



**THANK YOU**  
**Happy Anniversary**  
**this quarter to:**

**1 year with us:**  
*Cale Boyd*  
*Cody Egan*

**2 years with us:**  
*Shawn Bogear*  
*Walter Moline*  
*Harry Wilkinson*  
*Lee Steppig*

**3 years with us:**  
*Spring Porthouse*

**4 years with us:**  
*Robert Tallman*

**5 years with us:**  
*Jimmy Bates*  
*Scott Swick*

**7 years with us:**  
*Art Lockwood*

**8 years with us:**  
*Rich Camp*

# Happy 4th of July

**We want to wish everyone a  
safe and happy  
4th of July weekend.**

**We will be cooking out at the shop  
on Thursday, July 2nd from  
11 a.m.—1 p.m.  
Please stop by for a simple lunch.  
Feel free to bring along  
your family.**

**Our office will be closed on Friday, July 3rd  
to celebrate the holiday weekend with our  
family and friends.**

**This will be the first time in a very long time  
that we will not have at least one truck in the  
local 4th of July parade due to the parade  
being cancelled. We'll just make next year  
that much better!**

## Birthdays



### JULY

07/01 Gene Melelli  
07/06 Rick Lato  
07/07 Steve Brown  
07/14 Walter Moline  
07/18 Scott Wilbanks  
07/23 Kevin Piper

### AUGUST

08/04 Jimmy Bates  
08/10 Warren Egan  
08/13 Robert Tallman  
08/14 Art Lockwood  
08/14 Lee Steppig

### SEPTEMBER

09/03 Kevin Kuester  
09/08 Candy Buchcusi  
09/30 Spring Porthouse



**Our April Safety Meeting Was Cancelled Due to COVID-19. We Hope To Meet In August To Go Over The New Hours Of Service Rules That Will Take Effect In September. Stay Tuned For More Information To Come.**



### **LOG REMINDER**

- Shipment Numbers & Trailer Numbers must be added to your logs manually each day. If you need help learning how to do this please ask ASAP



**samsara**

**Samsara Support**

**(415) 329-6900**

**Our 2020 Company Picnic Has Been Cancelled. We Hope To Have An Even Bigger And Better Picnic in 2021.**

# **GIRLS NIGHT OUT**

**Girls Night Out Will Be Resuming in July. Our Reuniting Will Take Place On Tuesday, July 14th at Stacey's House. The Fun Will Begin at 5:30 p.m. And It Will Be A Potluck. For Further Details Please Call The Office.**

**We Will Be Going Month To Month with GNO At This Point. If You Are Not On Our Email List Please Let Us Know. Events Can Also Be Found On The Timber Products Facebook Page.**

**When Safe To Do So, We Will Always Meet On The 2nd Tuesday Of Each Month At 5:30 p.m. Only The Location Will Change.**



## TIMBER FAMILY PETS!

**Tucker Kuester says Hello!**



We love to see pet photos. Please email them to Stacey for the next newsletter!

## **Benefits Contacts**

### **AFLAC:**

**Ellie Schatz (906) 241-4183**

### **LIFE INSURANCE:**

**Heather Mosher (906) 315-7235**

### **RETIREMENT:**

**Rick Gingras (906) 774-1665**



**We love feedback! Please use our suggestion box in the hallway to leave Comments.**

**As a reminder newsletters are done on a quarterly basis but feel free to send photos or ideas to Stacey at any point. We have albums on our Facebook page for pets and landscape photos. Keep them coming!**

The photo to the left is of Shea making "treats for truck drivers". In May we organized a group of local family and friends to help make care packages to show our appreciation to our truck drivers. Everybody enjoys a few home baked goodies!

Thanks again to our amazing team of drivers. You are all essential to Timber Products and we appreciate each and every one of you!



**Congratulations Grandpa Kevin  
Petermore, on the birth of your grand-  
daughter, Everly. Everly was born on  
March 10th and she has a 5 year old  
brother Kaden too.  
Welcome to your extended  
Timber Family!**



**Timber Babies!**

**Above is Delilah...isn't she a  
cutie? Delilah is  
Jimmy Bates  
granddaughter.**



Greetings Timber Associates:

Wow! Probably never in any of our lifetimes have we ever seen the world change so much since our last newsletter. Covid 19 has wreaked havoc on the world and likely changed the way some things are done forever. But the one thing that didn't change during this time was our fantastic drivers and employees coming to work every day as essential workers and getting the job done when we needed it most. Thank you all for your dedication and commitment during this trying time in our country. I hope you all share the feeling of pride in knowing that we have made a difference.

I know everyone has felt the pain to some extent. We saw rates fall to under \$1/mile in a lot of cases. Freight availability in general really dried up in April and May. But we didn't park any trucks, we didn't lay anyone off, and we are starting to see light at the end of the tunnel. Over 900 trucking companies went out of business in 2019 when things were still decent so you can imagine the effect that this pandemic will have on our industry. Those of us that come out the other side will be stronger for it. Between the virus and being an election year I think we still have some headwinds to face but hang in there. I believe we are through the worst of it and there are brighter days ahead. Again, I can't thank everyone enough for your dedication during this tough time in our lives.

From a vehicle maintenance perspective let's be honest, there just haven't been many inspections going on over the past few months. But that is starting to change. We have had 3 inspections over the past couple of weeks with 2 of them being good and one yielding a 3 point infraction. We have a lot of points coming off of our score over the next few months so it is critical that we stay clean and see our scores improve substantially. I am happy to report that our ISS score has dropped from 88 which is redlight to 74 which is yellow. We need to get back below 50 to get in the green. We are only 2 points from getting back in good standing with our overall vehicle maintenance score so let's get there. Things are certainly improving so please continue to do your part. If there is anything you need help with don't hesitate to call.

Out of an abundance of caution we made the decision to cancel the company picnic this year, but we do intend to have a safety meeting and some sort of get together before the fall. Perhaps we will do both on the same day so stand by for details. We will be cooking out at the shop on July 2nd so please stop by if you can. This pandemic has created a new routine in that we grill out in the garage most Friday afternoons so make a point to stop by if you can.

Lastly I would like to congratulate and thank Stacey for her 20 years of service at Timber Products. I would have never even considered buying this business if she wasn't committed to remaining a part of it. She plays such a critical role in keeping this whole show moving in the right direction. Please take a minute to congratulate her when you see her next.

And thank you again to everyone. 2 years ago I didn't know what I was getting myself into but you have all made it so easy and so fun. And during these toughest of times it becomes even more apparent what a great team we have. Stay safe, stay healthy, and keep on truckin'





**We have recently purchased some new software to manage our driver files. If you have still not turned in your annual forms please do so as soon as possible. We will be reaching out to you for any other items that we find missing. As a reminder, we are legally required to run your MVR, PSP and Drug & Alcohol Report ANNUALLY. We cannot do so without your signed consent so please return these forms so that we can all remain compliant. Thank you.**

**[www.timberproductsim.com](http://www.timberproductsim.com)**

**We have revamped our website. Please check it out at [www.timberproductsim.com](http://www.timberproductsim.com) and leave us a review. We appreciate comments, feedback and referrals. We plan to update it soon with more photos that you have sent us.**



## **LOG REMINDER**

- You must be logged ON DUTY for the entire time that you are getting fuel. Times on your fuel receipts MUST match the time on your log. It is helpful to add a note to your log that you are getting fuel too.

## **FUEL SAVINGS**

**Currently we are getting the following discounts:**

**Quik Trip \$.03/gallon  
Kwik Trip \$.36/gallon (varies by station)  
Love's \$.15/gallon (with Love's card only)  
Saap Bros \$.16/gallon  
Country Express \$.03/gallon  
Pilot \$.15/gallon  
Flying J \$.15/gallon**

**NEW IN JUNE: TA and PETRO are now giving us \$.25/gallon discount!!!**



In the last month we have had TWO of our owner operators successfully complete our lease-to-own program. They were both able to pay off their trucks in less than 4 years time. Both drivers will continue to run as owner operators for us. Congratulations Dale Hoffman & Kevin Piper. We're proud to work with such great guys! Keep up the good work, thank you and as always stay safe!



## Good Inspections

Level 3 = \$250

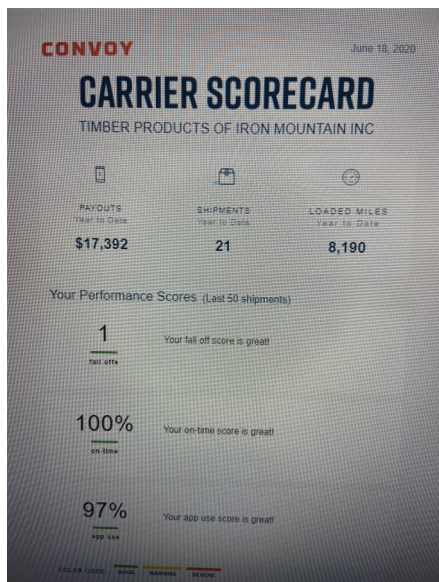
Level 2 = \$500

Level 1 = \$750

# SAVE THE DATE

**Brake safety week is  
set for  
Aug 23—29, 2020**

**KEEP UP THE GOOD WORK!**



# GOOD INSPECTIONS

*Special Thank You to  
Cody Egan and Patrick Scott for  
good inspections  
during Quarter 2.  
Keep up the good work!*

# CHECK US OUT ONLINE [WWW.TIMBERPRODUCTS.COM](http://WWW.TIMBERPRODUCTS.COM)

**Your Local and Long Haul Trucking Company**



Office 906-776-9450  
Fax 906-776-9452  
[www.timberproductsim.com](http://www.timberproductsim.com)



NWBOC  
WBE CERTIFIED

2010 Michigan Small Business Of The Year  
2015 Dickinson County Business Of The Year



Please be sure to keep your trucks clean both **INSIDE** and **OUT**. We have accounts set up at Blue Beacons and at the Country Express in Green Bay.

Out of respect for our mechanics, we are asking all drivers to please practice good hygiene and to please wipe down/disinfect your trucks when you get home. They, in turn, will wipe them down when they are done working on them as well.

Thank you for your cooperation.

## THANK YOU



Several shippers and receivers have implemented extra policies and safety guidelines. Please be sure to ask in advance what will be expected of you and be prepared to follow their protocols.

This may involve wearing a mask when you enter their building, having your temperature checked, etc. Thank you for your cooperation.



We have several can or bottle coozies available at the office in a variety of colors for anyone interested.



*The Years Keep On Trucking By...  
20 Years of Memories By: Stacey Lantagne*

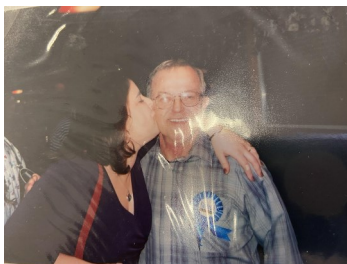
Several of you know that I have worked at Timber now for “a long time” but just how long has it been? I have worked here now for 20 years but I’ve been around the trucking industry since I was 3 years old. I remember seeing my dad's first walking floor trailer parked out in front of our house and thinking it was so neat. I also remember waiting in our car while my dad would put out a sawdust fire at Gunville Trucking when I was a kid. I remember my mom cursing over a typewriting and tax tables spread out across her desk in the basement of my childhood home. Throughout the years both Timber Products and the industry in general have changed dramatically.



Back in 2000 I was going to college and raising a baby. My parents both worked at Timber Products in Florence, WI and for the first time they had planned to take a vacation together---away from work! My mom did all of the bookkeeping and needed someone to cover for her...so guess who learned to fill in? Little did I know that this part time position would turn into a full time career. I was going to college to be a teacher! Teaching elementary school and trucking have nothing in common! Then again...just kidding.

In 4 years time I worked side by side with my mom learning the ropes of the bookkeeping part of the industry. (How to do things like payroll, invoicing, filling out broker packets, filing fuel tax, renewing IRP plates, maintaining driver files and so forth). Our dispatcher at the time decided to part ways with us. My parents were ready to submit an ad to the newspaper to fill the position when I chimed in asking them to give me a crack at it. The very next day I was hired full time. My dad trained me for literally 1 hour and then took off trucking and told me to “figure it out”. I was young, female (in a primarily male dominated profession), boss's daughter AND inexperienced. Isn't it 3 strikes and you are out? That was FOUR!

I loved the great team of drivers that I worked with. These guys truly wanted to help me succeed. They loved to teach me new things and I had a select group of “go to” guys that I could call day or night to ask questions to. I began to create direction books and load boards. I started looking into software to automate fuel tax. We got cell phones, which was a really big deal! Prior to cell phones each driver had designated times throughout the day that they had to find a pay-phone to do a check call into the office. While learning to dispatch I still did all of my normal job duties with payroll, hiring or satisfying fuel tax and work comp audits plus I was on call 24 hours/day. I drank a lot of coffee back then! I remember one one of my first days dispatching I got a call from a broker saying “just checking to see if you have any trucks in Idaho”. I put them on hold, looked up at my map and said to myself “Idaha, Idaho...where the heck is Idaho?” I quickly learned not only numerous cities in each state but also highways, rest stops, scales and how many miles apart different cities were. I had to learn log rules and have had to adapt to the many changes to the hours of service rules throughout 20 years including the merger of ELD's. I got picked on and laughed at and I made mistakes but I also earned the guys respect. I didn't just tell them what to do. I asked them. We had fun but we still got the job done. These guys could come in after being out for 2 weeks straight and I'd ask them to take one more short load that a customer had just called in and was “hot” and they said yes without any questions asked. They knew that I would remember the favor! We were truly a team and eventually we even had a waiting list of guys wanting to work with us. I remember after about a year of drivers calling to tell me they were overweight with sawdust and me asking if they slid their tandems I finally asked what a tandem was! My dad flipped over his little diecast model of a truck on his desk and we started “basics of a truck 101”. I went from not knowing what a tandem was and not having a clue what split sleeper berth was to leading our mandatory safety meetings twice a year. As the company grew I grew with them.



The business started in the basement of our house back in 1991. We then moved up to Florence, WI. We had a fire there and had to rebuild. Our shop and parts room was located under the office. You could pull one truck or one trailer into the garage but not both. There was also some living space upstairs with a full kitchen, bedroom, bathroom, etc. When we got our foot in the door hauling paper for Verso we felt that it would make more sense to move to Iron Mountain to be closer to our main customers (Verso and Grede), thus eliminating empty miles. We rented office space behind Tool Time Rental and our shop space was rented over on Breitung Avenue in Kingsford. Our landlords in Kingsford liked us so much (and they happened to own a construction company) that they built us a brand new office on site. It was really nice to have our office and shop at the same location again. Then in 2012 we bought the building that we are in now and made another move. Finally owning again versus renting. Each move came with its share of struggles. Moving bulk fuel tanks, changing phone lines and computers, internet, addresses. Some things went smoothly and others were an epic failure.

Working here has not always been fun or easy though. In 2008 my parents' marriage fizzled and it was not amicable whatsoever. Both of them walked away from the business during this time and we were as close to bankruptcy as we could be. I was working long hours, testifying against my parents in court and then coming home to watch my mom cry herself to sleep. It was truly horrible and when I think back I honestly have no idea how I got through it. I think I owe a lot of that to Ann. She had just started working with us at this time but she was my rock. She fed me a lot of tequila and we ended work at the Woodward bar on occasion but together we coped through the struggles. Ann is so much more to me than just a co-worker. We held strong, my mom came back to work after being awarded 100% of the business and in 2010 we were presented the Michigan small business of the year award by the governor in Lansing. We had worked so hard to earn this award. We continued to grow and in 2015 we received yet another award for the Dickinson County small business of the year.

The industry has changed a lot. Back in the day we ran a lot more expedited freight. There weren't any load boards to find loads. You built connections with brokers to hopefully do repeat business with them. We reviewed paper logbooks and drivers had to manually track their state to state mileage. We faxed everything! We didn't have GPS in our trucks and certainly nothing that could tell you the closest truck/repair shop easily. I created direction books ---these big 3 ring binders alphabetized by state and then by customer--to help the drivers out. We didn't have software to create our invoices for us. We typed every invoice out manually. There

was no direct deposit or even a scheduled payday...EVERY time a driver came in from a load we did a check for him. While all of these things changed, one thing remained consistent...we have always appreciated our drivers, prioritized safety and provided great customer service.



I've had the pleasure of working with a lot of really great people. Some have moved on, some have passed on and some still work with me today. I loved working with my mom throughout the years. For a while I dated a truck driver and got to experience going over-the-road with him for 2 weeks. It was fun to see places that previously I had only seen on a map and to meet customers that I had only ever spoken to on the phone for years. It was an adventure to experience a breakdown, showering at a truck stop and being stuck on ice at Red Arrow. I also got to work with my husband for several years when he was our shop manager. But perhaps one of the greatest perks of my job was that I never had to miss one function for my kids. If my kids were sick my mom wouldn't even let me go to work. If we got dumped with snow my mom claimed it as a snow day and told me not to come into work. I wore shorts to work and brought my dog along sometimes. The non-monetary perks of my job are priceless. Perhaps one of the best parts about my job was that I worked side by side for 18 years with my mom and my best friend. I wouldn't trade that for the world!

Of course the most recent change for me came 2 years ago when my husband Doug and I decided not to buy the business out from my mom and instead my stepbrother, Adam, did. While physically this transition went really smoothly, emotionally it was a struggle for me. Not only did I give up ever having the option to buy into a company that I put my heart and soul into for so long but I also was no longer working daily with my mom (my very best friend). The dynamics in the office shifted a little at first but we quickly broke Adam in to our "clucking" and girl talk very quickly. I think Adam's first major discovery was how to politely shut his office door. It didn't take long to discover how great he is to work for and how well we can work as a team. He truly cares about each and every employee and owner operator and he wants all of us to succeed!

I'm proud to have worked here for the past 20 years. I guess the years keep on "trucking" by. I did have a great opportunity "handed" to me 20 years ago but I've worked incredibly hard to treat everyone around me with kindness and respect. I'm grateful and I'm blessed to work with such great people. My best advice to anyone in the industry is to never claim to know it all, never be afraid to ask questions, keep up with rules and regulation changes, practice putting yourself in their shoes, embrace changes and always know to plan for the unplanned. Stay safe everyone and THANK YOU!



The photo to the right is of Joanna and I. We were an awesome dispatching team back in the day and I absolutely loved working with her. We laughed every day! I got to meet up with her in Nashville, TN for dinner this past January and it was a

