

### BACK TO SCHOOL!

AUGUST 31, 2019

A MESSAGE FROM OUR VP, DAVID SCHRANTZ!



**Welcome back to school!** Hopefully all of you enjoyed the past few months of what I feel was a gorgeous summer. Although it seems like break absolutely flew by, I have spoken to countless drivers who just couldn't wait to get back in the driver's seat and see their kiddos again! To me, that is just the perfect example of why our drivers are so successful.

When you work in the Pupil Transportation industry, this time of year brings many feelings; anxiety, excitement, & stress are just some that come to mind. But, regardless of how I feel at any given time, there is nothing that replaces the feeling of pride I have when our team has successfully conquered all of our daily obstacles and our students are home safely at the end of the day.

As we roll into the new school year, I am so happy to see our long-time drivers welcoming new team members and sharing their wisdom with them. On the flip side of that, I am always impressed with the energy of our new drivers as they pass their tests, take on their new runs, and spread their newfound enthusiasm throughout our organization. It is all so motivating to me. Lastly, I do need to mention that our industry is still in the middle of a driver shortage. As you all have heard and felt, this has affected us in all areas of our business. It has made this year's start very challenging. So, I ask that all keep doing what you can to spread the word about the benefits of driving a school bus or van. You never know who you may meet that would be an amazing addition to our team! After all, most people are simply unaware of the perks that make a driving career so rewarding. And, as always, THANK YOU for your care and dedication in delivering the precious cargo that you do day-in and day-out. Have a great 2019-2020 school year!

### SURPRISE GIVEAWAY!



In honor of heading back to school, we're giving away these stickers that you can put on your personal vehicles! Reach out to Libby Rouse at [erouse@rohrerbus.com](mailto:erouse@rohrerbus.com) or (717) 957-3811 ext. 1000 to claim whichever sticker you'd like to rock on your car!

### IN THIS EDITION...

- COMPANY NEWS
- SAFETY ANNOUNCEMENTS
- AWARD WINNER ANNOUNCEMENTS
- HR REMINDERS
- FUN STUFF
- RECENT HAPPENINGS
- AND MORE!

# SAFETY ANNOUNCEMENTS

## ACT 126 TRAINING

Important reminder about Act 126 training. Everyone needs to recertify every 5 years. If your certification is expired, this needs to be completed before you can drive. If you are unsure whether or not you need to recertify within the next few months, please reach out to your District Supervisor or Libby Rouse at [erouse@rohrerbus.com](mailto:erouse@rohrerbus.com) or (717) 957-3811 ext. 1000 to find out.

## SPOTTED LANTERNFLY QUARANTINE UPDATE

On the humorous side, a statement was overheard from a driver: "We are probably killing more tress than the bug with all the paper forms, logs handouts, and stickers!" However, there have been confirmed sighting reports of the insect from Adams, York, and Perry counties, as well as counties in western New York State. No real infestation has been observed. Pennsylvania has budgeted 6 million dollars, doubling the budget to fight the Spotted Lanternfly. Crop damages could exceed 8 billion dollars as a result of this little invading pest.

Additional information about this infestation is available through the Penn State website: <https://extension.psu.edu/spotted-lanternfly>. The Safety Department is available to assist with whatever questions you may have.



## Safety Slogans

The slogans for September, October, and November 2019 are:

### SHOP

"'Tomorrow' is your reward for working safely 'Today.'"

### OFFICE

"The doorway of SAFETY swings on the hinges of common sense."

### DRIVERS

"An ounce of prevention is worth a pound of cure; look twice, always be sure."

## Safety Slogans Winners

Last Quarter's Safety Slogan Winners were:

**Office:** Kathy Hare

**Shop:** Kevin Mingle

**Drivers:** Russel Higginbotham, Sandra Wright, Stephanie Druckemiller, Tressa Purtsel, Galen Beaver

## Summer Van Meetings

We are in the process of holding the Summer Van Drivers Meetings. Communication of our process is being done at these meetings to ensure we are all in compliance with Rohrer Policies. We were successful in getting a few new trainees ready for the the beginning of the school year.

## TRAINING UPDATES

A training summit was held here in Duncannon on August 17, 2019. A new interactive training package has been created, allowing real-time review and progress of trainees. The new training program received very high marks by all trainers and will be a great enhancement to the training department. Other topics covered were changes in the CDL endorsement process and how this will affect both trainers and trainees.

# Are you ready to QUIT SMOKING?

Safety and the Wellness Group are looking into "Smoking Sensation" classes for employees and their spouses here in Duncannon. The classes would be free of charge thanks to a grant secured from the PA Lung Association! All aids and supplements to assist those trying to quit and not gain weight, will be supplied free of charge. As you might know, the purchase of these items can be quite expensive. Each class will last around 30 minutes, with a total of 5 to 8 classes. We are looking the best time to schedule. Please contact the Safety Department at [dwilliams@rohrerbus.com](mailto:dwilliams@rohrerbus.com) or (717) 957-3811 x1301 if you are interested in attending. More information will be coming soon.

## PSBA Safety Award Winners

Rohrer Bus is a proud participant in the **Pennsylvania School Bus Association's Safe Driver Award Program**.

This program was created to recognize the state's safest school bus drivers. All recipients are recognized in PSBA's 2019 Safe Driver Awards Yearbook for their many years of safe driving. Each year, a review is conducted of our drivers with over five (5) years of continuous safe driving. Rohrer is blessed with a number of drivers fitting this category.

There are **quite a few drivers** that meet the criteria that have already received this award. Award winners receive a beautiful plaque and lapel pin with the number of years. If you know one of these drivers, **please congratulate them on their accomplishment**. It truly is an honor!

## State School Bus Safety Competition Recap

Rohrer Bus was proud to have **7 of our drivers** qualify and compete at Pennsylvania's State School Bus Safety Competition at the end of June. It was a great experience for these individuals and our team was well-represented! Stephanie Gilbert was our highest finisher. She placed **12th out of 84 competitors!** Very well done. Congratulations to all of this year's qualifiers!

Trey Altland, CV  
Stephanie Gilbert, CV  
Erine Hershberger, CV  
Jason Hollenbach, LE  
James Paul Jr., LE  
Billie Weaver, EP  
Michelle Worley, ST

## BE WISE and PROTECT YOUR EYES with part-time vision benefits!

For those that enrolled or renewed your vision benefits here are a few helpful hints:



- Your vision carrier is Vision Benefits of America or VBA
- Your vision plan runs from September 1, 2019 to August 31, 2020
- Your first payroll deduction will be with the September 30, 2019 pay and the last deduction will be with the June 15, 2020 pay
- For more information visit: [www.vbaplans.com](http://www.vbaplans.com) or call 1-800-432-4966

## Is Retirement in your Future?

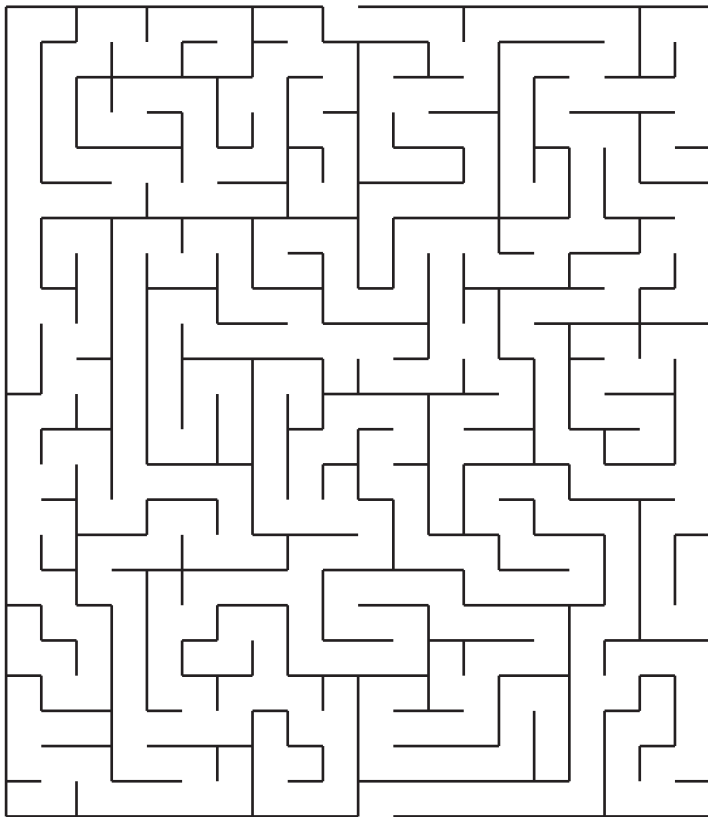
Why not take advantage of Rohrer Bus's 401K plan with an employer match! Open enrollment is the first of each month - so very convenient to enroll. Just call the payroll office at (717) 957-3811 for more information and begin planning for your future TODAY!

## Could YOU use an extra \$200?

It's super easy to earn \$200 by referring a friend, family member, or neighbor to work for ROHRER BUS! We're always looking for GREAT PEOPLE, like yourself, to JOIN OUR TEAM! Your friends can start the process online by visiting our website at [www.rohrerbus.com/drive](http://www.rohrerbus.com/drive). Please be sure to remind them to list your name on their application! Once they qualify, the bonus is paid quarterly and will appear on your paystub! How's that for a no-hassle payday?!

HR  
CORNER

## Take the kids to school!



## LEARN HOW TO RECRUIT WITH FACEBOOK!

We've made a video tutorial, complete with tools you can download, which explains how to most effectively use Facebook to recruit drivers (and earn \$200 referral bonuses!) You can watch it at:

[www.rohrerbus.com/facebook-video](http://www.rohrerbus.com/facebook-video)

And the password to view it is:

**recruitment2019**

## RECRUITMENT CONTEST WINNER

CONGRATULATIONS to Jody Chestnut from South Middleton for winning our Summer Recruitment Contest, and of course, receiving a 50" Smart TV! We hope you enjoy your prize, and keep up the great recruitment work!

## ROHRER BUS ONLINE APPAREL STORE

The Online Apparel Store closed on August 19th, which means it **won't be long** until you receive your new apparel!

Once you receive your items, feel free to tag us on our **Facebook or Instagram** showing off your **#TEAMROHRER** pride!



## ORGANIZATIONAL CHANGES

In an effort to better align our business model and to provide succession in critical areas, the following changes will take place, effective **September 1, 2019**.

**Mike Diehl:** After 7 years as our Service Manager and 22 total years with our company, Mike has accepted a brand new leadership role on our Transportation Services side of the business. Mike will be our new Fleet Manager. With a fleet of approximately 1000 vehicles, a dedicated Fleet Manager is necessary to ensure we are optimizing our vehicle usage and getting the most out of the equipment we invest in. Mike will be working very closely with our Service Facilities to support our daily operational needs and play an integral role in providing our drivers with safe and reliable equipment on a daily basis. Mike's maintenance experience, familiarity with our industry and organization, and his attention to detail will be a huge asset in this role. He has been a huge part of our company's success to this point through his dedication and ability to influence change while seeing it through. We look forward to this culture transcending into his new role.

**Cody Barrick:** Cody has accepted a new leadership role as General Manager of Service and Parts. For the past 3 years, Cody has served as Service Training Coordinator and has advanced our customer and technician training programs through his positive attitude, solid communication skills, and mechanical knowledge. In his new role, he will oversee the employees operating out of our various Service Facilities, as well as our Parts Department. His main focus will be leading our Service and Support team in providing an exceptional experience for our customers, both internal and external. We look forward to Cody's enthusiasm and helpful attitude driving our success in his new role.

**Ed Allandar:** Ed has been vital to the success of Rohrer Bus throughout his 41 year career. The changes that are outlined above will provide support to Ed's current responsibilities and allow for him to share his knowledge and experience with Mike and Cody in our newly aligned Service and Parts Departments. Ed will continue to serve as VP of Maintenance while he mentors both Cody and Mike through this transition, but it is our goal to begin to delegate some of his many important responsibilities through these changes.

We look forward to achieving a successful transition and the great things that these changes will bring!

## CLAIM YOUR \$200 FINDER'S FEE!



As you may or may not know, Rohrer Bus sells **new and preowned minivans** that are **handicap accessible!** These vans are essential for helping people with physical disabilities travel with ease. Unfortunately, many people don't know where to start looking to purchase a handicap accessible vehicle, so that's why we need your help!

If you have a neighbor, family member, or know of anyone else who is in need of a new or preowned accessible van, **direct them to us at Rohrer Bus!** If you refer a customer who ends up purchasing a handicap accessible van, **you will receive a \$200 finder's fee!** All you need to do is refer your contact to Kay Hornberger at (717) 957-2141 ext. 1352 or [khornberger@rohrerbus.com](mailto:khornberger@rohrerbus.com). They **MUST** tell Kay that you referred them in order for you to receive your finder's fee. Your \$200 finder's fee will be automatically added onto your paycheck. Thank you for your help!



## FULL-TIME POSITIONS!

### Diesel Mechanic- Duncannon/Matamoras

The Service Tech repairs vehicles and equipment in a safe, timely and cost-effective manner.

### Body Shop Technician- Duncannon

The Body Shop Tech performs panel replacement, basic metal bumping, solid painting work, and basic fiberglass repair work. The candidate assists in major body repair projects.

### Wash Bay Technician- Duncannon

The Wash Bay Tech is responsible for cleaning and detailing both vehicles and building and grounds.

### Parts Manager- Duncannon

The Parts Manager is responsible for maintaining the profitability of the Parts Department and leading the Parts team while controlling expenses and maintaining customer satisfaction.

All of these positions offer **health, vision, dental, life, and disability insurance, 401K, PTO, and holidays off.**

If you know anyone who might be interested in any of these careers, please encourage them to call us at (717) 957-3811 or apply online at [rohrerbus.com/careers](http://rohrerbus.com/careers)! **All of these positions are eligible for our referral bonus program!**