



...BECAUSE TRANSPORTATION SHOULD BE SIMPLE

Williams News

January 2019

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Slips, Trips, and Falls

As we are in the middle of winter, it's important to make sure we are practicing safe walking skills. Why is it important to talk about walking safely? After all, we have all been walking since before we can remember! Slips and falls are the leading cause of workers' compensation claims and are the leading cause of occupational injury for people 55 and older. We want each of our employees to get home safely and injury free every day. Below are several tips to prevent slips, trips, and falls in the winter weather.

- **Walk slowly and deliberately**
- **Wear boots or other slip-resistant footwear**
- **Be prepared for black ice formation after melting occurs**
- **Exercise caution when entering and exiting vehicles**
- **Watch for slippery floors when entering buildings**
- **Avoid carrying items**
- **If you notice any slick spots entering or exiting the building, notify management.**

Let's be sure we are safe and stay on our feet this winter! We want 2019 to be a safe and successful year for Williams and we cannot do it without each and every one of your help!



2019 Driver Performance Bonus

Learn how you can earn extra cash!

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Driver Referral Bonus

Have a driver friend? Collect cash!

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2019 Drivers Quarterly Performance Bonus Program

Each quarter of 2019 (1st Quarter – January to March, 2nd Quarter – April to June, 3rd Quarter – July to September, 4th Quarter – October to December) drivers are eligible to receive a performance-based bonus of \$125 each for the categories of Fuel Management and Safety/HR. The quarterly bonus shall only be deemed earned and payable if the employee has achieved 100% completion/compliance for all specific criteria in each category. If the driver has not achieved 100% completion/compliance for one of the 2 categories, the driver will receive the bonus for the other completed category. Quarterly bonuses are to be paid no later than 30 days after the end of the quarter.

Williams will award an additional \$125 for each of the 2 categories at the end of the 2019 calendar year to those drivers who have received a performance-based bonus for all four quarters of 2019. The additional performance-based bonuses will be paid out no later than 30 days after the conclusion of the 2019 calendar year.

**Drivers who did not complete all three months (due to FMLA or Workman's Comp) of Fuel Management or Safety/HR may be eligible for partial credit for the months he/she did achieve 100% completion/compliance. The driver would also remain eligible for the year-end bonus.

Fuel Management Requirements (For each of the 3 months in each quarter)

1. Must be 100% compliant with Vertical Alliance Monthly Training.
2. Idle time for OTR Drivers - 18% or below
3. Idle time for Home Daily Drivers – 5% or below
4. Speed Gauge Events – 5% or below
5. Over RPM – 5% or below

Safety/HR Requirements (For each of the 3 months in each quarter)

1. Must be 100% compliant with Vertical Alliance Monthly Training.
2. No at fault crashes
3. No at fault damage
4. No warnings
5. No tickets
6. No late scheduled departures
7. No call offs

The performance-based bonus program may be altered, changed, or discontinued at any time, for any reason at the discretion of Williams. All bonuses are subject to State and Federal Taxes and may be subject to Local Taxes, which are the sole responsibility of the employee.

If you have any questions, talk to Nate, Tabitha, Dan, or Christie.

HAPPENINGS

Driver Referral Bonus

Refer a driver and make \$500! Just a friendly reminder about our driver referral program. If your referred driver lists you on his/her application and works for Williams for 90 days, you will receive a reward of \$500! If you have any questions about what qualifications a driver must meet, contact Nate, Tabitha, Christie, or Dan.



Driver of the Month - Dec.

The Driver of the Month for December is **John Justice!** John is consistently one of the safest drivers we have. He can always be counted on to get the job done. Way to go, John!

Top Wrench - Dec.

Erik Cusick is the Top Wrench for November! Erik consistently does a great job keeping our trailers running safely. In addition to his high level of performance, he always takes care to work safely. Good job, Erik!