

Office Spotlight



Say hello to Max Herbst. Max started with Leonard's Express in June 2018. He was brought to us by the Johnson family. Although Max has no trucking in his family's background he started working at Integrated Logistics for 6 months prior to Leonard's.

Max was born and raised in Canandaigua, NY. He has a beautiful girlfriend, Kyla Johnson and son, Reilly who was born in July.

Max's job responsibilities are within the Finance Department. He has many but primarily helping manage the budget. "I want to become a Financial Advisor in the future and maybe get a CDL for the fun of it."

Max is currently studying full-time for a bachelor's degree in finance at St. John Fishers College.

When Max is not working or studying, he enjoys golfing and spending time on Canandaigua Lake. "My new favorite hobby is hanging out with Reilly. I also love answering the phones every Friday when Shawn is on her lunch break."

Driver Spotlight



Meet Michael Marvin, another military man aboard our fleet in Wisconsin. He grew up in Neillsville, WI, and graduated from Boyceville High School, and then spent 8 years in the US Army. Mike started driving trucks in 1993 as a company driver for an assortment of companies.

From 1997 Mike became an Owner Operator, ran the 48 states, and in 2009 he became a local for West Wisconsin Transport.

Since 2011 Mike has been with Leonard's Express. He is our shuttle driver from WI to IL and doing so for the last 3.5 years.

Mike has a 5 year son, Lucas . . . his main reason for preferring local operations closer to home.

He enjoys riding his 08 Harley Davidson Wide Glide along with time on the lake with his boat, kayaking, camping, and riding his Ranger with his son.

Johnson Equipment Sales & Service



Johnson Equipment opened a state of the art collision shop offering services for everything from autos to heavy equipment.

They can do all your collision repairs needs from minor scratches to complete restoration.

Health & Wellness Topic

Annual Flu Clinic!



When 🍁
Thursday, November 1st
3:00pm - 4:30pm

Where 🍁
Building I
Conference Room

What to Bring
Authorization form, see HR
Health insurance card & copy of card

Protect your loved ones from infection!



Please welcome new employees

Huiett Randolph – Forklift Driver

Willie Sloan – Forklift Driver

Jumar Barber – Forklift Driver

Carlos Tase – Forklift Driver

Benjamin Brocklebank – Warehouse Assistant

Curt Adams – Collision Technician

Lisa Hamblin – Service Writer

Martin Clark – NY Diesel Technician

Duran Johnson – NY Diesel Technician

Anthoni Mangiarelli – Fuel Bay Attendant

Brandon Mitchell – DE Diesel Technician

Walter McKnight – DE Diesel Technician



HAPPY BIRTHDAY NOVEMBER 2018

CRAIG FREDERICKSON 11/1
FRANKLIN HOYLE 11/01
JOHN RAPP 11/02
MARVIN MARSHALL 11/03
NEIL BLAKELEY 11/04
ANDY RIVERA 11/04
FREDERICK CHURCH 11/07
ALEX COTRERAS 11/07
JEFF HAGADORN 11/07
ETHAN MILLER 11/07
GREG LEFEBRE 11/07
WILLIAM SHIELD 11/08
BOBBY CRAPPS JR 11/08
CHRIS HAMELINCK 11/10
BEV AUSTIN 11/10
MARK SPENCER 11/11
DAVE ROBISHAW 11/11
JORGE SANTIAGO JR 11/12
SAM BONCARO 11/13
SHAWN MORGAN 11/15
HENRY BAILEY 11/15

LAURA PROBER 11/15
SHARIEF WATSON 11/17
FRANCISCO MANFREDY 11/17
KIM RICCIO 11/18
CHAD MONNIE 11/18
NICOLE MONACHINO 11/18
DENNIS LOVEJOY 11/19
PETER SUNDEEN 11/19
DUANE OBERDING 11/20
MELVIN WILDER 11/20
JOSHUA PETERSON 11/20
MARVIN TETER JR 11/21
LEROY BLADES 11/21
WILLIAM WALDREP 11/23
CLAY SHEPHERD 11/23
DAVID TYREE 11/25
ELIZABETH SIMS 11/25
MELISSA PECK 11/25
KYLE JOHNSON 11/26
JAMES CARTER 11/26
WAYNE BURNS 11/28
KANER BOOSE 11/29



Dr. Jim



What's So Important About Slowing Your Roll?

No doubt we live in a very fast paced world. Our lives are hectic – at work and home. No surprise, our interactions with others mirror this pace: fast, to-the-point, get it done, etc.

Certainly, communicating this way is efficient. But, is this style of communication effective? In fact, it often it is not.

Why?

Because being very to the point doesn't seem blunt and even rude when you're the sender of the message. But, when you're on the receiving end of the message, that's a different story. In other words, it feels like the messenger clobbered you. So, the message was delivered efficiently, but not effectively.

In contrast, a message that is more focused on being effective (than efficient) takes a completely different approach. It starts by the sender of the message thinking, "What am I trying to accomplish?"

By answering that question, you get two invaluable kinds of information. First, you'll see what you should say. Second, you'll see how you should say it.

In fact, most people only consider what they want to say. But, they rarely think about how they want to say it. Let's look at a simple example – we'll use the basic message, "Can you help me?"

Think of the message being said in a kind and understanding voice. How would that affect you? Most people would be inclined to say, “Yes – I can help out.”

Next, think of the message being screamed at you. How would that affect you? If you’re like most people, you wouldn’t like to be screamed at. So, it’s unlikely you’d be willing to help out.

The logistics industry is a very fast paced, quickly changing industry. It’s not that every day is different – sometimes, every minute is different!

So, try this.

I’ll bet you’ll have an opportunity in the next week when you’ll need to give somebody a quick response. Ask yourself, “What am I trying to accomplish?” That will help you come up with what you want to say and how you want to say it.

In the end, you’ll see that you created a more effective way to get your message across.

Leonard's Fun Stuff



Kevin and Michelle Adriaansen recently did a little "Babysitting" (in the woods) for their two adorable grandkids, Luella and Colin, ages 2 ½ and 10 months. (Too bad we don't have a picture of Grandma and Grandpa when they were that age!) Nobody could be that cute!!



Randal Rogers did some work in WI to create a new drivers lounge.



Leonards was a sponsor for a Boy Scout Chicken BBQ last month, and they got some good recognition there in NC. Turns out there is a new "Truck Transportation Merit Badge" we will be supporting this coming January. Manny, Greg, Sara, and Jody participated.



Mark MacNaughton and his daughter Danielle attended a Great Plains Users Conference in Phoenix last month. Prior to the conference they hiked Camel Back Mountain.



Pasta & PJ's

Every girl dreams of a movie worthy engagement. Angelina Pera was at home with a bowl of pasta, in her PJ's. It started off like any other night, cooking dinner. When she had gone over for a hug (no reason), just simply wanted a hug. Kyle (Slusser) responded by asking her to follow him. She thought 'ok, back to the couch it is.' Nope. He led her to his work bag and pulled out a little box. Many times before Kyle had asked if she would say yes should he ask her to marry him. Well on that night, she thought he was simply asking for the sake of asking, again. Here's the funny part . . .he wasn't joking this time!! After a moment or two, she responded, "wait you're not joking? We're really doing this?" . . . (Just to make sure she understood what exactly what was happening). Once the ring was on-dinner was ready. And thus the night ended with a ring, a bowl of pasta, and an amazing fiancé. Congratulations!!



Mike and Marilyn McGovern are happy to announce the birth of a new daughter, "Mary Valentina McGovern", born at 7 Lbs. 10 Ozs. and 19" long early Tuesday October 23rd. Mom and baby daughter doing well.

Brian Ritter based out of the Taylorsville, NC, office got married to his girlfriend Michele on October 9th. Congratulations you two!!

Integrated Factoring has now signed up over 300 carriers. Look for updates to what is going on with Leonard's factoring company at IntegratedFactoring.com or on the Integrated Factoring Facebook page. This new website now has a partner section including: EkoStinger, FTS Fuel Cards, Transflo and Best Pass.

Weenie Wednesday has been extended in Bldg. 2 in Farmington. Hall - O - Weenie Wednesday is scheduled for Wednesday, October 31st. Costumes are recommended and employees will be bringing a dish to pass while Leonard's and Integrated Logistics provide the hot dogs and drinks. Scary photos to follow.

Brady Spiehler in the Integrated Logistics Freight Department will be adding sales to his normal auditing duties. We look forward to Brady finding some more business for both Integrated and Leonard's.

Morgan Carr from the Integrated Logistics Freight Department is currently enrolled in the latest LA Class with Dr. Jim. We look forward to seeing Freight Huddles, especially since its football season.

The first annual Integrated Logistics "THANK – FAST" is scheduled for early morning on Wednesday, November 21st. Ryan Posadni is already boosting about how good his pancakes will be. Members of the Integrated Team will be pitching in to whip up a huge breakfast before heading out for the Thanksgiving holiday.



Renee' Dutter from our Wisconsin office gained a son on October 27th.. Zachary Nichols and daughter Nicole Dutter were married Oct 27th.

Industry News



- A creative and innovative transportation idea by Uber and Convoy
 - <https://www.ttnews.com/articles/uber-launches-trailer-rental-business-build-drop-freight-network>
- Much overdue review process on CSA scores underway
 - <https://www.ttnews.com/articles/audit-fmcsas-revamp-csa-underway>
- Regulatory issues all brokerages should be aware of
 - https://www.dat.com/blog/post/regulatory-changes-brokers-need-to-know1?utm_source=mkto&utm_medium=email&utm_campaign=NL_Broker&utm_content=NL_Broker_2018_10_18&utm_term=TOC2-RegChanges&MID=4959615&mkt_tok=eyJpIjoiWVRVMU5qTmpraRGxqTVRreiIsInQiOiJrXC8weDRoSVwveXJkSVdqWXE4c3IXcjRKY1dtQTlWWTJBZWFKSIJ1bHBpd0FlazRnVEZxTFIxU1ZSZVhPQnhDOVZwNE5zUzh6UDVMVUxKblp0dk9kaW5aWmdrNWZJaE4yaDNtOWltVTJmNIBkT3duMXYxMHBYQ0MwWVRzbn9INjdvIn0%3D
- Truck Driver shortage is again the top ranked story of the industry
 - <http://fleetnewsdaily.com/driver-shortage-ranked-top-trucking-concern/>

Community Service Initiatives



The Boy Scouts of America, incorporated on Feb. 8, 1910, and chartered by Congress in 1916 provides an educational program for boys and young adults to build character, to train in the responsibilities of participating citizenship, and to develop personal fitness.

Leonard's Express/Johnson Equipment sponsored the following individuals in this years Sporting Clays charity shoot.

Mike Bauer, Bill Murphy, Brandon Walcott, Nate Johnson, Jeff Mander – 1st place for their team

Ryan Buskey, John Devey, Jeff Brannan, Cody Poormon – 2nd place for their team



"Don't Say Bad Words" Charity Kickball Tournament

On September 22nd, a young 12 year old girl by the name of Skyler Marie Hill lost her life unexpectedly due to medical complications. Johnson equipment employee Bob Bowman, Skyler's close friend and neighbor, was quick to organize a memorial kickball tournament in light of her passing. Without hesitation, Leonard's sponsored a team for the tournament that was held this past weekend on October 27th at Williamson Firemans Field. The results on the field were less than spectacular for the Leonards squad but the event was a huge success. The event raised over \$6,000 to put towards Skyler's funeral costs as well as an annual scholarship in her name. We would like to extend our condolences to Skyler's family and friends and a huge thank you to Bob for his work behind the scenes in setting up this event. We look forward to participating in the tournament again next year!



TEAMING UP WITH A KEY CUSTOMER!!

With all we have been hearing about poverty and the challenges of living in parts of Honduras, Dan Barrick and Ian Fitzwater coordinated with our great customer Dole for Leonards to donate soccer uniforms, balls, and equipment to the children of Honduras.

Here are some friendly smiles of gratitude from south of the border.

President's Message



New Technology

Over the past several years an abundance of safety technology has moved from the high-end automobiles, to the base models and eventually into to commercial vehicle use. Much of this technology has been tested to death and works seamlessly and without notice by the operator. Some of the technology takes a bit of adaptation and does not always work as designed when initially added to commercial vehicles. This is why we usually, unless mandated, do not add this technology until it has gone through a couple of generations by our larger competitors challenging the manufacturers.

At a recent driver's meeting there were some very passionate concerns with the operation of some of the smart cruise and lane departure technology on our newer trucks. We appreciate the feedback. With that said, I would like to ask a couple of favors; first, if you have a concern with the new features of a vehicle, please do not hesitate to ask for training or ask the service department to check its operation. We should not be waiting for a drivers meeting to address concerns that make you uncomfortable behind the wheel. Second, keep an open mind. If it is just new and different, let's try to adapt to this new technology. Over the years, we have added power steering, air conditioning and air ride seats. We all got used to that and with time we will get used to this as well.

If it is truly not operating correctly, there may be a solution to solve it. Much of this technology has software operating it and there are settings that in some cases can be adjusted. Please ask!

We put this technology in the trucks to make us safer, not the opposite. With good communication and understanding, we can adapt and/or correct this technology so that it works seamlessly behind the scenes and is only apparent when it is helping us avoid a bad situation!

Success through Safety!