

# The Dispatch

Semi Annual Newsletter, Q2 2019

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Operation Interdependence

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НДРРУ!

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### Brady is proud to serve those who serve.



In 2019 Brady Trucking began a partnership with Operation Interdependence packing and sending boxes filled with Care Packages to commanders around the world. For many it's the only communication they receive from home. Each care package contains a hand-written note (some of us STILL have writer's cramp).

**#BradyCares** 







#### So far in 2019 Brady Trucking has donated:

- » 1000 Care Packages packed and shipped
- » 300 Man-Hours volunteered
- » 250 hand-written notes
- » \$400 worth of donated chain links for supplies
- » 1500 Flag cut-outs for donation-solicitation

Get Involved today at oidelivers.org



## EXCITED, COMMITTED, AND

# Happy!

YOU WERE CREATED FOR GREATNESS. YOU ARE SPECIAL. YOU HAVE WITHIN YOU THE CAPACITY TO DO ANYTHING THAT YOU SO CHOOSE.

Listen, life is tough. The world can be a difficult place. Things are not always fair. Justice isn't always blind. Good guys (and gals) don't always win. But thankfully that isn't always the case. Far more often than not things work the way they are supposed to. The world is mostly a great place to live. People are basically good. Most things are still designed to be fair. And Justice (or mercy) will usually prevail.

There are many folks that I consider to be mentors in my life. Most of them were people that I knew and spent time with. The single most important one was my Father. But there were two individuals that I never met in person, who still had a big impact on me and helped me to develop and grow. They were Dr. Wayne Dyer, and Arthur L. Williams Jr. The thing that made these men special to me was that, though their message was presented differently, and they came from very different backgrounds, they both said basically the same thing. YOU ARE NOT ORDINARY BY DESIGN!!! You were created for greatness. You are special. You have within you the capacity to do anything that you so choose.

Years ago, when I was a young man, I was what many people, including my wife, called a dreamer. I was working as a Driver, and though I loved driving, I had a desire to do something different. I wanted to be an executive (looking back, I didn't even know what that meant). I spent hours staring through the windshield of my truck, "dreaming" about what I might be someday.

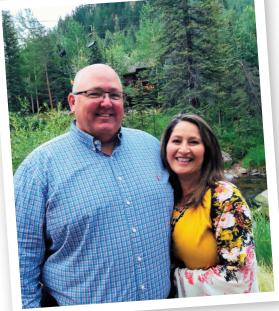
However, any time that I would try to talk to someone about it, I always got the same responses. "Chuck, you can't do that", "Why you haven't even got a college education?" "You can't be anything special". "You're just average... ordinary." What makes you think that you can be somebody?" "You don't know how to talk to those people. You're not as smart as them." "You can't do it!"......Well Bull!! The reason these two men had an influence on me was that they told me I could be somebody. That I could do special things with my life. That I could make a difference for my family. They told me that I could have the things that I want in life.

They taught me that no matter what I wanted to be or have in my life, as long as I was willing to be excited, be committed and be happy, I would achieve my goals and live my dreams. I found that by living my life full of excitement, with positive energy, and that being motivated toward my goals created opportunities that seemed to come out of nowhere. I also found that as I was committed to my goals, and lived my life on purpose and with purpose, I started to see results. What some people called luck, I called being

prepared for opportunity. The harder I worked, the luckier I got. Then lastly, I found that by living a happy life, a life full of gratitude for what I had, and for where I was going and for the people I had around me, I began to receive blessings. Blessings in the form of help from unexpected places and from unknown people.

It was amazing how living these principles helped me in my life. It doesn't matter what you want to be or have from your life. If you live your life on purpose and follow the principles that these men (and others) have taught us, we can achieve anything we want. Thankfully most of you have chosen to be Professional Drivers. God bless you. We need you and Love who you are and what you represent. Being a Professional Driver is a great life choice. We know It isn't perfect, but then nothing is. However, by living our life on purpose, and applying these principles we can achieve our goals and provide for our families in the manner that we choose.

I am grateful for the blessings that we enjoy from living in this country. I am grateful that each of us has the opportunity to live our lives in the way that we see fit. Thank you for being part of our team and choosing to work with us. Together I hope we all reach our goals and fulfill our dreams.



Ohuck.

# Creams do come time by Alberto Hernandez

It was 2014 when I saw the Brady trucks and had to ask a Driver if I could look inside. He was so friendly and said "of course, go ahead". It was love at first sight... clean, spacious, elegant, comfortable and well-organized. A fire was lit inside of me. The Driver introduced me to the "Brady Way", how here at Brady we are family, we work together to be part of the BEST. That day I knew I wanted to be part of the Brady Team.

Sean, my 1st Supervisor treated me with so much respect and welcomed me with a huge smile. To this day Sean is an inspiration to me. I knew I wanted to learn from my new Brady mentor and the Management Team and senior Drivers. I felt like I was part of something bigger, but they always referred to me by my name not by my truck number #1470, a 2013 black & tan Peterbilt. I felt an immediate connection with my truck, and I experienced for the first time what it was to represent the best trucking company in the USA.

Life was good. I was earning top money and great benefits to do what I enjoyed most. It couldn't get any better. But it did. On December 2, 2016 Nidia Romero became my wife. I started to taste the true meaning of success. Brady gave me a month off to go home to Cuernavaca Morelos, Mexico and enjoy my new family. I can't thank them enough for that.

Mixing an oilfield job with a new marriage was challenging but, Brady Trucking supported me and motivated me during the tough times. I will never forget the day that Sam Rendon told me, "your wife will love Brady if she sees Brady's love for you" to this day I can quote my wife's words "I love Brady because they will do anything for you Alberto."

I thought I needed to quit my oilfield job in order to be ok with my family, but to my surprise we, the Hernandez family have managed to succeed with our goals. We are so proud of our son Airiel Alberto JR. He is a US citizen and studies

in a private college in Mexico. We can afford amazing vacations 2-3 times a year and, we have been blessed to welcome our newest member of the family Rosita Hernandez. In June she will be our 6-months old princess. She brings so much joy to our family. Thanks to Brady Trucking we have a good life and have learned to appreciate quality not just quantity time.

The oilfield is in constant change, and I have learned to adapt. Brady Trucking has terminals all over the USA. I have used this to my advantage because it's up to me to achieve my monthly financial goals. I choose to drive where I can

make the most money so if I must change terminals, I do so. I have been blessed to be based out of the Farmington NM, Carlsbad, NM, and Odessa, TX. But I could go to Utah, Wyoming, North Dakota, or OTR. Wherever I feel is best for my family.

Since January 2015, Brady and I have grown together. I was a Driver, Trainer, Field Coordinator, Lead Coordinator and now Owner Operator. All positions have taught me so much. I have grown in all areas of my life. No doubt, it's thanks to the coaching and mentoring from the Brady team that I have become a better husband, father, son and coworker and a better person in general. My best way of giving back to Brady is by mentoring others in the "Brady Way" or by sharing my experience with anyone that's willing to listen. I feel that it's the least that I can do to thank Brady for believing in and investing in me, even when I didn't think I was capable of going to the next level. I want to thank Chuck Johnson, Michael Crocker, Kyle Beebe, Larry Ridge, and Jason Crowell for everything they do for us.

You become who you surround yourself with. The reason why I will continue with Brady is the constant learning. I am surrounded by amazing people. I have seen how Brady develops its employees and brings them to the next level. I know of real people in all departments that have gotten the opportunity to go higher and succeed within the company.

- My best friend Edgar is a great example of hard work. Edgar went from Driver to Supervisor in less than 2 years. He has a passion for his job.
- My great friend Jacob Collier went from Dispatcher to Logistics Manager in less than 2 years. So much respect to this man.
- My coolest friend Stanley Friel is a true inspiration and success story. Stanley is only 24 years old and is the Shop Foreman of the Odessa yard. This man's potential is out of this world.
- Mr. Kyle Beebe who went from Operations Supervisor to Fleet Manager in less than 2 years. This man is a work-machine and a great family man, a true inspiration.

But what motivates me the most is knowing that Brady is still not done with me. I'm still in progress of becoming a better person. I'm surrounded by amazing people, the best team on earth. We are working hard every day to become the best version of ourselves and all of this is possible thanks to the courage and guts of one man who decided to dream big and paid the price so that thousands and thousands of us could enjoy the blessings of his legacy.

Thank you Larry for teaching us that dreams do come true.

"This job is super easy, it's just a matter of getting organized.

## **WOMEN CAN DO IT!"**

Barbara Avery, Owner Operator in the Permian Basin Oilfield, has been driving 18 years. She's a million mile Driver who ran as a team with her husband for over 10 years before she came to the West Texas oilfield.

Barbara says, "I like it better than the road. You don't have all the miles. It's a little bit different than the road, you don't get pushed hard, go at your own pace". She wants to see more woman out there in the oilfield!



When we took a look at what was our top violations affecting our CSA scores we found that speeding took the top 3 spots (speeding 6-10, 11-14, 15 and greater).

Brady Trucking adopted **SpeedGauge** as part of its core safety fundamentals June 2018. SpeedGauge gives us the ability to track speeding events on all roads across the US which allows us to see where we are speeding as a company most. We took this data and had many conversations with our drivers who took this information to heart which helped prevent not only speeding infractions but we saw a drop across the board of our CSA scores. Drivers are paying more attention going down the road and have spoke about ways they didn't realize they drove. As a company we dropped 47% speeding from 2017 to 2018 while adding over 100 trucks to our fleet during that time. We still have room to improve with this tool to better improve our drivers, keeping them safe on the road, and getting them home to their families.

# FEBRUARY 2

- **Aaron Leslie:** Truck 3800 Bloomington (8,026 Miles driven 0 incidents of speeding)
- **Kerry Speth**: Truck 2430 Odessa (6,350 Miles driven 0 incidents of speeding)
- **Jose Garcia**: Truck 5094 Odessa (3,397 Miles driven 0 incidents of speeding)
- **Troy Jacobson**: Truck 2560 Bloomington (4,290 Miles driven 1 incident of speeding)
- **Urban Trujillo**: Truck 2810 Farmington (6,720 Miles driven 2 incidents of speeding)
- **Shane Rich**: Truck 2510 Vernal (5,829 Miles driven 2 incidents of speeding)
- **Roland Begay**: Truck 1510 Farmington (6,674 Miles driven 3 incidents of speeding) 7.
- **Jason Betz**: Truck 3770 Bloomington (10,204 Miles driven 4 incidents of speeding)
- **Bryant Gladden:** Truck 2700 Farmington (6,879 Miles driven 4 incidents of speeding)
- **Ivan Leon**: Truck 5004 Odessa (5,826 Miles driven 4 incidents of speeding)



Brian Hernandez, Safety Director. This month marks one year at Brady Trucking, when asked about what I enjoy most at Brady Trucking I would say the Safety Life Style that can be seen from the top of the company to the life blood of the company - the Drivers. A prior Navy vet of 11 years I enjoy the comradery that I have found here at Brady Trucking. I am married with 4 daughters that keep me very busy and teach me patience. We enjoy our summer camping trips and a variety of sports.



# DYNAMIC DUC IN THE BAKKEN

LePriel White and Ryan Bulloch have been with Brady Trucking 8 years – BOTH originally hired by Terminal Manager Mike Crocker. "Prell" as we call her grew on the business side in Billing, Customer Service, Office Manager, and now Terminal Manager. Ryan came from the Operations side, starting as a Driver, Trainer, Field Supervisor, Blue Hat, and now Operations Supervisor.

WORST WEATHER: "In my 18 years in the trucking industry, I was headed home from a run in Rapid City to Williston. I drove upon myself or others. I white-knukled the whole entire 100 miles until I

**DRIVER TO SUPERVISOR:** There is something to be said for the



brothers. So of course, I had to demonstrate and cut my leg open. Just to prove my point. I still have a scar on my leg by dang I

WHAT ARE YOUR HOBBIES: "Four-wheeling, camping, target

#### WHAT DOES "BUILT BY TRUCKERS FOR TRUCKERS"

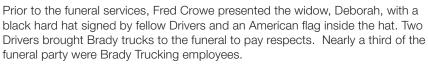
**MEAN:** "We understand the pride you feel being behind the



### **Curtis R. Cobb**

November 26, 1956 - February 5th, 2019

As many of you know one of our employees, Curtis R. Cobb, passed away on Tuesday February 5th. He had been a well-liked and highly valued member of our Permian team, driving for us since August 2016. He will be missed!



Curtis' widow, Deborah, displayed the hat along with a letter she had received from Chuck Johnson, President/CEO of Brady Trucking. Deborah was so very grateful for the love and support shown to her and her family from the Brady Trucking family. This was an incredible display of the care and family feel one gets at Brady Trucking. Thanks to all.

**RIP Curtis.** 

# GOODTO GREAT

Winston Churchill said "the price of greatness is responsibility". In my lifetime I have had the privilege to work with and around some very great people. My dad is a Marine and fought for this country in the Vietnam war, and my oldest brother just recently retired from the Army. These two men are perfect examples to me of what it's like to be great. There are many examples all of us can use like the ones I mentioned but they all have ONE thing in common. They all made huge sacrifices and shouldered great responsibility in order to show all of us how to be great. In the 5+ years that I have been at Brady Trucking, there have been countless examples of my co-workers showing greatness. I don't believe any of us just walk in the door first thing in the morning and say to ourselves "Today, I am going to be great." Instead, it's the things that go on from day to day that challenge us, and force us to meet them head on, that make us great.

Some situations challenge us. Some situations make us uncomfortable. But what makes us great is when we turn all that off and just be the person that situation needs us to be. March 2018 is a date that will probably stick in the mind of a certain Brady employee for some time. While fueling up one evening on his way home at a tiny little truck stop in Clines Corner, NM he noticed that a lady was having car issues and that many others had passed right by her not wanting to help because of her many tattoos and desperate disposition. It was cold, getting dark and she looked as if she had run out of any good luck she once had. Walking over to her, he asked if he could help and after a short exchange he figured out that her fan belt had broken and besides a new belt and someone to put it on for her, he also told her that she would need a tensioner all of which she had no money for. Driving to the auto parts store he noticed that not only was she down on her luck but she was also pregnant and looked as if she hadn't eaten in a few days. When he offered to pay she was very hesitant and didn't feel like taking charity. He explained to her that he works for a man and an organization that has always helped when it could and that this time is absolutely no different.

We have all heard the saying that "it's the little things that matter" This is so true all the way to the letter!! My mom used to drill that into my head especially when times were tough around Christmas, and she wanted us to learn a valuable lesson

to be thankful for what we had. Sharing what you have with someone that might be in need is a powerful example of what it takes to become great. A small example happened in Dec 2016.

Driver Raymond Howard had made the trip to Vernal to be moved into a new truck.

Two of my co-workers were working on the night shift and the snow that had drifted in made it difficult for either one of them to leave and grab dinner for the night.

Raymond had noticed the weather that had moved in and it was getting worse by the second. Raymond came into the dispatch office and laid out a "feast fit for a king" which included hot links, cheese and all the fixings. I joke, but the truth is Raymond had taken the food out of his truck and shared it with the dispatch team of whom he had never met all because of the person he is.

Working at Brady Trucking is much more than a paycheck to me and my family. It is an adventure and a chance to do something great in a world that desperately needs it. We talk about the Brady culture and what it means to work here, but to me it's all about the relationships I have built along the way. These relationships are priceless and I can't wait for the future.

# HSA<sub>vs.</sub> HRA

There has been lots of confusion regarding HSA (Healthcare Savings Account) and HRA (Healthcare Reimbursement Account), so we thought we'd take a moment to clear things up. Both the HSA and the HRA will help your family with the finances of health care and both offer tremendous benefits. Once you understand each, you can take advantage of both in a way that makes sense for you and your family.

### **HSA**



#### STEP 1

You'll contribute at least the minimum amount to your HSA account. Brady Trucking will match that amount. This money is tax free! And you may contribute more if you'd like! Up to \$3500 per calendar year for the single plan and up to \$7000 if you have dependents on your plan. Employees of age 55 or older may contribute an extra \$1000 every year.



#### STEP 2

Your money is safe in your account gaining interest!



#### STEP 3

Go to a health care provider and incur an expense.



#### STEP 4

Your HSA funds are there to help with your medical expenses. And if not used it continues to grow and may be used as retirement funds upon reaching retirement age.

### HRA



#### STEP 1

You have a claim with Cigna. You will receive an EOB (Explanation of Benefits). Watch your EOB \$\$ paid totals, and when you have one that shows that you have reached the next deductible threshold for reimbursement, then send the EOB to HR for direct deposit reimbursement. The chart below shows the reimbursement thresholds. (Example: when your EOB claims total \$3,000, turn in that EOB to HR and receive a \$1,500 direct deposit reimbursement).

#### **Single HRA**

\$3000 - \$1500 reimbursed

\$4000 - \$1000

\$5000 - \$1000

#### **Family HRA**

\$3000 - \$1500 reimbursed

\$5000 - \$1000

\$7000 - \$1000

\$10,000 - \$1500



#### STEP 2

Approved EOB, the employee receives funds from the HRA (Health Reimbursement Arrangement) to offset the high deductible, and pay medical expenses.



#### STEP 3

Continue to watch your EOB paid totals, when you reach another threshold, send your EOB to HR for more reimbursements!

You don't have to navigate these roads alone. The Human Resources group is here to help. Call with questions or concerns you may have.

Call (435) 781-1569



Jada Stubbs x1023



Lorri Pitchford x1028



Bill Kremin x1004

# Ed Knight Adapted from original story by Mandy Hayes

of National Truckin' Magazine

Driving for a living can be like a refuge - a sanctuary on wheels offering a sort of calm away from the chaos of everyday life. And nobody knows better than OTR **Driver, Ed Knight.** 

Ed Knight's faith was tested by the loss of his daughter, and again by the untimely and tragic death of his wife Sherry back in **USDOT 569493** 2014. Ed says that Sherry brought out the VIN FDGL6664 best in him. She used to join Ed on the road U-80.000 occasionally. A horrific motorcycle wreck had Ed's driving career screeching to a halt at one point. After so much heartache, Ed felt the need to pick up and move, to start over. When asked "Where?" he simply responds "Texas, because that's where all the outlaws go." But through it all, his life as a trucker ultimately helped him pull through some of his darkest days. Today Ed chooses positivity in a world in need of genuine kindness.

Ed was born in Bad Kreuznach, Germany in 1957. His father in the U.S. Army instilled work ethic & core values that Ed applies to this day: punctuality, professionalism and customer service. But he's quick to point out:

"My mother has impacted my life in so many ways, still does. She taught me to cook! I call her every morning - she is almost 80 years old now. She is this strong-willed German woman that has this innate toughness and honesty about her. As a mom, she taught us to never give up."

38 years and well-over 2 million miles, Ed now drives OTR for Brady Trucking after what he calls a "smooth" transition in 2018 when Brady Trucking acquired his former employer, Mercedes Trucking.

"{At Brady}, we have a very Driver-friendly atmosphere and ... mutual respect. I like the flexibility with my schedule too, but for me it's not just about the job...It's the travel that comes with it all... the opportunity to get away. All of it makes my job perfect!"

After landing a driving position in the entertainment lane, Ed had the opportunity to run tours for rock bands Queen and Bob Seger!

In 2001, Ed made his final career move to Mercedes Trucking (acquired by Brady Trucking in 2018), having since earned numerous safe driving awards. He explains that each Driver has the decision to run as a company Driver or an Owner Operator, but he prefers the benefits of being a company Driver due to the many advantages and the financial freedom.

"Less hassle and stress allows more time to enjoy everything else," he says.

He gushes over the beauty of Coeur d'Alene, Idaho:

"The things I get to see in just one day's work is more than some people see in their entire lifetime. But weaving in and out of so many strangers' lives in passing has to be the most interesting part of the job..."

#### Choices, Ed insists, have a lasting effect.

"I try to be the reason someone smiles. They may not know me, but by simply being nice there's a small chance I could lift their spirit...in our line of work, showing just a little bit of compassion can go a long way. I've sort of used that logic, especially after my period of grief, and with time it's helped heal me. Goodness in humanity has a way of doing that. I

think it's important that all Truck Drivers practice common courtesy, being we work among the public. We have an image to uphold as Brady Drivers. I'm sure we all have days when another person can make you upset, but it helps to remember that we're all fighting our own battles. Be kind to one another. You never know what the person staring back at you is going through."

Ed's best advice to new Drivers? "BE NICE!"

And about his great losses: "You can mourn their memory, but don't let the sadness consume you. Rock bottom isn't such a scary place, because that just means the only direction from there is up."

Ed's proudest accomplishment? Without pause, he answered, "My son, Damon. He's a teacher and soccer coach out in California. I'm so proud of the way he has matured into this amazing, well-rounded person. Knowing that he turned out as good as he is lets me know that I've done at least one thing right. When I count the things in my life that I have to be grateful for, I count him first!"

So who is Ed Knight?

"...I'm a joker. Not because I have to be, but because I think in today's world you need to be. With all the madness, life can get unbearable at times – we have got to lighten up."

Ed is strictly professional with a tendency to be overly polite. By finding his niche within an evolving industry, Ed's heartfelt testimony as the underdog-turned-role-model is exactly what we as his brothers and sisters in the trucking community need to be reminded of. Life dealt Ed some tough blows, but he made the decision to change his ending.

"I think the main thing I've learned about myself over the vears is that ... I still have a lot of life left to live"



#### **Payroll Information**

Brady Trucking, Inc. uses **iSolved** (myisolved.com) in order to provide you with unprecedented, swift, and convenient access to your pay stubs, tax, personal information, and more.

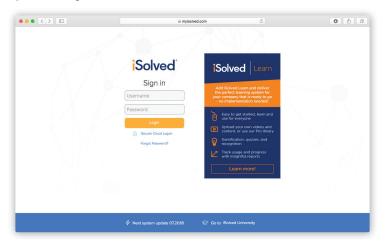


As a new employee, you will receive an email from **iSolvedHCM**. Follow the instructions in the email to register your account, and create a password. You only have 48 hours to activate your account once you receive the email from iSolved.

If you have a smart phone, you can download the iSolvedGo mobile app, and access your payroll information from there. The app is a quick and convenient way to view your pay stub and request time off.



If you do not wish to download the app, you may go directly to the website, **myisolved.com** to access your payroll information, once you have registered.



If you forget your password, you will need to follow the "forgot password" link located on the log in page, which you can only access by logging onto a computer (not the mobile app).

#### Register today!

### **2019 PAY PERIODS**

Quarterly Bonus pay dates are shown in dark grey Longevity Bonus pay date is shown in red

FROM	TO	PAY DATE (on Thursdays)
12/11/2018	12/24/2018	January 3, 2019
12/25/2018	1/7/2019	January 17, 2019
1/8/2019	1/21/2019	January 31, 2019
1/22/2019	2/4/2019	February 14, 2019
2/5/2019	2/18/2019	February 28, 2019
2/19/2019	3/4/2019	March 14, 2019
3/5/2019	3/18/2019	March 28, 2019
3/19/2019	4/1/2019	April 11, 2019
4/2/2019	4/15/2019	April 25, 2019
4/16/2019	4/29/2019	May 9, 2019
4/30/2019	5/13/2019	May 23, 2019
5/14/2019	5/27/2019	June 6, 2019
5/28/2019	6/10/2019	June 20, 2019
6/11/2019	6/24/2019	July 4, 2019
6/25/2019	7/8/2019	July 18, 2019
7/9/2019	7/22/2019	August 1, 2019
7/23/2019	8/5/2019	August 15, 2019
8/6/2019	8/19/2019	August 29, 2019
8/20/2019	9/2/2019	September 12, 2019
9/3/2019	9/16/2019	September 26, 2019
9/17/2019	9/30/2019	October 10, 2019
10/1/2019	10/14/2019	October 24, 2019
10/15/2019	10/28/2019	November 7, 2019
10/29/2019	11/11/2019	November 21, 2019
11/12/2019	11/25/2019	December 5, 2019
11/26/2019	12/9/2019	December 19, 2019

#### **Brady Trucking, Inc. Corporate Headquarters**

5130 S 5400 E, Vernal, UT **(435) 781-1569** 

Sam Rendon
Bill Kremin
Jake Collier
Jason Crowell
Jen Rice

General Operations Manager x'
Director of Human Resources x'
Logistics Manager x'
Recruiting & Retention Manager x'
Payroll x'

#### **Additional Locations:**

Carlsbad, NM (575) 236-4339

Normal, IL (309) 556-0077 Casper, WY (307) 344-1783

Farmington, NM (505) 598-5580 Williston, ND (701) 572-1522

Fruita, CO (970) 263-8791

Odessa, TX (432) 381-7185