



# NEWSLETTER

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## Message from Bob Hughes & Jim Musgrave (Co-Presidents)

### You Are Essential!

Much of the nation has paused and sheltered at home, while you continue to show up every day and help keep things moving. The President of the United States even took the time to recognize the contribution you are making to help minimize the impact of this new normal. The nation is starting to open back up, so it will be interesting to see what the new normal becomes.

Although certain areas of our business have been a little lighter than usual, we have been fortunate to mainly continue operating as we normally do, and we are gearing up for a full and busy agriculture season. We have been able to pick up some new lanes from existing customers that have helped us increase in business, however, we have heard some horror stories about other trucking companies being down 40, 50 or even 70 percent from normal.

Through these challenging times, we have been able to hire some very qualified people due to them being released from their prior companies. We feel very fortunate

to have them join the Tiger Team. They were first glad to simply have a job, but now that they have been here and are experiencing our culture of SHINE and truly valuing people, they have said they are glad for the misfortune that forced a change. We put people first here, and we are continuously striving to determine how to improve our processes to better serve our customers and to improve the workplace for our employees.

The weather has been very favorable for a good agriculture season according to our customers. The customer base we serve has greatly benefited from the empty store shelves, and they are anxious to get packing. We have already started moving products for customers and hiring seasonal drivers. We continue with our driver finishing school to enhance the skills of licensed drivers and are in the process of starting a school to help people get a commercial driver's license and start a new career. All of this is possible because of the core of capable and committed team members at Tiger Lines.

The company is currently paying a 5% premium on gross wages for a period of time as a COVID-19 Bonus. We recognize the value of the work efforts of our team to keep our economy rolling and fulfill an essential function while many others are staying home. The bonus is our appreciation for your contribution. This bonus is discretionary and is subject to stop without notice.

We hope you are proud to be a critical, essential worker and contributing to minimizing the impact of the national shutdown. You are appreciated by your fellow teammates at Tiger Lines, and from many of the citizens that recognize that without a truck, it does not move. Whether you drive, repair, dispatch, or work in the office, you are part of the process that keeps America moving!

"If you can't fly, then run; If you can't run, then walk; If you can't walk, then crawl; but whatever you do, you have to keep moving forward." -- Martin Luther King, Jr

### COMPANY VALUES:

- Safety
- Integrity
- Team
- Excellence

### Celebrating Women's Day at Tiger Lines on Mar 13, 2020



## Tiger Lines Roars!!! - Employee Anniversaries!!!

“The quality of a person’s life is in direct proportion to their commitment to excellence, regardless of their chosen field of endeavor.”

-- Vince Lombardi



Terry Sanders, 20 yrs



Perry Kauk, 10 yrs



John Charles, 5 yrs

## DMV Extends All Expiring Driver Licenses Due to COVID-19

by Jo Vanotti (Safety Manager)

Some disasters come with a warning, giving us time to prepare. However, it is difficult to prepare for a disaster that is imposed by disease or a civil order. As we all know most DMV field offices are temporarily closed and have just recently reopened a few sites. These open offices are still not taking appointments at this time. Customers who are eligible to renew licenses online are encouraged to do so at the Virtual Field Office website [virtual.dmv.ca.gov](http://virtual.dmv.ca.gov).

DMV extended driver’s licenses that expired during the pandemic. Drivers who had a suspended license prior to the pandemic are not eligible under this extension.

- Non-CDL licenses for drivers younger than 70, which expired between March and May of 2020 are still valid through May 31, 2020.
- A 120-day extension was given to drivers age 70 and older. Drivers age 70 and older with expiring non-CDL licenses are receiving

an extension in the mail automatically.

All commercial driver’s licenses, endorsements, and certificates expiring between March and June 2020 are now valid through Jun 30, 2020. The extensions require no individual action on the part of the driver. However, these drivers will not receive a new license or extension in the mail. They are able to request a free temporary paper extension online through the DMV’s Virtual Field Office. It is not mandatory to request the paper extension or have it on-hand.

DMV has cancelled all behind the wheel drive tests to honor social distancing guidelines. DMV is temporarily waiving required in-person renewals for eligible non-CDL drivers and CDL drivers who meet the following requirements:

- Must have a clean driving record
- Must have a current medical long form/certificate on file
- Must not be required to take an eye exam at the time of renewal

- License must not have expired prior to COVID-19
- Must have current insurance on file

DMV has alerted California law enforcement of the extension. The extension does not include medical long forms/certificates for commercial drivers. All medical forms must be kept current and in possession. Once an updated medical forms are obtained, the copy can now be uploaded and submitted to the Virtual website. DMV will send an immediate confirmation that the medical form update has been received and is being reviewed. Once reviewed, drivers will receive another email either confirming the update or requesting additional information. Please contact the Safety Department if you have any additional questions or concerns.

### Social Info



Instagram

