



VOLUME 3, ISSUE 1
1ST QUARTER: JANUARY-MARCH 2013

MESSAGE FROM THE GENERAL MANAGER

BY: DEREK KOZA

For years, trucking companies have tried to make light of the efforts to stay awake while hauling heavy loads on such tight schedules.

These are the myths that surround commercial truck drivers and the companies which they work for. It is believed that drivers are hell-bent on making deliveries at a rapid pace, and willing to barrel over any vehicle that gets in their way. Alone and in-control at all times, they fudge log books and indulge in all-night benders. Problem being, the rumors just aren't true anymore.

There is the perception amongst general civilization that it's the Wild West out there and that drivers are cheating and trying to beat the system, but as we all know, that's very far from the truth.

In reality, today's trucker is aware of ECM download capabilities by the MTO and DOT, they

are aware that companies are auditing log hours and service violations, and at the end of the day they truly do care for the safety of themselves and others on the road. Effective January 2014 Electronic log books will become mandatory throughout the United States and by 2015 the same will happen in Canada.

Our industry has been challenged to be even more compliant, and now comes the learning curve not just for our company, but for all transportation providers throughout North America. How do we drive out all of the inefficiencies which surround our industry?

Ours is an industry filled with variables, and there is no-where to run...E-logs are here, and they're staying.

Now is the time to educate one another, we are all in this together, we have all invested so much into this that we simply cannot fail.

Caravan is striving to reduce waiting time for reloads,

working with our customers on reduced down time at ship sites or consignees, while increasing drop trailer pools wherever possible. There are also plans to purchase and implement on-board scanners and printers for all drivers so that drivers can complete their customs clearance from the comfort of their truck and not have to drive and wait in line at the nearest truck stop to send a fax.

Caravan Logistics has become one of the few leaders on Canadian market thanks to our well-trained drivers and operations working in line with safety and regulations, HOS and meeting customer expectations.

These are just a few things Caravan is working on right now to better utilize our drivers' hours of service.

We want to thank you for your commitment to the company, be safe and remember my door is always open for suggestions and comments to help improve our company.

SPECIAL POINTS OF INTEREST:

- *Message from the General Manager*
- *Getting to know Christian Schlottmann*
- *CHANGES! To relay program*
- *LMO Program*
- *Apprenticeship Program*



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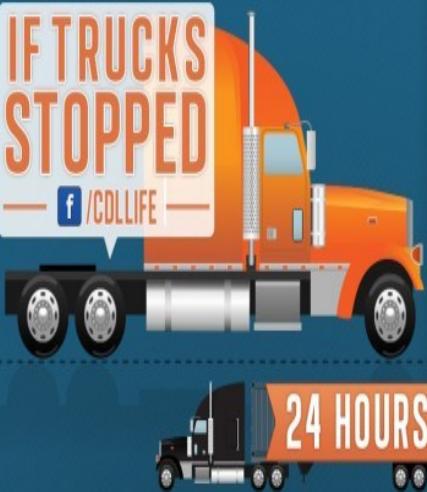
MEMO TO ALL DRIVERS

Logistics drivers have been doing a great job of adapting to new technology and procedures. For better efficiency and to streamline the process at the border with regards to ACE & ACI, Caravan Logistics is looking to provide drivers with printers inside their trucks. Printers will be provided free of charge to help save time finding truck stops with faxing capabilities. Time equals money! By providing drivers' emails, Caravan Logistics will be able to email ACE and ACI cover sheets and help alleviate faxing costs and the need for drivers to go out of route to find a truck stop.

The printers will have printing and scanning capabilities which will benefit:

- Drivers with 'Smartphones' and internet access, such as iPhone, Androids, Galaxy, & Blackberry
- Drivers with laptop and WIFI connections.

US HIGHWAY DRIVERS must submit their e-mails and updated phone # to Sonia Merena at ext.257 by March 15th in order to receive a printer.



WELCOMING OUR FOREIGN WORKERS TO THE CARAVAN FAMILY

BY: SONIA MERENA

Caravan Logistics is pleased to introduce the Foreign Workers Program thanks to recent changes in government approaches to immigration policies that were announced at the beginning of the year. The program targets professionals of different fields, skills and occupations (including truck drivers) who are striving to create a better life for themselves and their families.

The Foreign Worker's Program gives candidates the opportunity to work legally in Canada and start their new lives in our wonderful country! This Program requires experience and an obvious knowledge of the English language. The drivers in this program come from a variety of countries such as United Kingdom, Poland, Ireland, Dubai, Ukraine, Israel, Russia, etc. and must meet the same driver requirements as our Canadian applicants. The Program will be placing foreign workers at either one of Caravan Logistics terminals in Oakville or Winnipeg, allowing us to increase our work force while assisting individuals who want to call Canada home.

Canada is a place where dreams come true and Caravan Logistics is excited to help you start the process. Welcome to the Caravan family!

For more information please contact Sonia Merena at ext. 257.

APPRENTICESHIP PROGRAM

BY: OLA IWANIURA

Caravan Logistics launched our Apprenticeship Program this past December, in hopes of taking on and training our next fleet of professional commercial vehicle operators. The program is relatively new, and I thought it best to give it a brief introduction here, where everyone can read it. The Ministry of Training in Colleges and Universities of Ontario has approved Caravan Logistics Apprenticeship training program, enabling us to handpick fresh graduates just out of Driving School and groom them to become a robust part of our fleet.

The Apprenticeship program requires 2000 hours of On-the-Job experience for completion, this includes Driving hours and On-Duty time. Trainees will spend 2 weeks assisting delivering City/Local loads, followed by 2 weeks Canada-Only, and a final 2 weeks cross-border under the supervision of their Driver Trainer.

This program builds opportunities not only for the younger "Newbies" coming into the industry, but also for the seasoned vets as it giving our guys with more experience the chance to be a Driver Trainer. Driver Trainers mentor Apprentices for the 6 weeks portion of On-The-Job training. Trainers give Apprentices the tools they need to become skilled truck drivers, and help the new guys ease into the transportation industry.

Caravan is always looking for additional Driver Trainers; the screening process is a challenge, because not everyone makes a good trainer. That having been said, a good Trainee is also hard to find. Graduates from accredited schools have a better chance of making it into our program, albeit candidates with years of experience operating heavy machinery will also be considered.

If you are interested in becoming a Driver Trainer or would like more information about Caravan Logistics Apprenticeship Program contact me at ola@caravanlogistics.ca and I can give you more details.

Keep on Truckin!

CHANGES! TO THE WESTERN RELAY

BY: JULIE TRUDEL

Many of our drivers have provided us feedback regarding the Western Relay. Some of the common complaints have been excessive waiting time, delays due to weather, and not enough miles for every leg of the relay. Many of you reach the relay location with hours to spare. As a result of your feedback we have made some changes to the relay that will commence on February 18, 2013.

Rather than relaying at three separate locations (currently Cochrane, Thunder Bay and Winnipeg) we will now only relay at two. The first relay point will be in White River, ON and the second at our yard in Winnipeg. This allows you to maximize your hours for the

day...you will be running 633 miles between Oakville and White River and then another 664 miles between White River and Winnipeg. We have heard a lot of feedback from our drivers about Highway 17, some of the comments have been "its treacherous", "it is an awful highway" and "are you crazy? 17?!!". Let us assure you, we have done our research and have not made this decision lightly. Currently Challenger, TransX, QuikX and Maritime-Ontario (to name a few) are running their relays through this point. We have spoken to both Operations personnel and drivers at these companies for feedback, all of it has been positive. We have also sent our own drivers

on test runs to find out for ourselves!

Ten Caravan drivers have run this lane and all of them found it a much easier run than Hwy 11.

Our Owner Operator Gerry Heasman was at the forefront of this change and completed several of our test runs. In conversation with Gerry he indicates that he found this run to be "a whole lot nicer", stating that there are more passing lanes on Highway 17 and he found that the roads were kept a lot cleaner than Hwy 11. Gerry indicated that there were several times he was making this run during inclement weather and found that when he rejoined Hwy 11 in Nipigon the difference between the way the highways were maintained was very evident, with Hwy 17 coming out on top. Even during winter months

this run was made in legal time with a little time to spare. Gerry's main focus though is the fact that major benefit in this change eliminates 1.5 days of downtime by going from a three point relay to a two point relay. As he says "if the wheels are turning I'm making money". And that folks is the overall goal for all of us!

Information packages regarding the relay points, hotel, spare truck and fueling locations are located in the Dispatch. Your Driver Manager will be handing them out with your trip envelopes. If you do not receive one, please ask for one! We firmly believe that this change will benefit us all. A special thank you to Gerry Heasman for his assistance in this process.

"Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time."

-Thomas A. Edison

SPOTLIGHTING A DRIVER: CHRISTIAN SCHLOTTMANN

What made you get into trucking?

My wife and I were at a trade show in Toronto and we came across a local Mississauga training school that was offering the "AZ License" course. I guess I got my first interest, in trucking as a teenager in 1987 while on a road-trip down I-75 watching those chromed Pete's and Kenny's pass us.

Was this your first career choice or did you enjoy a career previous to this?

Born and raised in Germany and immigrated to Canada in 1989. I started working and went through night school part-time to become an Optician to fit eyeglasses and contact lenses

What other companies have you worked for (trucking)?

While obtaining my AZ, I worked at a bakery in Etobicoke. After graduating, they allowed me to start driving on a part-time basis as their spare driver to get familiar with things like log books. After leaving the bakery I worked briefly for an independent O/O out of Toronto (Canada-only). But I sat around too much and was "forced" to cheat.

What is the most interesting thing that has happened to you while driving a truck?

I've only been driving full time for a year so every day is interesting. Some of my favorite ones are:

- crossing the confederation bridge (NS to PEI) at sunrise.
- falling in love with Atlantic Canada (but I prefer west runs)
- being able to drive a 2013 Cascadia.
- being dispatched to within 20 miles of where I was asked if I wanted to immigrate to Canada.

Do you have any tips or tricks for the road to share with our other drivers?

Yes! (1) Plan your trips. (2) When in doubt, ASK! Caravan has an excellent team in place from safety to mechanics to dispatch so don't be afraid to ASK. (3) little trick: I use a strap of Velcro if I have to slide my trailer wheels so my airlines will be secured.

What can't you leave home without?

My Blackberry. (Google, weather, maps, email, and banking)



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**DEPENDABLE TRANSPORTATION
SOLUTIONS**

LOOKING TO BECOME AN OWNER OPERATOR

Sheehan's Truck Centre is providing Caravan Logistics drivers with a promotion for potential or existing Owner Operators. Sheehan's will accommodate Caravan Logistics drivers with the newest equipment at a reduced price.

- On any new truck Sheehan's Truck Centre will offer a \$2000 credit towards price, financing, parts or service
- First Service free (oil change + 22 points inspection)
- Additional \$2500 from Volvo Corporation (conditions apply)

Owner Operators will have their choice of spec from Sheehan's inventory, 2013 or 2014 model year, in addition to any corporate inventory (fleet spec) that may be available.

The offer can be used in addition to any nationally sponsored Volvo programs that may arise.

For more information, contact:

Voytek at Sheehan Truck Centre
(289) 400-0343

ANNOUNCEMENTS AND MILESTONES....

Birthdays

Paulina M, Tomasz W, Terry L, Mirek Z, Angelica M, David K, Derek K, Don L, Doug M, Jerry I, Jaroslaw L, Jeff B, Larysa W, Lori L, John I, Gerald H, Vladimir B, John M, Marek N, Mohamed A, Sylvester D, Kazimierz C, David M, Ryszard O, Alexey D, Paweł B, Curtis N, Vasyl K, Ravinder S, Grzegorz J, Vitalie L, Stephane B, Andrzej S, Roman M, Leonid C, Peter W, Brian S, Miroslaw D, Allan P, Gilles M, Vitaliy P, Roman G, Mohammad A, Jeffrey M, Yurii H, Mycull B, Amadeep J, Tomasz S, Heather L, Yannick G, Arkadiusz J, Chul K, Bogdan F, Oleksandr N, Jaroslaw L, Ivan L, Gheorghe N, Davinder B, Janusz L, Anatolij K, Peter K, Dmytro S, Thomas W, Rodney L, Petar R, Robert L, Tadeusz D, Eric P, Byong S, Yeon H, Yuriy P, Alexander M, Stanislav K, Igor K, Donald W, Clyde M, Alexandre J

Years of Service Milestones

12 Years - Serhiy N

11 Years - Yuriy P

10 Years - Andrzej S, Kazimierz C, Oleksandr N

9 Years - Bogdan F, Nikolai K, Ryszard P

8 Years - Igor C

7 Years - Ola I

6 Years - Eduard S, Aureliu B, Vladimir B

5 Years - Hakan S, Eugeniu T, Sergiu C

4 Years - Norbert T, Chul K, Janusz L, Grzegorz J, Boguslaw Z, Daniel C

3 Years - Mohammad A, Dmytro S, Igor M, Marek N, Angelica M

2 Year - Roby G, Viktor R, Farhad F, Ihor M, Byong S P, Kywoon K, Kevin J, Jerry K, Joe P

1 Year - Jean M, Peter K, Denys M, Brian L, Donald W, Randy M, Yannick G, Tomasz S, Duckyong M, Gilles M, Alexey D, Leonard F, Tomas O, Doug M, Paulina M, Robert M, Yaro P

Thank you! & Congratulations

CLIPPER TRAILERS OFF THE RAIL

We are aware that several of our drivers have been delayed due to overweight issues on Clipper trailers that are coming off the rail. We have put a process in place that each trailer will be scaled before it is put on the rail. Scale tickets will be sent to us and overweight issues will be addressed before our drivers are dispatched for the load. This has been implemented to help eliminate wait times for our drivers (not to mention the frustration!).



Dmytro Sokolovskyy, January's Facebook Winner!