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ExtraMile

Second Quarter / 2023

Haul of Fame Drivers Sound the Horn

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Sounding the Horn for Haul of Fame Drivers



Congratulations to all our Haul of Fame drivers! Thank you for your decades of service, and for setting an example all Schneider associates can follow.

More than 30 company drivers who have achieved at least 3 million safe miles or 20 consecutive years of safe driving visited the Corporate Business Center (CBC) in Green Bay, WI, where their fellow associates enthusiastically greeted them and cheered as they entered the building.

The drivers and their guests enjoyed a special lunch, got to see their names on the Haul of Fame display, received tours of the CBC and The Grove, and had a wonderful time swapping stories about their decades of driving at Schneider.

Associates also came together to support the group for the day's highpoint: a sounding of the truck horn over the Customer Service floor.

Jim Filter, Executive Vice President and Group President of Transportation and Logistics, recognized the drivers' incredible accomplishments while the drivers looked out over a sea of associates.

"For perspective, three million miles is the equivalent of driving from Earth to the Moon and back 6.5 times," Jim said. "We're very fortunate as an organization to have over 400 drivers who have accomplished that feat, and 155 of them are currently driving for Schneider."

Accompanied by a round of applause to acknowledge the drivers' impact to the organization, several drivers took their turns pulling the cord to send unmistakable blasts of the authentic truck horn ringing off the walls through Schneider headquarters.

Afterward, the drivers had a chance to socialize and share some of the wisdom they've gained during their extensive travels, including some of the keys to safe driving:

“ Never assume you know everything,” said Haul of Famer **Richard Kennedy**. “Just because you’ve seen the road before doesn’t mean you’ve seen the road today. Take a fresh look at it, and don’t be complacent.”

“ Take your time and think things through,” said **Leroy Janes**, a Bulk driver with over 25 consecutive years of safe driving. “Make a good trip plan and keep a cool head.”

Many of the drivers also expressed gratitude for those who have helped them reach the pinnacle of safe driving at Schneider.

“I believe I work with some of the finest people, not only at Schneider, but in the trucking industry,” Rodney said. “To me it feels more like a family than work associates. They have my back, and I have their backs.”

Richard agrees: “We all work together, and we have good people who try to treat each other well.”

“ The biggest key is being attentive and proactive,” said Haul of Famer **Rodney Ehrhardt**. “I’m the guy who moves the coffee cup from the corner of the counter so it doesn’t get knocked on the floor. It’s about seeing what could happen and reading that foreign language called traffic.”

James Lee has his own perspective: “ Drive as if you’re the owner of that one-truck company and you are responsible for every aspect of that operation.”



Congratulations, Operations Award Winners

During the Sales & Operations conference held in February, each service offering bestowed awards in several categories to the Operations teams that really shined in 2022.



The categories and criteria varied a bit by service offering, but measurements included things like year-over-year revenue growth, earnings growth, margin change, capacity growth, driver turnover, safety metrics, equipment ratio and fuel compliance – as well as other factors.

These awards represent contributions from hundreds of associates – too many to name individually – but the entire company congratulates you on your honor and appreciates your efforts. If you know associates in these locations, give them a shoutout!



AWARD	WINNER
Bulk	
Safety Performance of the Year	Coraopolis
Sales Achievements	Bulk Sellers
Small Dedicated Account of the Year	KOST - Coraopolis
Top Dedicated Account of the Year	LSB - Savannah
Division of the 4th Quarter	Gary
Division of the Year	Gary
Intermodal	
Safety	Southwest
Productivity	Northwest
Capacity	Southwest
Low-Cost	Northeast
Innovation	Southwest
Region of Year	Southwest
Van Truckload	
Dedicated Large Account	Target Stuarts Draft
Dedicated Mid-Size Account	Floor & Décor, Savannah
Dedicated Start-Up	Metrie, Kansas City
Productivity	Houston
Safety	Des Moines
Low-Cost	Shrewsbury
Capacity	Dallas
Legacy Network Award	Nashville
Owner-Operator Division of the Year	Charlotte 1
Division of the Year	Harrisburg



Congratulations to the drivers who earned these impressive awards – we're all thankful to have incredible professionals going the distance.

Award Banquets Celebrate Safe Drivers

Over the course of six weekends in February and March, Schneider hosted 13 award banquets around the country to recognize the remarkable accomplishments of drivers who have safely reached thousands of customers across millions of miles without a single preventable accident.

In 2022, more than 200 drivers either joined the ranks of Million Mile Safe Drivers, reached a new "million" mark in their career, or earned an award for reaching a milestone number of consecutive safe driving years. There were also 35 drivers who exceeded three million safe miles or 20 consecutive years of safe driving and joined the Haul of Fame.

At the banquets, these drivers received accolades from their leaders, and their achievements were celebrated by their peers, including those who are already members of the prestigious groups. Award winners were also given commemorative plaques, jacket patches, and special truck decals.

Associate Relations director Robert Soto, who was the keynote speaker at the Green Bay banquet, noted that safe drivers are the foundation of Schneider's success, and he called the accomplishments especially significant given what can happen on the roads today.

"When you consider the level of distracted driving that takes place with other motorists on a daily basis, it makes these milestones even more amazing," Robert said while addressing drivers. "Without safe operations at Schneider, everything else would be impacted. Your stories and success are now part of the great history of this organization. You are the Schneider Way.

"Through your commitment to safety, you have created a legacy for others to follow, for your peers to use as an example, and for your families and our organization to be proud of. For that, we thank and celebrate you."

Check out some photos from the various banquet locations!







CVSA Roadcheck

MAY 16 - 18, 2023

The Commercial Vehicle Safety Alliance (CVSA) International Roadcheck will take place Tuesday, May 16 through Thursday, May 18.

What is it?

Over a 72-hour period, commercial motor vehicle inspectors in jurisdictions throughout North America will conduct inspections on commercial motor vehicles and drivers. It's the largest targeted enforcement program on commercial motor vehicles in the world, with around 17 trucks and buses inspected on average every minute. Each year, International Roadcheck places special emphasis on a different category of violations. This year's focus is *Anti-lock Braking System (ABS)* and *Cargo Securement*.

Anti-lock Braking System (ABS)

ABS prevents the wheels from locking up or skidding, allowing the driver to remain in control while braking. If during a diagnostic test the ABS lamp fails to illuminate or the lamp remains on while in transit, repairs need to be made.

Cargo Securement

Improper cargo securement can negatively affect the vehicle's maneuverability and cause unsecured cargo to fall into the roadway, resulting in hazards and collisions. According to CVSA, 10.6% of vehicle out-of-service violations were due to improper or inadequate cargo securement in 2022.

What do they inspect?

During International Roadcheck, CVSA-certified inspectors will primarily conduct the North American Standard Level I Inspection, a 37-step procedure that includes an examination of driver operating requirements and vehicle mechanical fitness. They can also opt

to conduct other levels of inspections (walk-around, administrative, or vehicle-only).

How to be prepared

- Complete a pre-trip inspection and be sure to check your tires and wheel ends.
- Follow the speed limit and proper following distance.
- Properly wear your seat belt and don't touch your phone.
- Stay out of the left lane on interstates and highways.
- Follow all road signs and weigh station/brake check signage.
- Have blank paper logbook pages and visor/instructions card available, and certify logs daily.
- Know how to find your electronic ELD user manual
 - On tablet: Tap on the icon in the upper left corner > Resources > Visor Cards.

What if I'm inspected?

Send your inspection reports to Regulatory using one of these three methods:

- 1 Translfo
- 2 Dynamic Forms feature on your tablet
- 3 Email to SchneiderRoadsideInspections@Schneider.com

Drivers found to be operating without the proper driver credentials; in possession of or under the influence of drugs or alcohol; operating while ill, fatigued or showing other signs of impairment; or in violation of hours-of-service rules may be placed out of service.

As always, the key to a successful roadside inspection begins with a pre-trip inspection.



PER DIEM

UPDATED PROGRAM AND FORMS

Ever wish you could pay fewer taxes and take home more pay? If yes, then you may want to consider Schneider's Per Diem program.

What is Per Diem?

With the Per Diem program, you'll get paid two different mileage rates for every mile you drive. One rate is subject to taxes, and the other rate is TAX FREE. For every mile you run, you'll be paid both of those rates. Schneider has now streamlined the program, and the per diem rate is \$.20 per mile.

The tax-free portion is considered a reimbursement from the IRS for some expenses professional truck drivers incur on the road. This system was designed to offset the costs of meals and other incidental expenses, which means more take-home pay each week for you. Plus, there's no need to provide receipts.

Where can I get more information?

There are several easy places to get more information:

- Check Compass for a link to a helpful video, illustrative flyer, and FAQs
- Talk to your leader

Who can participate?

Most drivers who receive mileage pay are eligible for the program – those who are not eligible include: drivers in Intermodal, drivers in training, and drivers paid hourly for Line 3 driving. If you're not sure, ask your leader if your role is eligible.

Things to consider

We encourage drivers to carefully consider all facets of the program and their financial picture. For example, because Per Diem lowers the overall amount of taxable gross pay, items calculated based on that amount are affected – like Social Security and Medicare benefits, as well as potential workers compensation and unemployment benefits. In addition, per diem reimbursements are not eligible for a 401(k) match – and it reduces reportable earnings on your W-2, which may be a factor when obtaining credit/loans.

However, some of those factors may be offset by placing a portion of the increased take-home pay in a savings or investment account. Since every person's situation is different, we recommend that you consult with your financial advisor or tax professional to ensure the Per Diem program is right for you.

How do I participate? Use the new electronic forms!

The forms to elect or decline the Per Diem program can be found on your tablet in the eDocs app. Just enter the words Per Diem into the search bar. You can opt into or out of the program at any time.

Check out the additional information mentioned above, and then decide if the Per Diem program is the right fit for you.

Drivewyze Expansion

Great news! Drivewyze has added Pennsylvania (PA) to their scale bypass service. If you travel through PA, you will continue to get a two-mile warning of an upcoming scale, which gives you time to move to the right lane if you aren't there already. You will then receive a one-mile warning – but if the scale is open, you might see a bypass command on your tablet via the Drivewyze app, in which case, you can just keep going! This service is available on all 37 of PA's scales.

Remember, in any state, as you approach a scale the two-mile warning banner at the top of the screen will tell you if the scale is enabled for Drivewyze bypass service. If it is, at the one-mile warning you will be told to bypass it or pull in.

For scales that are not Drivewyze enabled, at the one-mile warning you will likely be told to "follow road signs," which means your instructions will appear on a roadside sign or light. Failure to stop at a scale as directed can result in a Failure to Obey violation, which impacts your inspection history and Schneider's Compliance, Safety, Accountability (CSA) score, increasing the likelihood of our trucks being stopped for inspections.

Thank you for paying attention to upcoming scales and following the bypass or stop instructions (and stopping if you are unsure). Stay safe!





New **Charlotte OC** gates

Facilities Update



We've got hundreds of Schneider locations, and it takes a lot of effort to keep them updated and in good working condition. The Facilities team is working hard to do just that. They are often juggling the list of projects based on need and resources, but here are the bigger items on their list right now.

PLANNED OR IN PROGRESS

Atlanta OC

- Concrete and asphalt repairs
- Site expansion for training and parking
- OC expansion and remodel

Carlisle OC

- Asphalt repairs
- Parking lot striping and jersey barrier painting

Chambersburg OC

- New canopy over driver area in yard

Charlotte OC

- Training room finish upgrades
- Gate automation (inbound and outbound)

Coraopolis OC

- Training room finish and furniture upgrades



Coraopolis OC
furniture upgrades

Edwardsville OC

- Driver lounge remodel
- Truck and POV gate upgrades

El Monte OC

- Charging station installation for new electric trucks
- Training and break room upgrades
- Asphalt repairs
- Truck gate upgrades

Fairburn Yard

- Replace existing trailer

Gary OC

- Training room furniture
- Laundry Room upgrade
- Asphalt repairs
- Truck and POV gate upgrades

Indy OC

- Asphalt repairs
- Truck and POV gate upgrades

Laredo OC

- Yard LED lighting upgrade
- Truck and POV gate upgrades

Lebanon OC

- Yard LED lighting upgrade

Memphis OC

- Asphalt repairs

Obetz OC

- Shop driver lounge restroom and shower upgrade
- Yard grading and repairs

Phoenix OC

- Yard grading and repairs

Portland OC

- Yard training area signage upgrade
- Driver lounge upgrade and new furniture
- Truck and POV gate upgrades

West Memphis OC

- Shower upgrades
- Asphalt repairs
- Truck and POV gate upgrades

Multiple Locations

- Continue washer and dryer replacements
- Continue construction of truck clean-out stations
- Shelter/warming solutions for outdoor INEXP training
- Addition of female locker rooms
- Fence repairs and improvements

COMPLETE

Chambersburg OC

- Driver Training Academy – new double-wide trailer for driver training
- New canopy for driver area in yard

Charlotte OC

- Truck, POV and pedestrian gate upgrades

Chicago

- Relocated Chicago IM operations and shop

Coraopolis OC

- Driver area finishes and furniture upgrade

Kansas City Yard

- Repaired damage to fence barriers and gate bollard

Obetz OC

- Brighter yard lights
- New driver company car
- New pedestrian gate
- New coffee and vending machines

Obetz OC old vs new yard lights



Portland OC

- New training area signage installed

Portsmouth Yard

- Potholes in yard repaired

West Memphis OC

- New LED lighting and signage in yard

Wilmer OC

- New oil tanks installed

Winter Haven Yard

- New office trailer delivered
- New ice machine
- New picnic tables

Intermodal Insights



MESSAGE FROM

Rich Chandler
Vice President
Intermodal Operations

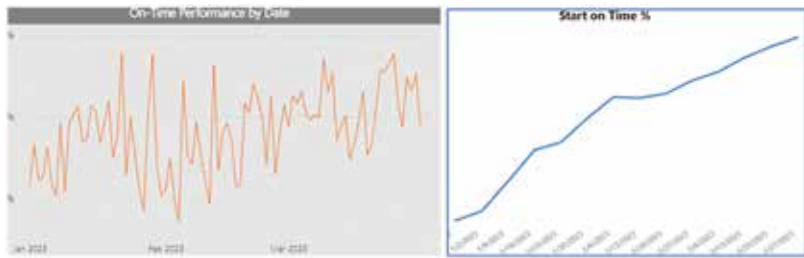


As Intermodal continues to navigate a turbulent freight market, it is important to recognize the great work Intermodal drivers have done to help enhance the customer experience. While sustained and continued improvement is needed, the progress made year-to-date is noteworthy.

There are two components to service that are most important to customers: on-time pickup and on-time delivery. Depending on customer requirements, these two criteria can be viewed differently, but each are equally important to our continued success.

As you can see in the graph below, you've done an amazing job improving **on-time pickup** during first quarter, plus there's an even steeper improvement trendline in start-time compliance. There was an intentional focus on this area, and it helped make a difference. The combination of being more consistently disciplined in working your assigned schedules, as well as your flexibility in adjusting those schedules (and work configurations) to accommodate changing freight dynamics, truly improved our ability to deliver a better customer experience. Great job! Your efforts helped us secure existing volume and grow new opportunities in the first quarter.

On-time pickup



On-time delivery



While we've gained strides in our on-time pickup execution, our on-time delivery performance is an opportunity for improvement.

As the chart on the right shows, our **on-time delivery** throughout first quarter was a flat to slightly downward slope. There's been a great deal of collaboration between Operations, Customer Service, and Network Planning leaders to improve information accuracy and pre-assigning dispatch logic, and that effort continues to be a work in progress.

Limiting relays will also help improve the trendline. Each time we relay we decrease the likelihood of improving our delivery service. It also directly impedes our ability to hit our targeted orders per day. As we move forward, I ask for your help to minimize relays. In every opportunity (where safety and regulatory conditions allow) seek to deliver your load instead of requesting a relay.

In the first quarter of 2023, Intermodal demonstrated the resilience necessary to power through this down cycle. Your start time compliance as well as your flexibility and diligence in adjusting work schedules and configurations enabled planners to manage dynamic customer ready times. The resulting pickup service improvement allows sellers to better demonstrate our value to customers, earning us the right to maintain and grow our volume at defensible rates.

Our people, performance, and passionate perseverance is what differentiates us from our competition. Let's build upon those same qualities as we author our next chapter of resilience in this down market.

Thanks again for all you do.

New North-South Arrangement

In April, Canadian Pacific announced it had completed a merger with Kansas City Southern to become Canadian Pacific Kansas City (CPKC). Schneider is now excited to announce that we have signed a multi-year agreement with CPKC to provide new single-line intermodal transportation service on CPKC's north-south corridor connecting the United States and Mexico. The move is a logical match for Schneider's strong North American presence and 30-plus years of experience in Mexico.

Schneider will transition Mexico-U.S. freight to CPKC starting in mid-May and will serve as a strategic carrier on CPKC's north-south flagship intermodal service between Chicago and all major points in Mexico.

"It is a natural fit to pair CPKC's rail operating excellence and Schneider's superior dray execution to provide unparalleled service," said Schneider President and CEO Mark Rourke. "Our 30-plus years operating in Mexico will bring an intermodal service offering into and out of Mexico that is comparable to the speed and efficiency of shipping over the road, but with the added benefit of sustainability."

Canadian Pacific has a long history of operational excellence and service performance. This, combined with the strong legacy of Kansas City Southern and Schneider's fleet of professional dray drivers and fully asset-based business model, will bring increased reliable service for moving freight between the U.S. and Mexico.

"The CPKC combination creates compelling new transportation solutions for Schneider's current and future customers looking for more reliability and increased capacity in their supply chains," said CPKC President and CEO Keith Creel.

"Our team is eager to deliver truck-competitive services to Schneider on our newly created, cross-border single-line network from Mexico into the United States."

Schneider's growing customer base will be able to leverage CPKC's broad network of rail lines and terminals. These services, supported by Schneider's drayage capabilities and expertise in the U.S. and Mexico, will create service reliability in lanes that until now lacked single-line, truck-competitive intermodal options.

CPKC's International Railroad Bridge over the Rio Grande River at the U.S.-Mexico border in Laredo, Texas, offers a reliable alternative to congested highway ports of entry. A second span to expand the bridge's capacity and further increase the efficiency of cross-border train movements is currently under construction and expected to be complete by the end of 2024.





SoCal Embarks on the Electric Frontier

In January, Intermodal activated its first Battery Electric Vehicle (BEV) truck at our El Monte location. This is the beginning of an exciting journey that promises to continue beyond 2023. BEVs offer a zero-emission service solution and require electric charge capability to power. Unlike hybrids (fuel and electric), BEVs don't rely on any backup fuel source. They utilize much larger batteries and have a farther electric range than the hybrid alternative. The current range capability on a single charge is 220 miles.

Intermodal already has five trucks fully operating out of El Monte and Rancho Cucamonga. By the end of this year, Intermodal will have a fleet of 92 BEVs fully operating in southern California.

In April, 16 dispensers (charging stations) were installed in El Monte. Once the project is complete, Intermodal will have the ability to charge up to 32 BEVs at a time.

Incorporating these vehicles into our Intermodal fleet helps Schneider toward our sustainability goal of reducing CO₂ emissions 7.5% by 2025. The new eCascadias have the potential to reduce carbon dioxide emissions by over 81,000 pounds per day. Over the course of a year, that is equivalent to removing 2,400 gas-powered cars from the road.

Intermodal has partnered with Frito-Lay (PepsiCo) to leverage this carbon reduction capability on a routine basis for their inbound and outbound SoCal dray moves. This is the first of many customer partnerships that we intend to leverage to do our part in supporting sustainability initiatives.



Comments from our Intermodal BEV driver associate pioneers:

Marty Bootz, six-year driver: "There is a lot of technology in these trucks. It steers amazingly well and looks cool too! Customers have said the trucks are really quiet, and they are enjoying the color change – the orange is standing out." Marty also talked with a driver from outside Schneider who was using an electric truck and reported, "Schneider's BEVs are getting much better range."

Oscar Lopez, driver of 10+ years: "The steering and ride are buttery smooth."

Lupe Aguilar Hernandez, driver of 10+ years: "My experience from these two months of driving the BEV is that I love the suspension, and I love the ride. I know the BEVs are just going to improve with time."

We will continue to keep you updated as we build out equipment density with this fleet. We also know we can achieve maximum BEV range capability when we take advantage of regenerative braking. So, a quick reminder to all SoCal BEV drivers: utilize "regen" as much as possible when the pavement is dry.

Bulk Bound



Paula Powell



Bernice Coleman



Kim Mueller



Ara Lanita Flowers



Susan Waters

WOMEN OF BULK

Ever since Al Schneider took a leap of faith to buy his first truck in 1935, thousands of people from all over the world have made similar leaps – trusting that they could build fulfilling careers through the company Al built. Take Paula Powell, for example: a mother of six who studied law but always had an interest in semi-trucks. She’s now a Bulk driver based in Georgia. Or Bernice Coleman, who has been a successful Bulk driver for nine months despite having no previous experience. Both women surprised their families and friends when they started their journeys with Schneider, but with the right mix of support and self-confidence, they’re thriving in orange. Meet three other drivers who are showing the world what women can do – one delivery at a time.

KIM MUELLER OATLY DEDICATED

Bulk driver Kim Mueller has been with Schneider for over three years. Kim spent her first six months as a northeast regional driver, proving herself to be a motivated and caring associate. She was invited to join the Dedicated food-grade startup with Oatly in New Jersey, where she has flourished. Kim is the consummate team player and takes service and professionalism to heart. She takes new drivers under her wing, and she brings her bright personality to work every day. Kim makes it a point to learn the name of every customer she meets so that she can build relationships and provide the best possible service. Outside of work, Kim loves to spend time outdoors, especially gardening, riding her bike and taking her cat, Milo, for walks in his cat stroller.

ARA LANITA FLOWERS ECOLAB DEDICATED

Lanita Flowers has spent nearly two years as a Bulk driver. She has an amazing work ethic and goes above and beyond the call of duty with every load. She takes a special interest in doing her job safely and correctly. Receivers often ask Lanita, who is only 4’ 9,” how she handles

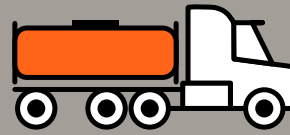
the rigors of her work. She responds with her go-to line, “Watch me!” Lanita’s commitment and dedication to the Martinsburg, West Virginia team is immeasurable. She’s honest, fun, and if she sees one of her teammates having a hard time, she is quick to offer help. Lanita developed her determination and principles over a 25-year career as a correctional officer and sheriff’s deputy. Outside of work, Lanita values spending time with her husband, Tyrone, and her granddaughter, Brooklyn.

SUSAN WATERS HOUSTON OC – IN HER OWN WORDS

I have lived in Houston all my life and have been married for nearly 28 years. I have four children and three grandchildren. I have a bachelor’s degree in business management and worked in finance and human resources for many years. I’ve been with Schneider for a year now, and it’s the best career decision I’ve ever made! When I’m not working, I like to spend time with my family and work on home renovation projects with my husband. Our family vacations usually consist of camping and fishing.

What led you to become a Schneider driver?

I took a step back and asked myself what I wanted to do instead of what I thought I needed



Meet the New Bulk DTLs

This quarter we are highlighting several new Bulk Driver Team Leaders (DTLs) in the north. The previous Extra Mile featured those in the south.

to do. Truck driving was a childhood dream of mine that never seemed realistic, but as I researched, I learned it could be possible. I applied to Schneider because of their superb training and their focus on safety. Those two things were most important to me. My favorite thing about Schneider is the prioritization of safety. I have never felt pressured to do anything questionable, and I always know that I can use my stop-work authority if necessary.

How did your family/friends react when you told them you wanted to be a truck driver? My family and friends were shocked and amazed when I told them I was trading my high heels for work boots. Thankfully, all were supportive and encouraging.

What do you like most about being a truck driver? My favorite thing about being a professional truck driver is knowing that I'm making a difference. I am a part of helping businesses deliver goods and keep the economy going. Everything I do has a purpose in the process.

What do you find most challenging about being a professional driver? My biggest challenge is staying involved with my family. I make a point to stay connected daily via phone calls and messages, but it's hard not to see them every day.

Is there a career accomplishment or achievement you're most proud of? I'm most proud of becoming a Training Engineer. I'm so excited to have the opportunity to help new drivers learn the ropes.

What advice would you offer to other women who might be considering a career in truck driving? My advice is to not let anyone make you feel like you can't do it. Women are strong, smart, powerful, and capable! My success has much to do with the support of my family, especially my husband, but also the personal determination I brought with me.

Do you any tips you've learned during your time as a driver? Stay away from fast food! Meal prepping before you go out on the road is cheaper and healthier. Eat as much fresh, non-processed food as you can. Your body will thank you!



Ethan Rice
Keasbey, NJ

Ethan joined the Keasbey team in July 2022, managing both our Poland Spring Dedicated account and network regional team. Ethan spent seven years in the U.S. Navy as an aviation machinist's mate and aviation refueling technician. During that time, Ethan honed his leadership skills while leading sailors and maintenance teams as a non-commissioned officer. Following his time in the Navy, Ethan worked various jobs as a mechanic and driver. His professional experiences and his desire to achieve goals and build a successful business make him a valuable addition to our team.



Charles (Charley) Parks
Coraopolis, PA

Charley joined the Coraopolis team in September 2022, taking accountability for network drivers in all three configurations – over the road, regional and local. He is also coaching and mentoring drivers in their first 90 days. His experience as a former driver has been invaluable, helping him build rapport with newer drivers. Prior to joining Schneider, Charley was a safety coordinator with a school bus company. We are pleased to have Charley on our team!



Jamie Melton
Gary, IN

Jamie started her career with Schneider in July 2021 as a representative on the Gary driver services team. She has done a fantastic job of helping the team grow. Jamie's previous experience in retail management and leadership prepared her for handling driver situations and honed her ability to think on her feet and solve problems. Jamie has an infectious personality that will allow her to build strong relationships with drivers and her new Bulk team. If you have been to the Gary OC in the past year, you have seen Jamie's creativity on display in the lounge, cafeteria, and driver services areas!



Training Academy of the Year

Congratulations to the 2022 Schneider Training Academy (STA) of the year: West Memphis! A new STA scorecard was implemented last year to recognize the fantastic work done by training associates across the company. West Memphis earned the award based on their metrics in 2022, including graduation percentage and low accident frequency in drivers' first 90 days, both of which were better than the year's goal. The scorecard helped STAs deliver improved results across the board in cost, safety and graduation metrics. Keep up the great work!



New-look Instructors

Your brown shirt helpers are now your gray shirt helpers! We have upgraded our Instructor/Driver Trainer uniforms. If you're in the yard, OTR or at the OC and you need help, please look for anybody in a grey polo shirt!

Standing Out Safely

Congratulations to Intermodal driver **Ernie Wylds** on his impressive four decades of service and 4 million safe miles! CEO Mark Rourke recently went to Atlanta to celebrate Ernie's achievements, saying, "This is an incredible accomplishment. Thank you for all your hard work and dedication. We are proud and honored to have you on our team."



Rock Before You Roll

There's nothing worse than spending time at a scale or tire service because your trailer tires have flat spots from being dragged. You can be part of the solution and help all our drivers stay rolling.

When dropping a trailer

- Every time you enter a parking lot to drop a trailer, drag your brakes by lightly applying the service brakes just before parking the trailer or chassis. This will clear out moisture, which causes brake shoes to freeze to the drum in winter. But do it all year, because displacing that moisture can also help prevent the brake shoes from rusting to the drum in the summer.

When picking up a trailer

- First, let the trailer/chassis brake system inflate, which will release the brakes. The trailer/chassis brakes must have 90-100 PSI to properly release and avoid a skid-flat. Don't start to pull the trailing unit until you see the gauge reach 90-100 pounds of pressure.
- Second, rock before you roll. Pull the trailing unit about 4-5 feet forward, then back up the same 4-5 feet. If the brake shoes are frozen or rusted to the brake drum, rocking the trailer or chassis forward and backward will help break loose the upper and lower brake shoes on each axle. Do this every time you pick up a trailer or chassis, both loads and empties.
- Finally, as you start to pull out of the stall, drive in a serpentine motion, gradually steering left and right while checking your rearview mirrors to ensure all four trailer tire positions are rolling. Each position can be locked or unlocked individually. In other words, any one of the positions could be locked – and just because you see one position rolling, doesn't mean they all are.

After that, if all positions are not rolling, stop and try the rocking motion again. If they don't release, don't drag the trailer because you can quickly destroy the tires. Stop and get help from the shop/SEM or enter Unfreezing Brakes in the search bar on Compass to watch a self-help video.

To recap

Lightly drag the brakes before dropping a trailing unit; ensure brakes have enough air before moving; rock before you roll – move forward and back five feet to release brakes; and use a serpentine motion to ensure all wheel positions are rolling.



Thanks for your help making sure our equipment is ready to roll.

TRUCKS, TRAILERS, AND DRIVERS: How Schneider Handles Big Equipment Decisions

Schneider moves freight over 9.8 million total miles every day – the equivalent of circling Earth more than 400 times. To do that, you need a lot of trucks, trailers, and drivers. Here's how Schneider equipment leaders make sure drivers have what they need to keep the wheels turning.

In with the new

Schneider aims to keep the average age of its trucks fleet-wide at two years old. With roughly 10,200 trucks, that means we need to order about 2,500 trucks each year to keep up with attrition and account for any growth. Those numbers don't include the hundreds of trucks we need to procure and lease to owner-operators through SFI (Schneider Trucks and Financing). The targeted length of service time for sleeper cabs is four years; for day cabs, it's six years.

"Even at six years, we typically see fewer miles on a day cab," said Vice President of Equipment Engineering Jake Vandeloo. "Most of the time they're running shorter routes, and the driver is not sleeping in it. When a truck becomes a driver's home, it's even more important to make sure it's in top condition."

Until just a few years ago, Schneider could place monthly orders with truck manufacturers and expect to have those orders reliably filled. Now, because of lingering component shortages and supply chain delays, that's not always possible. In some cases, manufacturers have delivered trucks to Schneider without components like bunk heaters or Side Guard Assist, and those parts were added later when they became available. While the wait time for delivery has increased over the past few years, Jake says the process may be starting to normalize with less disruption, fewer backlogs, and less assembly completion after delivery.

Trailers are even more complicated, says Equipment Engineering Team Leader Brian Pastorski: "When you're buying a tractor, an order slot is a slot. With trailers, it's more specific."

That variability makes the trailer equation much tougher to solve.



What type do you need? Is it a rolling tarp trailer? Is it a refrigerated ("reefer") trailer? Those reefers have become particularly hard to obtain after one of the industry's biggest suppliers stopped making them. Is it a specialized Bulk trailer or Intermodal container? In Van Truckload alone, Schneider wants to buy over 3,000 new trailers this year – but it may take a little more creativity, especially as the company expands its Dedicated offerings into new arenas.

Out with the old

Trucks are swapped out and sold mostly on a schedule, but that can change depending on the situation. The only time Schneider would "scrap" a truck is if it had been involved in a major accident. Even then, it would likely go to repair location and be salvaged for parts.

If two trucks reach the trade age at roughly the same time, context might determine which one gets replaced first. Here's how Jake explains it: "Let's say we exit an account. If those trucks are close to trade age, it might be easier to trade them than move them to a new business. If a truck has maintenance

issues or has racked up a lot of mileage in a productive account, it might be time to replace it. If we have a need, we'll address that first, then determine what's 'due' based on the age of the truck."

Trailers are likewise replaced based on age, but also convenience. When a trailer is ready to be replaced, it'll be taken out of service when it arrives at an Operating Center and then sold. Intermodal containers are more likely to be scrapped when they reach the end of their useful lives.

The driver experience

Drivers care a lot about the equipment they use – it impacts how effectively they can do their job. That's why Jake says Schneider focuses heavily on the driver experience, adding additional features to make trucks a true home away from home: high-quality mattresses, fridges, auxiliary cab heaters, air-release fifth wheels, power inverters, and much more.

Trailers have also been getting new features like upper brake lights and turn signals to increase visibility beyond just the immediately trailing driver, and Schneider is installing strobing brake lights as another safety element. Newer trailers have automatic central inflation for the tires, and the prop legs, sliders and doors are all easier to operate when they're newer. That increases reliability and causes fewer issues.

Getting driver input on equipment is critical to ensuring we make effective purchases.

"We take driver feedback seriously, and we act on it," Jake said. "We try to be cost-conscious while ensuring truck specifications and assignments create the best possible experience for drivers."

MLS Merger: One Year In

Just over one year ago, Schneider acquired Midwest Logistics Systems (MLS), an Ohio-based truckload carrier with over 1,000 drivers primarily serving dedicated automotive accounts. Since then, Schneider has been finding new ways to help MLS grow and expand while learning a few things along the way.

Strong Start

Schneider started using the power of the company to implement changes at MLS and access new solutions right away. The biggest success story is in driver recruiting, where Schneider took on the marketing and hiring process to increase MLS' driver fleet. That increase happened in a manner MLS hadn't previously achieved in its existing processes, and since MLS' service is in high demand from shippers in the automotive sector, it helped ensure they could keep pace with growing customer needs.

MLS also secured its single largest Dedicated growth award in the fourth quarter. The implementation was nearly flawless in part because Schneider was able to provide additional equipment, and the Driver Recruiting team filled all new positions. The support of the Van Dedicated business implementation team provided critical planning and structure to ensure the MLS team was ready, and it allowed us to start several lanes early.

Becoming Unified

MLS already had a well-established and successful operation, but some changes were needed because of Schneider's status as a publicly traded company. However, those changes were made in the least invasive, least limiting way possible.

"One of the biggest shifts was taking a small, centralized, private company that runs on quick decisions, streamlined modes of finance, and, in some cases, handshake agreements – and moving them within the rigors required of a public company, but doing it in a way that we don't lose the benefits of their nimbleness," said Jason Howe, Schneider's Senior Vice President of Operations for MLS and Bulk. "It's about making sure we're compliant and that



we have the appropriate controls and structure without slowing them down and taking away value."

At its most basic, this means some steps had to become more formalized, such as the process for approving major expenditures. MLS already had its own approval mechanisms and demonstrated a high level of discipline – it just wasn't the same as Schneider's in terms of required documentation.

"Overall, this is the story of a successful acquisition that gives us a proven blueprint and playbook going forward," Jason said. "We've found the right balance thus far between what we integrated and what we kept separate."

That balance is striking the right note with associates at MLS as they adjust to working within the Schneider family.

"I think Schneider has been true to their word," said MLS Vice President Dave DeMoss. "When we started this process, Mark Rourke said unless it improves the customer experience or the employee experience, then it's hands off. I think that's given everybody a sense of ease. That philosophical framework served us well as we integrated."

Changes that focused on improving results included transitioning MLS to the Schneider maintenance system, select facility consolidations, and integration with Schneider's used equipment sales process.

Even with the elements of integration, MLS and Schneider are remaining separate companies. A few office associates and drivers have moved between the two organizations, but many platforms and fundamental aspects of daily operations are distinct from one another. Jason doesn't expect that to change anytime soon. However, Schneider drivers might see more MLS drivers at Schneider facilities, and there may be more chances for Schneider drivers to pass through MLS facilities.

On the Horizon

"With Schneider's assistance, the plan is to continue growing our driver pool," said Ryan Voelker, Vice President of MLS Operations. "We're looking forward to even more growth and better performance in the next year."

In 2023, there will be a focus on building upon the strengths of MLS and using Schneider to expand its capabilities. That means aiming for growth with existing customers, new customers, and expanding in geographies including Texas, the Southeast U.S., and Mexico. Jason says MLS' successful relay model can also be employed to an even greater extent within Schneider's existing and new business opportunities. Jason says MLS' operational expertise has shown new possibilities for best practices, business pricing and execution.

"Whether that's power-only support for MLS operations, or MLS hauling orange trailers if they have a lighter demand day, it's about improving on the edges," Jason said. "When it makes sense, we can enhance the returns of both MLS and Schneider and reinvest within the broader business. MLS has delivered what we expected with their great people, solid culture, and strong brand, and it's just the start. They're growing, they're successful, and it's been a very positive first year."

Orange Angel?

Schneider's signature orange trucks and trailers are an intentional part of our commitment to safety. "Omaha Orange" is easy to see on the highway and helps keep our drivers and the motoring public safe. Damon Roberts, a teacher from Kansas City, says a Schneider truck and its driver proved to be "guardian angels." Here's the story Damon told in a letter to the Extra Mile, edited slightly for length and clarity.



Several years ago, while I was standing in front of my sixth-grade students, I passed out, hitting my head on the wall and floor. An ambulance took me to a local emergency room, and when I finally awoke and remained conscious for more than a few moments, I was sent home to rest and sleep. What we didn't know then is that I had what we now suspect was swelling on the brain.

I don't recall what happened next, but the next morning I took off in my car and just started driving. I have no memory of this except that I was following an orange truck with big black lettering at the top. When the truck pulled off the highway, I simply followed and pulled off, too. It was in a rest area about 300 miles north of my Kansas City home, near Sioux City, Iowa. I then became unconscious, with the car still running and almost out of gasoline.

The only other thing I remember is a woman helping me make a phone call, and I heard her tell my family where I was located. State troopers arrived and called for another ambulance ride to an emergency room. I was confused, fatigued, and dehydrated with a big knot in my head.

I would like to think that orange truck driver was my first angel. So, tell your drivers they never know why someone might be following them. When I see one of your trucks, I can't help but think of that experience, with that driver wondering why some guy was on his tail mile after mile. Knowing how vital truck commerce is to our nation, let it also be known that we think it was vital for my life. Every time I see an orange truck with black lettering at the top, it brings a smile to my face.

My partner and a friend made the trip to the Sioux City hospital to get me. As we traveled home, it was clear how much construction and lane restriction there was in the northbound lanes. Things could have turned out so differently, and not just for me, but for others on the road. Again, I'd like to think you provided a safety net for a lost soul behind that big orange truck.

Most sincerely,
Damon Roberts

THANK YOU!

Identifying Trailer Theft



Do you ever see an orange trailer sitting at a truck stop or an odd location that is not a customer? If so, we'd like to know about it.

Schneider Security Services and Box Planning have been monitoring suspicious trailer movements, and we need your help identifying trailer moves that may need a closer look. We have created a quick form for you to fill out if you see any suspicious trailer activities while on the road. The form will let you know how to alert our security and box teams so they can investigate the activity further. Watch Compass for updates on when the form will be available and where it will be located.

Referral Winners



Referring someone to apply for a job at Schneider has never been easier or more lucrative. Simply enter his or her contact information in the easy-to-use form on the Compass homepage.

After your referred driver is hired, you will automatically be eligible to win a \$100 Pilot Flying J Gift Card in addition to the referral bonus.

Recent winners include:

- **Hugues Anemon**
- **Christopher Solano**
- **Hans Bazile**
- **Rudy McFowland**
- **Moussa Dombia**

We also track which locations have the highest collective referral rates, and these were the stars of the first quarter:

- Top Bulk facility – **Houston**
- Top Intermodal facility – **Chicago**
- Top Van Truckload facility – **Green Bay**



Compliments

If you think your safe driving habits aren't noticed, think again. Every day customers and fellow motorists contact us to report and remind us that Schneider's professional drivers are some of the best on the road. While we can't always track down the drivers' names based on the information provided, it's still important to recognize good behavior. **Here are a few examples from last quarter.**

Mike from Missouri called with a shout out to Dedicated driver **Dennis Hanson**: "A pedestrian was walking down the side of the road in dark clothing at night and almost walked in front of the truck, but the driver saw him and safely avoided him. I want to give your driver accolades for doing a very good job to avoid an accident."

Joyce from Idaho called to compliment a Schneider driver who was considerate of other drivers at a lane closure on I-84, saying they slowed down so others could get into the correct lane: "They were very nice and respectful at the merging area, not trying to crowd their way in."

Anna S. called to compliment Van Truckload driver **Robert Meysembourg** for his safe driving in rainy weather. She said many cars were traveling 35 to 40 mph on a normally 65 mph road. Anna was concerned about some reckless drivers around her, so she moved to drive behind Robert because she felt safe following him through the storm.

A fellow truck driver with 28 years of experience called to say Schneider has some of the best drivers on the road. She regularly drives in the southern U.S. and appreciates seeing Schneider drivers all the time. She gives them a "thumbs up!"

Staff at JOANN gave kudos to several Dedicated drivers for their work:

Michelle says **Curtis Ditto** is one of the best drivers she's ever come across in 18 years: "He's one of the only drivers who can back up to our tricky dock, and he's the nicest driver I've known in quite some time. In retail, we hardly ever hear about the good things – only the bad from customers. I worked with Curt today, and I was very happy with the experience."

Anthony Swain received glowing feedback from Trixie, who praised him for his patient and professional approach: "His positive attitude made it easy for me to unload the truck without feeling rushed. He pulled into the dock like he had been here before, and he was even courteous enough to ask if he needed to readjust the trailer to fit the rollers! He's a peach and a keeper! The store appreciates his hard work and dedication."

Michael from Texas called to recognize Dedicated driver **Lillian Blanton** for safe driving on I-20: "The driver pulled over to the far lane to give room for people on the side of the road. They deserve a thank you for being a courteous driver."

Patricia from Pennsylvania called to commend a Schneider driver: "This truck driver should be recognized for their expert driving through a winding road and town traffic. They were excellent. I knew that whatever happened on the road – even though I couldn't see around the truck – I would be safe because of this driver's expertise."

Riley from Illinois sent a thank you for Dedicated driver **Sarah Grotkiewicz**, saying she was "exceptional" at maintaining the speed limit and demonstrated "100% model driving."

Milestones

Congratulations to all company drivers and warehouse associates who celebrated milestone anniversaries January through March 2023.

40 Years

Ernest Wylds

35 Years

Vinson Andrews
George Warholic

30 Years

Rick Cappon
Kenneth Foster
Charles Hill
Craig Patterson
Gary Pullins

25 Years

Robert Haats
Curtis Holley
Roy Juarez
Anthony Merritt
Gary Purcell
Brian Reckner
Octavious Shropshire
Leon Singletery
Chris Stein

20 Years

Ricky Davis
Marty Dodd
Fay Dunn
Norman McCandless
Greg McCauley
Robert Strauss
Raymond Wick
Luther Williams

15 Years

Patrick Brunner
Anthony Cheek
David Clark
Marlon Dorton
Gregory Doyle
Yoinier Escalona Espinosa
Xavier Gammage
William Gentry
Latosha Herron
Donald Junod
Willie Keaton
John Landis
Bruce Magnotti
Edward McGhee

Richard Nizialek
Joe Provance
Matthew Ramey
Boysie Ramnanan
Alan Riley
Ralph Serbantes
Aaron Sims
Sherman Williams
John Wise

10 Years

Rodney Authement
Jeffrey Bennett
Christopher Boaz
Rick Brown
Curtis Ditto
Fred Fast
Gabriel Gavrila
Jimmy Jones
Sedrak Karayan
Jesus Ochoavega
Juan Ortiz
Oscar Osorio Barreto
Steven Rico
Tyler Ross
Angela Royster
George Vasali
Joseph Vetort
Elijah Whitcomb
Mark Wilcox

5 Years

Cole Akins
Mark Allard
Teame Araya
Joseph Armstrong
Antonio Bani
Cory Baughman
Hyle Beasley
Kimberley Benton Pollard
Edward Brookey
Tonya Caldwell
Jaun Cantor
Timothy Cantrell
Robert Carlsen
Stephan Chattman
Lindsey Cleveland

Hassane Conde
Timothy Crane
James Darnell
Wendy Dearden
Anthony Dematteo
Gery Diess
Neil Dietrich
Jason Dillman
Bradley Dixon
Jason Downs
Jonell Downs
Bruce Elliott
Michael Ellis
Shan Evans
David Fitzpatrick
Marcquis Foreman
Matthew Freeman
Charles French
Kristopher Fuchs
Martin Garris
Maurice Gossert
Jeffrey Grant
Richard Hardison
Timothy Harman
Suzanne Hendrickson
Mark Ingham
Stanislava Ivanova
Dwight Jackson
Dave Jones
James Jones
Leon Jones
Tamaz Kasrashvili
Tonya Kittrell
Walter Kittrell
Elissa Kocher
Keith Kocher
Charles Kramer
Joseph Lacorazza
Heath Lamarre
Stacey Lamarre
Christopher Lang
Lewis Lemons
John Lentz
Robert London
Gregory McQuaig

Benjamin McMahon
Jason McMurray
Wesley Messick
Samuel Morgan
Jeffrey Noah
Ronald Norris
Donald Nystel
Stephen Oliva
Craig Olson
David Olson
James Orcutt
Charles Palmer
John Pellegrino
Enrique Peraza Gallardo
Chadwick Platt
Tonya Pruitt Adams
Lamont Pryor
James Randle
Rodney Raspberry
Glenn Roberts
Michael Sanders
Brandon Simon

Dorin Simu
Ajit Singh
Dennis Sisco
George Smith
James Smith
William Smith
Fredrick Sobeck
Jesus Soto Julbe
Eric Sundvall
Warren Sweeney
Alvin Taylor
Robert Thompson
Caleb Tilton
Janie Treadway
Charles Vasher
Leonel Vazquez
Marshall Vest
Timothy Walsh
David Whittemore
Aretha Williams
Noel Zaragoza Valencia
Mark Zietkiewicz

Retirements

Thank you to all drivers who retired January through March 2023 – you'll be missed!

1 – 5 Years

Kevin Ballard
Raymond Johnson

6 – 10 years

Jorge Escalante
Donald Carter
Brian Young
Jerry Nichols

11 – 15 years

Paul Mills
Craig Knoll
Duane Witt
Juan Hernandez Perez
Charles True

16 – 20 years

Richard McDonald
Eugene Woodford
Miloslav Hucke

21 – 25 years

Henry Mirfin
Michael Wolf

26 – 30 years

Kenneth Lasecki
Steven Dawson
Maurice Green
Gary Woods
McLean Philadelphia

31+ years

Richard Metcalf

Thank you
for your service!



Driver Photos



We received some amazing driver photos this quarter! If you have a notable photo, feel free to post it on the Schneider Truck Driving Jobs Facebook page or send it in an email to ExtraMile@schneider.com. You may see it featured in an upcoming issue. Include your name, photo location and your service offering. **DO NOT** take photos while driving.



Van Truckload driver **Janet Cordero** took in this scenic backdrop out west.



Van Truckload driver **John Ruiz** drove through a winter wonderland in the Sierra Nevada mountains of eastern California.



Dedicated driver **Allen Denton** delivered at twilight in Menasha, Minnesota.



Dedicated driver **Jeff Rudh** made a snowy delivery in Vernal, Utah.



Dedicated driver **Steven Anders** found a rainbow at a service plaza in eastern Ohio.



Intermodal driver **Ed Ferguson** pulled into a snowy truck stop near the Kostner yard in Chicago.



Van Truckload driver **Tanaya Everbe** stood tall with her truck during a sunset at the Wilmer, Texas OC.



Dedicated driver **Daniel Chester's** truck "Snowball" sat under gray skies in McKinleyville, California.



Intermodal driver **Scott Okey** says every day is amazing under the warm blanket of the "Big Orange" in St. Paul, Minnesota.



Van Truckload driver **Tyson Prater** watched the sun on the horizon in Chanute, Kansas.



Intermodal driver **Peggy Powers** says the air smelled like hot chocolate while it snowed in Green Bay, Wisconsin.



Dedicated driver **Shaun Scott** stopped at a rest area outside the other Las Vegas (New Mexico).



A glowing sunrise over Van Truckload driver **Gorman Rasmussen** in Aberdeen, Maryland.



Bulk driver **Aubrey Higgins** met the Man of Steel in Metropolis, Illinois.



Intermodal driver **Saufi Loane** worked in the shadows of Tuscon, Arizona.



Driver Ambassador **Ed Penton** enjoyed the sunrise in Mesquite, Texas.



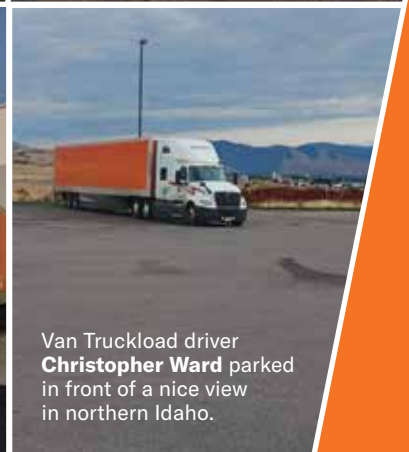
Dedicated driver **Gerardo Lopez** posed with his trusty steed in Cleburne, Texas.



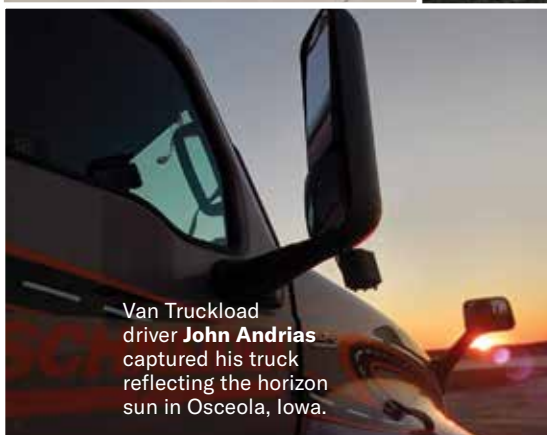
Owner-Operator **Joel Torres** caught the glow of his headlights on a foggy evening in Fayetteville, North Carolina.



Van Truckload driver **James Montague** got the green light at a warehouse in Missouri.



Van Truckload driver **Christopher Ward** parked in front of a nice view in northern Idaho.



Van Truckload driver **John Andrias** captured his truck reflecting the horizon sun in Osceola, Iowa.



Driver Ambassador **James Hall** made a subzero stop in Lansing, Michigan.



Van Truckload driver **Paul Cohen** embraced the luck of the Irish on St. Patrick's Day.