugar each year. The co-op operates sugar processing facilities in Scottsbluff, NE; Lovell and Torrington, WY; Billings, MT, and Fort Morgan, CO. It also operates three storage facilities in Colorado and three in Nebraska.

"We have families that are several generation sugar beet growers, families that were involved in growing sugar beets when the original company started 114 years ago," the company's website states. "Our farmers are dependable and hard-working people; using specialized equipment on irrigated land to bring the best sugar beet crop to market."

Transystems is happy to join the team.

Numbers

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Some project clerks are exceptional at catching every potential problem with drivers' credentials.

Those with perfect records include Katie Galland, Sheri Even-son, Toni Blood, Gloria Soto,

Echo Blake and Jessica White.

The personnel staff at the service center backstops the project administrative people. Transystems notifies drivers at least two weeks in advance of the expiration of a required credential or review such as the annual driver violation review.

Managers are careful to check

drivers' credentials before every check ride.

Transystems has a good process in place and strives every day to improve the 99.06 percent success rate.

*Kari Franks,
Senior Administration
Manager*

Techs and trucks combine for success

Transystems is on the road to success on two fronts: technicians and equipment.

The company's cadre of technicians and fleet of tractors are both up and running well as the sugar beet campaigns pick up speed.



Director of Maintenance Brian Gresens is pleased with progress on getting the Freightliner and Volvo

tractors in top condition and establishing a preventive maintenance inspection (PMI) that standardizes the process and trains technicians to conduct inspections consistently.

Update on tractors

"We have a few wiring harnesses left to install on the Freightliners," Brian said. "This program has been successful. We are already seeing better uptime."

There are a few details left to be worked out, he added.

"The trucks that had bad wiring harnesses now have new harnesses. The bad wiring harnesses caused voltage spikes and drops to the sensors on the truck," Brian said. "We are seeing results of that now with check engine lights. We have been addressing these as they come up."

The check engine light issue has not been widespread.

"We are happy with the uptime on these trucks. As we continue to run them and work out the bad sensors, these trucks will continue to be good trucks for us," Brian added.

The 110 new Volvos have been folded into the fleet, joining the 200 hard-working Freightliners in Renville, the Red River Valley and Idaho.

"We have received and in-serviced all of the new Volvos," Brian said.

New equipment always comes with a few minor bugs to be worked out, and the Volvos are not an exception.

"We will soon have the proper software to help us diagnose the check engine lights," Brian said. "We have had tremendous support from our Volvo service representative Joe Romine. We have solved many issues by involving him. I feel soon we will have all the bugs worked out and they will be very reliable trucks for us."

PMI success story

Increased uptime on the company's fleet is one direct result of the new PMI program.

The program's goal of consistency across all the projects is being met, Brian said. Every Transystems technician does the inspections in exactly the same way in each of the company's projects.

While the original goal was to have all technicians trained and certified by Aug. 1, the

goal post was moved a bit.

"We extended our deadline to Sept. 1 because of logistical issues," Brian said. "We also needed to do some additional training to ensure that the program was understood. All techs who were working for us before Aug. 1 are trained."

Brian outlined the two-fold certification process.

The first part ensures that the technician is properly checking the items on the equipment in the correct order around the tractor and trailer. The second part of the process is getting the timing right. The inspection must be completed within three hours.

Technicians were certified on the "C" service PMI of vehicles since that is the longest service and involves an oil change. Feedback on the program has been positive.

"We have a great group of techs who want to provide a quality product to our customers, Transystems drivers.

The techs' reward is knowing they have done a good job. They also receive framed certificates to hang in the shop.

"We will be repeating this training process on an annual basis," Brian said. "A quality PMI inspection is the core of a successful maintenance program. By following this process, we will continue to improve our program and reach world class maintenance."

Service Center spotlight: Viki Gallagher

The Service Center comes by its name fairly. The 22 employees who work at the Transystems Service Center in Great Falls are focused on providing service to the company's 24 projects.

The Service Center team makes sure the bills are paid, payroll checks are cut, and all safety, insurance, maintenance and training programs are up to the highest standards.

In this new series, we will focus on individual team members whose goal is to make life simpler for all Transystems people.

Viki Gallagher is the company's Accounts Payable Specialist. She pays all the invoices for Transystems. She also manages company credit cards.

A Montana native, Viki joined the company as a receptionist in 2005. She advanced quickly and has been responsible for accounts payable for nearly a decade.

One of Viki's most often used talents is her ability to engage people.

"To do this job efficiently, you need people skills," She said. "I talk to vendors and Transystems employees every day. The vendors are usually requesting information from me. In turn, I am often requesting information from other Transystems employees." Viki's soft people skills are



balanced with strong organizational skills and understanding of math.

With her "must do today" list in hand, Viki's organizational skills are put to the test first thing each day.

"The first thing I do every morning is check my email," Viki said. "I usually receive 30-60 emails on an average day during the sugar beet campaign. On Monday mornings I can have up to 75 or more emails waiting for me," she added. "I have to prioritize them knowing some need immediate attention, some need attention later in the day, some by the end of the day, some carry on to the next day and some go into the trash."

In Viki's world, each day has an assigned task. Some days are for entering invoices and closing purchase orders, some for checking fuel cards and credit cards. Other days are "check batch" days. Each check written must have hard copies of invoices attached.

"For example," Viki said, "if we paid a fuel vendor, we have that vendor in the check batch, but we may be paying 20 fuel invoices to that vendor so we must have the 20 invoices attached to the check. A large check batch may contain many checks and many more invoices."

"At the end of each day my 'must do today' list must be checked and completed," Viki said. "And each day there are phone calls to make and phone calls to answer. Each day there are questions, concerns and ideas to run by Mike Jones."

Viki works closely with Senior Accounting Manager Mike Jones, Accounts Receivable Manager Barb Albro and Maintenance Accounts Payable Specialist Kelly Pankratz.

A Montana girl

Viki was born in Great Falls and spent her first few years living in the basement of the family-owned business. The family moved to a farm 25 miles out town where Viki went to school, graduating from high school in a class of 37.

She's known her husband John most of her life.

"For relaxation, we water ski, snow ski, camp, fish and hike," Viki said. The Gallaghers have two rescue dogs and live 25 miles out of Great Falls. She finds the travel time enjoyable. "And every 300,000 miles, I get a new car!" she said.

"I travel 70 miles a day round-trip to work," Viki noted. "My husband travels the other direction to work in a different town. We have a saying: Our commute is like our marriage. At the end of the day, we meet in the middle."

Referral program success continues

Transystems referral bonus program proves it pays to have friends, especially those who become company employees. During the past five years, Transystems has paid employees \$158,300 in referral bonuses.

Transystems paid more than 200 referral bonuses to employees who recommended family and friends for job openings. So far this business year, Transystems has paid 19 referral bonuses with one employee doubling-up and referring two successful job candidates.

The program goes way back. “With Stacy Radovich’s help, we were able to determine the program went back as far as April of 1998,” Accounts Payable Specialist Viki Gallagher said. “At that time we called it the ‘Finder’s Fee.’ Back then, it was broken down into how many months the referred employee drove. The longer the employee stayed at Transystems during the campaign, the more money the person who referred the employee would receive.

“There were three set amounts, \$300, \$400 and \$500,” Viki explained. “No one seems to remember exactly what the monthly breakdown was.”

Referring has become easier and more financially rewarding since then.

It’s not too late to earn a bonus

The company’s bonus referral program offers a \$500 bonus to any employee who successfully refers a friend or relative for a job.

It’s a win-win deal for the employee and the company. The referring employee gets the cash and Transystems gets a new employee.

An employee refers an applicant for a Level 2-4 driver or loader operator position. If the applicant is hired and works for Transystems for 30 days, the referring employee gets \$500.

The applicant indicates on the job application who referred the applicant. The employee making the referral completes an applicant referral form and submits it to the Project Manager.

National statistics back up the plan

Josh Rector, Transystems Retention and Recruiting Manager, is a big fan of the program and offered some statistics to support his enthusiasm.

“Across all industries and company sizes, 24 percent of new hires come from an employee referral,” Josh cites

reports: A 2015 Aberdeen Report entitled “What is your most effective source of hire?” and an Internet Collaborative Information Management (ICIMS) Employee Referral Programs report from the same year.

What did the reports point out?

1. Referred employees are likely to stay longer at the company (more than half stay more than five years).
2. Referred candidates are more likely to be hired. About two-thirds of the time, they are offered the job.
3. Most employers hire nearly 40 percent of their staff from employee referrals.

“Transystems was true to this statistic,” Josh pointed out. “In 2015, employee referrals accounted for most of the new hires by source, more than double the next best source of hire.”

4. Referred employees are satisfied employees.

Sixty-five percent of newly hired employees who were referred by a current employee considered themselves ‘very satisfied’ with their new positions.

5. Culture counts. The majority of employers find that referred employees outperform other employees and are generally a better cultural fit.

Hiring team knocks it out of the park

Thanks to the leadership, enthusiasm and dedication of our hiring team, the 2016 recruiting efforts have been a success, Josh Rector, Retention and Recruiting Manager said.

Renville led the charge, reaching out to all current and former employees.

“New Project Manager Tim Plumley sent a couple memos introducing himself and highlighting some of the improvements coming



to the upcoming campaign,” Josh said. “Scott Pederson proved to be a master recruiter of drivers for the project.”

A hiring event in Willmar in July was a huge success. Project Clerk Toni Blood and Supervisor Chuck Christians were overwhelmed with candidates interested in driving for Transystems.

“A big thank you goes out to driver Miguel Gonzales for being the meet-and-greet contact at that event,” Josh said.

In the Red River Valley, Division Manager Troy Carl pulled veteran employee Virgil Purrington into the recruitment game for the Hillsboro project.

Virgil worked after hours



A Pocatello hiring event.

and on weekends to reach out to the dozens of leads that came in. Supervisor Eric Nephew successfully handled recruiting and his normal managerial duties to make sure the Hillsboro project was fully staffed.

“Newly selected Hillsboro Project Manager Tracy Magnus transitioned seamlessly from her previous administrative role with Transystems to continue to interview and fill open positions in Hillsboro,” Josh said. “Through the project’s transition, the entire crew in the RRV worked together to focus on Hillsboro’s staffing. This a big win. Thank you.”

Josh also cited Moorhead Project Manager Jason Holm as a recruiting champion.

“Jason went the extra mile to

staff his project and helped in staffing the Hillsboro project,” Josh said. “Jason successfully encouraged drivers from the Fargo and Moorhead area to interview for positions in Hillsboro. That approach has been very effective.”

Josh reported smooth sailing in the Crookston recruiting campaign.

“We are grateful for the expertise of Crookston Project Manager Robin Novak in quickly filling his driving vacancies, including some late openings.”

Every team has an MVP. This year’s recruiting MVP is Drayton Project Manager Billy Holum, Josh said.

“We ran him ragged this summer between participating in

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Hiring

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the 2016 Wojo Rodeo Circuit and going the extra mile to make sure his project was fully staffed."

Billy started with a recruitment commercial entitled "Balance." The commercial showcased the opportunity that drivers have to have a life beyond their career by driving locally with Transystems." (View the ad at <https://youtu.be/NZiXNRryKPO>.)

Billy also recorded radio ads that thanked all returning drivers by name.

"The Drayton team really pulled together for a Grafton, ND, hiring event in July," Josh said. "It was a great success due to the efforts of Supervisor Tim Higdem, who hung up posters and put together the event cook-out. Project Clerk Stormy Manley was instrumental in processing candidates' applications and acting as our liaison with the local radio live remote. The end result was a well-staffed Drayton project at start-up."

The Red River Valley's summer training program was very successful in placing drivers in East Grand Forks and Hillsboro.

"We are very appreciative of the efforts of Supervisor Sean Scott and Division Safety



Billy Holum, above, and John Hoadley, right, were team players on the hiring team.

Manager Dave Elsing to help fill these classes and get us closer to the goal of being fully staffed," Josh said. He also thanked East Grand Forks Project Manager Rick Larson, who worked through commitments at the Devil's Lake construction project and surgery to continue to recruit, interview and hire.

Rocky Mountain Division Manager Steve Torix has been very successful in 2016 in his staffing efforts.

"Sidney Project Manager John Hoadley has done an excellent job in creating the right atmosphere at his project to retain drivers," Josh said. "He has been great at reaching out to previous employees to invite them back."

Worland Project Manager Ryan Moore returned to Transystems and quickly staffed his project.



"People work for people, not companies," Josh said. "This management team has no problem attracting talent."

The Idaho Division's recruiting efforts got off with a bang with a successful participation in the Southern Idaho Career Fair in Burley, ID.

Paul Project Manager Coral Torix, Division Supervisor Jason Strunk and Division Administration Manager Jodie Hunt made this Transystems third successful recruiting event of 2016.

"Coral and Jason successfully brought on board training candidates and veteran drivers for the Paul project," Josh said. "The candidate training, directed by Division Safety Manager Ryan Fiala, was vital in this season's plan to become fully staffed. The Paul project was flooded with leads. We appreciate the hard

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Spacious facility boosts manufacturing

The sardines are out of the can. The completed manufacturing facility in Rupert is up and bustling.

“We are enjoying having the room to move around,” Manufacturing Project Manager Derek Torix said. “We were packed into the old shop pretty tight.”

Going from a production area of 6,700 square foot in Twin Falls to 24,000 square feet in Rupert certainly has its
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Jordan Kisler drew signs for each project. When the waterjet had some downtime, the signs were cut out. “We can use the jet to cut pretty much any parts we need,” Derek Torix said.

Hiring

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work of Veronica Jasso.”

We can’t say enough about the speed and precision at which the Twin Falls project handled candidates in the recruiting process.

“We are thankful to have the veteran experience of Project Manager Joel Garrison and Project Clerk Jessica Olsen in retaining and recruiting good people,” Josh said.

The recruiters’ final event was the brainchild of American Falls Project Manager Carson Munk. The Pocatello Hiring Event was another smash success. The event set the stage for the project to become fully staffed.

“Special thanks to Project Clerk Cindy Kuttler for processing candidate applications in a timely manner. It was great to have Jason Strunk involved and improving the candidate experience throughout the Idaho Division,” Josh said.

“A thank you goes out to the whole team in the Nampa project for jumping on the recruiting plan early and continuing to process the high volume of leads and candidates. Project Clerks Gloria Sato and Echo Blake have been a big help in coordinating inquiries and leads from interested candidates,” Josh said. “Project Managers Jim Woodward and Kirk Ellingford made thousands of calls

in making sure they are fully staffed. Thanks to Supervisor Jeff Barnhill for getting involved and working with candidates.”

Josh concluded that the 2016 recruiting plan has gone very well.

“It wasn’t perfect,” he said. “There are adjustments to be made in 2017. Personally, I’m most proud that all of our employees were recruited locally and we have been able to provide great local careers for the communities where we operate. I’m proud to work with dedicated professionals who stay ‘above the line.’ I appreciate all the project teams who stay late, make that extra call or text, and work through the recruitment process.”

Rupert

Continued from Page 17 advantages.

“Now we have room to store all of our parts around the work area so employees can take a few steps and grab what they need and keep on working,” Derek said.

The expansion and move were not without challenges.

When purchased, the Rupert structure was basically a big open warehouse with two sections. A freezer section took up about 6,000 square feet and a warehouse section took up the rest.

“Now the space is divided into four sections,” he said. “The production side has 20,000 square feet and a

4,000-square foot plumbing bay. We converted the freezer area into 3,000-square feet of parts storage and a breakroom. The office occupies the rest of the space.”

To redesign the interior space, a lot needed to be added.

“We put in walls, overhead doors, electrical outlets, heaters and air and water plumbing,” Derek said. “And we replaced the siding.”

The manufacturing crew did not accomplish the task singlehandedly. Local contractors who worked on the project included Del Milam and Sons, Buckhorn Electric, Cameron Electric, Ramsey’s Heating, Catmull Plumbing, L and T Construction, Kloefer, Morgan Door and Delta Fire

Systems.

The biggest challenge faced during the renovation was dealing with permit issues and drawings, Derek said. And the greatest reward was getting out of Twin Falls and moving in.

“The employees are glad to have room,” Derek said. “This makes it so much easier to move around the trailers and get things done.”

More space also meant more room for additional employees.

“Since we moved in, we have hired four welders and one laborer to help keep up with cleaning and other tasks,” Derek said.

That brings the manufacturing project up to 14 employees.

Happy Birthday!

November

1. Mark Hanson, Wayne Hines, Edward LaVallie, Damian Paredes Lopez, Abdirahman Shafie.
2. Danielle McNew, Robert Middlestead, Raymond Patch, Wayne Peterson.
3. Dennis Anderson, Harold Erenson, Reagan Gochmour, Delbert Prince, Douglas Torgerson.
4. Timothy Kiel, Demetrues Orange, Nathan Pilster, Gary Schreckengost, Rex Watson.
5. Jon Cuttlers, John Jones, Jose Martinez, James Olson.
6. Warren Garner, William Gebhardt, Nicholas Haskell, Michael Hughley, Mathew Laducer, Gary Lindgren, Richard Nord, Hannah Stoddard.
7. David Moore, Larry Poulton, Justin Wade, Larry Warner.
8. Jacob Daley, James Wishart.
9. Clement Davis Jr., Thomas McCuin, Timothy Rector, Samuel Warner, Jesus Zamora.
10. Tyler Bueng, Noe Jarquin.
11. Juan Dominguez Sanchez,

- Derek Gummingsall, Sandra Hale, Freddie Watts, Allen Wind, Channing Wolfe.
12. Steven Anderson, Alfred Aragon, Shawn Lewis, Javier Vega Jr.
 13. William Heupel, Terry Johnson, Christopher Van Dyne, Chad Whittington.
 14. Stacy Buchl, Robert Poole, Michael Rementeria.
 15. Mike Ault, Colin Basta, Christine Elmer, James Snustad, George Steinmetz, Timothy Warren.
 16. Greg Aeikens, Ryan Johnson, Cindy Kuttler, Tracy Roberts.
 17. Randy Aten, Douglas Chutich, Robert Clark, Dominic LeBlanc.
 18. Shane Bakken, Ramon Gonzalez Rosario, David Grabow, Jason Mitchell, Ronald Streling.
 19. Don Allen, Margo Barnett, Gregory Jenson.
 20. Jeremiah Anderson, Steven Ball, Dale Beckler, Gerald Degner, William Dixon Jr., Gustavo Hernandez, Ryan Meier.
 21. Harriet Anderson, Brian Clark, Robert Stirling, Daniel Thorson,

- Mark Unruh, Timothy Wallis.
22. Steven Carpenter, Troy Kringstad.
 23. Curtis Haynes, Clark Sheldon, Larry Wagner, Ricky Walker.
 24. Todd Ison, Daniel Lietz, Dirk Moore, Humberto Morales, Tim Plumley.
 25. Hassan Abdi, Matthias Fuss, Darryl Holmes, Robert Lawrence, Anthony Lot, Stanley Njoes, Nathan Turnbull.
 26. Peter Haugen, Karna Khaling, Curtis Larsen, Scott Pederson.
 27. Robert Amerine, Kasey Christensen, Kylen Hagen.
 28. Christopher Bly, Leo Monson, Esteban Perez-Mendez.
 29. Echo Blake, Michael Thompson.
 30. Dale Gunufson, David Pugh, Brian Schlecht, Suzanne Spade, Steven Trowbridge.

December

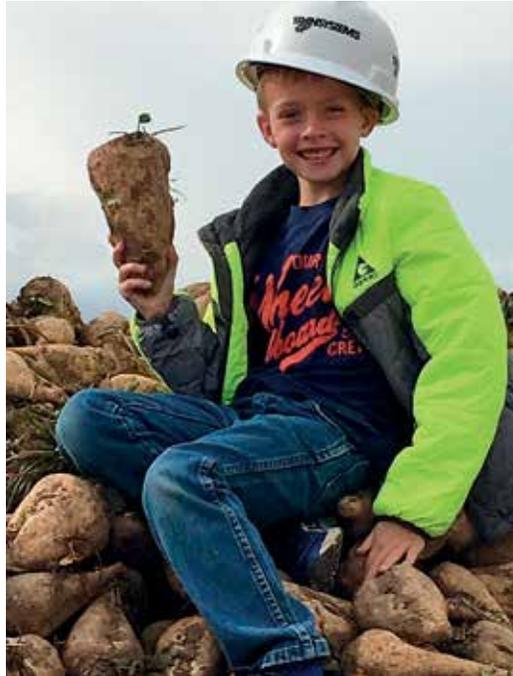
1. Abdullahi Abdi, Gary Anenson, Corey Burrup, Alan Counts, Waylon Greco, Robert Swezey.
2. William Allen, Craig Barnum,

- Shane Berney, Keith Boerner, Jose Carlos Soto Gutierrez.
3. Juan Cavazos, Wayne Dart, Martin Kirsch, Linus St. Claire.
 4. Russel Oyler, Peter Sandoval.
 5. Wayne Dye, Edward Horan, Ricky Jensen, Gregory Yoho.
 6. Tom Ackerland, Jason Brower, Preston Covert, Daniel Coy, Brian Gresens, Jason Hass, Spencer Hirschi, Keith Proehl, Liban Suleban, Richard Trapp.
 7. Juan Garcia, Robert Girten III, Timothy Tauber.
 8. Gregory Cisar, Lyle Wang.
 9. Aaron Woolman.
 10. Gene Bybee, Charles Kopacek, Derek Rowe.
 12. Abdirahama Ali, David Crawford, Steven Goodwin, Matthew Gregory, Mark Hartje, Curran Rice, Tracy Ridley, Gerald Riopelle.
 13. Steven Fazekas, Kelvin Iversen, Tamara Metcalf, Robert Miller, Eric Prynne, Randy Stockton, Linda Wilkinson.
 14. Colton Medley, Joseph Phillip, Sudarshan Rai, Justin Russ,

Good news



We start them young for the Transystems team. Above, Crookston driver Willard Johnson's grandson, Kane Henderson. Right, Kevin Iversen's grandson Tag Wethereld.



Greg "Chaser" Jensen documented his 1,000-plus lowboy hauls. Ask to see his journal. He now drives a beet truck for the East Grand Forks project.

Happy Birthday!

December

14. Donald Selby.
15. James Busby, Kimberly Dilworth, Robert Hill, Stepehn Johnson, Mustapha Kathem, David Knotz, Gary Roehl.
16. Gerald Martinson, Joel Samuelson, Wade Schmahl, Jay Swedberg.
17. Robert Durand, William Salfer, Jesus Trevino, Todd Wallum.
18. Roshan Ghalle, Robert Jordan, Paul Sire, Damian Zamora.
19. David Andersen, Kieth Cummins, Gerald Ellis, Kevin Jermone.
20. Tchatchibar Ayeva, Steven Herbst, Jeremy Jackson, Warren Moldenhauer.
21. Troy DeJong, John Hatch, Gregory Marlette, Todd Rittel, Shawn Sullivan, Mary Williams.
22. Robin Burdick, Lawrence Gangle, Bryan Gordon, Danny McHargue, Terry Nelson, Jerold Stenseth.
23. Charles Christians, Catherine Chutich, Michele Facer, Carlos Gordillo, James Ruffing.
24. Jose Garcia, Dustin Hammond, David Hareland, Ricky Plageman.
25. Jayme Bohman, Stephen Franke, David Hunden, Mohamed Jama, Steven Lober, William Morrison, Aaron Reynaga, Michael Senger.
26. Cole Christianson.

27. Sidney Brisbin, Bill Cullum, Anthony Gasho, Antonia Hernandez, Estreberto Loya, Jay Monette, Lawrence Sellers, Denis Taylor.
28. Richard Archibeque, Chad Hores, Albert Veenstra IV.
29. Lynn Huss, Roger Mott.
30. Misty Beard, Carl Clemens, William Crumbliss, Ricardo Garza, Lal Khabatari, Hamza Said, Jaide Schoenen.
31. Nicholas Bowman, Easton Brown, Jason Parsons, Lynn Petersen, Michael Ryan, Armandina Salinas, Zachary Sharp, David Townsend.

January

1. Azhari Abdalla, Abdiweli Abdullahi, Abdirahman Abdullahi, Mowlid Abdullahi, Mowlid Aden, Abdi Ahmed, Mohamed Ahmed, Abdulkadir Ali, Mowlid Barre, Robert Chambers, Abdilahi Dirie, Jean Emile, Shermake Farah, Badri Grade, Abdullahi Hassan, Dennis Hoffman, Abdirahin Hussien, Abdifatah Jama, Gedi Jama, Anthony Knoedler, Abdinasir Maalin, Abdirahman Mahamed, Ali Mohamed, Khadar Mohamed, Edle Muhumed, Nasri Muse, Abdikarim Nor, Fuad Nur, Liban Omar, Benjamin Purrington, Ali Shaur, Gilbert Spillum, Sahal Yusuf.
2. Cristoval Ramirez.
3. Shawn Geist, Curtsi Lenoir Jr.,

Steve Nikkel, Herlan Olivas Madrid.
4. David Buchl, Joshua Clark, Ryan Eggen, Scott Hamilton, Scott Jungclaus, Robert Rich.
5. Marilinda Arroyo, Spencer Ehlert, Penny Worley.
6. Allen Carlson, Michael Hanson, Carlos Montano, Hamed Mujic.
7. Mahonri Crane, Jodie Hunt, David Smith.
8. Kirk Gunnell, Ivan Nanney, William Webber II.
9. Richard Carl, Thor Johnson II, Kenneth McGuire, Frank Narloch.
10. Bradly Elfering, Humberto Flores, David Knotts, Yadira Martinez, Virgil Purrington.
11. Ronald Goroski, Robert Schwartz, Buddy Snyder, Phil Young.
12. Kevin Iversen, Darrel Simonson.
13. Bradley Arends, Abdalla Curi, Gene Pearson, Donald Plante, Jason Smith, John Thompson, Brian Williams.
14. Deanna Thomas, Barbara Zavala
15. Stacie Leland, Randy Schiffman.
16. Jonathan Carpenter, Bonnie Hofmeister, Raymond Kasprovicz, Jason Kraft, Michael Shipley.
17. Jaime Brown, David Hanson.
18. Roberto Hernandez, Michael Johnson, Sandra Richard, Nolan Teel.

20. John Bannert, Tod Gorder, Steve Hiatt, Shadmon Keith, Paul Meyer.
21. Scott Lovell, Todd Peterson, Mitch Pittman.
22. Jason Birrer, Alvin Borman, Heath Church, Rodney Hobbs, Brandon Nice.
23. Keith Carlson, Dustin Edwards, Tammy Halldorson, Jim Hardenbrook, Verl Hunter, Donald Nelson.
24. William Bowe Jr., Casey Carter, Richard Jones, Jeffery Meier, Daniel Nelson, Thomas Smith, Bruce Stoker.
25. Troy Ballensky, Frank Morin, Alfred Prouty, Asael Simmons, Paul Sligar Jr., Joseph Stritenberger, Scott Wilson, Adam Zondervan.
26. Kirk Ellingford, Jason Knutson, Jeff Primus, Cody Smith.
27. Stephen Ellsworth, James Keaveny, Juan Rodriguez Guerrero.
28. Dion Lagunas, Teneyasia Rollins, Carylton Sulzbach, Pamela Tebben.
29. Rodney Hagen, Ronald Hudson, Tim Hull, Lewis Maynard, John Rollins, Keith Shuck, Norval Staples.
30. Rocky Braegger, Ryan Fiala, Daniel Irving, Francisco Martinez, Jeffery Rieke.
31. Jon Goedert, Angela McEntarfer, Dennis Palmer.

Parting Shots



Larry and Ann Powers celebrated at Ann's retirement dinner.

Congratulations Ann

When Ann Powers retired after 46 years with Transystems, company employees gathered to salute her. Upper left, Dan Brennan and Scott Lind; middle, Brian Gresens, Brandi and Nolan Teel; lower left, Terri and Rich Carl and Paul and Barb Albro. Rion Sanders photos.