

The Quarterly Dispatch



A publication of



A Message from the President:

Team,

I would like to take this opportunity to thank you and your family for your support during the recent and coming weeks. We recognize that lives have been temporarily changed with school and day care closures, health concerns, and other personal issues related to the Covid-19 pandemic. Through all this turmoil, our professional drivers and support staff are delivering to our customers to help regain the economic power and stability of our nation. Therefore, it is with heartfelt gratitude that I can say it is an honor to continue to serve our customers with all of you.

I would also like to officially announce the opening of our new Minneapolis terminal with the acquisition of Finish Line Express. Expansion into Minneapolis has been our goal for quite some time, and I am very pleased to now offer direct service to that market for our customers. If you have the opportunity, please take time to welcome the former FLE employees into the Sutton Family.



Everyone has played a role in building this company into what it is today. Sutton now operates over 200 trucks and employs over 400 people. Our commitment to service and disciplined approach to running our processes have been the key to our success. Leadership will continue to source opportunities to scale our business by expanding our territory, further strengthening our organization.

Thank you to everyone for your contributions!

Welcome to the Land of 10,000 Lakes!



After months of planning, we are so happy to have opened in Minnesota!

Earlier this month, we finalized the acquisition of Finish Line Express based out of Maple Grove, MN. We are currently running 7 straight trucks all with lift-gates and 10 tractor trailers daily. We are running and average of 19 routes daily with the ability to mix in truckloads. We are excited to see this new territory grow!



First Trucks leaving the lot



Do you have ideas to improve productivity, cost-savings, safety or enhance morale? WE WANT TO HEAR FROM YOU!

Submit ideas to: aim@suttontrans.com

If your idea is implemented, you win \$100 from the company store!



Sutton Transport Gives Back



On April 30, 2020, 16 golfers headed out to The Bog in Milwaukee to raise over \$100,000 for the MACC Fund. Sutton Transport is a proud sponsor of this research charity that raises funds to find cures for childhood cancers and blood disorders.

Since the MACC Fund has been created it has raised over \$65 Million dollars for research. Funds are distributed to the Medical College of Wisconsin, Children's Wisconsin and the UW Carbone Cancer Center.



The Ringer

BUSINESS REPORT

Q1

Greetings and Happy Spring to all Sutton Employees. I hope that this message finds you, your family, and friends all safe and healthy during the current pandemic situation. I know that times like these can bring a lot of uncertainty, especially with having to juggle changes in how we work, family life, and our hobbies.

I would like to take a moment to discuss the current financial status of Sutton Transport in order to ease some of those uncertainties. Please know that Sutton Transport is and will remain a financially stable place to work. We should all be very proud of the financial strength established over the past 40 years. Strength like this will allow us to succeed even with the economic conditions plaguing many industries today.

Every day leadership is analyzing the COVID-19 situation and assessing any changes in legislation. We are also taking advantage of every change in legislation we qualify for. This assessment and our actions will help ensure 40 more years of success.

“...Our actions will help ensure 40 more years of success.”

As you continue to read the news, you may hear of other trucking companies shutting their doors or pushing mass layoffs throughout their organizations. Neither of these are topics for discussion with leadership and we are operating under the mentality that our actions today will carry us into a successful future tomorrow. We get to choose how we participate in this economic recession and at this time we are choosing not to participate. We are going to continue to push forward with our success through excellent customer service, enhanced safety practices, and financial strength.

We are seeing lower volumes of freight; however, we are not anywhere near critical reductions as many of our customers are also deemed to be essential businesses. Our sales force has daily communication with our customers in order to continue building valuable relationships and seek growth opportunities through service. I

am seeing a considerable amount of credit applications weekly from potential new customers that want to do business with us.

Please know that we continue to value our employees as the number one priority through this pandemic. You truly are the most valuable part of our success and I personally thank each and every one of you for your continued efforts ensuring success. Your role is very important to Sutton Transport, our customers, your community and the midwestern economy. Please carry yourselves with the highest regard as you continue to provide an essential service.

“Sutton Transport continues to grow and with this growth comes greater opportunity.”

We are also pushing forward with many scheduled projects as planned. One of those is moving to a new payroll system through ADP. Sutton Transport continues to grow and with this growth comes greater opportunity. We have partnered with ADP to bring new enhanced features to our payroll processing and management of employees. Over the next few weeks all of you will be instructed on how to access the new system and operate within it. Some features that will be of great benefit to you will be electronic vacation submittal, access to your pay stubs on-line, electronic benefits enrollment, and the ability to update any personal information should you move or change your contact info. This is a great enhancement to our current payroll package and we welcome the upgrade. More to come!!

Stay safe and healthy.
Ross Bodenheimer – Director of Finance

Human Resources and You!

Effective May 1, 2020 we are discontinuing our professional relationship with MetLife Insurance. Reasons for this change are primarily due to ongoing service issues experienced with MetLife. All lines of coverage: dental, vision, voluntary life, accident, critical illness, hospital indemnity, short and long term disability will transfer to a new insurance provider named Reliance Standard. All of your current MetLife benefit elections and coverage tiers will automatically be moved to the new provider. Any used deductibles from MetLife in 2020 (dental) will also transfer.

A summary booklet is being prepared for distribution to you to outline all coverages and corresponding rates. Some key changes include decreases in the weekly rates you pay for dental, vision and accident insurance. Supplemental Life insurance guaranteed issued amounts will increase. There are also some minor plan changes within the dental and vision insurance.



Dental

Reliance Standard Weekly Deduction

Employee Only - \$5.36
Employee + Spouse - \$11.65
Employee + Child(ren) - \$12.33
Full Family - \$19.90
Dental Plan Summary
Type 1 – Preventative = 100%
Type 2 – Basic = 80%
Type 3 – Major = 50%

Vision

Reliance Standard Weekly Deduction

Employee Only - \$1.62
Employee + Spouse - \$3.26
Employee + Child(ren) - \$2.76
Full Family - \$4.55

Eye Exam/Lens/ Frames will be every 12/12/12 months

We are very excited to offer Reliance Standard benefits effective May 1, 2020. After reading through the benefit information you receive shortly, contact Lucy Glover our HR Administrator with any questions you may have. Her direct number is 715-359-5893 x1904. Stay healthy and be well.

Accident

Reliance Standard Medium Plan / Low Plan Wkly

Deductions

Employee Only - \$4.96 / \$2.66
Employee + Spouse - \$7.57 / \$4.16
Employee + Child(ren) - \$7.90 / \$4.74
Full Family - \$10.79 / \$6.35

Supplemental Life Insurance

Guaranteed Issue (initial eligibility period only)

- Employee: \$150,000
- Spouse: \$50,000
- Child: all child amounts are guaranteed issue

We Are **EPICC!**

Sutton Transport is its people and the values by which we live. Core values are traits or qualities that represent an individual's or an organization's highest priorities, deeply held beliefs, and core fundamental driving forces. They are the heart and vision of what an organization and its employees stand for. Our Core Values form the foundation for everything that happens in our workplace and should not be overlooked as we navigate through this new but temporary territory.

Values are the bedrock of any company. They keep us focused toward our common goals of teamwork, respect, honesty, quality service and excellence. Let your every action, word and deed reflect that you believe what you say.

We remain the Sutton Transport Team focused on the end goal of providing unwavering and excellent service to our customers as well as each other.

Employee Focused
Professionalism
Integrity
Customer Driven
Continuous Improvement



Equipment & Maintenance



Our experienced mechanics do more than change oil. Josh McCoy rebuilt this tractor after a major collision. After 42.5 hours of labor, this unit was as good as new. Fantastic perseverance Josh!

Here is a comprehensive list of equipment on the streets:

Power Units - 206 trucks total

- 24 straight trucks
- 8 sleeper units
- 174 day cabs

- (296) 53' trailers

- 250 roll doors (2 heated)
- 36 swing doors (3 heated)
- 10 storage units

Trailers - 328 total trailers

- (2) 28' storage units
- (2) 40' for Chicago
- (24) 48' trailers
 - 2 heated units
 - All roll door
 - 11 L/G units



Precautionary Measures During the Covid-19 Pandemic

- 1) Wear a mask at each customer drop
- 2) Only 2 drivers in the driver room, allow 6' distance.
- 3) Use your own pen. Ask that customers use their own as well.
- 4) Use the personal sanitizer provided after each stop. Need more? Ask, we have it available.
- 5) If using disposable gloves, they must be discarded after each use.

CUSTOMERS APPRECIATE YOUR WORK!

I wanted to take a minute this morning, to tell you how much we at I.M.R., Inc. appreciate our route driver, Jason. Most people make time to complain about things, and we rarely take the time to mention when someone is doing a good job. Jason is helpful, patient, never in a bad mood or stressed and always such a pleasure to work with. He also knows that we are only open until noon on Fridays, so he makes sure to communicate with us, if he is running a little late on his route and always does his best to get here within our hours. Which we appreciate. He most definitely goes the extra mile, when it comes to customer service, and I would like to just extend my appreciation for this. We hope that he receives acknowledgment for all that he does on a daily basis. I appreciate your time.

-Nikki, Industrial Machining and Repair

I would just like to say thank you for having the best, most positive driver around. Lowell goes above and beyond his driver duties. He always has a positive attitude and smile. There has been numerous times that he has called me to see if we were going to have a shipment before he left the area. Numerous times where he will see that I am strapping something down and he will come offer a helping hand. He always talks highly of Sutton and says it's the best company he has ever worked for.

- Cody Scheidler, Weimer Bearing

I have worked with Taylor off and on for about 6 months or so now, I wanted to reach out and let you know how enjoyable, professional, and responsive he has been. Every time I have reached out to Taylor to schedule a pick up, track freight, or get me in touch with another party, he responds quickly and efficiently.

We currently work with several carriers in IL and WI, Taylor is the main reason we will be looking at working more closely with Sutton transport in the near future. We are currently entering the last few rounds of 3 huge bids out of these states. Should we be awarded this freight, I will be reaching out to begin discussions about how Bison and Sutton can work together on these opportunities.

I just wanted to reach out and give credit where credit is due. Taylor is doing a great job and has been completely honest in every update he has given me. As I'm sure you know, honesty can be tough to come by in this industry.

-Kevin, Bison Transport

LEADS TO CASH

We recognize that our drivers have daily face-time with hundreds of potential customers at each delivery. To best harness the power of our fleet of drivers we created the Leads To Cash program.

More than \$685 paid out to Drivers!!

DO YOU WANT TO EARN CASH?

- 1) Identify freight from another carrier upon delivery.
- 2) Collect contact information
- 3) Enter information into the form on your PeopleNet

Special Thanks to the following drivers for their contributions to the Sales Team in Q1 2020:

Brett Gratz, Jason Henry, Rob Milton, Frank Ditello

Employee Anniversaries

January

Jeff Newhouse - 13 years
 Gary Austinson - 11 years
 Piotr Styrzcula - 6 years
 Robert Tiry - 6 years
 Tim Stone - 5 years
 Debbie Beran - 5 years
 Ruben Marquez - 3 years
 Travis Smith - 3 years
 Carmen Robles - 2 years
 Patrick Calcagno - 2 years
 Nichole Srb - 2 years
 James Jakubosky - 2 years
 Earl Krahn - 2 years
 Craig Ewald - 2 years
 Kelly Trojanowski - 2 years
 Amanda Houdyschell - 1 year
 Raymundo Diaz - 1 year
 Adam Fenske - 1 year

February

Amanda Windorski - 15 years
 Russ Kitsemel - 11 years
 Thomas Farr - 7 years
 Steve Skrobiszewski - 6 years
 James Burgess - 6 years
 Craig Moore - 6 years
 Christian Dynek - 5 years
 Abel Estrada - 4 years
 Alfonso Jimenez - 4 years
 Jose Reyes - 4 years
 Anthony Smith - 4 years
 Noel Urbina - 4 years
 Juan Diaz - 4 years
 Ed LaFon - 4 years
 Jason Suprise - 4 years
 Richard Louze - 3 years
 Matt Hagie - 3 years
 David Fair - 2 years
 John Gifford - 2 years
 Jessica Horner - 2 years
 Gustavo Macias - 2 years
 Brian Harris - 1 year
 Shawn Rickert - 1 year
 Ryan Kimble - 1 year
 Greg Mercure - 1 year

March

Kiley Hayhurst - 16 years
 Tom Glenn - 12 years
 Ben Froemming - 9 years
 Roy Billington - 7 years
 Alan Jonas - 6 years
 Tyray Jones - 6 years
 Alan Jonas - 6 years
 Ruben Martinez - 5 years
 Elauterio Hernandez - 5 years
 Damien Watson - 5 years
 Dave Stanley - 5 years
 Jessica Gutowski - 3 years
 Michael Harris - 3 years
 Lisa Tennison - 2 years
 Brian Nagan - 2 years
 Jorge Macias - 2 years
 Taylor Unertl - 2 years
 Katrina Low - 2 years
 Roberto Alcocer - 2 years
 Thomas Regazzi - 2 years
 Jose Prado - 2 years
 Lucy Glover - 1 year
 Ryan Stevens - 1 year
 Michael Knopick - 1 year
 Brenda Dallaire - 1 year
 Alex Rolli - 1 year

Welcome Aboard!

Graciela Barrera - Assistant, Chicago
 Marco Berlanga - Dock, Chicago
 Eriberto Hertado - Dock, Chicago
 Karl Kelley - Dock, Wausau
 Conta Weary - Dock, Chicago
 Ricardo Rodriguez - Dock, Chicago
 Louis Delise - Dock, Oshkosh
 Terrell Williams - Dock, Milwaukee
 Vince Collelo - Corporate Sales Manager
 Dawid Domian - Straight Truck, Chicago
 Chris Schommer - P&D Oshkosh
 Justin Hernandez - Linehaul, Milwaukee
 Daniel Waugh - Linehaul, Tomah
 Jonathan Collins - P&D, Wausau
 Piotr Derkacz - P&D, Wausau
 Gerald Gibour - Nationwide Driver
 Terry Hypes - Linehaul, Chicago
 Laurence Reinke - Volume Driver, Milwaukee
 Deon Forrest - P&D, Chicago
 Angel Alvarez - Linehaul Chicago
 Josh Holmes - P&D, Chicago

Shawn Ludke - P&D, Tomah
 Sam Jordan - Linehaul, Chicago
 Daniel Stahl - P&D, Milwaukee
 Everett Blake - Accountant, Wausau
 Richard Kroll - Dock, Milwaukee
 Jeremy Techlow - Dock, Oshkosh
 Jedediah Butzin - Dock, Oshkosh
 Julian Hertado - Dock, Chicago
 Kara Weitz - Customer Service, Wausau
 Edward Ortiz - Dock, Chicago
 Nick Rodriguez - Dock, Chicago
 Jorge Marroquion - Dock, Chicago
 David Zittel - Dock, Oshkosh
 Mark Giraldo - Dock, Chicago
 Glen Hierl - Dock, Milwaukee
 Jake Kaminski - P&D, Wausau
 Robert Stevens - P&D, Chicago
 Aaron Fargen - P&D, Tomah
 Tim Leatherman - P&D Oshkosh
 Christian Haywood - P&D, Madison

TOP DRIVERS FOR Q1!



Alex Rolli
Linehaul - Milwaukee



Mike Knopick
Linehaul - Milwaukee



Ben Froemming
P&D - Wausau



Tshiab Thao
P&D - Milwaukee

January

Scorecard data for January was not available.

Driver Names listed in BOLD received earned 100% on their scorecard for the month.

February

CHICAGO: Frank Tranniehill, Tom Vondra, Angel Alvarez, Sebastian Filipowski, Anthony Robbins, Grzegorz Madej, Steve Ruzicka, Jaroslaw Maj

MILWAUKEE: **Alex Rolli, Luis Cortez, Mike Knopick, Tshiab Thao, Adam Babics,** Dannie Stallworth

MADISON: **Ben Mosby, Kent Eisner,** Doug Duff, Randy Rybarczyk, Brian Evert, John Smith

OSHKOSH: Bob Valley, Jonathan Nault, David Fair, Jeff Newhouse, Brian Finn, Mark Morgan

WAUSAU: **Ben Froemming,** Gary Ostricki, Roy Billington, David Van Portfliet, Richard Louze, Tim Ivan

TOMAH: Brett Gratz, JoEllen Dries, Dan Waugh, Jason Gibbs, Shawn Ludke

March

CHICAGO: **Jakub Kowalczyk, Konrad Skarzynski, Marvin Mooty, Piotr Styrzcula,** Sebastian Filipowski

MILWAUKEE: **Alex Rolli, Tshiab Thao, Mike Isherwood, Mike Knopick,** Richard Temple, Dannie Stallworth

MADISON: **Gary Priebe,** Doug Duff, Ben Mosby, Christian Haywood, John Smith, Richard Elsen

OSHKOSH: **Jonathan Nault, Bob Valley,** Chris Woppert, Jeff Newhouse, Clint Berndt, Alan Jonas

WAUSAU: **Ben Froemming, David Van Porfliet, Richard Louze,** Roy Billington, Jason Henry

TOMAH: **Brett Gratz, Darin Aicher, Wayne Mihalovic,** JoEllen Dries, Jason Gibbs



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