



VOLUME 3, ISSUE 3  
3RD QUARTER: JULY - SEPTEMBER 2013

## MESSAGE FROM THE GENERAL MANAGER

BY: DEREK KOZA

Caravan Logistics just recently completed its fiscal year on July 31st 2013. In that year the company experienced an overall business growth of 10.2% which helped place Caravan Logistics within the top 50 companies by asset size in the Canadian Transportation Market Place. It was a year full of realignment of customers and planned business focus for years to come. In the final quarter of the previous fiscal Caravan Logistics secured long term contracts with 3 out of its top 5 revenue customers, the other 2 accounts in the top 5 already had long term agreements in place, end result. .... sustainability. Also let's not forget the excellent safety rating that all of us achieved for our facility audit with the MTO in

May of this year, once again congratulations to each and every one of you that helped make Caravan Logistics and industry leader in safety.

What to expect in the next 12 months at Caravan Logistics? The company looks to achieve 15% in overall business growth in our next 12 months, with that will come long term sustainable customers which we welcome to the Caravan family. The company is already in the final stages of negotiations with these customers which will bring longer length of haul opportunities and also increased local work for our city fleets.

Expansion. .... Caravan is working towards increasing our Vaudreuil, Quebec yard by another 4 acres in

the fall of 2013 to accommodate the significant growth we have experienced in the Quebec market place. All Permits have been requested from the city as we await approval for the next chapter of our operations in Quebec. The company also opened a new facility in Winnipeg in October 2012 and will be investing in growth of Western Canadian operations by adding more operations, recruitment and sales to this facility in the next 12 months.

Thank you to each and every one of you for your continued support and contributions to our company. We look forward to working with all of you through this very exciting time.

Be Safe, healthy and successful!

### SPECIAL POINTS OF INTEREST:

- *Message from the General Manager*
- *Be Prepared, Be Safe, Be Professional*
- *Benefit Program Changes*
- *Getting to know Leslie Rose*
- *Rebranding Caravan!*
- *The US/Canada Medical Reciprocity Agreement*



## Be prepared, be safe, and be professional

By OIa Iwaniura

The toughest part about working at a company as large as ours is it takes time for changes to take effect. It is good to bring attention to the job well done as well as the areas that require room for improvement. No fleet is perfect, but the drivers here perform well and deserve to be rewarded for it.

There seems to be some confusion as to the procedure to be followed when a driver receives a ticket, conviction notice, Level 1 inspection form or warning. ALL of these documents should be faxed into safety immediately. When you are issued a ticket, you should be faxing it to Safety & Compliance 905-

469-7168 immediately, and turning the documents in with your Trip Envelope when you get back from your Trip.

Drivers with positive Level I Inspections, who maintain a clean driving record, and who wear Personal Protective Equipment as required will be rewarded for their positive influence on our fleet. Personal Protective Equipment includes Safety Vests, Hard Hats, Safety Boots and Safety Glasses, and these are all items distributed in Orientation, and should be a part of a driver's everyday routine.

I know it is summer time, and that the weather is warm, but our Personal Protective Equipment policy is enforced year-round. This means you must wear your safety vest while you are in the yard, and safety-boots where signage is posted. Caravan drivers are eliciting complaints from customers for wearing flip-flops/sandals on their property.

To better enforce our company Safety policies, random Spot Checks will be performed on our property to ensure everyone is wearing their Safety equipment, and doing proper pre-trips on their trucks. Be prepared, be safe, and be professional.

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# THE 4 BIGGEST MYTHS ABOUT TRUCKERS

## Benefit Program Changes

By: Carol Ann Thorn

As you are aware, the benefit package has changed. The elimination of short and long term disability has significantly reduced our plan costs, for both the company and the drivers utilizing the program.

have the ability to purchase additional long term coverage through an independent insurance company. Remember this coverage is only if you are hurt on the job.

Welcome packages were placed in your mailboxes – the insurance company wants you to ensure that the information on file is accurate. This is not an additional application – it is only verification. Your cards and existing certificate numbers are still usable; they are sending us new cards in the event that any have been lost. If you have lost yours and do not receive one and/or have not yet received one, please let me know and we will work on getting them reprinted. They are working on getting new booklets sent to us as well. If you have any questions, please call me at Ext. 292.

What this means to you:

Owner Operators: You may want to ensure you have sufficient coverage in the event that you are hurt on the job. You have the ability to set up your own WSIB coverage or purchase the same type of coverage through an insurance company of your choosing.

Sub-Contractors & Payroll Drivers: You will continue to have coverage through WSIB (which is short term). You also

## Spotlighting a Driver: Leslie Rose

What made you get into trucking?

*I got into trucking because I wasn't happy with my cubical desk job in the Inventory Department. I figured since I was constantly gazing out the window, let me get paid to do so.*

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

*First choice. Although I wasted a lot of time with Taco Bell and BellSouth Mobility (which was bought out by Cingular Wireless).*

What other companies have you worked for (trucking)?

*I've worked for a few companies such as Sunbury, Schneider and OK Transportation. The others don't deserve mention. With that said I like the way Caravan Logistics operates. The attention to detail is top notch. Way better than a company that I thought was "cream de la."*

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

*A few things come to mind...I'm not to sure why that Canadian goose chose to end his life by flying into my passenger side window, to this day.*

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

*My tip came to me when I was having trouble with my glad hands or air supply lines. For some reason I couldn't line them up with the trailer coupling device until another driver suggested using some grease from the 5th wheel.*

What can't you leave home without?

*Can't leave home without my bible and my iPod. Gotta have them with me. I call them good company.*

### MYTH 1 Truckers are dangerous drivers & cause most accidents

Trucks are **3 times less likely** to be in an accident than a regular motor vehicle.



Trucks are **4 times more likely** to pass safety inspections than passenger vehicles.



Commercial trucks are involved in **2.4%** of all car accidents.



### MYTH 2 Truckers use a lot of drugs

Federal law mandates that at least **50%** of all truck drivers take drug tests, compared to 2% of all passenger vehicles.



A driver must **NOT** have been convicted of:

- 1) Felony involving the care of a motor vehicle
- 2) Felony involving drugs
- 3) Driving under the influence of drugs or alcohol
- 4) Refusing to submit to an alcohol test required by a State or Federal contract lease or regulation
- 5) Leaving the scene of a crime
- 6) Causing a fatality through negligent operation of a motor vehicle

Trucking companies face fines of up to **\$925,000** if one of their drivers fails a drug or alcohol test.

Police officers now have the power to carry out roadside drug tests on any truck driver without any degree of reasonable suspicion.



**10,839** Alcohol-related driving crashes in 2009

Less than **5%** were the result of a truck driver being under the influence of alcohol or drugs.



**1.4 million** drivers were arrested for driving under the influence of alcohol or narcotics in 2009

**6%** of those arrests were truck drivers.

### MYTH 3 Men are better truck drivers than women

Female truck drivers are:

**3 times less likely** to get in an accident than male truck drivers



**5 times less likely** to violate safety regulations



**4 times more likely** to pass their CDL certification exam on the first attempt than men.



There are over **200,000** female long haul truck drivers in America

### MYTH 4 Truck drivers are poor

The national salary median for the U.S. is **\$44,500**...

The top 5 paying states for trucking are:

Mississippi **\$68,000**

Wyoming **\$61,000**

New York **\$60,000**

Massachusetts **\$59,000**

Washington D.C. **\$59,000**



## Rebranding Caravan!

By: Sonia Merena

Dependable Transportation Solutions

Caravan Logistics Inc., one of Canada's leading dedicated carriers is pleased to announce their new name: Caravan Group of Companies ("Caravan Group"). The re-branding includes the unveiling of a new corporate brand, revamped logo and the launch of a new and improved website. This change is part of a wider re-branding effort aimed at bringing Caravan's complementary operating units under one corporate umbrella while ensuring the Group maintains its continuous commitment in meeting its customer's transportation, warehousing and supply chain logistics needs.

The refreshed brand identity is the first since the Greater Toronto Area-based company's inception 16 years ago. This change follows a period of meaningful expansion for the Caravan Group, highlighting the broadening of its transportation and logistics capabilities. The new identity consolidates, under one corporate brand.

Included in this re-branding is a re-vamped and modernized website which encapsulates Caravan's extensive services, from 24 hour online customer freight tracking to instant freight quotes. The website's improved functionality and user-friendly interface is evidence of the company's innovative approach in meeting its customer's ever-changing needs.

Caravan has continued to expand and grow since it was founded in 1997. By focusing on its core transportation and logistics business, while at the same time expanding its complementary capabilities, Caravan has strived to provide its customers with a more holistic service offering. Caravan employs more than 350 people and operates approximately 280 trucks and 600 trailers, making it one of the largest companies of its kind in Greater Toronto, and an important contributor to the growth and development of the broader community. With its extensive expansion plans, Caravan is set to become an even more powerful player in the trucking and transportation industry and is poised to further solidify itself as a market leader in the industry.

***"Remember that  
happiness is a way  
of travel, not a  
destination."***

*- Roy L. Goodman*

## The US/Canada Medical Reciprocity Agreement

By: Jeff Boyle

As many of you are already aware, the Ministry of Transportation advised close to 47,000 commercial motor vehicle operators across Ontario that a special medical restriction that bans them from driving in the United States is now in effect and appears on their driver's license.

Earlier this year the MTO sent out letters to drivers notifying them of the change that went into effect in May 2013 where the indicator code "W" will be visible on their license card and driving record.

According to the US/Canada Medical Reciprocity Agreement, commercial drivers with a history of serious medical conditions will be issued with a "W" code or downgrade their license to a class D.

The medical conditions that disqualify drivers from driving in the United States are as follows:

- Hearing Impairment
- Monocular Vision
- Insulin-Dependent Diabetes
- Epilepsy/Seizure History

Effective May 1, 2013, the MTO started issuing new licenses to those drivers who qualified. On the front of the license in the Rest/Cond field there now contains the letter "W", indicating this new restriction. If this code appears on a license then that driver is no longer able to operate a commercial vehicle in the United States.

The MTO has also stated that of the close to 47,000 drivers identified some 41,000 have been hit with this restriction because they simply failed to file their medical reports on time. It was also stated that if a driver was issued a "W" code and was to submit their medical records they could potentially have the code lifted from their license.

## ANNOUNCEMENTS AND MILESTONES....



Dependable Transportation Solutions

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-CARAVAN LOGISTICS

FOLLOW US ON TWITTER!

@CARAVANTWEETS

DEPENDABLE TRANSPORTATION  
SOLUTIONS

### Birthdays

Jozef P, Lakhwinder U, Dmitry K, Ryan F, Michel B, Andrey K, Marian O, Adam N, Donna P, John L, Dariusz M, Omar A, Evgeny C, Gopakumar K, Phillip T, Michel L, Ryszard P, Brian G, Eugeniu T, Mukhtiar D, Stanislav G, Alexander G, Timothy W, Boris G, Jean Claude B, Edmond B, Christopher P, Stephen R, Aureliu L, Chhiring S, David H, Randy M, Kyowoon K, Jaswinder S, Igor M, Igor C, Tal S, Dario K, Vladimir D, Prempal D, Chad G, Michael T, Bruce M, Christian S, Stephanie J, Grzegorz B, Eduard S, Sungmok Y, Gurdev B, John D, Farhad F, Kuldip B, Pierre J, Mehrdad B, Katy B, Mirko M, Corrine H, Yaroslav P, Richard G, Jennifer H, Bob K, Lynne L, Carolyn B, Shawn B, Daniel C, Mike P, Betty P, Jason S, Helen T, Genevieve D, Stephanie F, Paul L, Adam K, Krysztof C, Chris W, Ronald M, Michael Z

### Years of Service Milestones

15 Years - Bogdan S

10 Years - Derek K

9 Years - Lynne L

8 Years - David K

7 Years - Miroslaw D, Stanislav K, Alexander G

6 Years - Jaroslaw L, Igor K

5 Years - Marcin W, Yeon Hee K, Hyung C, Evgeny C, Jen H, Kerry M

4 Years - Jan M, Vladimir T, Richard G

3 Years - Ryszard O, Igor K, Anika M

2 Years - Brian S, Kulwinder A, Nicole G, Shawna C

1 Year - Jeffrey W, Rodney L, Claude C, Ravinder S, Petar R, Marcin B, Gerald H, Leslie R, Darlington S, Andrei V, Sun-Jung Sunny K, Jacques L, James Tim H, Adam K, Dave GP, Mercedes B, Derek K, Anne Marie M, Joanna K, Steve M, Chris W

*Thank you! & Congratulations.*

## Safety Tip

Random Safety & Compliance Spot Checks are going to be performed in our yard. To be a professional driver, you must behave like a professional driver.

Here is what we will be looking out for:

- Proper pre-trip inspection
- Vehicle condition and general cleanliness
- E-logs/logs must be up to date
- Paperwork in order
- Personal Protective Equipment (vest, safety boots, hard hat and safety glasses)

Drivers who do not follow our Safety policy may be asked to attend a workshop to correct their behavior.

Drivers who demonstrate excellent Safety practices will be rewarded with a gift card from Tim Horton's.

Let's get safe and stay safe, we can do this!

facebook

Don't forget to join our Facebook Page!  
Lots of great photos and commentary.



**Maksim Tyurenkov, July's Facebook Winner!**