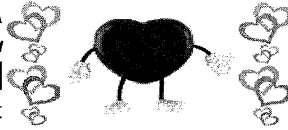


YOUR ADVANTAGE

STAFFING

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Newsletter Date:

FEBRUARY
2009

Recession is Here....So What are WE Going to DO about It?

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All of us have heard the doom and gloom that the media keeps throwing at us. With unemployment at record highs, it's easy to be worried about your future. Fortunately, for those of us that have lived long enough, we know that economic cycles are just that, cycles. Following every Growth period, is an inevitable Recession. What we need to focus on is the fact that following every Recession is a Growth period. What can all of us do to both survive the recession, and prosper in the growth period that is sure to follow? This newsletter is full of ideas that can help you perform your jobs more courteously, safely, efficiently and in the best possible way. The true professionals, the ones that take great pride in the work they do, are always in demand, no matter what the economy is doing. By doing this, you will be securing your future, as well as the future of our company and our clients. To prepare all of us for upcoming prosperity, we need to remember that, following a recession, the growth cycle often starts very strong. Many companies do not

capitalize on the opportunities that begin presenting themselves, because they are too busy throwing pity parties over the recession. The people and companies that succeed both in a recession and beyond, realize, that even when there is 7.7% unemployment, that means that 92.3% of the people have jobs, and they plan to always be included in the 92.3%!

At Your Advantage, we are exceptionally proud of our workforce. You are among the best in the Industry, and are backed by a Team that completely supports your efforts. To help us make the most of the current situation, we need your help! Recently, one of our clients was bidding on a new piece of business. While pricing was certainly important, service performance was also a big part of the decision. By demonstrating that our drivers outperform the level of drivers of the competing Brampton Based carrier, we were able to help our client obtain the new runs. This shows that YOU really can make a difference!

In your travels, you all see opportunities that we may not know about. If you are making a pick up or deliv-

ery and you see that another carrier is getting business, be sure to let us know. If you hear that a carrier is in difficulty, let us know. If you are talking with a shipper, and they mention the poor performance of another carrier, **Let Us Know!** You're our eyes and ears out there and we want to make sure we are taking advantage of every opportunity for work that is out there.

And Lastly, I want to personally thank all of you for your continued service and loyalty to Your Advantage. When I started the company in 1997, I had the dream of creating a group of highly qualified, professional drivers that would lead the industry in their performance. We would seek out jobs that would give them a good living, and provide supports that would help the drivers and their families achieve happiness and prosperity. All of you have helped to fulfill that dream. For that,

I Sincerely Thank You!

Lori Van Opstal

THE SHOW MUST GO ON!!

All of us know that summer would not be the same without the Fergus Truck Show. That is why, when the organizers announced that they had lost their facility, we knew there had to be a way!

Well, a BIG Thank You goes to the organizers for not giving up on the Industry's BEST Show! It's at the same place, from July 23—26 so Mark Your Calendars! Tickets are available at:

www.fergustruckshow.com

IMPORTANT INDUSTRY NEWS

After December 8, 2008, every current FAST driver can create a no fee account in the Global Online Enrolment System (GOES), which allows them to update personal information. Drivers **MUST** update their mail address with the GOES website or FAST office by February 1st, 2009. Please visit <https://goes-app.cbp.dhs.gov/> for more information.

Also, on June 1st, 2009 all persons crossing into the U.S **MUST** have a Passport or the new Generation 2 FAST card. Your current FAST card will **NOT** be sufficient. New FAST Cards will be issued by March 2009! Please give us a call for assistance!



Happy
Valentine's
Day



YAS PUZZLE CORNER

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

- | | | |
|-----------|---------------|---------------|
| Balloons | Fireworks | Parade |
| Celebrate | Friends | Party |
| Champagne | Horns | Party Favours |
| Cheer | January | Pictures |
| Clock | Limos | Resolutions |
| Confetti | Memories | Ringing |
| Countdown | Midnight | Streamers |
| Dancing | Music | Thirty-First |
| December | New Years Eve | Toast |
| Family | Noisemakers | Whistle |

The Sure-Fire RECIPE for Success!

Add a bit of our help, a dash of your dedication, a pinch of your drive along with a hint of your hearts and we've got an amazing recipe for success! The spring season is just around the corner and that calls for a few extra special touches because Canada's trade with the United States represents 80% of our total international trade and with more than 70% of that trade being shipped by Truck you've got a bright future ahead.

Your excellent service is what counts and the reason our clients choose us, so THANK YOU and keep up the GREAT work!

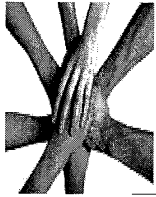
Holes in Your Socks? Gloves not Keeping Those pinkies Warm?

If you're you sick of those uncomfortable jeans and are tired of putting on the same old, worn out t-shirts no need to worry! We've got your new 10% Off Discount Card for Mark's Work Wearhouse! Now you can be comfortable and stylish! Call us for yours today!!

THANK YOU! THANK YOU!

A big thank you also goes out to all of the drivers and their families who brought in items for the less-fortunate. We had a great response to our request and we delivered the goods to the Bridges Homeless Shelter in Cambridge on December 1st, 2008.

There were new and used toys donated as well as mittens, hats, coats and more. Paul Green, one of our drivers, took over about 5 full boxes. In times like these, we need to pull our team together and help out where we can. I am proud & appreciative of everyone who took the time to help out. Items that we take for granted will be treasured by many.



As I get older, I want to help my community become a better place and I'm truly grateful for the support we received in helping to keep some of our neighbours warm this winter!!

Happy New Year to All
Shellie

TAKE IT EASY AND KEEP THE SHINY SIDE UP

- * Ensure your starts are smooth and that you're in control of your speed when starting down the road ahead.
- * Give yourself more time to slow down and turn more gradually in these slick conditions.
- * When nearing hills and are beginning to down shift, do it smoothly and before starting up.
- * Watch for curves and make sure your steering is calm and calculated to avoid throwing your vehicle into a skid.
- * Watch as pavement markings may be covered with snow, so be sure to keep well to right side and be aware of pavement drop offs.
- * Be aware as the large amounts of snow and ice build up the height of underpasses decreases.
- * Finally, be careful and avoid reducing the air pressure to a low level because when air pressure drops below 420 kPa (60 pounds), the trailer brakes will automatically lock.

Can YOU Draw a Straight Line?

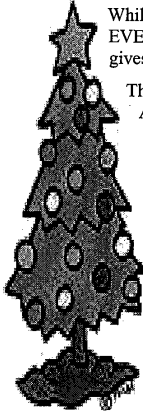


Were you missing that one special gift under your Christmas tree this year?

Well, don't worry because Your Advantage Staffing has just ordered the perfect gift! Our uniquely designed log book rulers were hand picked by our team and our drivers, Peter and Josh to ensure we chose the finest log book ruler on the market.

Look for an announcement in your payroll about their upcoming arrival. We'll be looking to see those straight lines from now on!!

Christmas with 5 "Lovely" Ladies??



While all of you KNOW we appreciate you EACH and EVERY day of the year, our annual Christmas Party gives us an opportunity to really show you our LOVE!

This year was no exception. Along with the usual AWESOME Prime Rib Dinner, Crazy Awards, Silly Speeches, Wacky Auction and Amazing Sounds from the Groovy DJ, we had a "Beauty Contest" that is sure to go down in the history books.

If you were not awarded this year, don't lose sleep as there are 11 months for you to show us your stuff before the next Annual Christmas Party!

We would like to give a huge thanks to all those who helped out, attended and made the evening a night to remember! We look forward to seeing everyone and more at next year's party.



DON'T LET INCOME TAX SEASON SNEAK UP ON YOU!

Remember that deliciously crunchy sandwich with melted cheese you had while out on the road, or that package of yummy roasted barbecue potato chips and who could forget that warm cup of hazelnut cocoa? Well now is the time to relive and re-

claim those treats! CCRA added an additional deduction last year increasing the 60% deductible for Long-haul Drivers to 65% for the 2008 tax year.

Therefore the total value of meals is reduced by 50% (65% for Long-

haul). For example if you claim \$10,000 in meals, your taxable income is reduced by \$5,000.

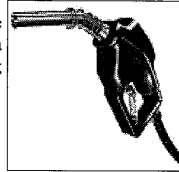
Employees (drivers) claim meals and lodging expenses on line 7 of the TL2. Should you have questions please give us a call.

DRIVER DISTRACTIONS—WHAT ARE THEY?



Do you catch yourself yakking away on your cell phone? Have you made use of ear plugs while out on the road? If you're one to talk on your CB radio, adjust the radio station or reach for items in the back seat while heading down the open road, STOP BEING DISTRACTED NOW!

We know our drivers are GREAT but everyone has a slip up every once in awhile so make sure you've read your maps, left the hair grooming for home and updated your Facebook status so that your eyes are on the road, your hands on are the wheel and your focus is on getting to your destination on time and in one piece.



FUEL SAVING REMINDERS

Not a fan of the cold and having to get out and fill your tank? Well every professional driver Knows Checking your Tire Pressure, Reducing Your Speed & Reducing Vehicle Idling will help

with fuel savings and help our clients see what we already know:

That Our Drivers are the Best of the Best!

SAY CHEESE!!

Mountains, Waterfalls and Bears Oh My! We're sure all of you have seen some beautiful sights while out on the road and now is your chance to share them! So start taking pictures and when you have a moment send them into us so that we can add them to our newsletter.



Meet Susan our New Queen of Human resources

Prescriptions, Doctors, Dentists, Accidents, and most of all Safety.

What does it all have in common? It means there's a new addition to the Your Advantage Team and Susan Pollock our new Human Resource Coordinator, is ready and willing to help you with anything you need.

So, in case you didn't get a chance to meet or speak with her at the Christmas Party and you have not stopped by our office in the past month or two we would like to formally introduce Susan Pollock to our team.

Susan is joining Your Advantage Staffing as the new Human Resource Coordinator to lend a hand or answer any questions you have with Benefits, Training, Health & Safety and WSIB etc.



Does This Look Familiar?

If so make sure you get enough shut eye, keep the temperature in your vehicle cool and involve your body as much as possible while driving to help stay alert.

Always remember, take breaks to exercise and stop for light meals to help your mind and body recharged.

WHAT MAKES YOUR ADVANTAGE DRIVERS SO GREAT???

DRIVE
DEDICATION
GENEROUSITY
AMBITIOUS
Perseverant
CONFIDANT
SHARP
Genuine
KIND-HEARTED
Passionate
CREATIVE
WITTY
Self - Motivated

And Most of All CHARM!!!

GRAB THAT GLASS OF MILK ... IT'S GIRL GUIDE COOKIE TIME!!



Are you a supporter of after school activities? Do you love cookies? Well then do we have the ultimate combo for you!

Jen McConnell, our very own Girl Guide Leader is currently selling Chocolate and Vanilla flavoured Girl Guide Cookies. And if you're really nice, she may even be able to get Mint flavoured cookies.

The deadline for ordering is May 2009 so please give her a call to order your box today!



Joke of the Month
A truck driver was driving along on the freeway. A sign comes up that reads "low bridge ahead." Before he knows it the bridge is right ahead of him and he gets stuck under the bridge. Cars are backed up for miles. Finally, a police car shows up, walks around to the truck driver, puts his hands on his hips and says, "Got stuck, huh?" The truck driver says, "No, I was delivering this bridge and ran out of gas."

DON'T LET AN INJURY TAKE YOU OUT OF ACTION!

GET MOVING ~ It improves your circulation. Even simple Yoga moves can improve blood flow and keep your muscles warm up. My favourite is the Sun Salute. A modified version can easily be done in the cab of a truck. Make sure you are parked, then raise both hands above your head until they come together. Breathe deeply 6 times as you feel your back extend, then lower your arms to the side slowly. Next, hold the steering wheel and push your back into the seat, and again, breathe deeply six times. Try It!

DRESS COMFY ~ The more comfortable your clothing, the easier it is for you to move around. Marks Work Warehouse has a line of jeans with some added stretch, so if you have added a few pounds over Christmas, it might be an idea to invest in a couple of pairs!

ADJUST ~ Position your steering wheel, seat height and backrest for maximum comfort, before you head out. Consider it part of your proper pre trip inspection.

DON'T JUMP ~ Always use three-point contact when entering and exiting your truck.

GET HELP ~ Don't be afraid to ask for help, if your load is too heavy for you to handle safely on your own.

BE AWARE ~ Snow, Ice & Cold weather make surfaces extra slippery. Carry Salt or Sand with you, just in case!

Hats, Coats, Toques, Shirts and MORE!

As we mentioned in our last newsletter YAS pays 50% of the cost on all of the Wonderful YAS clothing items that are available! With our TERRIFIC PRICES on exceptional quality items, you'll look sharp, keep warm & be dressed for SUPER CHEAP!! Contact us for more information today!

HAPPY BIRTHDAY TO YOU

<u>December</u>	<u>January</u>	<u>January (cont.)</u>	<u>February</u>	<u>February (cont.)</u>
Gord W.	Matthew B.	Harold W.	Jerry Y.	Scott W.
Glen K.	Bill C.	Raymond W.	Rob H.	Rae S.
Louise D.	Mark F.	Wayne L.	Jeremy E.	Steven M.
Scott G.	Frank M.	Gus M.	Ron G.	Richard Z.
Maurice B.	Robert M.	Robert J.	Rob B.	Ted R.
Gregory G.	David J.	Hendrik V.	Linda W.	Rick H
Michael T.	John H.	Benjamin F.	Ryan V.	
David G.	Ralph C.	George M.	Alan M.	
Mark R.	John W.	Dennis L.	Walter G.	
Alfredo G.	Steven H.	Mark P.	Kerry P.	
Art S.	Brad L.	James R.	Lana H.	



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

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