

YOUR ADVANTAGE *NEWS*

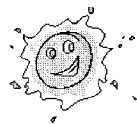
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Newsletter Date: May 2008

SUMMER EDITION

Summer is HERE!!

The best way to know that Summer is really here is to stop by our office any sunny Friday at noon and you will smell the BBQ!! In fact, it doesn't even need to be sunny if we have a willing volunteer that doesn't mind the rain! Our weekly BBQ's are administered by none other than our own "Grill Queen" Shellie (see her special note)! If you have suggestions for the Fare, please let her know. Also, Volunteers are ALWAYS Welcome!



Lisa...

We LOVE You!
Could that be a
song?

If you have not been by the office or haven't called in lately, you may not have had the pleasure of meeting or talking with our newest staff member, Lisa Barber, our Receptionist. Lisa has years of experience in Transportation. Besides answering the phone, Lisa is in charge of assisting the Driver Coordinators. So when you see those notes about license expiry, medicals due, and the like, they are all coming from Lisa. If you are in the area, please stop by and introduce yourself!

MORE SONGS? How about Musical Offices?

With the addition of Lisa to our team, we had to do some changes in the layout of our offices to accommodate everyone! If you have stopped in recently, you will have noticed that my office is no longer behind Reception. That is now Valerie's office, and I have moved to the back corner, beside the interview rooms. So, if you stop by, be sure to get the tour of our new layout!



School is Almost out so.....WATCH OUT FOR THOSE KIDDIES!!!

As the weather gets better, kids head outdoors in great numbers, and sometimes they forget their traffic safety rules. Often they will run out into the street chasing a ball, only to run straight into the path of a motorist. So, you need to be especially alert when traveling through residential neighborhoods and near park areas. As well, keep an eye out for those new Skaters – you know the ones – weaving all over the place with their arms flailing (my son has a dance move that looks like that!). At the start of summer, they are especially dangerous, as they have not yet developed enough skill to stay on their skates and out of your way!

It's Been Such A Long Time..... Isn't that how the song goes?

The time is **NOW** for you to refer professional drivers to **Your Advantage!** With all the recent stories about companies going out of business, and miles being low, we are still going **STRONG!** The reason is that we are aligned with Great Carriers that have sound business practices, conservative financial management and excellent Customer Loyalty....Just like **US!** So when you hear a driver complaining that they aren't making any money, or they are afraid for the future of their carrier, be sure to give them a card and tell them to call us! And when they ask you why any professional driver would want to work with an agency, you can tell them why **YOU** do! Many of our drivers tell us that the biggest reason why they like working for us, instead of directly for a carrier, is that we look out for **YOU**, and your family too! We are your advocate, and our job is to make it easier for you to do yours. Some drivers think they will lose money working for an agency, and you can assure them, that is **NOT TRUE** at **Your Advantage!** I have overheard drivers that worry that agencies are "fly by night", in fact, some even have offices that look like they could easily disappear in the middle of the night. Your Advantage is just the opposite of that! We are here to **STAY!** So, encourage your trucking friends to call us! If you need more personalized business cards, let Lisa know, and she will get right on it!

Lisa's Puzzle Corner

Words to Search for:

Shellie	Jen	Lisa
Recruitment	Career	Referral Program
Professionalism	Perfect Run	Lori
Ruth	Carriers	Professional Drivers
Benefits	Summer BBQ	Success
Ongoing Training	Jim	Valerie
Interview	Opportunities	Direct Deposit
Christmas Party	Friendly Staff	

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

The Hazards of Travellers

Even with gas prices skyrocketing, people will still be travelling by car this summer. Next to the granny that can't see over the steering wheel, the traveller in an unfamiliar city is probably the biggest non-impaired menace on the road! I am sure all of you have seen them, they cut across lanes of traffic, only to change their mind once they are there. They make sudden decisions and forget that they are not the only ones on the road. They can be travelling with a carload of distracting kids or worse yet, they can be driving a big motor home with a car in tow, when the biggest vehicle they have ever driven is a 4 door family car! They tend to drive for too long, because they want to get there, when they should be taking rest breaks to make sure they get there alive. So....What can you do to make sure this road menace doesn't cause you grief? The best approach is to expect the unexpected, and always give them lots of space. And remember, when these tourists make road mistakes, they are not doing it intentionally, so give them a friendly smile and wave (not the one finger type) and if you can give them some help, it is always appreciated. With the high Canadian Dollar, and the financial hardship that our tourism industry is experiencing, it is important for all Canadians to do their part to make the tourists feel welcome. When you are in the US, you can do the same thing to help promote the image that most people have of Canadians as being helpful and friendly people.

IT'S BBQ TIME AGAIN!!

A Personal Note From Shellie the Grill Queen

After a long and drawn-out winter, it is finally time to break out the BBQ. As we did last year, we will be having a BBQ every Friday, weather permitting, until the end of September. The staff at Your Advantage look forward to seeing all of the drivers and their families so if you are in the neighborhood, please drop in. or, make a special trip to come and see us. We don't get to see everyone too often because of the nature of our jobs, and it is nice to see a face and share a meal every now and then. We are always looking for volunteers to come out and help cook. Call in and let us know if we can count on your culinary skills. Jim says that he cooks all week at home, so he likes to be waited on at our BBQ's. Please help guys! If any one of you have a special recipe or dish that you would like to make and bring on that day, let us know. In the past, Ernie Nugent has delighted many taste buds with his very own special recipe for Jerk Chicken. Ernie will be making a move to Quebec this summer. We will miss him and his special treat!! This is also a good chance to meet someone that works with you at your carrier, or another carrier in our roster. You have all been chosen and hired by Your Advantage, and we feel that we hire the best drivers. We have seen great qualities in you, why not meet someone else just as great as you are?? This can be a fun event that you can get to every week or any Friday you happen to be in town. It's all about you guys and gals. We want you to feel like a part of the Your Advantage Family. We look forward to seeing you this summer, at least once!! Please call any one of us to let us know that you will be here. We need to make sure we have enough meat for the crowd.

DID YOU KNOW.....

<p style="text-align: center;">Who NEEDS a Vacation??</p> <p>If you are planning to take a vacation this summer, be sure to follow the carrier's procedure for taking time off. If you are unsure of the procedure, please call your Driver Coordinator. Also, if you want to request a pay out of your Vacation Pay, please call our office by the Monday of the week that you want the Vacation Pay paid out. If you are on the road, feel free to call after hours, and leave a message with your request on Ruth's extension 219.</p>	<p style="text-align: center;">TAXES Is it too early to plan for next year?</p> <p>It is NEVER too early to plan. Did you know that you can have your pay deposited into up to 3 different accounts? This is a very effective way of putting money into a savings account or RRSP. If you don't see it, you won't SPEND it!! Also, for our Long Haul Drivers, remember that the amount you can claim for meals has gone up again this year. In 2008, you can claim up to 65% of \$17.00 per meal, for 3 meals per day. As an alternative, you might want to consider our Meal Allowance tax reduction program. See Ruth for more details.</p>	<p style="text-align: center;">Payroll What are you WAITING for??</p> <p>Did you know that 35% of Your Advantage Employees still receive their pay stubs through SNAIL MAIL! With the time it takes for our EVER Efficient Postal Workers to deliver this stuff, wouldn't you rather get your pay information NOW! All you have to do to get your pay stub emailed to you is to call or email Ruth or Lisa to have them add your email address to your payroll file. When you get your first emailed stub, you will notice that the file is password protected. Your password is your social insurance number. If you forget your password, just call the office and we will give it to you, and we might have to laugh a bit too!!</p>
<p style="text-align: center;">WHAT.....NO License! How COULD YOU??</p> <p>Don't let this happen to you. If you find yourself in jeopardy of losing your license, for any reason, call us IMMEDIATELY! We are here to help you! There are many things that can cause you to either lose your license or get a downgrade. We know how hard it can be to take care of stuff like this when you are Working All the Time! That is why, if we know about the situation, we can help. So.....DON'T BE SHY.....CALL!</p>	<p style="text-align: center;">WHMIS</p> <p>By now, all of you have received the BRIGHT PINK notice advising you that we are updating the WHMIS (Workplace Hazardous Materials Information System) training. If you have receive this training recently (within the past 6 months), you may qualify to receive a certificate from us without taking the course. Please contact either Lisa or Valerie to see if you qualify for this exemption. If not, the course takes about 30 minutes to complete, and we even have a limited number of Self-Study kits that you can borrow to do the course/exam at home or in your truck, if you have a DVD player. But please remember to not try to do this while you are driving! I heard on the radio today about a motorist that was stopped because of careless driving. The officer caught him watching a movie while driving! Now that is just DUMB!!</p>	
<p style="text-align: center;">Ontario Enforcement Blitz – ON NOW!!</p> <p>We know that ALL of you are the MOST safety conscious, professional truck drivers in the industry! But, occasionally you may be tempted to behave differently in your own personal vehicle. Remember, if you get a ticket, even for just a seat belt, you MUST let us know immediately! Also, please be aware that enforcement is everywhere and they are looking for speeders and aggressive drivers. If you do get tagged, we can help you decide if you want to fight it or not, and can recommend services that can help you do that. Prevention is always the best approach – so keep it on the cruise, watch out for those 40km school zones, and be sure to give emergency and enforcement officials lots of room when they are on the side of the road. Remember....your livelihood could depend on it!</p>		

First Aid - 1 2 3 A B C D

The first weekend in May, Valerie, Jim, Shellie and I took a comprehensive First Aid Course with our favourite safety professional, James Taylor from BLM. The course was very intense, complete with gory photos. In the course we learned about emergency scene management, triage, CPR, Choking and Defibrillation. The process for effective First Aid were described as:

1. Scene Safety – if the scene is not safe, you will endanger yourself and can't help others.
2. Response – Determine the Level of Consciousness of the injured party
3. 911/EMS – Determine whether or not to call 911
 - A. Airway – Protect the patient's airway, ensure it is open.
 - B. Breathing – Determine if the patient is breathing – if not, start CPR.
 - C. Circulation – If the patient is Unconscious, and not breathing normally, start compressions. The recommended pattern of Compressions to Breaths is 30 to 2.
 - D. Defibrillation – If a defibrillator is available, use it.

The Four Keys to Success in CPR were described as Early Access to 911/EMS, Early CPR, Early Defibrillation and Early Advanced Care. If you have not taken a First Aid course, or it has been a while, I highly encourage you to do so. **You never can tell when you might need it, and you could actually save a life!**

AZ DRIVERS WANTED!

For those of you that have noticed the bright yellow signs planted all over the countryside that say: **AZ Drivers** Looking for the **PERFECT RUN?** These signs belong to Your Advantage and they have been very effective in getting professional drivers to call us. You can help by telling us about places that you think our signs should go. We are looking for places that have a high level of truck traffic and places that trucks have to stop. Many cities have bylaws that prevent us from displaying them in the city limits, so rural locations are better. If you live in a rural location that trucks routinely pass and would like to let us plant one on your property, we will be very happy and will give you a special prize as a "Thank You"! If you have location suggestions, give us a call!

FABULOUS Apparel Wear it Proudly!

We have some new apparel at Your Advantage. Through the Outstanding efforts of our "Super Shopper" Valerie, we have been able to obtain a number of very high quality items that we are proud to offer to you at very reasonable prices. Here's the deal, we hunt for the best price on the best quality merchandise, then we only charge you half! That means that your cost for an Extreme Men's Golf Shirt is only \$12 and the High Tech Moisture Wicking (it sounded good so we got a bunch of them), in both Men's and Ladies sizes, is only \$14.10! We also have wool and leather Bomber jackets for \$68 and a some Awesome Spring Jackets for only \$17!! We have taken pictures of Jim and Lisa modelling all of the apparel, and will have the photos posted to our website soon, so Check It Out!!

Summertime Joke

A husband and wife are doing their grocery shopping. The man picks up a case of beer and sticks in into the shopping cart. 'What do you think you're doing?' asks the wife. 'They're on sale, only \$10.00 for 24 cans (where is this?)', he says. 'Put them back. We can't afford it,' says the wife and they carry on shopping... A few aisles later the woman picks up a \$20.00 jar of face cream and sticks it into the cart. 'Whoa, what do you think you're doing?' asks the man. 'It's my face cream. It makes me look beautiful,' she says. The man replies...'SO DOES 24 CANS OF BEER, AND IT'S HALF THE PRICE!'

Happy Birthday to:

January	February	March
Matthew B	Robert F	Rick H
Bill C	Jeremy E	Daryl F
Sidney B	Robert B	Andrew C
William G	Trevor H	Gilles P
Mark F	Sydney T	John J
Christopher M	Andrew M	James H
Robert M	Mario D	Ken D
David J	Ryan V	Lonnie T
John H	Alan M	Ryan I
Ralph C	Walter G	Lyle P
John W	Kevin G	Randall W
Raymond W	Kerry P	
Mark P	Rae S	
Robert J	Richard Z	
Benjamin F	Ted R	
April	April cont.	May
Sandeep A	Russ S	Peter K
William W	Kelvin L	Dirk K
Vivian S	Pedro S	Wayne W
Hugh R	Ann T	Sheryl V
Graham L	Richard O	Richard B
Rick P	James D	Seth A
Oscar P	John K	Lonny E
Michael L	Daniel B	Timothy D
Melvin G	Jim S	Janet C
Ted F	Marco D	Jim C
Jason G	Greg M	Roger S
		Arlene P

Mark Your Calendar to Attend our CHRISTMAS PARTY!

November 28, 2008 at the Delta Hotel In Kitchener – Yes, they still LOVE us there, and we LOVE them too! For anyone that has not been to a YAS party, ask your fellow drivers, it is not to be MISSED! Besides an Awesome Dinner – Prime Rib with all the trimmings, we have our FAMOUS auction, special awards, TONS of Prizes (everyone leaves with lots of STUFF) and our Super Groovy DJ, Doug Scott.

Your Advantage News is a quarterly newsletter produced by the staff of Your Advantage Consultants Inc. Comments & Suggestions may be directed to Lori Van Opstal at 426 Queen Street West, Cambridge, ON N3C 1H1
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