

THE ONRAMP

A Quarterly Newsletter for Herc Rentals Professional Drivers

ProDriver Academy Relaunches with New Format



ProDriver has been formally relaunched in a new format.

Herc Rentals ProDriver Academy has relaunched with a new format.

The new format, which debuted in Fort Worth, TX, during the last week in June, comes as the COVID-19 global pandemic winds down.

“Our last class was launched in February 2020,” explained Dave Washechek, the company’s learning and development business partner. “It had to be put on hold due to COVID-19, but ProDriver never really stopped. It was just converted to a virtual training at that point.”

That altered version meant hands-on training was handled locally and informally by qualified drivers. Now, with more team members vaccinated, the time was right for a relaunch.

“We are now able to launch a blended version that covers classroom theory on a virtual platform (currently active in Herc University) and a two-day, in-person, hands-on training event hosted by certified Driver Trainers, Master Drivers and Legacy Drivers,” Washechek said. “This replaces the four-day all in-person training that was hosted in Houston, TX.”

The first hand-on session following the relaunch featured seven new drivers of varying degrees of driving expertise. Washechek said. “We had some with a lot of great previous experience to share and some who were brand new to equipment and hauling equipment.”

“It went really well,” Washechek added. “After some training and coaching that took place prior to the class, we were able to successfully allow Master Driver Alex Demidow, who works out of our Rohnert Park, CA, branch, to lead this pilot with little to no help. Alex was well-prepared and did an awesome job.”

In order to ensure the hands-on portion was covered consistently and correctly, the team developed a checklist for the two days. Alex was able to provide feedback on the checklist to further refine it. Using the checklist, any qualified driver will be able to cover all the essential points for load securement.

Feedback from participants in the class was also extremely positive.

“They loved the knowledge that was shared during the Virtual ProDriver and then applying it during the hands-on segment,” said Washechek, noting that one attendee called the marriage of the virtual and hands-on training, “perfect.”

Indiana Branch Celebrates Driver’s 25th Anniversary at Herc with Cookout

Burgers, brats, ice cream sandwiches, and a lot of reminiscing were on the menu during a celebration of tractor trailer driver Mike Spizzirri’s 25 years with the company on May 20.

“Mike’s worked at many different Herc Rentals locations over the years, including Monee, Elmhurst, and Chicago, IL, as well as Portage and now Gary, IN,” said Portage and Gary Branch Manager Dawn Pointer. “Mike’s always been a great team player and his willingness to help others hasn’t been forgotten by those whose lives he’s touched over the years. Everyone wanted to celebrate with Mike, so we made sure to have the entire team there.”

During the work anniversary celebration, Spizzirri and other long-time employees and teammates talked about their beginnings with the company, what Herc Rentals was like back in the late 1990s, the way things have changed and the people they’ve seen come and go over the years, Pointer explained.

“It was a lot of fun and a lot of laughter with some crazy stories of the things we’ve all seen over the years,” Pointer said.

After all the mile markers, deliveries, and pickups, Pointer said Spizzirri shows no signs of slowing down.

“He always goes the extra mile to help others,” she said. “We’re training a new person at the counter and Mike makes sure to help her plan the day to get the most out of his runs.”

And he’s also been a big help over the past few weeks at our onsite branch in Gary, Pointer said. “It’s been extremely hot and we’ve had a lot going on, but Mike keeps going and always with a smile.”



Tractor trailer driver Mike Spizzirri recently celebrated 25 years with Herc Rentals. To acknowledge the anniversary, teammates in Indiana held a cookout featuring burgers, brats and ice cream sandwiches.

DRIVER SPOTLIGHT:

Cynthia Balderrama, San Antonio, TX

Official Title: Tractor trailer driver

Who taught you how to drive and where did you first get behind the wheel? “My first experience driving large trucks was at the age of 18. I had enlisted in the U.S. Army. At that time, I was just starting my training in Missouri.”

How did the military prepare you for your career at Herc Rentals? “The military was a huge part in preparing me for Herc Rentals. From teaching me how to be a great team member, overcoming difficult situations, and how to drive various motor vehicles.”

The number of female drivers working for Herc Rentals continues to grow — and there’s a need for more. What advice would you give women who may be considering a job as a driver for Herc Rentals? “The advice I would give to any woman considering driving for Herc Rentals would be to go for it! Herc Rentals is not only a team, they are a family. I’ve never felt more welcomed as a woman driver in a male dominated industry than I have here.”

What do you think the industry can do to encourage more women to consider a career as a driver? “Show more women

working in the industry, promote more women within the company, and have female recruiters reach out to the military and technical schools to show all the available jobs for drivers at Herc Rentals.”

What’s a fun fact about you? “During the pandemic I learned how to sew. I’m not the best, but I love making new bandanas for my two dogs, Callie and Xena.”

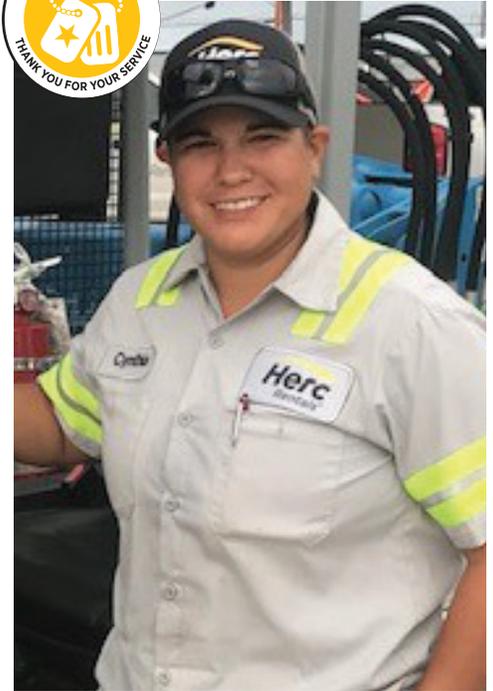
What’s your favorite part of the job? “Engaging with the customers on location and being able to see how and what they are making with the machines/tools they rent from us.”

What’s the most difficult part of the job? “Trying to figure out how to tie down more than two items to the truck.”

What’s your biggest driving pet peeve? “That’s easy — people who don’t use their blinkers.”

What’s on the radio when you’re driving? “I love listening to Bruno Mars while I’m driving.”

“Cynthia was a referral of a team member here at the branch. Although Cynthia had limited equipment hauling experience, she displayed a great attitude and willingness to learn. Since



Cynthia Balderrama, Tractor Trailer Driver.

her hiring, Cynthia has embraced the training from her fellow drivers and our local driver trainer and is eager to learn more.

Cynthia is a great addition to our driving team.” — **Chris Wiatrek, branch manager, San Antonio, TX.**

SOCIAL MEDIA COMPANY POLICY

We know you are proud of representing Herc Rentals and sharing our ability to equip customers and communities.

However, Herc Rentals’ policy prohibits identifying customers by name or providing any identifiable customer imagery or information, such as logos or street addresses, etc.

In many cases, our customers specifically prohibit the use of their name in any Herc Rentals related messages — including individual social media posts. Keep posting, but always keep this policy in mind.

Safety Tip:

NOW'S THE TIME TO REFOCUS ON DRIVING BASICS



Even during the best of times, the most well-trained, safety-conscious commercial motor vehicle (CMV) driver is at risk of engaging in driving behaviors that could lead to a crash on today's crowded highways.

Faced with additional stresses arising from the COVID-19 pandemic — mounting pressure on businesses to reopen, constantly changing health standards and more drivers returning to the road, plus the usual hazards of unpredictable weather, road conditions, and driver inattention — you have a situation tailor-made to test your focus, confidence, and skills.

Truck safety experts at the Federal Motor Carrier Safety Administration recognize this and have put out the following list of safe driving tips — a return to basics to keep you — and other motorists — safe.

- 1. Drive Defensively:** Commercial drivers must be constantly vigilant in detecting unexpected road conditions, distracted drivers, and motorists who don't understand how commercial vehicles operate. Scan ahead about 15 seconds (a quarter mile on interstates, or one to two blocks in cities) for traffic issues, work zones, and other dangers. Check mirrors every 8-10 seconds to be aware of vehicles entering your blind spots.
- 2. Signal for Safety:** Signal and brake to give other drivers plenty of time to notice your intent. If you must pull off the road, use flashers and reflective triangles to alert approaching drivers.
- 3. Know When to Slow:** Driving too fast for weather or road conditions or failing to slow down for curves or ramps create risks for spills and rollovers, as well as crashes.
- 4. Maintain Your Vehicle:** Make sure pre- and post-trip safety inspections are completed, particularly for tires and brakes. Your life depends on them. Make sure your load is well balanced and secure, as a shifting load can cause a rollover or loss of control. Loose materials create road hazards, so ensure your deck is clean before hitting the road.
- 5. Buckle Up:** Always use your safety belt. It's the law. Safety belts save lives, reduce injuries, and allow drivers to stay inside and in control of their vehicles in case of a crash.
- 6. Stay Sharp:** Get enough rest and don't drive when you're fatigued, too ill to focus, or on medications (including over-the-counter medicines) that make you drowsy or dizzy.
- 7. Get the Right Trip Planning Info:** Stay up to date on weather and road conditions, detours, and mountainous routes in order to plan driving time. Be aware that non-commercial navigation systems and apps may not provide warning of height and weight limitations and other commercial vehicle restrictions. Know your load — height and weight.
- 8. Practice Work Zone Safety:** Work zones present many hazards, like lane shifts, sudden stops, uneven road surfaces, moving workers and equipment, and confused passenger vehicle drivers. In 2019, 27% of fatal work zone crashes involved at least one large truck compared to only 11% of all fatal crashes — so it's vital to take work zone safety seriously. Slow down, maintain extra following space, and be prepared to stop. Obey all work zone signs and signals. Scan ahead for changing traffic patterns and be alert to vehicles entering your blind spots. Keep a sharp eye out for road workers and flag crews.
- 9. Never Drive Distracted:** Texting is among the worst driving distractions. The odds of being involved in a crash, near crash, or unintentional lane deviation are 23.2 times greater for truck and CMV drivers who are texting while driving. Research shows that drivers texting while driving took their eyes off the forward road for 4.6 seconds on average. At 55 mph, this equates to traveling 371 feet (more than the length of a football field) without looking at the road. It is illegal for a commercial driver to text while driving, and there are restrictions on using mobile phones (devices must be hands free and dialed using no more than one button). Eating, drinking, interacting with a navigational device, map reading, controlling a pet, or any other activity that takes focus off the road can also be a deadly distraction. If you must attend to an activity other than driving, get off at the next exit or pull over — it's not worth the risk.

CANADIAN DRIVERS RECOGNIZED FOR JOB WELL DONE

Two Canadian drivers were given spotlight awards for their hard work and customer service. The spotlight award program is our formal employee recognition program where winners receive an award valued at \$125.



Canadian tractor trailer driver Kenneth Taylor.

In April, Kenneth Taylor, a tractor trailer driver at Fort McMurray, in Alberta, received the award for “consistently doing what’s right whether it’s in the yard, branch, or customer jobsite. Kristen Sullivan, the branch manager at Fort McMurray, called him “a true professional who demonstrates the high standards of a driver trainer.”

Taylor began working for Herc Rentals in 2012 as a yard worker and was quickly promoted to shipper/receiver. After showing interest in a position as a driver, he transferred from shipping to a Class 5 position where he drove one of our F550s hauling a gooseneck trailer.

Not one to sit still for long, Taylor then steered his attention toward obtaining his Class 1 license. It took him six months. He then drove Class 1 until April 2013 when he was transferred to our Albion Sands branch as a customer service representative. Taylor recently transferred back to the Fort McMurray location as a Class 1 driver.



Canadian tractor trailer driver Jason Hofmarks.

In May, Jason Hofmarks, a tractor trailer driver in Surrey, BC, was honored for his hard work and leading by example. Vinay Chand, the branch manager in Surrey, said “as a driver, Jason is always on the go, go, go.”

“He’s a hard worker with a great work ethic — someone you want the younger team members to follow,” Chand said. “He’s a good team member and leader.”



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JULY 2021 DRIVER NEWSLETTER

We're always looking for good people and good drivers like you.
Remember, if you refer a friend, you could earn up to \$2,500.

Herc Rentals Tractor Trailer Driver Open Positions:

SEND TO employee referrals@hercrentals.com

POSITION TITLE	LOCATION	RECRUITER
Tractor Trailer Driver	AL Mobile	Samantha Hall
Tractor Trailer Driver	AR Little Rock	Samantha Hall
Tractor Trailer Driver	AR Springdale	Emily Bryant
Tractor Trailer Driver	AZ Gilbert	Brittanie Phelan
Tractor Trailer Driver	AZ Peoria	Brittanie Phelan
Tractor Trailer Driver	CA Anaheim	Joshua McEwen
Tractor Trailer Driver	CA Benicia	Joshua McEwen
Tractor Trailer Driver	CA Union City	Joshua McEwen
Tractor Trailer Driver	CA Union City	Emily Bryant
Tractor Trailer Driver	FL Fort Myers	Samantha Hall
Tractor Trailer Driver	FL Lakeland	Samantha Hall
Tractor Trailer Driver	GA College Park	Jim Kotsakos
Tractor Trailer Driver	GA East Point	Jim Kotsakos
Tractor Trailer Driver	LA Kenner Airline	Samantha Hall

POSITION TITLE	LOCATION	RECRUITER
Tractor Trailer Driver	MA Boston	Michelle Scalph
Tractor Trailer Driver	MD Upper Marlboro	Sharon George
Tractor Trailer Driver	MI Pontiac	Tara O'Connor
Tractor Trailer Driver	MO Kansas City	Tara O'Connor
Tractor Trailer Driver	NC Charlotte	Jim Kotsakos
Tractor Trailer Driver	NC Charlotte EquipDr	Jim Kotsakos
Tractor Trailer Driver	NC Clayton	Jim Kotsakos
Tractor Trailer Driver	NC Knightdale	Jim Kotsakos
Tractor Trailer Driver	NV Las Vegas	Brittanie Phelan
Tractor Trailer Driver	TX Austin	Jeff Simmons
Tractor Trailer Driver	TX Austin	Jeff Simmons
Tractor Trailer Driver	TX Beaumont	Jeff Simmons
Tractor Trailer Driver	TX Corpus Christi	Tara O'Connor

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