

Lip-Service

Thank you to Gerry Foley for naming our newsletter in our contest! She is the recipient of \$100.00!



LIPSETT CARTAGE

April 2014

From the Desk of Glenn & Zoe

Woohoo the winter from hell is over! Zoe and I want to send kudos out to all of you for keeping it all going in the -40 temperatures, fuel prices from hell and road conditions that were unbearable this winter season.

We have now settled into working in our new terminal and even though it was a lengthy build, it was all worth it. All of the day to day maintenance on our equipment is getting caught up on and the final work on the yard will begin in the spring once things dry out. Until you are otherwise notified, please stay hooked up to your trailers when parking in the yard, no one wants to have a trailer sink. If you must unhook it is necessary that you put 4X4's under your dolly legs.

Preventative maintenance is key to all of our success. Please remember to do thorough pre-trip and post trip inspections, keep a close watch on your tire pressures. Ignoring low tires causes too much damage and we will be charging those tire repairs to you.

We also would like to remind you that the new hire incentive program is still in effect,

Promote Lipsett Cartage

Any driver, owner operator or staff member that assists in recruiting a new driver for our company will be rewarded \$500.00 after a new hire has been employed for 3 months. There is consistent loads for our trailers to move and a bonus structure in place for those drivers with a clean abstract.

if you know any operators that would be a good fit for our company encourage them to come and see us. Your success and sharing your positive working experience is the best way of promoting Lipsett Cartage.

Drive Safe and Enjoy the New Season
Glenn & Zoe

Mission Statement

Lipsett Cartage Ltd. started in 1966. It has passed from father to son to grandson. Originally started in Regina, Sask as a small locally based trucking firm it has expanded into a company that hauls commodities all across Canada. Lipsett Cartage Ltd. hauls steel, lumber and machinery. By concentrating on delivering product serviced by flatbed hauling we now maintain a reputation as a company where service is our number one priority. Our company vision is to maintain service as our most valued commodity. Expansion is only viable when and if our commitment to service is not compromised.

Driving Healthy

- FAST FOOD REMINDER: ORDER MEATS, CHICKEN AND FISH ROASTED, GRILLED, BAKED OR BROILED
- FACEBOOK, TWITTER AND INSTAGRAM ARE ALL FUN, BUT WHEN YOU UPDATE YOUR STATUS, TWEET OR POST A PIC WHILE DRIVING, YOU'RE DRIVING DISTRACTED
- ANOTHER REASON TO STOP SMOKING: NICOTINE USED CLOSE TO BEDTIME CAN LEAD TO POOR SLEEP

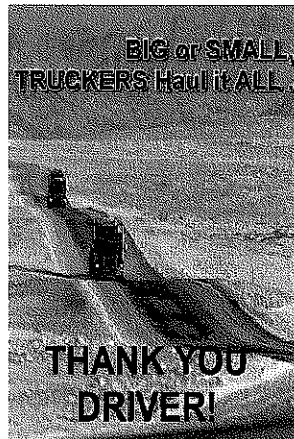
Safety

We would like to thank all the drivers and owner operators for your timely submission of log sheets and maintenance reports. It is very important that we maintain our records and are current with our documentation in case of an audit. Please be reminded that the Log Violation Sheets that are placed in your slots are for you as a driver to review, ask questions regarding the violations and sign off that you understand the report. These reports are to be handed into the office once you have reviewed. These too are required for audit purposes and also a bench mark to see where you can improve in your daily reporting.

For those who have had "No Violations" hats off to you! Let's be safe out there.

Lip-Service

Dispatch



PAY ATTENTION TO DRIVING CONDITIONS

MYTH: COMMERCIAL VEHICLE DRIVERS HAVE EXPERIENCE DRIVING IN BAD WEATHER AND CAN HANDLE ANYTHING, SO THEY CAN DRIVE FASTER SAFELY.

REALITY: ADVERSE WEATHER CONDITIONS CONTRIBUTE TO 25 PERCENT OF SPEEDING-RELATED LARGE-TRUCK FATALITIES. DRIVERS SHOULD REDUCE THEIR SPEED BY ONE-THIRD ON WET ROADS AND BY HALF OR MORE ON SNOW-PACKED STREETS.

Did You Know??

95% of your vehicle's weight is supported by your tire's air pressure, with the tire supporting just 5%, making inflation a critical part of a tire's ability to perform.

Spring is finally here and hopefully it will also be accompanied with some spring-like weather!! The past few months we have struggled with bitter cold temperatures and high diesel prices. We have done our best in battling these costs with rate and fuel surcharge increases. Recently we have seen both lowering diesel prices and warmer temperatures which will translate to lower fuel consumption and cost which equals more profit.

As you all know we have a new dispatcher in the office. Keith is excited to join the team and appreciates everyone's patience as he learns more about the industry. We are glad to have him in dispatch as he has already proved to be an asset to the team with a fresh perspective and good ideas.

2014 Road Ban Season is now on! Please take the time to call and ask if you're not sure about a specific route. Saskatchewan also has many highways that revert from primary weights to secondary weights for the months of April, May and June. Ask for a copy of those routes the next time you are in the office if you don't already have one.

It looks like it will another busy spring and summer for us and with that said, we sure could use a few more trucks on the fleet. Spread the word!

A special thanks to everyone that put in the extra effort on some of the big jobs we had this past winter and for all the ongoing excellent service that you help Lipsett Cartage provide our customers.

Richard, Ken & Keith

Shop Talk

Well everyone we have been in our new terminal for a year and its fantastic. The light, the warm floors make our work environment a pleasure to be in. As you know there have been some changes to the shop staff, we want to welcome Travis Tone to our staff and wish Shane our best in his new endeavor.

A quick reminder to everyone please drop the air in the

suspension on both trailers if you are leaving them in the yard and don't forget to use 4X4's so they don't sink. We would also like to remind you to watch your tires. Worn tires and flats are a part of trucking and a very big expense. It is up to all of us to stay on top of them. We will always check your tires if you ask us to and we will always get them changed if they

need changing. If we cannot get you in we will arrange to have a company come out or send you to a tire shop.

It is imperative that you bring back all tires that are changed on the road regardless of condition so they can be assessed.

Drive safe!

Bob & Travis

Accounting, Payroll & Benefits

Changes for 2014

The accounting and payroll department recently underwent a change in staff. Kelly Carr is now on a part-time basis with Lipsett Cartage, as she has accepted a position with another company. We wish her all the best in her new endeavours. Angie Evans has accepted this position and will also continue to monitor all safety compliance issues. All payroll, benefit or safety inquiries can be directed to Angie. The direct line for her office is 306-525-9588.

Payroll Reminders

As all employees and owner operators are aware, payroll is generated twice monthly on the 15th and 31st. It is important that all bills are handed into the office in order to be paid in the current pay cycle. Company drivers your cut off date is 10 days prior to pay day, therefore paperwork must be in the office by the 10th and 25th of the month. For Owner Operators your pay cycle is always one month delayed but please be sure your bills are submitted to the office as soon as possi-

ble. If it is getting close to the cut off date and you are not in the Regina area, we encourage you to call dispatch to assist you. Faxing your documents is also acceptable. Fax #306-525-4188.

Vacation and EDO requests

The payroll department would like all employees requesting time off to notify us far enough in advance so that payroll is submitted properly and correctly. Angie Evans

**SIR, MY DOG
ATE MY
LOGBOOK...**

Green Miles—Fuel Reduction Ideas

At the Gas Station

It is always best to fill up your vehicle with gas early in the morning. While pumping gas, be sure to do so at a low setting to minimize the vapors. At high

speeds there will be more vapors and you will be filling your tank with lesser gas as a result. Never wait till the tank is fully empty before you stop for gas. The fuller the gas tank is, the better will be the fuel mileage. Also remember

not to fill up your gas tank soon after the ground tanks at the station have been replenished. The process causes dirt at the bottom of the tanks to rise to the surface and this can cut down fuel efficiency significantly.

Reminders:

- Fill up in city centres as the fuel there tends to be cheaper.
- In a Husky vs. Coop comparison—Husky is consistently 3 to 5¢ cheaper
- Have a look at the fuel sheets in the drivers room and see where the cheaper spots for fuel is and try and plan accordingly.

Personal Protective Equipment (PPE)

It has come a time when there are WAY more companies that require PPE to be worn than there are those that don't. A good rule of thumb should be that full PPE is required everywhere. That way you will always be compliant.

And while on the subject, we

do have one shipper that also requires drivers to provide their own "fall restraint harness". This may be something you also want to look at acquiring for yourself, as it may become more common. Plus with some of the harness' out there, a lot of adjusting time might just be saved. Shop around though as there

are many different styles and prices out there that will be suitable for you. And as far as those locations that do not provide a fall station, we really don't have any answers for you on that matter yet.



Coffee is always on at the office. Stop in and say hi.

**DRIVE STEADILY AT
POSTED SPEED LIMITS.
INCREASING YOUR
HIGHWAY CRUISING
SPEED FROM 90KM/
H TO 120KM/H CAN
RAISE FUEL
CONSUMPTION AS
MUCH AS 20%. YOU
CAN IMPROVE YOUR
GAS MILEAGE 10 -
15% BY DRIVING AT
90KM/H RATHER
THAN 104KM/H.**

LIPSETT CARTAGE

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This clipping comes from the
Star Weekly paper of 1951.
A newspaper ad with the hu-
morous side to Mr. Lipsett
using Dodd's Kidney Pills. »

Office n' Stuff

I would like to welcome everyone to the Lipsett Newsletter for April 2014.

As a friendly reminder to all drivers and owner operators, it is important that all dispatch numbers and dates appear on your Lipsett bills of lading. Signatures are also a requirement on all our copies and the customers copies as well.

In order for me to process your paperwork in time for the payroll cutoffs, you should be making arrangements to have it to the office as soon as possible. Make it a habit to drop off your bills when you are in the Regina office.

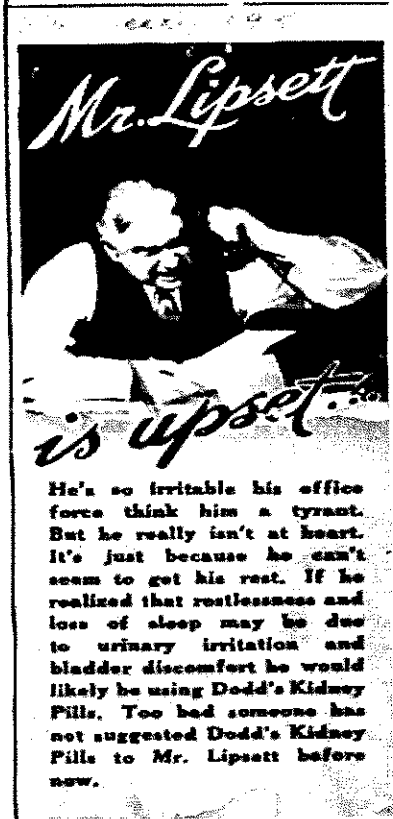
"Drive Safe and See you in Regina"

Honorable Mentions for Customer Service & \$50 Gift Certificate

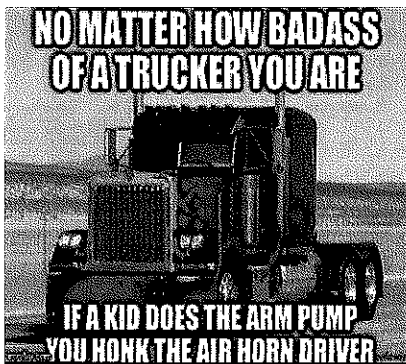
Unit 307 Al Grund—For taking the lead and helping out immensely on the Access Mat loads in Northern Alberta for Nov/Dec 2013

Unit 146 Trevor Taylor—For two customer compliments. The latest a lady from Calgary who is quoted as saying "He was like a breath of fresh air".

Thanks again guys



Give us some Lip-Service



It has been awhile since we have published our company newsletter and we are hoping this will continue on a regular basis.

We would like all staff including our drivers and owner operators to offer any information they would like to share with the rest of the company. Or maybe you can suggest topics we could cover that would promote a healthy work environment.

In addition to the newsletter we are currently working on our web page and other social networking ideas to promote our company.

Give us some feedback on how you enjoyed our newsletter. Look forward to the next one!