



PEOPLE WILL FORGET WHAT YOU SAID,  
WILL FORGET WHAT YOU DID,  
BUT PEOPLE WILL NEVER FORGET  
"HOW YOU MADE THEM FEEL."



YOU CAN ALWAYS TAKE THE EASY WAY OUT  
& GIVE UP, BUT REAL STRENGTH COMES  
WHEN YOU DECIDE TO KEEP PUSHING NO  
MATTER WHAT THE CIRCUMSTANCES ARE.

## Commercial Vehicle Safety Operation Safe Driver

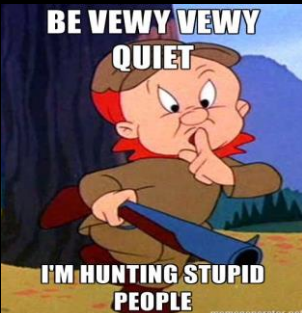
### Week is October 16-22

CVSA has an October big blitz coming next week. Law enforcement agencies across the country will be increasing their traffic safety enforcement. CVSA says law enforcement will specifically be looking for:

- SPEEDING**
- SEAT BELT USAGE**
- DISTRACTED DRIVING**
- FOLLOWING TOO CLOSE**
- IMPROPER LANE CHANGES**
- FAILURE TO FOLLOW TRAFFIC CONTROL DEVICES**

As a Professional driver it is YOUR responsibility to STAY ON TOP OF YOUR GAME and insure you are always 100% compliant.

*"The biggest communication problem is we don't listen to understand. We listen to reply."*



As JGR moves forward this quarter and gets ready for 2017, keep in mind that all drivers are eligible for our FUEL/SAFETY BONUS. These bonuses have been designed for drivers who want to excel in their careers and achieve the maximum amount of money they can earn. It takes a dedication to succeed and achieve your highest goal.

*Change is inevitable.*

*Growth is optional.*

### **CSA COMPLIANCE - SAFETY - ACCOUNTABILITY**

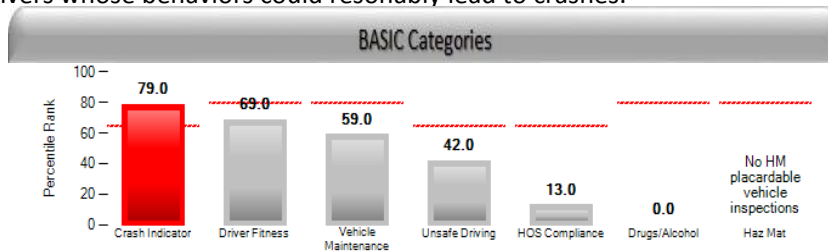
CSA is the process to provide a better view into how well carriers and drivers are complying with safety rules, and to intervene early with those who are not. CSA measures safety performance using inspection and crash results to identify carriers and drivers whose behaviors could reasonably lead to crashes.

All of us are aware that our CSA scores as a Company is vital to our operation and customers we obtain.

As a DRIVER the CSA scores are vital to your Career. Keeping your Scores as low as possible creates your asset status to an organization. The greater the asset, the more valuable your are to this organization.

Currently our CSA scores need major improvement.

**With your help and dedication we can achieve these goals and you can become a greater asset to JGR.**



*"The person who says it cannot be done should not interrupt the person doing it."*

#### **Tough love:**

Always remember that you are an expense item to your Company, and if you don't make yourself worth more than you cost, then you are an expense they simply can't afford. Pretend you are the boss. Here is your position: Do your job Don't complain. If they aren't willing to do that should they be surprised if you ask them to get out of your business? Is that fair? Sure it is.. Is it fair to your customers? Is it fair to the other employees who pick up the slack? Is it fair to you because you are the one paying them. And mostly, is it fair to them because you are rewarding them for the effort they have not given you. Now, lets step back and put this into perspective. Are you an expense that your company can't afford?



## JGR'S FIRST ANNUAL 2016 "DRIVER OF THE YEAR"

Goose Florentine, yes he only goes by Goose. Originally from Western Pennsylvania is an avid Steelers fan. He also enjoys NASCAR and keeping up with Dale Earnhardt Jr. Goose relocated to North Carolina to help a family member start and run a local filling station, but later in June of 2000 he joined the J. Grady Randolph family. Goose started out in the dump truck division, but was convinced by CEO Mark Randolph to give flatbed a try. 16 years later he has covered the lower 48 and Canada hauling anything you could imagine.

Goose is happily married to his high school sweetheart, the father of two daughters, and grandfather of two grandsons.

We are happy Goose is our first official "DRIVER OF THE YEAR 2016"

## Winners make it happen

### "THE IMPORTANCE OF A GOOD WORK ETHIC"

IN TODAY'S BUSINESS ENVIRONMENT IT IS NOT ONLY FAST PAGED, BUT ALSO HIGHLY COMPETITIVE. IN ORDER TO KEEP PACE AND STAY AHEAD, POSSESSION OF SEVERAL KEY WORK ETHICS IS A PLUS FOR ACHIEVING A SUCCESSFUL CAREER. HOLDING KEY TRAITS SUCH AS ATTENDANCE, CHARACTER, TEAMWORK, APPEARANCE, AND ATTITUDE ADD VALUE TO BOTH YOU AS A PERSON AND TO JGR. A GOOD WORK ETHIC IS THE MAIN INGREDIENT AT BEING SUCCESSFUL IN WHAT YOU HAVE CHOSEN AS A CAREER. APPEARANCE IS ONE WORK ETHIC THAT REALLY SHOWS. TAKE PRIDE IN HOW PEOPLE PERCEIVE YOU. BEHAVIOR AFFECTS APPEARANCE. LEARN TO BE POLITE AND YOU WILL SEE THE DIFFERENCE IT MAKES WHEN AROUND OTHERS. A PROFESSIONAL ATTITUDE TOWARDS YOURSELF AND YOUR CAREER IS CRITICAL. LEARN TO ADAPT TO THE MANY CHANGES THAT YOU WILL BE FACED WITH FROM TIME TO TIME. NO ONE LIKES ANYONE WHO BRAGS OR WHINES CONSTANTLY. LET YOUR LANGUAGE SHOW POSITIVE IDEAS. OUR CUSTOMERS ALSO DESERVE THE SAME PROFESSIONALISM THAT IS EXPECTED BY ALL. "BE HAPPY" LET OTHERS KNOW THAT YOU ARE THERE TO HELP. MAKE THE CHANGES AND YOU WILL SEE THE CHANGES AS WELL.

### "POSITIVE ATTITUDES CARRIES WITH IT POSITIVE RESULTS"

## 2017 OPEN ENROLLMENT IS HERE

Open enrollment is the one time of year that you can make changes to your insurance coverage. Open enrollment is from **MONDAY, OCTOBER 17th through FRIDAY, NOVEMBER 11th**. Be sure you make your final elections and turn in your paperwork no later than **FRIDAY, NOVEMBER 11th**.

Your enrollment package will be mailed to your home address. If you have any questions, Please call.

**ALL EMPLOYEES WILL BE REQUIRED TO COMPLETE THE ENROLLMENT FORM AND RETURN TO JGR HUMAN RESOURCES.**

There are some important changes to the plans we want to make sure you know about:

- 1) **NO CVS OR TARGET PHARMACIES** - CVS & TARGET will no longer be a part of the network beginning January 1st.
- 2) **GOLD PLAN RX CHANGE** - The deductible will no longer have to be met for your prescription drugs on the GOLD plan. Similar to the Platinum & Silver plans, there will be copays on the GOLD plan of 10/50/75/150
- 3) **PRE-CERTIFICATION** - For any procedure done on an Inpatient basis, Outpatient basis, MRI, CT scan, PET scans, and many other procedures, pre-certification will be required. In most cases your physician will get the Pre-certification authorization requirement on your behalf, if they are an in-network provider, but it is important that you verify that your physician has received the proper authorization prior to having any procedure done.
- 4) **NEW DEPENDENT CERTIFICATION**- if you are adding a dependent at open enrollment, you will be required to provide a birth certificate for children or a marriage certificate for a spouse. This will only effect you if you are adding a dependent and is NOT required for current dependents on the plan.

### WHAT YOU NEED TO DO FOR OPEN ENROLLMENT?

- 1) **ENROLLMENT FORM** - Complete and return the enrollment form. If you are NOT making any changes, you can check the large box on the front page stating you would like to keep all of your current elections. **If you contribute to the HSA or FSA plans you MUST make a new election amount for 2017. your current election will not roll over for 2017.**
- 2) **MEET ALEX** - We encourage you to go meet ALEX, a new tool to help you decide what plan is right for you. GO TO: <https://benefits.myalex.com/jgradyrandolph/2016>

Coverage Type   Carrier	Policy Info	Phone #	Contact Address
Benefit Resource Center USI	7am – 4pm CST 10am – 7pm CST	855-874-6699 855-874-0745	BRCEast@usi.com BRCWest@usi.com
Teladoc   BCBS of AL	See BCBS ID Card	855-477-4549	www.teladoc.com
Medical   BCBS of AL	See BCBS ID Card	888-234-8265	www.bcbsal.org
Dental   MetLife	162937	800-942-0854	mybenefits.metlife.com
Vision   EyeMed   Ameritas	350858	866-289-0614	www.eyemedvisioncare.com
Life/AD&D STD & LTD   VOYA	69165-8	800-955-7736	www.voya.com
FSA & HSA   Discovery Benefits	23836	866-451-3399	www.discoverybenefits.com
HR & Benefits HR Connection Website	HR   Benefit	864-488-9030	www.hrconnection.com username: Jemployee2120 password: Employee4
401(k)   Transamerica Daseke	805810 & SSN	800-401-8726	www.TA-Retirement.com

It is very important that you maintain contact information on all coverage types you have enrolled in. The information provided is the list of benefits offered with all contacts listed. This card is available at your local terminal as a laminated wallet card. Ask your manager to provide you with one if you have not received it yet. The card can also be picked up at the Greer SC facility if necessary.

Please keep all the victims of Hurricane MATTHEW in your thoughts and prayers. These individuals have been through things that we have never experienced before.

J. GRADY RANDOLPH INC. has finally moved into the new location, our Piedmont, SC facility is now located in Greer, SC! The new location is something we all can be proud of and say we are part of a growing organization.





**ABOVE AND BEYOND**

Never accept it when someone tells you that "ITS NOT MY JOB". Going above and beyond or just doing what it takes to get the job done is the successful way of doing business... Just ask our CEO.....



"SETTING AN EXAMPLE FOR ALL TO FOLLOW"

**IMPORTANT DATES TO REMEMBER:**

OCTOBER 17- NOVEMBER 11      OPEN ENROLLMENT FOR BENEFITS

OCTOBER 31 -      HALLOWEEN



NOVEMBER 6-      DAY LIGHT SAVINGS TIME

NOVEMBER 8 -      GENERAL ELECTION

NOVEMBER 11 -      VETERANS DAY



NOVEMBER 24 -      THANKSGIVING



DECEMBER 25 -      CHRISTMAS DAY



**GOD BLESS AMERICA**