



Hidden Treasures

A personal message from the 49er President

The future of autonomous and electric truck technologies continues to gain speed and press. The 49er's owner (Terry) and I recently attended the NATSO (National Association of Truck Stop Operators) show in Nashville, TN and this was the hot topic!

You may all be aware that several companies are already testing this in both the United States and overseas. Executives from large trucking companies explained that they don't expect major changes any time soon. They said that "drivers perform too many functions besides navigating the vehicle on the road," and that in case technology fails that the driver still needs to be available. This is why I was hearing "driver assist" not "driverless" vehicles. However, I still believe industry changes are in our future and we need to be prepared.

Another hot topic was the all-electric Class 8 semi-trucks. Tesla surprised us with its electric truck (pictured below) that features a 500-mile range on one battery charge!

Daimler's Mitsubishi Fuso Truck unveiled a heavy-duty all-electric truck with a range of up to 220 miles. We need to start thinking about what *this*

means for our industry as well. How do we need to adjust and change our business to allow for this technology?

What is important to trucking companies and drivers is the travel plaza's service speed. Finding efficiencies is critical to these drivers in order to maximize productivity. We have all heard that when drivers' wheels aren't turning, they aren't making money, so our goal is to help facilitate this for our guests.

I encourage each of you to be conscious of our guests' time while our guests wait for their meals, wait in line to check out, or while their trucks are getting repaired or washed. Each employee and every department can help to make a difference.

Please, keep in mind that our motto is "Success through Service" and we want each and every one of you to live by this, not just as a statement of dedication to good service, but as a way of life at the 49er. Thank you for your continued efforts to provide great guest service to everyone who visits the Travel Plaza. — **Tristen Griffith**



WHAT'S

INSIDE!

THE HUMAN RESOURCES EDITION

- ★ Open Enrollment, pg. 2
- ★ 49er Gold Values, pg. 2

- ★ Employee Resources, pg. 3
- ★ Scholarships, pg. 3
- ★ Leave of Absence Chart, pg. 4



Employee Assistance Program

The EAP is here to help you. It is also here to help your family members. It helps resolve daily matters that affect your life. This is done by talking to a licensed counselor. The EAP is the first step to solving issues in your life and it helps you regain control of and improve your quality of life.

The EAP can help with family or marital conflict, alcohol or drug issues, stress, depression and more. The services are free for you and your family members, including your eligible dependents and anybody living in your house.

Calls are private and you can make three calls per year. You can even call for legal or financial help.

If you think you have a crisis, please call 1-800-321-2843. Counselors are available 24 hours per day, 365 days a year.

Learn more at HolmanGroup.com or see Sarah in HR with questions.

Health Insurance Open Enrollment

Open enrollment is right around the corner! Recently, management spoke with the 49er's insurance broker and established a timeline. We are aiming for the first two weeks of April and hope to wrap everything up by April 12.


Summit Health representatives will be visiting to help answer questions or address concerns. A Spanish interpreter should be available.

We'll be using the website that we used last year, but don't worry, there is no need to stress about remembering your password. Colonial Life will be here to offer voluntary life insurance or speak to current members.

To avoid having employees wait around, we thought it would be best to assign everyone to a timeslot, with three individuals being in each. Timeslots will be assigned to you and they are firm. You *must* show up to either opt-out or sign up for benefits.

HR and upper management have reviewed the plans and there are several good ones to choose from. However, please be aware that changes to the state budget mean there will be a slight increase to your current medical plan costs, but no changes to your dental pricing. Medical insurance is for full-time, non-union employees. Dental is for all full-time employees.

Introducing 49er core values for success



49ER GOLD VALUES

OUR VISION

OUR GOAL IS TO PROVIDE FRIENDLY SERVICE LEADING TO ABSOLUTE GUEST SATISFACTION.

OUR MISSION

The Sacramento 49er Travel Plaza satisfies the needs and tastes of our guests by offering a wide variety of products and services in one seamless stop.

OUR "HONEST" CORE VALUES

- Healthy - financial stability
- Ownership - "own" your guest
- Neighborhoodly - support our community
- Employees - our most valuable asset
- Safety - starts with you
- Team - collaborate with others

Success through Service!

We are proud to introduce our 49er Gold Values.

The 49er Gold Values are the goals that we strive for every day, both for guests and employees.

We hope all of you will memorize our vision, mission statement and core values and include these principles in your daily routines.

Secondly, it is our hope that through these principles, we are building a company culture that not only promotes a belief in providing outstanding service, but also one where employees support one another.

We strive to promote a family-feel at the 49er and hope you are all on board with our gold values.

Employee resources you may not know about

Since many of you might be unaware of what HR does, we want to share some of the services available to you, so more 49er employees can take advantage of them. In addition to tasks like conducting new hire orientations, processing payroll, printing paycheck stubs, managing policy, providing conflict resolution, completing terminations and issuing writeups, Human Resources can:

- * Verify your employment for car loans, apartments or other financial situations
 - * Help navigate complex garnishment issues
 - * Assist with questions and concerns about timecard punches
- * Explain the details of medical, dental, life insurances and other benefits
- * Write a letter to request that you be excused from jury duty if possible
 - * Clarify company policy as well as state and federal laws
 - * Review Leave of Absence requests
- * Serve as a liaison between employees and union representatives, if necessary

You can apply for up to \$10,000 in scholarships!



The 49er is proud to announce that two college scholarship opportunities are available now for employees of the 49er. Up to \$10,000 is up for grabs!

The 49er Family Education Scholarship is offered by the Sacramento 49er Travel Plaza Board of Directors and is worth up to \$5,000. Please visit the Administration Office for an application.

The Bill Moon Scholarship is provided by the NATSO Foundation and is worth \$5,000. See below for more information.

Last year, 49er employee Suzie Ridenour was one of the recipients of the Family Education Scholarship and she also won the \$5,000 Bill Moon Scholarship.

She notes that she is working, raising a family and pursuing a Bachelor of Science in Nursing. She has ambitions of becoming a labor and delivery nurse.

The money she received went to much-needed supplies like a printer and books. She says that because she was able to pay her fees on time, she didn't have any stress of wondering where her supplies were coming from. She was prepared for the semester and she could better focus on doing well in her classes.

Congratulations, Suzie! Those who apply this year can win a generous scholarship too! The 49er Family Education Scholarship deadline is June 30. The Bill Moon Scholarship deadline is May 15.

Scholarship Applicant Requirements (for both opportunities):

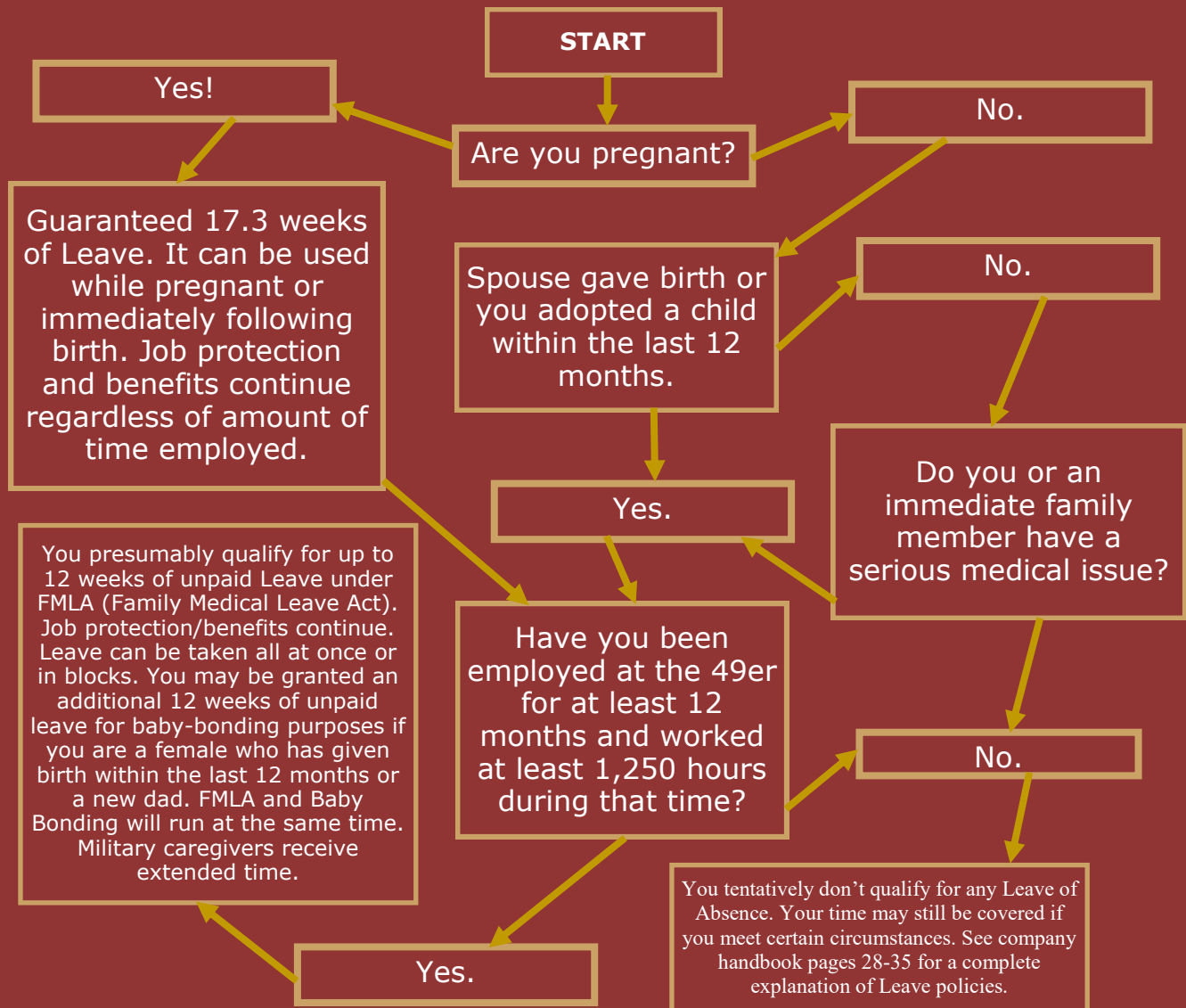
1. Fill out and turn in an application.
2. Submit an essay explaining how the money will help you pursue an education.
3. Submit at least one letter of recommendation.
4. Submit official high school and/or college transcripts.
5. Submit financial information.

To learn more about the Bill Moon Scholarship, please visit www.natso.com/natsofoundation/billmoonscholarship.

Note: Employees at our company have a history of winning the Bill Moon Scholarship, so don't be discouraged from applying! In addition to Suzie, Sarah Wilson in HR won in 2014 while she was working on her Bachelor of Science through Oregon State University's online program.

Do I qualify for Leave?

The ability to take a Leave of Absence can vary greatly depending on your unique situation. The following is intended for general information purposes only. See Sarah in HR with questions or concerns.



Sacramento 49er Travel Plaza

2828 El Centro Rd.
Sacramento, CA 95833

Tel: (916) 927-4774 ~ Fax: (916) 923-1652

Produced by: Sarah Wilson, HR/Payroll
Designed and edited by: Daniel Wilson, Marketing

© 2018 Sacramento 49er Travel Plaza



Enjoy Hidden Treasures?

The employee newsletter is *for* you! We want you to contribute content for future issues.

You can submit stories, recipes, feedback, ideas, suggestions, comments and more to:

Sarah Wilson (HR)

swilson@sacramento49er.com