

**Now Hiring** – DBTI has freight and open trucks. Refer a driver and get a \$1,500 bonus.



## November:

- 16<sup>th</sup> Todd Drown
- 18<sup>th</sup> Colette Bogart
- 18<sup>th</sup> Earon Lawson
- 18<sup>th</sup> Taegan Bradley
- 19<sup>th</sup> Tom Straight
- 19<sup>th</sup> Nathan Peterson
- 20<sup>th</sup> Jim Stewart
- 22<sup>nd</sup> Dillon Moore
- 24<sup>th</sup> Jerry Bogart
- 25<sup>th</sup> Kreokpol Pongsuwan
- 27<sup>th</sup> Russ Berkland
- 27<sup>th</sup> Nick McKenna
- 28<sup>th</sup> Rick Gruhlke
- 30<sup>th</sup> Melissa Voss

## Company Anniversaries:

- 25 yrs. James Miller
- 22 yrs. Jerry Bogart
- 11 yrs. Nick McKenna
- 7 yrs. Gary Koehn
- 1 yr. Todd Gehringer
- 1 yr. Marybeth Sauter

## September & October

### No Violation Inspections

- Jason Linn 10/8/24 SD
- Steve Leshovsky 10/9/24
- Charles Nitchals 10/16/24 SD

### Violation Inspections

None 😊

### No Violation Winner

This month's no-violations winner is Steve Leshovsky. Please stop in to the office to choose your prize.

## CSA Score (last month)

- Unsafe 1 (3) HOS 24 (23)
- Crash 36 (37) Vehicle 23 (26)
- ISS 33 (33) PASS (PASS)

## Health Insurance

Does anybody want some good news about Health Insurance? Well, I've got some. We have received our renewal from Blue Cross Blue Shield and it is basically flat. Some policies are up a bit, and others are down a bit. The new rates and policy info are attached as an extra page to this newsletter. There are only 2 real changes this year/ 1. We are now able to offer a second choice for dental insurance. This second dental policy now covers Orthodontics where our old policy did not cover them. 2. Our vision insurance is now moving to Blue Cross. The coverage is slightly better and there are a few more providers. If you do NOT want to make any changes to your coverage, you do not need to do anything. However, if you want to change something about your coverage, you need to speak to Baily about the changes you want to make no later than mid December. Beginning with the January 3<sup>rd</sup> payroll you will see the new insurance rates on your paycheck.

### Quote of the Month

**“Life is not about how many times you fall down. It’s about how many times you get back up.”**

— [Jaime Escalante](#)

## Best Score Yet

Did you notice our score of “1” on the Unsafe Driving CSA? 1 is the best score we have ever gotten in any CSA category. Thanks for all the hard work and attention to safety!



## All About Me.....

Our all about me this month is Marybeth Sauter, Newton Dispatcher. Her favorite place to eat is Texas Roadhouse. In her free time, she enjoys cooking for her family, taking her kids shopping and cleaning in peace to some good, loud music. The best vacation is Family Reunions at whatever destination that is chosen at the time. Her favorite team is Dallas Cowboys by default by marriage. So funny! She feels music feeds the Soul. Marybeth came from Wiggins Colorado and ended up in Wichita relocating for her Spouses job. She feels everyone should have the skill of Adaptability. She enjoys trying new restaurants and bakeries, and also loves going to thrift shops. The best advice she has gotten is “Learn how to think, not what to think”. What Marybeth likes most about working here is navigating the many different challenges and having the proper support to be able to do so. She is optimistic, creative and perceptive. Her friends would say she is supportive, understanding and a reliable friend. The important lesson she has learned in the past year is “Never stop learning” and believes the one skill everybody should have it to communicate effectively. In 20 years, she thinks she will be working smarter and not harder.



## El Presidente'

Jamie Bradley, President of Doug Bradley Trucking, Inc. is now the President of the Board of Directors for Kansas Motor Carriers Association. His term as President will run from October 2024 through September 2025. Pictured above is Jamie Bradley accepting the gavel from outgoing President Rob Patterson.

## Reminder about your winter checklist items:

1. *Is your bunk heater working*
2. *Have you drained the air tanks*
3. *Do you have Air Brake Antifreeze*
4. *Is your fuel treated with Howes*
5. *Emergency equipment in the side box **AT ALL TIMES:***
  - a. *Triangles*
  - b. *Jumper Cables*
  - c. *Extra Coolant*
  - d. *Extra Oil*
  - e. *Extra Howes fuel treatment*
  - f. *Extra Fuel filter*
  - g. *DBTI provided hammer*
6. *Check your chains*
  - a. *1 set of duals*
  - b. *2 sets of singles*
  - c. *1 set of singles must be chains....not cables*



## Idle Times.....

September

Least idle – Ryan Harris 3.4%  
Most idle-Joe Brown 68.1%  
Fleet Avg – 35.8%

<10% Idle time-

Ryan Harris 3.4%  
Brad Mitchell 5.1%  
Tom Straight 8.0%  
Leroy Raatz 8.5%

The driver with the highest MPG was Leroy Raatz at 8.5 MPG.

## Time Off

With the holidays just around the corner, please remember to notify your dispatcher of any time that you want off. The sooner the better. And remember, if you want to use vacation time to get paid for your time off, you MUST notify payroll (Baily).

## Want to be a Trainer?

We are still desperately searching for trainer drivers. If you are interested, please stop in and see or call John/Marcus. At this point we are open to new ideas on how to compensate and reward our Trainers.



## Watch for deer!!!!

Now is the time of year when deer are most active and may be moving at any time of the day. Please be careful and remember two things:

1. Hitting a deer does NOT go against your performance bonus.
2. We want you to try to avoid hitting a deer but be careful about trying to miss the deer in the road. It is far better to hit a deer and cause some damage to the front of the truck, than to lay a truck and trailer on its side and risk injury by swerving too hard.

## Speaking from Experience...

Winter weather tips –

**Colette Bogart**

- Don't park in rest areas. They are the last places to get snow cleared.
- Cool down your tires before you stop by going back and forth slowly. This also creates tracks to put kitty litter and ice melt in so you don't get frozen to the ground.
- Carry a fold up shovel just in case.
- Don't set your trailer brakes
- Carry extra blankets and a hurricane lantern
- Carry tire emergency chains
- Always carry non-perishable food
- Carry cash

## Top Netradyne Camera Scores for September

RANK	Driver Name	Score	Min.s
1	Gary Foxhoven	1020	8519
2	James Miller	1014	12811
3	Todd Gehringer	1010	7183
4	Jason Linn	1009	10237
4	Michael Swanger	1009	2380
4	Rick Gruhlke	1009	4616
7	Stephen Leshovsky	1003	7080
8	Doug Range	1002	8795
8	Stephen Mills	1002	7947
10	Christopher Mitchell	1001	9541

## 850 Goal

All drivers should have recently received their Netradyne Camera score for September. Hopefully you have all seen your score, but what you may have not yet seen is ALL the scores. Our goal is to get every driver to achieve a score of 850. In September all but 2 drivers scored 850 or higher. Thank you for all of your work to build upon our safe driving habits.