

The Rush Dispatch

Quarterly Newsletter

Volume 1 . June 1, 2024

Welcome to The Rush Dispatch!

In every great company, there's a heartbeat that pulses inside our walls and within the vehicles we drive, connecting each of us to Rush's shared mission.

This new quarterly newsletter isn't just a collection of updates and news clips, it's a testament to our growth, culture, and our collaboration to do the right thing, safely.

Each quarter, we'll take a dive into the stories that make us who we are - from the milestones achieved by our drivers and our teams to individual triumphs that shape Rush's successes. We'll explore new initiatives, share insights from our leaders, and spotlight our incredible talent that drives our company forward!

Welcome!



A Note From Ashley Von Derau

It's great to have an opportunity to connect with our team through an official newsletter now! I look forward to sharing more about the company, the direction we are heading and to celebrating our successes through this valuable tool.

I want to express my appreciation for you, our drivers, that work tirelessly day in and day out for the benefit of our customers. We could not be the leading On Time Delivery Company in Ohio without your diligence to **safety, professionalism** and **on time delivery**.

Rush continues to focus on growth and expansion in the Midwest Region. We have officially opened our expanded Columbus warehouse which now has 55,000 sq ft! In the coming year we will look to combine our Cincinnati facility into 1 larger terminal. I appreciate the drivers that have provided leads on new buildings!

While 2024 got off to a slow start for the transportation industry as a whole, I am encouraged by the activity I have seen in the past month. In the month of May, Rush has averaged **over 1,000 deliveries per day for 219 different customers**. These numbers are trending upwards from the previous 4 months and the sales team is focused on new business!

Thank you again for your hard work and representing Rush so well on the road, at our customers and in the community!

As we head into Summer and the kids are out of school, the pools are open, the fish are biting and your grills are hot, please stay focused on **Safety, Professionalism** and **On Time Delivery** at Rush!

Ashley Von Derau
President



Upcoming Holidays

July 4th - Independence Day
September 2nd - Labor Day



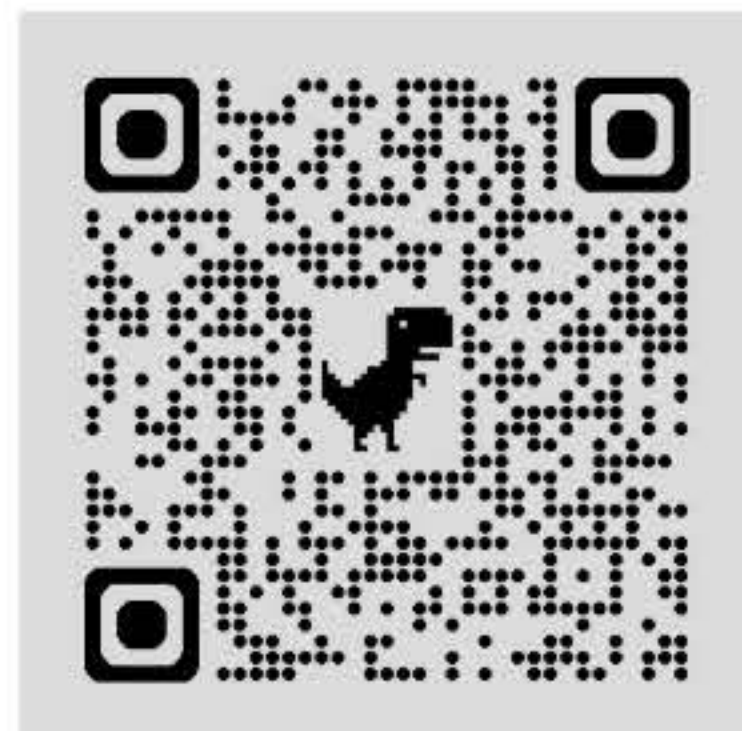


Open Enrollment

Now through June 14!

This is the one time a year that you can make changes to your benefit plans. Be sure to log into your Employee Navigator portal to ensure you have the benefits you and your family want and need.

- Medical, Dental, Vision Insurance
- Life Insurance
- Short-Term Disability
- And much more!



Scan the QR Code for Employee Navigator

This year's enrollment is a passive enrollment. If you do not want to make any changes, you don't have to do anything.



SUMMER SAFETY AWARDS ARE COMING!

Safety isn't just a priority for Rush, it's a way of life for our drivers. Their vigilance saves lives, prevents accidents, and keeps our roads safe for all.

It's with great excitement we announce the dates for the Summer Safety Awards! As we celebrate with our drivers in each of our terminal locations, let us also reaffirm our own commitment to safety. Whether we're behind the wheel or supporting our drivers behind the scenes, let's always prioritize safety above all else. Together, we can ensure that every journey is a safe one.

Please join us at one of the following safety award celebrations:

CMH
Tuesday
June 25

CVG
Wednesday
June 26

DAY
Friday
June 28

Meet



PATRICK THORNTON

By Casie Lord, HR Manager

#410

Meet Patrick Thornton, aka Pat or "PT", a seasoned driver who has been with Rush for over 22 years and has likely driven over 2 million miles! With a great safety record, Pat brings a unique blend of dedication and personality to the road. I got a chance to sit down with Pat to learn more about his journey with Rush and the values that drive him forward.

A self-described "country boy" from West Virginia, Pat enjoys working out, fishing and shooting pool in his down time. "It's my stress relief", said Thornton. He also is a fan of the Pittsburgh Steelers, which will come as no surprise if you know Pat.

But above all, his heart lies with his family - a beautiful clan comprising his wife, 10 children (9 boys and 1 girl), and soon to be 28 grandchildren. He loves attending Church and praising the Lord with family.

Driving a tractor-trailer out of our Dayton terminal, Pat's journey with Rush started as a box truck driver for an owner operator. Reflecting on his transition to the big rigs, Pat fondly recalls his favorite Rush memory when Steve Parker took a chance on him when "no one else would."

"Steve Parker sold me a box truck." Pat said smiling. He drove that box truck for about four years with Rush and then wanted a shot at the semis. He started driving a Huber Heights to Eaton route. "I was afraid to back up," he jokingly said, "that route started in a big parking lot, and ended in a big parking lot." Pat remembers that this was how he got comfortable behind the wheel. "I left Rush for about 3 months," he said, "but I came back. This is my first driving job and it will be my last."

(continued on page 3)

Meet Pat Thornton (con't)

For Pat, Rush is more than just a job, it's filled with great people. From cookouts to last December's Holiday Party, he loves the people here and when we can all get together. "No one recognizes each other in street clothes," he laughs.

I asked Pat what advice he would give someone starting their career as a truck driver. "Never get comfortable," he advises, "after about 3-4 months you may start to slack on your pre/post trip inspections."

Pat goes on to say that drivers should know their trucks and ensure that everything is in good working condition. "You never know when something is going to break. Rush wants to be on time, but they want us to be safe."

Additional advice this season driver offered to other drivers was to rest and to take care of yourself.

"Make sure you pack a lunch or a dinner, you never know when you may get held up." Pat offers, "Also, stay clean, keep yourself and your truck clean."

What keeps Pat motivated after all these years? "I try to motivate myself by earning more money each week." he shares honestly.

And amidst the hustle and bustle of the road, Pat maintains a level head and advises other drivers to keep their cool. "Don't get frustrated, especially with dispatch. They have 100s of people they are talking to a day and we have no idea what they are going through." Pat also added that he would welcome dispatchers to come ride with him to see what drivers encounter throughout the day.

In closing, I want to thank Pat for his insights and dedication to Rush. His commitment to excellence and positive attitude serve as an example for all of us. Here's to many more miles of success on the road ahead!

Spotted!

Rush pride shines when we spot one of our vehicles or drivers out in the wild! Here's a snapshot of Rick and Thomas helping a customer with a delivery. Photo by Ashley Von Derau.



Send us your pics of seeing Rush out in the wild!
HRTeam@Rush-Delivery.com

Remember to only take a photo if you are not actively driving.

RUSH IS PODCAST FAMOUS!

Check out Ashley Von Derau, Casie Lord, and Gordon Pruitt as they join host Jackie McManus on the pocast, **Attention Retention**. They discuss Rush and our focus on the "3 R's", Recruitment, Retention, and Recognition. Soon to be released on Apple Podcasts and on Spotify.



LISTEN ON  Spotify

Listen on  Apple Podcasts

DID YOU KNOW?

Rush will reimburse employee drivers up to \$50 annually for the purchase of new composite or steel toed shoes or boots!

All you need to do is submit your receipt and we'll issue you a reimbursement check! #benefits

Please see your Terminal Manager or Melissa in Safety for more details.

Sales Talk

With Gil Smith, Sales Manager



The trucking industry is fascinating to study if you are interested in economics. This is because freight rates fluctuate based on the balance between available freight for shipping and the number of trucks available for delivery. When there is excess freight compared to the number of trucks, freight rates increase. Conversely, when there is a shortage of freight compared to truck capacity, freight rates decrease.

Freight demand is influenced by the economy, leading to cycles of rising and falling rates that can last for several months or longer. Remember 2020 during Covid? We experienced a period of low volumes and rates, followed by a rebound in the middle of 2021 when we saw a peak with unprecedented volumes and rates. Unfortunately, we've been dealing with low volumes and freight rates for the past 12 months now.

However, the trucking market is showing promising signs of returning to growth!

- “The end of the downcycle appears to be getting closer.” – *Werner Trucking, Q2 Earnings Call*
- “Contract price renewals were positive for the first time in six quarters” – *Schneider Trucking, Q2 Earnings Call*
- “Year over year spot market rates trended upwards for the fourth straight quarter”- *COYOTE Logistics, Q2 Truckload Market Forecast*
- “We do not currently expect rates to reach the lows (in 2025) that were experienced in 2023 or 2024.” – *C.H. Robinson, Freight Market Update: May 2024*

DAT Freight & Analytics:

- Spot Load Posts up 3.8% in April 2024 vs. March 2024.
- Spot Load Posts up 6.7% in April 2024 vs. April 2023.

CITY PULSE: YOUR INSIGHT ON TERMINAL HAPPENINGS



BY MATT ALLEN, FIELD OPERATIONS MANAGER

DAYTON:

In Q2, the company underwent operational management changes with the promotion of Whitley Pontnack to Call Center Operation Manager and I was promoted to the Field Operations Manager. Together, we have prioritized customer satisfaction, with Safety, Professionalism, and Customer Service as our guiding principles.

COLUMBUS:

Doug VanNostrand has recently transferred from our Dayton Warehouse to our Columbus Warehouse. We've begun stocking the new warehouse with clients such as FYDA, Girls Scouts of America, and Allied Supply. As we enter Q3, we aim to onboard more clients and anticipate increased volume for NCH deliveries, potentially including route work for a new customer. Stay tuned for details.

CINCINNATI:

Q2 saw management changes in Bldg. 7 and Bldg. 13. Mario Riep has been training to oversee daily supervision of Retail and is managing all areas of Bldg. 13. Both buildings are working together smoothly, with Cassady Lynch and Tracey Dove assisting with warehouse coverage at Bldg. 13 as part of their daily assignments. Looking ahead to Q3, we plan to hire a CDL A Warehouse Associate to provide additional warehouse support and yard jockey duties. Interested candidates can contact Mario Riep at 937.313.7681 for more information.

Things To Do in Ohio this Summer



As the weather starts to heat up, you may need to add some adventure to your downtime. By taking a cue from the Ohio.org travel pages, we've curated some ideas for you and your family to enjoy this summer, close to home.

JUNE

- Troy Strawberry Festival, Troy, OH June 1-2
- The Memorial Tournament, Dublin, OH June 3-9
- Columbus Arts Festival, Columbus, OH June 7-9
- The For Dayton By Dayton Festival, June 8
- Columbus Air Show June 14-16
- Dayton Air Show June 22-23

JULY

- Red, White, & BOOM! Columbus, OH July 3
- Ohio State Fair Columbus, OH July 24- August 4
- Cincinnati Music Festival July 25-27
- Frankfort Sunflower Festival, Frankfort, OH July 27-28
- Champagne Berry Farm, Urbana, OH - Berry Picking
- Annie Oakley Festival Greenville, OH July 26-28

AUGUST

- Pro Football Hall of Fame Enshrinement Week, Canton, OH August 1-4
- Toledo Jeep Fest, Toledo, OH August 1-4
- Dublin Irish Festival Dublin, OH August 2-4
- WWE Wrestling in Cleveland, August 2-3
- Ohio River Paddlefest Cincinnati, OH August 3
- Cincinnati Open Cincinnati, OH August 11-19





Summer Safety Tips

As we head into summer, soaking up the sun and the great outdoors, be aware of risks from damage and injuries caused by the sun, heat, water, or environmental accidents.

Staying safe is vital for all ages, whether you're spending the summer months at the pool, working in your yard, or taking a well-deserved vacation. Here are some safety tips to keep everyone in your family healthy and happy this summer.

Check the weather before you head out.

Summer weather can be unpredictable, but with easy access to technology, we can access weather updates easily. It's also a good idea to check out the UV index to ensure you can protect yourself from sun damage.

Wear sunscreen of SPF 30+ anytime you're outdoors.

The American Academy of Dermatology recommends using a SPF with broad spectrum protection against UVA and UVB, is water- and sweat- resistant, and has an SPF of 30 or higher. Use a shot-glass sized amount and reapply every 2 hours (or sooner).

Pack a waterbottle and first aid kit.

Staying hydrated is important, especially with increased outdoor

activities. Don't wait until you are thirsty to drink (that's a sign you are already low on fluids.) Limit sugary or alcoholic drinks outdoors, which can cause you to lose more body fluid. Your first aid kit should include items like bug spray and aloe vera.

Be vigilant about water safety.

Not only at the beach or pool, but non-swimming times as well. Always be aware of your surroundings and be especially attentive to watching your children around water.

Know the signs of heat exhaustion.

Dizziness, muscle cramping, weakness, fatigue, confusion, heart palpitations, and nausea are warning sign of heat exhaustion. If you notice these or any other feelings of being unwell, go indoors or find shade, drink water, and any other way to try to bring down your body temperature.

Never leave a child or pet in a vehicle unattended.

It only takes 2 minutes for a car to heat up to lethal levels. Never leave a child or an animal alone in a car at any time.

Be sure to stay safe this summer and stay cool!



Birthdays

Doug Grooms.....6/10
Autumn Wells.....6/19
Tony Richardson.....6/19
Bernie Peterson.....6/25

Sam Dorsten.....7/2
Alex Whittaker.....7/7
Brandon Carmack.....7/7
Rebecca Weinel.....7/9
Marcus Johnson.....7/12
Michael Hall.....7/19
David Brombaugh.....7/23

Steve Parker.....8/3
Ralph Thomas.....8/5
Dale Wilsdon.....8/7
Pat Thornton.....8/10
Mae Davitt.....8/16
Marcus Smith.....8/19
Marla Birchler.....8/19
Robert Jefferson.....8/20
John Swogger.....8/22
Josh West.....8/25
Scot Clyne.....8/28

Happy Work Anniversary!

Marcus Johnson.....6/1 (2 Years)
Melissa Hinshaw....6/5 (17 Years)
Brack Finney.....6/12 (5 Years)
Rick Bates.....6/30 (3 Years)
Gordon Pruitt.....6/20 (2 Years)
John Riley.....6/26 (1 Year)

Gary Yonts.....7/10 (7 Years)
Sam Dorsten.....7/10 (1 Year)
Rod Hamler.....7/15 (4 Years)
Blake Becker.....7/15 (4 Years)
Kassidy Buckner.....7/17 (1 Year)
Brad Dent.....7/17 (1 Year)
Susan Watson7/18 (19 Years)
Charles Kinsel.....7/20 (3 Years)
George McDonald.7/27 (7 Years)

Stacey Barnett.....8/1 (6 Years)
Toney Richardson....8/7 (5 Years)
Marcus Smith.....8/10 (1 Year)
Vermont Carter.....8/13 (6 Years)
Ben Iker.....8/15 (2 Years)
Michelle Roark.....8/21 (1 Year)
Robert Taylor.....8/23 (12 Years)
Justin Davidson.....8/24 (12 Years)
Jeff Wood.....8/30 (11 Years)