



# The Falcon Carrier

Volume 1, Issue 1

Safety First Culture

January 2017

## Message from our COO/CFO David Henry

2017 brings with it excitement and hope at Falcon. 2016 was filled with GM plant shutdowns or model changeovers that made it the most challenging year the company has had in the last decade. Right now Falcon is turning the page. We gave back \$9 million of business to GM that didn't fit with our new vision. We are building our Flatbed and General Commodity divisions with great success. Industrial clients are telling us that January through June will be very, very busy for them. This is all great news and a welcome change.

Over the last week we have introduced our Lease Purchase program. It is a cost effective way to introduce drivers to truck ownership and fuel their entrepreneurial spirit. We are pleased to announce the program is being very well received and our flatbed division will grow as a result. This is tremendously helpful to the company.

To close, I wish all of you a safe and happy 2017. This will be a year of change and growth, and I'm excited to be a part of it. You should be as well.



## \$1000 DRIVER REFERRAL BONUS

Sound too good to be true? It's not!

The old saying, "it's who you know" applies to getting good employees as much as it applies to getting good jobs. You and Falcon already have a great relationship so if you refer someone, we take it seriously. We want another great family member (like you) at Falcon!

### Why would we pay a \$1,000 DRIVER REFERRAL BONUS?

We run ads in lots of places to find good people and those ads aren't cheap. Then, our recruiters spend time reviewing applications, contacting applicants, and making sure those applicants are a good fit for Falcon and vice-versa. If you refer someone, we can put them on a faster track to join us!

What you've done, with your referral, is provide us with a great candidate without the cost of ads and additional recruiter time. That's why we pay up to **\$1,000 DRIVER REFERRAL BONUS** for each of your hired driver referrals.

Make sure your referral selects "Employee Referral" and puts YOUR NAME on their application and we'll be in touch with you to learn more about your referral. If they're hired, here's how the DRIVER REFERRAL BONUS is paid to you:

**After 30 days of continuous employment - \$250**

**After 60 days of continuous employment - \$250**

**After 90 days of continuous employment - \$500**

It's just that easy –

Thank you from The Falcon Recruiting Team for helping us find more amazing drivers just like you!!!



## The Falcon Carrier

### Inside this issue:

Training News	2
Operations update	2
Service Awards	3
Clean Inspections/ Safety/ Challenge	3
Falcon Transport on the Web	3
Uncle Milty's Safety Corner	4
Hours of Service /CSA	4



## Become a Driver Trainer!

Are you a great driver for Falcon? Become a **Driver Trainer!** Our trainees require your guidance and expertise in order to become great drivers. Becoming their mentor will allow you to share your experiences and offer you an opportunity for career advancement and to earn some extra money.

and we will provide you with the confidence and necessary knowledge to become a great driver trainer and an even better driver. It's also a great way to supplement your income.

Your experience is essential for their success!

**Join the training team today!**



Contact: Gina Bogaski  
Training Coordinator  
330-793-1345 ext 226

Join our training team

## On-line Safety Training

If you haven't heard, Falcon has a new On-Line Safety Training Program by: **Carriers Edge.**

phone on either the Apple App Store or the Google Play store. Look for the Carriers Edge Mobile app.

There are multiple ways to complete your training. Visit the Falcon website, go to the Safety tab and scroll to the bottom of the page and click the link. Or you can go directly to the Carriers Edge webpage and login. You can download the application to your smart

Your **Username** will be falcon. first 3 letters of your last name first 3 letters of your first name.

**(Example: John Smith is "falcon.smijoh")**

**Password: falcon**



For questions or additional information please contact

Gina Bogaski

330-793-1345 ext 226



## Happy New Year from Operations

I am excited about the opportunities that Falcon has in 2017. Now that the election is out of the way and business's knows what to expect all things are pointing to an exciting year for the Country as well as for Falcon. We will continue to service GM, with an eye towards other opportunities.

Flatbed and General Commodities will be a big part of that; we also have Multi-Million Dollar bids out with Nissan, Ford, and other tier 1 automotive suppliers.

In my 25 years in the industry I have learned that things change and those that embrace that change are better off. Looking forward to working with each and every one of you.

Larry Long,

Director of Operations

With the holidays behind us, we can all concentrate and focus on what the New Year will bring. 2017 will have lots of opportunities and every driver can reap the benefits. From incentives for van drivers switching to flatbed, Flatbed Lease/Purchase Program, to the abundance of shipments from plants/mills we accommodate with current/new lanes. Every Falcon driver is welcomed to these.

Options and opportunities are what I believe every professional driver should have available to them for the sense of ownership you all deserve.

Happy New Year to you all and always remember the **ABC's** of truck driving: **Always Be Careful.**

Ben Valdez

Director of Flatbed Operations

# DECEMBER 2016 CLEAN INSPECTIONS!

Lonnie Mann	Dorothy Strickland	Daniel Mcconnell
Eric Buron	Brandon Chadwell	Gerald Daniels
Hosh Kaushal	Chad Hughes	David Lockhart (x's 2)
Scott Beatty	Daniel Mcconnell	Brian Bason
Alan Cleveland	James Puglia	Edan Martinez
Joseph McGuire	JS Lane	Daniel Meehan
Charles Wagner	Michelle Rauch	Kevin Summitt
Dennis Zajac	Muhammad Rizwan	Dwayne Fails
Carlo Torimino	Jessica Urquijo	
Leonard Corbin	James Ronez	



## Driver of the Quarter

At Falcon Transport, no group of employees is more important than our drivers. With that being said, Falcon Transport will reinstate the **"Falcon Driver of the Quarter Award"** program starting January 3, 2017. The Senior Management and Fellow Falcon Drivers will recognize one member of each division Falcon's driving team each quarter for their significant career achievements, safety performance, professionalism, and customer service.

The distinguished honor of **"Falcon Driver of the Quarter Award"** will reward, commend and show appreciation to these hard-working men and women who represent Falcon in a positive way each and every day on the job.

## Falcon Years Of Service Awards

These drivers received the American Trucking Association certificate, patch and pin from Falcon for Years Of Service ending December 2016.

Bobby Cochran	5 yrs.
Lonnie Trent	5 yrs.
Lonnie Manns	4 yrs.
Mark Ellis	3 yrs.
George Saade	2 yrs.
Peter Caldwell	1 yr.
Kedius Shelby	1 yr.

Timothy Adkins 27 yrs.  
Philip Soloman 22 yrs.  
Robert Walker 20 yrs.  
Lauro Pacheco 19 yrs.  
Kathleen Riehle 7 yrs.  
Donald Kockritz 6 yrs.



## Clean Inspection Challenge

Beginning in January 3, 2017 every driver that receives a CLEAN roadside inspection during months (Jan, Feb, and March) will be registered for a drawing held April 3, 2017 at 4pm to win a Trucker GPS.

**Drivers with NO violations**-CLEAN Inspections for any level of Inspections (Full, driver or walk-around) will qualify and be entered into the drawing. The more CLEAN inspections you have the more chances you have to win.

Please contact Safety Department at 1-330-793-1345 x 175 for more detailed information regarding the Driver of the Quarter and Clean Inspection Challenge.



## Falcon Transport on the Web

Find useful information about Falcon Transport, Safety, Careers at Falcon, as well a Drivers Page with links to useful information and much, much more. Check it out at:

[www.falcontransport.com](http://www.falcontransport.com)

Visit the New and Improved "Official" Falcon Transport Page on Facebook!

Search Falcon Transport and look for the for the official Falcon page.



# Uncle Milty's Safety Corner

Every year, Falcon is faced with multiple roadside inspections.

Our **Safety Goal** in 2017 will be to eliminate all negative violations. We must strive for clean inspections for each and every stop. This can be accomplished by doing a thorough Pre/Post Trip inspection.

**“Our Safety Goal in 2017 will be to eliminate all violations.”**

Together we must work toward being the safest and most efficient carrier on the highway.

Let me be clear .... If you want to understand how Falcon is doing, you need to look at our safety figures. If we bring our violation rates down, it won't be because of cheerleading or the nonsense you sometimes hear from other people. It will be because the individual drivers and managers at this company have committed to become part of something extremely important! They've devoted themselves to creating a culture of excellence. Safety scores will be the indicator that we're making progress in changing our habits across the entire industry. That's how we should be judged.

Milton Van Horn  
Director of Safety



During the winter months it is mandatory that you continuously check and wipe off your lights clean of snow, ice, dirt and road salt. Under **FMCSA Regulation 393.9(b) having Obscured Lights**: Law enforcement will stop you and place you Out-Of-Service for having any of the following: Headlamps; Trailer Taillight; Tractor (Bob-Tailed) Stop Lamp; Trailer Stop Lamp; Trailer Turn Signal; and you will also be violated for having Obscured Retro reflective Tape on your truck and/or trailer and/or having Obscured Placards on a Hazmat Load.

Eric Fidrim

Safety Manager



## Hours of Service and CSA



An overly tired driver is a danger to the public. That's why the DOT takes fatigued driving and hours-of-service regulations seriously. Under CSA, you'll put not only the company, but also your career if you drive while fatigued or violate hours-of-service regulations.

**What is an hours-of-service violation?**

An hours-of-service violation is driving a commercial motor vehicle while ill, fatigued, or in violation of the hours-of-service rules.

**What are some examples of hours-of-service violations?**

Examples of hours-of-

service violations include failing to complete your log, exceeding the driving limits, driving while fatigued, and failing to retain your logs for 7 days

**How does hours-of-service compliance affect me as a driver?**

Having a history of hours-of-service violations will not only affect your CSA score, it will also affect the company.

**To ensure that you are always in compliance with hours-of-service regulations, know the following limits and maintain a current and legal record of duty status**

- 30-minute break must be taken before the 8<sup>th</sup> hour on-duty
- 11-hours driving maximum in one 14-hour duty period
- 10-hour break with a minimum of 8 consecutive hours in the sleeper berth must be completed at the end of each 14-hour duty cycle
- 14-hours maximum from the start of your day to the end of your day
- 70-hours maximum in any 8-day period
- No vehicle movement during 30-minute breaks, 10-hour breaks, or 34-hour breaks