

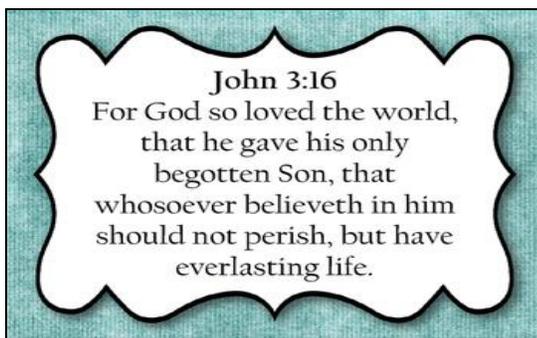
EMPLOYEE RECOGNITION

Tractor Supply Store 2228 had these comments about driver Zane Boulton.

“Zane and Ozzie (Zane’s K-9 Companion) were wonderful this morning. Polite, efficient, and knowledgeable.”

Tractor Supply Store 2081 had these comments also about driver Zane Boulton.

“When I was unloading trucks today, I had a full truck of pallets when Tarter came in. The driver waited patiently. When he was able to unload, I had to change my tank for the forklift. While he was unstrapping, I changed the propane but when I went to put it up on the forklift, I slipped on the ice and the propane tank went sliding down the parking lot. The driver came over and put the tank on the forklift for me. He is very pleasant when he comes and directs me where to put my fork through. He is AWESOME!”



NEW TEAM MEMBERS

| | | |
|-----------------|------------|---------------|
| Michael Ragle | 01/04/2021 | Clerical |
| Kurtis Winter | 01/05/2021 | Truck Driver |
| Andrew Carter | 01/13/2021 | Truck Driver |
| Justin Lawson | 01/21/2021 | Truck Driver |
| Tyler Grant | 01/28/2021 | Clerical |
| Kyle Meador | 01/28/2021 | Truck Driver |
| Matthew Farrell | 01/29/2021 | General Labor |
| Mark Lee | 01/29/2021 | Clerical |
| Seth McIntosh | 01/29/2021 | Truck Driver |
| Lucas Roberts | 01/29/2021 | General Labor |

ANNIVERSARIES

| | | |
|------------------|------------|----------|
| Michael Myers | 02/25/2002 | 19 years |
| Timothy McAninch | 02/02/2003 | 18 years |
| Lloyd Morgan | 02/11/2010 | 11 years |
| Andrew Wilson | 02/04/2013 | 8 years |
| William Kidd Jr. | 02/08/2013 | 8 years |
| Theresa Russell | 02/03/2014 | 7 years |
| Barry McFarland | 02/17/2014 | 7 years |
| Tyler Matney | 02/01/2016 | 5 years |
| Matthew Stone | 02/13/2017 | 4 years |
| Rebecca Monday | 02/04/2020 | 1 year |
| Heather Luttrell | 02/12/2020 | 1 year |
| Derrick Caldwell | 02/27/2020 | 1 year |
| Leonard Winans | 02/27/2020 | 1 year |



BIRTHDAYS

| | |
|------------------|-------|
| Chad Weber | 02/04 |
| Joshua Swango | 02/07 |
| Earl Luttrell | 02/11 |
| Andrew Wilson | 02/13 |
| Seth McIntosh | 02/14 |
| Jared Jennett | 02/15 |
| Benny O’Dell | 02/16 |
| Danny Mayfield | 02/18 |
| Jaunnaa Long | 02/19 |
| Brandon Luttrell | 02/19 |
| David Runice | 02/20 |
| Garrett Bryant | 02/21 |
| Chad Horton | 02/21 |
| Steve Pace | 02/23 |
| Devon Knight | 02/28 |
| Kobe Simpson | 02/28 |



EMPLOYEE OF THE MONTH



Tina Thomas

Tina has been with Neat Companies about a year and half. She is our Lead Receptionist. Tina is dependable and always willing to help others. She always has a smile on her face and is very thoughtful when it comes to her co-workers and their families. She's a team player who is always looking out for Team Neat! If you see Tina thank her for a job well done!!

DRIVER OF THE MONTH



Aaron Collins

Aaron Collins started his career with Neat Companies on 9/21/2018 and completed our 6-week finishing program. Aaron does a fantastic job and we are so proud to have him on our team. Congrats Aaron!

DRIVER INFORMATION

2020 Year in Review for Motor Carrier Safety Regulations

In terms of new safety regulations, 2020 was another quiet year interspersed with a few significant changes — including those spurred by the COVID-19 pandemic. Here's a recap of the biggest news of 2020 related to motor carrier safety regulation:

| When? | What happened? | What does it mean? |
|----------|---|---|
| Jan. 6 | The new Drug & Alcohol Clearinghouse was launched. | Motor carriers must query the database for all new drivers and annually for all existing CDL drivers, and must ensure that violations are reported to the Clearinghouse. |
| Jan. 15 | FMCSA launched a new Large Truck Crash Causal Factors Study. | When complete in roughly two years, the study should shed light on ways to prevent truck and bus crashes. |
| Feb. 4 | The compliance deadline for new entry-level driver training rules was pushed back two years to February 7, 2022. | Motor carriers need to continue complying with the new-driver training rules in Part 380 for at least another year. The 2022 rules will require drivers to obtain training as a prerequisite to getting a new CDL or endorsement. |
| Feb. 28 | FMCSA launched a study of the problem of harassment and assaults against minority and female truckers. | The study, scheduled for completion this year, could lead to recommendations for preventing driver harassment and assaults. |
| March 13 | FMCSA began issuing a series of waivers and exemptions for drivers impacted by the COVID-19 pandemic. Many of these were eventually extended through the end of 2020. | A list of current FMCSA exemptions and waivers is available at www.fmcsa.dot.gov/Covid-19 . |
| March 23 | TSA issued a final rule requiring security training for motorcoach drivers operating on fixed routes into or out of 10 major metro areas. | Though the rolling compliance deadlines have been delayed (training programs are now due by March 22, 2021), affected bus companies will still need to comply with the new rules in 49 CFR Part 1570. |

| | | |
|----------|---|---|
| April 1 | Drivers found with violations in the Drug & Alcohol Clearinghouse began being placed out of service. | Motor carriers may never use a driver who is listed in the Clearinghouse as being "prohibited" from driving. |
| April 28 | FMCSA issued a proposed rule to require states to downgrade CDL drivers' licenses whenever a drug or alcohol violation is added to the Clearinghouse. | The FMCSA could issue the final rule at any time, though implementation by the states will take time. |
| May 6 | FMCSA launched an enhanced Crash Preventability Determination Program. | Motor carriers and drivers can use DataQs to challenge the preventability of 10 types of reportable crashes. |
| May 19 | Due to the pandemic, FMCSA began conducting off-site compliance reviews. | Motor carriers are being audited from a remote location and asked to upload compliance documents via an online portal. They can even receive a safety rating without ever seeing the auditor. |
| June 1 | Four key provisions in the hours-of-service rules were revised, adding needed flexibility for truck and bus drivers. | As of Sept. 29, 2020, drivers can take advantage of new flexibility related to 30-minute breaks, short-haul operations, sleeper-berth usage, and adverse conditions. |
| Aug. 17 | A new version of the Federal Drug Testing Custody and Control Form (CCF) was approved for use. | The new form must be used for all drug tests starting no later than August 30, 2021. |
| Aug. 17 | FMCSA removed the requirement that bus drivers complete no-defect DVIRs. | Bus drivers are now exempt from needing to complete post-trip inspection reports when there are no defects to report. |
| Sept. 3 | FMCSA launched a pilot program to study whether drivers should be allowed to pause the 14-hour clock with rest breaks of up to 3 hours. | If the study is a success, the FMCSA may change its rules to allow all truck drivers to pause the 14-hour clock. |
| Sept. 10 | The Department of Health proposed new guidelines for hair testing. | If finalized, the DOT and FMCSA will need to amend their drug testing rules to allow hair testing in place of urine. |

| | | |
|----------|--|---|
| Sept. 25 | FMCSA updated the list of violations tracked in its CSA program. | Most changes involved an expansion of existing violations and were insignificant. In all, 63 new violations were added, 4 were removed, the 34 received new descriptions. |
| Oct. 8 | FMCSA issued an exemption allowing pulsating brake lights on tanker trucks to help prevent rear-end crashes. | The five-year exemption allows motor carriers to install pulsating red or amber brake lights on tankers. |
| Nov. 24 | FMCSA issued a new rule clarifying the definition of agricultural commodity, effective December 9. | New definitions in §395.2 expand the number of carriers eligible for two agriculture-related hours-of-service exceptions. |

Valentine's Day

Guide to  Rose Colors

| | |
|---|--|
|  RED Love, Passion, Respect |  WHITE Purity, Innocence, Young Love |
|  DARK PINK Gratitude, Appreciation |  YELLOW Caring, Friendship, Gladness |
|  LIGHT PINK Grace, Admiration, Happiness, Friendship |  ORANGE Desire, Fascination, Enthusiasm |
|  CORAL Desire |  RED & YELLOW Happiness |
|  PURPLE Love at First Sight, Enchantment, Desire |  RED & WHITE Unity |



HEALTH & WELLNESS

AMERICAN HEART MONTH



Why do we observe American Heart Month every February? American Heart Month is observed to raise awareness on the importance of a healthy heart and to encourage healthy habits that help reduce the risk of heart disease.

Every year more than 600,000 Americans die from heart disease. The number one cause of deaths for most groups, heart disease affects all ages, genders, and ethnicities. Risk factors include **high cholesterol**, **high blood pressure**, **smoking**, **diabetes**, and **excessive alcohol use**.

Do you know how to keep your heart healthy? You can take an active role in reducing your risk for heart disease by eating a **healthy diet**, **engaging in physical activity**, and **managing your cholesterol and blood pressure**. This is a great chance to start some heart-healthy habits!

HEART DISEASE

Heart disease occurs when the arteries leading to the heart become clogged. Although heart disease has been around for thousands of years, we do know that many aspects of modern life exacerbate risk factors and make people more prone to heart disease and heart failure. Today, **1 in 4 deaths in the U.S. is attributable to heart disease**. Heart disease can affect everyone, but taking stock of your prior health risks, activities and diet can help you reduce your risk.

1. Take up a Heart-Healthy Habit

Staying active, eating healthy, and watching our weight are all important parts of maintaining a healthy cardiovascular system. Pick a new heart-healthy habit like jogging or substituting sodas with water and try to stick to it for a whole month.

2. Educate Yourself

Learn about the risk factors for heart disease, the ways you can prevent them, and the lifestyle choices that can help you stay healthy.

3. Get Your Cholesterol Tested

If you're worried you might be at risk for heart disease, ask your doctor to perform a simple cholesterol test to let you know if you're at risk and should make adjustments to your diet.

LOVE YOUR HEART

- Get active
- Eat well
- Control cholesterol
- Manage blood pressure
- Reduce blood sugar
- Lose weight
- Quit smoking



WORLD CANCER DAY

4 FEBRUARY



9 Easy Ways to Reduce Your Cancer Risk



Eat a heart-healthy diet.



Limit your alcohol intake.



Be physically active.



Don't smoke – or use any form of tobacco.



Make your home smoke-free.



Avoid too much sun and use protection.



Breastfeed to reduce mother's cancer risk.



Ensure your children get hepatitis B and HPV vaccines.



Take part in cancer-screening programs.

We don't have
to agree on
anything to be
kind to one
another



KEEPING IT SAFE

February is Safety Awareness month, so here are some of our favorite safety & security tips. What does safety actually mean? Safety is both being physically safe from harm and also the act of avoiding situations with recognized hazards to keep yourself safe. Practicing good safety starts at home, so always be sure to be aware of potential hazards in your daily life.



Review these great tips below.

1. Be careful when walking to your car at night; stay in lit areas, walk with others, and always be aware of your surroundings.
2. Utilize your phone as a safety tool; make sure you have all your emergency contact info programmed into your phone so it's quick and easy to access.
3. Be cautious and trust your gut when dealing with people through online services; always agree to meet in public places, and only exchange goods, services, or money in person.
4. Check your fire and carbon monoxide detectors regularly to make sure they're working and be sure to replace the batteries as needed.
5. Make sure light bulbs are the correct wattage for the lamp you're using them in- incorrect wattage is the number one reason for electrical fires!
6. Create an emergency kit for your car in case you break down and have to wait awhile for help to arrive; water, snacks, a first aid kit, and matches are a great start.

Have a safe week!!!!



Safety Director Randy McBeath wants to give a shout out to the guys from the cull lot for moving some product to make it safer for our drivers.

Thanks guys, for helping us stay safe.

NATIONAL BLOOD DONOR MONTH

January was National Blood Donor Month and Neat Companies team members did their part. On Monday, January 18th, we had 16 blood donor volunteers. The Kentucky Blood Center and Neat Companies wants to thank the following blood donors:

Amy Lawless, Carla Snow, Laura McQueen, Dancy Blakey, Jackie Schwoebel, Kelsey Redmon, Christy Simpson, Brad Tallent, Josh Swango, Theresa Russell, Aleisha Watts, Josh Thompson, Gabe Martin, Joe Wethington, Brandon Garner, and Sasha Baldock.

In addition to receiving a hoodie from the Kentucky Blood Center, we also had a random drawing for a \$50 VISA gift card sponsored by Neat Companies. Laura McQueen was the winner of the gift card.

Thanks again to everyone who donated.



NEAT GROWTH RANKINGS AWARD

Recently our Neat Sales Team issued their annual Growth Rankings Award which recognizes the Team Member who carries the highest Growth Margin percentage over previous year end.

2020 was an exceptional year of growth performance by all members of our Sales Team and a hat tip goes to each and every one of them for “Driving the Bus” inside their territories. Also, in 2020, we had the arrival of ASDI Sales Staff joining our Team mid-year. By year end of 2020, these Team efforts have created a tremendous amount of momentum entering 2021. Because of this, we congratulate the following Team members who carried the torch of highest growth inside their territories on behalf of Neat Companies.....

Partial Year

Aaron Applegate

70.62% Growth

**Covers Indiana and Ohio along with key Applegate accounts throughout several territories who converted over to Tarter

Full Year

David Runice

45.90% Growth

**Covers Wisconsin, Illinois and Michigan and by use of the outbound call, has created a thriving environment for growth in Michigan

Submitted by: Brad Ketchum, Director of Sales & Marketing



NEAT COMPANIES TEAM MEMBER OF THE YEAR AWARD

On behalf of Neat Companies, I am pleased to announce this year’s winner of our “Team Member of the Year Award.....

Congratulations STEVE PACE



“Over the last several years with our Lowes account, Steve has grabbed the bull by the horns and met the growth friction from Lowes head on. He has navigated through the many new buyers, merchandisers, retail price conflicts and has successfully gained ground in driving the agenda he saw fit for growth. As his efforts are not finished coming out of 2020, the mark he has left on Lowes, is a continued path to success for Neat Companies as we begin 2021. It is through these efforts on the ground at store locations, visiting corporate and the support from other staff such as Garrett Bryant and David Sims that Steve finds himself as the 2020 Team Member of the Year. **Congratulations Steve!!!!** “

2nd Place.....Jared Jennett

3rd Place.....Jeremy McBride

Please join me in not only congratulating the three listed above BUT all of our sales staff for the exceptional work you do each and every day away from your family and friends on the road!

www.neatcompaniesgroup.com

