

MARCH 2020

A MONTHLY JOURNAL FOR YOUR COMPANY

JUST SOME THOUGHTS AND COMMENTS ABOUT THE CORONAVIRUS

While I am not a scientist, nor an infectious disease doctor, I do know a little something about math, finance, economics, and I love statistics.

Here is what I know to be true:

The virus originated in the Wuhan Province of China.

Being a Communist “command and control” government China initially tried to suppress the existence of the virus, ignoring their own medical experts, and wasted a month before searching for a solution. This enabled the virus to spread throughout the Province, and also through commerce. The Chinese government then enacted a province wide quarantine to contain the virus; albeit too late.

In a global economy this enabled contained vessels (airplanes and ships) to become transmitters of the virus.

Since the incubation period can be up to two weeks, this enabled the virus to spread to many parts of the globe.

No one knows the true magnitude of the impact of the virus in China because of the nature of the Communist controlled government, and its governance over all media and communications. In the United States, as of this morning, March 10, 2020, there have been 167 confirmed cases of the Corona virus. With the total population of 330 million people, that is not many. Every year, between 9 million and 45 million Americans get the flu; and we have a vaccine for the flu. Fear of the unknown is a powerful force. The media always reports bad news, and they are really running wild with this story.

Italy is the first country to totally contain itself, restricting all travel in or out. It is also claiming to be the country with the second largest number of deaths in the world – 463. The average age of the people who have died in Italy is 81 years.

So far, there have been 26 confirmed deaths in the United States from the Coronavirus, 22 of which have been tied to a nursing/elderly care facility in the state of Washington. Again, elderly people, and people already in a weakened state of health.

A lot of people must think they have the virus, or will get the virus, based on the shopping volumes on staples to survive at home for 2 weeks. Kroger, Target, and Costco are now having to limit customer purchases.

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Bill Prevost
CEO

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JUST SOME THOUGHTS AND COMMENTS ABOUT THE CORONAVIRUS

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Paladin Capital has issued guidelines to all our operating companies for Coronavirus precaution. Mother always said "an ounce of prevention is worth a pound of cure". Know the high risk conditions: trains, planes, subways and cruise ships. Wash your hands frequently, avoid contact with others, maintain a safe personal space, get your rest, take Vitamin C, and wipe off areas of common touch like door handles, tools, steering wheels, etc.

To date, this seems to be something most dangerous to the elderly, and those in weakened health; but practice prevention.

America always responds in times of crisis, and in crisis there is ALWAYS opportunity. I understand the first testing kits specifically for Coronavirus 19 are being shipped within weeks, and I will not be at all surprised if an American company does not create a vaccine for this very soon.

I have faith in America. I am not afraid. But I will take proper precautions.

There are 330 million people in America, and many are in fact elderly, the are 7.8 BILLION people in the world, we are not yet at the apocalypse.

Here are the top annual deaths in the United States every year:

Murder	12,000 – 61,000 (since 2010)
The Flu	20,000
Cancer	80,000
Accidents	121,000
Heart Disease	600,000
Abortion	6,100,000

Economically there will be an impact. China is 15% of the world's economy, and thus far this year they have not been able to export. This causes turmoil in the stock market, that leads to increased trading, but that is how traders make money, by trading. Things will stabilize. The positive side is that many industries are selling inventory, which in the future will create demand for new production, and new production means more truck volumes!

Keep the Faith! And Be SAFE!

Bill



Bill Prevost
CEO

2020 #365DayChallenge!

Daylight seems to be lasting longer. Birds have been flying with anticipation. The weather is on the swing!

With optimal driving weather approaching, remember not to lose focus on the big picture. The potential for an accident to occur never ends. It's what makes your job as difficult as it is and just as rewarding when you are able to navigate through its challenges.



I'd like to put a challenge out there to all Shareholders. Can you make it 365 days without a preventable DOT reportable accident? What will our safety record look like February 2021? Please continue to challenge yourself and your peers. Communicate any unsafe situations that may arise, come to work prepared, and focused to accomplish your GOALS.

Shelbyville recently accomplished some unprecedented numbers for our location. When asked, "How were y'all able to accomplish that?" the answer is our Company's Core Values. Follow these standards in your decision making process and good things will happen.



#365DayChallenge



Alex Niedringhaus
General Manager
Shelbyville

Most costly violations for larger employers

J.J. Keller, OSHA Incident Tracker, Weekly Update, March 2, 2020

The OSHA top ten violation list doesn't change much year to year, but you might not realize that most citations are issued to small employers. For example, Hazard Communication gets cited nearly 4,000 times per year, but more than half get issued to employers with fewer than 20 employees.

The table below shows the top ten for companies with 250 employees in the 2019 fiscal year. We've sorted the list by total penalty amounts rather than number of citations (ranking by citations is shown on the right). The dollar amounts give an idea of which violations OSHA considers most serious.

Penalties	Standard	Citations	Rank by Citation
\$4,802,669	1910.147 Lockout/Tagout	521	1
\$3,712,018	1910.212 Machine Guarding	358	2
\$1,442,411	1910.119 Process safety management	97	9
\$1,397,134	1910.178 Powered Industrial Trucks	260	3
\$1,381,475	General Duty Clause	115	7
\$1,212,134	1910.37 Maintaining exit routes	105	8
\$1,018,594	1910.28 Fall protection	124	6
\$690,798	1910.303 General (electrical standards)	183	4
\$613,546	1904.39 Reporting fatality, hospitalization	141	5
\$596,558	1910.219 Mechanical power-transmission apparatus	87	10

Note that lockout/tagout and machine guarding top the list in both total penalties and number of citations. These violations create the potential for serious injury, resulting in higher fines. Specific paragraphs cited are not available, but experience should help you determine where to look in your own programs.

Number three (by penalty amount) is process safety management, which isn't surprising given the potential seriousness of an incident.

Powered industrial trucks comes in fourth. These heavy vehicles create substantial hazards for pedestrians (and operators). If OSHA responds to a forklift-related injury or observes an operator doing something unsafe, the agency doesn't give the driver a ticket; instead, OSHA will cite the company.

The General Duty Clause covers "hazards that are causing or likely to cause death or serious physical harm" so higher penalties would be expected. Maintaining exit routes is also high on the list, since a blocked exit door or aisle is extremely dangerous — and those violations are easily spotted. Reporting a serious injuries also made the list, likely because these incidents were not reported within the required time frame.

Courtesy of Bill Prevost



HEALTH NEWS FLASH

Flu activity remains high and widespread across most of the country. You'll likely find yourself surrounded by others coughing, sniffing and sneezing.

Follow these 5 tips for protecting yourself against the flu.

- **Flu shot** – Getting a flu vaccination is your best defense. If you
- didn't get your flu shot at the beginning of flu season, it's still
- useful to get vaccinated now. Flu season can run as late as May.
- **Keep your distance** – Droplets containing the flu virus can
- spread up to six feet through the air, according to the CDC.
- **Wash your hands** – Wash regularly with soap and water,
- scrubbing for a minimum of 20 seconds, on the backs of hands,
- palms, fingers and under the nails.
- **Disinfect surfaces** – The flu virus can live on surfaces for up to
- 48 hours, so disinfecting heavily-trafficked areas such as
- doorknobs, counters, bathrooms, remotes and keyboards can
- help prevent the spread of bugs.
- **Adopt healthy habits** – Eating a nutritious diet, being physically
- active, managing stress and getting adequate sleep can help
- maintain overall health, and they may also boost your immunity.



HCA Healthcare, One Park Plaza, Nashville, TN, 37203 USA

PROTECT YOURSELF FROM SOCIAL SECURITY SCAMS

Scammers are pretending to be government employees. Scammers will try to scare and trick you into giving them your personal information and money. They may threaten you or your family and may demand immediate payment to avoid arrest or other legal action.

DON'T BE FOOLED!

IF YOU RECEIVE A SUSPICIOUS CALL:

- Hang up!
- DO NOT give them money or personal information!
- Report the scam at [OIG.SSA.GOV](https://www.oig.ssa.gov)!

Social Security may call you in some situations but will never

- Threaten you
- Suspend your Social Security Number
- Demand immediate payment from you
- Require payment by cash, gift card, pre-paid debit card or wire transfer
- Ask for gift card numbers over the phone or to wire or mail cash

What to look out for

- The call or email says there is a problem with your Social Security Number or account
- Someone asking you to pay a fine or debt with retail gift cards, wire transfers, pre-paid debit cards, internet currency, or by mailing cash.
- Scammers pretend they're from Social Security or another government agency. Caller ID or documents sent by email may look official but they are not.
- Callers Threaten you with arrest or other legal action.

Protect yourself, friends and family!

- If you receive a questionable call, hang up and report it at [oig.ssa.gov](https://www.oig.ssa.gov)
- Don't be embarrassed to report if you shared personal information or suffered a financial loss
- Learn more at [oig.ssa.gov/scam](https://www.oig.ssa.gov/scam)
- Share this information with others

REPORT A SCAM

This email was sent by the Social Security Administration, and was produced and disseminated at U.S. taxpayer expense.

Courtesy of Paladin Technology



We want to help you avoid being a victim of fraud

Fraudulent communications adopt many different forms and are the unauthorized actions of *third parties*. *These messages, sometimes referred to as "phishing" or "spoofing," are becoming more common* and may appear legitimate by incorporating company brands, colors, or other legal disclaimers. We take fraud and the protection of our customers' information seriously. We want to help make sure you don't fall victim to phishing or other types of fraudulent activity whether it's through email, text, phone, or social media.

Here are some tips to keep in mind:

- UPS will not request personal information, financial information, account numbers, IDs, passwords or copies of invoices in an unsolicited manner through email, mail, text, phone or fax, especially in exchange for the transportation of goods and services.
- If you receive a message that appears to be from UPS that you believe is fraudulent, send a screenshot of the message or forward it to fraud@ups.com for investigation.
- Learn more about how to avoid phishing scams in this article from the U.S. Federal Trade Commission:

<https://www.consumer.ftc.gov/articles/how-recognize-and-avoidphishing-Scams>

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DSI Latest News



CBD OIL (Cannabidiol)

The federal rule is quite specific (49 CFR Part 40.151) the medical review is not permitted to "accept an assertion of consumption or other use of hemp or other nonprescription marijuana related products as a basis of verifying a marijuana test negative."

Employees / applicants who test positive for THC will be in violation of the employer's policy; regardless of its sourcing.

CBD oil extracted from marijuana is receiving lots of attention lately as the cure all for an array of ailments, illnesses and pain. Further claims are made that the THC is removed and entirely safe.

All the claims that THC has been extracted from products such as hemp, CBD oil, Cannabis vapor oils, etc. should not be given credibility nor create a false sense of security to the user. There is no definite scientific proven method of extraction of all THC.

Manufacturers claims stipulating that all THC is removed, or the THC level is so low the user will not test positive are not proven.

Currently there are law suits against the cannabis product manufacturers resulting from purchasers of these products that have tested positive in workplace testing scenarios. They lost their jobs.

In summary, employees are responsible for what they ingest, apply topically and the environments that they cohabitate.

It is with strong emphasis that employees abstain from the use of any cannabis product as it could result in a positive substance abuse test and employment termination or rescinding of a job offer.

Joseph F. Whelan
Senior Vice President

Your Partner for Compliance

Lowest 25 Idlers Company Wide

February 2020

Congratulations!



#	Driver Name	Terminal	Long Idle %	Short Idle%	Total Idle %	Long Idle	Short Idle	Total Idle
1	Shavruan David	Bloomington	0.19%	0.62%	0.80%	1.08	3.61	4.68
2	Deangelo Barnes	Murfreesboro	0.10%	0.88%	0.98%	0.03	0.06	0.09
3	Letonubari Popnen	Dallas	0.00%	1.13%	1.13%	0.00	1.27	1.27
4	Kerwin Buggs	Murfreesboro	0.03%	1.27%	1.31%	0.00	1.31	1.31
5	Derick King	Murfreesboro	0.00%	1.48%	1.48%	0.00	1.06	1.06
6	Gabriel Baughman	Dallas	0.07%	1.45%	1.51%	0.09	1.63	1.72
7	Joseph McNeal	Newark	0.00%	1.54%	1.54%	0.00	0.66	0.66
8	Anthony Mason	Dallas	0.00%	1.55%	1.55%	0.00	1.13	1.13
9	Michael Russell	Conroe	0.00%	1.56%	1.56%	0.00	2.48	2.48
10	James McGary	Bloomington	0.58%	0.99%	1.57%	0.87	0.90	1.77
11	Thomas Watson	Dallas	0.00%	1.59%	1.59%	0.00	1.73	1.73
12	Brandon Sylvester	Bloomington	0.00%	1.71%	1.71%	0.00	2.77	2.77
13	Jason Jones	Norman	0.00%	1.72%	1.72%	0.00	0.12	0.12
14	Douglas Martell	Murfreesboro	0.08%	1.64%	1.72%	0.05	0.84	0.89
15	Noemi Nunez Vindel	Murfreesboro	0.22%	1.57%	1.79%	0.19	1.23	1.41
16	Nicholas Brown	Murfreesboro	0.07%	1.77%	1.85%	0.08	1.63	1.71
17	Jason Brooks	Murfreesboro	0.00%	1.88%	1.88%	0.00	0.00	0.00
18	Carolyn Askew	Norman	0.00%	1.93%	1.93%	0.00	1.74	1.74
19	Barry Priddy	Louisville	0.14%	1.91%	2.05%	0.27	2.26	2.53
20	David Garner	Murfreesboro	0.08%	2.07%	2.15%	0.09	1.15	1.23
21	Dean Daugherty	Shelbyville	0.12%	2.05%	2.17%	0.12	2.51	2.63
22	Richard Sheese	Bloomington	0.58%	1.60%	2.18%	1.25	2.02	3.26
23	Bobby Dunham	Conroe	0.00%	2.28%	2.28%	0.00	1.91	1.91
24	Brian Cady	Norman	0.16%	2.13%	2.29%	0.24	2.17	2.41
25	Timothy Reid	Lynchburg	0.08%	2.23%	2.30%	0.09	1.46	1.55
		Averages	0.10%	1.62%	1.72%	0.18	1.51	1.68



CONGRATULATIONS!



Drivers With 0.00% Long Idle Time - February

#	Driver Name	Terminal	Long Idle %	Short Idle %	Total Idle %
1	Letonubari Popnen	Dallas	0.00%	1.13%	1.13%
2	Derick King	Murfreesboro	0.00%	1.48%	1.48%
3	Joseph McNeal	Newark	0.00%	1.54%	1.54%
4	Anthony Mason	Dallas	0.00%	1.55%	1.55%
5	Michael Russell	Conroe	0.00%	1.56%	1.56%
6	Thomas Watson	Dallas	0.00%	1.59%	1.59%
7	Brandon Sylvester	Bloomington	0.00%	1.71%	1.71%
8	Jason Jones	Norman	0.00%	1.72%	1.72%
9	Jason Brooks	Murfreesboro	0.00%	1.88%	1.88%
10	Carolyn Askew	Norman	0.00%	1.93%	1.93%
11	Bobby Dunham	Conroe	0.00%	2.28%	2.28%
12	Christopher Gray	Dallas	0.00%	2.34%	2.34%
13	Chad Weldon	Dallas	0.00%	2.35%	2.35%
14	Jeffrey Fowler	Dallas	0.00%	2.61%	2.61%
15	Patrick Glosson	Conroe	0.00%	2.84%	2.84%
16	Thomas Cottrell	Newark	0.00%	3.22%	3.22%
17	James Bowman	Newark	0.00%	3.58%	3.58%
18	Christopher Falcon	Conroe	0.00%	3.70%	3.70%
19	Jesus Aguirre	Shelbyville	0.00%	3.76%	3.76%
20	Jerry Fuller	Norman	0.00%	3.78%	3.78%
21	Richard Winfrey	Murfreesboro	0.00%	3.83%	3.83%
22	Curt Sikes	Louisville	0.00%	3.86%	3.86%
23	Richard Sanders	Louisville	0.00%	3.87%	3.87%
24	Kevin Kennedy	Shelbyville	0.00%	4.21%	4.21%
25	Richard Davis	Newark	0.00%	4.32%	4.32%
26	George Shaw	Norman	0.00%	4.38%	4.38%
27	John Locke	Newark	0.00%	4.49%	4.49%
28	Louis Blackshear	Newark	0.00%	4.57%	4.57%
29	Terrence J Hayden	Shelbyville	0.00%	4.82%	4.82%
30	Scott Jones	Indianapolis	0.00%	4.82%	4.82%



CONGRATULATIONS!



Drivers With 0.00% Long Idle Time - February



#	Driver Name	Terminal	Long Idle %	Short Idle %	Total Idle %
31	Charles Shively	Louisville	0.00%	4.91%	4.91%
32	Victor Morgan	Conroe	0.00%	4.96%	4.96%
33	James Spinks	Indianapolis	0.00%	5.04%	5.04%
34	James Ly	Shelbyville	0.00%	5.18%	5.18%
35	Stephen Donlon	Louisville	0.00%	5.22%	5.22%
36	Walter Mida	Livonia	0.00%	5.26%	5.26%
37	David Bower	Murfreesboro	0.00%	5.41%	5.41%
38	Thomas Porter	Conroe	0.00%	5.65%	5.65%
39	Timothy Pich	Louisville	0.00%	5.82%	5.82%
40	Verdell Hawthorn	Norman	0.00%	5.82%	5.82%
41	Karl Whitley	Newark	0.00%	5.91%	5.91%
42	Russ Mansfield	Louisville	0.00%	5.92%	5.92%
43	Jeffrey Howiler	Newark	0.00%	6.01%	6.01%
44	Dan Carroll	Livonia	0.00%	6.64%	6.64%
45	Junior Saunders	Landover	0.00%	6.71%	6.71%
46	John Jones	Murfreesboro	0.00%	6.85%	6.85%
47	Nathanial Kimball	Newark	0.00%	7.00%	7.00%
48	Joshua Whitney	Ft. Worth	0.00%	7.03%	7.03%
49	Harry McFarland	Shelbyville	0.00%	7.26%	7.26%
50	Robert McKeen	Murfreesboro	0.00%	7.27%	7.27%
51	Ken Tevebaugh	Shelbyville	0.00%	7.42%	7.42%
52	Roy Newsom	Newark	0.00%	7.80%	7.80%
53	Paul Belcher	Landover	0.00%	8.08%	8.08%
54	Paul Agosta	Livonia	0.00%	8.63%	8.63%
55	Ronnie Linnear	Conroe	0.00%	8.91%	8.91%
56	Ubaldo Olague	Conroe	0.00%	9.38%	9.38%
57	Sean Taylor	Landover	0.00%	10.39%	10.39%
58	Thomas Byerley	Ft. Worth	0.00%	11.40%	11.40%
59	Danny Portner	Livonia	0.00%	11.52%	11.52%
60	Aloise Nyoike	Conroe	0.00%	11.66%	11.66%
61	David Warren	Livonia	0.00%	12.86%	12.86%

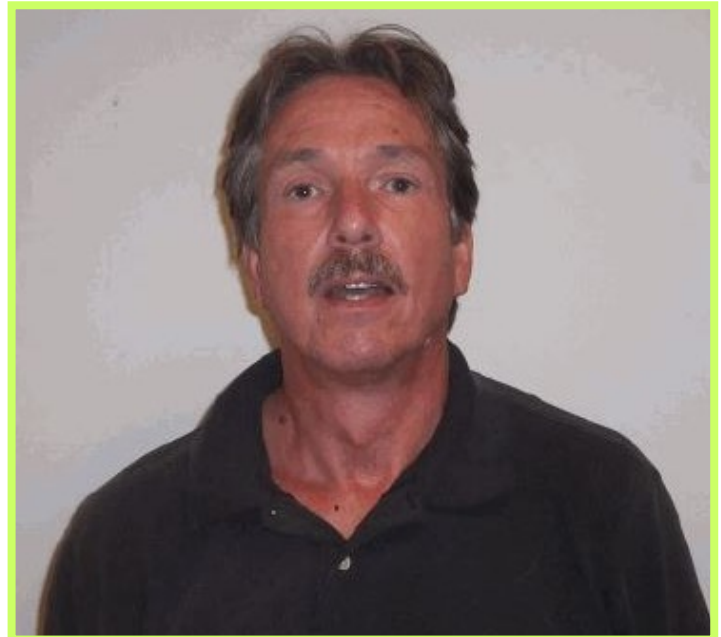
MARCH ANNIVERSARIES



Daniel Harkness
Shelbyville
15 Years



James Spinks, Jr
Indianapolis
15 Years



Congratulations!

MARCH BIRTHDAYS

Ascencion JR, Rafael
Machado, Mauricio
Saunders, Junior
Thomas, Hal
Wallen, Daniel
Hodges, Mark
Pence, Dennis
Binkley JR, Raymond
Rothrock, Thomas
Sparrow, Stacey
Wilson, Stevie
Bruce, Joseph H
Lopez, Robert
Polson, Jeff
Husejnovic, Idriz
Goodwin, Jeffrey Wyatt
Ladson, Michael
Cook, Brandy
Sanders, Derek
Bittikofer, Bruce
Redden, Reginald
Sampson, Katelynn
Mida, Walter
Wilmott, David

Maloney, Jerrold
Chapman, Scott
Karl, Douglas
Singh, Parvinder
Burgess, Joel
Birch, Michael
Mitchell II, Richard
Bryson, Shawn
Fortune, Herbert
Bass, Jennifer
Brooks, Correy
Golden, Jameka
Nation, Timmy
Ray, Todd
Proctor, Brian
Jones JR, Ronald J
Elistratov, Konstantin
Abernathy, Judy
Prevost, William
Johnson, Calvin
Williams, Kent
Dunham, Bobby
Cox, Michael L
Greene, Jeramiah

Niedringhaus, Alexander
Moore, Jeffrey L
Terry, Douglas
Carroll, Randy
Tackett, Juston
Powelson, Terry
Allen, Larry
Thomas, Derrick
Darling SR, Billy
Motley, Brett
Moreno, Raymond
Philpot, Shawn
Johnson, Michael C
Vaughan, Theo
Clemmons, Tyler
Leffew, Jerry
McCurry, April
Barron, Barry
Johnson, Robin
Jones, Joseph R
Turner, Micheal
Dunbar, Michael
Scamp, Caroline
Starks SR, Lawrence
Stafford, Stephan

Happy Birthday!