

R. C.
MOORE NEWS

July 01, 2021

Welcome to your Newsletter!

Each month, 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 bgaiter@rcmoore.com

*Thank
you*



The world just experienced a crisis like most of us have never seen in our lifetime. All the scenarios experienced up until now have created unstoppable events that we will continue to see for a long time to come. We will overcome the difficulty by sticking together and helping one another. We sincerely thank you for your commitment to the company and the country in fulfilling your work duties as required during the Pandemic. It was nice to see that during the beginning of the pandemic that the public recognized and publicized something that we have all known for years. Truck drivers are Heroes!

Because of your professionalism and sacrifices the public was able to see just how serious the consequences would be if we did not have truck drivers. What you do Matters, and you make a difference in the world every day,

Thank-you ,

Kelly Moore- President

Shawn Moore- Chief Executive Officer



Welcome to the Team



David Foote joined R.C. Moore as a Driver Recruiter in late May, bringing with him 20+ years of trucking experience, including recruiting, sales, dispatch, and even driving in the pre-CDL days.

David's focus is three-fold: 1. recruit new drivers, 2. build rapport with existing drivers, and 3. further R.C. Moore's reputation as a great place to work.

And he wants to remind all our drivers about the \$1000 Referral Bonus!

David is married to Susan, enjoys skiing and working on his Fox-body 1979 Mercury Capri 5.0.



April 12, 2021 Ed joined R.C. Moore in the Safety/Compliance Department as our "Claims Coordinator" at the Pittston, Pennsylvania terminal. Ed brings over twenty-five years of law enforcement experience conveying immense familiarity toward safety topics and investigation. Throughout Ed's journey he has held other senior executive positions involving oneself in procedural development, protocols, and leadership resources.

Ed is a U.S. Army Veteran Sergeant of four-years, Combat Arms Tank Commander, Chemical Warfare Instructor, and ROTC 45-cal. Range Instructor. During his years as a Pennsylvania Licensed Private Investigator his focus was on Workers Compensation claims/investigations which shall serve R.C. Moore as well. Over the years Ed has attained considerable training and education from various venues; attending college, police academies, State Police specialize evidence collection school to active shooter response certified instructor training to mention a few. Ed is OSHA Industrial certified, Forklift trainer certified, and Fleet Manager TCA trained.


Ed is looking forward to assisting and being an ambassador of R.C. Moore in any capacity he can, but especially in the Safety/Workers Compensation.

HUMAN RESOURCES

401(k) – On April 1st we moved to VOYA Financial as our 401(k) provider. On May 25th, an online meeting was held to introduce you to VOYA. If you were unable to attend, or want a review of the discussion, please go to the Community page in Paylocity and access the announcement. The posting has been pinned for easier retrieval.

**** IMPORTANT - everyone will need to update their beneficiaries as they did not carry over from our prior provider.**

Aetna Dental – Also on April 1st we moved from Northeast Delta Dental to Aetna as our dental provider. Aetna does not mail insurance cards, but you can download one from the site. Go to www.aetna.com and log in. If you are already enrolled in Aetna medical it is the same site, same username, and password. From the Home page, scroll down to Plan Overview and select ID Cards. Using the drop-down menu at Available Cards, you may need to change from medical to dental. You can then print or download your card. And, yes, there is an app for that! Be sure to select Aetna Health in your app store.

 Download the new Aetna HealthSM app to make it easier to r

PTO – RCM revised its Paid Time Off (PTO) policy effective January 1st. Many of you gained some PTO because of this change. This is a reminder that a maximum of 80 accrued hours can be rolled over into 2022. Any earned time more than that will be forfeited. Additionally, any hours rolled over from 2021 to 2022 must be used by 03/31/2022. Any unused hours will be forfeited. Please plan your time off early and accordingly.

To view the policy, go to the Time Off tile in your Self-Service Portal in Paylocity and click on More. From there, click on the PTO policy link.

You can also easily request time off from there by clicking on the Submit Time Off link.

Shop Corner



Reminder to all Drivers:

We care about your safety! To ensure this we would like to remind you not to hang around in the Maintenance Shop due to the risk of injury-- it is also an insurance requirement.

Also, remember we have the perfect Wash Bays in Scarborough and Troutman, so take advantage of it and show off those Shiny Tractors!



From the Desk of the Safety Director

2021 has been a busy year for your safety department. We have had some changes in personnel and policies, all of which have ultimately been positive. We are on boarding new technologies that should enable us to streamline our approach to maintaining a safe and compliant fleet. Here are a couple you may find interesting:

Infinet-I online video training platform-In an effort to share information and be able to communicate with a fleet that works 24 hours a day in multiple states and locations we recognized a need to have a flexible platform that you could access at a time that was convenient for you. Infinet-I has given us that flexibility. It is a video training library that we are using for both driver and fleet manager training. In the coming months you will begin to hear more about this platform as we begin to incorporate it into a required quarterly training for all employees. Rather than gather us all in groups this will allow you to complete training in the time and location of your choosing. For the driving fleet your username is your driver code, and the password is R C Moore.

Idelic is a software consolidation system. This system will pull data from many of the various systems we currently monitor and put that data in one location. This will help RC Moore fleet managers and safety personnel better manage our safety performance, as well as compliance. It is currently very time consuming to go between the 5 different systems we have in place to pull data and this will ease that burden. It has been a long on boarding process but Idelic should be up and running within a couple weeks of you reading this.

No matter the efficiency of software it is, and always will be, the people that make the difference.

Jamie Profenno has been with RCM for going on 20 years and wears many hats. She quietly and diligently works hard every day to ensure all our drivers and equipment are current with the many requirements the DOT places upon both.

Ron Bozzuto has been with RCM for over 12 years, first as a driver and now as an orientation and safety representative. Those of you who frequent the Scarborough location have more than likely shared a moment or two with Ron. Ron is involved in many projects and is a valuable resource to the RC Moore family.

Ed Florentino joined us early in 2021 and has taken the lead on handling our workplace injury prevention and return to work efforts. His intro is in the newsletter above.

These three folks are working hard every day to keep the wheels turning legally, big thanks to them for that!

PRE-Trip Inspection

Every truck driver should know how to conduct a pre-trip truck inspection. However, many do not take the time to go through this inspection every time they hit the road. It is critical to go through this process to make sure everything is operating properly. Failure to do so can result in consequences that can cost money and take you off the road, or worse. Here are five reasons why it is important for you to perform your pre-trip truck inspection.

It Keeps you safe

The most important reason to perform a pre-trip inspection is [for your safety](#). It can be dangerous to go out on the road with a load that is not secured, brakes that are damaged, wiring that is not connected, etc. Taking the time to ensure that everything on your truck is working properly is worth it if it means you do not hurt yourself or somebody else. Do not get in a habit of skipping a pre-trip inspection because you've never had anything go wrong before. It is important to understand that every time you hit the road without checking your truck, there is a chance you are putting yourself or someone else in danger.

It is the Law

As a driver, you are required to ensure your vehicle is safe to operate and free from defects. Legally, you need to do this by indicating that you performed a pre-trip truck inspection while "on-duty not driving" duty status. If you do find an issue, you will need to complete a driver vehicle inspection report to avoid violations during an audit. It is better to catch an issue before a DOT officer does. This will help avoid a violation and a decrease in your [CSA score](#). Depending on the case, the DOT officer could issue a fine.

It keeps you on the road

There are a few ways that not doing a pre-trip inspection can keep you off the road. First, if the DOT catches something wrong with your truck, they can give you a violation and put your vehicle out of service until the issue is fixed. Likewise, if you do not become aware of a minor problem for a long time, it can eventually become a major problem. It is better to catch something minor early so that it can be fixed quickly. Lastly, having something wrong with your truck can lead to an accident that causes damage to your truck and injuries to yourself or others

It saves you money

As mentioned earlier, doing your pre-trip inspection can help you catch a minor problem before it becomes something more serious. Chances are, a minor problem will be repaired quicker so you can get back on the road quicker. This way you avoid losing money while you wait for your truck to get fixed.

Also, it is better to catch an issue prior to hitting the road so that you can get it fixed at the shop rather than [on the side of the road](#). Roadside repairs typically take an eternity to complete and may even end up with a tow, both resulting in lost time and money for the driver.

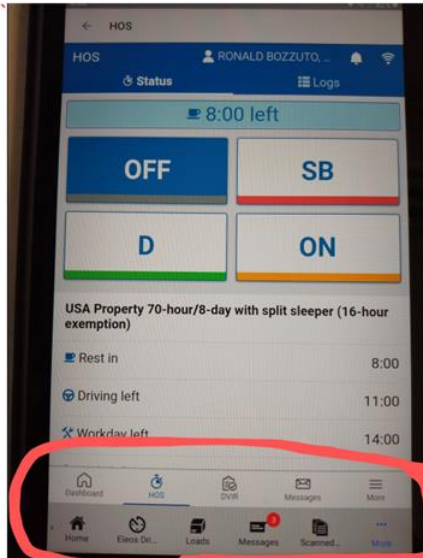
It reduces liability

It is important to keep in mind that your truck can be involved in an accident that causes serious damage and injuries. Even if it isn't your fault, it is possible for you to be found liable for an accident if there is no proof that a pre-trip inspection was done properly. This is a big reason why it's so important to perform your pre-trip inspection and keep track of whether or not you found an issue that needed fixing. If you find an issue and get it fixed, make sure you keep track of when and where the repair happened. It's possible, and highly likely, for a lawyer to find you liable for an accident if there is an issue with your truck that could have been prevented by proper pre-trip inspection.

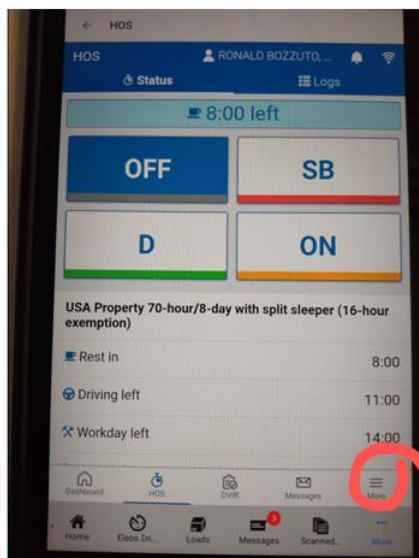
Important information Guide for DOT inspections

Roadside Inspections have been increasing, and we are finding that some of the violations and warnings we are getting is due to the unfamiliarity of what DOT is wanting or looking for. There are multiple Roadside inspections or Scale house inspections that Drivers may encounter, most common being a Level 1, 2, 3, 4. Each have a different inspection for Driver or Truck. With each one of these inspections there is common questions asked of the Driver, some being common, others NOT so common. Being familiar with all aspects of an inspection is important. Be Polite! This is huge. If the inspector is a jerk, it's not going to benefit the driver to try and match it. At the end of the day, we're all people doing a job with good days and bad days. The importance of the information added to the tablet, and updated is required, (Trailer #, DVIR's, shipper information, Load/BOL #, correct duty status, and verified logs). ALL this information is required and shows in the DOT stop audit. This Information needs to be updated EVERY LOAD, and can be verified on the driver logs.

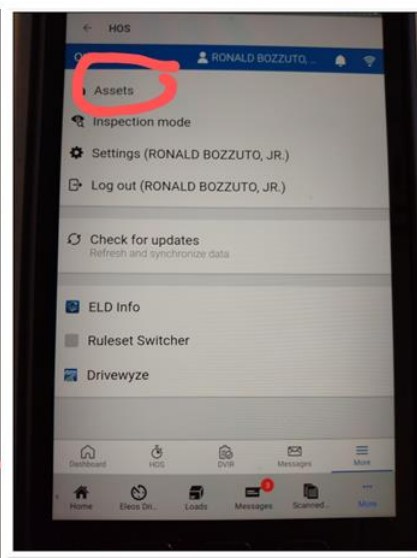
1) HOS Screen



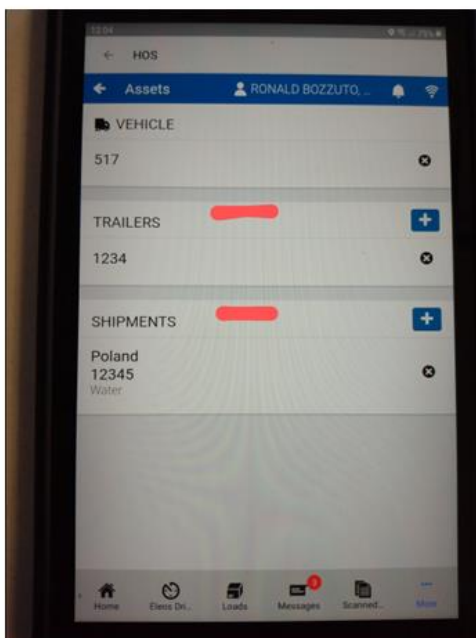
2) Click MORE



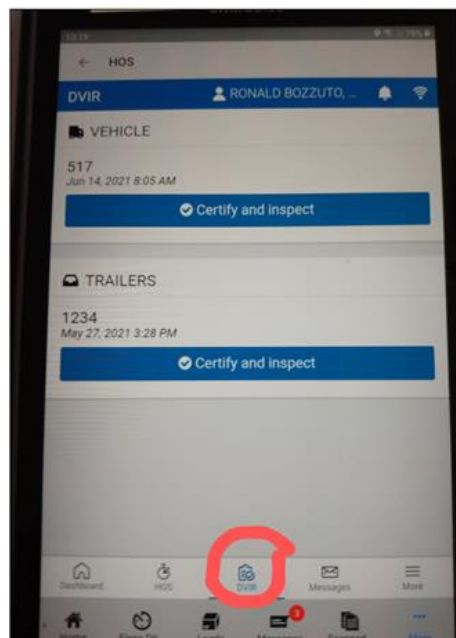
3) Click Assets



4) Change info/ needs to be updated



5) DVIR



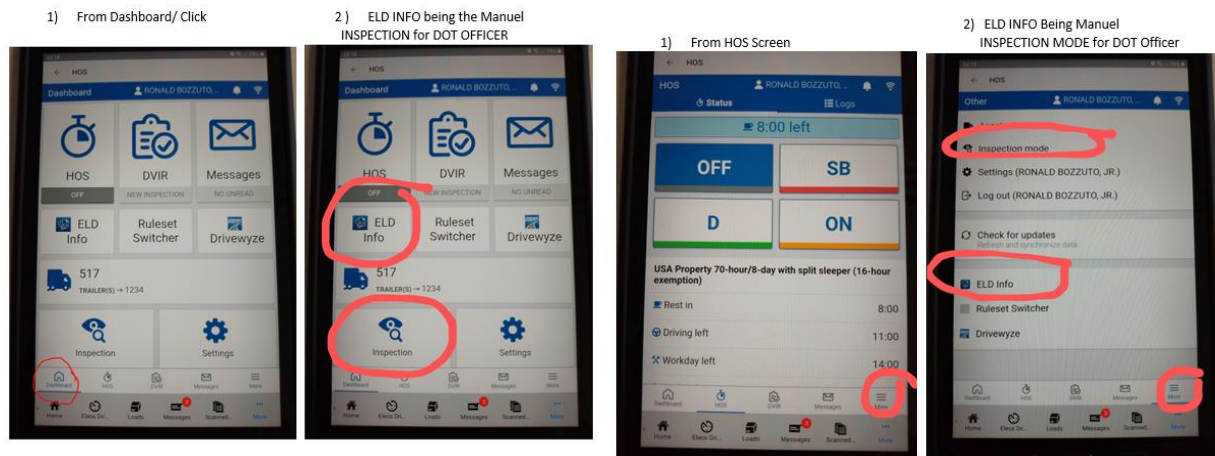
Drivers being stopped for an inspection should be able to, and are expected to be able to produce and know “ how to “ produce what is asked of them ; NOT that ALL are asked to, but may be asked to.

Driver’s License and the Registrations,

Driver will need to produce a Paper Logbook,

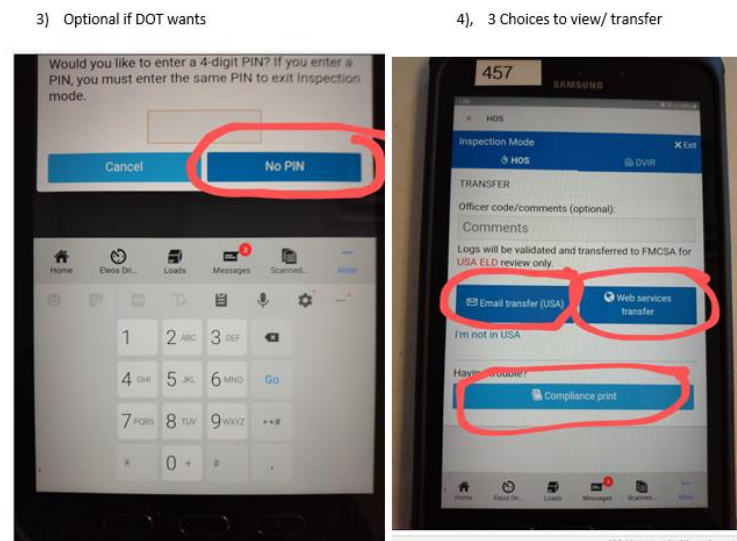
Driver will need to produce “ how to “ DOT gets into ELD, (copy attached, Data transfer for roadside inspection) Attachment # 1 , PLEASE print for ALL drivers/given in Orientation

Driver will need to produce Manuel for ELD tablet, (Image attached for Manuel, In Tablet , ELD INFO) Access from HOS Status, Dashboard or More screen.



Driver will need to know how to maneuver through the ELD tablet, (help diagrams attached, INSPECTION MODE) Access from HOS Status, Dashboard or More screen.

Once Driver access INSPECTION MODE, HIT no pin, There will be 3 options, Email, Web, or compliance Print. (This is where if NO CELL service will transfer, DOT needs to use Compliance Print) Depending on Officers wants.



Community Matters



Join RC Moore as we welcome the Wreaths Across America Mobile Education Exhibit.

>> TUESDAY JUNE 22 - PITTSTON

RC MOORE TRANSPORTATION
301 Oak Street, Pittston PA 18640
From 1:00 to 4:00 pm

>> TUESDAY JULY 6 - SCARBOROUGH

RC MOORE TRANSPORTATION
8 Ginn Road
Scarborough ME 04074
From 1:00 to 4:00 pm

The Wreaths Across America Mobile Education Exhibit is a rolling exhibition that brings the local community, veterans, active-duty military and their families together through interactive exhibits, short films, and shared stories.

The exhibit serves as a mobile museum, educating visitors about the service and sacrifice of our nation's heroes as well as to serve as an official 'welcome home' station for our nation's Vietnam Veterans.

All veterans, active-duty military, their families, and the local community members are invited and encouraged to visit, take a tour and speak with WAA representatives and volunteers. They can also share more about the national nonprofit, and the work its volunteers do to support our heroes and their communities year-round.

Public tours for the MEE are free and open to the public.

Members of the media, dignitaries, veterans, and other interested groups are urged to come, ask questions, share stories.

To learn more here/Share this link:

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



A LIFE-SAVING ORGANIZATION

June 4, 2021

R.C. Moore, Inc.
Deb Boucher
8 Ginn Rd
Scarborough, ME 04074-9567

Dear Deb and Friends,

Thank you for choosing to honor the life of Kirk Andrew Fogarty by giving hope to pets in need with your gift to the Animal Refuge League of Greater Portland.

Your memorial gift for Kirk helps thousands of animals find their new beginnings each year. Your generosity ensures that they will receive the medical care, food and shelter they need and the love and kindness they deserve.

The ARLGP is grateful to be a part of Kirk Fogarty's legacy and we will let the family know of your meaningful contribution. Thank you again from all of us at the League.

Sincerest Regards,

Patsy Murphy
Executive Director

R.C. Moore Proud Members of:



Janice Thorne came to R.C. Moore three years ago as a Regional Driver out of McBee S.C. and will be celebrating 20 years in trucking next year. She started her journey after leaving a Secretarial role that was effected by the Economy Crash in early 2000's. York Technical College in S.C. had just started a program for Women in Trucking and Heavy Equipment, so she was in one of the beginning classes. After team driving for several years, she has been Solo since 2011. Janice is always all smiles and always willing to do what is best for the company.



Lynn Huff is a Local Driver in Troutman, N.C. that got her start because of her husband that was a truck driver looking to become an owner operator. She attended truck driving school in Syracuse, NY on the weekends while working in banking where she had been for 11 years. She finished truck driving school in 1989. Then with her husband spent 20 years as owner operators switching on and off while raising four children so that the children always had a parent at home. One of her children followed in his parents' footsteps and is currently a truck driver. Once they decided to no longer be Owner Operators, she became a company driver. She has been with RC Moore now for seven years.



Transfers and Promotions

Kim Kreisling, Distribution Director
Tampa. FL

Since Tampa Warehouse inception, Kim has been involved off and on in the day-to-day operations of the Tampa warehouse - from hiring and training new employees during start-up to providing coverage/supervision during times when staffing positions were vacant. For the past few months, Kim has absorbed the duties of the Tampa DC Operations Manager while we sought to replace the vacant position, simultaneously continuing to oversee operations at the Pittston warehouse.

Please join me in wishing Kim the best of luck with her relocation to the Tampa terminal!

Justin Kreisling, Warehouse Manager
Tampa, FL

Justin joined RCM in June of 2014 as a Forklift Operator, advancing to Lead FLO and then to DC Supervisor. With this transfer, Justin is being promoted to Warehouse Manager.

Please join me in congratulating Justin on his promotion and wishing him all the best with his relocation to Tampa!

HAPPY BIRTHDAY

Efrain Tirado Acevedo 7/12

Michael Winfield 7/24

Adam Loprete 8/31

Cornelius Nelson 9/4

Fabian Baez Roman 9/14

HAPPY ANNIVERSARY

May 01, 2021- July 31, 2021

Chris Leblanc- 11YEARS!

Christopher Boyce- 12 YEARS!!

Ron Bozzuto- 12 YEARS!

Glen Atkins- 17 YEARS!!

Kevin McCarthy- 18 YEARS!

Laurent St. Hilaire 18 YEARS!

Ernie Hamel- 19 YEARS!

William French- 19 YEARS!

Alcides Verges-Gonzalez- 20 YEARS!

ONE YEAR

John Levine
Christopher Dow
Efrain Tirado Acevedo
William Goodwin
Brian James

Two Years

Javaris Rudolph
Antonio Holmes
Steve Lee
David Abbott
Michael Jay
Jeffrey Guzman

Four Years

Michael Ballman
Nathaniel Burch
Tracey Hughes
Angel Vega Ayala
Randy Parnell

Ralph Joyce
Robert Space
Gary Voisine
Yanya Munir
Stephen Spence
Robert Myerski
Steven Clough

Three Years

Edward Tyburski
Jeffrey Davis
Ahmed Elmunaier
Allen Readio
Jonathan Gilpin

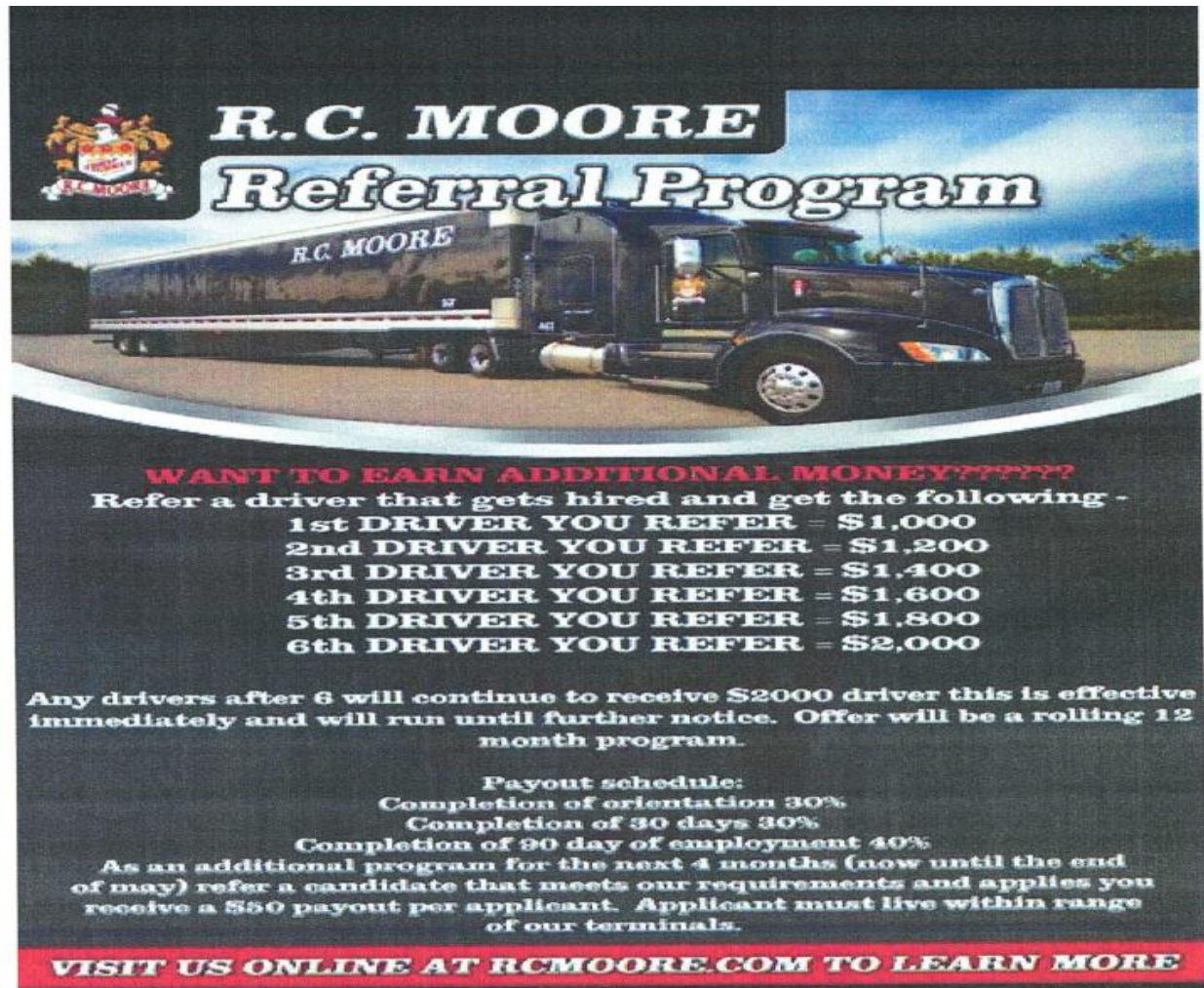
Five Plus Years!

Ramona Kraus -Five Years
Michael Leahy-Five Years
Donald Karnes-Six Years
John Clark -Six Years
Paige Moore-Haskell-Seven Years
Kimberly Kreusling-Seven Years
Justin Kreusling-Seven Years
Greg Corbin-Seven Years

Leroy James- **Nine Years**

Extended to the End of the Year!

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



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 TO LEARN MORE

David Foote- Northeast Recruiter = 207-558-9348

Brandy Gaither-Southeast Recruiter = 704-253-4267

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

1-888-492-1256 and your Name!

