



## EMPLOYEE RECOGNITION

Heather from Tractor Supply Store #0705 had these comments about driver Ben Meyers:

*“Ben was helpful while I was unloading and he was very friendly! He helped get the job done in a timely manner. I hope to see him back at our store. I want to thank Tarter for having such great employees!”*

Bob from Tractor Supply in Statesville, North Carolina made this comment about our drivers:

*“I’ve been with TSC for 20 years and your drivers are the best I’ve ever worked with. Your drivers far excel my own TSC company drivers. Hats off to these men!”*

Annie from Tractor Supply in Fruit Port, Michigan made these comments about driver Richard Beeler:

*“I am very pleased with Richard Beeler when he made our delivery yesterday. He was very nice and polite and did an excellent job.”*

## NEW TEAM MEMBERS

Wayne Sylvan	6/08	Truck Driver
Jared Stephens	6/15	General Labor
Timothy Harris	6/17	Truck Driver



## ANNIVERSARIES

Jason Campbell	7/14/2008	12 years
John Neidlinger	7/23/2012	8 years
Brad Tallent	7/07/2014	6 years
Stacy Grant	7/20/2015	5 years
Joe Wethington	7/11/2016	4 years
Randall Tucker	7/25/2016	4 years
Jason Redmon	7/10/2017	3 years
Chad Horton	7/16/2018	2 years
Billy Bittle	7/15/2019	1 year
Jeff Owens	7/23/2019	1 year
Steve Ball	7/31/2019	1 year



## BIRTHDAYS

Jeremy McBride	7/02
Allen McGowan	7/03
Duncan Berryman	7/03
Raymond Torres	7/03
Ashley Stearnes	7/04
Coy Morrison	7/05
John Turner	7/05
Lewis Thomas	7/06
Stevie Roy	7/06
Bob Knudsen	7/09
Billy Bittle	7/10
Kenneth Rought	7/10
Tyler Matney	7/12
Jule Evans	7/14
Jared Stephens	7/15
Anna Campbell	7/18
Andy Smith	7/20
Cliff Bell	7/22
Cody Martin	7/24
Nick McGowan	7/27
Richard Beeler II	7/31



# EMPLOYEE OF THE MONTH



*Randy McBeath*

Randy has been with Neat Companies over 3 years. In that time, he has successfully changed the culture in our company regarding safety. Randy lives and breathes safety and he loves to help others. We appreciate his passion for his profession and his loyalty to the company. When Randy isn't keeping us safe you will find him on the golf course with his other "passion" in life.

Thank you for your service and dedication Randy!

# DRIVER OF THE MONTH



*Lewis Thomas*

Lewis has been with the company 24 years this coming December. Thank you for your dedication to the team and always getting the job done, Lewis. Congratulations on being July's Driver of the Month!

# DRIVER INFORMATION



On Thursday, May 14, 2020, the Federal Motor Carrier Safety Administration (FMCSA) released a "final rule" making four specific changes to its Hours of Service (HOS) rules in Part 395 of the Federal Motor Carrier Safety Regulations.

These four changes, summarized below, will become **effective 120 days (4 months) after the final rule is officially published** in the Federal Register which is expected before the end of May 2020. This means the changes **will not become effective until September 2020**.

**CMV Short-haul Exemption (49 C.F.R. §395(e)(1))** – FMCSA lengthened the maximum on-duty period and air-mile radius for the CDL driver short-haul exemption to 14 consecutive hours and 150 air-miles, respectively (from the previous 12 consecutive hours and 100 air-miles).

**Adverse Driving Conditions (49 C.F.R. §391.1(b)(1))** – FMCSA's rule change allows drivers who encounter unexpected adverse driving conditions to extend their 14-hour driving window by an additional two hours to complete their run for the day. FMCSA also slightly modified the definition to allow the driver more discretion when determining if the adverse driving conditions exception applies.

**30 Minute Rest Break (49 C.F.R. §395.3(a)(3))** – FMCSA modified the existing 30-minute rest break requirement such that a break will only be required after a driver accumulates 8 hours of driving time (as opposed to on-duty time), and allowing the break to be satisfied by "on-duty, not driving" time and/or "off-duty" time.

**Split Sleeper Berth Rule (49 C.F.R. §395.1(g))** – FMCSA's rule change allows drivers using the split-sleeper-berth exception to split their off-duty periods into two off-duty periods provided one is at least two hours and the other involves at least seven consecutive hours spent in the sleeper berth. In other words, 8-hour + 2-hour and 7-hour + 3-hour splits are now allowed.

# KEEPING IT SAFE



## Follow these 5 office ergonomics tips to help you avoid fatigue:

- 1) Make sure that the weight of your arms are supported at all times. If your arms are not supported, the muscles of your neck and shoulders will be crying by the end of the day.
- 2) Watch your head position and try to keep the weight of your head directly above its base of support (neck). Don't "crane" your head and neck forward.
- 3) Don't be a slouch! Slouching puts more pressure on the discs and vertebrae of your back. Use the lumbar support of your chair and avoid sitting in a way that places body weight more on one than on the other. Move your chair as close to your work as possible to avoid leaning and reaching. Make sure to "scoot" your chair in every time you sit down.
- 4) The monitor should be placed directly in front of you, with the top no higher than eye level. The keyboard should be directly in front of the monitor, so you don't have to frequently turn your head and neck.
- 5) Talking on the phone with the phone receiver jammed between the neck and ear is bad practice. You know that's true, so don't do it!



# FIREWORKS SAFETY 101

Happy Birthday America! The National Fire Protection Association reports that there are thousands of related fireworks injuries and fires every year.<sup>1</sup> Don't spend your holiday in the emergency room. Direct Auto & Life Insurance has a few tips to keep you safe when setting off fireworks.

-   Check with your state and local laws first before lighting up. If it is legal to light fireworks in your neighborhood, keep a fire extinguisher with you. Be mindful of drought conditions in your area. Avoid buildings, barns, and cars.
-   Children should not be allowed to handle fireworks. Make sure your pets and children are standing nowhere near where you will be launching fireworks. Never leave children unattended.
-   Follow directions on how to properly light the fireworks to avoid injury. Don't drink alcohol while setting off fireworks.
-   Never try to relight a firework that has failed to go off or try to relight a used firework. Before throwing away your used fireworks, completely soak them in water.

For more information on how to protect yourself during Independence Day, visit the National Council on Fireworks Safety.<sup>2</sup>

# grilling SAFETY TIPS

- PROPERLY CLEAN AND MAINTAIN YOUR GRILL**  
Leaks or hose breaks are the leading factor contributing to gas-fueled grill fires.
- KEEP THE GRILL A SAFE DISTANCE FROM HOUSE AND OTHER FLAMMABLE OBJECTS**  
Nearly 30% of home grilling fires start on a balcony/patio.
- ONLY USE LIGHTER FLUID TO START A CHARCOAL GRILL AND NOT AS AN ACCELERANT**  
Gasoline or lighter fluid is a factor in almost 1/4 of the charcoal grill burns seen in ERs.
- KEEP KIDS AND PETS AWAY FROM THE HOT GRILL.**  
Maintain a safe zone of at least 3 feet around grilling area.
- EXTINGUISH A CHARCOAL GRILL BY CLOSING THE LID.**  
Warm charcoal can easily re-ignite and start a fire while your family is away or sleeping.

# HEALTH & WELLNESS



It is a known fact that a lot of us have put on weight since March. Call it the Quarantine 15, stress eating, comfort food, etc. It all boils down to us putting on more weight; which will hinder us and our immune system if we aren't as healthy as we could be.

**How to Regain Control.** Nobody knows when COVID-19 lockdowns will end for good. So if this is going to be the new normal, how can you rebuild some of the healthy habits that went with the *old* normal?

**Change the narrative.** Instead of thinking about the 'Quarantine 15,' look at this as an opportunity to *lose* weight. "Do you throw your arms up and say, 'This stinks and I'm going to give up?' Or do you say, 'This is a huge opportunity for change, and I'm going to rise to the occasion? I'm going to be healthier and live longer because of what we're going through now.'"

**Focus on easy meals.** At the end of a long day, it may seem easier to just get takeout. But getting a simple, healthy meal on the table doesn't have to take a long time or effort. A pot of whole-grain pasta topped with a good-quality jarred sauce can be on the table in less than half an hour. An omelet stuffed with veggies can be ready even sooner.

**Shop smarter.** Stock up on inexpensive staples like canned beans and tomatoes, whole grains, and frozen vegetables. And before you head out, think about what you'd like to eat for the next 2 weeks and write up a list. Include the snacks you want on the list, and stick to it, to avoid comfort-food impulse buys.

**Step outside.** You don't need a daily 6-mile hike with your family to improve your health. Even 20 minutes in nature reduces cortisol, which can help with eating habits. And it doesn't even have to be 20 minutes. When you feel like you want to go and just eat the entire fridge, go outside for 10 minutes, go on your deck, go in your front yard, whatever the case may be, but give yourself a diversion from the food.

There's good evidence that healthy diets improve the immune system so if you want to fight COVID-19, eating foods that are rich in vitamins and nutrients – especially many red and yellow and other colored fruits and vegetables – can help the immune system.

We have to try to make ourselves healthier...*COVID-19 is a reminder that healthy eating remains important.*



COVID-19: IMMUNE SYSTEM BOOSTERS			
	Zinc		Vitamin C
Lean meats, seafood, milk, whole grains, beans, seeds, and nuts • <b>Important for wound healing</b>		Broccoli, cantaloupe, kale, oranges, strawberries, tomatoes, guava, and lychee • <b>Protect cells from oxidative stress, a product of infection or chronic inflammation</b>	
	Iron		Vitamin E
Lentils, spinach, tofu, and white beans • <b>Aids in non-specific immunity, the body's first line of defense</b>		Nuts, seeds, wheat germ, green leafy vegetables, avocado, and shrimp • <b>Helps protect cells from oxidative stress</b>	

*"Therefore I tell you, whatever you ask for in prayer, believe that you have received it, and it will be yours."*

Mark 11:24

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