

Knowlton Trucking Employee NEWSLETTER

September 2025

OUR MISSION STATEMENT
STRIVING FOR EXCELLENCE THROUGH
INTEGRITY, SAFETY, PROFITABILITY AND
EFFICIENCY.

SAFETY TRENDS

Behaviors by Highest Frequency

[View Details](#)

BEHAVIOR	FREQ.	TREND ⓘ
Following Distance: ≥ 1 sec to < 2 sec	36	▲ 16%
Following Distance: ≥ 2 sec to < 3 sec	10	▲ 67%
Other Distraction	9	▼ 40%
Incomplete Stop	5	0%
Speed Policy Violation	5	▼ 29%

SAFETY TIP

Night Driving and Fatigue:

Compensate for limited visibility by cleaning headlights and windshields.

Slow down to account for reduced reaction time.
Get adequate sleep to avoid driving while drowsy.



NATIONAL TRUCK DRIVER APPRECIATION

National Truck Driver Appreciation Month sheds light on the demanding and important jobs that truck drivers undertake.

They ensure that essential goods reach their destinations promptly, even in the face of obstacles and challenges. Without these drivers' unwavering commitment, the nation's economy would suffer, and our daily lives would be impacted.

We want to take a minute to express our gratitude for the hard work, sacrifice, and dedication to the profession these individuals demonstrate.

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Message from the President

As we celebrate Truck Driver Appreciation, I want to take a moment to personally thank each and every one of you.

Our drivers are the heart of this company. Day in and day out, you go the extra mile—navigating long hours, tough weather, and countless challenges—to ensure that freight moves safely and on time. Because of your efforts, we are able to deliver on our promises, strengthen relationships with our partners, and continue to grow as a company. You are the face of our business, and you exemplify the values we strive to uphold every day.

I want you to know that we see the sacrifices you make, the professionalism you bring, and the pride you take in your work. You don't just drive trucks—you keep America moving, and you represent the very best of who we are as a company. On behalf of the entire leadership team, I thank you for your unwavering commitment to excellence, safety, and service. We are proud to have you representing our company, and we celebrate you this month.

With appreciation,



Let's Celebrate



**Happy
Birthday
To You!**

**David Borchering
Jarrod Grady
Dell Gunter
Tyler Scharnhorst
Kobe Tanner**

**HAPPY
Anniversary!**

Chuck Pierce - 7 years



Your Pre-Trip Inspection - A Critical Reminder

We cannot stress this enough: your pre-trip inspection is essential to safety and success.

While we believe everyone is doing a great job in this area and making good use of EBO, we want to take a moment to share a few important reminders:

- **Do NOT hook up to a trailer unless the door is fully closed.**
- **NEVER pull away from a dock without checking the trailer and verifying it's safe to do so.**
- **ALWAYS inspect before you connect — no exceptions.**

Safety starts with each of us. Thank you for staying sharp and continuing to do things the right way, every time.

YOU GOT CAUGHT

Christopher Shannon

Chris is one of our new drivers in Salina, Kansas, and he has quickly proven himself to be a valuable member of the team. He consistently goes above and beyond, stepping in to help wherever needed. We are grateful to have Chris on our team and appreciate his strong work ethic and positive attitude.

He will receive a \$25.00 gift card





FALL WEATHER IS COMING



Fall weather can be unpredictable. Rain, fog, and even early snowstorms can significantly impact road conditions. It's crucial to stay informed about the weather forecast for your route. Use reliable weather apps or websites to monitor conditions, and be prepared to adjust your schedule or route if necessary.

1. Adjust Your Driving Techniques

With the arrival of rain, roads can become slick, especially when oil and debris accumulate. Here are some driving adjustments you should make:

- **Reduce Speed:** Slower speeds give you more time to react to unexpected hazards. Wet roads can increase stopping distances, so maintaining a safe speed is essential.
- **Increase Following Distance:** Extending your following distance allows for more reaction time. A good rule of thumb is to double your normal distance in wet or slippery conditions.
- **Use Headlights Wisely:** Ensure your headlights are on during rain or fog to enhance visibility. Remember to use low beams in foggy conditions; high beams can reflect off the fog and reduce visibility.

2. Watch for Wildlife

Wildlife becomes more active as temperatures cool, especially during dawn and dusk. Deer are notorious for crossing roads in the fall. Stay vigilant, especially in rural areas or regions known for wildlife crossings. If you spot a deer, slow down and prepare to stop if it's safe to do so.

3. Manage Daylight Hours

With the days getting shorter, planning your driving schedule is crucial. Here are some tips:

- **Start Early:** If possible, start your trips earlier in the day to maximize daylight driving, reducing the risk of nighttime accidents.
- **Take Breaks:** Fatigue can set in more quickly during shorter days. Schedule regular breaks to rest your eyes and stay alert.

4. Prepare for Road Conditions

Falling leaves can create a slippery condition, like ice, especially when wet. Here are a few things to keep in mind:

- **Stay Clear of Leaf Piles:** Avoid driving over large piles of leaves, as they can hide potholes or other road hazards.
- **Be Cautious on Bridges:** Bridges tend to freeze before roadways. Be extra cautious when approaching bridges, especially in the early morning or late evening.

5. Check Your Equipment

Before hitting the road, conduct a thorough inspection of your truck. Pay close attention to:

- **Tires:** Ensure your tires have adequate tread depth and are properly inflated. Good traction is essential for maintaining control on slippery surfaces.
- **Brakes:** Make sure your braking system is functioning correctly. Test brakes regularly, especially in wet conditions.
- **Wipers and Lights:** Check that your windshield wipers are in good condition, and all lights are functioning correctly to ensure optimal visibility.



Please be aware



Safety Meeting

Please be aware that our upcoming Safety Meeting is scheduled for Thursday, September 29, from 6:00 PM to 9:00 PM.

During this meeting, we will share important safety updates and company information, as well as take time to appreciate and recognize our drivers for the outstanding work you do every day.

For our Western Kansas drivers, we will be meeting with you at the station between September 30 and October 10. Additional details will be provided soon.

Thank you for your ongoing commitment to safety and excellence. We look forward to connecting with you.

HEALTHY TIP

Focusing on Social Wellness

This can help you battle symptoms of seasonal depression and overall improve your mood.

Reflect on your own needs. The path to improving your wellness in any aspect is to determine what would improve your life. Starting by setting goals can improve your emotional health.

Reach out to friends and family members, even if you don't see them often. Staying in touch can help you feel more connected and supported.

Volunteer. Giving back to your community can help you feel good about yourself and connected to others.

Make time for social activities that you enjoy. Whether it's going out to eat, seeing a movie, or taking a walk, spending time with others can be enjoyable and good for your health!

Operational Management Support Staff

PRESIDENT - BRYAN KNOWLTON

OPERATIONS MANAGER - DELL GUNTER (281-678-5382)

- TRUCK MAINTENANCE
- SCHEDULING
- SAFETY

**WESTERN KANSAS AND TEAM FLEET MANAGER - CHEYENE CURTIS
(479-601-3262)**

**P&D AND SOLO FLEET METRO MANAGER - LARRY VOSIKA
(913-223-8170)**

**HUMAN RESOURCE - KARLA KILGORE (479-366-1184)
ASHLEY KNOWLTON**



Things you need to know...

EBO Pro - You can now request time off and submit your reimbursement on EBO Pro. Please use these features.

WEAR YOUR SEAT BELTS - Please do not put them behind you. They need to be visible over your chest.

BLACK OUT DATES - Please remember black out dates November 1 to January 15.



Teladoc Registration

Before you are able to use this feature, please make sure you register with Teladoc.

3 WAYS TO REGISTER



Online

OR



Mobile App

OR



Phone

During registration, you'll complete your medical history so when you need Teladoc®, it'll be fast and easy.

Teladoc is the easy, convenient, and affordable option for quality medical care. Our licensed doctors can treat cold and flu symptoms, respiratory infections, sinus problems, and more!

With your consent, Teladoc is happy to provide information about your Teladoc consult to your primary care physician.

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***Pick 'Trustmark/Star Marketing and Administration' as your health plan from the drop-down menu and enter your health plan ID shown on your medical ID card.**



SHOES FOR CREWS - This program gives you a \$70.00 credit at the time you order. They provide one pair of slip resistant shoes to each driver every year, up to \$70.00. Knowlton Trucking will contribute \$30.00 a year to allow you \$100.00 to spend on a pair of shoes.

Please contact Karla Kilgore and she will order and ship your shoes to you. Please use the online catalog at www.shoesforcrews.com.

We will need the style number and size.



**WELCOME
TO THE TEAM**

Tyree Banks
Chad Robinson



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