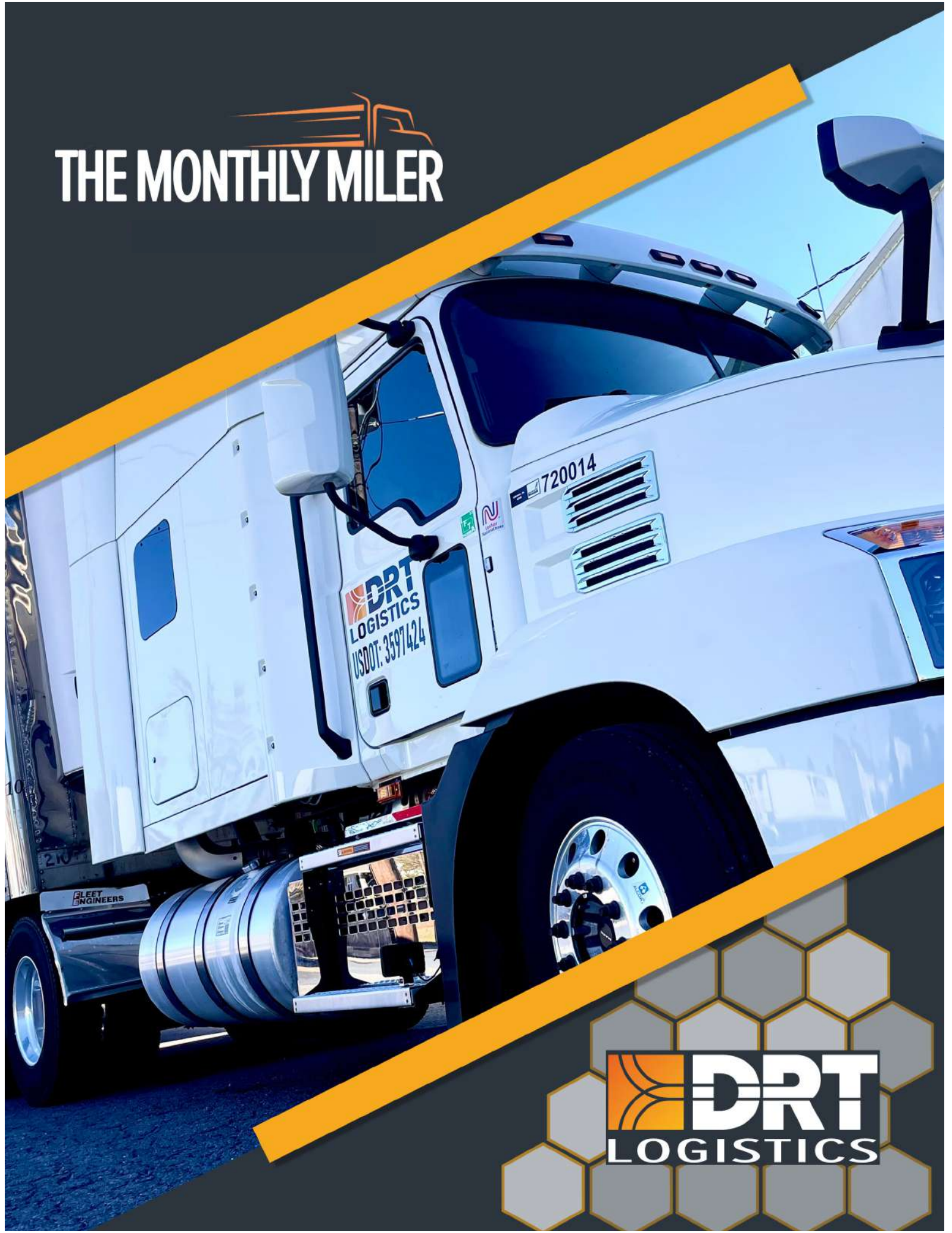




THE MONTHLY MILER



DRT
LOGISTICS

EMPLOYEE ANNOUNCEMENTS



Art Snyder
April 19
DRT Cold Chain Driver

Linda Rodriguez
April 17
Allentown Driver

Okeeba Wrenn
April 23
Chicago Driver



Ruben Lopez
2 Years
MA Driver

Bill Travers
1 Year
PA Driver

Jeffrey Dicken
1 Year
OTR Driver

Jackie Paustian
1 Year
OTR Driver

MARKETING AND SOCIAL MEDIA

Organic marketing leverages various channels, including social media platforms, content creation, and community engagement, to amplify our brand message and reach a wider audience. By sharing informative and relevant content, we aim to provide value to our followers and establish ourselves as thought leaders in the industry.

As DRT employees, your support is crucial to our organic marketing efforts. By engaging with our social media posts, sharing our content with your networks, and spreading the word about our services, you contribute to our growth and help us reach new heights.

Here's how you can help:

- **Engage with Our Posts:** Like, comment, and share our social media posts to increase their visibility and encourage interaction within our community.
- **Spread the Word:** Share your positive experiences with DRT with your friends, colleagues, and industry contacts. Word-of-mouth referrals are incredibly powerful and can help us expand our reach organically.
- **Stay Informed:** Follow us on social media to keep up to date with our latest updates, promotions, and industry insights.

Together, we can harness the power of organic marketing to elevate our brand presence and continue delivering exceptional transportation solutions to our valued clients.



401K INFORMATION

WHAT WE OFFER



It's the perfect time to reflect on the benefits we offer, precisely our 401(k) matching plan. At DRT, we understand the importance of securing your financial future, and our 401(k) program is designed to support your long-term goals.

Key Highlights:

Generous Matching Contributions:

We are committed to your financial well-being. Our 401(k) plan includes a competitive matching contribution, aligning with your dedication to building a solid foundation for the years ahead.

Match:

DRT matches your contributions to a certain percentage, ensuring you maximize this valuable benefit. It's a direct investment in your financial security, and we encourage you to leverage this opportunity to maximize your savings.

Time to Review Your Contributions:

Now is the perfect moment to review your current contributions. Whether you're looking to increase your savings or adjust to align with your financial goals, taking a proactive approach ensures you're making the most of this valuable benefit.

MARK CUBAN COST PLUS DRUG COMPANY UPDATES

How Cost Plus Drugs works

With all medications listed on our site, you will need to request a new prescription from your U.S.-based provider to place an order.



This is a reminder of two convenient ways for you to access your medications at our consistently low prices. With Cost Plus Drugs, you can deliver your medicines to your doorstep. The process is simple: sign up, browse available medications, have your doctor send in your prescription, and place your order. We offer over 1,000 medications with standard and expedited shipping options. For more information, check out our frequently asked questions.

Alternatively, you can opt for the Team Cuban Card Rx Benefit Card, which lets you pick up your prescription from a local pharmacy. Sign up, find nearby pharmacies, search for available medications, download your card, have your doctor send your prescription to an affiliated pharmacy, and then present your Team Cuban Card when you pick up your prescription. This option provides access to hundreds of medications at thousands of participating pharmacies. More details can be found in their frequently asked questions section. Whether you prefer delivery or local pickup, Mark Cuban covers your medication needs!

Stress Management

Stress can manifest itself in many ways and negatively affect your mood, body, and behavior. Read the information below about the symptoms of stress, and see if any apply to you. Even if you are not feeling stress now, try applying one or more of the stress management techniques to your daily routine as a preventive measure.

RECOGNIZE THE HAZARDS



MOOD

Stress can affect a person's mood by creating a sense of anxiety or of feeling overwhelmed. One might also feel restless, irritable, or angry. Stress can bring about feelings of depression, sadness, or a lack of motivation or focus.



BODY

The body can react to stress in many ways. Headaches, chest pain and muscle aches, and an upset stomach are common. A person might feel fatigued or experience sleep disorders, like insomnia. Stress can also affect a person's sex drive.



BEHAVIORS

Aggressive driving and road rage are examples of stress manifesting itself in one's driving behavior. A stressed person may also respond by overeating or undereating, withdrawing socially, and having angry outbursts. Abusing drugs, alcohol, or tobacco are other negative behaviors stress can trigger.

KNOW THE DEFENSE



ADJUST YOUR ATTITUDE

Try to remain positive. Accept what is out of your control, and let it go. When sharing your views, be assertive, but avoid becoming angry, defensive, or passive.



EXERCISE REGULARLY

Ride a bike, go on a hike, walk around the block, or jog. A fit body helps fight stress better. Exercise also allows the body to release endorphins, which help reduce stress and ward off anxiety and depression.



REST AND PRACTICE RELAXATION

Sleep is essential for recovering from stressful events. Develop a pre-sleep routine to get your body on a regular sleep schedule and remove distractions such as electronics. Avoid heavy meals and excessive fluids an hour before bedtime. Try relaxation techniques, like yoga, meditation, or tai-chi.



FEED YOUR BODY THE HEALTHY WAY

Do not rely on compulsive behaviors, such as drugs or excessive alcohol consumption, to reduce stress. Eat healthy, well-balanced meals. Treat your body like a machine, and feed it right so it can run at peak performance.



FIND A HOBBY AND BE SOCIAL

Find a new hobby or get involved in groups with similar interests. Activities are great opportunities to seek out new friendships. Reach out to family and friends for a good laugh or support in a tough time.

DISCUSSING DISTRACTED DRIVING

Distracted Driving

Distracted driving is any activity (including fatigue and illness) that diverts your attention away from driving. Drivers must devote their full attention to driving. Any non-driving activity is a potential distraction and increases your risk of crashing. Read the information below on the types of distractions and defense techniques, then ask yourself if there are ways you can improve.

RECOGNIZE THE HAZARDS



MENTAL (COGNITIVE) DISTRACTIONS

Mental distractions occur when a driver's mind is focused on something other than driving. Examples include daydreaming, talking to a passenger or on a phone, fatigue, or being preoccupied with a family issue.



VISUAL DISTRACTIONS

Visual distractions can be anything viewed inside or out of the cab that diverts a driver's focus away from driving. Examples include looking away too long to read a billboard or road sign, gawking at a passing crash scene, or reading a text on your phone.



MANUAL DISTRACTIONS

Manual distractions are a driver using one or both hands to perform a secondary activity while driving, such as texting, eating, drinking, adjusting the radio, reading a map, or reaching for an item dropped on the floor.

KNOW THE DEFENSE



PUT AWAY MOBILE DEVICES

Before placing the vehicle in motion, silence mobile devices and keep them out of sight. Arrange a time to call your dispatcher and family each day and let messages go to voicemail. Call back when safely parked.



AVOID EATING AND DRINKING WHILE DRIVING

Eat and drink during breaks, not while driving. Schedule your trip accordingly, in shorter segments, so that you are not distracted by thirst or hunger.



RESOLVE ISSUES BEFORE GETTING BEHIND THE WHEEL

Do not brood on issues while driving. Resolve problems before leaving or pull over in a safe place to address the issue so you can focus your full attention on driving.



BE ATTENTIVE TO THE ROAD AHEAD

If you have to look away from the road ahead, make it a quick glance, then return your focus to the road ahead. Avoiding distractions allows you to identify hazards faster, react more quickly, and provides more time to stop the truck safely.



AVOID FATIGUE

Get plenty of rest and avoid heavy meals before driving. Do not take medications that cause drowsiness before driving. If feeling ill or fatigued, pull over in a safe place to recover.

TRUCKING SAFETY CALENDAR

We've compiled a comprehensive safety calendar featuring daily topics promoting a safety culture across our organization. Each calendar date highlights a specific safety topic, followed by corresponding talking points to facilitate discussions and reinforce the safety message for the day.

The calendar includes a collection of recommended practices that can greatly benefit our organization. Our proactive approach to safety awareness is essential in controlling and reducing claims and associated expenses.

These safety topics include slip, trip, and fall prevention, powered material handling, manual material handling, cutting safety, fire extinguisher safety, sprinkler system testing, industrial rack/module safety, and many others. By prioritizing safety and adhering to these guidelines, we can create a safer and healthier work environment for everyone at DRT.

April						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Police and emergency services	2 Lining up	3 Do you know the consequences?	4 Improving your odds	5 Reducing risks	6 Rest Breaks
	<i>Easter</i>					
7 Refueling	8 Heart disease	9 Why do my shoulders ache after a hard day at work?	10 Responsible to whom?	11 Bend at your knees; save your back.	12 Load security	13 Pre-plan flags
14 Seat belt requirement	15 Fatigue warning signs	16 Communicate defects	17 Rejuvenating	18 Healthy habits	19 Engine and cab compartments	20 Counter measures
21 What is the proper way to lift a carton/object?	22 Stay calm	23 Health and fatigue	24 Crash statistics	25 Arrive Safely	26 Information collection	27 A visit to Real Ville
28 Driver education and training	29 Use the 4 second rule when following another vehicle.	30 Driving privilege				

DAILY REVIEW ITEMS FOR SAFETY CALENDAR

1	Police and emergency services	Call for help from police and emergency services and notify your company contact person.
2	Lining up	Be sure that you begin the backing maneuver by avoiding blind side backing. If needed, you should go around and re-position your vehicle. Having your mirrors aligned and in good condition will increase your visible line of sight. Remember, it is the responsibility of the driver to always back up safely whether using an assistant or not.
3	Do you know the consequences?	Driving decisions are often affected by outside influences that cause a shift of focus away from the driving task. Glancing down at a cell phone or other device for even a few seconds can be the equivalent of driving the length of a football field blindfolded. Remember, the consequences could be permanent.
4	Improving your odds	During a crash, being buckled up helps keep you safe and secure inside your vehicle, whereas being completely thrown out of a vehicle is almost always deadly. Seat belts are the best defense against impaired, aggressive, and distracted drivers. Source NHTSA https://www.nhtsa.gov/risky-driving/seat-belts
5	Reducing risks	As a professional driver, you are expected to comply with the posted speed limits. For large vehicles, the stopping distances are greater than smaller vehicles, and highway speed limits are often set differently for trucks. Lowering speed gives you the time to see ahead and the ability to adjust to adverse conditions as they develop.
6	Rest Breaks	Drivers may drive only if 8 hours or less have passed since end of driver's last off-duty or sleeper berth period of at least 30 minutes. This rule does not apply to drivers using either of the short-haul exceptions in section 395.1. <i>Mandatory in attendance</i> time may be included in break if no other duties performed. Source: https://www.fmcsa.dot.gov/regulations/hours-service/summary-hours-service-regulations
7	Refueling	Maintaining a healthy diet helps you to sustain the necessary energy and alertness needed to drive safely. Pack healthy snack options and water before setting out to drive. This will prevent the need to pick up unhealthy options from gas stations and fast-food restaurants.
8	Heart disease	Heart disease is the leading cause of death for both men and women. According to the Centers for Disease Control (CDC) approximately 697,000 people die of heart disease in the United States every year. That is, one in every five deaths is caused by heart disease. To help prevent heart disease: <ul style="list-style-type: none"> • Eat a healthy diet. • Maintain a healthy weight. • Exercise regularly. • Do not smoke. • Limit alcohol use.
9	Why do my shoulders ache after a hard day at work?	Are you practicing good posture? Although there may be other reasons for your shoulder ache, lack of proper posture is often the root cause. Lack of good upper body strength to safely perform your job duties may also be a contributing factor. Consider the value of daily stretching as a key component of injury prevention.
10	Responsible to whom?	Drivers are responsible for observing company work rules and motor vehicle laws and knowing the consequences of poor judgment, including those affecting your loved ones. <ul style="list-style-type: none"> • Your employer relies on you completing your assignments as expected to remain a viable business, and the public relies on you not to harm others. • Your family may rely on your financial support, emotional support but more importantly, they rely on you being there for future holidays and other life events.
11	Bend at your knees; save your back.	This old familiar message is still important.
12	Load security	Thieves most often target consumer goods, both high-value and routine commodities that can be easily resold at nontraditional or secondary retail outlets. Thieves often steal industrial products where the black market in industrial commodities is alive and menacing.
13	Pre-plan flags	The Federal Motor Carrier Safety Regulations 49 CFR Part 393.87 requires that warning flags must be used on loads that project or stick off the rear of the trailer or the sides of the trailer. The warning flags must be red or orange fluorescent and be at least 18 inches square. Flags must be placed to show the maximum width and length of the load projecting or sticking out over the rear and sides of the trailer.

DAILY REVIEW ITEMS FOR SAFETY CALENDAR

14	Seat belt requirement	Seat belt requirement needs text
15	Fatigue warning signs	<p>Examples include:</p> <ul style="list-style-type: none"> * Unable to stop yawning. * Trouble keeping your eyes open and focused, especially at stop lights. * Driving becomes sloppy and you weave between lanes, tailgate or miss traffic signals. * Finding yourself hitting the grooves or rumble strips on the side of the road. * Finding yourself opening a window or turning up the radio to say alert. * Driving aggressively to get to your next destination faster.
16	Communicate defects	Submit written vehicle condition reports after every trip to maintenance personnel to ensure all defects are repaired before becoming a danger to safe operation of vehicles.
17	Rejuvenating	You can improve your physical health by maintaining a regular exercise routine that includes activities like walking, biking, or other forms of exercise.
18	Healthy habits	By necessity, drivers have long hours of physical inactivity while driving. Seek help in developing an exercise and fitness program to help improve stamina and strength. If you are fit from exercising routinely, you can also reduce stress and improve your mental wellbeing.
19	Engine and cab compartments	Check for correct coolant level, inspect defrosting and heating equipment and check wipers and windshield washers to ensure that they are working. Carry spare wiper blades and extra washer fluid. Check tire chains to ensure they are free of broken or missing links and straps. Check exhaust systems for signs of soot marks indicating possible exhaust leakage.
20	Counter measures	Here are some tips to help reduce driving fatigue. Pull off in a safe area and take a brief nap (15 to 20 minutes). Longer naps may result in sleep inertia, leaving you groggy and disoriented, which can be detrimental to driving. Drinking a caffeinated beverage may promote short-term alertness, but it takes about 30 minutes for caffeine to enter the bloodstream. Keep in mind that caffeine will not have much of an effect on people who consume it regularly.
21	What is the proper way to lift a carton/object?	When lifting cartons or objects: stand with your feet apart for good balance, with shoulders and hips aligned, bend at your knees, not your waist. Maintain the natural curve in your back. When lifting, let your leg muscles do the work. Keep the load you are lifting close to your body to ease the pressure on your spine. Turn with your feet; do not twist the trunk of your body. When you set the load down, squat down slowly by bending your knees.
22	Stay calm	Be patient; do not let the behavior of others change your attitude about driving safely and making safe driving choices.
23	Health and fatigue	Drivers who are generally more health conscious in their beliefs and behaviors, and who are more physically fit, are more likely to maintain continuously high levels of driving alertness and attention. Source: http://www.nhtsa.gov/people/injury/drowsy_driving1/listening/Sect3.htm
24	Crash statistics	Use of, or reaching for, an electronic device made the risk of crash or near-crash event 6.7 times as high as non-distracted driving; and Text messaging made the risk of crash or near-crash event 23.2 times as high as non-distracted driving.
25	Arrive Safely	Once a trip begins, arriving at your destination depends on making safe driving decisions. As the driver, you must make safe driving decisions to arrive safely at your destination.

DAILY REVIEW ITEMS FOR SAFETY CALENDAR

26	Information collection	Collect information at the scene including exchanging information with others including names and phone numbers. Make no statements, admission of fault, or otherwise volunteer information.
27	A visit to Real Ville	Is the risk of a crash worth answering a text, answering a call, adjusting the radio, or eating a meal while driving? Here is one of many faces of victims of a distracted driving crash; In May of 2008, a young woman and her parents attended her college graduation ceremony. On the way home, a young driver talking on his cell phone ran a red light, causing a tractor-trailer to swerve and crash into that vehicle. The young woman was critically injured, and both of her parents were killed instantly.
28	Driver education and training	Employers are required to provide educational materials about alcohol and controlled substance regulations, along with the employer's policies and procedures regarding meeting the requirements of the regulations. Drivers must sign a form confirming receipt of this information.
29	Use the <i>4 second rule</i> when following another vehicle.	At a minimum, there should be at least 4 seconds of separation between your vehicle and the vehicle ahead of you. This allows for a safe cushion if unexpected hazards appear, road conditions change, or the vehicle ahead of you suddenly stops or changes direction. To calculate the following distance, watch the vehicle in front of you pass a non-moving object (e.g., overhead bridge, streetlight, billboard, etc.) and begin to count (one thousand one, one thousand two, etc.). By the time you get to the same fixed object you should have counted at least 4 seconds. If conditions are adverse (wet pavement, poor lighting, etc.) add one second for each.
30	Driving privilege	Avoid losing driving privileges due to administrative cancellation resulting from a failure to pay tickets, non-driving-related reasons, or not reporting a change of address.

DRT DOLLARS REMINDER

Just a friendly reminder about DRT Dollars—your ticket to snagging some excellent swag items! Haven't you checked out the selection yet? Now's the perfect time to treat yourself.

Here's how it works:

- Visit www.drtdollars.com: Head to our exclusive DRT Dollars website and explore our collection of fantastic swag items.
- Browse Through Our Collection: Take your time browsing through our curated selection of merchandise. Whether you're a fan of hats, shirts, or accessories, you will surely find something that catches your eye.
- Create an Account: Ready to make a purchase? Simply create an account on drtdollars.com with your personal email you used when hired to get started. It only takes a few moments, and if you were issued DRT Dollars in the past, it will show here.
- Log in During Checkout: When you're ready to check out, log in to your account. If you have a credit, it will automatically appear at the bottom of the screen, ready to be applied to your order.
- Voila!: With just a few clicks, you'll have your favorite swag items on their way to you. It's that easy!

So what are you waiting for? Take advantage of the opportunity to use your DRT Dollars and show off your DRT pride. Head over to drtdollars.com today and start shopping!



WHERE TO GET CARE ER, DOCTOR, OR URGENT CARE

Save time and money by making the best choice for your care.

You have more options for care than you may realize, and some could help you save time and money.* Know the benefits of each.

Primary care provider (PCP)

Your PCP will know your health history best and may offer same-day appointments. And they will keep you on track with preventive care (annual physicals, vaccinations, etc.). If you don't have a PCP, visit MyCare Finder to find one close to home.

Capital Blue Cross VirtualCare

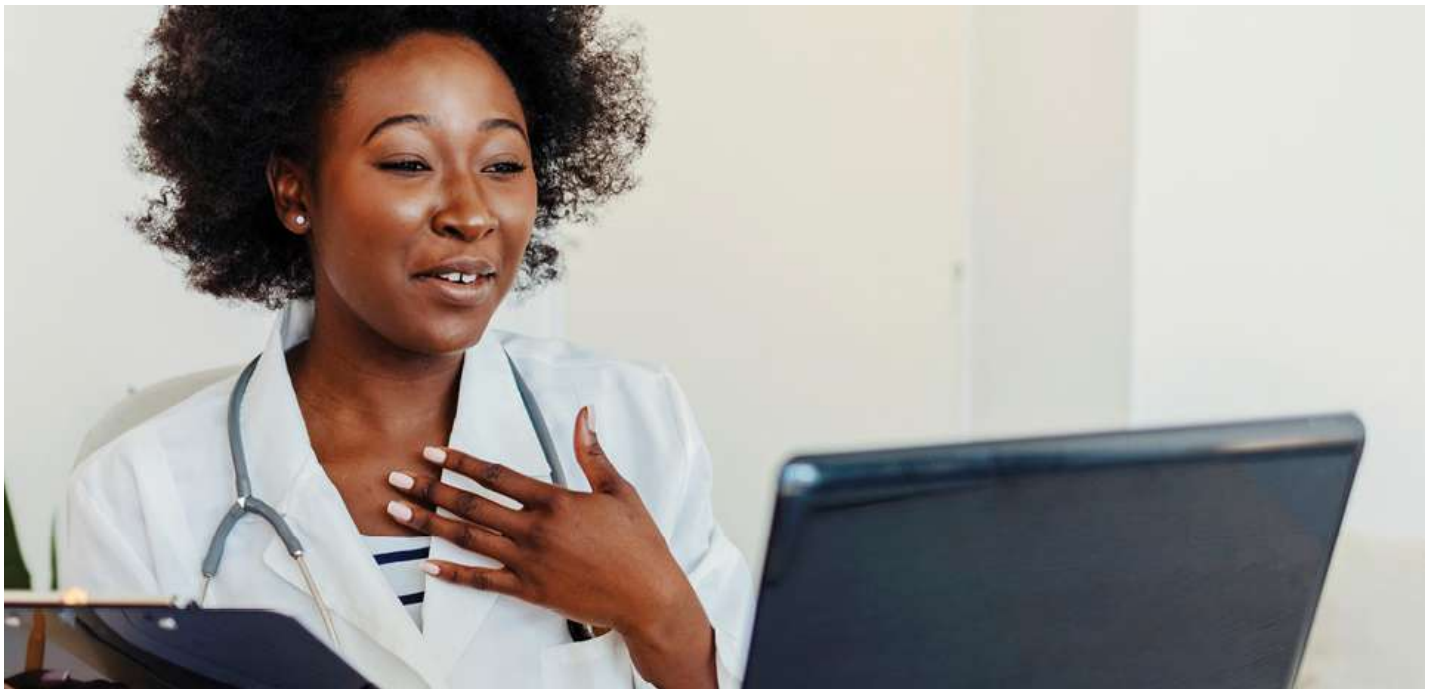
See a doctor from the comfort of your home or on the road by live video using your smartphone, tablet, or computer. They are available 24 hours a day, 365 days a year. As a Capital Blue Cross member, you can: Download the app to use on your smartphone or tablet, use your desktop, or call 833.433.5914. You'll need your Capital Blue Cross ID card to register.

Urgent care

For minor injuries (stitches included) and illnesses that require immediate care, urgent care is a great option. They offer same-day, walk-in treatment, and many can take X-rays and write prescriptions.

For a medical emergency, like chest pain, difficulty breathing, poisoning, severe dizziness or confusion, or heavy bleeding, call 911 or go to the nearest emergency department. In less serious situations, these other options could help you get the care you need.

* Generally, costs are lowest for office visits and highest for emergency department care. Copays and deductibles may apply to healthcare services you receive. For cost-share details, check your Evidence of Coverage or call Member Services at the number on the back of your Capital Blue Cross ID card.



THE LATEST NEWS IN THE INDUSTRY

Diesel Price Nudges Up to \$4.034 a Gallon

The national average diesel price edged up six-tenths of a cent to \$4.034 a gallon in its second consecutive modest increase, according to U.S. Energy Information Administration data released March 25.

Highlights

Diesel's average price has gained 3 cents in the past two weeks after shedding 10.5 cents per gallon over the three previous weeks dating to Feb. 26. On average, a gallon of diesel costs 9.4 cents less than it did at this time in 2023. Diesel's price went up in six of the 10 regions in EIA's weekly survey and down in four. The biggest gain was 3.1 cents in the Midwest; the biggest drop was 2.8 cents in the Gulf Coast region.

U.S. On-Highway Diesel Fuel Prices

	03/11/24	03/18/24	03/25/24	Change from	
				week ago	year ago
U.S.	4.004	4.028	4.034	▲ 0.006	▼ -0.094
East Coast (PADD1)	4.120	4.127	4.125	▼ -0.002	▼ -0.116
New England (PADD1A)	4.287	4.300	4.321	▲ 0.021	▼ -0.290
Central Atlantic (PADD1B)	4.309	4.301	4.294	▼ -0.007	▼ -0.257
Lower Atlantic (PADD1C)	4.033	4.046	4.042	▼ -0.004	▼ -0.045
Midwest (PADD2)	3.913	3.955	3.986	▲ 0.031	▲ 0.012
Gulf Coast (PADD3)	3.702	3.745	3.717	▼ -0.028	▼ -0.165
Rocky Mountain (PADD4)	3.992	3.968	3.986	▲ 0.018	▼ -0.245
West Coast (PADD5)	4.651	4.639	4.666	▲ 0.027	▼ -0.137
West Coast less California	4.166	4.148	4.173	▲ 0.025	▼ -0.315
California	5.207	5.203	5.224	▲ 0.021	▲ 0.059

*prices include all taxes

“Second Straight Increase Comes After Three Consecutive Declines”

