



Things are looking UP!!

Well, the last year has been up and down like a toilet seat! Just when we get some good news, it is quickly followed by some bad news. What we thought was the light at the end of the tunnel seems to be just a series of trains, but that is about to come to an end.

Over the past 27 years, I have seen every economic cycle. The important thing to remember is that it is a cycle. Every Recession/Depression is followed by Growth/Expansion. We are starting to see signs of growth, and while they are still tentative, things are moving in a positive direction.

As we move toward growth, it is absolutely vital that each of us do everything possible to help our Carriers succeed. For YOU, our drivers, this means taking the loads that are offered. I often hear from drivers that complain that their miles are down. When I investigate further, I find that the drivers that suffer the most are the ones that repeatedly ask for time off, or prefer different runs. The drivers that CONSISTENTLY get high miles are the ones that take the loads that are offered, run them efficiently and utilize their hours available to the maximum allowed. This is the BEST way to ensure you are at the top of the earnings chart, and not at or near the bottom!

I also wanted to take this opportunity to share with you, what Your Advantage is doing to strengthen our organization and prepare us to

realize significant growth, as the economy and the trucking industry rebounds.

First, many of you may have noticed that we have been holding weekly staff training meetings. We do this to both develop the skills of our staff and to ensure our efforts continue to be well coordinated.

You will also have noticed an increase in our level of communication with you. You are probably getting more calls, notes, flyers, etc. With so many changes taking place in the industry, it is important that we keep you informed.

Because of the current economic conditions, it seems that all of us are having to work twice as hard as before. The only way we can manage this extra effort is by streamlining our systems. We have expanded our automated system, and are working very hard to ensure it is completely up to date at all times, so that when you call in and have a question or concern, any of our staff will have access to all the information they need to help you in the most efficient way possible. We know your time is valuable, and we are making every effort to give you the best service possible.

Now here's where you come in: Since the recession has been going on for a while, there are lots of terrific drivers that still have jobs, but are terribly "under-employed". They are loyal, dedicated and professional, and don't want to leave their employers when times are tough. These are the drivers

that we NEED to meet. We can help them by either supplementing their wages with part time work or supplying them with a new job altogether.

While our job board is still a little thin, the signs are definitely pointing to improvement. More and more companies are calling us when they need to add staff, not because they don't have any candidates, but quite the opposite. They have too many! When one small ad can produce 180 applicants, it becomes difficult if not impossible for a company to be able to select the individual that will fit their needs the best. This problem is even greater for companies that have downsized their staff because of the economy. Give 180 applications to a manager that is already doing three

jobs, and they might not take the time to properly screen and select the right person.

Since their success, and the success of their company depends on those choices, we are happy to be here to help!

So, Help Us Help Them! By now, all of our drivers should have their own personalized business cards. If you need more, let Joanne know, and she will get them right away. When you see a good driver, pass them your card. This way, when we hire them, we can be sure to get your referral bonus cheque to you!

Lastly, I want to sincerely thank all of you for your continued Loyalty, Professionalism and Friendship. Your Advantage just passed its 12th birthday, and we have only been able to achieve the level of success that we have, because of YOU!

*Lori Van Opstal
President*

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YAS PUZZLE CORNER

G A R D E N I N G Q R A I N A B
 S M W B N T Y R O P C X S E L A
 U U T Y J A K O R A K I N G L R
 N D I R T E W B Z M E R T U E B
 S W E D D Q R I B H U N M T R E
 D U W S U M M N K L H E L T G Q
 A S N R O B T F E R U N A Y I U
 Y A T N B U N N C F Q E S F E E
 P D E N Y T R E S L N U J T S S
 D O C V T U L I P S O R W A I J
 E T L A M F D S L H I U R T Y S
 W F G L W I N X A V B F D G E A
 U A D J E K O Y N G I R F S R N
 T M A H N N A N T I K R S E A H
 Y S B M A N S W I S I U N N Y G
 O F T R P S A N N L N O V E R O
 W E R A E D S H G K G U G F R E
 M A Y R T L M C L U E J G A O S
 D E P O O L L R F H R D V B S C
 J U N L D A H A N X H V O P E W
 G R A S S R E M N A K I T E S J

GARDENING	ROSES	APRIL
MUD	DIRT	MAY
DIRT	CLOUDS	RAIN
TULIPS	GRASS	BARBEQUES
KITES	ROSES	BIKING
BLUEJAY	DEW	ALLERGIES
UMBRELLA	PLANTING	POLLEN
ROBIN	RAKING	MARCH

What is a Champion?

We Proudly Sponsor the Single/Single Class at the Regionals and the Rookie of the Year Category of the Provincial Truck Driving Championships. UNFORTUNATELY, in the past 12 years, NONE of our drivers have won the classes we sponsor! THIS HAS GOT TO CHANGE! This year's regionals are being held at Conestoga College on June 13. If you are interested in being a competitor next year, you should attend this year so you can get an idea of what you will need to do to win. Your Advantage will pay the entrance fee for any of our drivers that are interested in competing, and will work with you throughout the year to make sure you are completely prepared to show off your AWESOME skills!

It's that time AGAIN! From June 2—4, roadside inspectors across North America will be participating in their first major Safety Blitz of 2009. Their message this year, is: "Operate safely alongside passenger vehicles or we will stop you." More than 1,000 locations across North America will participate in the Road check enforcement campaign, conducting Level 1 inspections and other enforcement activities. To make sure you pass with FLYING COLOURS, be sure your Logs are up to date, your Vehicle Inspection is complete, and of course, you are operating in a SAFE, PROFESSIONAL MANNER! For this, We Thank You!!

Lori's Secret Recipe

for!!

It's not a secret anymore! Susan convinced Lori to give her the details and now she's spreading the word. These things are to DIE

Calamari Rings Soak Calamari Rings in Whole Milk or Cream with a bit of salt and pepper in the Fridge for 2 hours. Mix together 1 Cup Flour and ½ Cup Cornmeal with a Tbsp Hot Paprika. Dip Calamari Rings into a zip lock baggy filled with Dry Mix and Deep Fry for 1 minute. **DELICIOUS!**



Put Down That CRACKBERRY!!

**PLEASE
NO
TEXTING**

The law has been passed, and in many states, it is already being enforced, so now is a great time to BREAK the habit of texting while driving!!

For those of you that love to talk on the phone while driving, you can still do it, but you must be using a hands free device. There are many options available, and we recommend that you start looking for the best option for you....NOW!

I recently bought the "Jawbone" and I am still not used to it. I sure hope I get used to it by the time enforcement of this laws comes into effect!

Get Yours Today!

This Year's Burgers are GIANT, JUICY and Better Than EVER!!!

The Sun's Shining and that can only mean one thing It's YAS BBQ Time! Join us every Friday for one of our famous summer grills. We'd love to see you!

**Road Check
2009**

Don't Turn Me Away!!!

As of June 1, 2009, Canadian citizens will be required to present **one** of the following valid Western Hemisphere Travel Initiative (WHTI) compliant documents when entering the United States by land or water:

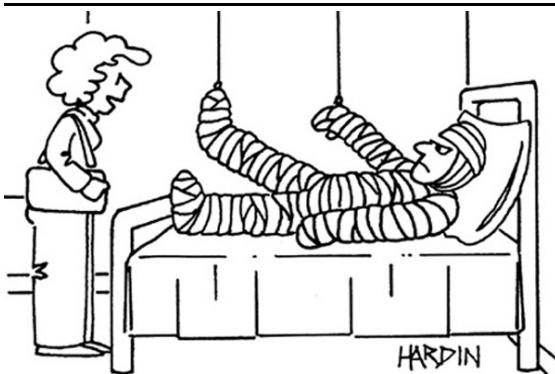
- a passport; a NEXUS card; a Free and Secure Trade (FAST) card; an enhanced driver's licence (EDL) or enhanced identification card (EIC) from a province where a U.S.-approved EDL/EIC program has been implemented; or a Secure Certificate of Indian Status (when this certificate is available and approved by the United States).



It's been a LONG Winter and a cool Spring! With Summer fast approaching, the kids will soon be out of school. During the first few weeks of summer holiday, there are always tragic accidents caused by kids not paying attention and putting themselves into the path of vehicles. This is the time for all of us to be especially diligent when traveling through residential neighborhoods or around apartment buildings. Look for signs that kids might be present, like hockey nets, balls, bicycles, etc. If their toys are there, they are likely nearby. So, PLEASE, take it slow, and be extra cautious. All their Parents Thank You!

Education, Motivation, Inspiration, Perspiration

Your Advantage is quickly assembling a comprehensive library of audio books that are available for you to borrow. We have the three books by Malcolm Gladwell: Blink, Tipping Point and Outliers. They are some of our personal favourites. We also have training videos on many subjects, and are in the process of converting the most popular titles to DVD. Lori has also added her large collection of Executive Book Summaries on CD. These are 20 minute summaries of some of the best business books ever written. Why not turn your truck cab into a mobile seminar and learn something new while you are on the road? So, you are probably wondering where the "perspiration" comes in? Well, Susan and Lori are working on a fitness CD designed specifically for drivers! If you are interested in participating in its development, let us know!



"On the bright side, you look great in white."

Urgent Safety Bulletin

Kids aren't the only ones that you need to watch out for in the summer. Vacation time means camping for a lot of people, and for some, this may be the first time they have ever towed a trailer or operated a motor home. When approaching RV's, always give them extra space. When they are coming up behind you, be sure to signal your intentions well in advance, as they may need extra time to react. And when you see Grannie looking through the steering wheel of a big duellie pickup towing a 34' trailer, BACK OFF and give her LOTS of ROOM! (no offence to the grannies that are actually good drivers.....I have just seen a lot that weren't!)

From mosquitoes to fireflies, bugs are everywhere during the summer months. Here are some tips on how to remain itch free during this hot and sticky season.

- Stay indoors at dawn and dusk, when the flying insects are most likely to hit. Spread a 3-foot-wide swath of wood chips between your lawn and the woods to deter ticks.
- Re-apply bug repellent if mosquitoes are biting you. If you are sweating, perspiring or getting wet, you may need to apply it more frequently. Repellents containing a higher concentration of active ingredient typically provide longer-lasting protection.
- Avoid bright colours and floral patterns. Honeybees, wasps, and yellow jackets see in the ultraviolet spectrum and are attracted to bright colours and floral patterns.
- Take Vitamin B-1: Studies suggest taking 25 to 50 milligrams a safe dosage for adults and children of thiamin (vitamin B1) three times a day, starting two weeks before mosquito season.



As members of both the Ontario Trucking Association and the Association of Canadian Staffing and Employment Services, we have some AWESOME membership benefits that we can extend to all of our employees! Visit the Links Page on our Website for the Hottest Deals and enter:

Username: yasci **Password:** yasci2 for this summer's biggest savings!

Upcoming Events

Every Sunny Friday BBQ's at YAS

June 9 - Aug. 18, Every Tuesday, visit Ontario Place for \$20.00

June 13 - 2009 Central Ontario Regional Truck Driving Championship @ Conestoga College

June 14 - Concert in the Park, Cambridge Concert Band, 7:00 pm @ Forbes Park

June 20 - Family Fun Day, 10:00 am – 1:00 pm @ Waterloo Public Library

June 20 - Coca Cola Fun Day @ the Toronto Zoo, 9:00 am – 6:00 pm. Bring in a product label* from any Coca-Cola ® product (including Fanta®, Minute Maid®, Fruitopia®, Five Alive®, Dasani® and Powerade®) and receive ONE FREE Child's admission (up to 12 years of age)

June 30 - Summer Kickoff Beach Party with Lulu's Roadhouse Band @ Bingemans

July 10 - 11, Ontario Truck Driving Championships in Sarnia, ON

Nov. 27- YAS Annual Christmas Party! Mark your calendars!

YAS in Action!

Your Advantage Staffing is involved in many different initiatives throughout our surrounding communities, many of the which are listed below. If you are interested in helping out, we'd love to hear from you and we would be glad to point you in the right direction. YAS encourages everyone to get involved and let us know how you're making a difference!

- Cambridge Kiwanis Non-Profit Housing Corporation
- Junior Achievement
- Girl Guides of Canada
- Cambridge Shelter Corporation
- Chalmers Community Services Centre
- Walk for Multiple Sclerosis
- YAS sponsors the Single/Single Class at the Central Truck Driving Championships as well as the Rookie Category at the Ontario Truck Driving Championships.
- Youth Soccer
- YAS is also a proud sponsor of Scott Marvin's racing team.
- Women in Trucking

Who needs a Vacation??



We all do. It is important to take some time for yourself, even if it is just a mini-vacation. Working in the trucking industry, most of us put in really

long hours, and when we do get a day off, it is a scramble to get things done, like laundry, groceries and paying bills. One thing you can do to make the most of any time off that you do get is to have a list of thing that you would like to do, if you had an extra hour, day or week. That way, when you find yourself with a day off, you will be able to immediately flip to your list and enjoy yourself.

When it's time to book your "real" vacation, be sure to follow your carriers pro-

cedures for booking holidays, and also, please let us know. If you would like to receive your vacation pay, you can have it paid out on any pay period, all you have to do is let us know by the Monday of the week you want to receive the money in your account.

One more thing about time off. PLEASE, if you are scheduled for work and you MUST take time off, make sure it is only in the case of a real emergency. Our staff get lots of requests on a daily basis, and scheduling can be an ABSOLUTE NIGHTMARE. Sometimes it seems that no matter how hard we try to keep EVERYONE happy, someone is always upset.

Thank you for your Cooperation and Understanding!



March

Scott W.
Rae S.
Steven M.
Richard Z.
Ted R.
Darryl F.
Sylvain M.
Kevin F.
Andrew C.
Ryan P.
Gillies P.

March cont.

Jerry G.
John J.
Jim H.
Ken D.
Ryan I.
Chris C.
Lyle F.
Randall W.
John W.
Steven H.
Brad L.

April

William W.
Vivian S.
David C.
Bill C.
Gordon R.
Graham L.
Rick P.
Michael L.
Jonathon S.
Melvin G.
Len M.
Tim W.

April cont.

Brian M.
Ann T.
Richard O.
Len G.
John K.
Daniel B.
Doug W.
Jim S.
Marco D.
Nancy N.

May

James C.
Wayne S.
Sheryl V.
Heinrich K.
Richard B.
Shane W.
Cheryl C.
Roger S.
Lonny E.

May cont.

Timothy D.
Janet C.
Jim C.
Roger S.
Arlene P.
John K.

Your Advantage News is a quarterly newsletter produced by the staff at Your Advantage. Comments & Suggestions may be directed to Susan Pollock at:

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