

SUMMER IS HERE!

JUNE 31, 2022

A MESSAGE FROM OUR VP, DAVID SCHRANTZ!



Happy Summertime! I know that I am certainly not the only one looking forward to the chance to take a step back and take a deep breath now that the school year is winding down. Although, as I reflect on the school year, I am grateful that we saw the return of many things to our lives. One of the things that I am so happy that we are bringing back this year is our company picnic. Our time at Knoebels is always such a fun day and, now that my kids are getting old enough to enjoy the park, I am so happy I can share it with them. Although, the highlight of their day is watching me get a pie in the face! It was great seeing everyone who came out this year. Many thanks to our Picnic Committee for making it such a special day. If you haven't been able to join us, I hope you get the chance to at some point.

Another event that I am so grateful that we have brought back are our New Hire Breakfasts. Although I enjoy the time I get to spend with all members of our Rohrer Bus family, I really enjoy meeting our newest teammates to talk about their experiences with our company and to learn a little bit more about each other. We have truly learned so much about our hiring process through these interactions and I know it has made us a better company because of it.

As we got "back to normal" this year, it certainly came with its share of challenges. However, as always, our dedicated team came together and did what was needed to ensure our communities continued to receive as safe and reliable transportation as possible in every situation. I can't speak highly enough of our individual teams and the leaders within each of them. I remain so grateful to be surrounded by such amazing individuals on a daily basis.

Lastly, I understand the challenges that our economy is creating for each of you and your families right now. All of our costs are wildly increasing and I am afraid that trend will continue in the foreseeable future. I want you all to know that, as an organization, we will always advocate for you and the important roles that you serve within your communities. Although your wages are a direct result of the terms of our contracts with our district partners, we will continue to seek the best possible compensation for you and the families that rely on you. With all of that said, I wish you and your loved ones a Summer of fun and good health. Thank you for another successful school year and I look forward to seeing you all again soon!

Knoebels!

The Annual Rohrer Bus Company Picnic at Knoebels Amusement Resort was held on Saturday, June 11th!

Overall, it was a great time for everybody who attended! Entertainment included several games, raffles, Bingo, and more! After lunch, many of our teammates and their families explored the park, while others hung by the pavilion enjoying each other's company. Make sure to post any pictures you took of the day with the tag #rbs2022, and keep an eye out for our photos on our Facebook page, @RohrerBus! We loved seeing everybody there!

IN THIS EDITION...

- COMPANY NEWS
- SAFETY ANNOUNCEMENTS
- HEALTH TIPS
- HR REMINDERS
- FUN STUFF
- RECENT HAPPENINGS
- JOB LISTINGS
- AND MORE!

SAFETY ANNOUNCEMENTS

TRAINING DEPARTMENT CHANGES

We now have a new manager for the training department! Joy Hurley has been a Cumberland Valley Bus Driver for nearly 5 years and will continue to drive as needed. Joy replaces Rebecca Schreiner, who was the training coordinator. Working closely with Joy is Billie Weaver. Billie is currently a driver for the East Pennsboro District. With growth and added state/Federal requirements, Billie will be wearing many hats, handling an assortment of administrative duties and assisting with training.

2021-2022 ROLL UP

Overall, drivers did a great job at preventing incidents during the 2021-22 school year! Serious accidents are down, along with the fender-benders. Parking lot mirror damage and bumps were not so good. Most of the accident reports we received from drivers have, "I knew it would be tight" or "I had to squeeze" within the accident description. If you have do this, you are taking a chance and have a higher probability of causing damage.

The type of incident costing the most to our insurance company is Sexual Misconduct. Lawyers are coming after us in these cases occurring in our vehicles. The fix is very simple: report to the school and your supervisor, change seating, and submit a write-up if you suspect, overhear, witness, or are told directly about any sexual misconduct. Now the ball is in the their court and you have done what is needed to protect the company.

A NOTE FROM OUR NEW MANAGER OF SCHOOL BUS TRAINING

As a bus driver, here are some safety issues I have witnessed: Drivers not using looking at all their mirrors while backing or pulling out of tight spots. Drivers not maintaining a proper following distance on the road and coming out of the schools. Your following distance should be 4 seconds for speeds of 40 or below and add a second for each additional adverse condition. One way to check your following distance is pick a mark of some kind, and after the end of the vehicle in front of you passes it, count 1-1000, 2-1000, etc.

Another concerning safety issue I have witnessed quite often is drivers running lights that are turning red when coming out of the schools or making turns at a turn light. When that light turns yellow, we are to slow down and come to a stop. We should not be running the red light.

- **Joy Hurley**, Manager of School Bus Training & Recertification

Safety Slogans

The slogans for March, April, May, and June 2022 are:

SHOP

"Everything in its place... keeps you safe"

OFFICE

"Get smart!
Use safety from the start."

DRIVERS

"Focused Drivers are Safe Drivers!"

Safety Slogan Winners

Last Quarter's Safety Slogan Winners were:

Office:

Jennifer Radel

Shop:

Dale Rudy

Drivers:

Amy Kepner (SU), Polly Troutman (SU)
Corinne Bostwick (CV), Kimberly Russel (SM), Lannie Shaffer (LE),
Jamie Kyler (UD)

MOTORCYCLE SAFETY

We are rolling into warm Spring like weather as the school year ends. Statistics have shown that the accident rate increases during this time. Motorcycle numbers increase as well. As you drive, be on the lookout for oncoming or passing motorcycles. When pulling onto the highway, sweep your eyes in both directions to ensure it is clear. In low light conditions, a motorcycle traveling in front of an oncoming vehicle maybe hidden if they are traveling to the right or left of their lane. You see a set of headlights at a distance when the motorcycle will actually be much closer. Recent studies show this is an increasing cause of vehicular fatalities.

VIRTUAL CLASSROOM

We in the training department are excited to announce that we will be offering virtual classroom for certification class starting June 6, 2022! We are currently testing this in Lewisburg but will eventually offer it in all of our classroom locations.

Virtual classroom will allow people who can't make it to one of our classrooms to take the certification class from home. We are hopeful that this will bring us trainees that may not have considered becoming a bus driver due to the classroom not being convenient for them.

SUMMER SAFETY

Summer is a beautiful season, but there's a couple steps you can take to make the season safer:

- Wear sunscreen daily
- Never leave kids swimming unattended
- Stay hydrated! Drink water often on hot humid days
- Wear a helmet when biking, and be on the lookout for bikers while driving
- Use bug repellent when going outside


Look out for more safety tips on our Facebook page!

We SEE that you're L[👓]KING for a part-time vision plan!

If so, open enrollment will occur during the month of August 2022! Be sure to call the payroll office in Duncannon at (717) 957-3811 for more information! It's a great way to get a vision checkup at a low cost for you and your family! For those that wish to enroll or renew 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, 2022 to August 31, 2023
- Your first payroll deduction will be with the September 30, 2022 pay and the last deduction will be with the June 15, 2023 pay
- For more information visit: www.vbaplans.com or call 1 (800) 432-4966

Tired of waiting for the mailperson to deliver your paycheck?

Consider a PAYENTRY CARD  NOW AVAILABLE for your payroll, it's easy and quick to set up! Contact the Payroll Department at the Duncannon office at (717) 957-3811 for more information. On payday, your money will be available, you can rest easy, and save time; no more waiting or running!

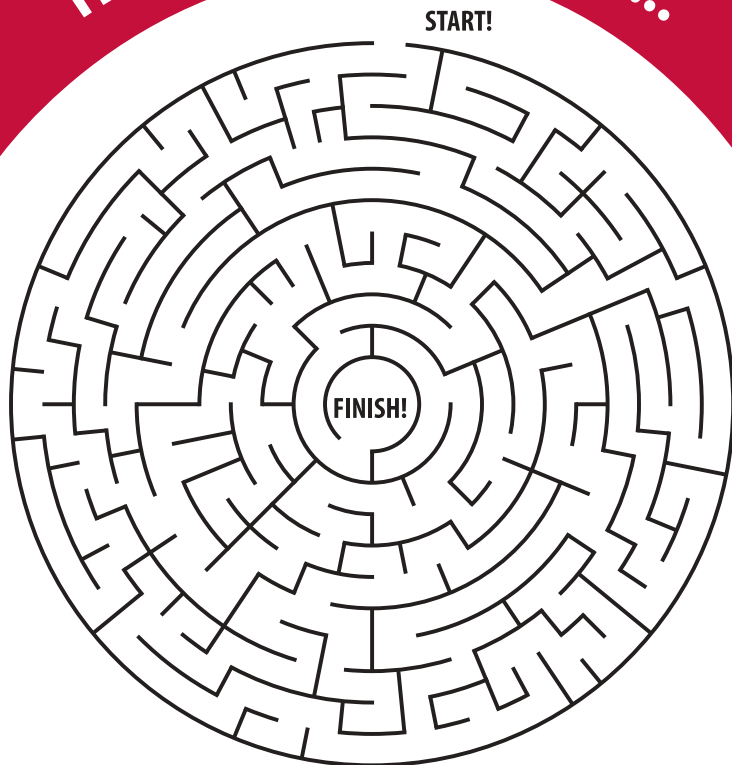
Is Retirement in your Future?

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!

Earn your Referral Bonus We want your friends and family 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! Remember, the referral bonus for referring a school bus or van driver is \$500! We are in need of school bus and van drivers, but are also hiring for a couple full-time positions you can find online at rohrerbus.com/careers. 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!

THE WHEELS ON THE BUS...



For more fun stuff like this,
visit rohrerbus.com/activities

NEW FACES IN THE CROWD!

We hope you will join us in welcoming the new members of our team! During the last two months, the following individuals began working for Rohrer:

- Nicole Almony** – School bus driver, Northern York
- Jessica Batz** – Van driver, Upper Dauphin
- Bryan Calhoun** – School bus driver, Hazleton
- Gail Cerasiello** – Van driver, Consortium
- Robert Comrey** – School bus driver, Lower Dauphin
- Patricia Copp** – Van driver, Susquenita
- Sharon Garcia** – Van driver, East Pennsboro
- Donald Gilchrist** – School bus driver, North Pocono
- Andrew Grettenberger** – Van driver, Hazleton
- Natalie Hahn** – Front Desk Receptionist, Duncannon
- Cynthia Hinderliter** – School bus driver, Cumberland Valley
- Savanna Holguin** – School bus driver, Weatherly
- Courtney Kennedy** – Van driver, Selinsgrove
- Tasha McCabe** – Van driver, North Schuylkill
- Nicole Milkovich** – Hershey driver
- Victor Miller III** – School bus driver, Lower Dauphin
- Cheyenne Neilson** – School bus driver, Susquenita
- David Neiswender** – School bus driver, North Schuylkill
- Michele Planutis** – Trip driver, Hazleton
- Peg Price** – Van driver, Northern York
- Maranlleline Quiros** – Hershey driver
- Rosa Sepulveda Baez** – School bus driver, Lewisburg
- William Sheesley** – School bus driver, Mifflinburg
- Erin Sims** – Parts Shipping & Receiving, Duncannon
- Paul Skodacek** – Van driver, Weatherly
- Jayleen Teo-Silva** – School bus driver, Weatherly
- Constance Whittaker** – Van driver, Susquenita
- Keith Wilkes** – Operations Driver, Duncannon

New Hiring Incentive!

Our partnership with you is extremely important to us, and we're working to get more help and support out to you. As part of that, we are trying to encourage more trainees to become bus drivers by **changing our process to include a \$2000 hiring incentive.**

We are **no longer** paying bus drivers hourly to go through training, but we will still provide all the training free of cost. The hiring incentive will be paid out at strategic points throughout the training process and first year of service. As you look to take advantage of the new **\$500 referral bonus**, make sure to tell your friends and neighbors to ask about the new hiring incentive!

CLAIM YOUR \$200 FINDER'S FEE!



As you probably know by now, Rohrer Bus sells **new and preowned minivans** that are **wheelchair 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 an 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 wheelchair 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!

EARN REFERRAL BONUSES WITH THE POWER OF FACEBOOK!

Now that it's almost summertime, we should start focusing on recruiting more school bus and van drivers to our team. After all, it's the perfect time to onboard drivers, as they can complete their training over the summer and start fresh on a new school year!

Social Media is without a doubt one of the most valuable recruiting tools we have access to. That's why we made a **video tutorial** for you all which explains how to most effectively use Facebook to recruit drivers (and **earn referral bonuses!**) You can watch it at:

www.rohrerbus.com/facebook-video

And the password to view it is:

recruitment

Just as a reminder, the referral bonus you receive is **\$500!** Good luck and happy recruiting!



PART-TIME POSITIONS!

School Bus and Van Drivers

We are collecting applications and training School Bus and Van Drivers to start taking kids to school next school year. School Vehicle Drivers are responsible for transporting kids safely to school in the morning and home in the afternoon. Drivers are essential in driving the future forward!

These positions offer vision insurance, 401k, and summers, holidays, and weekends off, with the option to pick up extra work if desired. Fun company events on us, safety and attendance bonuses, new hiring breakfasts, and driver recognition events are just some of the many perks of the job!

If you know anyone who might be interested in joining the Rohrer Bus team of drivers, please encourage them to call us at (717) 957-3811 or apply online at rohrerbus.com/drive! These positions are eligible for a **\$500 REFERRAL BONUS** and bus drivers can earn a **\$2000 hiring incentive!**

Need tips on recruiting? Check out the adjacent article!