



# PACIFIC TANK LINES



## Happy Holidays



### December 2006



#### Happy Birthday

- Christopher Borman - 1st
- Lee Gebran - 2nd
- Christine DeKoker - 8th
- Marco Villecco - 11th
- Chris Taylor - 17th
- Daniel Renteria - 18th
- Michael Andrews - 19th
- Nora Molano - 20th
- Leo Lumley - 21st
- Denise Devorak - 22nd
- Dean Elledge - 23rd
- Hector Islas - 26th
- Glenn Rahr - 31st



#### Happy Anniversary

- Terri Dewey - 3 yrs
- Timothy Hudson - 3 yrs
- Larry Sampson - 2 yrs
- Cash Conklin - 2 yrs
- Kris Lopez - 1 yr
- Lee Gebran - 1 yr



#### Welcome New Drivers

- Hector Islas - LV
- Glenn Rahr - LV
- Glenn Medina - SD
- Daniel Renteria - SD
- Mark Johnson - C
- Gary Hill - C



### YOUR BENEFITS FOR 2007

As we look back on 2006 we are excited about the year that Pacific Tank Lines had. We are fortunate to have such great customers and employees. We have spent this past year building the business and maintaining our fleet while continuing to grow our driver base. In 2007 we look forward to expanding and continuing to build relationships with our customers and employees. We pride ourselves on having the best employees in the industry and would like to continue to offer excellent benefits to them in 2007.

December is the Open Enrollment month for our benefits. We are going to continue to offer numerous options for medical, dental and vision insurance through California Choice. We have been with California Choice for the past 5 years and they have proven themselves to be an excellent group to work with. California Choice offers different carriers and plan levels that give each employee the ability to enroll in a very personalized plan.

There have been a couple of changes to the benefits package this year. In 2006 Universal Care became a part of Health Net. Therefore, California Choice no longer offers Universal Care as a health care option. Since Health Net is a more costly carrier, if you were previously enrolled in the Universal Care 10 or 25 plans, you were automatically re-enrolled in the Health Net 25 or 40 plans respectively.

In 2006 we offered \$10,000 Life/\$20,000 Accidental Death coverage paid for 100% by Pacific Tank Lines through California Choice. We will continue to offer the same benefit in 2007 and it will continue to be paid for 100% by the company. However, this year the benefit will not be offered through California Choice. We will now be offering this benefit through Met Life. Since it is paid for by the employer we are required to have 100% participation. Therefore, every employee must at least enroll in the \$10,000 life insurance program, even if they do not want to take advantage of any other benefits.

We will also be offering additional life insurance through Met Life at a cost to the employee. The guaranteed issue amount (the maximum coverage available without underwriting) was previously \$40,000 through Best Life. The new guaranteed amount through Met Life is \$100,000. If you were previously enrolled in life insurance through Best Life you will need to re-enroll through Met Life.

We thank you for your hard work and contribution to our success in 2006! Happy Holidays!







# Safety Stand Down; A Look At 2006

Another year is almost gone by and we find ourselves in the winter and holiday season. We all know that the weather is getting a little unpredictable: Santa Ana winds, some rain, and colder weather for our night drivers.

We all need to stay focused on everything that we do. All of the other people that are on the roads are not the trained professionals that we are. They will not have the proper focus on the conditions going on around them. They will be thinking of Christmas, family and bills, not on what they are doing.

This can be a very dangerous time so we all need to follow our Smith System training and all policies and procedures to the tee.

As we look back on this past year we find ourselves going over the incidents and accidents and are trying to focus on how to keep these types of things to a minimum in the next year. We all know that Pacific Tank Lines, Inc. has one of the best safety and training programs in the industry, yet we still are having mistakes happen out there.

In most of the root cause investigations, we have found the cause to be the human factor rather than having inadequate equipment or policies and procedures and we ask ourselves what we can do to fix it. This is a question that all of us as a team need to answer.

We will be giving a safety initiative questionnaire to all drivers and staff to see if we can do something different or new to make 2007 one of the best years our company will have.

The safety and training department would like to applaud all of our employees for the great job that they have done over the year and want to wish all of you and your families a Merry Christmas and a Happy New Year.

*John P. Gosse, Safety/Training Manger*



## The Trainer's Corner

*Richard Valenzuela - Las Vegas Trainer*

### Safety in the Work Environment

I have been driving and delivering gasoline for 26 years. During that time I have had the opportunity to attend classes and learn about safe driving through life experiences. I believe the most important things are: the ability to go to work and arrive home safely every day. Below are the three things I feel have enabled me to be accident free throughout my career. As a trainer I would like to instill these ideas in those I am teaching.

**ATTITUDE:** We all have situations in our lives on a day to day basis that can cause us to become distracted. The reason we are able to do the job we do, and be safe for ourselves and the public, is because we have the ability to leave stressful situations or distractions at home. Being distracted can result in costly mistakes to yourself and the company.

**EQUIPMENT:** Take the time needed to ensure that all equipment is in good working condition. Taking the proper steps to check the truck thoroughly and reporting any defects before loading can save time and possible repairs to equipment. This in turn will help ensure your safety and the safety of others while you are on the road.

**PROCEDURE:** Knowing that you are responsible for the safe delivery of flammable product is very important. By knowing and following company procedures, you can ensure that you will be performing your job to the best of your ability.



## Holidays

Office staff is paid for 4<sup>th</sup> of July, Thanksgiving, Christmas, & New Years Day. If a driver is asked to start a shift on any of the following holidays and the driver accepts, he/she will earn a \$100 bonus for time worked on that holiday.

New Years Day	Thanksgiving
4 <sup>th</sup> of July	Christmas



## December Safety Meetings

Place	Day	Dates	Time
San Diego	Wednesday	Dec. 6	3 pm
Colton	Tuesday	Dec. 12	3 pm
Sylmar	Wednesday	Dec. 13	3 pm
Colton	Thursday	Dec. 14	3 pm
Long Beach	Wednesday	Dec. 20	3 pm
Huntington Beach	Thursday	Dec. 21	3 pm

### New Driver's—2nd First Day

Corporate	Thursday	Dec 14	2 pm
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Michael Andrews, George Shook, Brian Runestadt,  
Scott Dieringer, Trevor Johnson, Elmo Calderon,

### Trainer & Lead Driver Quarterly Meetings

Place	Month	Date	Time
Corporate	December	11, 15	9 am

