



**COASTAL
PLAINS**

THE DISPATCH

VOLUME 6 ISSUE 1  JANUARY 2023

SAVING FOR THE FUTURE

We're excited to announce as of January 1, 2023, we have moved to a 401k Safe Harbor Plan!

What does this mean for me? Coastal Plains Trucking matches 100% of your contributions, dollar for dollar, up to 3% of eligible pay, PLUS 50% of each additional dollar greater than 3% and no more than 5% of eligible pay. This is a great way to make your savings grow because CPT doubles what you sock away – up to 3% of your salary with an option for even more!

Where can I find the 401K Safe Harbor handbook? Visit [Transamerica.com](https://www.transamerica.com) and go to MyPay > Benefits > 401K Information.

I'm already enrolled, do I need to do anything? You do not have to do anything unless you want to make changes to your investment or deferral election.

When can I enroll? Enrollment will begin in March for an effective date of April 1.



You will be eligible for the plan on the first day of each quarter coincident with or next following the time you meet the eligibility of six months of active employment. Corporate HR sends out notifications prior to each quarter inviting you to participate.

How often can I make changes to my plan? You can increase or decrease your deferral election once a quarter.

HEALTH SAVINGS ACCOUNT (HSA)

Interested in setting up a Health Savings Account? An HSA is a pre-tax savings account that lets you save money to pay for qualified medical expenses including deductibles, copayments, coinsurance, and some other expenses. Please be on the lookout for an open enrollment announcement. Details about joining the 2023-2024 HSA plan will be sent in March for the upcoming April 1 enrollment. If you have specific questions, please check in with HR for details.

What if I want to discontinue my contribution? You are allowed to discontinue at any time through [Transamerica.com](https://www.transamerica.com). Notifications will be sent to the Corporate HR to discontinue your contributions.

EMPLOYEE ANNIVERSARIES

11 YEARS

Rodolfo Espinosa 11/1/2011
Gilbert Morales 11/1/2011
Gonzalo Navarro 12/12/2011

10 YEARS

Tyler Nalley 10/15/2012

9 YEARS

Dawn Bailey 10/23/2013
Sharon Cortez 10/27/2013

6 YEARS

Abel Padilla 12/14/2016

5 YEARS

Jayson Balasi 10/19/2017
Jose Chapa 11/3/2017
Russell Greiner 11/3/2017
Joseph Harrell 10/12/2017
Christopher Hunter 10/4/2017

4 YEARS

Jesus Delgadillo 10/31/2018
Jonathan Olvera 12/19/2018
Julio Ortiz 11/16/2018
Ken Steidle 11/7/2018
Craig Williams 11/16/2018

3 YEARS

Jesse Arguijo 11/1/2019
Andrew Clawson 10/2/2019
Shawn Webster 12/4/2019

2 YEARS

Davrick Jacobs 10/21/2020
Dustin Jones 11/5/2020
Charles Marton 12/3/2020

1 YEAR

Daniel Burnham 12/15/2021
David Gardner 12/6/2021
Geneva Riley 11/8/2021
Jeffery Brannan 10/1/2021
Joseph Noel 12/29/2021
Mark Kelly 0/15/2021
Roberto Osegueda 11/10/2021

EMPLOYEE CELEBRATIONS



We were happy to celebrate our Professional Drivers in Wyoming!



We appreciate our friendly Dispatchers!



THANK YOU, MR. GARZA!

Congratulations to Orla Professional Driver **Jose Garza** on his retirement! His last day of work was October 25 and we celebrated with a retirement luncheon. We wish Mr. Garza health and happiness in this next phase of his life.

JANUARY BIRTHDAYS

Shawn L. Webster 1/1
Ken Steidle 1/3
Lyle Miller 1/7
Greggory Harris 1/8
Gerardo Cantu 1/1
Julio Ortiz 1/14
Christopher L. Dodgin 1/15
Jonathan R. Olvera 1/16
David Olquin 1/21
Daniel G. Quinonez 1/24
Jose L. Lopez Garcia 1/28
Terry D. Denney 1/29
William L. Wallace 1/30

FEBRUARY BIRTHDAYS

Van S. Welch III 2/6
Timothy L. DeMars 2/10
Christopher J. Hunter 2/10
David L. Peres 2/11

Mark A. Watts 2/12

Jose L. Lago 2/15
Mario L. Anguiano 2/25
Clavonna Glover 2/26
Abel Padilla 2/27

MARCH BIRTHDAYS

Jose R. Ruiz 3/2
Gonzalo Navarro 3/3
Chaddrick Marion 3/4
Juan T. Morales 3/7
Hector M. Pena 3/8
David L. Gardner 3/11
Roxann M. Patterson 3/11
Michael S. Knauf 3/13
Rogelio Ortiz 3/13
Jeffery Zimmerly 3/18
Alex Greene 3/20
Dina Brown 3/29
Luis E. Villarreal 3/31

NEW HIRES

VICE PRESIDENT OF OPERATIONS KEITH GABRELESKI

Coastal Plains Trucking is excited to announce that **Keith Gabreleski** has joined our team as Vice President of Operations. Keith brings more than 15 years of experience developing and leading successful operations. He has managed over 300 employees across multiple locations and been heavily involved with all forms of operations, including DOT compliance, maintenance, customer

service, training, dispatching, and policy creation and implementation. Keith began his career in transportation as a driver and still maintains his CDL and Hazmat endorsement, giving him unique perspective and understanding into the challenges our professional drivers face. Please join us in giving Keith a warm welcome to Coastal Plains Trucking.

— Stephen Greak
& Andy Cunningham

Dina Brown
Robert Burnham
Kenneth Cain
Juan Chapa
Joseph Fruge Jr.
Keith Gabreleski
Alex Greene
Andrew Langley
Kenneth Sliz
Bobby Wear

We look forward to creating opportunities for you to grow through a safe and rewarding career that offers support, stability and financial security for years to come.

EMPLOYEE SPOTLIGHTS

MECHANIC BRIAN DAVISON

Brian Davison is a professional mechanic working in our Wright, WY location. He has more than 20 years of diesel mechanic experience, expertise, and maintenance capabilities. He has helped keep the fleet up and running since joining the Coastal Plains Trucking team in June 2022. Brian provides repairs that improve safety and boost maintenance productivity. He works hard to organize, maintain, and produce a quality shop that is highly efficient. Plus, when our trucks faced difficulties pulling loads in the heavy snow of the harsh Wyoming winters, Brian implemented solutions that have greatly helped our fleet.



YARD MANAGER GONZALO NAVARRO

Professional Team Member **Gonzalo Navarro** has been with Coastal Plains Trucking for more than 11 years. Gonzalo manages 24 drivers and oversees Charlotte operations which include hauling crude oil, jet fuel, and diesel fuel. He is also responsible for any Charlotte yard needs. Gonzalo is known for going above and beyond. He takes pride building trust with drivers, helping them be more efficient, and meeting customers' needs. When not working hard in operations and with his professional drivers, Gonzalo loves to spend time with his wife and three kids.



Texas Department of Public Safety visited our Charlotte facility on last September to give a safety presentation and demonstrate a level 1 inspection. With more than 17 years of experience, Texas DPS Inspector Wade Kenney and Sergeant Freddy Ogden offered a tremendous amount of knowledge in identifying and preventing violations before getting onto the roadway. The presentation and inspection started several constructive conversations. Wade stayed to answer questions, giving our professional drivers added knowledge and keen insight to find and correct potential violations. Thanks to Wade and

CHARLOTTE CORNER



Freddy for working with Coastal Plains Trucking to make the roadways safer.

In addition to the safety presentation, Coastal Plains Trucking celebrated Charlotte drivers eligible for receiving appreciation awards.



EXCITING GROWTH

Over the last month, I've had the opportunity to visit with several great team members in Lufkin, Baytown, Stockdale, Charlotte, and West Texas. This is a great organization with an exceptionally talented team. I appreciate the time and attention everyone made to meet with me.

The main reasons I decided to join Coastal Plains Trucking

were the team members I had the honor of meeting during the interview process, and the overall company culture that was presented. My focus during my short time with the company to date has been to start building relationships with everyone and to get to know more about the company's current operations. One thing that is evident is

how the pursuit of continued excellence at Coastal Plains Trucking is resulting in exciting growth and other opportunities, which gives us a bright future. It is great to be part of an organization that truly values safe operations, the well-being of its people, and the success of its customers.

— Keith Gabreleski

FIXED ASSET UPDATE



Coastal Plains Trucking continues to invest in our fleet and professional drivers to stay ahead of our competitors. We are eagerly awaiting the arrival of 22 new OTR tractors, 22 new cryogenics transports, and 20 new day cabs. We feel these additions will help us maintain competitiveness in payload capacity, while also brightening up our fleet with a wave of new tractors. We believe optimized equipment is a major pillar of safety and performance, and we know this new equipment will help us continue to achieve our goal of delivering every load safely, on time, and for a profit.

SAFETY CORNER

DRIVING FOR EXCELLENCE

Congratulations to the following drivers who received their bonus for every month in 2022!

Gerardo Acevedo
Jayson Balasi
Jeffery Brannan
Daniel Burnham
Keith Doak
David Gardner
Eric Luchsinger
Charles Marton
Julio Ortiz
Abel Padilla
Jonas Rosen

Arturo Rubio
Joe Toscano
Gabriel Valdes
Craig Williams

This accomplishment is regarded as the safest while still being productive. Coastal Plains Trucking leadership thanks you for being the best of the best and we look forward to seeing you, and many more of our Professional Drivers, make this list in 2023. We will continue to work to deliver every load safely, on-time, and for a profit.

We started the new year with our CSA performance headed in the right direction. We earned 3 clean inspections by January 10.

• **1/3/2023: Jody Stinson** received a clean level 1 inspection.

• **1/3/2023: Keith Doak** received a clean level 2 inspection.

• **1/6/2023: Jose Lago** received a clean level 2 inspection.

In 2023, we will fully incorporate the Smith System Defensive Driving system, giving our Professional Drivers more assistance for being even safer on the roadways. While you are out on the road, keep in mind that creating space gives you visibility, which gives you time to make decisions in preventing an accident.

Thanks to each of our Professional Drivers for an outstanding 2022. We look forward to supporting you in 2023!

– Be Safe,
Dave Lapora

SHOUT OUTS

Thank you to **Barbara Reed** for all her hard work and dedication to Coastal Plains Trucking. Barbara always does her very best to help the team and it is always a pleasure to work with her.

Joe Fly, we appreciate you volunteering to take on a new dispatch until we're able to find a permanent driver for that spot.

Shawn Webster, thank you for working so hard during the storm checking leases, making sure that drivers were safe, and communicating things to dispatch.

Dispatch Team, thank you for the work you put in during the storm. It took a lot of coordination and didn't go unnoticed. An EOG foreman called to thank us for the hard work.

Daniel Burnham, thank you for always doing whatever is asked of you and never complaining. You have a positive attitude and a great work ethic.

Cooper Hinman, thank you for

always having a positive attitude and being a team player. You are an outstanding employee and we are lucky to have you as part of our team.

Juan Morales, out of every carrier, and every carrier driver, Airgas specifically requested you by name. Thank you for going above and beyond time after time for our biggest customer.

Dispatch Team, thank you for being proactive by communicating to all drivers on weather conditions. This gives our Professional Drivers the ability to make informed decisions when they are servicing our customers and driving on the roadways.

Craig Williams, thank you volunteering to work through the holidays, which was a tremendous help. Your positive attitude, adaptability, and team player mentality are much appreciated.

Joseph Fruge, you are a

pleasure to work with. Your positive attitude and team player mentality have been mentioned by many. We look forward to working with you for many years to come.

Arturo Fuerte, you consistently go above and beyond on your paperwork, showcasing your attention to detail. Your accuracy and ability to adapt with ever changing paperwork requirements is extremely appreciated.

Brian Davison, our trucks have never been better thanks to your diligent and hard work. I appreciate that you diagnosed why we were having an issue as well as finding a solution to fix it.

Gonzalo Navarro, you've done an incredible job staying on top of drug testing, you're not afraid to ask questions and you're always trying to learn. Thank you for all your hard work.

Geneva Riley, thank you for the numerous suggestions to eliminate waste and identify

inefficiencies in our processes.

Jody Stinson, you're always eager to work and volunteer for everything. You've already covered Nitrogen and LOX loads and proven yourself to be a huge asset to the company.

Roy Parker, thank you for your willingness to go wherever we need you, your consistent hard work, and your continuously positive attitude. We're fortunate to have you as part of our team.

Izzy Rodriguez, you work so hard every day taking care of business in Baytown. The Baytown yard and cryo division would not be the success it is today if it was not for you.

Curtis Jones, Airgas Nitrogen Services was very complimentary of you and even requested you by name for future jobs. They said you were very friendly and professional; your paperwork was perfect and submitted on time, you communicated well and did a great job overall.