



PACIFIC TANK LINES

Happy Holidays



2005

December



Happy Birthday

- Lee Gebran - 1
- Javier Reyes - 8
- Jason Miller - 13
- Chris Taylor - 17
- Leo Lumley - 21
- Ronald Reiff - 22
- Dean Elledge - 23
- Glen Cox - 24
- Charles Bekstrom - 28



Happy Anniversary

- Erik North - 2 yrs
- Timothy Hudson - 2 yrs
- Larry Sampson - 1yr
- Richard Lynam - 1 yr
- Robert Thomas - 1 yr
- Cash Conklin - 1 yr
- Glen Cox - 1 yr
- Paul Ambartsumyan - 1



Welcome New Drivers

- Gerardo Jaime - C
- Edward Cortez - SD
- Nichlos Geraci - SD
- Ian Wells - C
- Lee Gebran - C
- Mark Jones - LB



It's that time of year again!

December is the time for our annual benefit Open Enrollment period. We are offering some great benefits that we hope you will take advantage of. We will continue to offer many various Medical, Dental and Vision options through California Choice, but this year we are adding something new: a \$10,000 Life Insurance Policy (\$10,000 Life Insurance/\$20,000 Accidental Death) paid for 100% by the company.

There have also been a couple of Plan 5 changes to the California Choice medical benefits. The Cal Choice 5 Medical Plan will no longer be available. Any employees who are currently enrolled in the Plan will have their Plan changed to the Cal Choice 10 Plan. In order to offer a more affordable benefit package to employees with families, we are now offering the Cal Choice 40 Medical Plan. This plan is more affordable than the Cal Choice 25 plan, which was the least costly plan we previously offered. These Plans are available to all employees who have passed their 90 day probationary period i.e. all employees who were hired in August 2005 or prior.

During the Open Enrollment period employees who plan to make any changes to their current Plan (i.e. Plan level change, carrier change, add or cancel family members) may do so at this time. Employees who chose to waive coverage when they were initially eligible may also enroll at this time. If an employee chooses to waive coverage it is important that the company has a waiver on file. It is also important that all employees enroll in the Life Insurance Plan since the company is paying 100% of the cost.

All Medical, Dental, Vision, Life Enrollment, Change Forms and Waivers must be turned in to Stephanie Totten in HR by Friday, December 16th in order to be processed before the end of the month. All benefits will be retro-active to December 1st. If you have any questions please call Stephanie at (951) 680-1900.



Reminder for 401K Eligibility Requirements (Current):

- Must be at least 21 years of age
- Must be employed by Pacific Tank Lines, Inc. for a minimum of 12 months
- Must have worked a minimum of 1,000 hours in those 12 months
- Deductions begin the 1st of the month after 1 year period has been met

Bulletin—FLU SHOTS will be available to the Long Beach, San Diego, Van Nuys and Huntington Beach facilities through the month of December through US Healthworks, and for Las Vegas through Concentra Medical Centers. If you would like a flu shot please call Terri Dewey at (951) 680-1900 to set up an appointment

FALL IS HERE AND WINTER IS COMING!

Yes, it is the time of year when we start to have a bit of bad weather. Rain is going to be an issue for the coming season and we need to prepare ourselves for those conditions. We all know that the rain can cause extreme road conditions in Southern California. Let's face it, most of the people on the roads are not the professionals that all of you are. They do not have the training or experience to keep safe driving the number one thing on their minds.

When driving in adverse weather conditions keep your **Smith System Training** in mind:

- **Aim high in steering:**

Set your sights high, look far into the future that you plan to enter. See and react to future problems before they become unavoidable hazards.

- **Get the big picture:**

To make the right decisions, your information must be complete. The information that you need lies not only 15 seconds ahead, but all around you. Use your eyes to establish a 360-degree circle of awareness.

- **Keep your eyes moving:**

Getting and keeping The Big Picture requires the proper scanning techniques. Scanning requires constant eye movement. Eye movement activates your full visual potential and keeps you alert to the changing Big Picture.

- **Leave yourself an out:**

Using your eyes properly gives you time to make decisions. In addition to time, you need space. **Space is your out.** It is a cushion and an escape route, from the seen and unforeseen.

- **Make sure they see you:**

Your big picture includes people that may not be aware of your presence, but should be. To get their attention, get eye contact. There are various warning signals you can use.

Remember "Space, Visibility and Time" (S.V.T.). You need to give yourself the **Space**, which will give you the **Visibility**, which then ultimately gives you the **Time** to react to any adverse or bad condition.

John P Gosse, Safety/Training Manager

Spotlight on Policy

As a reminder, it is required by law to fill out an IFTA (International Fuel Tax Agreement) Out-of-State Mileage report for all miles traveled from one state into another. Be sure to fill out all of the information on the Individual Vehicle Mileage Record (IFTA form) and turn it in with your paperwork. If you have any questions regarding IFTA please call the billing department at (951) 680-1900.

Attention All Drivers

This is just a reminder to all drivers that you are required to update us with new information. You may notice on future safety meeting sign in sheets, that we have added a section for Driver Updates. This will be for address changes, home phone number updates etc. We would appreciate it if you would be in contact with Terri Dewey on any rack carding issues or certifications that you get done. We do need all drivers to be carded at all racks to keep the company running at its peak potential. If you have not been carded at a rack, please let Terri know so we can set up a time or shift for you to get this done.

VERY IMPORTANT

All drivers must wear their I.D. badges at all times.

The Trainer's Corner



Cash Conklin- Las Vegas Trainer

Be prepared, winter is here. Remember to come to work ready for the worst. Keep a rain suit in your truck, along with a winter jacket and hat to keep you warm on those windy snowy days. Dress in layers so you can add or subtract cloths to stay comfortable. If you're at work freezing it's hard to focus, making mistakes more likley to happen. Keeping warm will keep you safe and productive.
Happy Holidays!



December Safety Meetings:

Place	Day	Dates	Time
Colton	Tuesday	Dec 6	3 pm
Colton	Thursday	Dec. 8	3 pm
San Diego	Tuesday	Dec. 13	3 pm
Van Nuys	Tuesday	Dec. 20	3 pm
Long Beach	Thursday	Dec. 22	3 pm
Las Vegas	Thursday	Dec. 27	1 pm
Huntington Bch	Thursday	Dec. 29	3 pm

