

TransTopix

Fall 2021



New in-truck cameras a safety booster

Transystems has always been a leader in safety. To maintain that lead, company safety managers keep a sharp eye on developing technology.

Almost a decade ago, Vice President of Safety Rich Carl started looking into in-cab cameras for the company's fleet of trucks.

"Initially, 7 or 8 years ago, in-cab cameras didn't have the artificial intelligence (AI) they have today. Someone had to sift through all the footage every day making it a cumbersome tool," Rich said. "In the last year, I started investigating the new camera systems available."

Things had changed.

"Installing cameras was the next level for us," said Rich. "It is important that we have the tools required to keep our employees safe and to exonerate our employees when we are not at fault."

With that in mind, the Safety Team put two companies' cameras to the test: Netradyne and Samsara. Both companies were good to work with, Rich said, but Samsara came out on top because of the ability to tweak dashboard and severity levels to match Transystems' goals.

The inward and outward facing cameras were initially set up for a 30-day trial program. As with many test runs, the trial program stretched to about 45 days.

"We did the trials during seasonal construction in Idaho this past summer," Rich said. "And the trials went well. We approached it as a learning process with the employees."

Most of Transystems' equipment have cameras installed now. The decision to install cameras was not made lightly.

"Safety and respect are core values of Transystems," Rich said. "Safety is the reason for the cameras, but we want to respect our employees and will not allow live video. What's important for everyone to know is that no one is sitting around watching live video of our employees."

A driver's opinion

Renville driver Sid Garcia is among those who appreciate what the truck cameras can do.

"I like the accountability they place on us, making us even more responsible," Sid said. "We are safe, defensive drivers and the cameras can help reinforce that."

Like other Transystems drivers, Sid sees the cameras as a learning tool, a tool that

worked for him.

Called in on his day off, night-shift driver Sid came in to help. But he had not gotten his usual amount of sleep before work. The camera caught an incident, lasting mere seconds, when his eyes were closed too long. He valued the concern and coaching his supervisor gave him and appreciated seeing the film.

"Thank God nothing happened," Sid said. "There was no accident or incident. It was an eye-opener and I'm glad it was brought to my attention. I won't come in short on sleep again."

Sid also appreciates that the cameras offer documentation when a driver is not responsible for an incident on the road.

"If someone pulls out in front of me, I can rest assured that the camera will pick it up," Sid said. "My word is what I said it was. Cameras can help in those situations."

How do the cameras work?

Outward facing cameras are a driver's first defense in road incidents. They can exonerate a driver who is not at fault.

"During our test this summer we had a trucking company claim we struck their mirror with our trailer," Rich said.

See CAMERAS, Next page

On the cover

Hillsboro driver Steve Petrie conducts a pre-trip inspection on a new Freightliner. Bill Schulz photo.

Safety achieved through teamwork

Safety is all about behaviors. There is no secret to good safety.

First, as a company, it is important to train employees properly; then, to coach employees on behaviors that need



Rich

improving. All of us, including me, need help from time to time. The cameras recently installed in

Transsystems' fleet are an ideal tool to help make our employees aware of actions they may not even know are occurring.

The cameras have already helped with fatigue events. We want drivers who are fatigued to stop.

They are a great tool to let drivers see lapses they may not realize they were making. The cameras also help accelerate training by showing traits to

improve upon.

Our approach with the cameras is to work with and coach drivers where needed. The cameras are first and foremost a tool to keep our drivers safe.

Managers at the project level review events noted by cameras. When a camera picks up an unsafe action, the project managers will work with the person and coach him or her on how to improve a behavior, be it properly buckling a seat belt or putting a cell phone away while driving. It is important that employees are treated with respect, but a manager needs to receive a commitment that the behavior will improve.

Outward facing cameras are a tool to protect drivers. Too often, drivers are faulted for actions they did not commit.

Last spring, we had had a vehicle come into our lane. They never traded paint, meaning the other vehicle went back to

its own lane. Our driver went off the road to avoid a collision but had two large power poles in front of him. So, the driver brought the truck back onto the road, resulting in laying the two trailers over.

At the time we did not have a camera in the truck. But if we would have, we could have captured the vehicle and license plate of the other vehicle to recover our damages and totally exonerate our driver.

Fortunately, a witness verified our driver's story. That is usually not the case. Then we need to determine through investigation what occurred. The cameras are the ideal tool for that investigation.

Safety is achieved through teamwork, and the cameras are one more tool to help keep our team safe.

*Rich Carl,
Vice President of Safety*

Cameras: One more tool for driver safety

From previous page

"We went to the footage, and it showed our driver never left his lane, resulting in exoneration of our driver."

Inside the cab, the camera is a useful safety and training tool for our drivers.

AI detects unusual motion in the cab. Distracted driving events, such as use of a hand-

held cell phone or excessive reaching in the cab, are observed. AI detects fatigue-related events and proper seat belt use.

"An example of an event would be a harsh brake or a harsh turn," Rich explained. "The camera also has a sensor for following distance and evaluates speed events based on mapping."

What AI does not capture are normal driving events.

"Most drivers will not have any events occur while driving the truck," Rich said. "No events, no video."

The company's investment in the new technology is large.

"Payback for the cameras is better safety and another tool to utilize for our employees to get home safely," Rich said.

Changes in leadership at Transystems

Summer 2021 brought changes in leadership to Transystems.

Errol Rice became President and Tom Volkman joined Transystems as Senior Vice President of Operations.

With the company for 13 years, Errol stepped up as the third generation of Rices to lead the company founded by his grandfather, John, in 1942.

Prior to joining Transystems, Errol worked for D.A. Davidson in their corporate finance division. He brings a background in business and finance to his new post and spent his earlier career with Transystems in marketing and strategic development. Looking ahead, he sees staffing as the biggest challenge Transystems faces.

“We have to find new ways of attracting drivers as well as ways to become more innovative with how we train and retain our people,” Errol said.

A typical day sees him bouncing back and forth between all the non-operating parts of the business, from maintenance to staffing to accounting issues.

“We are looking for new expansion opportunities but need to make sure we are fulfilling our current customers’ needs,” he said.

A native of Great Falls, Errol graduated from Great Falls High and the University of



Errol Rice is the new president of Transystems. He is the third generation of the Rice family to lead the company. Dan Rice photo.

Notre Dame. He and his wife, Stacy, have four children: Valon, 17; Isis, 16; Danny, 9; and Patrick, 6.

With a full schedule of work and the multiple activities his children are involved in, he has little time to pursue his favorite hobby of fly fishing.

Tom Volkman named SVP of Operations

Tom Volkman joined Transystems as Senior Vice President of Operations July 1.



Tom

He brings with him a long and complex history of involvement in the transportation industry.

“My career in transportation

began when I was 18 and a part-time employee at UPS,” he said. “After I finished school, I became a driver as a stepping-stone into management.”

Tom’s management assignments in operations and industrial engineering took him far and wide.

He worked throughout North America and Canada with DHL. A career highlight was helping in the restructuring of the U.S. operation as well as global assignments. Tom moved to Europe where he headed up the Process Engineering of Operations.

Upon his return to the United States, Tom joined SF Express (the UPS of China) as the U.S. Head of Operations, **See NEW LEADERS, Next page**

New leaders at the company's helm

From previous page

expanding the network in the states and the US-China network. Later, he was recruited by National Express LLC as a vice president. That company is predominantly in school bus operations, serving more than 270 locations throughout North America.

His years of experience molded his approach to operations.

“I bring an engineered approach to operations with a strong foundation of process improvement,” Tom said.

“That approach ensures significant successes in not only increased service to the customer but also reduced operating costs.”

Tom believes his approach is imperative for Transystems to be competitive in today’s changing environment. It also provides diverse opportunities for growth and opportunities.

He is facing the challenges of his new position head-on.

“Technology has increased much faster than the agricultural industry and unforeseen competition could look to expand into servicing the sugar beet industry, where we have more than 80 percent of the market,” he said.

The new job suits him.

“Every day has been a rewarding, and I truly enjoy learning our business with the



Tom Volkman and his family spent 5 1/2 months hiking the Appalachian Trail. Isabella and Timothy soak in the view during a stop in the 854.1 mile hike. Tom Volkman photo.

interactions of all,” he said. “I am grateful to be part of an organization that truly stands behind its CORE values. That strong adherence to values has sustained Transystems in the past, and I am confident it will continue into the future.”

He looks forward to increased opportunities and the security offered by Transystems, a profitable and competitive organization.

A New Jersey native, Tom attended Union College for Business and Georgia Tech for logistics.

Married to Heather for almost 20 years, the couple shares a blended family of

seven children: Stephanie, 35; Stacey, 33; Tom Jr., 31; Spencer, 26; Tayler, 24; Timothy, 17; and Isabella, 11. They also have six grandchildren.

Long-distance hiking and fly fishing are Tom’s passions.

His family hiked the Appalachian Trail from Maine to the New Jersey-Pennsylvania border in 2017. They plan to complete the remainder of the trail to Georgia in the future and maybe complete the Triple Crown to include the Pacific Coast Trail and Continental Divide trails.

Chances are he will be wetting a fly line in many of Montana’s waters soon.

Contract with Western worth celebrating

Transystems will be hauling nearly 80 percent of all the sugar beets in the United States when the Fall 2022 campaign begins.

The increase in business is the result of a recently signed contract with Western Sugar Cooperative.

Transystems and Western Sugar signed a new contract to load and haul beets for Billings as well as the co-op's Nebraska and Colorado locations.

"We have one more year remaining on the Billings contract but will add the Nebraska and Colorado projects starting in Fall of 2022," Transystems President Errol Rice noted. "In addition to the growth for Transystems, these contracts are exciting as they are both for a 10-year duration. This length of contract allows us to update equipment more regularly as well as invest in project facilities. Our employees can count on having work during the season with Transystems for the next 10 years as well as any of the construction opportunities we can generate around these locations."

The new contract brings both rewards and challenges. There are unknowns when dealing with a 10-year timeline.



The Western Sugar Cooperative (Grower Owned)

"We have had a great working relationship with the Billings team at Western Sugar and are eager to expand that relationship to Nebraska and Colorado."

Errol Rice

"There are some mechanisms to protect Transystems if there are big changes to the hauls, but we will have to weather a lot of variables to be successful," Errol said. "The staffing challenge at all locations is going to be an issue going forward, and we need to continue to innovate to keep hiring and developing the best drivers. As part of this, we are investing in an additional simulator, which will help us grow and develop our driver pool."

"We have had a great working relationship with the Billings team at Western Sugar

and are eager to expand that relationship to Nebraska and Colorado," Errol said. "As with all our customers, we look at this contract as a long-term partnership and want to do our best to make the projects as mutually beneficial as possible."

With the new contract, Transystems and Western Sugar extend a work relationship that began in the 1970s, when Transystems first hauled beets for the co-op.

A grower-owned sugar beet cooperative, Western Sugar Cooperative is comprised of more than 850 growers with a long history of sugar beet production. The cooperative plants up to 134,140 acres of sugar beets and produces more than 10 million cwt. of locally grown sugar each year.

Western Sugar operates sugar processing facilities in Scottsbluff, Neb.; Lovell, Wyo.; Billings and Fort Morgan, Colo. It also operates three storage facilities in Colorado and three in Nebraska.



Eighty-seven new Freightliner Cascadia day cabs joined Transystems' fleet. Company drivers are enjoying them. Bill Schulz photo.

Company drivers love their new trucks

New equipment is making Transystems drivers happy this campaign.

The 87 new 2022 Freightliner Cascadia day cabs arrived before the campaign began and were spread throughout the company's projects.

Drivers in Idaho were eager to get into the 54 new Freightliner tractors that arrived.

"They are very nice trucks with plenty of comfort features," Kevin Iversen, Vice President of the Idaho Division, said. "They are running well, and we are working out a few kinks."

Idaho brought in a couple of newer John Deere loaders and upgraded other equipment.

The Red River Valley got a share of the new equipment that rolled out this campaign. Hillsboro received 11 trucks.

"It's a nice change, switching out the Volvos," Red River Valley Vice President Tracy Magnus said. "We also got four new-to-us 500 loaders

scattered through the Valley."

Reports on the new equipment have all been favorable.

"We are hearing real good things," Tracy said. "The trucks are very sturdy."

A feature appreciated by many drivers is the automatic headlight dimming. The lights are bright until a car approaches, then they automatically dim.

"It has reduced deer hits. We have fewer than in years past because of this feature," said Tracy. "A lot of that is due to increased focus on safety. Training paid off tenfold."

There are many other features for the drivers to love.

With 450 horsepower Detroit DD 13, 12.8-liter engines and 12-speed overdrive automated manual transmissions, the new trucks are more fuel efficient, especially when calculating the average fuel consumption over an entire fleet traveling a variety of routes.

Automated control of the clutch improves shift quali-

ty and leads to longer clutch life. An "automated" clutch is pneumatic. A shift actuator actually shifts the transmission for the driver, allowing for faster and smoother gear shifts. It is easier to operate.

The new trucks have premium 2.0 high back air suspension seats with air lumbar integrated cushion extensions and adjustable shocks. A severe duty wiring harness will reduce electronic downtime.

An Adaptive Cruise Control automatically adjusts the truck's cruising speed to maintain a safe following distance behind other vehicles in its path down to 0 mph. That improves overall driver experience and reduces fatigue.

Another safety feature drivers appreciate is electronic stability control that can assist the driver in reducing the risk of vehicle instability while on a slippery curve or taking evasive action, reducing the potential for jackknifing and drift out conditions.

Service Center Spotlight

Ashli Petek joins IT team in Great Falls

The newest addition to Transystems IT team is Software Developer Ashli Petek.

She joined the company six months ago after earning her Bachelor of Science degree in applied math at Montana State University in Bozeman.



Ashli

As a programmer or coder, Ashli and the IT team tell Transystems' computer system how to perform

a task. At its foundation, it involves writing computer programs using programming languages.

"Ashli brings a fresh perspective to the team in a number of ways," Vice President of IT Dan Brennan said. "Fresh from college, she was a very quick study. Ashli had an aggressive training schedule to customize her skills to fit our software development needs. Ashli pushed the training along on her own to great success. It wasn't long before Ashli was helping the team take on projects that we would have to pass on previously."

She is modest about her successes.

"I am pretty green compared to my coworkers when



Golden Retriever Gideon and rescued Border Collie mix Sweetie keep Ashli company.

it comes to coding, so I am a bit slower than they are," she noted, expressing appreciation for the team.

"Whenever I am stuck, I know they are there to help," she said. "It provides me the best learning opportunities and I improve everyday thanks to the amazing team around me."

Dan credits Ashli with a great ability to listen and understand.

"She can listen to a need and quickly begin to develop a game plan," he said. "I really appreciate her ability to grab details of a project and fit them together. This helps proj-

ects get started without all the bits defined. This also helps us get to a usable tool without rework. Anyone who works with Ashli knows she will be moving the project forward and removing roadblocks along the way."

"Ashli worked with others in a tutor capacity during her school years," he added. "She brings the capacity to listen and tune her message to the individual."

The introduction of a new maintenance program means Ashli's skills are even more in demand.

"With the rollout of the new TMT software for our shops, my tasks took a bit of a turn," she noted. Introducing the new system has allowed Ashli to interact with the company's technicians and Maintenance department.

And she has done it well according to Dan.

"Ashli has helped a great deal with support guides for our new maintenance software," Dan commented. "Although Ashli does not have a maintenance background, she is able to ask great questions about process and deliverables and put it all together. The result has been a concise and very helpful guide."

See IT TEAM, Next page

Cash for COVID jab: \$120 per employee

To boost the number of Transystems employees who receive the COVID vaccine, the company is willing to pay.

“Transystems encourages everyone to get the vaccine. COVID remains in our communities, and the vaccine is the best way of beating the virus,” Rich Carl, Vice President of Safety, said. “If you are willing to voluntarily show your vaccination card to your manager, you will receive a \$120 bonus payment after receiving the first shot.”

The bonus payment is for anyone who has received the vaccine, even if it was earlier



in the year.

Payroll taxes will be appli-

cable for this payment.

“We continue to monitor potential COVID cases and possible exposures,” Rich said.

“As we did last year, if an employee has a potential exposure, COVID-like symptoms or unknown test results, we will have the employee stay home,” Rich added.

“If you feel sick or have had a possible exposure to COVID, stay home and call your manager before returning to work.”

Thanks again for making this a successful and safe campaign.

IT team adds new, enthusiastic member

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A typical day for Ashli involves primarily solving help tickets and adding capabilities to the site as requested.

“However, the last couple months have involved a lot of training with techs and helping solve TMT issues in tandem with the help tickets,” Ashli noted.

Either way, the job suits her. She commented that the most rewarding part of her day is “helping people make their jobs easier.”

“Ashli will lean into just about any challenge,” Dan

said. “She has recently been helping with our maintenance software implementation. Where we have had integration or system issues, Ashli has been working directly with vendor support to resolve and move things forward. Ashli has helped work through bugs and issues while reducing the time to resolve.”

A Kalispell, Mont., native, Ashli moved to Great Falls to pursue her career at Transystems. She brought her love of the outdoors and her two dogs with her. Her Golden Retriever and Border Collie rescue mix are great company.

“They are absolutely my world,” she said.

Ashli is also a team cheerleader, figuratively and literally, according to Dan.

“I was recently walking down the hall in our office and could see Ashli doing cartwheels out in the lawn,” he said. “Then I notice Marketing Manager Kara Joyce recording her with her phone. Ashli was working with Kara on a Transystems post for social media. I had to smile. Ashli brings that can-do attitude to our team, our internal customers and Transystems. It is infectious.”

Referral Bonus program is paying off

For nearly two decades, Transystems has rewarded employees for helping expand the company's workforce.

"The Employee Referral Bonus program is an internal recruitment program," Marketing Manager Kara Joyce explained. "Employees identify potential candidates and encourage them to apply at Transystems. As a reward, after the referral has worked for 30 days, the referrer gets paid \$600 for driver, CDL trainee and loader operator positions. If an employee refers a fleet mechanic/tech, the bonus is \$1,000."

"Employee referrals are the most cost-effective and efficient recruitment method, and the program is a win-win for the employees and the company," Kara added.

This year, the bonus program grew. Transystems expanded the bonus payout for a CDL trainee referral to \$600.

"We now give out Help Build Team Green swag as instant gratification," said Kara. "We have cooler lunch bags, thermoses and insulated tumblers. We want the referrer to know right away how much we appreciate their help."

The Idaho Division jumped right on the program this year. Thirty employee referral bonuses are ready to be paid.



**THANKS FOR HELPING
BUILD TEAM GREEN!
Veronica referred 2 people!**



"That is a lot of employees getting referral bonuses early in the campaign," Kara said.

The numbers tell the tale of the program's success. From August 2020 through June 2021, \$41,900 was paid to employees who referred.

Last year, the Green Team's drivers were the most frequent referrers. But a clerk at the Paul Project is doing very well this campaign.

Veronica Jasso referred two drivers, and she has plans for the extra cash.

"I am going to spend my referral money on my daughter's 15th birthday," she said. "We are going to Boise to do some serious shopping."

The program will only get better. Transystems will be-

Why is it successful?

- Rewards our employees.
- Gets employees involved and feels like a family.
- Employees are the best recruiters.
- Employees who are referred are more likely to stay with the company.
- Encourages employees to make good referrals.
- Cuts down on hiring costs.
- Referred employees stick around longer.

gin using recruiting/retention committees made up of drivers, techs, clerks, managers and GFSC/Division staff to better identify ways to staff the projects and encourage employee referrals.

New clerks fill out Admin Team roster

Every year we get to welcome a few fresh faces to our Administrative Team. This year we added two full-time and two part-time clerks. Our part-time clerks don't always get the recognition they deserve.



Kari

Their jobs can be most difficult, jumping in for two days but being expected to know what went on throughout the entire week. We really appreciate them and their willingness to be flexible and take ownership.

Below are biographies of our new Administration Team members.

Malan O'Donnell is a bright new star in the Billings Project. She is the new full-time clerk and brings with her a huge welcoming smile and an infectious laugh. Malan continues to grow in her new position, taking great strides.

Outside of work, Malan enjoys DIY house projects, being a grandmother and painting with acrylic paints.

Zoe Fahrnow started working weekends this year at the Sidney project.

A busy high school senior, she was referred for the job by the school principal. Zoe wants to go to college to study



Zoe and her bearded dragon, Leo.

accounting after high school. She is very passionate about music and participates in symphonic band, jazz band, marching band and pep band. As the percussionist, Zoe plays a bunch of instruments, including cymbals and bass drum.



Billy Jo

Billy Jo Weixel is the new full-time clerk in Drayton. Billy Jo and her husband, Vincent, have three children: 17-year-old AJ, 15-year-old Ashtyn and 5-year-old Katie. They have a sweet Rottie named Ruby.

In her free time, Billy Jo likes to ride motorcycle and

camp with her family. She loves the family feel of Transystems so much that she referred her husband to work in the shop!

Lindsay Gessner is a new part-time clerk at the Moorhead Project.

She enjoys the single life and is the part-time dog mom of her parent's spoiled rotten dog, Dixie.



Lindsay

When she is not working at Transystems, she has a full-time job working the night shift.

In her down time, she enjoys hunting, fishing and gardening – anything that takes her outdoors. She also enjoys working on puzzles and woodworking projects.

Lindsay's favorite thing about working for Transystems is her awesome coworkers.

Our newest clerks have been training diligently, learning their jobs as new challenges present themselves.

I appreciate everything they have to offer Transystems, and I am excited to see them grow with the company.

*Kari Franks,
Vice President
of Administration*

Division Reports

"It's going to be a good year for us"

With 70 percent of harvest complete in Idaho, the campaign is going well. A little rain in early September slowed us down a bit at startup, but now the weather is cooperating and the beets are coming out of the ground in good shape.



Kevin

We have a good crop this year, with plenty of beets to move from Twin Falls to Nampa. It's going to be a good year for us here in Idaho. It would be better if we could beef up our driver ranks, but we will get through it.

Our new Freightliners were a little late getting to us, but the Billings Project was willing to share equipment and sent down some trucks to keep things going. We appreciated the help.

In a move to improve our efficiency, we set up a surge pile in Twin Falls. It will provide additional beet storage when the factory is running slow.

There is a lot going on with our field loader operation this campaign. We will run more than 400,000 tons of beets through the field loaders by the time we are done.

Weather permitting, the campaign should wrap up the first of April, and our summer slate is starting to fill up. A job in Eastern Idaho is already on the books, and it will start right after the campaign ends.

We are working hard to fill our driver seats, seeking employee referrals and showing up at job fairs and community events.

I sure appreciate everyone who shows up for work.

Reports from Montana and Wyoming

The Worland crew got to work Sept. 24, picking up more beets in the field for Wyoming Sugar. It's going smoothly in Wyoming, and we are working well with the growers there.

While it's not a bumper crop, it's a good one and the weather has mostly cooperated.

I'd like to salute Joe Kuntz, who spent the summer working in Utah and came right back to Worland to hop on the beet campaign. He is busy.

The Billings haul started the first of September and harvest was 70 percent complete by the third week of October.

Unlike the last few years, this year the weather has co-

operated in Billings and there have been no issues getting the beets to the factory, which is running very smoothly so far. I'd like to thank Kevin Martinez for making the move from Wyoming to take on the project supervisor slot in Billings.

*Kevin Iversen,
Vice President Idaho Division*

So far, so good in Sidney, Project Manager John Hoadley reported.

The Sidney crew stepped up to give Billings a hand, sending drivers and equipment to help them out. That puts a little more pressure on the group, but they are doing well.

A lack of water during growing season meant a slightly lighter crop than expected.

"But we are rocking and rolling," John said. The campaign started Sept. 23 and should wrap up the first week of February.

The secret is teamwork. Maintenance and operations are working together to make things happen.

"Maintenance is outstanding this year," John said. "It is awesome."

He offered one specific example of awesomeness. Check it out on page 17.

Division Reports

Great safety numbers, good crop in RRV

A tip of the hat to Mother Nature for timely rains that really saved the harvest. A long, dry summer was taking its toll on the sugar beets. Then came the rains at just the right time. The beets quickly rebounded with a fantastic growth spurt, so we anticipate a good harvest.



Tracy

Because of the drought, our campaign kicked off a bit later

than usual during the third week of August. We expect to wrap it up by early May.

As the campaign started, Ray DeLeon focused on getting everyone trained correctly and ensuring that we are safe out there on the road. We did a pre-season safety rally and set up a new plan. The difference has been amazing. I haven't seen safety numbers this good since I started here.

Thank you to all the mentors who helped with pre-season safety training. It has made all our lives easier.

We are taking a multi-pronged approach to beef up staffing this year.

We are running CDL training during operations this campaign, and we are step-



Hillsboro driver Denny Anderson with one of the new Freightliners. Bill Schulz photo.

ping out to meet and mingle with our neighbors in an effort to attract quality employees.

Each location has great mentors who are working one-on-one with CDL trainees in intense 15-day long courses. As each class of new drivers completes the course, more trainees are waiting to step into their spots.

We have fantastic mentors who stepped up right away and embraced training people to assist them in getting their CDL or in getting them up to speed with miles and experience.

We are hiring people as they complete the course and know it will make a real difference in developing people who will stick with us.

Another new staffing pro-

gram has proven both fun and effective. We are focusing on the small towns in our region, going to where people are. We've participated in in different events throughout the Valley. The Hillsboro Threshing Bee is only one example. It was interesting to see wheat threshing and rewarding to talk to people in the community at same time. Transystems employees live and work here. It is great to participate.

Our managers have done an awesome job of filling spots right away. If we were fully staffed, we would all be happy.

We welcomed a new project manager in Hillsboro. Tom Rocha moved over from Crookston, where he has been

See RRV, Next page

Maintenance Team is reinvigorated

Transystems' Maintenance Team is as reinvigorated as I am six months into my new position.

We have been working hard to improve our Preventive Maintenance Inspections, and it has paid off in much less downtime on our trucks.

Each time we service a piece of equipment, we focus on really pushing quality repairs. We are not interested in temporary fixes. Our goal is to fix it right the first time, the way it's supposed to be fixed. That



Troy

can be challenging for the technicians because of the vast amount of electronics in the trucks. One problem can lead to another. Sometimes it's like going down a rabbit hole. It is a constant learning curve, but we are sticking to our goal: When a truck rolls out of our shop, it rolls without defects.

While our uptime is improving, it's not quite where the

Maintenance Team and I want it yet. We will get there.

One way to improve that number is to improve our training program. I have been working with Rich Carl, Vice President of Safety, to do just that. We are striving for a better way to track our training. Rich is helping us get into the Professional Employee Development program, an online system that will track training much more accurately.

Another goal going forward is to better define our lead techs' responsibilities. By better outlining their jobs, they will become better leaders.

Our maintenance crews really stepped up to get 87 new 2022 Freightliner Cascadia day cabs prepped and ready for the campaigns throughout our projects. They are getting the bugs out and tailoring the equipment to match each project's requirements. We want to ensure that new equipment as well as the old is running well.

We welcomed a new Idaho Division Maintenance Manager last month. Dee Davis is based out of the Twin Falls

things.

We also welcomed multiple new supervisors. Mark Barnett and Kodey Hegreberg joined the team in Hillsboro and Gary Harstad at Crookston. Kyle Jacobsen returned to us in Moorhead. And both

office. I am excited to work with him. While he is new to Transystems, he is not new to trucking. He has years of experience and came to us from Freightliner. We will be drawing on his knowledge to improve the fleet. I am happy to have him on board.

I would also like to commend Nicole Kelly, Red River Valley maintenance clerk specialist in Grand Forks. She has taken on processing maintenance repair and purchase orders and has done a great job, going above and beyond. She steps up to help our other divisions and projects and works with the Service Center as well. Her help and support of the Maintenance Department is much appreciated.

During the past months, I have had an opportunity to travel throughout the company's projects. It has been rewarding. I look forward to many more productive meetings and training sessions with our great Maintenance Team. Thank you.

*Troy Carl,
Vice President of Maintenance*

Chrissy Kowalczyk and Eric Stice joined in East Grand Forks.

Thanks to all for all the hard work. It is appreciated.

*Tracy Magnus,
Vice President /Manager,
Red River Valley*

RRV

From previous page

a night supervisor. While there, he was always willing and able to help in all locations. We anticipate great

Meet our project supervisors and managers

Billings, Hillsboro welcome new supervisors

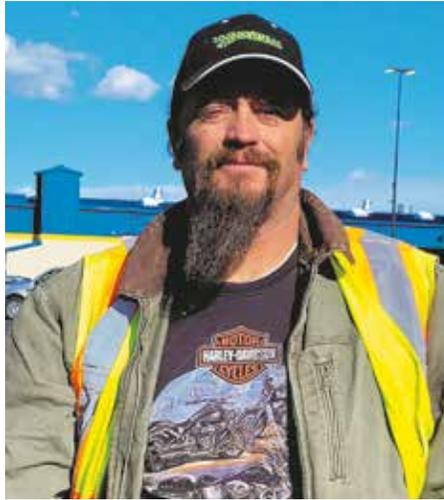
Kevin A. Martinez left his hometown of Worland to become a night supervisor at the Billings Project.

The nine-year Transystems veteran brings plenty of experience to the job. He started out as a loader operator at the Worland Project before moving to a long-haul driver position. He then moved into a sub-manager position under Joe Kunz in Worland. He held that post for three years before making the move to Billings. For the past four summers, Kevin has enjoyed going on summer construction projects. He was supervisor on the Legacy project in Layton, Utah, in 2021.

His new job finds Kevin working from 6 p.m. to 6 a.m., directing long-haul drivers and loader operators for the night shift beet operations. He works with the maintenance techs on downed trucks and prioritizes repairs for the return to service of the vehicles. A key part of Kevin's job is overseeing and working with Western Sugar to keep production up to the required levels.

He has the skill set to get the job done.

"Being a good listener and mediator for fellow employ-



Kevin Martinez

ees and our customer is a must in this position," he said. "You must be able to listen when there is a problem or situation that needs attention and then understand where the fellow employees' and our customer's concerns are."

Lending an ear comes into it, too.

"Sometimes just being able to let them talk to you, even if their problem is at home and not at work, helps. It means a lot to people," he said. "I adopted my training mentor's motto: 'My door is always open no matter what you need.'"

Kevin finds the most rewarding part of his new position is meeting new and old friends. He also enjoys the challenges the job presents, offering the opportunity to

improve and become a better supervisor.

"The most challenging part of my job is learning more about myself in the area of self-growth, improving my supervision skills and learning the computer programs," he said.

Transystems is a family thing for Kevin. His partner and the mother of his children, Ronda Francisco, is a driver for the company.

The father of three and grandfather of five grew up in Worland and was very active in the community.

"I was a member of the Worland Volunteer Fire Department for 25 years and a member of the Washakie County Ambulance service for 10 Years," he said. In his spare time, he enjoys fishing, spending time in the Bighorn Mountains and taking trips on his Harley.

Mark Barnett joined Transystems in Hillsboro this year as a driver and is has already stepped up to a project supervisor position.

He started his new duties in mid-October and will be supervising day-to-day activities with drivers and loader operators.

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The faces of Transystems



Above, Ronnie Williams during Skills Development training in Idaho. Left, Eric Escobedo and Troy Carl check out one of the new trucks.

Tom Rocha is Hillsboro's Project Manager

Long-time Red River Valley employee Thomas Rocha has stepped up as project manager in Hillsboro.

With the company for more than 7 years, Tom has worn many hats.

From loader and excavator operator to driver, supervisor and manager, he has done it all in many projects. He has worked at Crookston, Hillsboro, Drayton and East Grand Forks.

In his new post, he will

oversee Hillsboro's project supervisors, maintain daily loads with American Crystal Sugar and make sure all employees are following proper safety procedures while keeping up with staffing the project.

Tom brings the skills necessary to the job: patience, a good attitude and the ability to remain calm during stressful situations.

And there are rewards for a job well done.

"I like keeping all our employees working and happy

and enjoy visiting with them as they come into the office," he said.

His biggest challenge will be adjusting to ACS load demands.

A native Minnesotan, Tom graduated from Crookston High School and is the proud father of three boys and a girl. He enjoys the great outdoors, including four-wheeling.

Vacationing and spending time with his kids are among his favorite activities.

Hillsboro Project Supervisor Mark Barnett

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"Communication is key to the job," Mark said. And it helps that he is a great problem solver.

"My biggest challenge will

be keeping trucks, loaders drivers and operators running smoothly," he added.

Mark grew up in Grand Forks, graduating from Central High School and Northland Technical College. He is

married and has two children

When he is not at work, you can find him outdoors. Hunting is one of his favorite hobbies and "anything horse related, be it showing horses, trail riding or camping."

The faces of Transystems



Tablet training in Grand Forks: Left to right: Dan Brennan, Daniel Thomas (Drayton Shop), Eric Escobedo (Hillsboro Shop), Bryan Klopp (Loader Tech EGF), Mike Enloe (East Grand Forks shop), Nicole Kelly, Jody Coombs, Troy Carl. Bill Schulz photo.



Awesomeness

Because of factory issues in Culbertson, loader operator Glenn Luchenburg was tasked with loading a lot of trucks in a short amount of time.

“He’s 64 years old and was bouncing around like a 19-year-old kid, jumping from one task to another to keep those trucks full,” Sidney Project Manager John Hoadley said. “He pulled off 40 loads when everyone else was struggling to do 20.”

John wanted to reward him for his efforts. His request: A Happy Meal. He got it. Glenn, left, and Todd Basta put on their superhero masks and tucked in. John Hoadley photo.



Skills mentors from the Renville summer session included, left to right, Jeff Rieke, Tim Radermaker, Vicky Johnson, Lance Sharkey, Luke Tjaden, Dwight Mulder, Jason Mackey, Ben Wussow, and Supervisor Dave Elsing (kneeling on the ground). Tammy Elsing photo.



Jessica Twiss completed CDL training this summer and is a driver in Worland. Jason Strunk photo.

Good News



John Chope & Sons: Manufacturing welder and waterjet/brake operator John Chope and his wife, Alexis, welcomed Archer Jameson Chope on Sept. 14. He weighed 7 pounds, 9 ounces and was 20 inches long. Alexis was a welder until their first child, John Chope III, was born.

Happy Birthday!

November

1. Tim Abrahamson, Marshall Boatman, Mark Hanson.
2. Danielle McNew, Bruce Witt.
3. Tyrone Denault.
4. Dennis Cowell, Steven De Boer, Tammy Elsing, Randy Krueger, Joanne Thompson, Pieter Visser.
5. Joseph Kunz, Jose Martinez, Daniel Salwei.
6. Jacob Broom, Bryce Cole, Ayde De La Rose, Mathew Laducer, Gary Lindgren, Maria Stuart.
7. Scott Cleveland, David Moore, Brian Stutzman.
8. Jeffrey Larson, Micheal Renville, Brett Woods.
9. Stephen Cleveland, Tamara Harbaugh, Joseph Lemmer, Teodoro Martin Payano, Robert Ruffing.
10. Richard Hilton, Noe Jarquin, Meho Nurkic.
11. Wayne Byerly, William Record, Freddie Watts, Channing Wolfe.
12. Audra Labert, Javier Vega.
13. Roger Brwon, Andrea Reed, Ronald Wagner.
14. William Doramus, Daniel Ferguson, Ronald McFaddin, Scott Taylor.
15. Gary Harstad, James Snustad, George Steinmetz.
16. Cindy Kuttler.
17. Dominic Leblanc, Gary Ward.
18. Paul Dunn, David Grabow, Abdulmelik Kero, Jamin Steinbrecher.
19. Dwayne Bratten, Dane Harris, Gregory Jenson, Andres Segoviano.
20. Benjamin Bayliss, John Dallaire, Larry Ereth, Cleve Spang, Javier Trevino, Edgardo Vega Lemus.
21. Mark Arends, Mark Soto, Daniel

Thorson, Matthew Weber.

22. Lonnie Appleton, Roger Bonn, Anthony Jones, Robin Smith.
23. Mary Kelly, Steven Neal, Ricky Walker.
24. Ronda Francisco, Humberto Morales, William Thompson.
25. Hassan Abdi, Xavier Getzfreid, Anthony Lot.
26. Cheyenne Goff, Karna Khaling, Curtis Larsen, Scott Pederson.
27. Kylan Hagen.
28. Leo Monson, Esteban Perez Mendez.
29. Echo Blake.
30. Dale Gunufson.

December

1. Toby Crockett, Kemp Pedersen.
 2. Todd Albright, Stephen Gallina, Cheryl Shively, Daphne Villatoro.
 3. Lane Iverson, Vicky Johnson, Steven Petrie.
 4. Brenda Mortensen, Clifford Stephenson, Billie Struthers.
 5. Danielle Feige, Ricky Jensen, Michael Rotter.
 6. Tom Ackerland, Keith Proehl, Christopher Syverson, Jeffrey Thrall, Richard Trapp, Leslie White.
 7. Robert Girten, Timothy Tauber.
 8. Donald Adams, Gregory Cisar.
 9. Joseph Beliles, Mark Manners.
 10. Dave Miller,
 11. Dorene Hansen, Austin St. Claire.
 12. Joshua Leiss, Mohamed Mohamed, Amanda Nielson, Curran Rice.
 13. Robert Miller, Ernestina Piceno, Eric Prynne, Detina Quarcoo, Nick Sifuentes.
 14. Donald Chastain, Wayne Elden, Brady Frahm, Michael Halvorsen,
- Alexander Keeler, Donald Selby.
15. Kyle Beaston, Heather Berg, Kimberly Dilworth, Edward Harris.
 16. Jordan Dettmann, Joel Samuelson, Jay Swedberg.
 17. Jesus Trevino, Todd Wallum.
 18. Derek Adams, Shiloh Hebdon, Daniel Mendiola, Paul Sire, Jose Sixteco Mendoza.
 19. Sharon Coombs, Eric Hass, Kristi Moffett, Christopher Pentilla, Jonathan Perez.
 20. Tchatchibara Ayeva, Danny Day, Cornelio Resendiz-Pacheco.
 21. Gregory Marlette, Mary Marroquin, Shelby Mavis-Watts, Shawn Sullivan.
 22. Robin Burdick, Lawrence Gangle, Bryan Gordon, William Master-son, Danny McHargue, David Perala, Sharrie Schopp, Jerold Stenseth, Kenneth Young.
 23. Arther Correa, Cord Roberts.
 25. Thomas Gates, Lane Proctor, Michael Senger.
 26. Marvin Breeding, Peter Haugen, Charles Sinclair.
 27. James Allen, Bill Cullum, Kyle Jacobson, Estreberto Loya, Fredrick Olsen, Denis Taylor, Nasra Yusuf, Jerry Zimdars.
 28. Allen Brown, Leo Carlson, Randy Miller.
 29. Cayden Docken, Chayce Docken, Kenneth Eckley, Gabriel Valdez, James Williamson, John Wippert.
 30. Carl Clemens, Ricardo Garza, John Gunter.
 31. Mackenzie Francisco, David Hendrickson, Dustin Howell, Lynn Petersen, Michael Ryan, Jeffrey Van Eeden.



More Good News

Worland's Jean Sulzbach is missing in action, but not for long! Since joining the company in 1995, the veteran Worland driver has missed only part of one beet campaign. She took time off in 2018 to beat cancer and get a hip replaced.

Her other hip is giving her trouble now, but she's taking care of that, too. Originally scheduled for surgery in October, COVID messed with Jean's plans, filling all available beds in the hospital. Her new surgery date is Dec. 30, and she plans to keep it.

Her goal: To be back in a big green truck for the summer construction season.

Other 80-year-olds might consider retirement. Not Jean. "I can't retire. I don't have enough saved up to buy the rocking chair I want," Jean quipped. "I'm just like an old car. When I get a new part, I'll be running fine."

Happy Birthday!

January

1. Farah Abdalla, Ibrahim Abdi, Abdishakur Aden, Ahmed Ahmed, Hakar Ali, Mohamed Ali, Tamrat Bariso, Robert Chambers, Judith George, Dennis Hoffman, Abdullahi Hussein, Nuur Mahmud, Zakarya Maqshar, Ali Mohamed, Hadith Mohamed, Adwok Nijoke, Anwar Nor, Abdikadir Osman, Farhan Roobaa, Clifford Stephenson, Afrah Wayel.
2. Charles Brown, Juan Mejia, Patrick Popowski, Kirsten Royce, Wyatt Sutton.
3. Abdirashiid Adam, Shawn Geist, Kent Nelson, Jon Percy, William Schiffman, Madeline Wright.
4. Jacob Deslauriers, Bryan Fiallos Manzanares.
5. David Buchl, Scott Jungclaus, Kevin Sevigny.
6. Marlinda Arroya, Jason Bitzer, Gordon Brodie, Andrew Sunderland, Penny Worley.
7. Allen Carlson, Michael Hanson, Bridger Larsen, Carlos Montano, Sheldon Swift.
8. Shawn Fernkes, Jodie Hunt, David Smith, Frederick Woodhouse.
9. Xavier Arellano, Michael Kepler.
10. Richard Carl.
11. Higinio Apaza-Vilca, Matthew Daddino, Jason Hamre, David Knotts, Jon Long, Virgil Purrington.
12. William George, Ronald Goroski, Seth Goschey, Gary Steffel.
13. Ronald Barnes, Kevin Iversen.
14. Danielle Clark, Mason Jurek, Scott Nordstrom, Fredrick Tate, John Thompson.
15. Charles Packer.
16. Bille Abyan, Armando Bento, Phyllis Hensel Jansma.
17. Jonathan Carpenter, Bradley

- Hurst, Jason Kraft, Barbara Russell.
18. Steven Anderson, Orton Andrews, Parry Bossuyt, Steven Rosh, Nathanael Watson.
20. John Bannert, Steven Hiatt, Jeffrey McCall, Paul Meyer, James Moffett.
21. Erik Egeland, Mark Mills, Helmer Nyland Victoria Pfarr.
22. Jason Birrer, Erin Wilson.
23. Anthony Barrera, Jim Hardenbrook, Randolph Slater.
24. Kristee Badet.
25. Andrea Casiano, Keith Gorseth, Carnessa Hunt, Scott Wilson, Erwin Zellmer.
26. Kirk Ellingford, Gary Lee, Jeff Primus, Stephen Smith.
27. John Chope, Rachel Green, Seth Lockwood.
28. Johnny Arredondo, Carylson Sulzbach.
29. Alexander Hill, Keith Shuck, Norval Staples.
30. Ryan Fiala, Jeffrey Koch Rieke, Logan Landrey, Francisco Martinez.
31. J. Dale Hogrefe, Joseph Knott, Dennis Palmer.

February

1. Tara Carpenter, Eric Kent, Jeremy Knudson, Steven Tank, John Weimer.
2. Doug Almquist, Dean Anderson, Branden Carl, Elden Lyne.
3. Brian Christiansen, Donald Cline, Joseph Foxall, Henry Meine, Jason Strunk.
4. Dennis Anderson, Robert Armstrong, Roberto Carhuas-Tinoci.
5. Larry Ball, Isidro Garcia, Jesus Hidalgo-Gonzalez, Nicholas Lafond.
6. Gordon Helmer, Jessica Orders, Trevon Unruh.
7. Mario Amescua, Dennis Brule,

Nichole Cron.

8. Bastian Benson, Timotei Craciunescu, Travis Miller, Wayne Suda, Patrick White.
9. Monte Bean, Ralph Novak, Terry Short, David Taylor.
10. Scott Conley, Charles Matthews, Bruce Watts.
11. Benedict Dvorak.
12. Michael Koehn, Richard Slyt.
13. Jack Gochmour, Connie Marlette, Cody Williams.
14. Abdullahi Abdi, Jose Avila, Dawn Bergquist, Richard Ingham, Kara Joyce, Leah Loomis.
15. Tyler Bye, Stephen Hawkinson.
16. Ricardo Elizondo, William Miller.
17. David Christopherson, Timothy Kuhn Lee Orias, Adam Vonasek.
18. Bryan Kellett, Patrick Paslay.
19. Mohamed Ahmed, Steven Macik, Ashton Old Elk, Michael Schaible.
20. Robert Toombs.
21. Thomas Bell, Tari Luraas, Lucas McHargue, John Unrau.
22. Joseph Leddige, Kevin Olson, Clyde Ripplinger.
23. Joshua Conrad, Jeff Hahn.
24. Adam Bill, John Booth, Gregory Breidenbach, Harlan Brenden, Brandy Charette, Heather Comstock, Michael Heinemann.
25. Travis Adams, Jeffory Carney, Julian Dahl, Dennis Decock, Andrew Gartside, Billy Johnson, Chad Roland, Chad Thompson.
26. Justin Banyai, Cory Kingstrom, Oscar Rojas, William Thompson, Steven Velman.
27. Devon Gloege.
28. Bernard Balderston, Robert Bose, Johnny Caulder, Harold Lefever.
29. Steven Vansell.

Parting shot



Jason Strunk took this scenic shot of the sugar factory in Paul.