

Oct – Dec. 2008



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Our employees are the best!

Attitudes

A positive mental attitude is only really achievable when we understand ourselves. By this I mean we actively participate in all aspects of our lives, personal, family, work and spiritual.

Perhaps a good way to look at your personal life is that you should be able to print your day's events on the front page of a newspaper and not be ashamed at anything we have done. If we are living a good life we shouldn't be concerned if people know exactly what we did on any given day. This is one way to look at our daily activities. Are we truthful with ourselves and with what we do in a day?

With family it can be hard work. Sometimes we have to let family members live their lives and not criticize and make them see things our way. You can't teach an old dog new trick is perhaps as good way to view some of our parent's habits and attitudes. Whatever we do we should be present when possible with our family members and help out as much as possible and try not just to take.

With our work life are we taking the high road or are we getting involved were we shouldn't be? Are we part of the problem or part of the solution? Whatever we do perhaps taking care of our side of the street is a good attitude to take.

Our spiritual life is a very personal matter for many. Whatever you believe we hope it is good. Try to seek out others, perhaps churches and places where you can get some relief with the daily pressures of life. Just don't say – no never.

A positive mental attitude is achievable by working on different aspects of our life and trying to do the best we can with them all. Keep up the good spirits.

Safety first!

We are very proud of the record we have for safety and reduced incidents and collisions. When you are alert and not distracted with cell phones and other activities while driving, you have a better chance of maintaining a safe driving history. These days there are many cars and trucks and buses and bicycles and pedestrians. You need to make sure you are constantly checking around you. Be safe, stay off the cell phone, stay alert, get the rest you need and be vigilant about avoiding injury and collisions.

Prevention is the key to reducing errors while on the road, on the dock and in the yard. Thank you for making safety a priority...and pass it on.

JOBS, JOBS, JOBS!!!!

AZ Shunters;

Full time and part time Shunt vehicle experience required. Brampton, Etobicoke, Milton, & Mississauga locations. Varied shifts & days available.

AZ Tractor/Flat bed/Auto Carrier;

Full time and part time Local pick up and delivery and some line haul with a dedicated client. Some positions offer a group benefits, flexible shifts, and start times.

DZ Straight truck and Flat bed;

Full time and part time Local delivery, hand bomb involved, steady work available, flat bed with forklift experience for building material client.

Dispatchers/Clerks/General Labourers;

Experience required for trucking companies and logistics warehousing.

If you, or someone you know, are interested in any of these positions please contact our office.

We offer a \$150 referral bonus after 100 hours of service have been completed.

See office for details

EMPLOYEE OF THE QUARTER

Quarterly we will select one AZ and DZ driver to be named as outstanding employees of the quarter.

Selection criteria will include but not be limited to:

- Attendance & reliability
- Flexibility
- Timely submission of hours
- Incident free
- Any other outstanding accomplishments

AZ = Hoa Liu

DZ = Azeem Anwar

We would like to take this opportunity to thank all of our employees who make us who we are!!!

Seven Points to Avoid:

Do you know which driving offences could result in demerit points & higher insurance premiums??

7 = failing to remain at the scene of an accident
= failing to stop when asked by an officer

6 = careless driving
= racing
= speeding by 50km or more
= failing to stop for a school bus

5 = bus driver not stopping at railway crossing

4 = speeding by 30-49km
= following too closely

3 = speeding by 16-29km
= by-passing a railway barrier
= failing to yield the right-of-way
= not obeying a stop sign/traffic light/railway signal
= failing to obey a police officer's directions
= improper driving on a divided highway
= crowding the driver's seat
= going the wrong way on a one-way road
= driving/operating a vehicle on a closed road
= crossing a divided road where no proper crossing is provided

Collision Prevention

Collisions involving large trucks often happen while attempting to back up.

Unfortunately drivers are still causing property damage and losing safety bonuses for preventable fender benders.

In most fleets one in every four collisions involves backing up. These add up to damaged vehicles, property and occasionally serious injury. These collisions are avoidable.

If possible, never back around a corner or out of an alley. Also, it is safer to back in off the street than to back out into traffic.

As well, if you are not sure, stop, walk in and survey the area first before you drive into a problem situation.

Here are some safety rules you should observe every time you have to back up.

- Get the complete picture before you start to back up
 - Get out of the truck, walk around your rig and don't guess
 - Check the area you are to back over (pot holes, mounted fixtures on a wall, overhanging canopies)
 - Start from a safe position, always back in from the driver's side and not the blind side
 - Use a reliable guide; make sure he stays in your mirrors the whole time
 - Back slowly, sound horn, use four way flashers
 - Check both side mirrors as you back up
- Please remember a safe professional driver keeps a positive attitude and takes every reasonable precaution to prevent a collision from happening.

Fall Colours

With the arrival of a new season come changes in temperatures and lighting.

Taking the time to clear the frost from our windows & mirrors is for everyone's best interest.

Keeping a pair of sunglasses on hand for those bright mornings and reflective sunsets will help cut down on blinding glares.

Remember there are some people who are driving slower to embrace the Fall colours and we all need to adjust our speeds accordingly.

Patience will get us all through safely.

Payroll

A reminder to everyone to get set up on direct deposit. Just drop in a void cheque or a form from your bank to our office and you'll be set up for your next pay.

It's so much easier, no hassle with picking up your cheque or having to run to the bank.

Your money is in your account Friday, and your pay slip is mailed on Thursday.

We at ITP endeavor to process your payroll accurately. However, from time to time discrepancies

may occur. If this should happen please notify us immediately. We will diligently work to correct it on your next pay. **Help us to help you.**

Fall Back

It's that time of year to remember to **set your clock back 1 hour** on Sunday November 2nd.

Enjoy that extra hour of rest!

