

# *THE L.J. KENNEDY EXPRESS – DISPATCH*

ISSUE #1

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### THOUGHT FOR THE MONTH

*“It ain’t what you don’t know that will hurt you, it is what you know that just ain’t so”.*

–Satchel Paige

**OUR CORE VALUES:** *Dependability, efficiency, integrity, safety, service, stability and teamwork that complete our Circles of Excellence.*

**OUR MISSION:** *“To deliver dependable, on-time service to our business partners in a safe & cost-effective manner”.*

## **FROM THE DRIVERS CORNER: A MESSAGE FROM ROGER METZ**

Just wanted to drop a line to let everyone know I'm still alive. First of all, to those of you who don't know me, I'm Roger Metz, a.k.a. "Trouble" on the radio. I work out of our Carrollton, Kentucky terminal. I've been with L.J. Kennedy for three years now and as far as I know, I plan to be here a lot longer.

I was asked to send an email letting everyone know how things are going here, since I've been off work for almost a month. My wife, Jeannie, has terminal cancer and isn't expected to last much longer. Since being diagnosed in December of 2002, she has been steadily going downhill. However, her hopes and spirits are high, as are mine. Thanks to the wonderful people I work for and with, I've been able to take this time to share what might very well be the last days of her life. I have gained respect for all of the people that work in the health care field, especially the nurses and caregivers, because I've found out the hard way that this job is not an easy one and caring for a loved one in this situation makes it that much harder.

A note of thanks goes out to the owners and employees of L.J. Kennedy, especially the Carrollton terminal for the support they've given me and my family in these less than happy times we are going through. I stay in touch with Tommy, Tom, Dale and Richard, keeping them updated as much as I can with what's going on and they always offer their support and let me know that their thoughts and prayers are with us. Bill Pierce has been a great help to us both, giving both moral support and helping with any insurance paperwork needed to satisfy our doctors, or Medicare. A special thanks goes out to Dale Carmen, old dog, who unselfishly gave me one of his weeks vacation so I could be with my wife for another week. Thanks buddy, I owe you a big one! Thank you to Mike Derrig for talking with me and checking in with me to make sure I was okay. It really meant a lot!

Along with my friends at the Aliquippa terminal for caring and helping me out, John, Dayle and Mike always have a way of making me smile, or laugh, no matter how bad things are.

A great thanks to all who have contributed, in any way, to helping us through this. Other drivers from

other companies can say that who they drive for is the best on the road and to them maybe that's true, but I know that I've found the best, I work for the best, I work with the best.

Thanks again and hope to see y'all back on the road again soon.

Be careful and may God bless you all!

Editor's Note: Sad to report, but Jeannie Metz passed away on October 3, 2003. Our condolences go out to Roger Metz & his family.

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## ***FROM THE SPIRITUAL CORNER, FOR OUR DRIVERS***

### **Traveler's Prayer**

May it be your will, our God and God of our ancestors, to guide us in peace. May the journey to our destinations be peaceful. May we arrive vital, joyful, and content. And may you eventually lead us home again, fulfilled. Please protect us from every danger on the way, from every difficulty on the path. Bless our mission, and may we enjoy the grace, loving kindness, and compassion that either you or others have to offer. Listen to our voice and our concerns, for you are the God who hears all prayer. Praised are you, who listens to prayer.

---Prayer Courtesy of Rabbi Mark Mallach  
Temple Beth Ahm  
Springfield, NJ

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**L.J. KENNEDY NEWS XPRESS**

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**Editor Emeritus**  
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**DRIVER-OF-THE-QUARTER**

The recipient of the first L.J. Kennedy Driver-of-the-Month Award is:

Ed Czerminski

Ed is a local Kearny driver. He started driving about the time the wheel was invented. Went to High School with Moses. (Ed was an upper classmen). Respected by all who know him, Ed has been a tremendous contributor to L.J. Kennedy's success through the years.

A \$100.00 savings bond & a newspaper from the date of his birth will be presented to Ed in recognition of his achievement.

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**SPECIAL DATES TO REMEMBER**

**OCTOBER BIRTHDATES**

Wade Cobb	10/01	Glenn Meicke	10/17
Greg Owens	10/01	Marvin Snyder	10/18
Keith Walsh	10/02	Tim Connor	10/19
David Prosper	10/04	Bob Faytock	10/19
Mike Motes	10/05	Norberto Villafane	10/19
Craig McDonough	10/08	Chuck Geoghan	10/20
Paul Siegert	10/08	Eugene Hoogstad	10/20
Stephen Waleiko	10/08	Luckner Alexis	10/21
Martin Piasecki	10/09	Kevin Goulet	10/22
Ed Fernandes	10/11	Victor Vasquez	10/26
Elbridge McBreairity	10/13	Bill Nead	10/27
Lucien Riviere	10/15	Pat Lowrie	10/28
Ioan Budor	10/16	James Cayton	10/30
Randy McDannell	10/16		

**NOVEMBER BIRTHDATES**

Gary Burton	11/01	Bob Stoner	11/14
Steve Malugin	11/02	Leslie Laguerre	11/17
Dennis Slade	11/02	Sam Bowens	11/19
Dave Brown	11/04	Jeff LaFollette	11/19
Walter Tomlins	11/05	Ross Robinson	11/20
Victor Santos	11/07	Franklin Paige	11/21
Alvie Williams	11/08	Don Hippler	11/23
Marvin Mitchell	11/08	George Russo	11/23
Ernie Lipiec	11/09	Mike Gibson	11/24
Roger Laws	11/11	Randell Morford	11/24
Lawrence Oaks	11/11	Bill Folland	11/27
Dave Zimmer	11/11	Ray Blinn	11/29
Gary Sidwell	11/12	Victor Gonzalez	11/30
Ron Good	11/14		

**DECEMBER BIRTHDATES**

Robert Lamarr	12/03	Deron York	12/14
Kevin Kelly	12/06	Hezekiah McRae	12/15
William Curran	12/07	Jim Demmer	12/18
Neil Degiorgio	12/09	George Mihalek	12/18
Jim Dellorfano	12/09	James Music	12/18
Elmer James	12/09	Tim LaFollette	12/20
Ed Janicki	12/12	David Hearn	12/23
Jim Brennan	12/13	Charles Johnson	12/24
Jeffrey Johnson	12/13	Dale Brenckman	12/26
Stephen Markertt	12/13	Jim Connington	12/28
John Wolff	12/13	Bob Turner	12/29
Pete Wisniewski	12/14		

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## HAPPY ANNIVERSARY (WITH L.J. KENNEDY)!!!

<u>NAME</u>	<u>HIRE DATE</u>	<u># OF YEARS</u>
Charlie Campbell	Oct. 1967	36
George Rowe	Oct. 1974	29
Robert Anderson	Nov. 1975	28
Doug Malizia	Dec. 1976	27
Carl Davidson	Oct. 1979	24
Barbara Tortorello	Dec. 1980	23
Janet Wentworth	Oct. 1983	20
Bob Chatman	Oct. 1984	19
Brian Hirsch	Nov. 1984	19
Patricia Gensure	Dec. 1987	16
Fred Straile	Dec. 1987	16
Ernie Lipiec	Nov. 1988	15
Frank Paige	Dec. 1989	14
Tony Marsielle	Oct. 1991	12
Mike Motes	Oct. 1991	12
Tom Giannone	Nov. 1991	12
Thomas Hogan	Oct. 1992	11
Cheryl Kennedy	Nov. 1993	10
Bill Curran	Oct. 1994	9
James Ray	Oct. 1994	9
Patrick Lowrie	Oct. 1996	7
Plean Jewett	Oct. 1997	6
Stephen Waleiko	Nov. 1997	6
Candace Kennedy	Dec. 1997	6
Bill Alleman	Oct. 1999	4
Byron Speer	Oct. 1999	4
Jude Grzywinski	Oct. 2000	3
Richard Herber	Oct. 2000	3
Dan Kissel	Oct. 2000	3
Mike Langevin	Oct. 2000	3
Rodger Laws	Oct. 2000	3
Lawrence Marks	Oct. 2000	3
Terrence Newell	Oct. 2000	3
Jessie Newton	Oct. 2000	3
James Odell	Oct. 2000	3
Ross Robinson	Oct. 2000	3
David Scales	Oct. 2000	3
Gary Burton	Nov. 2000	3
Michael Cain	Nov. 2000	3
Melissa Kennedy	Nov. 2000	3
Willie Oden	Nov. 2000	3
Robert Capriglione	Dec. 2000	3
William Francis	Dec. 2000	3
Bill Sotomayor	Dec. 2000	3
Richard Ward	Dec. 2000	3
Donald Forgione	Oct. 2001	2
Rodney Zodda	Oct. 2001	2
Bruce Lukowski	Nov. 2001	2
Michael Derrig	Dec. 2001	2
Earnest Levy	Dec. 2001	2
Donald Moquin	Dec. 2001	2
Charles Carman	Oct. 2002	1
Ron Haag	Oct. 2002	1

John Macchio	Oct. 2002	1
Steve Malugin	Oct. 2002	1
Don McLeod	Oct. 2002	1
Mateo Mendoza	Oct. 2002	1
Kevin Kelly	Nov. 2002	1
Dave Milligan	Nov. 2002	1
Michael Walls	Nov. 2002	1
Deron York	Dec. 2002	1

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### KIDDIE CORNER

A prize of a \$100 savings bond and an L.J. Kennedy jacket will be awarded to the child or grandchild of an L.J. Kennedy employee that draws or paints the best picture of an L.J. Kennedy tractor/trailer.

Three prizes will be awarded:

- GROUP 1: Up to age 9
- GROUP 2: Ages 10-14
- GROUP 3: Ages 15-18

All winning selections will be custom-framed & posted at an L.J. Kennedy terminal. (Give all pictures to your dispatcher, who will forward them on to Mitch Bookbinder). Decision of the judges, Frank & Fred Kennedy, are final ... (Pictures must be submitted by 12/31/03).

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### COMPANY STORE

The L.J. Kennedy  
STUFF  
You want is  
At [STUFF4TRUCKERS.COM](http://STUFF4TRUCKERS.COM)

You can now purchase shirts, sweaters, T-shirts, caps, mugs, CD cases, tote bags, briefcases, boots, shoes, and MORE – all with L.J. Kennedy's logo or company name imprinted or embroidered!

Check out [STUFF4TRUCKERS.COM](http://STUFF4TRUCKERS.COM) to find the L.J. Kennedy clothing and merchandise you'll love to wear and use while showing your pride in the company!

Shop today!  
[www.stuff4truckers.com](http://www.stuff4truckers.com)

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**FROM THE BILLING  
DEPARTMENT (JEANNIE STUART,  
PATTI KENNEDY, GINA VALLE)**

We've got to hand it to you guys --- 95% of your paperwork is perfect and we appreciate it. To reach our goal of 100% completeness, we need your assistance. Please take the following steps to assure that we can bill our customers quickly & properly.

- Hand in your paperwork whenever you are at an L.J. Kennedy terminal --- don't hold papers until you reach your home terminal. The faster we bill, the better we do financially.
- Be especially careful when you get your bills-of-lading signed. If the signature isn't legible, ask the receiver to print his name.
- For Home Depot deliveries, make sure to get the "key-rec" number & label. (The key-rec # is okay if the store can't provide a label, but the label is preferable).
- If any changes are made to the bill-of-lading, please make a note in the comments section. For example:

- Reconsignment
- Re-delivery
- Layover charges

Thanks for your cooperation --- it will make us more efficient & productive.

Manejar cuidadosamente!

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**401K BULLETIN!**

The next 401K open enrollment ends on January 1, 2004. All employees are eligible to enroll at that time. Call 877-622-4142, ext. 208 for details. (Ask for Irene).

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**L.J. KENNEDY FUN FACTS**

- Miles traveled: 19,472,593, which equals 37 trips to the moon & back, each year!
- Loads delivered: 68,494 trailer loads, per year.
- Percentage of drivers employed by LJK for more than ten years: 18%.
- Percentage of CDL holders employed by average American truckload carrier for more than ten years: 5%.
- Years in business: 56.
- Years with a satisfactory DOT rating: 56.

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**PHOTOS FROM THE ROAD**

During your travels, if you come upon a particularly historic or scenic spot, take a picture & send it to Mitch Bookbinder for possible inclusion in our next newsletter. (Try to get your tractor-trailer in the picture, if it is safe to do so). Of course, always leave space in your camera for at least eight pictures, in case of accident or load securement issues.

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**DRIVER TIP OF THE QUARTER  
SAFETY**

If you are a driver with safety ideas that you believe could help make other drivers safer, please notify Dennis Plucinik. (Winner will receive a customized L.J. Kennedy jacket).

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## **FPK: THE CHAIRMAN SPEAKS**

I can tell a lot about a person by the way he keeps his car or tractor. A professional keeps his tractor neat & organized. There are at least twenty reasons to keep your tractor neat & organized.

### **TWENTY BENEFITS OF ORDERLINESS & NEATNESS:**

1. Reflects a well-run company.
2. Neatness, cleanliness, orderliness; the importance of these things is due to the effect they have on a man's mind. Dirt & disorder are evidence of waste.
3. A clean, orderly, safe, less risky environment is management's obligation to its employees. We can't expect to have your trust if your safety isn't of paramount concern to us.
4. Saves space.
5. Encourages good work habits.
6. A neat appearance impresses customers & the public.
7. Less stress & frustration in a clean & orderly workplace.
8. Most safety professionals are aware of the high percentage of slips & falls that are the direct result of poor housekeeping & disorder.
9. Controlling waste & disorder is an untapped reservoir of cost reduction.
10. Clean equipment is better cared for & lasts longer.
11. It leads to increased pride in our company & ourselves.
12. Saves time.
13. Reduces waste.
14. A clean & orderly workplace is essential if employees are to respect their managers & company, as well as their equipment.
15. An orderly workplace leads to orderly thinking. It leads to pride, efficiency & safety. It is the foundation of good working conditions.
16. Reduces injuries & accidents.
17. Saves energy.
18. If we clean up our equipment & workplace, we tend to clear up our thought processes.
19. Greater efficiency.
20. Drivers who take pride in their equipment & workplace are more likely to produce high quality work.

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## **"THE HONEST RECRUITERS" HOW TO EARN \$500 IN FIVE MINUTES**

Yes, you can earn up to \$500 in five minutes. Ask Franklin Paige, Charles Carmen, Ray Blinn, George McIntyre, Thomas Hoagland, Duane Hanson, James Cayton, or Sean Bennett. They've done it!

Good \$\$\$ for five minutes effort! The drivers listed above have received as much as \$500 for referring applicants to L.J. Kennedy. Our "Driver Referral Bonus Plan" makes it easy for you to reap the same rewards and bring quality drivers to our company.

The potential driver must have at least three years of tractor-trailer experience and a good safety record. No DUI/DWI in the past five years is permitted.

Call Eddie Sparks (if you are based in Carrollton) with your recruit's name. If you are based at any other terminal, have your recruit call Mitch Bookbinder --- his toll-free number is: (866) RUN-4-LJK.

Don't count on your referrals to call us --- lead them to a phone. Mitch & Eddie will do the rest!

Frank & Fred Kennedy would much rather give the \$\$\$ we spend on recruitment advertising in newspapers, magazines and the Internet to you instead of our ad agency, but they need your participation.

-Mitch Bookbinder & Ed Sparks

P.S. See your Terminal Manager for "Trippak EZ-Apps"; these applications for employment when completed, can be dropped in any Trippak box --- Trippak then scans the application and sends it directly to Kearny, the next morning. (Can't get much easier than that!)

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**TO: THE WIVES OF OUR DRIVERS**  
**FROM: THE OFFICE OF THE PRESIDENT**

This note has two simple goals: to let you know that I understand the sacrifices you make as the wife of a professional tractor-trailer driver, and that I realize that we cannot succeed without your support.

The trucking industry is very demanding. The hours are long, the work can get lonely and the time away from loved ones can cause a constant ache in the heart, for the driver and his family.

I understand.

If there is something we can do to make things easier, call our Manager of Recruitment & Retention, Mitch Bookbinder. He is committed to working together with the spouses of our drivers to make your life a little bit less difficult.

Again, thank you for your sacrifice and being part of the L.J. Kennedy family.

Sincere best wishes,

Fred Kennedy  
President  
**L.J. Kennedy Trucking Company**

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**TERMINAL CASES: NOTES FROM CARROLLTON DISPATCH**

Our on-time performance keeps customers coming back to LJK, year after year. If you don't know what the delivery time is for your particular load, ask dispatch. Do not assume or go by what the forklift guy told you the last time you were there. Ask dispatch; sometimes situations cause times to change, so be absolutely certain of your delivery time. If you have trouble getting delivered on-time, call dispatch and we can try to help and make the customer aware of the problem.

Also, use your Qualcomm (day cabs not included); it makes life easier for everyone. Just remember, use #9 when returning to the yard and dropping your trailer. When you start a loaded trip, you must use #3 and from where you delivered, use first a #9

and then a #32. This will keep your dispatch up to date. If you have any questions, see Ed or call him at extension #16; he can give you a hand.

And lastly, it is no secret we need safe & reliable drivers. As drivers, you are our greatest recruiters. You kind of work in a baited field because you are on the road with so many other drivers, a.k.a. prospects. Remember, if we hire a driver you recommended and they stay with us at least six months, you get a \$500 finders fee. Yes, \$500 bucks. Try this: if you recommend five drivers that we hire and they stay six months, that's \$2500 bucks; 10 drivers \$5000 bucks. You get the picture? So, if you want to make some extra money, take a minute, talk to some drivers and recommend some great drivers for a great job!!!

**"BE VERY CAREFUL"**

-Tommy Flynn  
Carrollton Dispatch

P.S. Welcome home to Willie Oden, who received a special commendation for his Army service --- great to have you back!

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**AFFORDABLE HEALTH CARE**

Here at L.J. Kennedy we're proud to offer you quality, affordable health coverage. As you're probably aware, health care costs are rising. As a result, many employees across the country are experiencing higher co-pays and deductibles, reduced benefits and larger contributions to premium costs. It's our goal to offer a quality, affordable benefits program and we're working with our health care providers to meet the challenge. But we need your help.

**WHAT CAN YOU DO TO HELP KEEP HEALTH CARE AFFORDABLE?**

**Be a smart shopper.** When you make a health care purchasing decision, think of it as if you are spending your own money. The reason: **you are spending your own money.** Premiums, co-pays and the cost of care are ultimately affected by the health care decisions we all make. That's not to suggest that you don't seek medical treatment. On the contrary, we're suggesting that you make informed choices of when, how and from whom you receive medical care.

## **AFFORDABLE HEALTH CARE (con't)**

For example, when you shop for other goods and services, you make sure you know what you are getting, whether it fits your needs, and how much it will cost before you make your purchase. The same idea holds true for health care purchases.

**Ask your doctor or pharmacist if there's a generic drug available** the next time you get a prescription. Generic drugs have the same ingredients, the same strength and same dosage as brand-name drugs --- and they cost a fraction of the price.

**Keep the word "emergency" in emergency room.** More than half of all E.R. visits are for minor non-urgent problems. These visits can be two to three times more expensive than a visit to the doctor's office --- costing you and our company more. In an emergency, don't hesitate to go to an E.R. But if your condition isn't urgent, call your doctor first.

**Eat smart and exercise.** You can help avoid some of the serious health problems that result from heart disease, type 2 diabetes and obesity by exercising regularly and eating a balanced diet. Wondering how healthy lifestyles affect health care costs? Consider this: health care costs for an obese person are 37% higher than costs for an average weight person.

Working together we can continue to provide quality health coverage at affordable prices.

-John Roulett, CFO

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## **IN THE DOCTOR'S OFFICE: DR. FARRAR'S PRESCRIPTION FOR GOOD DRIVER HEALTH**

I have been a doctor for 58 years. My specialty is the human heart. I have taught medical students at one of New York City's leading hospitals and I conducted more than 500 autopsies. I have learned a lot about the heart and I want to share some insights with you that could either save or extend your life.

Hostile people have more heart attacks than even those people with high-blood pressure, smoking or high cholesterol. (Dr. Redford Williams of Duke University has proven this in extensive studies).

Anger is the emotion that does the most damage to the heart. Being prone to anger is the strongest predictor of dying young, due to heart failure.

The next time you feel angry, take the following steps:

1. Stop, try to calm down and think before you act.
2. State the problem to yourself & become aware of how you feel.
3. Set a positive goal to remedy or cope with the situation.
4. Think of lots of solutions & options.
5. Think ahead of the consequences before you act.
6. Go ahead and try the best plan.

Anger is the most dangerous & most seductive emotion of all. As a driver, you deal with the stress of traffic, discourteous drivers, appointment deliveries & time away from home. It's difficult staying calm & in control of your emotions, but it could save your life ...

Finally, live smoke free! Tobacco products (including smokeless tobacco) are one of the single most hazardous things we can inflict upon ourselves. Don't hurt yourself and your loved ones by wasting your hard-earned money on a product that can destroy you.

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## **WORDS OF WISDOM FROM HUMAN RESOURCES & BARBARA T.**

If you move to a new place of residence, please make certain that I am notified. If you don't let us know when you move, you could miss receiving important insurance & payroll information. (My number is: (866) RUN-4-LJK ext. 203).

\*\*\*\*\*

## ***FROM THE SAFETY DEPARTMENT***

Gentlemen,

I am sure none of us start our day planning to be involved in an accident. As professional drivers, you do your very best to avoid accidents and/or injuries. You have many years of experience and have been driving one of the largest pieces of equipment on the highway, in the most difficult and populated parts of the country.

Are congratulations in order? You bet. Your job is difficult to say the least. It has been said that a professional driver makes approximately 100 decisions for every mile that they drive. Multiply that out by the number of miles you drive in a day or year. Also add in the work involved with tarping a load and every other aspect of your job you're expected to do. You're constantly aware of the fact that one mistake of a decision (do I slow down, do I move left or right, etc?) could be a major accident. No wonder you're tired when you get home!

So here I am offering another thought for you to take into consideration while performing your job... **ARE YOUR MIRRORS ADJUSTED PROPERLY?** I'll bet your first thought was "YES". Let me ask you, how do you know? Were you ever taught how to properly adjust them? Who taught you?

After many years of investigating accidents, I have had the opportunity to interview drivers that were involved in side-swipe/lane change accidents. One of the questions I ask every time is "Why did the accident occur?" The biggest responses I get are "I don't know". "I didn't see the other vehicle". "I don't know where the other vehicle came from". More often than not, after checking how a driver had his mirrors adjusted, it was evident they were adjusted improperly.

One of our most frequent accident types is "Side-swipe/Lane change". Let's do our part to make the highways safer. It is our responsibility to drive in a professional defensive manner. Mirrors that are adjusted properly will help you see the other vehicles around your immediate area and perhaps several lanes over. So the next time you're in Kearny or see me at your terminal, ask me to show you some effective ways of adjusting your mirrors. It only takes about 5-10 minutes, but is really time well invested. Besides, professional drivers are always willing to learn something new. So let me hear from you

Please drive safe.

Dennis Plucinik  
VP – Safety