



HAPPY SPRING!

MARCH 31, 2019

IN THIS EDITION...

- COMPANY NEWS
- SAFETY ANNOUNCEMENTS
- WELLNESS COACHES INFO
- HR REMINDERS
- FUN STUFF
- RECENT HAPPENINGS
- AND MORE!

TEAMMATE PHOTO SUBMISSIONS



Submitted by Corinne, on Instagram



Submitted by Billie, on Facebook

We have a bunch of talented photographers on the Rohrer Team! We love to see everybody's pictures taken on the job, so feel free to share them with us on Facebook or Instagram, or email them to Rachel Hunt at rhunt@rorherbus.com. Your photos could be featured on our social media, in a blog post, or even in the next employee newsletter! Also, if you're a bus driver who brings your children with you on the school bus, don't forget to send in your **Future Driver Friday** photos!

A MESSAGE FROM OUR VP, DAVID SCHRANTZ!



Just as the title of this newsletter suggests, we're very happy to welcome the start of spring after another seemingly endless winter! But, as I like to say, it can always be worse! So, I am thankful we made it to this point. I would like to sincerely thank all of our drivers and shop personnel who tirelessly cleared our bus lots snowstorm after snowstorm and started our vehicles on those bitterly cold mornings. Although frustrating, this task is essential to our operation, and I'm proud that we were able to follow through with our promise of providing our communities with safe and reliable transportation even during the severe weather this winter threw at us.

Now that Spring is here, though, I do like to remind everyone about the dangers that show up at this time of year. It's easy to let our guards down in relation to safe driving when we anticipate warmer weather, but with all drivers on the road sharing this collective mindset, safety needs to remain a top priority for us. Many people see winter as the most dangerous season for driving in, but statistics show that January, February, and March are actually the safest months for driving, and late spring/-summer are statistically the most dangerous. Warmer weather gives people a false sense of security behind the wheel, and unfortunately, many get into accidents, proving they're not as secure as they thought. So, although we're all anxiously awaiting spring, I want to stress how important it is for us to remain focused and committed to working safely.

It's easy to lose sight of our duties as we see summer vacation approaching in a couple months (just as our students do!), but Spring is our busiest time of year and we still need to fulfill our promise of safe transportation throughout the end of the school year. Over the next few months, I look forward to working with all of you, hopefully welcoming new teammates, and enjoying some warmer weather. Once again, **Happy Spring!**

SAFETY ANNOUNCEMENTS

ACT 126 TRAINING CLASS

April 19th is the Act 126 (Mandated Reporter) Class: Everyone due between now and the end of September are welcome to join. It is a PAID meeting! Those who do not attend must complete their training online. Contact Libby Rouse at erouse@rohrerbus.com or (717) 957-3811 ext. 1000 or talk to your supervisor for more details.

This Period's Slogans...

The slogans for April, May, and June 2019 are:

SHOP

"Don't break a hip; clean up spills before you slip."

OFFICE

"To be or not to be; that's the gamble you take when you don't practice safety."

DRIVERS

"To be or not to be; that's the gamble you take when you don't practice safety."

Summer Van Meetings

Our Van Trainer, Darlene Johnson, is in the process of setting up the **Mandatory Summer Van Meetings**. Dates and locations have been confirmed and will be communicated to you at your 3rd quarter meetings. Please plan to attend, as Safety has a bunch of important information to pass on to you.

If you (supervisors or drivers) have any topics that you want Darlene to cover, please email her at djohnson@rohrerbus.com and she will include the information in your meeting. We look forward to seeing everybody there!

SPOTTED LANTERNFLY QUARANTINE

The **Spotted Lanternfly**, an invasive insect that's spreading through southeastern PA and has caused billions of dollars in damage to PA's agricultural industries, is gaining a lot of attention. There are areas within the state that are under quarantine (to limit the travel of these insects), mostly in the Philadelphia area, but Dauphin County has been recently added. With that said, all of our drivers traveling through a quarantine area in a commercial vehicle **must be trained** by a person that has completed the Permit Training Course. The good news is that the training is very short and free training packages are available, and Safety has several trainers that have taken the exam and are now qualified to conduct training. After receiving the training, vehicle placards will be distributed that allow the driver and their vehicle to leave the quarantine zone.

It is essential that we conform to these requirements; we have been advised that certain bordering states will stop vehicles and turn them around, or even impound, until a full inspection is made. Additional information is available through the Penn State website: <https://extension.psu.edu/spotted-lanternfly>. We would encourage everybody to take a look, and the Safety Department is available to answer questions or assist wherever needed.



WELLNESS COACHES

Back in January, we said goodbye to our longtime Wellness Coach, Josh Franklin, who got promoted within his organization. Although we'll miss our regular interactions with Josh, we were very eager to meet our new Wellness Coach, **Suzy Hodge!**

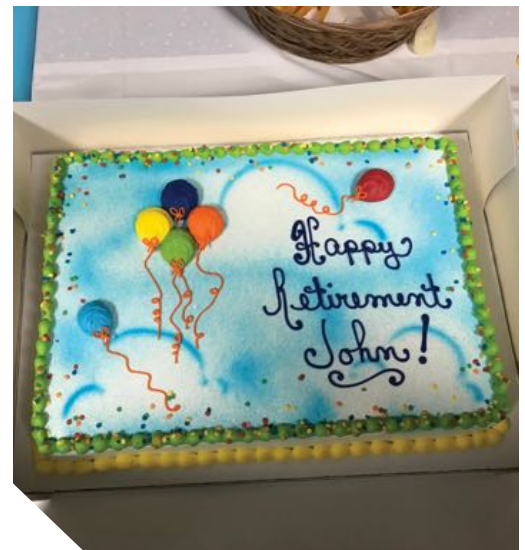
Suzy comes to Rohrer Bus with an impressive education and plenty of experience in the health and wellness field. She has been a great honorary member of the Rohrer Bus team so far, and we look forward to seeing what more she can bring to our company. If you haven't met Suzy yet, please make sure to give her a warm welcome and join in on the many great Wellness programs she has to offer!

Happy Retirement, John Allison!

Back on February 15th, we had a bittersweet sendoff for our Safety Director and friend, Dr. John Allison. John was an esteemed member of our Leadership Team for over 21 years, and was the "founding father" of our Safety Department.

John came to us in 1998 as a retired Superintendent from Northern York County School District and had an immediate impact on our Safety Culture. His positive influence has had lasting effects on our customers and our reputation as a leader in our industry. John's attention to detail, while keeping the broader picture in mind, has been invaluable to Rohrer Bus.

John might be retired, but he plans to keep in touch with us and continue to share his wisdom with Rohrer Bus. We wish him the best of luck and fun in his well-deserved retirement!



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 convenient to enroll. Just call the payroll office at (717) 957-3811 for more information and begin planning for your future TODAY!

We want your friends to work with us!

This is just a reminder that whenever you refer a friend or family member to come work at Rohrer Bus, you get a referral bonus! See more information on our recently reworked referral bonus program below. Encourage your friends and family to apply online at rohrerbus.com/drive or call us at (717) 957-3811, and don't forget to give them your employee number!

HR
CORNER

GO SOCIAL
WITH ROHRER BUS



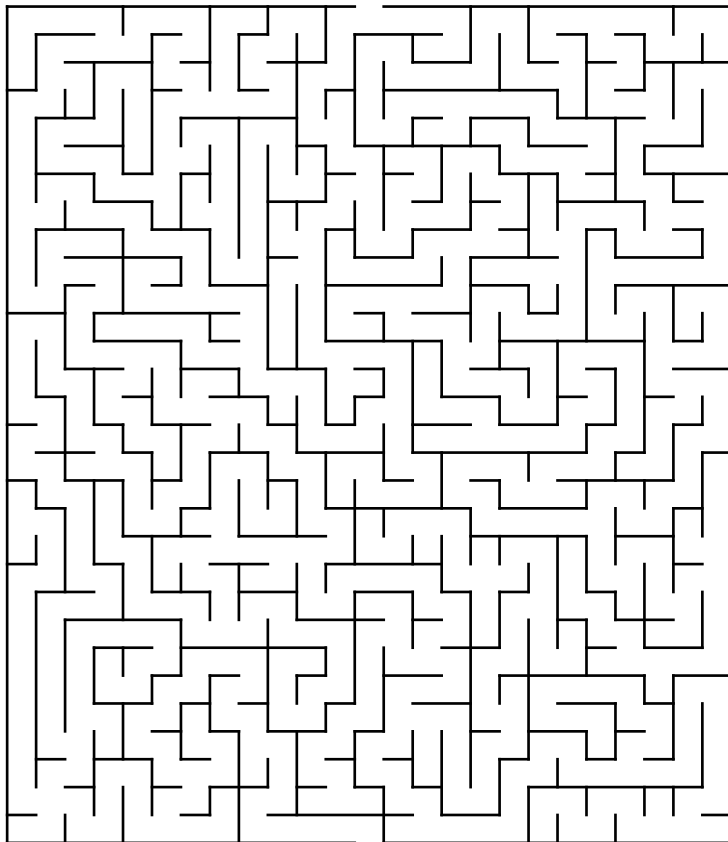
Don't forget that Rohrer Bus is on Facebook and Instagram! You should follow us on both so you can:

- Stay connected with your teammates
- Learn about what's going on in other Rohrer Bus locations
- Share your photos and stories with us and the Rohrer Bus community
- Keep up with news in the school bus industry
- Learn about safety tips and laws
- Participate in polls and contests
- ... and much, much more!

PICK UP THE STUDENT!



START!



FINISH!

EARN YOUR REFERRAL BONUS!



Remember, just a couple months ago, we **reworked our referral bonus program** to include bus and van drivers, as well as shop and office employees! This means ALL Rohrer Bus employees can earn a referral bonus if they refer a qualified employee to a driving, shop, or office position.

The referral bonus for **EVERYONE** (van drivers, bus drivers, office workers, and shop workers) is **\$200**. You receive the bonus **only** once the employee you refer gets hired and earns \$2000 with Rohrer Bus. The employee you refer **MUST** state explicitly on their application and in their initial interview that you referred them, in order for you to be considered for a referral bonus.

We're currently looking to hire school bus and van drivers in many school districts, as well as shop positions in our Matamoras and Duncannon locations! For more info on these positions, see **Page 4** or visit rohrerbus.com/careers.

CLAIM YOUR 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. 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!

CHANGES IN HOURS: DUNCANNON

Just recently, our **Parts and Service** hours in our Duncannon location changed! The hours for our teammates are now:

Monday – Thursday

5:00AM – 3:30 PM

3:00 PM – 1:30 AM

OR

Tuesday - Friday

5:00AM – 3:30 PM

3:00 PM – 1:30 AM



Parts and service are now closed from 1:30 AM until 5:00 AM each night. If you know any technicians in the Duncannon area who would be interested in working just 4 days a week, please refer them to Rohrer Bus! See the next panel for more info on all our open positions.

You're Invited!

...to the Knoebels Company Picnic on **Saturday, June 8th, 2019!** Formal invitations and registration forms will be distributed soon.

Thank you to all of the individuals who have volunteered to help on the day of the picnic so far. We currently have a lot more hands than we had last year, and we're confident that the extra help will make this picnic run much more smoothly and efficiently than the last! If you would like to volunteer for a task and haven't reached out yet, you can still contact Libby Rouse at erouse@rohrerbus.com or **(717) 957-3811 ext. 1000** and we'll be happy to have you!

We are currently still in the planning stages for this upcoming picnic; if you have any suggestions in terms of entertainment and games, we'd love to hear them! Please reach out to Libby at the contact info above.

Now
HIRING

FULL-TIME POSITIONS!

Service Technician- 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.

Supervisor of Special Needs Transportation

The Supervisor of Special Needs Transportation is the liaison between our Customers, Drivers, and Rohrer Bus Service, and is responsible for overseeing all applicable operations within their assigned area of responsibility.

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! **All of these positions are eligible for the recently-revised referral bonus program! See Page 3 for more details.**