

# THE ON RAMP

A Quarterly Newsletter for Herc Rentals Professional Drivers

## Delivering on Our Drivers' Desires

*New Freightliner Cascadias Will Include More Horsepower and Performance Transmission*



The Cascadia, the most advanced on-highway truck Freightliner has ever offered, will become an even better vehicle for Herc Rentals' professional drivers. Earlier this month, Garrett Heine, Herc Rentals' fleet solutions manager, announced that Herc Rentals Freightliner Cascadia's will see some improvements in 2022.

"Based off the direct feedback we received from our professional drivers, we made some changes on the new trucks we ordered for 2022," Heine explained. "Our drivers wanted to have more horsepower to help assist when carrying larger gear, so we changed the engine from a DD13 (450 hp) to a DD15 (505 hp)."

The truck will also feature a new transmission, the DT12 Vocational, that will allow our drivers to drive in performance mode, Heine added. "Right now, you can only use performance mode for a few minutes," he said. "This change will enhance their driving experience."

## Curb to Curb Coverage

That's what we want to do with this newsletter. Our aim is to highlight our professional drivers, who make our company successful, to share your everyday challenges, and document your accomplishments while reinforcing safety and building a stronger Herc driver community.

But to do all that, we need your input. Do you have a cool tale from the field? If you have items to share, email us at [fieldsupportcommunications@hercrentals.com](mailto:fieldsupportcommunications@hercrentals.com). And please add your name and phone number in case we need to follow up with you.

## Freightliner Mobile App Gives Drivers Ability to Learn About their Vehicle and More



**Freightliner has made some changes to its trucks making them smarter, more powerful and more enjoyable to drive.**

Herc Rentals professional drivers can now learn more about the Freightliner truck they drive thanks to the Smart Source mobile app.

Freightliner's Smart Source app provides quick and easy access to up-to-date news, videos, and brochures about the vehicle-maker's trucks.

"This app is a great tool," said Herc Rentals Fleet Solutions Manager Garrett Heine. "Specifically, the training videos for the trucks they're driving."

The app also gives drivers the ability to preview, save, and share videos, brochures, and links. It also provides quick links to other Freightliner resources.

**Key elements of the app's features include:**



- Library of VIN-based training videos, which allow users to enter the last 6 digits of their VIN directly into the app to access product training relevant to their specific truck.
- Links to online driver and maintenance manuals by model, as well as additional Freightliner sites and tools.
- Ability to create collections of your favorite content for quick reference.
- Optional push notifications so drivers can be instantly alerted when new training videos, news, or product information is introduced.

# Qualified Drivers Can Earn Boost in Pay with Company's Tiered Driver Program

The next career mile marker for many Herc Rentals drivers is just up the road – and it could mean up to a \$3 an hour boost in pay.

Herc Rentals' driver program ensures the company's continued success by recognizing U.S. non-union and Canada drivers (U.S. union drivers are not eligible) who have achieved a high level of professionalism through the safe operation of commercial motor vehicles, exemplified company values, and act as role models in the trucking industry during their career.

## Drivers in the program should:

- Be dependable
- Be focused on safety
- Be flexible and cooperative with customers and co-workers
- Possess a CDL (Commercial Driver's License)
- Train and mentor current and new Herc Rentals CDL and non-CDL drivers
- Give guidance and direction to others
- Fully understand and follow state, provincial and federal regulations
- Demonstrate excellent customer service
- Ensure the focus stays on safety, compliance and customer service
- Review equipment transport training programs for relevancy, completeness, accuracy, and right level of instruction
- Inspect equipment to ensure safety and mechanical items are in good working order according to the FMCSA in the U.S. and the NSC Standard 13 in Canada
- Support ProDriver Academy and other drivers as needed
- Always adhere to the company uniform and PPE policy (DOT/MOT, safety, customer service)

The program is divided into three tiers and is based on experience as well as a series of other qualifications. Acceptance into each tier will result in a \$1 per hour increase in pay. Tiers and requirements are as follows:

## Tier One - Trainer

### Requirements:

- Employed as a tractor trailer or rollback driver for Herc Rentals
- Has 5 years of driving experience with minimum 2 years with Herc Rentals
- Clean driving record
- No preventable accidents for last 5 years as determined by safety director
- No preventable DOT/MOT violations for the last 3 years as determined by safety director
- Current with changing DOT/MOT regulations
- Has all relevant CDL endorsements, including tank and hazmat
- Driver qualification file current
- Current on all assigned training in Herc University
- No warnings or attendance issues within the past two years
- Can operate, load, and unload all classes of equipment with proper certifications as required
- Full working knowledge of DOT/MOT regulations for hours of service including Verizon Connect and/or paper logs if applicable with no serious logging violations
- Attends ProDriver Academy as a participant

## Tier Two - Master Driver

### Requirements:

- Has been a Driver Trainer for a minimum of 2 years and 5 years with Herc Rentals
- Meets and maintains the requirements as outlined in Tier 1
- Serves or supports continuous process improvement committee
- Completes ProDriver as an instructor, and as a participant if not already completed

## Tier Three - Legacy Driver

### Requirements:

- Currently a Master Driver for a minimum of 5 years and 10 years with Herc Rentals
- Meets and maintains all requirements outlined in Tier 1 and 2
- Nominated for Legacy Driver by his/her regional vice president and district manager
- Continues to support ProDriver Academy

To apply to the program, drivers should speak with their branch manager. Acceptance into the program will require reviews by the district manager, region safety manager, and regional vice president. Reviews will include inspections of personnel files dating back two years and driving records dating back five years.



**EARN \$2,500  
BY REFERRING  
DRIVERS**

SEND TO [employee referrals@hercrentals.com](mailto:employee referrals@hercrentals.com)

After your referral applies, please send your referral's name to [employee referrals@hercrentals.com](mailto:employee referrals@hercrentals.com) to ensure tracking and payment. For employees who are represented by a collective bargaining unit refer to your CBA or your HRD for qualification guidelines. Referral must be employed with Herc Rentals for 90 days before payout is issued.



## Customer Praises Tampa Driver for Going the Extra Mile



Following the completion of a curb project in Hillsborough County, Juan Morales, a tractor trailer driver at our Tampa location, made sure the affected properties were left in tip-top shape.

A Hillsborough County official recently praised Juan Morales, a tractor trailer driver at our Tampa, FL, location, for taking the extra time to clean up properties following work on curbs and gutters.

In a text message to the Tampa branch, the customer wrote: "Upon arrival I witnessed Herc's employee representing our efforts above and beyond by backfilling equipment tracks and sweeping pedestrian paths – ensuring quality of the job while considering the safety of Hillsborough county's residents."

The customer went on to thank Morales for being part of the team and a job well done.

"Our Tampa branch is very lucky to have Juan," explained Branch Manager Troy Turner. "He has been with the company for about a year, and he has worked both of the ProSolutions and Classic side. He's safety focused, provides great customer service, and looks for opportunities to get better every day."

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## Master Driver Passes Mile Marker on the Way to Becoming a Legacy Driver

In the 20 years since taking the wheel as a Herc Rentals professional driver, Jackie Lyons has learned to do things the right way.

Doug Warnock, branch manager of our Augusta, GA location, praised Lyons' work and dedication to the company shortly after Lyons, a master tractor trailer driver, celebrated his 20th anniversary with the company.

"With this accomplishment and a stellar driving record over the years of service, Jackie will graduate into our highly respected Legacy Driver status," Warnock explained. "To reach this milestone involves more than just showing up to drive. It takes dedication to your work, taking pride in what you do and striving each day to get it done safely and efficiently."

But that's not all Lyons brings to the branch, streets and highways around Augusta. "When the branch is confronted with a complicated delivery task or a delivery that requires knowledge and skills only obtained from years of driving, I know I can count on Jackie to get it done right," Warnock explained. "If there is work after hours or some weekend driving is required, he never objects."

Lyons is the exact type of person every company wants working for them, Warnock added.

## Safety Tip:



## Wicked Weather Makes Driving More Treacherous

With the arrival of autumn and winter, drivers need to be aware of rapidly changing road conditions.

Please take the time and review the following safety tips for driving on slippery roads:

- Wet, fallen leaves are extremely slippery and can obscure road markings or conceal other hazards, such as potholes. Be sure to take greater care when driving through rural areas by reducing your speed – especially around corners – and paying close attention to your lane discipline.
- Morning frost can create icy patches on shaded areas of the road and across bridges and overpasses. Take extra care by reducing your speed.
- Autumn coincides with deer breeding season, so be extra careful driving through rural and wooded areas, especially during sunrise and sunset times when deer are most active. Take special note in areas where deer or animal warning signs are displayed.
- October is Tire Safety Month. Check your tires and make sure they have sufficient tread depth.

Clear leaves from your vehicle, especially around your windshield and hood vents, as these can block drainage holes and get caught under wiper blades.



Jackie Lyons (right), a master tractor trailer driver in our Augusta, GA, location, recently celebrated his 20th anniversary with Herc Rentals.

"Having worked with Jackie for all of his 20 years I have found his easy-going approach to his job contagious," he said. "He's admired by both co-workers and management. It's funny, the only thing I think he enjoys more than driving is fishing."



Attn: Communications  
 27500 Riverview Center Blvd  
 Bonita Springs, FL 34134

# OCTOBER <sup>2021</sup> 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](mailto:employee referrals@hercrentals.com)

POSITION TITLE	LOCATION	RECRUITER
Tractor Trailer Driver	AL Mobile	Jennifer Usenick
Tractor Trailer Driver	CA Carson	Jennifer Usenick
Tractor Trailer Driver	CA Chico	Joshua McEwen
Tractor Trailer Driver	CA Foothill Ranch	Jennifer Usenick
Tractor Trailer Driver	CA Oakland	Cindy Samaroo
Tractor Trailer Driver	CA Santa Rosa	Jennifer Usenick
Tractor Trailer Driver	CA Union City	Jennifer Usenick
Tractor Trailer Driver	CA Union City	Emily Bryant
Tractor Trailer Driver	CA Ventura	Jennifer Usenick
Tractor Trailer Driver	CO Commerce City	Emily Bryant
Tractor Trailer Driver	FL Fort Myers	Jennifer Usenick
Tractor Trailer Driver	FL Miami NW77th	Jim Kotsakos
Tractor Trailer Driver	GA CollegePark	Jim Kotsakos
Tractor Trailer Driver	GA Marietta	Jennifer Usenick
Tractor Trailer Driver	LA Bossier City	Jennifer Usenick

POSITION TITLE	LOCATION	RECRUITER
Tractor Trailer Driver	LA Kenner Airline	Sharon George
Tractor Trailer Driver	MD Baltimore	Jennifer Usenick
Tractor Trailer Driver	MI Pontiac	Tara O'Connor
Tractor Trailer Driver	NC Charlotte	Jim Kotsakos
Tractor Trailer Driver	NC Knightdale	Jim Kotsakos
Tractor Trailer Driver	ON Etobicoke	Cindy Samaroo
Tractor Trailer Driver	ON Toronto	Cindy Samaroo
Tractor Trailer Driver	PA Harrisburg	Jennifer Usenick
Tractor Trailer Driver	TN Nashville	Samantha Hall
Tractor Trailer Driver	TX Austin	Jennifer Usenick
Tractor Trailer Driver	TX Beaumont	Jennifer Usenick
Tractor Trailer Driver	TX Dallas	Jennifer Usenick
Tractor Trailer Driver	VA Gainesville	Jennifer Usenick
Tractor Trailer Driver	VA Williamsburg	Sharon George
Tractor Trailer Driver	WA Seattle	Brittanie Phelan

Visit [careers.hercrentals.com](https://careers.hercrentals.com) for all open positions.

