



## R. C. MOORE NEWS

OCTOBER 2021

Welcome to your Newsletter!

Each quarter, various departments will contribute topical segments that we hope you will find informative.

Let us know what you like about it, and what you would like to know more about.

We would also like to show how great our employees are, if you have participated in a community event, please submit picture and a brief description.

Here at R.C. Moore, Inc. we are family so if you would like to share upcoming special moments (engagements, graduations, etc.) submit to

[bqaither@rcmoore.com](mailto:bqaither@rcmoore.com)

or

[dfoote@rcmoore.com](mailto:dfoote@rcmoore.com)

Thank  
you



### DRIVER APPRECIATION WEEK...

...this is more than a slogan: it is a commitment by RC Moore management to treat drivers with respect, gratitude, and courtesy.

While we may be unable to personally thank each of you drivers, we want you to know that your efforts do not go unnoticed.

Wherever you may be for us we want you to feel a part of the RC Moore family, and encourage you to bring any questions or concerns to your team.

Because of your professionalism the world's freight gets delivered in a safe and efficient manner, making a difference each and every day.

We appreciate our drivers!

**Thank-you,**

*Kelly Moore- President*

*Shawn Moore- Chief Executive Officer*





Richard Moore with longtime driver John Gunter, who worked for RCM from 1977 to 2016... 39 years of loyal service. Sadly, John passed away recently; he will be missed by all who knew him.



**CONGRATULATIONS and  
THANK YOU to  
LEWIS McCASKILL for  
FIVE YEARS SERVICE**

*Louis operates out of the McBee terminal,  
running regionally.*



# HUMAN RESOURCES

## Who should we call??

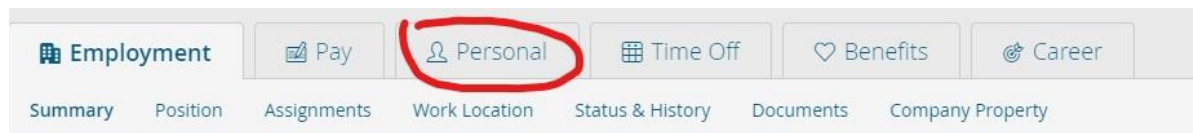
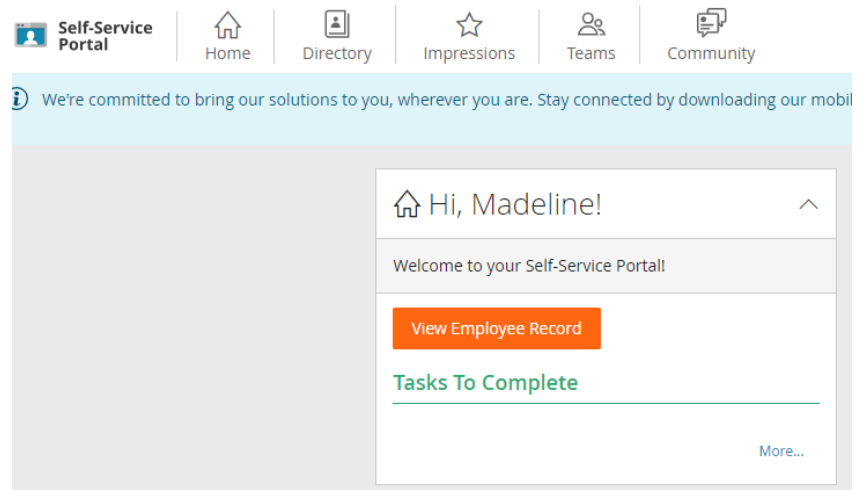
What if you got hurt in an accident or had a medical emergency while you were on the job? We surely hope you don't, but if the unforeseeable happens, we need to know who (besides 911!) to call to be there for you. If you don't have an Emergency Contact and their phone number on file, update it on Paylocity now.

## Got a new e-mail account? Have you moved?

We also need you to keep your phone numbers, e-mails and mailing addresses correct. It only takes a couple of minutes and it could save you a lot of hassle if you don't miss a message or letter.

## HERE'S HOW to update your info in Paylocity:

1. Log in to your account, to your Self-Service Portal.
2. Click the orange button "View Employee Record."
3. Click the Personal tab on the next screen.
4. Then, above your name, there's a button that says "Edit Profile". From that screen you can type in any new information in the different fields.
5. Click Save when done.
6. Scroll down and see your Emergency contacts. Edit them by clicking on the button that says "Add



Contacts" or click on the little pencil to edit an existing contact.

7. Click Save when done.

If you have any questions, you can contact us: Thanks for your help!

Deb at 207-885-4828

[dboucher@rcmoore.com](mailto:dboucher@rcmoore.com)

Julie at 207-376-0617

[jsavage@rcmoore.com](mailto:jsavage@rcmoore.com)

Lindsay at 570-338-5436

[lgnall@rcmoore.com](mailto:lgnall@rcmoore.com)



Effective November 1<sup>st</sup>, the Aflac benefits are renewing. We offer four plans: Accident, Hospital, Cancer, and Critical Care. Renewal packages were mailed to your homes around the first of the month. **Log into Paylocity and go to the Community page for more information.**

Renewal meetings have been held in Scarborough, Pittston, and **Tampa (October 5<sup>th</sup> & 6<sup>th</sup>)**. If you were not able to attend one of these meetings and have question about enrolling or reenrolling, contact an Aflac rep directly. Don't forget to ask them about your Wellness benefit. Aflac pays you for preventative testing and routine exams - you may be eligible for some \$\$.

- Kristen Spinoso at 440-724-6490, email: [kristen\\_spinoso@us.aflac.com](mailto:kristen_spinoso@us.aflac.com)
- Polly Spaeth at 216-906-0235, email: [polly\\_spaeth@us.aflac.com](mailto:polly_spaeth@us.aflac.com)

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## Welcome to the Team – PITTSTON



### **LINDSAY GNALL - HR Assistant**

Lindsay joined R.C. Moore back in mid-July as a Human Resources Assistant out of the Pittston, Pennsylvania terminal. She has previous work experience as a traveling human resources manager and payroll processor. Other experience she has, is the several college classes she took related to human resources and business leadership. Lindsay graduated from Cedar Crest College with a bachelor's degree in Criminal Justice and a minor in Psychology.

Assisting with the hiring process as a recruiter for non-driver positions, Lindsay is looking forward to being the happy, helpful person to welcome new hires on board.

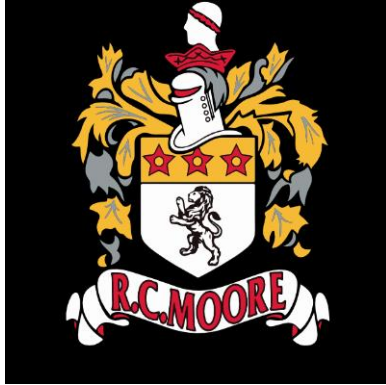
When she's not working, Lindsay is a devoted wife and mother. Her hobbies include crafting, traveling, and caring for her rescue dog.



### **KIM BOWEN – Inventory Accountant**

On July 1, 2021 Kim joined R.C. Moore as the Warehouse Inventory Accountant at the Pittston, Pennsylvania location. Prior to working here, she has worked in the packaging industry, bringing many years of accounting, customer service, marketing, and operations experience with her. Currently, Kim is working on finishing the remaining courses she needs for her Associate degree in Business Management.

When Kim isn't working or attending online classes, this car enthusiast finds time for her favorite hobbies, which are traveling, cooking, and trying new experiences.



## **MICHAELENE THOMA - Customer Service Representative**

I started with RCM as a Customer Service Representative on 8/9/21 so I am very new.

I have been in, or involved with customer service for over 30 years, at some point it involved logistics however most of my career had been in the Dental field. I so far am enjoying being a part of this team.

I have 3 grandchildren that I spend every minute I can with and would not change that for the world.

Moving forward I look forward in being a part of this RCM Team.



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## **NEW EQUIPMENT AT THE SCARBOROUGH SHOP**



### **RC MOORE INVESTS IN THE FUTURE**

Here are four of a group of 20 new trailers on order, plus Tractor 575 being fitted out in the Shop, one of four on order.



## Welcome to the Team – SCARBOROUGH



### **JULIE SAVAGE - HR Assistant**

It seems RC Moore is going places! As a Human Resources Assistant, under Deb Boucher, I hope to help manage our continued growth.

My background is in marketing, design and real estate, and I hope my experience in managing databases and sales support will come in handy.

I'm a native Mainer, the seventh of eight children, so I spend a lot of time with my family, including many nieces and nephews. I graduated from the University of Maine in Orono, where I squeezed my studies in between Black Bear hockey and football games.

I'm naturally curious and I love to read, as well as bike, hike, skate, ski and kayak through all of Maine's seasons. I'm looking forward to getting to know you all!



### **RICHARD REIMER – IT Manager**

I live in Derry, NH with my cat, Donnie (came with the name) and I just recently turned 50, which proved many people wrong lol.

I have enjoyed a career in technology spanning around 30 years. During the Dot-Com years, 95-2001 I was a Systems Engineer and saw 40 countries, some more than others.

I play guitar, am a huge fan of history. I am not a boring as this all sounds, I promise.



### MADELINE GROEGER – Safety Assistant

I was born in Bedford Hills New York, the youngest of 9. My family purchased the Inn on Peaks Island in the late 70's.

My beloved dog is named Pearl Jam, she is a rescue from Arkansas and will be 10 this February. She and I live in South Portland. A few of my interests are music of all kinds, nature, dancing, traveling and walking/being with Pearl Jam.

Much of my work experience has been working and helping people. From Marriott International to Goodwill Industries of NNE... and now Class A drivers!



# HISTORY

**A time not long ago...**

## REMEMBER THE OLD TRUCKS?

*R.C. Moore  
trucks and trailers  
in the yard in  
Waldoboro ME*

**1976**



BONUS QUIZ #1: can you name the Make of Trucks lined up here? Hint: the first is a FORD W Series...

NORTHERN DANCER &  
SHADY LADY



NORTHERN DANCER



A few of Richard  
Moore's original  
"babies."

IN 1966

PAPER TIGER & MASTER  
ONE-PIE



BONUS QUIZ #2: The two cabover truck models pictured above earned NICKNAMES IN THE INDUSTRY... one for the GMC, the other for the Ford H Model.

First correct answers with at least one nickname I'll get you a \$10 gift card. [dfoote@rcmoore.com](mailto:dfoote@rcmoore.com)



## **From ANTHONY CLOUD --- Safety Director**

### **ROADSIDE INSPECTIONS--- understanding the differences:**

#### **Level I – North American Standard Inspection**

An inspection that includes examination of driver's license; Medical Examiner's Certificate; alcohol and drugs; record of duty status / HOS; seat belt; vehicle inspection report(s); brake systems; cargo securement; coupling devices; driveline/driveshaft; exhaust systems; frames; fuel systems; lighting devices; steering mechanisms; suspensions; tires; van and open-top trailer bodies; wheels, rims and hubs; wipers...

#### **Level II – Walk-Around Driver/Vehicle Inspection**

An examination that includes each of the items specified under the North American Standard Level II Walk-Around Driver/Vehicle Inspection Procedure. It is contemplated that the walk-around driver/vehicle inspection will include only those items that can be inspected without physically getting under the vehicle, covering most everything in a Level 1 Inspection without getting under the vehicle.



#### **Level III – Driver/Credential/Administrative Inspection**

An examination that includes those items specified under the North American Standard Level III Driver/Credential/Administrative Inspection Procedure. As a minimum, Level III Inspections must include, where required and/or applicable: examination of the driver's license; Medical Examiner's; hours of service; seat belt; vehicle inspection report(s); and carrier identification and status.



*IMPORTANT TIPS FOR ALL OF US  
ON HOW TO AVOID...*

## *ROAD RAGE*

- **Practice polite driving habits:** Avoid tailgating, cutting off other vehicles, speeding, weaving, leaving high beam headlights on, and erratic braking. Merge politely, and always err on the side of being courteous. This is smart to do not just to avoid road rage, but to make driving easier and more pleasant for every motorist.
- **Slow down:** Simply let aggressive drivers go around you and typically, they will quickly be on their way.
- **Get away from aggressive drivers:** If you notice a driver with aggressive behavior, get some distance between you, whether you slow down and let them get ahead or change lanes so you're not right next to each other.
- **Don't make nor respond to rude gestures or yell at other drivers:** Remember, you're not the police, and it's not your job to remind others how to drive, even if they're doing a terrible job. Avoid making eye contact with an aggressive driver who is trying to pick a fight. And do not respond to their gestures, no matter how impolite!
- **Use your horn sparingly:** Horns should primarily be used in emergency situations. Tap your horn lightly if you need to get a driver's attention, and give drivers ahead of you at lights a few extra seconds of grace before honking to remind them to move through the intersection.



*WINTER IS COMING...*

*MAKE SURE YOU ARE READY...*

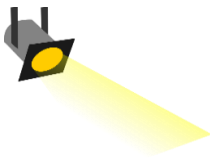
*Get with the Shop, Safety and your  
Fleet Manager to make sure you have  
everything you need and the truck  
needs for the upcoming cold months.*



## ANOTHER HR REMINDER...

PTO - As we rollover into the final quarter of 2021, do you know how much accrued time you have in your PTO bucket? Be sure to plan your future time off so no hours are forfeited at the end of the year!

Review the PTO policy by going to the Time Off tile in your Self-Service Portal in Paylocity and click on [More](#). From there, click on the PTO policy link.



### CELSIUS: NEW CUSTOMER FOR RC MOORE

RC Moore is proud to be a preferred carrier of this new beverage in the expanding fitness & energy drink marketplace.

*Stay active and energized all day long with CELSIUS by your side.*

*Whether you need an extra boost at the gym or a delicious pick-me-up to help you hustle through your workday, CELSIUS is here to help you stay active and focused on your goals. Made with only the best ingredients, CELSIUS has no artificial preservatives or flavors, no aspartame or high fructose corn syrup, and it is very low in sodium.*

Always use the SERVE method from Charles Marshall when dealing with others:

Surprise all with excellent service. We all need to be concerned about the well-being of others. Show them you are interested.

Evaluate the needs of others. The first sign of Respect is listening.

Respond in a positive way. Always take the high road and respond with kindness, especially when others are being unfair or rude.

Validate the trust others have in you. Be known as someone who does what they say they are going to do.

Exceed expectations. Make it your goal to do more than is required every time.

## Community Matters



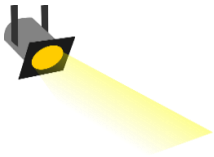
AS THE HOLIDAYS APPROACH...

RC MOORE is looking for drivers interested in participating in the Wreaths Across America Convoy that will be in December...

To learn more here/Share this link:

<https://www.youtube.com/watch?v=nK6rgTEndQU>

<https://www.wreathsasscrossamerica.org/>



**GREG CORBIN SAYS...**

**FINALLY! All 3 of my children have graduated.**

**However, my daughter has decided to go further.**

**She will be attending USM in the fall for an 8 year doctorate in Biology.**

**I'm so proud of all 3 of them!**



## TRUCKING 4 KIDS CONVOY

RC MOORE PARTICIPATES IN  
FUND RAISING CONVOY

Sunday September 19 in Scarborough Maine was the day for the annual TRUCKING 4 KIDS CONVOY --

This was a parade of about 50 trucks from various Maine-based trucking companies in support of Camp Sunshine and Camp Postcard.

These are two well respected not-for-profit organizations that offer a summer camp experience for kids with special instruction and emphasis on, among other things, positive interaction with law enforcement.

Driver Nate Meyers out of Scarborough drove his tractor and helped kids and oldsters alike look around in his truck.

And he won TWO trophies for fleet truck and Touch-A-Truck!

**AS A REMINDER-- if there are any public good-will events like this in YOUR area let us know-- maybe we can get a truck out there to participate!**



## ***OCTOBER SPOTLIGHT***

### **Breast Cancer Awareness Month**

October is Breast Cancer Awareness Month, an annual campaign to increase awareness of the disease.

### **Fast Facts About Breast Cancer**

- Each year in the United States, about 255,000 women get breast cancer and 42,000 women die from the disease.
- Men also get breast cancer, but it is not very common. About 1 out of every 100 breast cancers diagnosed in the United States is found in a man.
- Most breast cancers are found in women who are 50 years old or older, but breast cancer also affects younger women.

### **Ask your doctor when you should get a mammogram.**

- Other than skin cancer, breast cancer is the most common cancer among American women.
- Mammograms are the best way to find breast cancer early, when it is easier to treat and before it is big enough to feel or cause symptoms.

### **RESOURCES**

<https://www.cdc.gov/cancer/dcpc/resources/features/breastcancerawareness/index.htm>

<https://www.nationalbreastcancer.org/breast-cancer-facts>

# HAPPY BIRTHDAY

David Wilson	10/07	Catherine Palonis	11/15
Laurent St. Hilaire	10/07	Gary Cook	11/15
Rosa J. Pena Pereyra	10/08	Stephanie Hooper	11/15
Glen Atkins	10/08	Pamela S. Lane	11/16
Don D. Bird	10/08	Robin D. Bogert	11/17
Jimmy D. Turbi Diaz	10/08	Shawn E. Mullen	11/18
Ramona M. Kraus	10/09	Greg Corbin	11/20
Javaris Rudolph	10/11	Sandra Duhamel	11/30
Ronald J. Patterson	10/15	Karl W. Blepp	11/30
Raymond Bickford	10/18	Tamara T. Kraus	12/01
Megan L. Sanborn	10/18	Leon C. Major	12/08
Jeffrey W. Waldeck	10/18	Steve E. Lee	12/09
Alcides Verges-Gonzalez	10/22	Kevin L. Hill	12/11
Mark S. Large	10/22	Evelyn T. Goulet	12/14
Lawrence R. Hoover	10/22	Randy J. Parnell	12/19
Yadir Herrera Garcia	10/25	John F. Hower	12/19
William Hannen Jr	10/27	Kimberly L. Kreusling	12/21
Joe A. Lane	10/27	Christopher A. Mantei	12/23
Robert Golding	10/29	Jeffrey D. Bean	12/24
Cynthia L. Anderson	10/31	Tony A. Goggins Sr	12/24
Ryan E. Caroway	10/31	Dalton J. Washburn	12/24
Nathaniel J. Meyers	11/01	Andrew Hujsak	12/25
Jonmichael P. Brennan	11/02	Anyelo Santana Madera	12/26
Alan L. Kroska	11/03	Kimberly A. Bowen	12/26
Austin k. Nichols	11/04	Jesse T. Cowan	12/27
Cheyenne M. Esposito	11/05	Ralph E. Joyce	12/28
Jeremy D. Miller	11/05	Michael J. Matyas	12/28
		Lawrence Strout	12/30

# HAPPY ANNIVERSARY

## October

David Wilson	22 Years	FL
Lorraine Colello	22 Years	ME
Debora L. Boucher	20 Years	ME
Andrew Hujsak	16 Years	ME
Stephen L. Merrell	5	NC
Amanda M. Lee	2	NC
Catherine Palonis	8	PA
Hugh S. Moore	5	PA
Suliman M. Perkins	4	PA
Paul A. Emiliani	3	PA
Stephanie Hooper	3	PA

## November

Raymond Bickford	21 Years!	ME
Kenneth Egolf	17 Years!	PA
Brian Beote	16 Years!	ME
John Morin	12 Years!	NC
Ryan E. Moore	11 Years!	NC
Lynn Huff	7	NC
Kayla H. Collins	3	PA
Vase Petrov	2	ME
Fernando A. Vazquez	1	FL
Evelyn T. Goulet	1	ME
Jerry M. Rich	1	NC
Michael G. Kozick	1	PA
Anthony A. Cloud	1	PA

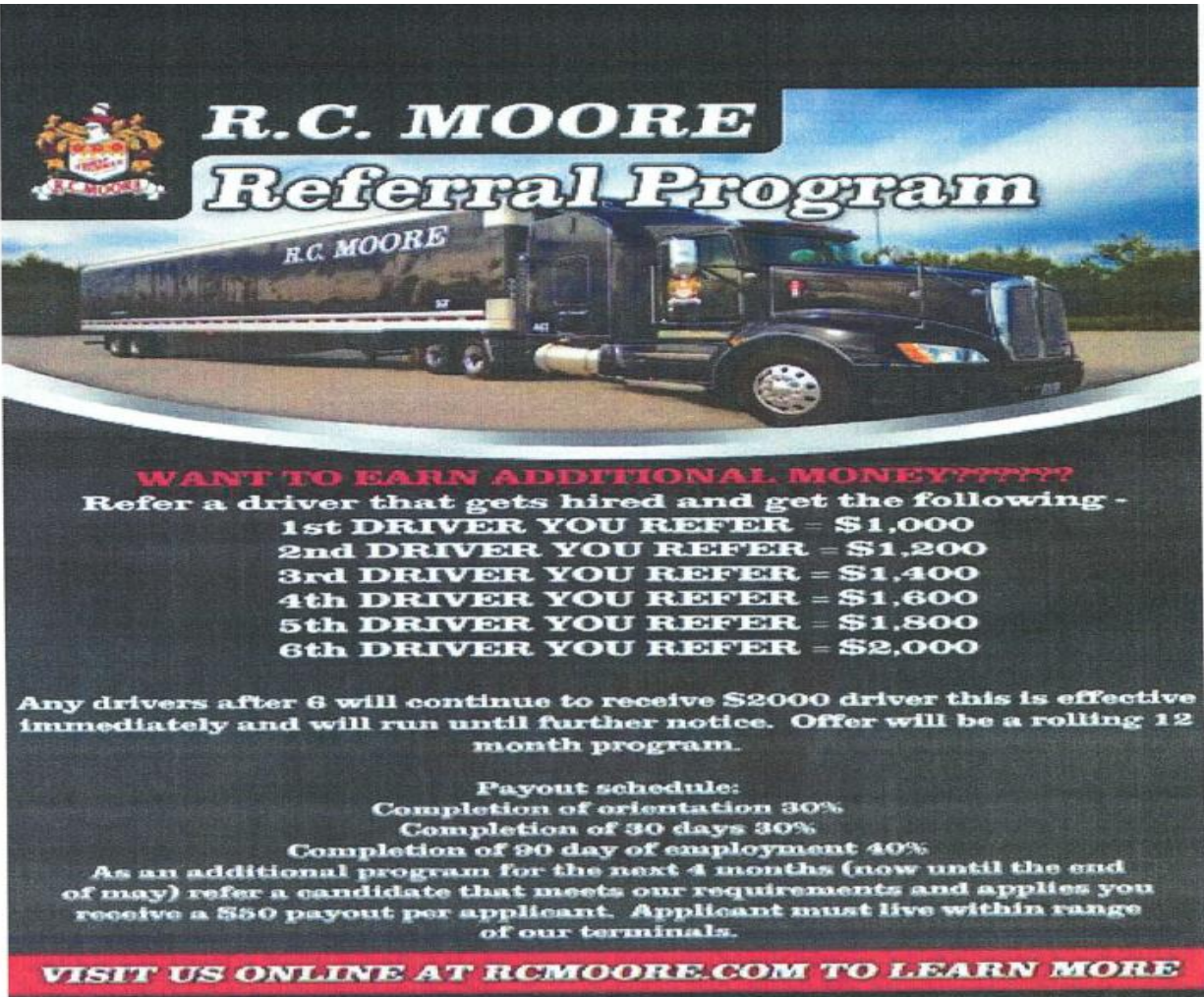
## December

Jean Esposito	17 Years!	ME
Eric Miller	7	PA
Andrew E. Wallace	6	ME
Eleonora R. Guizdeva	5	ME
Steven W. Robbins	3	ME
Nathaniel J. Meyers	2	ME
Brandy A. Gaither	2	NC
Fabian A. Baez Roman	1	FL
Brian K. Kennagh	1	ME
Wendell N. Graham	1	NC
James R. Shankle	1	SC
Andrew M. Johnson	1	SC

Extended to the End of the Year!

There is still time to Earn Additional Money  
on All Referrals!!!

*Just by talking to other drivers at the fuel island or loading dock you might earn some extra money – and help expand our team of drivers!*



**R.C. MOORE**  
**Referral Program**

**WANT TO EARN ADDITIONAL MONEY?????**  
Refer a driver that gets hired and get the following -

- 1st DRIVER YOU REFER = \$1,000**
- 2nd DRIVER YOU REFER = \$1,200**
- 3rd DRIVER YOU REFER = \$1,400**
- 4th DRIVER YOU REFER = \$1,600**
- 5th DRIVER YOU REFER = \$1,800**
- 6th DRIVER YOU REFER = \$2,000**

Any drivers after 6 will continue to receive \$2000 driver this is effective immediately and will run until further notice. Offer will be a rolling 12 month program.

**Payout schedule:**  
Completion of orientation 30%  
Completion of 30 days 30%  
Completion of 90 day of employment 40%

As an additional program for the next 4 months (now until the end of may) refer a candidate that meets our requirements and applies you receive a \$50 payout per applicant. Applicant must live within range of our terminals.

**VISIT US ONLINE AT [RCMOORE.COM](http://RCMOORE.COM) TO LEARN MORE**

*See any terminal for referral cards or simply give the driver this number*

*1-888-492-1256 and your Name*

**Thank you all-- Please send any items for the next Newsletter to either of us...**

**David Foote- Northeast Recruiter = 207-558-9348**

**Brandy Gaither-Southeast Recruiter = 704-253-4267**