A MESSAGE FROM THE PRESIDENT...

Welcome to the 2016 winter edition of the Headliner. Winter driving has started, and we now have snow on some of our heavy routes in various parts of Canada. It is important to adjust driving for these conditions as winter ramps up. We often see an increase in accidents during the transition period from fall to winter as drivers are not completely ready for the adverse conditions. The relaunch of the new driver scorecard should assist all drivers with driving during the winter with slower speeds as each driver achieves their monthly driver bonus (see article inside on new scorecard).

There has been a lot happening throughout the company during the past 6 months since our last edition of the Headliner. We continued to onboard our two new company acquisitions Scamp Alberta and G3. Seaboard West was successful in winning the TECK RFP for transportation of petroleum products to its mine sites in Alberta and BC, which put 60 drivers to work for us in Alberta during a slow market. We have opened a second track in our “Grand Prairie rail trans load facility” which will ready us for growth when the Alberta oil patch starts growing again. These are just a few of the things that have happened to keep our company growing.

During the summer months and into the fall we finalized the rollout of TMW throughout the Energy Refined Products group with the exception of Wiebe Transport and R&G transport. We would like to thank all of those who worked long hours to assist in finishing up this project. We can now, with the help of our drivers, logistics staff and data analysts, access real time load by load data to run our business. This real time access is critical to get efficiencies out of each load we transport, during a time in the trucking business where growth is limited and margins are declining. I believe that Seaboard can stay ahead of its competition with real time information from the driver delivery point so it is critical to have all drivers on board with actualizing all deliveries they make. We will continue the rollout of new technology projects in the new year in various parts of our business.

I want to congratulate our scholarship recipients (23) who were awarded a $1,250.00 cheque towards their tuition for the year. These recipients are children of our staff/dedicated contractors who have done well in school and have contributed to our communities. I also want to congratulate all of our 5 and 10 year service award recipients, we thank you for your service with the company.

I want to comment on the generosity of our staff and drivers who contributed $3,115.00 to the Fort McMurry wildfires support fund through the Red Cross, Seaboard was able to match this to help the victims of the fires. Seaboard is a proud partner with the Red Cross “Ready When the Time Comes” program in which Seaboard volunteers work on behalf of the Red Cross during emergency situations.

To all of our drivers please be vigilant of the winter driving conditions, safe driving.

Happy Holidays.

MARK SHANNON
PRESIDENT AND COO
Arnold Comeau retired after 13 years of service with Seaboard Transport.

Arnold spent over 30 years dedicated to delivering Jet Fuel to the CFB Greenwood Airbase in Nova Scotia. He was a true professional in his field and was highly respected in the industry as well as by the CFB Greenwood personnel. We thank Arnold for his many years of safe, professional service with the company.

Bill Setzer Retires from AJW

The entire team at AJ Weigand, Inc. would like to recognize and thank Bill Setzer who recently retired after 15 years of professional service as an owner operator.

Bill was the consummate professional who had an excellent safety record and an impeccable customer service record. Bill was very fond of Truman Owens who was his first supervisor upon working for AJW back in 2001 which provided him with Regional/Local work in the Southeast U.S. He also acknowledged Tony Williams, Southern Driver Manager and the entire AJW group as good folks to work for and who he had the upmost respect.

Bill’s best quality was that he didn’t want to let a friend down. And he made it a point to befriend our customers as well as the entire staff at AJW. His primary focus was to get the job done safely and on time. He was always willing to help out dispatch when they were in a jam due to an unforeseen situation.

We will miss Bill as a true reliable and professional driver, but even more so as a true gentleman and a trustworthy friend. We wish Bill good health and enjoyment as he spends his retirement travelling and being with his grandchildren.

MARK W. KADLEC
GENERAL MANAGER
Northern Adventure

In mid-September Wiebe Transport received a call from Flight Fuels of Alberta to assist in transporting gasoline from Edmonton to Inuvik and then to be transported by sea barge to the end destination of Aklavik. Operations was tasked with arranging the logistics of the transportation, coordinating with the customer to have a driver fly to Aklavik from Inuvik and discharge our equipment as only three tractors of the group of ten were allowed transit on the barge. The project was completed without incident and another unique adventure was completed by our dedicated group of operations staff and drivers, to those involved thank you for a job well done from a safety, service and customer support.

BARRY BEMBRIDGE
DIRECTOR, ERP WESTERN OPERATIONS

Scholarship Winners

We are pleased to announce the recipients of the 2016-2017 Seaboard Transport Group of Companies Educational Scholarship.

Congratulations to these students who have shown strong academic achievement by meeting the educational criteria as well as remarkable volunteer work and community involvement. We are very proud to support these young men and women in their post-secondary studies.

The Seaboard Transport Group Companies Educational Scholarship is open to all children of Seaboard (Group of Companies) employees and contractors. This scholarship program is an important part of our long term retention program at Seaboard and demonstrates our commitment to being the preferred place to work in the transportation industry.

2016 / 2017 Scholarship Recipients:

- Alissa Abramova, Parent: Viatsheaslov Abramov, Harmac Transportation
- Rachel Cristofoli, Parent: Derek Cristofoli, Seaboard Transport
- Brian Guarniere, Parent: Michele Guarniere, Harmac North America
- Haley Murphy, Parent: Ralph Murphy, G.A. Foss Transport
- Joseph Hawkins, Parent: Jim Hawkins, Seaboard Transport
- Abigail Hearty, Parent: Joe Hearty, G.A. Foss transport
- Emma Hearty, Parent: Joe Hearty, G.A. Foss transport
- Veronika Henzl, Parent: Roman Henzl, Harmac Transportation
- Sarah Hopkyns, Parent: Geoff Cysouw, Mantei’s Transport
- Daniel Hutto, Parent: Dennis Hutto, AJW
- Hyba Kabiy, Parent Mustapha Kabiy, G3 Transport
- Tajveer Kahlon, Parent: Sarbjit Kahlon, G3 Transport
- Radhuika Kumar, Parent: Rohit Kumar, Mantei’s Transport
- Samantha Lee, Parent: Hon Lee, Seaboard Transport
- Blakeny Lovas, Parent: Chris Lovas, R&G Transport
- Grace MacDonald, Parent: David MacDonald, Harmac Transportation
- MacKenzie Palmer, Parent: Toni Gumbinger, Seaboard Transport
- Milica Papic, Parent: Milenko Papic, Seaboard Transport (West)
- Mihajlo Papic, Parent: Milenko Papic, Seaboard Transport (West)
- Tina Shechtman, Parent: Shlomo Shechtman, G.A. Foss Transport
- Stephanie Verhaegen, Parent: Dan Verhaegen, Harmac Transportation
- Karley Wall, Parent: Konrad Wall, Harmac Transportation
- Jennifer Sparks, Parent: John Sparks, Mantei’s Transport

Congratulations to all!

MARK SHANNON
PRESIDENT AND COO
The Responsible Care effort is comprised of many different Chemical industry companies, partners (such as Harmac), and industry and community associations focused on responsible handling of chemicals. One of the very active associations is the TRANSCAER group. TRANSCAER® (Transportation Community Awareness and Emergency Response) is a voluntary national outreach effort that focuses on assisting communities to prepare for and to respond to a possible hazardous materials transportation incident. TRANSCAER® members consist of volunteer representatives from the chemical manufacturing, transportation, distributor, and emergency response industries, as well as the government. TRANSCAER® was started in Canada in 1985 by the Chemistry Industry Association of Canada (CIAC). TRANSCAER® exists to make sure that communities are informed about the products being moved through their area by road and rail, and what measures are in place to ensure their safe transportation. TRANSCAER® members work with municipal officials, emergency responders, and residents along transportation routes, to assist them in developing and evaluating their community emergency response plans. TRANSCAER® also hosts dozens of outreach events across Canada each year. Our Safety Training Tank Car – a classroom on wheels – helps to train fire fighters, police, and emergency medical personnel, so they are better prepared in the event of a transportation incident involving dangerous goods.

Harmac provided it’s resources and talent at the most recent TRANSCAER event held in Ottawa this past summer. Clare Raynor, one of our very talented and knowledgeable driver trainers in the Harmac Chemical Liquid Division, hosted groups of Emergency Responders, local officials and community representatives. Clare reviewed with these groups what we do as a Chemical Liquid carrier in North America, the products we haul, provided an overview of the equipment and its features for safe chemical transport, and worst case scenarios involving the products we handle.

The response from the TRANSCAER organizers was extremely positive and complimentary toward Clare and the knowledge he so willingly and professionally shared with the groups at this TRANSCAER event. Thank you Clare for representing our company and industry so well!

DAVID MACDONALD
VP OPERATIONS & BUSINESS DEVELOPMENT
- HWY/DEDICATED LOGISTICS
Occupational Health & Safety (OHS) Corner

Welcome to the OHS Corner

Why is Health and Safety important?

Work plays a major role in your everyday life. Most workers spend at least eight hours a day in the workplace, whether it is in an office environment or on the road. It doesn’t matter what type of work environment you are in there is always the possibility of an accident or incident involving your health and your safety. It is crucial that employers and employees commit themselves to health and safety, therefore effective workplace health and safety programs must exist. While it is an employer’s responsibility to ensure the health and safety of an employee is not threatened at work, it is also the employee’s responsibility to protect their own health and safety and that of their co-workers. Through awareness this can be achieved. Effective OHS programs can help to save the lives of workers by reducing or controlling workplace hazards and they can also have positive effects on worker morale and productivity.

What does an OHS Committee do?

While organizations may have different requirements or certain criteria for their health and safety requirements, the basic functions are the same in all organizations:

- Health and Safety policies and programs
- Identifying hazards in the workplace
- Health and Safety awareness
- Workplace Inspections
- Reporting and investigating incidents
- Emergency procedures
- First Aid

How can you be involved in OHS?

There are many OHS Committees established across the country to ensure that health and safety standards and awareness are being met. The committees are made up of representatives from the various locations. Both employees and management are represented on the committees and work together to promote a healthy and safe workplace environment. If you have any health and safety concerns, or are interested in joining an OHS Committee, you should raise the issue directly with your committee, or reach out to OHS@seaboard.acl.ca.

OHS Corner will be a regular feature in the Headliner moving forward. Send your questions to OHS@seaboard.acl.ca and they will be answered in future editions.

We look forward to a healthy and safe 2017!

CHERYL RICHARD
TRANSPORTATION COMPLIANCE ADMINISTRATOR
Moncton Update

Moncton continues to undergo change as we continue to forge our way into the Maritime Produce market. We have added to our Newfoundland Mail Fleet to better serve the increasing volumes. As well as the addition of new End Dump equipment to target additional business, and are proud of our first few months of LCV activity in New Brunswick and Quebec.

Our internal restructuring offers support to our drivers and customers 24 hours 6 days per week, and 1 shift coverage on the seventh day.

We are actively pursuing additional business in various market sectors (Reefer, End Dump, Bulk Feed) and expect to continue our growth with the right business. We thank our passionate, dedicated group of drivers, fleet personnel, and operations staff, whom without; we would not have transitioned successfully to our new structure and business opportunities creating the potential for aggressive growth over the next year and beyond.

RICK JOHNSON
GENERAL MANAGER – HDL

New B-train End Dumps. Driver Sheldon Phinney

Moncton Operations staff with Purolator Carrier of year Award.
L-R, Gabriel Cormier, Robert Bisson, Wayne Walsh, Rick Johnson, Mitchell Pitman

Seaboard now using LCV units in New Brunswick and Quebec for Purolator business between Moncton and Montreal.
Drivers who have successfully completed training class for LCV operation.
L-R; Derek Scribner, Anthony Black, Charles Girouard, Travis MacLeod, Marc Laplante, Dale Parlee, Howie Amos, Gary Day (trainer)
Human Resources Policy Reminder

Ensuring our work environment is safe for all employees and contractors is a top priority for the Human Resources Team. Posted in lunchrooms, terminals, and driver rooms across the country members of the Seaboard Transport Group of Companies can find the following policies:

1. HR-4-A-14 Discrimination and Harassment Policy
   a. Provides general definitions for discrimination, harassment and retaliation;
   b. Bans and prohibits discrimination, harassment and related retaliation; and sets forth procedures for employees to follow when they feel a policy violation has occurred.

2. HR-4-A-15 Workplace Violence Prevention Policy
   a. Prohibits workplace violence to ensure no worker is subject to violence;
   b. Definition: Workplace Violence: Workplace violence constitutes any action, conduct, threat or gesture of a person towards an employee or independent contractor in their workplace that can reasonably be expected to cause harm, injury or illness to that employee.

Under the Canada Labour Code Part 2 the definition of Violence in the Workplace includes harassment. Any form of harassment in the workplace may constitute workplace violence and therefore be subject to the same application of this policy.

3. HR-4-A-16 Workplace Bullying Policy
   a. Prohibits bullying the workplace to ensure no worker is bullied;
   b. Bullying is usually seen as acts or verbal comments that could mentally hurt or isolate a person in the workplace. Sometimes, bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behavior that is intended to intimidate, offend, degrade or humiliate a particular person or group of people.

To learn more about each policies employees and contractors can read the policies posted in their respective offices, locate the policies on the company’s internal Intranet or email HR@seaboard.acl.ca to obtain a copy of the policy.

Reporting Obligations – Employees

Individuals who believe they have been subject to or have witnessed acts of discrimination, harassment, bullying or violence or retaliation should report the events to the Human Resources Director and a Senior Manager in a timely manner.

Report Obligations – Supervisors & Managers

Supervisors and managers are directed to take all appropriate steps to prevent and stop discrimination, harassment, bullying or violence in their areas of responsibility. Any supervisor or manager who is subjected to, witnesses, or is given written or verbal complaints of discrimination, harassment, bullying or violence or acts of retaliation must immediately report it to the Director of Human Resources.

Supervisory personnel who are contacted by an individual that wishes to file a complaint of discrimination, harassment, bullying or violence shall assist the complainant, and ensure that they are able to contact the Director of Human Resources.

ENFORCEMENT

Seaboard Transport Group of Companies has a zero tolerance for infractions of all of the above policies.

Violation of any part of these policies may result in disciplinary action, up to and including termination.

KYLA CHAMBERLAIN
NATIONAL HR LEAD

The Seaboard Group

Multiple Unit Contractor (M.U.C.) Program

On November 1st, 2013 we launched the M.U.C. program for all Owner/Operators in Central and Atlantic Canada who own multiple units. This program has 4 objectives:

1. Develop and maintain a close connection to the M.U.C.s in our organization
2. Incent and facilitate business growth of M.U.C.s
3. Manage the risks associated with M.U.C.s
4. Establish and maintain operating standards and requirements for M.U.C.s

Owner Operator business growth Support

There are several exciting growth opportunities across Canada which allow Owner Operators to diversify their business by taking advantage of our M.U.C. program that was launched in 2013.

The Multiple Unit Contractor program has 4 objectives:

1. Develop and maintain a close connection to the M.U.C.s in our organization
2. Incent and facilitate business growth of M.U.C.s
3. Manage the risks associated with M.U.C.s
4. Establish and maintain operating standards and requirements for M.U.C.s

We are actively adding Owner Operator units in numerous divisions and would like to offer brokers the opportunity to discuss business diversification options by setting up a formal meeting with recruiting and operations.

We are currently adding Owner Operator units in the following divisions:

- Maritime Petroleum
- Newfoundland Petroleum
- Central Energy
- Atlantic Chemical
- Central Chemical
- Moncton HDL
- Seaboard West
- Mantel’s Transport
- Wiebe Transport
- R&G Transport

FOR MORE INFORMATION PLEASE CONTACT YOUR REGIONAL HR LEAD.
ERP Operations – Taking TMW Data to the Next Level

With the hard work of the Seaboard IT group, the ERP Operations group has begun to receive daily operational reports that are showing us in “real time” the results of our efforts from the previous day. Key operational ratios such as Load Size, Delivery Counts, Split Ratios and Total Volumes Moved are all available by the touch of a button to managers through SeaNet which provides an immediate opportunity to address any areas of concern.

The excellent efforts of our drivers in completing their orders accurately through PeopleNet have also contributed to making this information available. Thank you to all for your hard work on this project.

A couple of sample reports can be found below.

TODD STAUFFER
DIRECTOR, ERP EASTERN OPERATIONS

Load and Delivery Count

Split Ratio Report
We are excited to announce the launch of the formal apprenticeship reimbursement program. All fleet maintenance staff including but not limited to mechanics, wash bay technicians, tire technicians and shop hands will be eligible to apply for funding to continue their apprentice trace education!

All Fleet Maintenance staff are eligible for apprentice trade education fee reimbursement. Apprentices will be eligible for up to a maximum of $600.00/year PLUS week per diem for apprentices required to travel to attend schooling of $75.00 per week of the program up to a maximum of $400.00.

Contact your regional Human Resources Lead to obtain an application form and copy of the policy at least 3 months before the start of the desired course start date. Applications will be reviewed on a case by case basis by a committee. Once approved the employee will receive and educational support agreement, upon signing the employee will receive their acceptance letter into the reimbursement program.
Clare Raynor

1. What is your current position with the organization? Driver Trainer
2. When did you join the organization? May, 1992
3. How did you start your career in the transportation industry? I've always had a passion for trucking and just knew it was something that I wanted to do.
4. Which terminal is your home base? Arrow Road
5. What do you like the most about the Seaboard Transport Group of Companies so far? They've provided me personally with opportunities for advancement and to experience new challenges.
6. What do you like the most about the Seaboard Transport Group of Companies so far? The opportunity to learn new skills, and the potential for growth and advancement within Seaboard.
7. What are the most challenging aspects of your job? Weather.
8. What is your favorite holiday? Christmas
10. What are the most challenging aspects of your job? Weather, scheduling, adapting the aspects of driving, and go with no incidents.
11. What are some of the trends you see emerging in your field that could help today's students prepare for employment? Safety is very dominant in what we do now of days.
12. What are you most looking forward to over the next 12 months with Seaboard? For winter to come and go with no incidents.
13. What are some of your professional and/or personal goals for the future? A) To get home safely. B) To Train new staff to our standards. C) To keep the customer happy and satisfied. D) To be a good role model.
14. What is your favorite travel destination for personal travel? Any holiday with my family.
15. What do you like the most about the Seaboard Transport Group of Companies so far? The opportunity to learn new skills, and the potential for growth and advancement within Seaboard.
16. What other languages can you speak? None
17. What is one aspect about your job people would be surprised to know? How fast a gas station uses the fuel in its tanks.
18. What is your favorite travel destination for personal travel? Any holiday with my family.
20. What is your current position with the organization? Driver Trainer

Jason Hay

1. What is your current position with the organization? Driver Trainer
2. When did you join the organization? 9 years ago in October, 2007
3. How did you start your career in the transportation industry? In the oil field working as a water hauler.
4. Which terminal is your home base? Mantle’s, Edmonton Branch
5. What do you like the most about the Seaboard Transport Group of Companies so far? They've provided me personally with opportunities for advancement and to experience new challenges.
6. What are the most challenging aspects of your job? Weather.
7. What are some of the trends you see emerging in your field that could help today's students prepare for employment? Lack of preparedness for example training new students that have never driven a standard transmission, the amount of actual training to become a fuel driver.
8. What do you think the top three attributes of a truck driver are? Self-motivation, patience, and attention to detail.
9. What kind of products do you haul? Diesel, gas, jet fuel, ethanol, bio 100, methanol.
10. What are some of the trends you see emerging in your field that could help today's students prepare for employment? The skills needed to deal with the general public and through your day of driving—customer service and good relationships are important.
11. What are you most looking forward to over the next 12 months with Seaboard? Being part of an expanding company out here in Western Canada.
12. What are some of your professional and/or personal goals for the future? Getting home safely.
13. What is your favorite travel destination for personal travel? Any holiday with my family.
15. What other languages can you speak? None
16. What is the best professional advice you have ever received? Hard work pays off.
17. Who is your favorite author? I don't have a particular favorite.
18. Do you have any hobbies? Hot Rods.
19. What is your favorite travel destination for personal travel? Any holiday with my family.
20. What is your favorite holiday? Any holiday with my family.

Steve Spenst

1. What is your current position with the organization? Driver Trainer
2. When did you join the organization? September, 1999
3. How did you start your career in the transportation industry? Oil Field.
4. Which terminal is your home base? Sherwood Park, Alberta
5. What do you like the most about the Seaboard Transport Group of Companies so far? The opportunity to learn new skills, and the potential for growth and advancement within Seaboard.
6. What are the most challenging aspects of your job? Weather, scheduling, adapting the aspects of training to ensure the highest rates of success for new employees.
7. What are some of your professional and/or personal goals for the future? To see growth and new trends incorporated into the training program.
8. What is one aspect about your job people would be surprised to know? I enjoy meeting and interacting with new team members.
9. What kind of products do you haul? Chemicals of all kinds. (Acids, Caustic, ...)
10. What are some of the trends you see emerging in your field that could help today's students prepare for employment? Lack of preparedness for example training new students that have never driven a standard transmission, the amount of actual training to become a fuel driver.
11. What are you most looking forward to over the next 12 months with Seaboard? Holidays (lol) Western growth and incorporation of training stability throughout Seaboard and all its counterparts.
12. What do you think the top three attributes of a truck driver are? Patience, knowledge and the willingness to learn new trends, commitment to safety personally and to all team members.
13. What is your current position with the organization? Driver Trainer
14. If you weren't doing this job, what job would you be doing? Pursuing new avenues within the industry.
15. What other languages can you speak? Klingon
16. What is the best professional advice you have ever received? Teamwork and safety is the key to going home safe every night to our families.
17. Who is your favorite author? I Don't really have one, I enjoy reading various items on social media.
18. Do you have any hobbies? Technology
19. What is your favorite travel destination for personal travel? Mexico
1. What is your current position with the organization? Truck Driver – Driver Trainer
2. When did you join the organization? July, 2011
3. How did you start your career in the transportation industry? Friends recommendations.
4. Which terminal is your home base? Arrow Road, Toronto, Ontario
5. What do you like most about the Seaboard Transport Group of Companies so far? Working with great people.
6. On an average day, what are some of the things you might do? Work, play with a 2 year old son, do some work around the house, cook dinner with my wife.
7. What are the most challenging aspects of your job? The concentration you need to be at 100%, it’s not that easy with everything that’s going on around you.
8. What is one aspect about your job people would be surprised to know? That is not as dangerous as you think it is.
10. What are some of the trends you see emerging in your field that could help today’s students prepare for employment? Good work ethics, including taking responsibility for your actions and being honest.
11. What are some of your professional and/or personal goals for the future? I would like to go back to the gym and start working out again.
12. What are you most looking forward to over the next 12 months with Seaboard? There are some professional courses I would like to take to improve myself and get better.
13. What do you think the top three attributes of a truck driver are? Being safe, responsible, honest and hard working.
14. If you weren’t doing this job, what job would you be doing? Personal trainer.
15. What other languages can you speak? Lithuanian, Russian, some Ukrainian and Polish.
16. What is the best professional advice you have ever received? Treat everyone with respect.
17. Who is your favourite author? Dostoevsky.
18. Do you have any hobbies? Sports, Basketball.
19. What is your favourite travel destination for personal travel? Mexico, we got married in Cancun, Mexico and love it there ever since.
20. What is your favorite holiday? Christmas. My family is a Christian family and this holiday has a deep meaning for us.
Coach’s Corner

The Driver Performance Scorecard Program (the “Driver Scorecard”) is a partnership between the company and its company drivers, owner operators, owner operator drivers and agency drivers. The Driver Scorecard is designed to monitor and recognize safe vehicle operation, safe product handling and good customer service.

With a few divisional exceptions, drivers receive a monthly Driver Scorecard bonus based on their monthly score as per the Driver Scorecard and their number of incident-free years of service. The maximum score that a driver can achieve is 100. Top performing drivers are assigned Class 1 status and score between 91-100 points. Both Class 1 and Class 2 drivers receive the Driver Scorecard bonus.

We have had a Driver Scorecard in place since September 2012. In July of this year, we made some improvements to the program which has contributed to an increased focus on safe driving. Since the new Driver Scorecard was implemented on July 1st, 2016 the results have been steadily improving more and more drivers achieving a Class 1 or Class 2.

In October, the Montreal Petroleum Division achieved four consecutive months without any drivers in Class 4! The drivers in this division all received a bonus in October for their safe driving and handling behaviors and deserve our recognition. Congratulations to the Montreal Petroleum Team for leading the country in scorecard results!

The feedback around the Driver Scorecard continues to be positive. Many of our drivers are more aware and alert on the road and have commented on their improved driving habits even in their own personal vehicles. We encourage all drivers to take this attitude. The bonus tied to the Driver Scorecard is meant to promote safe driving, safe handling and good customer service for drivers in the Seaboard Transportation Group. It is our goal that all drivers perform at a Class 1 status and achieve a full bonus every month. We continue to work with those drivers who are regularly in Class 3 and 4 to provide advice and positive encouragement so that they can understand where improvements are required. Obeying the posted speed zones seems like a very simple request, but this is where our drivers are losing the most points. Always be aware of the speed limit and watch for transition zones.

In October, the Risk Group recognized 13 drivers across the country who have had no events of speeding over 6km/hr above the limit since the implementation of the new Driver Scorecard. We would like to thank those drivers again for their hard work and dedication to safe driving.

Clayton Biglow - Retail Foss
Timothy Coade – Petro Maritimes
Jaspreet Mann – Retail Foss
Linda Lonergan – Petro Maritimes
Paul Bennett – Petro NL
Travis Crowell - Petro Maritimes Stanley
Todd Dewling – Petro NL
Hon Lee – Retail Central
Edward Marshall – Petro NL
Michael Glaab – Retail Central
Douglas Way - Commercial Central
Richard Bauer – Seaboard West
Shane Dawe - Postal

Have a safe and happy 2017!

COURTNEY GALLICHON
DRIVER PERFORMANCE COACH

Employee Achievements

Kaitlyn Parker

National Recruitment Lead achieved her Chartered Professionals in Human Resources designation. This designation is recognized across Canada as the premier designation for a Human Resources Professional.

Jessica Gaglia

Human Resources Lead Ontario passed her Certified Human Resources Professional exam which brings her closer to her CHRP designation. The CHRP Designation is recognized in Ontario as the first level of their tiered professional designation program.
Employment Equity Update

Each Headliner we provide an update on our employment equity program and strategy across the organization. This edition we will be re-visiting some of our previous questions and answers. If you have a question about our employment equity program or have not filled out an employment equity questionnaire please contact your Regional Human Resources Lead.

What does the Employment Equity Act mean for an employer?

Employers are legally obligated to abide by the Employment Equity Act. They must:

1. Determine if all four designated groups are fully represented at every level of their organization’s workforce;
2. Identify employment barriers for any of the four designated groups; and
3. Work with employees to develop a plan that promotes full representation of all four designated groups.

What initiatives is the company working on to engage a variety of potential employees?

The company has dedicated themselves to using a variety of hiring tools including our company website, newspapers, job boards in communities, open houses as well as a variety of online job boards such as Kijiji, Indeed.com, and DriverLink. This ensures everyone has access to the same job postings. In January 2017 the company is sponsoring the Institute of Industrial and Systems Engineers 37th Annual Student Conference, this sponsorship provides the opportunity to engage new graduates from across Canada entering the workforce to consider the Seaboard Transport Group of Companies as a potential future employer. If you have any ideas or suggestions on how to improve employment equity in the company please reach out to your Regional Human Resources Lead.

KYLIA CHAMBERLAINE
NATIONAL HR LEAD
Newfoundland drivers receiving their 5 year service awards. L-R; Ed Marshall, Don White, Gary Keiley, Steve Billard, Dave Kelly

Steve Billard - Newfoundland Petroleum, receiving his 5 year service award. L-R; Steve Billard, Dave Kelly

Ed Marshall - Newfoundland Petroleum, receiving his 5 year service award. L-R; Ed Marshall, Dave Kelly

Don White - Newfoundland Petroleum, receiving his 5 year service award. L-R; Don White, Dave Kelly

Carl Peach - Newfoundland Petroleum, receiving his 10 year service award. L-R; Carl Peach, Dave Kelly

R&G Transport Driver of the Year Award L-R; Marge Schulz, Laurence Sinkewicz, Sergei Elias, Kelsey Wallis

Gary Keiley - Newfoundland Petroleum, receiving his 5 year service award. L-R; Gary Keiley, Dave Kelly

Carl Peach - Newfoundland Petroleum, receiving his 10 year service award. L-R; Carl Peach, Dave Kelly
PCDA (PETRO-CHEM DRIVERS ASSOC.) MANTEI’S CALGARY DEPOT DRIVER APPRECIATION OUTREACH BBQ

Association President John Marcenkvics
Don Greenland
Denis Cote - Driver Trainer

HALLOWEEN POTLUCK DARTMOUTH, NS

Halloween Potluck – Dartmouth, NS
WINNER of the Halloween Potluck – Dartmouth, NS
Halloween Potluck – Dartmouth, NS
Halloween Potluck – Dartmouth, NS
Halloween Potluck – Dartmouth, NS
Halloween Potluck – Dartmouth, NS
Halloween Potluck – Dartmouth, NS
Pumpkin Carving Contest Winner – Dartmouth, NS
Pumpkin Carving Contest – Dartmouth, NS
Corporate Facebook Page

Would you like to connect with friends and co-workers across the country? Would you like to receive regular updates on our corporate programs and announcements? If so, you can follow us on Facebook. You can access our Facebook page by searching for “Seaboard Transport Group of Companies” on the Facebook site.

Don’t forget to “Like” our corporate Facebook page!

BABY ANNOUNCEMENTS

Marcus Paul Bernatonis was born on November 16th, 2016. Congratulations to Arvydas Beratonis and his family!

Harrison Robert Adams was born on August 5th, weighing 9lbs 2oz. Congratulations Mary and Shawn Adams!

Dylan Edward Charles Pye was born on August 9th (his daddies birthday) weighing 7lbs 6oz. Congratulations to Alicia Martin and Jay Pye!

Nora Beth MacNeil was born July 6, 2016, the best 40th birthday present her dad could ask for. She weighed in at 6lbs 5oz and is growing to be a pleasant little girl. Her mom, Seaboard staff member, Christine MacNeil, husband Gary and big sister Catherine couldn’t be happier with newest addition.