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Fall 2003

# Vanguard Views

VANGUARD-An Industry Leader Since 1958

The following information regarding the revised hours of service regulations is from a publication of the U.S. Department of Transportation - Federal Motor Carrier Safety Administration.

These regulations only apply to property carriers and drivers. Passenger carriers and drivers will continue operating under the existing rules while fatigue issues specific to the passenger carrier industry are assessed.

## OLD HOURS OF SERVICE RULES

All CMV Drivers - Compliance Required Through January 3, 2004

CMV driver may drive 10 hours after 8 hours off-duty.

CMV driver may not drive after 15 hours on-duty, following 8 hours off-duty.

CMV driver may not drive after 60/70 hours on-duty in 7/8 consecutive days.

## NEW HOURS OF SERVICE RULES

Property Carrying CMV Drivers - Compliance Required On & After January 4, 2004

CMV driver may drive 11 hours after 10 hours off-duty.

CMV driver may not drive beyond the 14th hour after coming on-duty, following 10 hours off duty.

CMV driver may not drive after 60/70 hours on duty in 7/8 consecutive days. - A driver may restart a 7/8 consecutive day period after taking 34 or more consecutive hours off-duty.

## SIMPLY STATED, THIS MEANS:

Drivers may drive up to 11 hours instead of 10 hours, but are limited to 14 hours in a duty period.

The 14-hour duty period may not be extended with off-duty time for meal and fuel stops, etc. Only the use of a sleeper berth can extend the 14-hour on-duty period.

Each duty period must begin with at least ten hours off-duty, rather than eight.



The 60 hours on-duty in 7 consecutive days, or 70 hours on duty in 8 consecutive days, remains the same, but drivers can "restart" the 7/8-day period by taking at least 34 consecutive hours off-duty.

## 16-HOUR EXCEPTION FOR PROPERTY-CARRYING DRIVERS

Drivers may extend the 14-hour on-duty period by 2 additional hours **IF THEY:**

Are released from duty at the normal work reporting location for the previous 5 duty tours, **AND**

Return to the normal work reporting location and are released from duty within 16 hours, **AND**

Have not used this exception in the previous 7 days, except following a 34-hour restart of a 7/8 day period.

**Total hours driving may not exceed 11 hours.**

**SLEEPER BERTH EXCEPTION:** Drivers may split on-duty time by using sleeper berth periods, but must comply with the new hours-of-service rules. These drivers may accumulate the equivalent of 10 consecutive hours off-duty by taking 2 periods of rest in the sleeper berth, provided:

- 1) Neither period is less than 2 hours;
- 2) Driving time in the period immediately before and after each rest period when added together does not exceed 11 hours; and
- 3) The on-duty time in the period immediately before and after each rest period when added together does not include any driving after the 14th hour.

# New Operations Office in Tennessee



We are pleased to announce that our Tennessee office has opened.

Kris Kolbe is our Regional Manager based in Mount Juliet, TN. Kris has been with

Vanguard for five years managing our offices in Arlington, Texas and Highland, Indiana. Kris says, "he hopes his moving days are over in that his entire family finds Tennessee a great place to live".

The office address and phone numbers are as follows:

**3735 N. Mt. Juliet Road  
Suite 205  
Mt. Juliet, TN 37122  
615/773-0517  
866/518-9777  
615/773-0530 Fax**

## VANGUARD'S WEBSITE

[www.vanguardservices.com](http://www.vanguardservices.com)

View current job openings  
and company information



# Advantages of Direct Deposit

(Thanks to all of you  
who have responded)

Direct deposit is a safe and easy way to have paychecks deposited directly into checking or savings accounts.

- OFFERS CONVENIENCE  
Special trips to your financial institution to deposit your paycheck are not necessary.
- ENSURES CONFIDENTIALITY  
Only you and your employer know how much you make.
- PROVIDES PEACE OF MIND  
Your pay is deposited into your account automatically whether you are away from home, sick or on vacation and you still receive a pay-stub detailing your earnings and deductions.

### *How does Direct Deposit work...*

Just complete an authorization form (available from your operations office) and send it along with a cancelled check to the Payroll Department. Your payroll will be deposited automatically on your payday to the account of your choice and your pay stub will be mailed to your home.

For more information on direct deposit, call your operations office or email Vanguard at [payroll@vanguardservices.net](mailto:payroll@vanguardservices.net).

## Pennsylvania Operations Office Moves to Allentown



Our office in the Northeast has been based in Lionville, PA for many years, but Ben LaGarde, our long time Area Manager, recently moved the office to Allentown. With the move we have a new assistant in Marcy Mendez to announce. Marcy has several years experience in the staffing industry.

Between Ben and Marcy we know we have a team that will help grow our business in the Northeast. Welcome Aboard Marcy!

Our address and phone numbers are:

**7613 Tilghman Street  
Allentown, PA 18106  
610/391-3233  
800/345-6190  
610/391-3237 Fax**



*Vanguard's best source  
of qualified drivers has  
come from our current employees,  
their families and friends.*

# SAFETY AWARDS

January - June 2003



Jeffrey Stair  
Clinney Thomas  
James Urban  
Mark Vigier  
Robert Wallace  
Alan White  
Jack Williams  
Patricia Wishart

## Three Year Award

Gary Brown  
Garry Coble  
Rex Cotter  
Ronald DeVisco  
Steven Grossman  
Tim Henize  
Andrew Hudock  
Clarence Jackson  
Randy Johnson  
Dennis Kleitz  
Robert Manns  
Randy McCarthy  
Larry McClour  
Thomas Mock  
Todd Oswalt  
Thomas Riggs  
Ralph Ritenour  
Jay Schloo  
Bobby Seagraves  
Emmet Seward  
Douglas Tekulve  
Mark Thompson  
Nathan Valentine  
Larry Weiss

## Four Year Award

Richard Appel  
Keith Baldwin  
Robert Cooper  
Jania Daniel  
William Haddon  
Stephen Henritzy  
Craig Hoffman  
Dean Husen  
Paul Malone  
Richard Merrick  
Thomas Newton  
Scott Riggleman  
Todd Steward  
John Zubalik, III

## Five Year Award

Aaron Alderman, Jr.  
Robert Avant, III  
Kenny Barefoot  
Paris Bentley  
Terry Brown  
Robert Buckner  
Michael Chapman  
Randall Evans, Sr.  
Edward Feeler  
Erwin Frazier  
Marcus Hedden  
Jerry Hyman  
Brian Jackson  
Boris Kozlenko

Stephen Martin  
Mary Martin  
Alvia Rice  
Butch Schrum  
Michael Stancell  
Angela Stancell

## Six Year Award

Michael Ambrose  
Roy Bain  
Lee Duncanson  
Jeffrey Gumuski  
Boyd Haddock  
Paul Hellriegel  
Tracy Hunter  
Norman Johnson  
James Leroy  
Ann Leroy  
George McNeely  
Robert Messer  
Michael Nelson  
John Troxell, Jr.  
Manuel Valdez  
John Wardlaw

## Seven Year Award

Gary Boseman  
Greg Carey  
Wayne Dockery  
Ron Gindhart  
Mark Harding  
Alvin Hunter  
Orval Marshall, Jr.  
Forrest Mathis  
Ed Pelts  
Luke Pizzuto  
Michael Stolte  
Dennis Strong

## Eight Year Award

Boyce Coyle  
Timothy Grove, Jr.  
Percy Morgan  
Bill Salmon  
George Scott  
Brian Smith

## Nine Year Award

William Hawkins, Jr.  
Ray Surman  
David Walker

## Ten Year Award

Tally Bright  
Joseph Edge, Jr.  
William Rankin  
Charles Rogers, jr.  
Roger Sellers

## Eleven Year Award

Chester Ackerman  
Robert Blackmon, Jr.  
Robert Cason, Jr.  
Robert Chestnut  
Joel Dixon  
Randy Gravely

James Sheridan  
Joe Upton  
Moses Williams

## Twelve Year Award

Kris Grzywacz  
Larry Horton  
Randy Pickering  
Joseph Pierson  
Art Smith  
Edward Snyder  
Robert Stone

## Thirteen Year Award

Richard Bagwell  
Morris Baldwin  
Charles Barbare  
Joe Dailey  
Robert Hall  
Edward Ives  
Norman Winchester

## Fourteen Year Award

Stephen Albertson  
Billy Dobbs  
Mitchell Fisler  
Sylvester Oliver  
John Price  
Bobby Stevens

## Fifteen Year Award

J. Randall Hurst  
Sammie Striplin  
Steve Welch

## Sixteen Year Award

Edward Davis

## Seventeen Year Award

John Spearman

## Eighteen Year Award

Sam Thompson

## Nineteen Year Award

Earl Keller  
James Wilson

## Twenty-One Year Award

James Rodgers, Jr.

## Twenty-Two Year Award

Jerry Whaley

## Twenty-Six Year Award

Ronald Flowers  
James Widener

## Twenty-Eight Year Award

Paul Coleman  
Willie Johnson  
Charles Sutton

## Twenty-Nine Year Award

Willie Hutchinson

## One Year Award

Larry Alwert  
Russell Axtell  
Shaun Barbare  
Corey Barlow  
Elmer Brewer  
Anthony Burrage  
Pamela Christian-Price  
Charles Clark, III  
Steffon Clay  
Walter Culp  
Brad Diehl  
Robert Dover  
Anthony Elkins  
Earl Ellis  
Keith Emrich  
Luard Escobar  
Jeremy Fidler  
David Fierro  
James Gallagher  
Michael Garrison  
Dennis Green  
Joseph Harris  
Donald Harris  
Larry Hartman  
Stanley Hensley  
Leroy Hunsinger, Jr.  
Joseph Jewett  
Carl Jones  
Tony Jones  
Larry Kelley  
Patrick Keyser  
Johnnie Kizer  
Stewart Lister  
Jerry Long  
Michael Lonnee  
Gary Medford  
Shane Mickelson  
Carolyn Moser  
Fidel Moser  
Danny Phillips  
Jurijus Polianskis  
Juan Ribot  
Kevin Riddle  
Carl Robinson  
Patrick Russell  
Ronald Siebert  
MichaelSmith  
Christopher Stanley  
Jack Strothman  
Tim Stump  
Eric Sunden  
Charles Tanner  
Tom Teslicka  
John Thompson

Richard Thrift  
Eugene Vanko  
Rafael Velasquez  
Melvin Vickous  
Terrence Wesson  
Scott Whitt  
David Willis  
Steven Wilson  
Richard Wise  
James Withers

## Two Year Award

Howard Arndt  
Billy Bailey  
Jonathan Banks  
Walter Booth  
Stephen Brown, Sr.  
Lawrence Chapman  
Stephen Cobb  
Thomas Conroy  
Robert Cornett  
Larry Daigle  
Edilberto Espitia  
Bruce Everett  
Ricky Fulton  
Andy Gambrell  
Larry Garner  
Eric Gilbert  
John Grounds  
David Hatcher  
Allen Hegarty  
Felipe Hinojosa  
Wendella Holcomb  
Frederick Howell  
Anthony Lackey  
Ellsworth Langford  
Joseph Mack, Jr.  
Paul McKnight  
Roger McPherson  
Anthony Milam  
Jean-Guy Moreau  
Ricky Moreno  
Robert Myers  
Warren Norris  
Kevin Norvell  
Donnie Phipps  
Richard Ramirez  
Dan Rausch  
Tim Raymer  
Carlton Reavis  
Larry Reep  
Rhonda Robertson  
David Salinas  
Richard Schmig  
James Scott

## Something From Benefits

In order for Vanguard to continue to offer a competitive fringe benefits plan, when many companies are dropping theirs entirely, we need the help of our employees. Last month a memo was sent to all Vanguard employees encouraging each of you to find a family doctor for routine medical care as opposed to using the hospital's emergency room. As was stated in the memo, utilization of a family doctor not only allows both the plan and the employee to experience lower costs, but the employee benefits from improved healthcare as well. Here are a couple of other ways employees can improve their healthcare while simultaneously reducing the cost to both the plan and the employee.

Pharmacy costs continue to rise, but a way to offset this is to ensure employees use both a generic alternative for specific medications, and mail order option for maintenance medications whenever possible. United Healthcare updates its list of generic drugs covered by the plan every month. The best way to gain access to this list is to visit the United Healthcare website at [www.myuhc.com](http://www.myuhc.com), or call our benefits office at (800) 428-9225 and we can assist you. Additionally, mail-order prescriptions not only reduce employee's costs for maintenance medications, such as medications for high blood pressure, but reduce costs to the plan as well.

Use Network doctors and hospitals. United Healthcare's network is extensive and provides both network doctors and hospitals where Vanguard employees live. Again, by taking advantage of the discounts offered by network doctors and hospitals, both the employee and the plan enjoy reduced costs.

By taking these steps employees can not only receive quality healthcare, but help to minimize healthcare costs to both themselves and plan. By helping us to minimize these costs, employees are doing their share to minimize the impact of cost increases for the next plan year.

## About Our Organization

An industry leader since 1958, Vanguard Services, Inc. is a national company providing top quality dispatchers, drivers and warehouse personnel to both large and small businesses. Vanguard's corporate office is located in Indianapolis, Indiana.



Vanguard's Quality policy is to perform each job and service in complete conformance with standards that are consistent with our customer's stated needs and requirements.

This policy means Vanguard intends to give the kind of service to our customers that they need, require and deserve, as free of mistakes and problems as humanly possible.

This is not a short-term project. It is a way of doing business-the only way that will survive in today's world.

We intend that our relationship with all our present and future customers be one where our quality policy is known and practiced.