



December 20, 2019 Volume 19 & Issue 1

Merry Christmas!



From your Hi-Way 9 Group of Companies' Directors (l-r)

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CELEBRATION, RECOGNITION, APPRECIATION

Hi-Way 9 Group of Companies held their annual Christmas celebration and awards ceremony earlier in December. The hundreds of those attending enjoyed amazing food, multiple draws for give-aways, incredible company, and celebrated the best of Team 9 in their annual awards. With dueling pianos as entertainment to end the evening, many a voice could be heard singing with the performers, dancers tearing up the floor, and much laughter was shared as the team and guests enjoyed their time.

The question has been raised-why such a big event? One word-care. Care for the team, care for the communities they serve, care for the responsibilities of sharing the road, and care for the families waiting at home for Team 9. Care. Have a safe and wonderful holiday season every one and all!



Hi-Way 9 Group of Companies
We are proud to be the Carriers that Care... for our customers, our Team, and the communities we serve.

HI-WAY 9
GROUP OF COMPANIES

HI-WAY 9 EXPRESS LTD. **STREAMLINE** LOGISTICS AND WAREHOUSING **DECK-WAY** **DACOTA** Freight Service

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The Carriers That Care!

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HI-WAY 9 GROUP OF COMPANIES' ANNUAL AWARDS

The Hi-Way 9 Group of Companies presents nine annual awards to the Team 9 members who most represent the character and work ethic in the distinctive accolades given. Much thought, many years of history and care is put into the final decisions represented each year. The honor of being nominated, let alone granted one of these awards is a goal many strive for and respect. Congratulations, again, to this year's winners.

Pinnacle Award

This award is presented to the individual who has longevity, demonstrates leadership, consistency, and creates a positive team environment, making Hi-Way 9 Group of Companies a great place to work.

MIKE RILEY
Lethbridge



Mike has been with Hi-Way 9 for over 20 years. He has been an integral part of growing operations in Southern Alberta building our service to Brooks one box at a time and then moving to his current role of Lethbridge Terminal Manager. While we are sure Mike will agree it has not always been easy and has involved a lot of hard work, Mike's ability to prevail through any situation is one of the reasons he is our Pinnacle winner tonight. His dedication and commitment to customer service has made him one of our long standing Leaders.



50 years in business is no small number! Hi-Way 9 Express Ltd. celebrated this milestone in 2019, ensuring the memory was marked with a fabulous celebration! Prizes and food, games, face painting and glitter tattoos, bouncy castles and an invitation to all of Team 9 marked this momentous occasion. From one man and a truck to hundreds of employees and a fleet of units, this company is proud of our team, our customers, and the communities they serve! Thanks to all those that have helped make Hi-Way 9 Express Ltd. a success. And to those that helped celebrate-we sure did have a party!



Outstanding Award

This award is presented to the individual who shows an intense amount of dedication, commitment and integrity throughout the year.

CRYSTAL HALL Drumheller

Over the past 14 years **Crystal** has taken on many challenging roles in our organization. Starting in Calgary doing OS&D her tenacious personality quickly shined through proving her to be a valuable asset to the team there. When she decided to move her family to Drumheller we welcomed her with open arms. **Crystal** has become a key part of the administration Team in Drumheller overseeing the daily functions of everyone she makes sure it runs smooth each and every day. She has a positive attitude, excellent people skills and willingness to jump in and help with any situation.



HONORABLE NOMINEES RECOGNIZED

SAMANTHA LORANGER-Red Deer



KEVIN TRENTAM-Edmonton



Team 9 Kids' Parties

Not one, not two, but THREE children's Christmas parties were hosted for Team 9 members and their little ones early in the holiday season. 'experienced' generations were able to get active. Finishing off their time with hot pizza and houses mastered while toys, crafts and presents were enjoyed by the over 150 young people attending. Red Deer, Edmonton and Calgary each boasted great weather for the travelling, and even those from the more active. Finishing off their time with hot pizza and houses mastered while toys, crafts and presents were enjoyed by the over 150 young people attending. Red Deer, Edmonton and ties are less than a year away!



Safety Is a Culture & Support



Years of Recognition



Years of Recognition

Throughout 2019 these Team 9 members were recognized for their years with Hi-Way 9 Group of Companies. Upon their tenure anniversary, each has been given a package from our awards program, allowing them to chose their award. During the annual celebrations, we enjoyed the opportunity to take one more chance in acknowledging their time with the Team. Thank you! Hi-Way 9 is proud to call you their own!



2 Years of Recognition

PAUL ANDERSON
A. RANDAL BALAZ
RICHARD BIER
DAWN BOLIN
DONALD BRODER
COLIN BURGESS
RICHARD BUSH
BRENDA CAMPBELL
KEN CARTWRIGHT
JOSEPH CHERY
LIAM EAGLES
DARREN EPP
CODY FEASEY
BRENT FLANAGAN
COADY GLEASON
CEDRICK GONZALES
CALVIN GONZALES
CORY GREENFIELD
V. REG HERBERT
CHRISTOPHER HOLMES
DAVID JACKLIN
BRANDON JAKSETIC
GERALD JENSEN
ALYSHA KIDD
BARRY KINNEY
CHRISTOPHER KISINGER
PRANESH KUMAR
DARRYL LOCKE
JESSICA MAASWINKEL

RICHARD MCGILL
MICHAEL MCKENZIE
KEITH MCMANN
GERALD MELROSE
MURRAY
STEVEN MORRISON
JOHN CURTISMORRISON
DOREEN NELSON
KEITH OBERHAMMER
MICHAEL PELLETIER
MARK POLON
BRIAN POPOWICH
MARGARET RAYMOND
GAVIN REES
NICHOLAS REYNOLDS
VALOIS ROEDER
GREG SCHWARTZ
HARMANJIT SINGH
KYLE STUCKEY
ANNA SZABO
DAVID TOWNSEND
MYLES TRENTAM
DAVID VOS
SHANE WALKER
TAKARA WINTER

5 Years of Recognition

NATHANIEL ALTHEIM
JORDANA BANCROFT
ADRIAN BOYD
EMMANUEL CORMIER
KOLINDOWNS
RANDY ELLIOT
SEAN FARTHING
RICHARD FEHR
KEN HALDANE
JODI LASTIWKA
TERRY MASSON
THEODORE MATER
JOHN O'BRIEN
RAMONA RED CROW
PETER RHODES
TODD SANDQUIST
BARBARASHARPE
JON SLIWORSKY
JAYME WELCH
SYED ZAIDI
PAIGE ZIEMINEK

10 Years of Recognition

ANDREW ARSENIUK
TYLER BOLIN
KEN BURDICK
PATRICIA EMBREE
GORDONFOX
RICHARD HEFFERNAN
SAMANTHA LORANGER
JORDI TURNER

15 Years of Recognition

TRENT BERNAKEVITCH
KELLY EYLES
GARTH GUEVIN
CECIL NETTNAY
RAELENE PEARS
MARVIN DEAN UPHILL

20 Years of Recognition

WARREN RUFF
JIM SPYCHER

25 Years of Recognition

CLINT ANDERSON
DAVID BERGEN

35 Years of Recognition

CLAYTON HAWKES

ONCE
YOU HAVE
experienced
EXCELLENCE
YOU WILL
never again
BE CONTENT WITH
MEDIOCRITY.

...never losing focus of what's important... SAFETY FOR TEAM 9

Hi-Way 9 annually recognizes the terminal team that had the best in-house safety performance. Transportation safety programs have 4 main measurable performance bars. That being TRI (total recordable injuries), LTC (Lost Time Claims), Gross Claims to Revenue and our R factor on our Carrier profile.

Our Team understands that that safety performance is a key factor in social responsibility, customer requirements and corporate performance. But its more than that, it's about TEAM 9! It's about making sure that each and every Team 9 member goes home safely at the end of the day to their loved ones.

2019's safety award was presented to the **Stettler terminal**. This area has seen a fair bit of challenges coupled with the addition of new Team members through an acquisition which is a big change to most any area.

The **Stettler terminal** needed to help their new team mates learn the Hi-Way 9 culture and train all in the operating systems and processes-all while maintaining a safe work environment. Everyone worked hard to continue current customer relationships as well as build new ones. All this went extremely well and it was done while keeping everyone safe.

Congratulations, again, to the Team in **Stettler!! Alex Spicer** and his team will all be receiving custom ordered jackets and an award to display in recognition of this incredible accomplishment.



Safety First-Always

Safety culture. It is not just a promotional tagline or spreadsheet required for head office. Safety culture is first and most importantly about Team 9. Safety on the roads, in the equipment, at customer locations, and in our own facilities. Keeping our team safe, along with the equipment, can only improve efficiencies, happy employees, and longevity for all involved. When an incident may occur-do YOU know how to handle it? What are reporting procedures? And how could this be prevented in the future? Should a short-cut be taken? Or will safety be jeopardized?

Listed here is the summary of incidents for 2019 thus far for Team 9. What could have been done to prevent these? Proper care in lifting and backing are blaringly apparent and needing to be noted. Take care of yourselves and your equipment, Team! Arriving home safe every night is what we all want.

EMPLOYEE INCIDENTS:

Strain/Sprain – 32
Slip/Trip – 15
Cuts – 14
Bruise/Contusion – 3
Crush – 5
Exposure (inhale chemical or something in eye type incident) – 4
Fracture – 2
Crush-1
PTSD-1
Dislocate-1

VEHICLE INCIDENTS:

Yard Issues (customer or HW9)
-66
Single Vehicle-12
Roll over-1
Over the Road-10
Animal Strike-10
Fire-1
3rd Party Fault-9

CAUTION
ENTERING SAFE
WORK PLACE
DO YOUR PART



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Customer Excellence Award

This award is presented to the individual who demonstrates outstanding customer service throughout the year.

FAITH LALONDE
Edmonton

Faith started with Hi-Way 9 Edmonton on our night distribution Team. She quickly proved to be a very hard worker with a strong attention to detail. When Hi-Way 9 was awarded the Dollarama contract we knew that **Faith** would be a key part of looking after this customer daily. From stripping containers full of freight to building schedules and working with Dollarama staff directly she has become someone they can come to depend on and helps keep one of our top accounts happy on a daily basis. Never one to back down from a challenge she has also been key with integration of Jen Express dispatch into our existing system.



HONORABLE NOMINEES RECOGNIZED

ADRIAN MACKINNON-Streamline Calgary

JAMIE GRAYSTON-Red Deer



Volosymyr Vasilchuk from Team 9 Calgary shared this picture his son drew. Proud to be part of Hi-Way 9! Thanks for sharing.

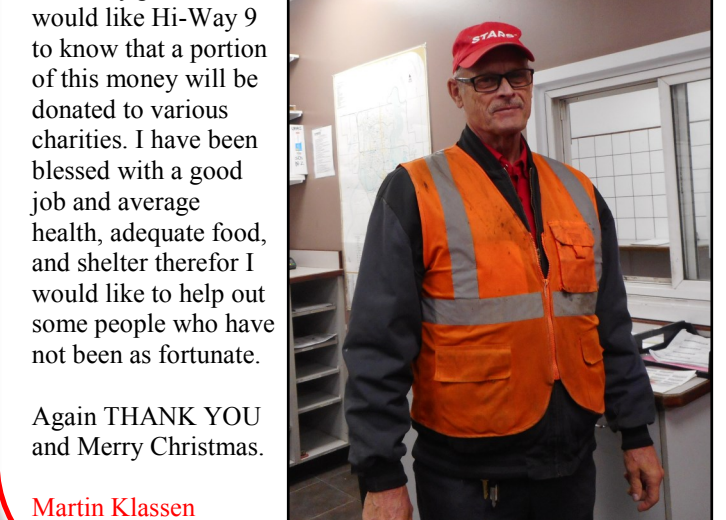


A Note Received...

A huge Thank You to the Board of Directors, Area Managers, Depot managers and co-workers and anyone else who had a part in allowing me to be a recipient of the Hi-Way 9 Group of Companies "2019 Highway Driver of the Year".

This award is a great honour for me. I feel I have done what I was hired to do to the best of my ability and to have that recognized by management is very humbling.

This award will proudly stand on a shelf in my home, as for the monetary prize I would like Hi-Way 9 to know that a portion of this money will be donated to various charities. I have been blessed with a good job and average health, adequate food, and shelter therefor I would like to help out some people who have not been as fortunate.



Again THANK YOU and Merry Christmas.

Martin Klassen

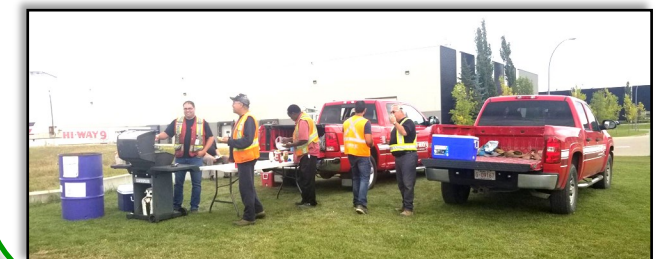
Calgary Streamline Family Gathering



Getting ready for the summer season, the **Calgary Streamline Logistics** team gathered at a camp site near Sundre to enjoy their team, fun, the warm weather, and a great barbeque to top it off. There's nothing quiet about this bunch, and the time spent together supports what all attending already knew-Streamline is one fabulous division of the Hi-Way 9 Group of Companies!

There's Something About A BBQ!

A joint effort between **Hi-Way 9 Express** and **Streamline** in Edmonton always produces a great outcome-BARBEQUE! Hard workers deserve great food, and the leaders of these divisions do not disappoint. Here's to warmer seasons and anticipation of more grilling!





Line Delivery Award

Awarded to the line delivery driver who shows dedication, excellent company representation, a strong commitment to our customers and safe efficient operation of their equipment throughout the year.

JUSTIN STANLEY-SMITH
Edmonton

Starting with our team in 2006, **Justin** has become a cornerstone and key to our success in Lloydminster. One of the longest line runs in our system, he takes on the challenge daily of setting out on a long drive, spends the day peddling freight and returns to Edmonton safely ready to doing it all over again the next day. **Justin** is known for his reliability and strong work ethic.

Winner



HONORABLE NOMINEES RECOGNIZED

BRIAN JASPERSON-Camrose

CHRIS HOLMES-Medicine Hat

JIM MACDONALD-Drumheller

VLADYSLAV USATIUK-Calgary



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Administrative Award

Awarded to the individual who shows dedication, commitment and excellent company representation, an award that could as easily be called the indispensable assistant award.

MEGAN SOLVERSON
Camrose

Megan's bubbly personality and willingness to help anyone are just a few reasons she is a vital part of our Administration Team. Not only does she support Camrose operations on a daily basis she has also taken on the responsibility of supporting several of our other terminals. With a heart that truly cares for her fellow Team 9 members and our customers, **Megan** brings a personal approach to those she connects with daily.

Winner



HONORABLE NOMINEES RECOGNIZED

ALYSHA KIDD-Edmonton

CARRI ANN MARTENS-Drayton Valley

JEN THOMAS-Drumheller

SADIE BERRY-Drumheller



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Highway Driver Award

Awarded to the highway driver who has shown strong commitment towards public safety, dedication and efficient operation of their equipment throughout the year.

MARTIN KLASSEN
Red Deer

Martin is a mild mannered professional driver that sails the QE2 between Red Deer and Edmonton twice daily. His calm, cool and collected personality aids him a great deal with the multitude of situations on the highway. Martin has been with our Team for over 16 years and we are very thankful for his years of service and daily commitment.

Winner



HONORABLE NOMINEES RECOGNIZED

DARCY RADKE-Medicine Hat

HANK PETERSON-Red Deer

JIM HOOD-Deck-Way

KEN THOMPSON-Red Deer



Pickup & Delivery Award

Awarded to the P & D driver who shows dedication, excellent company representation, a strong commitment to our customers and safe efficient operation of their equipment throughout the year.

DOUG MARCHEWKA
Streamline Edmonton

Coming to us from Jay's Transportation, Doug has become an integral part of the daily John Deere transfer system within the city of Edmonton. He understands that time is essential through each of his connections, ensuring his equipment is inspected and running properly, and is greatly valued by John Deere and his peers. We are very proud to have Doug on our Team.

Winner



HONORABLE NOMINEES RECOGNIZED

ALEX RIVKIND-Deck-Way

ANDREW KIDD-Streamline Edmonton

CORY GREENFIELD-Calgary

DANY DEMERS-Red Deer





Distribution & Maintenance Award

Awarded to the individual from our distribution or maintenance team who shows dedication, commitment and willingness to go the extra mile throughout the year.

KAYLA HAYES
Calgary

Kayla is a key component to our Calgary afternoon distribution team. She covers it all. From dispatch, to scanning, to assigning trips, she keeps the Team on track. **Kayla** has a great work ethic, never backs down from a challenge and has a great ability to think on her feet. I am sure everyone in Calgary would agree they would be lost without her.

Winner



HONORABLE NOMINEES RECOGNIZED



ANTHONY WILSON-Red Deer

BRANDON JAKSETIC-Streamline Edmonton

IAN MACDONALD-Calgary

RICHARD BUSH -Red Deer ship



Rookie of the Year

Awarded to the new team member who has been with the company for a one year period who has shown dedication, commitment and excellent company representation throughout the year.

HUNTER DOERKSEN
Red Deer

Hunter joined our Red Deer night distribution team in the spring of 2018. Since that time he has proven to not back down from challenge and has recently taken on the role of highway dispatch. **Hunter** has a great attitude and reliable work ethic, both of which are setting the foundation for a strong future.



HONORABLE NOMINEES RECOGNIZED

AMY GRAY-Streamline Calgary **MICHAEL POLLOCK**-Edmonton

RHEALEEN TOWNSEND-Calgary **SPENCER STEWART**-Streamline Calgary

